

Dallas Center-Grimes Community School District  
Board of Directors Meeting  
Monday, December 16, 2019  
Heritage Elementary - Room 208 5:00 PM  
Grimes, Iowa 50111

Present: Directors Doug Rants, Kathie Hicok, Mark Wills, Sarah Wilson, Ronnie Wiedman, Marco Bejarno, Ryan Carpenter, Business Manager Michelle Wearmouth, Associate Superintendent of School Improvement Jill Van Woerkom and Superintendent Scott Grimes.

Absent: None

**Receive visitors and read miscellaneous communications**

Board President Doug Rants called the regular meeting to order at 7:00 p.m. Roll call was taken by the secretary and a quorum was acknowledged.

**Approval of Agenda**

Director Hicok motioned, seconded by Director Wills to approve the agenda as published.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Approve minutes of previous meeting (s)**

Director Bejarno motioned, seconded by Director Wills to approve the minutes from the regular board meeting on Monday, November 25, 2019.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Presentation of bills for approval**

Director Hicok motioned, seconded by Director Wilson to approve the bills as presented.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes



**Public Hearing on the conveyance of an interest in real property, pursuant to Iowa Code Sections 279.8 and 297.22. The real property interest to be conveyed consists of a storm water detention easement to the City of Grimes, Iowa, across the real property legally described as follows: Lot 1 Dallas Center-Grimes High School Plat 1, an official Plat, now included in and forming a part of the City of Grimes, Dallas County, Iowa. Proposal to convey an easement interest in the above-described to the City of Grimes, IA for other good and valuable consideration. The proposal may be subject to conditions as may be stated either in the Easement Agreement, the Resolution of the Board of Directors of the Dallas Center-Grimes Community School District, or documents entered into between the parties.**

Board President Doug Rants stated, "This is the time and place for the public hearing and for meeting on the matter of approving the conveyance of an interest in real property, pursuant to Iowa Code Sections 279.8 and 297.22. The real property interest to be conveyed consists of a storm water detention easement to the City of Grimes, Iowa, across the real property legally described as follows: Lot 1 Dallas Center-Grimes High School Plat 1, an official Plat, now included in and forming a part of the City of Grimes, Dallas County, Iowa. Proposal to convey an easement interest in the above-described to the City of Grimes, IA for other good and valuable consideration. The proposal may be subject to conditions as may be stated either in the Easement Agreement, the Resolution of the Board of Directors of the Dallas Center-Grimes Community School District, or documents entered into between the parties. Are there any questions, comments, or objections from those present?" No one responded. President Rants then asked, "Michelle Wearmouth, as Board Secretary have you had any objections or comments filed in the Secretary's Office?" Mrs. Wearmouth indicated that no objections have been filed. President Rants then declared the public hearing to be closed.

### **Building Level Reports**

High School Principal Scott Blum discussed academic and mental health supports at the high school. He discussed intervention classes, peer to peer tutoring, booster study hall, APEX online learning, Wellness Wednesdays, a student mental health group, and assistance for students with 504 plans.

### **Associate Superintendent Report**

Associated Superintendent Jill Van Woerkom presented information on proposed high school course changes and addition. Discussion was held regarding financial literacy and economics courses as well as social studies requirements in place from the state.

### **Superintendent Report**

Superintendent Grimes discussed building permits filed within the district. Superintendent Grimes reviewed a draft Master Calendar for 2020-2021 noting the first day of school is August 24, 2020. This will be reviewed with various committees and presented to the Board for approval in January.

Superintendent Grimes reviewed the staffing update including those applying for the early notification of resignation incentive. He noted that we will begin filling these positions after winter break.

Superintendent Grimes also reviewed enrollment changes. He discussed the Grimes Chamber and Economic Development luncheon on December 11, 2019.

**Business Manager Report**

Business Manager Michelle Wearmouth reviewed the fiscal audit report for the 2018-2019 fiscal year. She also reviewed pages from the Iowa Association of School Boards Fiscal Facts document.

Business Manager Michelle Wearmouth reviewed the proposed budget document for the At-Risk Dropout Prevention program for the 2020-21 school year noting an increase in revenues and expenditures of \$26,343 proposed for the year. The Board will consider the allowable growth request to the School Budget Review Committee later in this meeting.

Business Manager Michelle Wearmouth reviewed the timeline for the sale of the next set of bonds for the construction of the 7-8 construction and the 5-6 remodel and addition. Action by the board is expected in the January meeting with a bond sale date of February 24, 2020 proposed.

**OLD BUSINESS**

**Consider Second Reading of Policy 405.4 Licensed Employee Professional Development**

Director Hicok motioned, seconded by Director Wilson to approve the second reading of Policy 405.4 Licensed Employee Professional Development.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Consider Second Reading of Policy 406.1 Licensed Employee Recruitment**

Director Bejarno motioned, seconded by Director Wills to approve Second Reading - Policy 406.1 Licensed Employee Recruitment.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Consider First Reading of Policy 803.2 Sale and Disposal of Books, Equipment and Supplies**

Director Hicok motioned, seconded by Director Wills to approve First Reading - Policy 803.2 Sale and Disposal of Books, Equipment and Supplies with one edit listed.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**NEW BUSINESS**

**Resolution for a Conveyance of Real Property shall be conveyed by the District to the City of Grimes, Iowa for other good and valuable consideration. Conveyance by the District shall be by Easement. The real property is legally described as follows: Storm Water Management Facility Maintenance Covenant and Permanent Easement Agreement**

Director Hicok motioned, seconded by Director Wilson to approve the Resolution for a Conveyance of Real Property shall be conveyed by the District to the City of Grimes, Iowa for other good and valuable consideration. Conveyance by the District shall be by Easement. The real property is legally described as follows: Storm Water Management Facility Maintenance Covenant and Permanent Easement Agreement.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Consider Proposed High School Course Changes - Additions**

Director Wills motioned, seconded by Director Wiedman to approve the proposed High School Course change adding Economics beginning with the 2020-2021 school year for current sophomores graduating in 2022.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Accept into Records the Fiscal Audit for 2018-2019**

Director Bejarno motioned, seconded by Director Hicok to accept into records the Fiscal Audit 2018-2019.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**New Elementary School #4 - Heritage Elementary Application & Certificate for Payment No. 20 - Final for General Contract Work, including Electrical and Mechanical - \$6,000**

Director Hicok motioned, seconded by Director Wilson to approve New Elementary School #4 - Heritage Elementary - Application & Certificate for Payment No. 20 - Final for General Contract Work, including Electrical and Mechanical - \$6,000.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Dropout Prevention / At-Risk Allowable Growth**

Director Hicok motioned, seconded by Director Wills to approve the application to the School Budget Review Committee for at-risk allowable growth for the 2019-2020 school year in the amount of maximum estimated at \$1,343,500.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Consider approval of the list of students working to graduate at Semester, these students are all on track to complete DC-G Graduation requirements as of January 17, 2020**

Director Wills motioned, seconded by Director Hicok to approve the list of students working to graduate at Semester, these students are all on track to complete DC-G Graduation Requirement as of January 17, 2020.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Consider approval of the following three (3) students that will be graduating one (1) year early: Clint Bitting, Carly Luers, and Sam Vos. These students are all on track to complete DC-G Graduation requirements as of May 18, 2020**

Director Wilson motioned, seconded by Director Bejarno to approve the following three (3) students that will be graduating one ( 1) year early: Clint Bitting, Carly Luers, and Sam Vos. These students are all on track to complete DC-G Graduation as of May 18, 2020.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Consider the approval of the following Certified Staff, Department Directors, and Administrators for the 2019-2020 Early Resignation/Retirement Incentive**

Director Hicok motioned, seconded by Director Wiedman to approve the following Certified Staff, Department Directors, and Administrators for the 2019-2020 Early Resignation/Retirement Incentive Proposal - Darwin Yossi, Josh Mangler, Mike Levenhagen, Veronica Andersen, Julia Learned, Jessica Heirigs, Barb Rothfus, and Ryan Weston.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Consider the resignation of Darwin Yossi at the close of the 2019-2020 school year and approve his application for early resignation incentive**

Director Wills motioned, seconded by Director Hicok to accept the resignation of Darwin Yossi at the close of the 2019-2020 school year and approve his application for early resignation incentive. We would like to express gratitude for Darwin's 23 years of service to the school district, teachers and students of Dallas Center-Grimes Schools.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Consider the resignation of Mike Levenhagen at the close of the 2019-2020 school year and approve his application for early resignation incentive**

Director Wills motioned, seconded by Director Bejarno to accept the resignation of Mike Levenhagen at the close of the 2019-2020 school year and approve his application for early resignation incentive. We would like to express gratitude for Mike's 20 years of service to the school district, teachers and students of Dallas Center-Grimes Schools.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Consider the resignation of Barb Rothfus at the close of the 2019-2020 school year and approve her application for early resignation incentive**

Director Wilson motioned, seconded by Director Wiedman to accept the resignation of Barb Rothfus at the close of the 2019-2020 school year and approve her application for application for early resignation incentive. We would like to express gratitude for Barb’s 15 years of service to the school district, teachers and students of Dallas Center-Grimes Schools.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Consider the resignation of Kathy Moline this month, December 2019.**

Director Bejarno motioned, seconded by Director Wiedman to accept the resignation of Kathy Moline this month, December 2019. We would like to express gratitude for Kathy’s 19 years of service to the school district, teachers, staff, and students of the Dallas Center-Grimes Schools.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Financial Statements**

Director Hicok motioned, seconded by Director Bejarno to approve the financial statements as presented for November 2019.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Board Commendations**

Director Wills motioned, seconded by Director Wilson to approve the board commendations as follows:

- i. I want to commend Lisa Shaffer and Kelsey Kramer, who are out in the rain, snow, or sunshine directing traffic at Heritage! They are great at what they do and have more courage than most, being small and standing out there directing big school buses to pedestrians crossing the street. All of this they do to keep everyone safe and things running smoothly!! I truly appreciate both of them! Jana Arment
- ii. Thanks to Sarah Hinrichs for taking time to help implement a reintegration plan! Her input and assistance was so very helpful. April Heitland
- iii. Thanks to Deanna Sandegren and Mary Deahr for always thinking on their feet and making sure all of our duties are covered. April Heitland
- iv. Thanks to Rochelle Biegger, Laurie Thompson, Dakota Flory, Donna Gladfelder, Jeanne Peters and Jordan Paup for the leadership of the implementation of our MTSS work at North



- Ridge. April Heitland
- v. Thanks to Jeff Wolfe and Shelly Lowry for the flexibility with our Special Education busing!  
April Heitland
  - vi. "Thank you to Josh Saba, Jessica Reeck, Kelly Ice, Sean Burton, and Josh Saba's students for leading the point-counting process during our Turkey Dodgeball fundraiser at the High School. The point system is not an easy task to manage, so we are grateful for all of their tremendous work." Cody Charles on behalf of Student Council
  - vii. A big thank you to Emily Judd for all of her organization and planning during the Meadows Unplugged Day. She was able to rally the students; encouraging them to take a chance, leave their comfort zones and turn in their phones for an entire school day. Meadows had over 90% of the students participate and staff heard an overwhelming amount of positive feedback from students and parents. Emily planned an extremely successful event that led to increased awareness of the effects social media has on our students' lives. Lori Phillips
  - viii. I would like to commend Serena Peters, Valarie Rich, and Janet Rice. These women put their heart and soul into our preschoolers, myself, and our classroom. They enrich our classroom and our preschoolers learning with their minute to minute teaching, their love, classroom materials, and their passion for children in general. Thank you so very much to all three of you for EVERYTHING you do for us. I truly don't know what any of us would do without you. Anne Schlieman
  - ix. To Laurie Thompson - 2nd Grade Teacher at NR - For teaching and implementing breathing exercises, warmer lighting, and other wellness strategies to help kids learn and cope with stress. Bart Black
  - x. Thank you to Jack Vanderflight, Heather Every, Scott Heitland, Tim Lauck, and Jonny Getting for all of their dedication and hard work with the new social studies standards. Thanks for always going above and beyond for our kids! Scott Blum
  - xi. Thank you to Jody Karge, Loretta Foley, Melissa Hepworth, Ana Gaub, Jamie Hochstetler, Sean Burton, Kelly Ice, Roxanne Morales, Jessica Reeck, Grayson Gambrell, and Dane Gambrell for always taking such good care of our kids. Thank you for always sharing your kind hearts for others every day in our building! Scott Blum
  - xii. Thank you to Ryan Weston for giving our kids so many incredible opportunities to learn such critical life skills in so many different ways every day! Scott Blum
  - xiii. Thank you to Randy Reis for giving our kids so many incredible opportunities to learn such critical life skills in so many different ways every day! Scott Blum
  - xiv. Thank you to Addreonna Tucker for giving our kids so many incredible opportunities to learn such critical life skills in so many different ways every day! Scott Blum
  - xv. Thank you to Buck Nelson for giving our kids so many incredible opportunities to learn such critical life skills in so many different ways every day! Scott Blum
  - xvi. Thank you to Mike Levenhagen for giving our kids so many incredible opportunities to learn such critical life skills in so many different ways every day! Scott Blum
  - xvii. Thank you to Melissa White for being such an incredible leader in our building! Melissa is extremely creative, passionate, and such an unselfish person. Melissa is truly a gift to our kids and our school! Scott Blum
  - xviii. Thank you to Josh Mangler for being such a blessing to DC-G! Your heart for others is infectious! Scott Blum
  - xix. Thank you to Julia Learned for being such a blessing to DC-G! Your heart for others is infectious! Scott Blum
  - xx. To Lacey Sedrel for her leadership in PBIS and making sure we keep it fresh. Thanks for all the extra time you put into PBIS to keep it fresh and motivating for students. Patty Morris
  - xxi. To Lynnette Yossi for providing our students the opportunity to develop their leadership skills through Student Council. Your extra effort to support our students well beyond contract time is much appreciated. Patty Morris

- xxii. To Joe Edmundson for going the extra mile to keep our elf happy at South Prairie. The students love your creativity. Patty Morris
- xxiii. To Allison Dooley, Melissa Campbell, and Leanna Houston--thanks so much for bringing your kindness to your students each and every day. You have a fantastic system of working together to support the needs of each of your students and your consistent communication with parents is appreciated. Patty Morris
- xxiv. To Diana Stocker for her compassionate way of supporting every student that comes to the health office during the day. There is a great deal of traffic to her office and she takes who comes and gives them each what they need. Patty Morris
- xxv. To Jordan Weaver for not giving up with her student and continuing to support and challenge them each and every day. Step back and see how much improvement there has been from the beginning of the year. You are making such a difference! Patty Morris
- xxvi. To our Taher staff - Carmen, Lacey, Ashley, and Kelsi for working together with us and being that smile for our students both at the beginning of the day if they eat breakfast, and then again to all students during the lunch times. Thank you for being a positive part of their day.
- xxvii. Amy Maxfield may be our new administrative assistant at Heritage, but you would never know it. She has fulfilled this role without missing a beat. Amy greets our students and families with respect, while helping Heritage run efficiently. We so appreciate the heart she brings to Heritage to serve each day. Thank you Amy! Diann Williamson
- xxviii. Terri Spray has been an employee at DC-G for many years. She is dedicated, flexible and always willing to lend a hand. She asks questions to help learn more to support student growth and learning in the classroom. Thank you Terri for making a difference! Diann Williamson
- xxix. I would like to thank Anne Wemhoff for all the work she has been doing to get the DC-G app up and running. I know there have been so many pieces to attend to behind the scenes to make this all run smoothly as well as arranging for the appropriate staff to receive training on how to use the app. What a great, streamlined communication tool this will be for our district. Your hard work on this is so appreciated! Lisa Clayberg
- xxx. Thank you, Jolie Morgan, for your leadership of our coaching team. I so appreciate you developing and facilitating a learning opportunity for our coaches earlier in the year around what it means to improve as it relates to teaching and learning and how coaches support this process. Your creativity in how you approached this learning gave all of us different ideas that we could use in our own practice as well as share with teachers that we partner with. Thank you for being a valuable member of our team. Lisa Clayberg
- xxxi. Thank you Rochelle Biegger and Abby Crannell for your leadership within our coaching team. Your collaboration with each in order to provide a quality learning opportunity for our team of coaches is so appreciated. You helped to set the stage on the power of video for professional growth and facilitated a great discussion among the group. Thank you for being a valuable member of our team. Lisa Clayberg
- xxxii. Thank you, Jim Shutt, for your leadership within our coaching team. In the past few weeks you designed and facilitated a learning opportunity for our team that allowed us to take a minute for some mindfulness and gratitude as well as walked the talk of video reflection. You modeled your own video of yourself in a coaching session and then provided time for each of us to share our own coaching videos and receive feedback from others on our strengths and areas of growth. This was such a terrific opportunity to deepen our learning about coaching as well as the power of video as a reflection tool. Thank you for being a valuable member of our team. Lisa Clayberg
- xxxiii. Angie Rubel, Joel Rankin, Scott Heitland, Jack Vanderflught, Johnathan Getting, Tim Lauck, Heather Every, Kelli Hutt, Lori Phillips, and Scott Blum - I want to thank the 9-12 SS teachers, Kelli Hutt and our 9-12 Principals, Lori and Scott for the time they put into looking

at and meeting about the requirements for all students receiving instruction in the area of Social Studies/History during this first semester. The work to align curriculum standards requirements for students to ensure they receive the Social Studies/History knowledge and skills needed while also ensuring that graduation requirements are met is impressive and appreciated! Jill Van Woerkom

- xxxiv. Thank you to Black Hills Energy for their contribution to the Angel Account (\$'s for student nutrition accounts), with a \$250 donation. We greatly appreciate this generous gesture!  
Michelle Wearmouth
- xxxv. I would like to congratulate the 7th-grade ELP group consisting of: Grace Edsen, Caroline Edsen, Johanna Bonnefas, Marley Eickelberg, Alexa Farrell, Payten Gravett, Maci Miller, Abby Esser, Jada Hennessey, Charlie Petersen, Sydney Miller. They received 1st place in the Iowa Thinking Cap Quiz Bowl. Pamela Kluender
- xxxvi. Congratulations to the ELP team of Cael Ramsey, Hannah Fasse, Griffin Kleis, and Oliver Rouse for receiving 2nd place in the Iowa Thinking Cap Quiz Bowl for 6th grade. Pamela Kluender
- xxxvii. Thank you to Chris Thomas for your willingness to return to the Administration Office to help with payroll. We appreciate you taking time from your current position at the Bus barn to assist in the Administration Office. Michelle Wearmouth
- xxxviii. I would like to thank Lisa Clayberg for her organization and attention to detail. She has taken great mentoring and teacher leadership programs at DC-G and is making them even stronger and better! Her work with coaches and mentors is so much appreciated, as she is taking them to new levels of thinking. I also love her communication and how she keeps the building principals updated in ways she is working with teachers from our buildings. We are lucky to have Lisa!! A BIG thanks to Lisa for being an amazing member of our DC-G team! Deb Cale
- xxxix. I would like to honor and recognize Cathy Scholl. Each and every day she smiles and encourages others with kind and supportive words, despite her own personal struggles. She is an amazing role model of what it means to work collaboratively, passionately, positively, and cheerfully. The students with whom Cathy works feel the care and love she extends, and staff feel blessed to have the opportunity to work with her. We are so grateful and thankful to have Cathy on our team, as her smile and enthusiasm is contagious and uplifting. Deb Cale
- xl. I would like to recognize Leah Johnson, our long-term sub nurse who goes back and forth between the Middle School and Dallas Center Elementary. She has faced a few challenging incidents and has handled each one with grace, kindness, and professionalism. True collaboration occurs between Leah and our Health Associate, Deb Siegel. They support one another and work in tandem to give our students the best care possible. Leah remains so calm and helps students, staff, and families feel at ease with her soothing demeanor and keeps our students' health as the main priority. We are so lucky to have her! Many thanks to Leah Johnson! Deb Cale

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

**Written and Oral Communication** - Next regular board meeting, Monday, January 27, 2020 (4th Monday)

**ADJOURNMENT**

Director Bejarno motioned, seconded by Director Wilson to adjourn. Time: 6:50 p.m.

Vote:	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Respectfully submitted,

Michelle R. Wearmouth  
Secretary to the Board

Approved in the meeting of:  
December 22, 2019

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Doug Rants, Board President