

Revised 10:49 a.m. 2/24/2020

BETHEL SCHOOL BOARD MEETING

District Office – 4640 Barger Drive

Monday, February 24, 2020

6:30 p.m.

AGENDA

- 1. Call to Order** **Paul Jorgensen, Chair**
- 2. Pledge of Allegiance** **Alan Laisure**
- 3. Approval of Minutes**
- 4. Superintendent's Report**
 - A. Willamette High School Culinary Team
 - B. Student Representative Reports, KHS and WHS
 - C. Budget Committee Interview and Appointment, Position 7
 - D. 2019-2021 Lane ESD Local Service Plan, Carlos Sequeira
 - E. Transfer Update, Pat McGillivray
 - F. 2020-2021 Academic Calendar, 1st Reading, Pat McGillivray
 - G. Legislative and School Finance Update
 - H.
- 5. Delegations and Visitors**
- 6. Consent Agenda**

Personnel Action	Resolution No. 37
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- 7. Action Items**

A. Budget Committee Appointment	Resolution No. 35
B. Approve Transfer Caps for the 2020-2021 School Year	Resolution No. 38
C. Approve Inter-District Transfer Caps for the 2020-2021 School Year	Resolution No. 39
D. Approve Lane ESD 2019-2021 Local Service Plan Year Two	Resolution No. 40
E. Approve Healthy and Safe Schools Plan	Resolution No. 41
F. <u>2020-2021 Employee Contracts</u> <i>(Lists Distributed at Board Meeting)</i>	
G.	
- 8. Information and Discussion**
 - A. 24th Annual Airport Rotary Foundation Dinner & Auction, Friday, February 28, 5:30pm, Valley River Inn
 - B. LCOG Annual Appreciation Dinner, Friday, February 28, 5:00pm, Lane Community College

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- C. NSBA Annual Conference, April 4-6, Chicago
- D.

9. Board Activity Update

- A.

10. Review of Next Meeting: Monday, March 9, 2020

- A. Student Presentation, Cascade Middle School
- B. Student Representative Reports, KHS and WHS
- C. Student Success Act
- D. Skill Builders Update, Amy Tidwell
- E. Financial Statement, Simon Levear
- F. Legislative & School Finance Update
- G. Board Policies Up for Periodic Review
- H.

11. Adjournment

MINUTES

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ATTENDANCE

Board Members: Alan Laisure, Debi Farr, Rich Cunningham, Robin Zygaitis, Dawnja Johnson, and Chair, Paul Jorgensen

Absent: Greg Nelson

Dawnja Johnson joined the meeting via phone conference.

District staff, students, and community members identified: Superintendent Parra, Student Representative Elizabeth Ortiz, Student Representative Shahayla Luna, Remie Calalang, Pat McGillivray, Tasha Katsuda, Georgeann Harty, Jenny Sink, Kee Zublin, Stefan Aumack, Dan Hedberg, Misty Griesi, Brooke Cottle, Robin Hanson, Glen Martz, Bart Ellis, Christine Atkinson, Joshua Leach, Willamette High School students, and Jill Busby

CALL TO ORDER

Chair Jorgensen called the January 27, 2020 meeting of the Board of Directors to order at 6:30 p.m.

PLEDGE OF ALLEGIANCE

Director Laisure led the Pledge of Allegiance.

ACTION ON MINUTES

Chair Jorgensen presented the Minutes from the January 13, 2020 Board Meeting and asked for additions or corrections. Hearing none, the Board approved the Minutes as submitted.

SUPERINTENDENT'S REPORT

Fairfield Elementary School (Part 1)

Superintendent Parra shared that KITS (Kids in Transition to School) recently piloted a program where KITS programming was delivered in kindergarten classrooms at Fairfield Elementary School. KITS is a school readiness program offered during the summer for students entering kindergarten and serves approximately eighty Bethel students each year. The KITS pilot program, which took place in Fairfield's kindergarten classrooms during the fall, was very successful and served all kindergarten students. A video detailing KITS programming at Fairfield was presented.

KHS Student Representative Report, Shahayla Luna

Shahayla reported on topics cohorts are studying at Kalapuya, including the environmental impact of electric cars and a debate on harvesting salmon. Six Kalapuya students have started taking classes at LCC. Senior cohort students are contacting instructors to observe classes at LCC, doing mock interviews with staff from Northwest Community Credit Union, and starting their internships. Three Kalapuya students were admitted into pre-apprenticeship programs and several students recently attended a trade fair. In addition, three students in the GED program have started internships at local companies, including Pipeworks and Yogi Tea. Kalapuya's winter formal will take place soon.

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WHS Student Representative Report, Elizabeth Ortiz

Elizabeth reported that sixty-seven Willamette students participated in the Oregon Jazz Festival last weekend. Eleven students were recognized with awards for outstanding musicianship. Eight students were selected by audition to play in the Oregon All-Star Jazz Band. The Bethel Band Festival will be held at Willamette on Thursday, January 30th. Wolverine Pageant's bingo night was very successful and raised approximately \$2k. A dine-to-donate event benefiting Wolverine Pageant will take place at Teriyake Madness on Wednesday night. Elizabeth also reported on the Recycle Round-up which has been canceled, Bethel Health Center's awareness week, an upcoming robotics tournament which will take place at Willamette on February 8th, the swim team's senior night this coming Friday, and the annual Wolverine Pageant contestant vs. staff basketball game. The Wolverine Pageant will be held March 7th. Elizabeth shared that she has been nominated for the 2020 Future First Citizen award, which will be presented by the Eugene Area Chamber of Commerce tomorrow night.

Airport Rotary Foundation Scholarship Update, Glen Martz

Airport Rotary Foundation Chair Glen Martz distributed a packet of information to the Board, including an invitation to the upcoming 24th Annual Airport Rotary Foundation Dinner and Auction and a summary of the Foundation's scholarship distributions between 1997 and 2019. Mr. Martz reviewed the scholarship information and shared highlights of District programs that the Foundation supports. Youth Services Chair Bart Ellis shared information regarding this year's donation to Cascade's music program, a student of the month program, and an annual speech contest open to students in grades 9-12. Over the past twenty-three years, Airport Rotary Foundation has donated approximately \$229k to Bethel programs, including the scholarship program. The Board thanked Mr. Martz and Mr. Ellis for all of the support Bethel students receive from Airport Rotary Foundation.

Student Presentation, Fairfield Elementary School (Part 2)

Fairfield Elementary School Principal Jenny Sink summarized observations of kindergarten students who participated in the eight week KITS (Kids in Transition to School) pilot program where students were taught structured social skills, and stated she would like to return to a future Board meeting with students so that they can demonstrate the skills they developed in the program.

Sources of Strength, Brooke Cottle and Misty Griesi

Bethel Health Center Director Brooke Cottle shared that Sources (Sources of Strength), a peer led program that builds a culture of resiliency and strength in schools, has been implemented in all of the District's middle and high schools. Willamette students Blake and Mariah introduced themselves and shared their experiences as Sources Leadership Team members. Willamette Teacher Misty Griesi provided information on the Sources Leadership Team elective class. The purpose of Sources is suicide prevention, however, Sources is a strength-focused program which sends messages of hope, health, and strength throughout schools and creates positive cultural change that impacts all students.

Bethel Health Center, Brooke Cottle

Bethel Health Center Director Brooke Cottle shared 2018-2019 statistical data related to Bethel Health Center and updated the Board on school outreach, Bethel Health Center awareness week, and mental health partnerships. Ms. Cottle also commented on the drug and alcohol counselor pilot project, mental health, and Columbia Suicide Rating Scale training for staff. Superintendent Parra commented that she appreciates Ms. Cottle's involvement with implementing Sources of Strength in the District and stated that new legislation requires suicide prevention programming at all grade levels. Ms. Cottle and Superintendent Parra answered

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questions from the Board related to Roots of Empathy and medical authorizations for minors. Director Farr shared that she was able to prepare a presentation for Lane County on Sources of Strength with Ms. Cottle's input.

2018-19 Graduation Rate, Kee Zublin and Tasha Katsuda

Curriculum Directors Kee Zublin and Tasha Katsuda, along with Willamette High School Principal Dan Hedberg and Kalapuya High School Principal Stefan Aumack, reviewed historical graduation rates, statistical data related to the 2018-19 graduation rates, and 9th grade on-track rates. Ms. Katsuda, Mr. Zublin, Mr. Aumack, and Mr. Hedberg addressed systems and practices that have been put into place to improve graduation rates. Willamette High School's 2018-19 graduation rate is 82.6% and the District's overall 2018-19 graduation rate is 75.5%, the highest graduation rates recorded in the past ten years. A televised KVAL news story on the District's increased graduation rates for 2018-19 was presented.

DELEGATIONS AND VISITORS

In the interest of time for visitors, The Delegations and Visitors portion of the agenda was shifted to an earlier time.

Christine Atkinson

4075 Aerial Way, Apt. 223

Eugene, Oregon

Bethel parent Christine Atkinson stated that she believes a lower math class should be offered at the high school level for students.

Division 22 Assurances, Kee Zublin and Tasha Katsuda

Curriculum Directors Kee Zublin and Tasha Katsuda reminded the Board of the annual process where the District ensures compliance with Oregon's Division 22 Standards for the previous school year. The District has addressed and implemented sex abuse prevention curriculum (Erin's Law) for all students and prevention education: drugs and alcohol for all juniors and seniors. The District's librarian of record, however, was not contracted for the 2018-19 school year, which will be reported to ODE. At this time, a new librarian of record has been established and the District is on-track to meet compliance in all areas during the 2019-20 school year.

Director Cunningham inquired about the application process for the Student Investment Act and Mr. Zublin and Ms. Katsuda provided an update.

Legislative and School Finance Update

Superintendent Parra reported that at this time it is estimated the District will receive \$4.6 million from the Student Success Act/Student Investment Account (SIA). The state will require that the funds be spent during the 2020-21 school year with the possibility of a ninety-day carryover, if approved. The application for SIA funds is anticipated to be released at the end of this week. Superintendent Parra also updated the Board on potential changes to early learning and described how the changes could impact the District. The Lane County Early Learning Alliance consortia will continue to advocate for kids and K-12 preschool programs.

Policy Update, 2nd Reading

Superintendent Parra and Human Resources Director Remie Calalang reported on the following Board Policies and Administrative Rules:

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GBNAA/JHFF – Reporting Requirements for Suspected Sexual Conduct with Students – *New Policy (replaces JHFF)*
 JHFF/GBNAA – Reporting Requirements for Suspected Sexual Conduct with Students – *New policy (replaces JHFF)*

Director Cunningham suggested that new policies be placed on separate resolutions.

CONSENT AGENDA

Resolution No. 28 – Personnel Action

Motion: Alan Laisure moved, Rich Cunningham seconded, to approve the Revised Consent Agenda as specified below.

#	Name	Type	Description
1.	Dodd, Alison	Hire for 2019-20	Offer Extra Duty Contract for Sources of Strength District Team Leader @ District Office.
2.	Harty, Georgeann	Temporary Administrative Hire for 2019-20	Offer Temporary Administrator Contract for Assistant Director of Special Services @ District Office; Education: BS/Northern Arizona University; Masters in Severe and Profound Disabilities/University of Arizona; Administrator Licensure: Lewis & Clark College; Experience: Special Services TOSA, District Office, 2.5 years; Special Education Teacher, Meadow View, 2 years; Behavior Specialist/Mental Health Liaison/Autism Specialist, Corvallis School District, 4 years; Autism Specialist, South Coast ESD, 5 years; Behavior/Integration Specialist, 2 years, and Special Education Teacher, 6 years, Tucson Unified School District; Special Education Consultant, Edge Charter School, Tucson, AZ, 1 year; Special Education Teacher, Baboquivari School District, Sells, AZ, 4 years; Start Date: 1/14/2020.
3.	Harty, Georgeann	Leave of Absence/Teaching for 2019-20	Approve 1.0 FTE Miscellaneous Leave of Absence for the remainder of the 2019-20 school year; Position: Special Services TOSA @ District Office.

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4.	Corona, Jonathan	Temporary Hire for 2019-20	Offer Temporary Contract for .17 FTE Jazz Band Teacher @ Prairie Mountain; Start Date: 1/27/2020.
5.	Imholt, Athena	Resignation	Accept resignation effective at the end of the 2019-20 school year; Position held: Kindergarten Teacher @ Prairie Mountain; 15 years at Bethel.
6.	Ray, Steven	Additional Hours for 2019-20	Offer Temporary Contract for Additional .2 FTE Math/Science Teacher @ Shasta; Total: 1.0 FTE.

Motion Passed, 6-0

Absent: Greg Nelson

ACTION ITEMS

Resolution No. 29 – Adopt 2020-21 Budget Calendar

Motion: Debi Farr moved, Alan Laisure seconded, to adopt the 2020-2021 Budget Calendar.

Motion Passed, 6-0

Absent: Greg Nelson

Resolution No. 30 – Adopt Policies/ARs: AC-AR, EEA, GCAB, IGBAF, IGBAF-AR, IGBBA, JED, and JHFE

Motion: Rich Cunningham moved, Debi Farr seconded, to adopt the following policies/ARs:

- AC-AR** Nondiscrimination
- EEA** Student Transportation Services
- GCAB** Personal Electronic Devices and Social Media - Staff
- IGBAF** Special Education – Individualized Education Plan (IEP)
- IGBAF-AR** Special Education – Individualized Education Plan (IEP)
- IGBBA** Identification – Talented and Gifted Students
- JED** Student Absences and Excuses
- JHFE** Reporting of Suspected Abuse of a Child

Motion Passed, 6-0

Absent: Greg Nelson

Resolution No. 31 – Approve Boundary Change

Motion: Rich Cunningham moved, Alan Laisure seconded, to approve the following boundary change between Malabon Elementary School/Cascade Middle School and Clear Lake Elementary School/Shasta Middle School beginning with the 2020-2021 school year:

1. Malabon Elementary School/Cascade Middle School students living north of Barger Drive, east of Beltline, and west of Highway 99 will become part of the Clear Lake Elementary School/Shasta Middle School attendance area.
2. Beginning with the 2020-2021 school year the district will grandfather elementary age students in this neighborhood to allow them to continue to attend Malabon Elementary School, and transportation will

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be provided by the district. Additionally, these students' rights are grandfathered as long as they reside at the residence in which they were living on June 11, 2020.

3. Preschool siblings of current Malabon Elementary School students are also grandfathered.
4. Current 5th graders at Malabon Elementary School living in the neighborhood will be allowed to attend Cascade Middle School beginning in the 2020-2021 school year as long as they reside in the neighborhood on June 11, 2020. Transportation will be provided by the district.
5. Current 6th and 7th graders at Cascade Middle School living in the neighborhood will be allowed to continue attending Cascade as long as they continue to reside in the affected neighborhood.
6. Students moving into the neighborhood after June 11, 2020 will be considered part of the Clear Lake Elementary/Shasta Middle School enrollment area.
7. The district shall continue to closely monitor the enrollment at Malabon Elementary School, Cascade Middle School, Clear Lake Elementary School and Shasta Middle School and make the School Board aware of any further boundary adjustment recommendations based on this information.

Motion Passed, 6-0

Absent: Greg Nelson

INFORMATION AND DISCUSSION

- A. BIG 10th Annual Black History Month Banquet, Friday, February 7, 5:30pm, Graduate Eugene
- B. NAACP 2020 Freedom Fund Dinner, Friday, February 21, 6:00pm, Valley River Inn
- C. 24th Annual Airport Rotary Foundation Dinner & Auction, Friday, February 28, 5:30pm, Valley River Inn
- D. LCOG Annual Appreciation Dinner, Friday, February 28, Time TBD, Lane Community College
- E. NSBA Annual Conference, April 4-6, Chicago

BOARD ACTIVITY UPDATE

- A. Directors Farr and Johnson attended the policy presentation at Willamette last week and were impressed with the presentations. Directors Farr and Johnson proposed that two of the presentations, both of which could be implemented into current curriculum, be presented to the Board for consideration.
- B. Director Cunningham shared that he attended an exciting wrestling meet involving twenty-two schools at Willamette on Saturday.
- C. Director Laisure stated that he is impressed with how the District responded to recent occurrences in schools and shared that Papa's Pizza on Coburg is having a fundraiser for an Irving family on Wednesday night.

REVIEW OF NEXT MEETING: MONDAY, FEBRUARY 10, 2020

- A. Student Presentation, Irving Elementary School
- B. Student Representative Reports, KHS and WHS
- C. Budget Committee Interview and Appointment, Position 7
- D. Indian Education, Tina Gutierrez-Schmich
- E. African American Student Success Act, Tina Gutierrez-Schmich
- F. Financial Statement, Simon Levear
- G. Legislative & School Finance Update

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H. Board Policies Up for Periodic Review

ADJOURNMENT

There being no further business to bring before the Board, Chair Jorgensen adjourned the meeting at 9:07 p.m.

Clerk – Chris Parra
jcb

Chair – Paul Jorgensen

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1 year term

BETHEL SCHOOL DISTRICT #52
4640 Barger Drive • Eugene, OR 97402-1297

541-689-3280

COMMITTEE APPLICATION

Name of Committee Budget Committee

Applicant's Name Alisa Hammond Phone 541-520-9686

Address 4671 Royal Ave Eugene, OR 97402

Email Address ahammond@peacehealth.org

Occupation Insurance Coordinator Are you a registered voter? YES NO

Do you reside within the Bethel School District boundaries? yes How Long? 17 yrs
(If additional space is needed, please use reverse side.)

Briefly state your reasons for applying for this position I am a mom of 4 kids and a Bethel parent and would like to give back to the schools.

What (if any) are your goals and priorities for this committee? to see the working of the system from the other side

Special interests or qualifications I've been volunteering within the community for 17 1/2 years.

Thank you for your interest in serving the children of our community. All appointments to advisory committees are made by the School Board as vacancies occur. The Board appreciates the opportunity to meet applicants before appointments are final, but this is not a requirement to serve. Please return this form to the District Office by November 1, 2019, at 4:00pm.

Signature of Applicant Alisa Hammond



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Bethel School District Calendar · 2020-2021

August
31-Sept 3 District-Wide Inservice Week

September
7 Labor Day
8 First Day of School—K-8
8 9th Grade Orientation—WHS
9 First Day of School—WHS (all grades)

October
9 State Inservice Day

November
6 Grading Day—WHS
11 Veterans Day
23-24 Parent/Teacher Conferences—WHS
24 End of First Trimester—K-8
25 Grading Day—K-8
25 Inservice Day—WHS
26-27 Thanksgiving Break

December
9-10 Parent/Teacher Conferences—K-8
11 Inservice Day—K-8
21-Jan 1 Winter Break

January
1 New Year's Day
4 School Resumes
18 Martin Luther King, Jr. Day

February
3 End of First Semester—WHS
4 Grading Day—WHS
5 Curriculum Development—K-12
8 Start of Second Semester—WHS
15 Presidents Day

March
4 End of Second Trimester—K-8
5 Grading Day—K-8
22-26 Spring Break

April
16 Grading Day—WHS
16 Curriculum Development—K-8

May
31 Memorial Day

June
11 Willamette Graduation
17 Last Day of School (half-day)
18 District-Wide Grading Day

August

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February

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March

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April

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★ First / Last Day of School

○ No School - All Schools

△ No School - Elementary, K-8,
Middle Schools

□ No School - Willamette H.S.

May

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June

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RESOLUTION NO. 19-20: 37

RESOLUTION: CONSENT AGENDA/PERSONNEL ACTION

The Board of Directors, School District No. 52, Lane County, approves personnel action involving licensed employees and extra duty contracts at each regularly scheduled School Board meeting. If the Board of Directors would like to discuss any of these recommendations in executive session, the employee should be identified by the number preceding the name and it will be withdrawn pending further instruction from the Board. Remie Calalang is available for questions.

RECOMMENDATION:

It is recommended that the School Board approve the Consent Agenda as reflected in this resolution and any addendum presented along with this resolution.

#	Name	Type	Description
1.	Reiss, Jennifer	Resignation	Accept resignation effective January 3, 2020; Position Held: Life Skills Teacher @ Clear Lake; 4 months in licensed position at Bethel.

Recommended by: Remie Calalang, Human Resources Director

ATTEST _____
 Clerk – Chris Parra

 Chair – Paul Jorgensen

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Rich Cunningham				
Debi Farr				
Dawnja Johnson				
Paul Jorgensen				
Alan Laisure				
Greg Nelson				
Robin Zygaitis				

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February 24, 2020

RESOLUTION NO. 19-20: 38

BE IT RESOLVED, That the Board of Directors, School District No. 52, Lane County, hereby opens the following grade-level bands to out-of-district students transferring into the District in 2020-2021 under the provisions of Bethel Board Policy JECB.

The following grade-level bands are open to out-of-district students in 2020-2021:

Grade-Level Band	Schools open to new out-of-district students for 2020-2021	Grade-level bands open to new out-of-district students for 2020-2021
Elementary Level (K-5th Grade)	Clear Lake Elementary School Danebo Elementary School Irving Elementary School Meadow View K-8 School Prairie Mountain K-8 School	At kindergarten through 5 th grade Bethel will welcome enrollment to new out-of-district students through the transfer process to a maximum of 60 students .
Middle Level (6th-8th Grade)	Cascade Middle School Shasta Middle School Prairie Mountain K-8 School	At 6 th through 8 th grade Bethel will welcome enrollment to new out-of-district students through the transfer process to a maximum of 65 students .
High School Level (9th & 10th Grade)	Willamette High School	At 9 th and 10 th grades Bethel will welcome enrollment to new out-of-district students through the transfer process to a maximum of 30 students .

This resolution allows for the enrollment of additional students at nearly every grade level and the majority of schools in Bethel School District. Actual enrollment numbers and available space at each grade level and school may vary.

District and school acceptance of individual students will follow Policy JECB.

ATTEST _____
 Clerk – Chris Parra

 Chair – Paul Jorgensen

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Debi Farr				
Dawnja Johnson				
Paul Jorgensen				
Alan Laisure				
Greg Nelson				
Robin Zygaitis				
Rich Cunningham				

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February 24, 2020

RESOLUTION NO. 19-20: 39

BE IT RESOLVED, That the Board of Directors, School District No. 52, Lane County, hereby approves the following numbers of students seeking consent for Inter-District Transfers from Bethel School District to other Districts in school year 2020-2021 under the provisions of Bethel Board Policy JECB:

Grade-Level Band	Number of Bethel students receiving consent for Inter-District Transfers to other school districts in 2020-2021
Elementary Level (K-5 th Grade)	75 students
Middle Level (6 th -8 th Grade)	40 students
High School Level (9 th -12 th Grade)	40 students

This resolution provides consent for Inter-District Transfers at all grade levels. District approval of individual student transfer requests will follow Policy JECB.

ATTEST _____

Clerk – Chris Parra

Chair – Paul Jorgensen

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Debi Farr				
Dawnja Johnson				
Paul Jorgensen				
Alan Laisure				
Greg Nelson				
Robin Zygaits				
Rich Cunningham				

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4640 Barger Drive • Eugene, OR 97402 • Phone: (541) 689-3280
Fax: (541) 689-0719 • www.bethel.k12.or.us



February 24, 2020

RESOLUTION NO. 19-20: 40

BE IT RESOLVED, That the Board of Directors, School District No. 52, Lane County, hereby authorizes the approval of the Lane ESD 2019-21 Local Service Plan - Year Two and requests the Lane ESD to provide the services described during the 2020-21 (year two) fiscal year in accordance with ORS 334.175.

ATTEST _____
Clerk – Chris Parra

Chair – Paul Jorgensen

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Debi Farr				
Dawnja Johnson				
Paul Jorgensen				
Alan Laisure				
Greg Nelson				
Robin Zygaitis				
Rich Cunningham				

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February 24, 2020

RESOLUTION NO. 19-20: 35

BE IT RESOLVED, That the Board of Directors, School District No. 52, Lane County, hereby makes the following appointment to the Budget Committee:

Position 7 _____ 1-year term

ATTEST _____
Clerk – Chris Parra

Chair – Paul Jorgensen

MOVED BY _____

SECONDED BY _____

DATE _____

RESOLUTION: *Passed / Failed*

BOARD MEMBERS	AYE	NAY	ABSTAIN	ABSENT
Debi Farr				
Dawnja Johnson				
Paul Jorgensen				
Alan Laisure				
Greg Nelson				
Robin Zygaitis				
Rich Cunningham				