# HANOVER TOWNSHIP BOARD OF EDUCATION REGULAR PUBLIC MEETING MINUTES May 16, 2023

#### I. OPENING

The meeting was called to order by the Board President at 6:34 p.m. in the IMC at Memorial Junior School, 61 Highland Avenue, Whippany, NJ 07981.

The Board Secretary read the following statement:

In accordance with P.L. 1975, Chapter 231, notice of this meeting was provided to the newspaper of record, appropriately posted and sent to the Township Clerk on January 25, 2023.

Present: Board Members Mrs. Marcella Wilson

Dr. Lynda Wright Mr. Marc Amoresano Mrs. Gina Johnston Mr. Gregory Skiff Mrs. Lisa Bomengo

Superintendent
Business Administrator/

Board Secretary

Mr. Michael J. Wasko Mrs. Vanessa M. Wolsky

Board Attorney Mr. Mark Wenczel

Absent: Board Members Mrs. Christine Egbert

Mrs. Gina Marie Winkler

Mr. Jeffrey Basile

### II. MOTION TO CONVENE IN EXECUTIVE SESSION

1. Move to adopt the following resolution:

"BE IT RESOLVED THAT the Hanover Township Board of Education will convene in executive session immediately following the close of this meeting to undertake discussions concerning salary rates for unaffiliated staff,

**BE IT FURTHER RESOLVED THAT** the nature of the discussion is expected to be disclosed to the public when the reasons for nondisclosure no longer exist."

Motion: Mrs. Wilson Second: Mr. Amoresano Approved: Unanimous

Motion to Reconvene Public Session – 7:33 p.m.

Motion: Mrs. Wilson Second: Mr. Amoresano Approved: Unanimous

Motion to conduct a second flag salute

Motion: Mrs. Bomengo Second: Mr. Amoresano Approved: Unanimous

#### III. SPECIAL PRESENTATIONS

**Excellence in Service Awards** Dan DeChiara, Andrea Strelec, Kathy Murray and Jean Nascimento were recognized as the recipients of this year's Excellence in Service award and presented with a golden apple from the Board of Education and a vacation day.

**Teachers of the Year** Rosemarie Papera, BMS, Christina Kalavrouziotis, MTV, Lauren Baranek, MJS, and Nora Czarnomski, SDS, were recognized as the recipients of this year's Teacher of the Year award and presented with a golden apple from the Board of Education and \$250 to spend in their classrooms.

#### IV. APPROVAL OF MINUTES

Regular Public Meeting 4/25/23

Motion: Mr. Amoresano Second: Mrs. Wilson Approved: 6 Yes, 0 No

V. BUSINESS ADMINISTRATOR/BOARD SECRETARY'S REPORT Mrs. Wolsky reported that the cash balance as of April 30, 2023 was \$4,697,488.50. The interest in the General Fund to date is \$515.40 and the interest in the HTSACC Fund is \$47.86.

## VI. SUPERINTENDENT'S REPORT

Mr. Wasko gave the following report:

I would like to begin my superintendent's report this evening by saying "Thank You" to the greater Hanover Township Public School Community. Last month I had the pleasure of attending the Faculty & Friends Concert...that had many members of our music department, district staff, the Hanover Wind Symphony, and "friends" of our school community perform to help raise funds for the Moser Music Endowment Fund. This fund was created in 2009 after the passing of one of our music teachers, Kathryn Moser, and has since been helping the music department provide special events and/or equipment for our music students throughout the district. From what I heard...it was a sold out and raised over \$4,000.

A special thanks to the members of our music department for doing a great job in planning, organizing, and hosting such a great event for our school district and community. A special thanks to Mr. Ziegler, MJS Assistant Principal, who did an outstanding job as the official "Master of Ceremonies." Thank you all.

As many of you know, students throughout our district in grades 3 through 8 have recently completed and/or are in the process of completing the New Jersey Student Learning Assessments in the content areas of English Language Arts, Mathematics, and Science. I would like to take this opportunity to thank Mr. Stark, BMS Principal, and District Testing Coordinator, each of our building administrators, who also serve as Building Testing Coordinators, Mike Schwab and Greg Matyola of our technology department, as well as our building level ed-tech specialists, and of course our teachers, who all did an outstanding job in managing the daily tasks of this year's NJSLA assessments to ensure that all of our students and staff (proctors, hall monitors, etc.) had a successful NJSLA testing experience. Thank you to ALL for job well done.

As the end of the this school year quickly approaches, staffing for the upcoming 2023-2024 school year continues to be a primary focus for the members of our administrative team. They are busy screening resumes, conducting interviews checking references, and scheduling demonstration lessons....for a number of open positions. These include candidates to replace retiring teachers, teachers who have resigned, as well as staff who have requested temporary leaves of absence. The process of determining staffing is very complex, as teacher certification, tenure rights, and seniority must be considered when placing and assigning teachers. The administrative team has already met on several occasions to review and discuss staffing needs as we move closure to finalizing assignments for September. However, please keep in mind, that there is always the possibility that an additional staff member or two may decide to retire before the end of the school year or a long term substitute will accept a tenure track position in another district prior to September.....if this occurs, we will begin the process of finding replacements for those individuals as soon as possible. Our goal....is to be fully staffed prior to the start of the new school year in September.

From the students perspective, this is also a very exciting time of the year as we beginning to look forward to our upcoming end of the year activities....such as Future Vikings Night at MJS, pool parties, field days, year book signings, kick ball games, Grade 5 clap outs, etc.... and as our eighth graders....prepare to finish their educational careers in the Hanover Township Public Schools I'm sure they are looking forward to their traditional year-end events which include:

- The 8th grade class trip to Frogbridge
- The 8<sup>th</sup> grade Graduation Dance that will be held at the American Legion Hall
- The 8<sup>th</sup> grade awards day assembly that will be held the morning of Wednesday, June 14<sup>th</sup>,
- On Thursday, June 15<sup>th</sup> our 8<sup>th</sup> Graders will visit WPHS for Move-up day
- And finally on Monday, June 19<sup>th</sup> at 7:00 PM, Memorial Junior School will conduct its graduation ceremony for the class of 2023 in the Memorial Junior School Auditorium.

Lot's of fun and exciting things to look forward to and it will be here in the blink of an eye.

Traditionally this is the time of year we send out our annual school climate survey to district stakeholders which include students, parents, faculty and staff. The feedback shared in the survey will help us improve student relationships, learning conditions, and the school's overall environment, basically asking....How's our driving." And participation is voluntary. Parents and staff will be invited to participate in this survey via a SwiftK12 email notification that will be sent out later this month.

In closing, I would just like to take this opportunity to wish everyone a Happy Memorial Day Weekend.

# VII. DIRECTOR OF CURRICULUM, INSTRUCTION, & PROFESSIONAL DEVELOPMENT REPORT

Mr. Wasserman did not give a report this month.

#### VIII. COMMITTEE REPORTS

Personnel Committee – Mrs. Bomengo said the Committee met on May 8 at 6:45 p.m. and the following individuals were present: Mrs. Egbert, Mr. Amoresano, Mr. Skiff, Mrs. Bomengo and Mr. Wasko. There were no changes in enrollment, no tenure recommendations and no new retirements or transfers. There were 2 resignations, 2 leaves of absence and the Committee discussed the need for the Board to meet in Executive Session to discuss salary approvals for non-certified employees and Board office staff. Recommendations on the agenda include 2 new custodians, a substitute nurse, an additional advisor for the chess club and additional hours for MJS staff club advisors. There were no student suspension and 1 act of HIB at MJS. The Committee also discussed Mrs. Dolch's technology club students who placed at the NJ Technology Middle School State Conference Competition and will be celebrated at next month's meeting.

Curriculum & Instruction Committee – Mrs. Johnston said the Committee met on May 9 at 6:45 p.m. and the following individuals were present: Mrs. Johnston, Mrs. Egbert, Mrs. Wilson, Mrs. Bomengo, Mr. Wasko and Mr. Wasserman. The Committee discussed approval Leveled Literacy Intervention System at a cost of \$23,273.21 for 2 kits and includes a 3-day training for the teachers prior to implementing the program with continual training throughout the year. The program would be for classified students and for students in Basic Skills at the middle school and it targets fluency and comprehension. Additional items discussed included regional articulation will take place as follows: Science 5/12, ELA 5/23 and Math 5/31 and Math coaching at MJS on 5/18 and 5/19. In the area of STEM, teacher Marissa Dolch brought MJS students from her middle school club to the NJ Technology Student Association Middle School Conference State Competition at TCNJ for the first time and students won first place in Flight, Problem Solving and placed 3<sup>rd</sup> in Animation and are eligible to attend Nationals in Louisville, Kentucky. They will be honored at the June BOE meeting. School Climate Parent Surveys were also discussed and revisions will be made before being sent out in late May. Tutor.com data was provided for review, progress of the new district website was discussed as were after school programs in hopes of making it consistent among the three elementary schools. A list of after school clubs offered at each school per marking period and by grade level was requested.

Finance/Transportation/Physical Plant Committee - Mr. Amoresano said the Committee met on May 8 and the following individuals were present: Mrs. Bomengo, Mr. Amoresano, Mr. Basile, Mr. Wasko, Mrs. Wolsky, and Mr. Gaveglio. In the area of physical plant, fire safety inspections have been completed, health inspections have been completed and a Right to Know chemical survey was conducted. The District has received 39 hepa filter air purifiers as part of the NJDOH free program and they will be placed in the nurse's offices, interior rooms with no windows, music rooms and computer labs. Two bids have been received for the BMS playground and pictures have been requested of the equipment proposed for the Committee to review and the mulch change order is still out there. In the area of Transportation, the Township has requested bussing for the July 4th celebration and a joint transportation agreement with the Morris County ECS in on the agenda for approval to assist with special education routes and possibly regular routes if needed. Additional items discussed included substitute pay rates which may need to be increased to stay competitive with other districts, the goal setting meeting scheduled for June 6, a demographic study to be presented on June 13 and student achievements in the state technology competition and their eligibility to attend a national competition in Louisville, Kentucky.

Public Relations Committee – Mr. Skiff said the Committee met on May 9 at 8:00 p.m. and the following individuals were present: Mrs. Bomengo, Mr. Wasko, Mr. Skiff and Mrs. Egbert. Mr. Skiff said the Committee was informed of the Teacher of the Year and Excellence in Service Award Recipients and he congratulated all the recipients for this well-deserved honor. He noted that there were No Items for Board Consideration on the agenda. Additional items for discussion included website updates with meetings to be conducted with each school to discuss integration, the School Climate Survey 2022-2023 SY target date of end of May/beginning of June, a shared services opportunity with the Township that the school attorney is developing an agreement for, a draft letter to parents regarding the NJDOE Survey for Special Education Parents, a Demographic Study Presentation at the June 13th BOE Meeting, HTSACC "Early Birds" Program to open at 7:00 AM beginning September 2023, Management Team Meeting dates were discussed and the spring concerts to be held at MJS at 7:00 PM on the following dates May 11th (BMS), May 15<sup>th</sup> (SDS), May 17th (MJS: Choral & Orchestra), May 18<sup>th</sup> (MTV), and (MJS: Band Concert). Student Recognitions at the June BOE meeting will include NJ Technology Student Association Middle School State Conference Competition and Student Council Recognitions.

Policy Committee – Mr. Amoresano said the Committee met on May 8 and the following individuals were present: Mr. Amoresano, Mrs. Johnston, Mr. Skiff, Mrs. Bomengo and Mr. Wasko. The Committee reviewed Policy #0155.1 Board Member Participation at Board Meetings Using Electronic Devices and discussed and implemented updates based on board comments during first reading. The Committee also reviewed Policy #8463 Parental Notice of Material Circumstances and discussed and implemented updates based on board and public comments during first reading. Both

policies will be put through second reading for adoption today. He also noted that one of the discussion items confirmed that Policy #8463 will supersede any conflicts with existing policies.

Negotiations Committee – Mrs. Bomengo said the Committee met on May 8 at 7:30 p.m. and the following individuals were present: Mr. Amoresano, Mr. Skiff, Mrs. Egbert, Mrs. Bomengo and Mr. Wasko. The Committee will be meeting with the HTEA Negotiations Committee on Thursday, May 18 and Thursday, June 8.

# Travel/Delegate Report – None

# IX. PUBLIC COMMENT – Agenda Items

Trisha Martin, Resident, expressed her concerns related to Policy #8463.

Paul Szesko, Resident, talked about the policy being inclusive of all parents.

#### X. BOARD ACTIONS

#### A. PERSONNEL

# Upon recommendation of the Superintendent, move to:

1. Accept with regret the resignation of Adrienne Huettenmoser, Fifth Grade Teacher, Mountview Road School, effective 7/1/23, for personal reasons.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

2. Accept with regret the resignation of Maddison Sigler, Contemporary Art and Design Teacher, Memorial Junior School, effective 7/1/23, for personal reasons.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

3. Approve a leave of absence for Employee ID# 4041, effective 5/1/23 to 6/12/23.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

4. Appoint Emilio Pennetti to the position of full time (1.0 FTE) Custodian (day), Bee Meadow School, at a salary of Step 1, \$38,695, prorated, effective 6/1/23 to 6/30/23 (probationary period), in accordance with the Agreement between the Board of Education and the HTEA. Continued employment will be subject to approval by the New Jersey Department of Education, and the results of a criminal history check as required by applicable law.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

5. Appoint Estelina Pena to the position of full time (1.0 FTE) Custodian (night), Memorial Junior School, at a salary of Step 1, \$42,565 (includes 10% differential when school is in session), prorated, effective 6/1/23 to 6/30/23, in accordance with the Agreement between the Board of Education and the HTEA.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

6. Authorize the appointment and salaries of support staff members for the 2023-2024 school year, in accordance with the Board/HTEA Agreement, with actual 2023-2024 salaries to be determined upon the conclusion of negotiations between the Board and the HTEA, as per **Attachment "A"**.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

7. Authorize the appointment and salaries of central office exempt confidential support staff members for the 2023-2024 school year, with actual 2023-2024 salaries to be determined at a later date, as per **Attachment "B"**.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

8. Amend the 2023-2024 employment contract for Sharon McLaughlin, Art Teacher, Bee Meadow, and Mountview Road schools, from the previously approved part time (.84 FTE), to full time (1.0 FTE) at a salary of BA+15 Step 18 \$87,315, effective 9/1/23 to 6/30/24, in accordance with the Agreement between the Board and the HTEA, with actual 2023-2024 salary to be determined upon the conclusion of negotiations between the Board and the HTEA.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

9. Approve the additional hours to the **2022-2023** extra-compensation assignment(s) as **Advisor(s)** at **Memorial Junior School**, with payments in accordance with the Agreement between the Board and the HTEA, as follows:

Club/Activity	Advisor	<u>Hours</u>
MJS Study Club	George Dakak	20 hours
MJS Study Club	Sandra Lillo	20 hours

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

10. Approve the **2022-2023** extra-compensation assignment(s) as **Advisor(s)** at **Memorial Junior School**, with payments in accordance with the Agreement between the Board and the HTEA, as follows:

<u>Club/Activity</u>	Advisor	<u>Hours</u>
Chess Club	Emily Galow	10 hours

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

11. Approve to allow Whippany Park High School student, David Farrell to volunteer in the Media Center at Mountview Road School, as part of his Senior Service Leadership Program, effective 5/17/23 through 6/20/23.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

12. Approve the following addition(s) to the substitute list for the 2022-2023 school year. Nurse: Lisa Clarke\*

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

13. Accept with regret the resignation of Diane Tompkins, Hanover Township School Age Child Care Site Leader, Salem Drive School, effective 7/1/23, for personal reasons.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

14. Rescind the appointment of Marissa Goodwin as Hanover Township School Age Child Care Camp Counselor, hourly rate of \$14.00, effective May 1, 2023 to June 30, 2023 and again from July 1, 2023 – August 25, 2023.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

15. Approve the following people for positions in the Hanover Township School Age Child Care program, effective May 17, 2023 – June 20, 2023. Employment will be subject to approval by the New Jersey Department of Education, and the results of a criminal history check as required by applicable law. Final staff appointment will be pending ratio needs based on enrollment of children in the program. Staff will be paid an hourly rate based on hours worked.

Name	Position	Hourly Wage
Speck, Alexandra	Substitute	\$15.00
Motion: Mrs. Bomengo	Second: Mrs. Johnston	Roll Call: 6 yes, 0 no

16. Approve the following people for positions in the Hanover Township School Age Child Care program, Camp HTSACC, effective May 17, 2023 to June 30, 2023 and again from July 1, 2023 – August 25, 2023. Employment will be subject to approval by the New Jersey Department of Education, and the results of a criminal history check as required by applicable law. Final staff appointments will be pending ratio needs based on enrollment of children in the program. Staff will be paid an hourly rate based on hours worked.

Name	Position	Hourly Wage
Giraldo, Sebastian	Camp Counselor	\$14.00
Gomez, Jonathan	Substitute	\$13.00

<sup>\*</sup>Continued employment will be subject to approval by the New Jersey Department of Education, and the results of a criminal history check as required by applicable law.

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Hamtil, Anne	Substitute	\$15.00
Mennonna, Grace	Camp Counselor	\$14.00
Quinn, Susan	Substitute	\$15.00
Sarno, Gavin	Substitute	\$13.00
Speck, Alexandra	Camp Counselor	\$15.00

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

17. Acknowledge that there were no student suspensions as reported by the school principals for the month of April 2023.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

18. Accept the Harassment, Intimidation and Bullying report and affirm the Superintendent's decisions for the period ending May 12, 2023, **Attachments "C"**.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

19. Accept with regret the resignation of Gwen Lubanski, School Library Media Specialist, Memorial Junior School, effective 7/1/23, for personal reasons.

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

20. Authorize the following tuition reimbursement applications for the **2023-2024** school year, in accordance with the Agreement between the Board and the HTEA:

<u>Teacher</u>	<b>Credits</b>
Nora Czarnomski	6
Sandra Lillo	3
Jessica Sainato	3

Motion: Mrs. Bomengo Second: Mrs. Johnston Roll Call: 6 yes, 0 no

# B. <u>CURRICULUM, TECHNOLOGY & STUDENT ACHIEVEMENT</u>

# Upon recommendation of the Superintendent, move to:

1. Acknowledge the following fire drills, as reported by the school principals, for the month of April 2023:

<u>School</u>	<u>Date</u>
Memorial Junior School	4/6/23
Bee Meadow School	4/6/23
Mountview Road School	4/26/23
Salem Drive School	4/21/23

Motion: Mrs. Johnston Second: Mr. Amoresano Roll Call: 6 yes, 0 no

2. Acknowledge the following crisis management drills, as reported by the

school principals, for the month of April 2023:

<u>School</u>	<u>Date</u>
Memorial Junior School	4/28/23
Bee Meadow School	4/28/23
Mountview Road School	4/25/23
Salem Drive School	4/26/23

Motion: Mrs. Johnston Second: Mr. Amoresano Roll Call: 6 yes, 0 no

3. Approve the following instructional materials:

Program: Leveled Literacy Intervention Publisher: Heinemann - Fountas and Pinnell

Cost: \$23,273.21

Motion: Mrs. Johnston Second: Mr. Amoresano Roll Call: 6 yes, 0 no

# C. FINANCE, TRANSPORTATION, PHYSICAL PLANT

# I. FINANCE

Upon recommendation of the Business Administrator/Board Secretary, move to:

1. Approve transfers in the 2022-23 Budget, **Attachment "D"** 

Motion: Mr. Amoresano Second: Mr. Skiff Roll Call: 6 yes, 0 no

2. Authorize the following payments:

Bills List Dated	Amount
Payroll 4/28/23	\$ 923,766.39
Payroll 5/15/23	\$ 966,669.88
Bills & claims $4/26/23 - 5/16/23$	\$ 348,124.85

Motion: Mr. Amoresano Second: Mr. Skiff Roll Call: 6 yes, 0 no

3. Accept the certification of the Business Administrator/Board Secretary that as of 4/30/23 pursuant to N.J.A.C. 6A:23-2.11(c)3, no budgetary line item has been over expended in violation of N.J.A.C. 6A:23-2.11(a).

Motion: Mr. Amoresano Second: Mr. Skiff Roll Call: 6 yes, 0 no

4. Certify that as of 4/30/23, after reviewing the Business Administrator/Board Secretary's financial report, to the best of our knowledge no major account or fund has been over expended in violation of N.J.A.C. 6:20-2.10(b) and sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year.

Motion: Mr. Amoresano Second: Mr. Skiff Roll Call: 6 yes, 0 no

5. Accept the report of the Secretary A-148 and the reconciliation report A-149, for the month ended 4/30/23.

Motion: Mr. Amoresano Second: Mr. Skiff Roll Call: 6 yes, 0 no

# II. TRANSPORTATION

Upon recommendation of the Business Administrator/Board Secretary, move to:

1. Authorize providing transportation services for the Hanover Township Recreation Patriotic Celebration Fireworks on 6/30/23, with a rain date of 7/1/23.

Motion: Mr. Amoresano Second: Mr. Skiff Roll Call: 6 yes, 0 no

2. Approve a Joint Transportation Agreement between Hanover Township Board of Education and Educational Services Commission of Morris County for the 2023-2024 school year.

Motion: Mr. Amoresano Second: Mr. Skiff Roll Call: 6 yes, 0 no

### III. PHYSICAL PLANT

No Items for Board Consideration

# D. PUBLIC RELATIONS

No Items for Board Consideration

# E. POLICY

Upon recommendation of the Superintendent, move to:

1. Conduct the second reading of Policy # 0155.1 Board Member Participation at Board Meetings Using Electronic Devices, and if approved, adopt.

Motion: Mr. Amoresano Second: Mr. Skiff Roll Call: 6 yes, 0 no

2. Conduct the second reading of Policy # 5512 Harassment Intimidation, or Bullying, and if approved, adopt.

Motion: Mr. Amoresano Second: Mr. Skiff Roll Call: 6 yes, 0 no

3. Conduct the second reading of Policy # 8463 Parental Notice of Material Circumstances, and if approved, adopt.

Motion: Mr. Amoresano Second: Mr. Skiff Roll Call: 4 yes, 1 no

(No: Wright)
(Abstain: Wilson)

**Discussion:** Mrs. Bomengo noted that any statements or questions would need to be done now during discussion and not during the vote in accordance with Robert's Rules.

# XI. PUBLIC COMMENTS - None

## XII. ITEMS FOR DISCUSSION

Mr. Skiff stated that he wanted to address some of the concerns that were made during public comment related to Policy #8463. He addressed several terms in the policy including immediately, directly or indirectly, and take all necessary steps. He also noted that administrators and staff are encouraged to ask questions and our Board attorney would be able to help with any questions on implementation.

# XIII. MOTION TO CONVENE IN EXECUTIVE SESSION – None

**XIV. ADJOURNMENT** – 9:44 p.m.

Motion: Mr. Amoresano Second: Dr. Wright Approved: Unanimous

Respectfully submitted,

Vanessa M. Wolsky

Business Administrator/Board Secretary

Vanessa M. Welsky