NORTHERN LEHIGH SCHOOL DISTRICT

Regular School Board Meeting Monday, April 14, 2003 Senior High School Auditorium 7:30 p.m. AGENDA

I. ROLL CALL

- A. By notice of the President, Board Members are advised that all votes on financial matters shall be regarded as roll call votes. The minutes should also note that Public Notice was given for this meeting in accordance with Act 84 of 1986.
- B. School Board Meeting shall proceed in accordance with School Board Policy.
- C. Pledge of Allegiance.
- D. Roll Call.
- E. Public Comment -- Restricted to Agenda Items.

II. REVIEW AND APPROVAL OF THE MINUTES OF THE PRECEDING MEETINGS

- A. Regular school board meeting held March 3, 2003.
- B. Regular school board meeting held on March 10, 2003.

III. SPECIAL BOARD REPORTS

A.	Lehigh Career & Technical Institute.	Mr. Jason M. Newhard
B.	Carbon-Lehigh Intermediate Unit	Mr. Bryan C. Dorshimer
C.	Lehigh Carbon Community College	Mr. Mathias J. Green, Jr.
D.	Committee Reports and/or Meetings ☐ Minutes of the Policy/Education Committee meeting held of ☐ Minutes of the Technology/Buildings and Grounds Commit March 5, 2003. (Attachment #2) ☐ Minutes of the Community Relations Committee meeting held 2003. (Attachment #2a) ☐ Minutes of the Finance Committee meeting held on March #2b)	ttee meeting held on meld on March 19,
E.	Student Representatives To The Board Report	Mr. Nicholas Sander Ms. Amberly Gable
F.	Solicitor's Report	Atty. Charles Stopp
G.	Legislative Report	Mrs. Lori H. Geronikos

Η.	Federal and Ot	her Programs	Mrs. Lynne B. Fedorcha
I.	Superintendent	c's Report	Dr. Nicholas P. Sham, Sr.
		Teen Works Presentation – Robert Mack	
		Read Across America Presentation - Kori Dibil	io
☐ Technology/Buildings & Grounds Update —			an Geiger
		ho Resign	
		Parks And Recreation Liaison	
		German Exchange Program	
		Town Meeting Agenda	
		Stadium Project Volunteers	
		Equipment/Food for Stadium Renovations	
		Rededication of Middle School	
		2002-3003 Goal Update	
		School Psychologist's Day – April 9, 2003	
		School Board Service Recognition	
		School Board In-Service Education Certificates	
		End of Year Calendar for Elementary Students	
		Meeting With Secretary of Education Designee	
		Sixth Sense Team	
		Budget	

J. An Executive Session will be held beginning at 6:45 p.m. in the senior high library.

IV. PERSONNEL

A. Consulting Services

Approve to appoint Kenneth F. Jones as a consultant to the business office, at a rate of \$60.00 per hour, plus mileage. Effective March 14, 2003, Mr. Jones will work two to three days per week through June 30, 2003, or until a new business manager is hired.

B. Effective March 10, 2003, and continuing until a business manager has been hired for the district, approve to contract with Rhonda Frantz, Bookkeeper I in the business office, at a rate of \$22.00 per hour, on an as need basis, for additional services rendered over and above her normal business day.

C. Extend Child Rearing Leave

Approve an extension of Michele Dotta's child rearing leave to December 2, 2003. Previously, Mrs. Dotta, Slatington Elementary special education teacher, was granted a child rearing leave of absence. After utilizing her accumulated sick days, on November 22, 2002 she was granted a 12-week Family Medical Leave that ended on February 13, 2003. Her child rearing leave began on February 14, 2003. She planned to return to teaching on or about April 11, 2003.

D. Extend Temporary Vacancy Replacement Contract

Gail Barilla Temporary Vacancy Replacement Teacher

Assignment: Special Education Learning Support

Grade 6 – Slatington Elementary School – replacing Michele Dotta who is extending her Child Rearing Leave of Absence.

Salary: \$37,000.00 (Pro-rated) (Appendix A – Step 1 Masters) on the

2002

2003 CBA Salary Schedule

Effective Date: April 12, 2003

Termination Date: On or about June 25, 2003

E. Resignation – Non-Instructional

Accept the resignation of Karen Haas, special education aide at the Senior High School, effective April 17, 2003.

F. Substitutes

1. <u>Instructional</u>

Approve the following substitute teacher(s) at the 2002-2003 substitute teacher rates of \$70.00 for 1-10 non-consecutive days, \$80.00 for 11-20 non-consecutive days, \$90.00 for 21+ non-consecutive days:

Robert Bold – Industrial Arts

G. Request for Inclusion in the 2002-2003 Early Retirement Incentive Plan (Attachment #3)

- 1. Approve the inclusion of Michael A. Bonner, secondary guidance counselor, in the Northern Lehigh School District's 2002-2003 Early Retirement Incentive Plan adopted by the Board of Education on November 4, 2002.
- 2. Approve the inclusion of Jean Madea, Peters Elementary third grade teacher, in the Northern Lehigh School District's 2002-2003 Early Retirement Incentive Plan adopted by the Board of Education on November 4, 2002.
- 3. Approve the inclusion of Denise Plotsko, Slatington Elementary fourth grade teacher, in the Northern Lehigh School District's 2002-2003 Early Retirement Incentive Plan adopted by the Board of Education on November 4, 2002.
- 4. Approve the inclusion of Charles Siarkowski, middle school science and American

history teacher, in the Northern Lehigh School District's 2002-2003 Early Retirement Incentive Plan adopted by the Board of Education on November 4, 2002.

- 5. Approve the inclusion of Harriet Akelaitis, Slatington Elementary fifth grade teacher, in the Northern Lehigh School District's 2002-2003 Early Retirement Incentive Plan adopted by the Board of Education on November 4, 2002.
- 6. Approve the inclusion of Sandra Hopkins, Peters Elementary second grade teacher, in the Northern Lehigh School District's 2002-2003 Early Retirement Incentive Plan adopted by the Board of Education on November 4, 2002.
- 7. Approve the inclusion of Charles Uhler, Peters Elementary sixth grade teacher, in the Northern Lehigh School District's 2002-2003 Early Retirement Incentive Plan adopted by the Board of Education on November 4, 2002.
- 8. Approve the inclusion of James Waite, senior high wellness and fitness teacher, in the Northern Lehigh School District's 2002-2003 Early Retirement Incentive Plan adopted by the Board of Education on November 4, 2002.
- 9. Approve the inclusion of Susan Kester, Peters Elementary fifth grade teacher, in the Northern Lehigh School District's 2002-2003 Early Retirement Incentive Plan adopted by the Board of Education on November 4, 2002.

H. Resignations – Instructional

- Accept the resignation of Michael A. Bonner from the Northern Lehigh School District, provided that the Board of Education approves his inclusion in the 2002-2003 Early Retirement Incentive Plan, effective as of the 191st day of the 2002-2003 school year. Mr. Bonner has been employed in education for thirty-five years.
- 2. Accept the resignation of Jean Madea from the Northern Lehigh School District, provided that the Board of Education approves her inclusion in the 2002-2003 Early Retirement Incentive Plan, effective at the end of the 2002-2003 school year. Mrs. Madea has been employed in education for thirty-four years.
- 3. Accept the resignation of Denise Plotsko from the Northern Lehigh School District, provided that the Board of Education approves her inclusion in the 2002-2003 Early Retirement Incentive Plan, effective at the end of the 2002-2003 school year. Mrs. Plotsko has been employed in education for thirty-four years.
- 4. Accept the resignation of Charles Siarkowski from the Northern Lehigh School District, provided that the Board of Education approves his inclusion in the 2002-2003 Early Retirement Incentive Plan, effective at the conclusion of the last work

day of the 2002-2003 school year, but no later than June 30, 2003. Mr. Siarkowski has been employed in education for thirty-three years.

- 5. Accept the resignation of Harriet Akelaitis from the Northern Lehigh School District, provided that the Board of Education approves her inclusion in the 2002-2003 Early Retirement Incentive Plan, effective at the end of the 2002-2003 school year. Mrs. Akelaitis has been employed in education for thirty-two years.
- 6. Accept the resignation of Sandra Hopkins from the Northern Lehigh School District, provided that the Board of Education approves her inclusion in the 2002-2003 Early Retirement Incentive Plan, effective at the end of the 2002-2003 school year. Mrs. Hopkins has been employed in education for thirty-four years.
- 7. Accept the resignation of Charles Uhler from the Northern Lehigh School District, provided that the Board of Education approves his inclusion in the 2002-2003 Early Retirement Incentive Plan, effective at the end of the 2002-2003 school year. Mr. Uhler has been employed in education for thirty-four years.
- 8. Accept the resignation of James Waite from the Northern Lehigh School District, provided that the Board of Education approves his inclusion in the 2002-2003 Early Retirement Incentive Plan, effective at the end of the 2002-2003 school year. Mr. Waite has been employed in education for thirty-four years.
- 9. Accept the resignation of Susan Kester from the Northern Lehigh School District, provided that the Board of Education approves her inclusion in the 2002-2003 Early Retirement Incentive Plan, effective at the end of the 2002-2003 school year. Mrs. Kester has been employed in education for thirty-three years.

I. Unpaid Volunteer

Approve Richard Schollenberger as an unpaid Volunteer Library Aide in the senior high school library for the 2002-2003 school year. (Pending Verification of Clearances)

J. Middle School Intramural Appointment for 2002-2003

Middle School Intramural Girls' Soccer Coach – Rebecca Landis -- \$1000.00 Stipend

K. Request for an Unpaid Leave

Approve the request of Tim Weaber, Peters Elementary fourth grade teacher, to take a one-day leave, without pay, on April 28, 2003. This day will be used in conjunction with his two personal days to attend a Conference of Churches meeting of his denomination as a delegate. His request will not be considered a precedent for future requests per correspondence received from the Northern Lehigh Education Association.

L. Approve to employ ten (10) regular and two (2) alternate summer custodial/maintenance

employees to work from June 23, 2003 through August 29, 2003. Rate per hour is \$5.25 for first-time employees and \$5.50 for returning employees, pending approval of the 2003-2004 budget.

M. Co-Curricular Appointments for 2003-3004

Head Football Coach – James Tkach -- \$6287.90

Assistant Football Coach – Samuel Bonner -- \$4086.52

Assistant Football Coach – Steve Hluschak -- \$4086.52

Assistant Football Coach – Dennis Rose -- \$4086.52

Assistant Football Coach – Glenn Serfass -- \$4086.52

Assistant Football Coach – Richard Snell -- \$4086.52

Assistant Football Coach – Manual Guedes & Ryan Van Norman – Share Stipend of \$4086.52

Head Cross Country Coach – David Oertner -- \$3767.23

Assistant Cross Country Coach – Beth Case -- \$2448.24

Head Field Hockey Coach – Jessica Schoenberger -- \$3767.23

Head Boys' Soccer Coach – Scott Mang -- \$4545.00

Assistant Boys' Soccer Coach – Doug Keichel -- \$2525.00

Majorette/Band Front Director – Lauren Zielinski -- \$1890.25

Senior High Fall Intramurals – Tennis – Renee Evans -- \$736.51

Senior High Fall Intramurals – Weightlifting/Indoor Floor Tennis – Todd Herzog -- \$736.51

Senior High Fall Intramurals – Basketball – David Redline -- \$736.51

Senior Class Play – Matthew Wehr -- \$1341.43

V. POLICY

a. Policy Revisions – First Reading

- 1. Approve revisions to school board policy #113 Special Education, as Presented after first reading. (Attachment #4)
- 2. Approve revisions to school board policy #113.1 Behavior Management, as presented after first reading. (Attachment #5)
- 3. Approve revisions to school board policy #113.2 Discipline of Student With Disabilities, as presented after first reading. (Attachment #6)
- 4. Approve revisions to school board policies #348.1, 448.1 and 548.1 Sexual Harassment, as presented after first reading. (Attachment #7)
- 5. Approve revisions to school board policy #613 Cooperative Purchasing, as presented after first reading. (Attachment #8)
- 6. Approve revisions to school board policy #606 Tax Collection, as presented after first reading. (Attachment #9)
- 7. Information Only Policy #801 Public Records This policy was revised

by the board after second reading on March 3, 2003. Under the authorization of PSBA—Item 4 section D—Appeals Process found on page 3 of the revised policy the words "District Justice" had to be removed from the last sentence. This Supreme Court Ruling revising the Public Records Law essentially creates a new form of action in the district justice courts and they need more time to develop a procedure. (See attachment #10 for the background report received from PSBA).

B. Conferences

- 1. Approve the request of Renee Evans and Babette Guss, high school English teachers, to attend the "The Stack the Deck Writing Program" in Bensalem, PA on May 8, 2003. Expenses for this conference include \$129.00 each for registration, \$21.00 for travel for a total cost of \$279.00 plus the cost of two substitute teachers for one day and have been approved by the district's Continuing Professional Development Committee.
- 2. Approve the request of Andrea Edmonds, high school special education teacher, to attend a PaTTAN conference in Harrisburg on March 26, 27, 28, 2003. The only cost to the district for this conference is \$132.48 for travel plus the cost of a substitute teacher for three days and will be paid for through IDEA funds.
- 3. Approve the request of Jeffrey Bachman, Jane Englert, Jane Kutney, Donna Marushak and Janet Bashore to attend the Title II D Partner's in Distance Learning conference at Grantville, PA on April 30, May 1 and 2, 2003. Approximate expenses for this conference include \$60.00 for registration, \$120.00 for travel, \$1550.00 for lodging for a total of \$1386.00 plus the cost of substitute teachers for three days and has been approved by the district's Continuing Professional Development Committee and will be paid for through Title IIA and Title IID funds.
- 4. Approve the request of Rhonda Frantz to attend the Attendance/Child Accounting Professional Association annual conference in Hershey, PA on April 24 and 25, 2003. Expenses for this conference include\$120.00 for registration, \$30.00 for meals, \$58.00 for travel, \$197.00 for lodging for a total cost of \$405.00 and were included in the 2002-2003 district budget.
- 5. Approve the request of Lynne Fedorcha to attend the Pennsylvania Association of Federal Programs Coordinators Annual Conference at Seven Springs in Champion, PA from April 13-16, 2003. Expenses for this conference include \$175.00 for registration, \$144.00 for travel, \$504.00 for lodging, \$30.00 miscellaneous expenses for a total cost of \$853.00 and has been included in the 2002-2003 budget.

- 6. Approve the request of Julie Everett, senior high biology teacher, to attend a Bureau of Education & Research conference in Allentown on May 6, 2003. Expenses for this conference, entitled "Working Successfully with Difficult Students A Discipline with Dignity Approach", includes 155.00 for registration plus the cost of a substitute teacher and has been approved by the district's Continuing Professional Development Committee.
- 7. Approve the request of Paul Leonzi and David Papay to attend a Lehigh University Middle Level Partnership Annual Conference in Bethlehem on April 25, 2003. Expenses for this conference, which will address the many challenges that are presented in middle level education for the "No child Left Behind" mandate, include \$125.00 each for registration, for a total cost of \$250.00 and were included in the middle school 2002-2003 budget.
- 8. Approve the request of Rhonda Frantz, Bookkeeper I and Sherri Molitoris, Bookkeeper II in the business office, to attend a HIPAA (Health Insurance Portability and Accountability Act) Seminar at the Carbon Lehigh Intermediate Unit on April 9, 2003. Expenses for this conference, which is being held to inform districts of their responsibilities concerning HIPAA compliance, include a registration fee of \$450.00 for two attendees, \$6.00 for travel for a total cost of \$456.00 and was included in the business office 2002-2003 budget.
- 9. Approve the request of Elizabeth Vasquez, Peters Elementary special education teacher, to attend a Bureau of Education & Research conference in Allentown on Monday, April 28, 2003. Expenses for this conference include \$155.00 for registration, \$10.00 for meals, \$12.00 for travel for a total cost of \$177.00 plus the cost of a substitute teacher and will be paid for through IDEA funds.
- 10. Approve the request of Kori Dibilio, Slatington Elementary third grade teacher, Amanda Glassic, Peters Elementary fifth grade teacher, and Mary Ann Mattiola, senior high art teacher, to attend the Partners in Distance Learning (CAP Classroom Arts Project) conference in Grantville, PA on April 30, May 1 and 2, 2003. Expenses for this conference include \$75.00 for meals, \$288.00 for travel, \$620.00 for lodging, for a total of \$983.00 plus the cost of three substitute teachers for three days and will be paid for through Title IID funds.
- 11. Approve the request of Chris Iacobelli to attend an CLIU 21 conference, entitled "Enhancing Professional Practice: Teacher Evaluation That Works" on May 2, 2003. Expenses for this conference include \$100.00 for registration.

C. Attendance of a Non-Resident Student

Approve the request of a Peters Elementary student, whose parent is moving from the Northern Lehigh School District on March 15, 2003, to remain in attendance for the duration of this school term in accordance with School Board Policy #202.

D. Alternative Homebound Instruction for Special Education Student

Approve to provide alternative homebound instruction, at the rate of \$17.00 per hour, for an eighth grade special education student, Student No. 07-34000, for five hours per week, for no more than eight weeks, effective as soon as an instructor can be found. This student is awaiting residential treatment placement through Children & Youth Services.

E. <u>Homebound Instruction</u>

The homebound instruction program is provided to children of school age who cannot attend school. It is recommended that the Board of Education grant homebound instruction for a10th grade student, student #05-70900, for five hours per week, effective March 21, 2003 and continuing until the end of the 2002-2003 school year.

F. <u>Legal Notice</u>

Authorize the Secretary to publish a Legal Advertisement notifying every resident or inhabitant within the territorial limits of the school district of Northern Lehigh attaining eighteen (18) years of age, and every resident or inhabitant in said school district to notify the proper Per Capita Tax Enumerator within twelve (12) months of his or her becoming a resident or inhabitant, in accordance with the School Laws of Pennsylvania, Section 680, as amended August 16, 1972, Act 138.

G. Tax Levies Under Act 511

RESOLVED by the Board of School Directors of the School District of Northern Lehigh, Lehigh County, Pennsylvania, under and by virtue of the Authority vested in it by the Local Tax Enabling Act of 1965 (Act 511) and its amendments, that a Per Capita Tax in the amount of Ten Dollars (\$10.00), as originally enacted by the Board of School Directors of Northern Lehigh School District on April 11, 1966, be and the same is again hereby levied, assessed, and imposed on each resident or inhabitant over eighteen (18) years of age in said District; a 1% Real Estate

Transfer Tax, as originally enacted by the Board of School Directors of Northern Lehigh School District on April 11, 1966 and revised on April 12, 1987, be and the same is again levied, assessed, and imposed; an Occupation Privilege Tax in the amount of Ten Dollars (\$10.00) on occupations as originally enacted by the Board of School Directors of Northern Lehigh School District on April 11, 1966, be and the same is again levied, assessed, and imposed; and an Earned Income Tax of 1%, as originally enacted by the Board of School Directors of Northern Lehigh School District on April 11, 1966, be and the same is again levied, assessed, and imposed for general school purposes for the fiscal year beginning July 1, 2002.

RECOMMENDATION..... That the Board of Education adopt the above Resolution.

H. Per Capita Resolution

RESOLVED by the Board of School Directors of the School District of Northern Lehigh, Lehigh County, Pennsylvania, under and by virtue of the authority vested in it by Section 679 of the Pennsylvania School Code of one thousand nine hundred forty-nine, and its amendments, that a Per Capita Tax to provide revenue for general school purposes be and the same is hereby levied, assessed and imposed in the amount of Five Dollars (\$5.00) on each resident or inhabitant over eighteen (18) years of age, in the territorial limits of the Northern Lehigh School District.

RECOMMENDATION.....That the Board of Education adopt the above Resolution.

VI. CURRICULUM AND INSTRUCTION

A. Approve to authorize proper officials to enter into an agreement with Bethesda Day Treatment Center and the Northern Lehigh School District for the purpose of furnishing educational services for disruptive youth for the 2003-2004 school year. (Attachment #10a)

VII. OLD BUSINESS

VIII. NEW BUSINESS

A. Approve a three year Northern Lehigh School District Technology Plan effective July 1, 2003 through June 30, 2006. (Attachment #10b)

IX. FINANCIAL

- A. Approve the Treasurer's Report for the month of March 2003.
- B. Approve the Cafeteria Reports for the month March 2003.

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(Information Only)

- C. Approve payment of General Fund bills for the month of March 2003.
- D. Approve the Northern Lehigh Athletic Fund financial report for March 2003. (Attachment #10c)
- E. Approve the Northern Lehigh Sports Account financial report for March 2003. (Attachment #10d)
- F. Approve the reduction in retainage for Metro Electrical Installations Company from 10% to 5%. (Attachment #11)
- G. Approve payment of bills from the Construction Account, as presented in **attachment #12**.
- H. Approve payment of bills from the Extended Construction Account, as presented in attachment #13.
- J. Approve the Arthurs Lestrange Cash Management Portfolio for the month of February 2003. (Attachment #14)
- K. Approve the Northern Lehigh Middle School Student Activities Account Fund Statements for the month of February and March 2003. (Attachment #15)
- L. Approve the Northern Lehigh High School Student Activities Account Fund Statement for the month of February and March 2003. (Attachment #16)
- M. Approve the local Certified Public Accountant auditing proposal provided by Hutchinson, Gorman & Freeh, P.C. for the 2002-2003 school year audit. The base fee is \$13,000 and the Federal Single Audit will cost an additional \$2,250. The base fee for last year was \$11,900 and the single audit cost was \$2,150. This is a total increase of \$1200 or 8.5%. Reasons cited for the increase include GASB 34, two new bond issues and new construction accounts that were added in 2001-2002. (Attachment #17)
- N. Approve the local Certified Public Accountant auditing proposal provided by Hutchinson, Gorman & Freeh, P.C. for the 2002-2003 Earned Income Tax Office yearly audit. The base fee is \$1,250. The base fee for last year was \$1,200. This is an increase of \$50 or 4.1%. (Attachment #17)
- O. Approve to adjust the 2002-2003 General Fund Budget to include the following revenues and expenses related to additional grants: (Attachment #18)

PA STATE FUNDS

PSSA Grant awarded to the Northern Lehigh Middle School Revenues

10-7150-000-205 PSSA Incentive 2002

\$9,856.00

10-2270-610-205 10-2270-640-205 10-2270-750-205	Supplies Books & Periodicals Equipment	\$1,697.39 4,137.90 <u>4,020.71</u>
		\$9,856.00

LOCAL FUNDS

Educational Foundation -- \$700 grants to Slatington Elementary, Peters Elementary, and Middle School

Revenues			
10-6920	Dona	ations-Private Source	\$2,100.00
Expenses			
10-1100-610-000-2	9-50	Supplies	\$ 700.00
10-1100-610-000-1	5-20	Supplies	700.00
10-1100-640-000-1	1-21	Books/Periodicals	700.00
			\$2,100,00

- P. Approve the budgetary transfers as presented in attachment #19.
- Q. Approve abatement of per capita taxes for all active military personnel provided the proper paperwork is filed with the school district. This exception to the December 31st filing deadline will be for the 2002-2003 tax year only.
- R. Approve to authorize the Northern Lehigh administration to authorize Portnoff Law Associates, Ltd. To issue liens against delinquent real estate taxes as warranted.
- S. Approve the payment schedule for Alliance for Building Communities. These payments are in lieu of taxes for the 2002-2003 tax year. This exception will be made for the current year only. (Attachment #19a)
- T. Approve renewal of a service agreement with Altronics Security Systems for monitoring of bugler alarm system and recorded openings/closings for the 5 locations in the amount of \$2,185.62. This reflects a decrease of \$170.88 over last year's fee
- U. Approve renewal of a service agreement with Ehrlich Pest Control for pest control service at all 4 buildings in the amount of \$2,976.00. This reflects an increase of \$120.00 over last year's fee.
- V. Approve renewal of a service agreement with SimplexGrinnell for monitoring of fire alarm systems at all 4 buildings in the amount of \$1,499.68. This reflects an increase of \$43.68 over last year's fee.
- W. Approve renewal of a service agreement with Progressive Telecom for four (4) pagers. Annual service fee is \$75.00 per unit for a total cost of \$300.00. There is no change in the rate for this school year.
- X. Approve the contract with J. Miller and Sons, Inc. for environmental consulting

(AHERA, Right-to-Know, MSDS, and IAQ Testing) to include all buildings in the amount of \$6,725.00. Previous contractor's contract did not include Indoor Air Quality Testing (IAQ). (See attachment #19b contract for additional details)

X. LEGAL

XI. CORRESPONDENCE

XII. <u>INFORMATION</u>

- A. Minutes of the Carbon Lehigh Intermediate Unit Board of Directors meeting held on February 20, 2003.
- B. Minutes of the Lehigh Career and Technical Institute Joint Operating committee meeting held on March 6, 2003.
- C. Minutes of the Washington Township Board of Supervisors meeting held on February 11, 2003. (Attachment #20)

XIII. RECOGNITION OF GUESTS

XIV. ADJOURNMENT