

**State of New Hampshire
Monadnock Regional School District (MRSD)
Warrant for 2018-2019
Deliberative Session Minutes
February 3, 2018**

School Board Members: Nicholas Mosher, Bob Mitchell, Brian Bohannon, Karen Wheeler, Cheryl McDaniel-Thomas, Rob Colbert, Eric Stanley, Phyllis Peterson, Winston Wright, Lisa Steadman and Betty Tatro. **Absent:** Scott Peters and Neil Moriarty

Budget Committee Members: Wayne Lechlinder, Tom Parker, Wendy Martel, Kristine Goodenough, Dan Coffman, Doug Bersaw, Tom Matson, Wayne LaCoste and Adam Hopkins

Administration Present: L. Witte, Superintendent, J. Rathbun, Dir. of Curriculum and Assessment, N. Richardson, Dir. of Technology and Emergency Management and D. LaPointe Facilities Director.

Principals Present: M. Suarez-Mt. Caesar, A. Salzmann-Cutler, K. Stone-Emerson/Troy, A. Noel-Gilsum and L. Spencer-MSHS.

Also Present: Jim O'Shaughnessy, Attorney for the Board, William Hutwelker, Moderator and Keith Thibault, Assistant Moderator, Lillian Sutton Deputy School District Clerk and Administrative Assistant and L. Aivaliotis, MRSD Recording Secretary.

W. Hutwelker introduced Tom, Matthew and Pheobe, students in the District who will lead the group in the Pledge of Allegiance.

W. Hutwelker welcomed everyone to the Deliberative Session. It is a great turnout. W. Hutwelker reminded people the rules for running the meeting had been handed out. He said as a point of order he will recognize the people wishing to speak, cease debate and if anyone is in line they will be allowed to speak. W. Hutwelker will not read each warrant article but he will read the rules of the meeting. The articles are on the screen and in the handout.

The Board Members and the Budget Committee Members introduced themselves.

Superintendent Witte thanked everyone for coming to this very important meeting. This is her third year as the Superintendent for the District. She commented on this being the biggest crowd she has seen so far. She had the administrative team introduce themselves. W. Hutwelker asked the teachers, paraprofessionals and staff to stand up. The audience gave them a round of applause.

W. Hutwelker read the beginning of the Warrant: To the inhabitants of the Cooperative School District in the Towns of Fitzwilliam, Gilsum, Richmond, Roxbury, Swanzey and Troy qualified to vote in the District Affairs:

You are hereby notified to meet at the **Monadnock Regional Middle/High School on Saturday, the 3th day of February 2018 at 10:00 o'clock in the forenoon** for the purpose of hearing an explanation of the following subjects and to carry on any discussion or debate with respect thereto, with said subjects to be open to amendment:

NOTICE: School District Officers will be elected at the second session of the Annual Meeting of the Monadnock Regional School District on March 13th, 2018 in accordance with the statutory election procedures adopted by a vote of the District on March 11, 1996. The School District Warrant for the election of School District Officials will be posted in accordance with Revised Statutes Annotated (RSA) 40:13 in each of the District's member Towns.

The polls will be open to voters in their towns of residence on March 8th, as follows:

**Fitzwilliam – Town Hall, 11 am-7pm
Gilsum – Gilsum Community Center, 1pm-7pm
Richmond-Veterans Hall, 11am-7pm
Roxbury-Meeting House, 6 pm – 8 pm (7 pm town meeting)
Swanzy-Christian Life Fellowship Church, 8am-7pm
Troy-Samuel E. Paul Community Center 10am-7pm**

ARTICLE ONE: Shall the Monadnock Regional School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations votes separately, totaling \$32,293, 181 (\$970,000 is required for federal grants and nutrition grants that are funded by separate State and Federal revenues)? Should this article be defeated, the default budget will be \$31,944,910 (\$970,000 is required for federal grants and nutrition grants that are funded by separate State and Federal revenues) which is the same as last year with certain adjustments required by previous action of the Monadnock Regional School District by law; or the governing body may hold one special meeting, in accordance with RSA 40: 13, X and XVI, to take up the issue of a revised operating budget only. The School Board supports this article. The Budget Committee supports this article. (Majority vote required) MOTION: T. Matson MOVED to place Article One on the ballot as presented. SECOND: P. Sherring. DISCUSSION: W. Wright explained both the Board and the Budget Committee support this budget. This budget is 1.43% less than the current budget. W. Lechluder explained this budget is \$453,000 less than the current budget. P. Bauries said this is a good article. She has asked under the Right to Know for information on the tax impact. G. Butco of Richmond said this budget is \$432,000 less than the current budget and to move it to the ballot. VOTE: Voice vote yes. Motion passes. MOTION: E. Kaplan MOVED to restrict reconsideration of Article One. SECOND: B. Bohannon. VOTE: Voice vote yes. Motion passes.

ARTICLE EIGHT: To see if the Monadnock Regional School District will vote to change the formula for apportionment of operational costs from 25% based on equalized valuation and 75% based on average daily membership to 50% based on equalized valuation and 50% based on average daily membership as of July 1st, 2017 with no change being made in the present formula for apportioning capital expenses. RSAs 197:6, 195: 13, 195:8. By petition. The school board has taken no position on this article. The budget committee has taken no position on this article. MOTION: Lady in audience MOVED to change the order of the articles and discuss Article Eight at this time and to place Article Eight on the ballot as presented. SECOND: Jody McGimmin. DISCUSSION: It was asked if this petitioned Article is enforceable. J. O'Shaughnessy said it would be enforceable. R. Thackston would

suggest waiting until the rest of the voters have entered the auditorium. **MOTION:** Ben Drug **MOVED** to amend the motion and leave Article Two in the original order. **SECOND:** R. Thackston. **VOTE:** Voice vote no. **Amendment fails.** **DISCUSSION:** Ben Drug does support this article. He said it is fair and the closest we have. Greg Butco of Richmond said being regional you have lost local control. People should choose what they want. He does not like the idea of leveling everyone. Robert Young said people in the neutral towns should look at how the other towns will feel. You will get people angry and they will not pass the fair articles moving forward. He would urge people not to change the formula. It is better for our kids to fund school appropriately. **MOTION:** Jim Roumainner **MOVED** to amend the motion to a 26% EV and 74% ADM. **SECOND:** N. Mosher. **DISCUSSION:** J. O'Shaughnessy said your apportionment is limited and unless it is offered by the School Board, if passed this formula may not be valid. It may result in litigation. The 50%-50% is permitted without School Board approval as well as 100% EV. They are considered accepted formulas. R. Thackston said he is against the amendment it is an attempt to under mind the motion. Let the original motion go to the voters. N. Mosher commented we have had towns leave our District and there are others looking at other options. If we leave what happens to the tax base? Greg from Roxbury said with the motion it would be \$20,000.00 per student and the tuition to Waldorf Elementary is \$13,000. Mike Walsh of Troy said this would be sabotage. Marsha of Fitzwilliam questioned on RSA 195:7. J. O'Shaughnessy explained. He also explained if there is a vote to change the formula it cannot be done again for 5 years. Ben Drug commented if there are people who will not benefit from this change they will vote down other articles. P. Sherring said State Law allows certain divisions. The amendment is not part of that legal issue and if there is a legal issue who will pay for that. Greg from Roxbury said they do not want to leave the District. They do not want to pay \$20,000.00 per student when others pay less. How can we be equal per student? Jim Roumainner said this amendment was in good faith. He was not aware of what the lawyer was going to say. Paying 2 or 3 times more than others is not fair. **Motion** T. Matson **MOVED** to call the question. **SECOND:** W. Lacoste **VOTE:** Voice vote no on the amendment. **Motion fails.** **DISCUSSION on original Motion:** Jennifer Socitis of Fitzwilliam suggested voting no on this Article in March and form a committee to look at this issue. She would volunteer to be on the committee. John Tommila of Fitzwilliam commented Fitzwilliam, Roxbury, Richmond and Gilsum are being targeted with the formula change. Some towns live on fixed incomes and cannot afford this change. A fair solution is 100% of ADM. Susan Silverman a Selectperson in Fitzwilliam has seen people on a fixed income that are not able to pay this increase. We need to confront the State. It hits town against town. Tax is based on what you own not on what you can pay. Donna of Troy said she is looking for fairness but understand we pay a lot of money and do not have any children in school. T. Matson will vote for the 50%-50%, it is in his best interest but not for the District. If it fails it can be visited next year. If it does not pass we should instruct the School Board to find a formula. This was rushed. N. Mosher explained the School Board did look at this issue. The School Board took no issue due to the opinions of the Board. Susan Silverman explained the county portion of the tax bill is going up. Greg of Roxbury said education and paying taxes is a pay it forward system. We all benefit from the school system even if you do not have children in the schools. Henry of Troy said he will not vote for the motion. This is a very expensive education. **MOTION:** T. Matson **MOVED** to amend the motion and direct the School Board to form a committee to

study the apportionment formula regardless of the outcome of the article and to bring the information back to the voters. **SECOND:** K. Goodenough. **DISCUSSION:** E. Kaplan commented you cannot tell an incoming School Board what to do. J. O'Shaughnessy said at the very least it is a reflection of what the voters want the School Board to do. It is a good idea to form a committee. This current approach is not working. The language is not binding. R. Thackston of Troy is against the amendment. It is a good idea but amending a petitioned article may not be legal. It should be a separate amendment to the School Board. He is opposed to the amendment. P. Peterson of Fitzwilliam said they have the second highest cost per pupil and the highest tax rate. People should work together. This 50%-50% will really hurt Fitzwilliam. This will put town against town. It will not be good if a town pulls out and the rest of the towns have to pick up that burden. It is unfair to Fitzwilliam. A man commented if you amend the motion it may be null and void. W. Hutwelker said the amendment does not change the motion. **MOTION:** Man in audience **MOVED** to move the question. **SECOND:** Lady in the audience. **DISCUSSION:** Susan Silverman would suggest the committee be fair among all towns. P. Sherring is concerned the amendment makes you vote for or against the motion based on the amendment. W. Martel of Fitzwilliam is concerned with the School Board. She does not have confidence the School Board will address this. B. Drug of Troy is against the amendment. It is not binding and not necessary. Reach out to the School Board. **VOTE on amendment:** Voice vote no. **Motion fails.** **VOTE on motion:** Voice vote yes. **Motion passes.** **MOTION:** E. Kaplan **MOVED** to restrict reconsideration of Article Eight. **SECOND:** Man in audience. **Motion passes.**

ARTICLE TWO: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$1,400,000 for renovations at the Mount Caesar Elementary School. This is a Special Warrant Article in accordance with RSA 32:3 VI. This will be a non-lapsing warrant article per RSA 32:7 and will not lapse until the renovation projects are complete or June 30, 2021 whichever is earlier. The School Board supports this article. The Budget Committee supports this article. (Majority vote required) MOTION: B. Bohannon **MOVED** to place Article Two on the ballot as presented. **SECOND:** Person in audience. **DISCUSSION:** B. Bohannon thanked everyone who stayed for the rest of the meeting. The renovations to MTC are supported by the Board and the Budget Committee. P. Bauries said she had asked for the tax impact and was denied. There was a Long Range Ad Hoc that was dissolved with no real decision. There is no sign of a Capital Improvement Plan. She is not in favor of this article. There is no State reimbursement. **MOTION:** P. Bauries **MOVED** to amend the article to \$700,000.00 for the MTC renovations. **SECOND:** Steve in audience. **DISCUSSION:** N. Mosher we have administration that looked at the facilities. Roxbury does not have a school. We need to provide schools not trailers that were to be used for only 5 years. The administration knows what has to be done. Do not support this amendment. P. Sherring asked if it is believed that the cost of the remaining renovations will cost only \$700,000.00 in the next year. W. Lechlinder does not support the amendment. Steve in the audience asked what the tax impact would be. It is inexcusable not to know. The District should know the Capital expenses 6 years out. Stephanie Finnell a teacher at the Troy Preschool has worked in the trailers. It is a health issue. We have rodents. It is cold in the winter and hot in the summer. Kim Timer a teacher in Swanzey has worked in the trailers. Air conditioners were installed 10 years ago and are still there. She would urge people to visit the trailers. The wood is rotting. She is

concerned for the safety of the students. D. Coffman would urge the voters to vote against the amendment it is irresponsible. Support the 1.4 million dollar amount. Bradley of Troy asked if it included the demolition and complete reconstruction of the trailers. D. LaPointe explained the removal of the structures and the reconstruction of the new building. W. LaCoste said the trailers were put there in the 80's as a 5 year fix. They are falling apart and there are rodents. The trailers are cold in the winter. It was explained there is an energy savings with the renovations. T. Matson asked for the tax impact of the renovations. L. Witte explained she does not have that information. P. Bauries said the amendment is to make sure the work is done in 2 years. Without the information on the tax impact this article will not pass. E. White will not support the amendment. There is a concern for the student's safety. We need to do the renovations. We need to look at how long these schools should exist. M. Hebert of Swanzy said the amendment makes no sense. What will you do with the kids for the other half of the project? **MOTION:** Man in audience **MOVED** to call the question. **SECOND:** W. Lechlinder. **VOTE:** Voice vote no. **Motion on the amendment fails.** **DISCUSSION:** D. J. of Troy said we should not let the buildings go that long. We need to budget it over the year and set money aside. **MOTION:** B. Bohannon **MOVED** to call the question. **SECOND:** Man in audience. **VOTE:** Voice vote yes. **Motion passes.** **MOTION:** M. Szymick **MOVED** to restrict reconsideration of Article Two **SECOND:** N. Mosher. **VOTE:** Voice vote yes. **Motion passes.**

ARTICLE THREE: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$210,000 for the asbestos abatement and flooring at the Middle/High School, Cutler, and Mt. Caesar; replacing a portion of the Gilsun Elementary School Roof; installation of a new well at Emerson School; and updating a handicapped- accessible restroom at Mt. Caesar. This is a Special Warrant Article in accordance with RSA 32:3 VI. This will be a non- lapsing warrant article per RSA 32: 7 and will not lapse until the maintenance projects are complete or June 30, 2021 whichever is earlier. The School Board supports this article. The Budget Committee supports this article. (Majority vote required) MOTION: P. Peterson **MOVED** to place Article Three to the ballot as presented. **SECOND:** W. LaCoste. **DISCUSSION:** P. Peterson would recommend the passing of this article for the necessary projects as reported by D. LaPointe. The School Board and the Budget Committee support this article. **MOTION:** T. Matson **MOVED** to amend the motion and add \$250,000.00 for replacement windows to the Troy School. **SECOND:** K. Goodenough. **DISCUSSION:** **MOTION:** P. Sherring **MOVED** to call the question. **SECOND:** W. Lechlinder. **VOTE:** Voice vote no. **Motion on amendment fails.** **MOTION:** T. Matson **MOVED** to increase Article Three by \$120,000.00 for repairs to Troy School. **SECOND:** K. Goodenough. **DISCUSSION:** W. Wright would like to vote the amendment down. They are estimated amounts. T. Matson mentioned specific repairs. D. LaPointe was asked about the asbestos. D. LaPointe said the asbestos will be completed in the HS but not throughout the District. He explained the Troy roof is not an emergency. T. Matson commented the renovations to MTC are not emergencies. Carrie Matson commented if only we could take care of our own schools. **VOTE on the amendment:** Ballot vote 76-yes and 67-no. **Amendment passes.** **DISCUSSION:** K. Craig of Fitzwilliam voted against the amendment. We do not have a plan. She is worried about Cutler and Troy. We need a plan not just a band-aide. Stephanie Finnell a teacher in Troy said something else will not be covered with these new repairs. This is not an emergency. P. Sherring said pay now or later. Bruce Tatro asked for the tax

impact. K. Goodenough asked if it is a guarantee where the funds will go. J. O'Shaughnessy said the Board does not have to spend specific to those items listed by T. Matson. **MOTION:** T. Matson **MOVED** to call the question. **SECOND:** Man in audience. **VOTE:** Voice vote yes. **Motion passes.** **MOTION:** M. Szymick **MOVED** to restrict reconsideration of Article Three. **SECOND:** T. Matson. **VOTE:** Voice vote yes. **Motion passes.**

ARTICLE FOUR: To see if the Monadnock Regional School District will vote to raise and appropriate the sum of \$1 to be added to the Special Education Expendable Trust Fund previously established. This sum to come from the June 30, 2018 fund balance available for transfer on July 1, 2018. No new amount to be raised from taxation. The School Board supports this article. The Budget Committee supports this article. (Majority vote required) **MOTION:** B. Tatro **MOVED** to place Article Four on the ballot as presented. **SECOND:** W. LaCoste **DISCUSSION:** B. Tatro explained this account currently has \$350,000-\$360,000. **VOTE:** W. Hutwelker moved Article Four to the ballot. **Motion passes.** **MOTION:** M. Szymick **MOVED** to restrict reconsideration of Article Four. **SECOND:** Lady in audience. **Motion passes.**

ARTICLE FIVE: To see if the Monadnock Regional School District will vote to approve the cost items included in the 3-year Collective Bargaining Agreement reached between the Monadnock Regional School Board and the Specialists of the Monadnock District for the following increases in wages and benefits at the current staffing levels. The estimated increase in the costs for wages and benefits under the collective bargaining agreement are as follows:

Year	Estimated Increase
2018/19	\$17,491 - Salaries
	\$4,143 - Wage-Driven Benefits (FICA, New Hampshire Retirement)
	<u>\$21.634</u> - Total - Year 1
2019/20	\$16,489 - Salaries
	\$3,892 - Wage-Driven Benefits (FICA, New Hampshire Retirement)
	<u>\$20.381</u> -Total - Year 2
2020/21	\$16,327 - Salaries
	\$3,852 - Wage-Driven Benefits (FICA, New Hampshire Retirement)
	<u>\$20.179</u> -Total - Year 3

And further to raise and appropriate the sum of \$21,634 for the 2018- 19 fiscal year, such sum representing the additional cost attributable to the increase in wages and benefits over those of the appropriation at current staffing levels paid in the 2017-18 year. The School Board supports this appropriation. The Budget Committee supports this appropriation. (Majority vote required)

MOTION: C. McDaniel-Thomas **MOVED** to place Article Five on the ballot as presented. **SECOND:** W. Lechluder **DISCUSSION:** C. McDaniel-Thomas explained the items in the contract. Pam O'Connor a Speech Pathologist at the SAU explained what she does in her position. E. White will support this article. It is not a big ask, it is a no brainer. This group of people raised money through a raffle and the proceeds will go to items needed for the Special Ed. students. **MOTION:** T. Matson **MOVED** the question. **SECOND:** Man in audience. **VOTE:** Voice vote yes. **Motion passes.** **MOTION:** M. Szymick **MOVED** to restrict reconsideration of Article Five. **SECOND:** Man in audience. **VOTE:** Voice vote yes. **Motion passes.**

ARTICLE SIX: To see if the Monadnock Regional School District will vote to approve the cost items included in the 1- year Collective Bargaining Agreement reached between the Monadnock Regional School Board and the Monadnock District Education Association (MDEA) for the following increases in wages and benefits at the current staffing levels. The estimated increase in the costs for wages and benefits under the collective bargaining agreement are as follows:

Year	Estimated Increase
2018/19	\$383,585 - Salaries
	(\$10,000) - Longevity (\$59,000) - Sixth Class Stipend
	(\$101,010) - Medical Insurance (Driver Change with 82/18 Cost Share)
	\$6,500 - Overnight Stipend
	\$95,935 - Wage- Driven Benefits (FICA, New Hampshire Retirement)
	<u>\$316.010</u> -Total - Year 1

And further to raise and appropriate the sum of \$316,010 for the 2018-19 fiscal year, such sum representing the additional cost attributable to the increase in wages and benefits over those of the appropriation at current staffing levels paid in the 2017-18 year. The School Board supports this appropriation. The Budget Committee supports this appropriation. (Majority vote required) **MOTION:** B. Mitchell **MOVED** to place Article Six on the ballot as presented. **SECOND:** Person in audience. **DISCUSSION:** B. Mitchell explained what is included in the new contract. He also explained the teachers will be paying more for health insurance. It eliminates the insurance pool and reduces longevity among other items. The School Board supports this contract and so does the Budget Committee. P. Bauries explained the contract expired in 2016. This is a 1 year contract and it is fair. She asked about the insurance pool. It is still in litigation. **MOTION:** D. Coffman **MOVED** to allow

Betty speak even though she does not live in the District but does work in the District. **SECOND:** W. LaCoste. **DISCUSSION:** Betty mentioned she has been a teacher for the past 30 years and part of the negotiating process. This is a fair and equitable agreement. Not everyone got what they wanted. D. Coffman explained the Budget Committee will support the 1 year contract but no to guaranteed raises without a performance clause. He would suggest the performance clause be discussed in future contracts. Let the issue about the insurance pool go. W. LaCoste will support this contract personally. He would like to urge all neighbors to come out and vote. **MOTION:** T. Matson **MOVED** to call the question. **SECOND:** W. Wright. **VOTE:** Voice vote yes. **Motion passes.** **MOTION:** M. Szymick **MOVED** to restrict reconsideration of Article Six. **SECOND:** B. Bohannon. **VOTE:** Voice vote yes. **Motion passes.**

ARTICLE SEVEN: To see if the Monadnock Regional School District will vote to approve the cost items included in the 2-year Collective Bargaining Agreement reached between the Monadnock Regional School Board and the Monadnock Educational Support Staff Association (MESSA) for the following increases in wages and benefits at the current staffing levels. The estimated increase in the costs for wages and benefits under the collective bargaining agreement are as follows:

Year	Estimated Increase
2018/19	<p>\$104,357 - Salaries</p> <p>\$19,859 - Wage- Driven Benefits (FICA, New Hampshire Retirement)</p> <p>\$2,050 - Vision Insurance</p> <p><u>\$126.266</u> -Total - Year 1</p>
2019/20	<p>\$72,262 - Salaries</p> <p>\$13,752 - Wage- Driven Benefits (FICA, New Hampshire Retirement)</p> <p><u>\$95.164</u> -Total - Year 2</p>

And further to raise and appropriate the sum of \$126,266 for the 2018-19 fiscal year, such sum representing the additional cost attributable to the increase in wages and benefits over those of the appropriation at current staffing levels paid in the 2017-18 year. The School Board supports this appropriation. The Budget Committee does not support this appropriation. (Majority vote required) **MOTION:** L. Steadman **MOVED** to place Article Seven on the ballot as presented. **SECOND:** Person in audience. **DISCUSSION:** L. Steadman would urge the voters to support this article. We have worked hard. The details of the contract are on line. W. Lechlinder does not support the contract because the Budget Committee did not receive the contract on time. Stephanie Finnell said the paras do an amazing job with the hardest kids. M. Alexander the President of MESSA said we have a problem hiring paras due to the pay. We have addressed the increase in the new

contract. Jennifer Burroughs is an Administrative Assistant explained the paras are the most underpaid and do most of the work with the hardest kids. D. J. of Troy said we have teachers in the District who do not perform well. Michelle of Swanzey invited the voters to come to the schools and see what she does to help the students every day. We love these kids. **MOTION:** T. Matson **MOVED** to call the question. **SECOND:** B. Bohannon. **VOTE:** Voice vote yes. **Motion passes.**
MOTION: M. Szymick **MOVED** to restrict reconsideration of Article Seven. **SECOND:** T. Matson. **VOTE:** Voice vote yes. **Motion passes.**

ARTICLE NINE: To listen to opinions of a purely advisory nature with regards to the conduct of school affairs for the ensuing year. P. Bauries commented on the Business Manager being on administrative leave. W. Hutwelker called her out of order. T. Matson thanked J. Fortson for her years of service to the District. L. Witte explained Municipal Resources Incorporated have been contracted by the District. David Jack is working with the District at \$95.00 an hour. D. Bersaw would advise the School Board to get a Capital Improvement Plan and a Long Range Committee in place and to function on a regular basis.

MOTION to RECESS until March 13, 2018: MOTION: Bruce Tatro **MOVED** to recess the meeting until March 13, 2018. **SECOND:** T. Matson. **VOTE:** Voice vote yes. **Motion passes.**

The Budget Committee and the Board will deliberate.

Respectfully submitted,

Laura L. Aivaliotis

By the Monadnock Regional School Board: Given under our hands and seal this 3 rd day of February, 2018 Monadnock Regional School Board:		
Name	Position	Date
<i>Julian Sutton</i>	<i>Deputy District Clerk</i>	<i>2/8/2018</i>
<i>Rebecca Mitchell</i>	<i>Board Member</i>	<i>2/8/2018</i>
<i>Elizabeth Tatro</i>	<i>Board Member</i>	<i>2-8-18</i>
<i>Winston A. Wright</i>	<i>Board Member</i>	<i>2-9-18</i>
<i>Joe Steadman</i>	<i>Board Chair</i>	<i>2-9-18</i>