

**OFFICIAL MINUTES
OF THE
BOARD OF EDUCATION, DAYTON CITY SCHOOL DISTRICT**

MEMBERS

Yvonne Isaacs

Joseph Lacey

Ronald Lee

Jeffrey J. Mims Jr.

Nancy Nerny

Sheila Taylor

Stacy Thompson

OFFICERS

Jeffrey J. Mims Jr.
President

Nancy Nerny
Vice President

Kurt T. Stanic
Superintendent of
Schools

Lori Ward
Deputy to the Superintendent

Stanley E. Lucas
Treasurer / Chief Financial
Officer

Student Senate Representative:

December 1, 2009 Informational Meeting

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These Minutes approved January 5, 2010 , Dayton, Ohio

These Minutes published January 7, 2010 , Dayton, Ohio

**Board of Education, Dayton City School District
Dayton, Montgomery County, Ohio
December 1, 2009 – Informational Meeting**

The Board of Education of the Dayton City School District convened its regularly scheduled Informational Meeting on Tuesday, December 1, 2009 at 6:02 p.m. in the Board Room, 115 S. Ludlow Street, Dayton, Montgomery County, Ohio, with Vice President Nerny in the Chair.

ROLL CALL

MEMBERS ANSWERING ROLL CALL: Isaacs, Lee, Nerny, Taylor, Thompson – 5
{SSR – Melson} - ABSENT

MEMBERS ABSENT: Lacey, Mims – 2

PLEDGE

Pledge of allegiance to the flag.

SCHOOL PRESENTATION

Carol Judge addressed the board. A presentation was given by Valerie students who played various instruments and sang several Christmas songs.

CONSTRUCTION – STUDENT CONNECTION

Terri Allen addressed the board regarding a program that brings the Ponitz students into a job shadowing program in construction, etc.

MONTHLY CONSTRUCTION UPDATE

Shook Touchstone addressed the board.

ACADEMIC UPDATE

Jane Rafal, chief Academic Officer and Delores Evans addressed the board.

SUPERINTENDENT'S RECOMMENDATIONS

The following recommendations were presented by Dr. Kurt T. Stanic, Superintendent of Schools for consideration by the Board:

GENERAL FUNDS

ITEM I

I recommend that the **SEPARATIONS OF EMPLOYMENT** of the following persons be accepted for both regular and supplemental duties.

OPERATIONS

001.2700.141.6241.000000.146.00.902

Little, Mary

Disability Retirement

Eff. 08/03/2009

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001.2700.141.6241.000000.364.00.902 Seege, Clarence	Disability Retirement	Eff. 10/23/2009
PARAPROFESSIONAL		
001.2214.141.3058.196530.367.00.505 Webster, Mitchell D.	Resignation	Eff. 11/02/2009
001.2215.141.3058.000000.128.00.505 Wilder, Maria	Resignation	Eff. 11/23/2009
TEACHER		
001.1221.111.4503.192060.363.00.206 Bonser, Ondina	Retirement	Eff. 02/11/2010

ITEM II

I recommend that the following **LEAVE OF ABSENCE ACTIONS** for Members of the staff shown below be approved for the reasons stated.

ADJUNCT STAFF		
001.2222.141.1510.000000.140.00.505 Allen, Phyllis L. Medical		Eff. 10/26/2009-11/30/2009
CLERICAL		
001.2421.141.3111.000000.115.00.502 Collingsworth, Starla Medical		Eff. 11/04/2009-11/30/2009
OPERATIONS		
001.2700.141.6241.000000.154.00.902 Pill, Danny Medical		Eff. 08/04/2009-08/04/2010
TEACHER		
001.1225.111.3030.196061.128.00.206 Linz, Kristin E. Maternity		Eff. 11/02/2009-04/02/2010

ITEM III

I recommend that the following **APPOINTMENTS AND CHANGES TO THE CONTRACTS of the PROFESSIONAL STAFF MEMBERS** shown be approved in accordance with the bargaining unit agreements, Board-approved salary schedules and/or mandates of the State Division of Career, Technical and Adult Education.

TEACHER
Supplemental Contract
Homework Hotline at the rate of \$29.52 hourly, NTE 140 hours,
Eff. 10/07/2009-05/26/2010, 001.2221.113.5411.000000.578.00.205
Daniels, Adre

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ITEM IV

I recommend that the following **APPOINTMENTS AND CHANGES for NON-TEACHING PERSONNEL** be approved at the rates indicated and for the periods shown, in accordance with the salary schedule for the period stated.

ADJUNCT STAFF**New Hire**

Adjunct at the rate of \$18.37 hourly,
Eff. 11/16/2009-06/30/2010, 001.1120.142.3025.000000.271.00.205
Palmer, Jennifer

EDUCATIONAL INTERPRETER**Supplemental Contract**

Homework Hotline at the rate of \$26.70 hourly, NTE 70 hours,
Eff. 10/07/2009-05/26/2010, 001.2221.113.5411.000000.578.00.299
Miller, Sharon

OPERATIONS**New Hire****SERVICE BUILDING**

Substitute Custodian at the rate of \$7.30 hourly, NTE 80 hours,
Eff. 11/04/2009, 001.2700.142.6241.000000.578.00.902
Nunn, Darren

TEMPORARY**Change of Contract****FAIRVIEW PREK-7 SCHOOL**

From Substitute Clerical to Temporary Appointed Level I Clerical at the rate of \$12.69 hourly, NTE 40 hours,
Eff. 11/09/2009, 001.2421.141.3111.000000.115.00.502
Hespeth, Shanae

New Hire**ADMINISTRATIVE BUILDING**

Substitute Clerical at the rate of \$8.68 hourly, NTE 80 hours biweekly,
Eff. 11/03/2009, 001.2214.142.3071.000000.000.00.502
Kinnel, Raneshia

Substitute Clerical at the rate of \$8.68 hourly, NTE 80 hours biweekly,
Eff. 11/03/2009, 001.2214.142.3071.000000.000.00.502
Wills, Jacqueline

ITEM V

I recommend that the Board of Education enter into the following **CONTRACTS AND AGREEMENTS**, and further, that the officers of the Board be authorized to sign same.

AT&T - AMENDMENT to Addendum No. 3 to the agreement for districtwide fiber optic network previously approved November 15, 2005; changing addresses for new school buildings: Dayton Boys Preparatory Academy, 1923 W. Third Street; Edison PreK-8, 228 N. Broadway; Fairview PreK-8, 2314 Elsmere Ave.; Homewood, 325

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Homewood Ave; Meadowdale H.S., 3873 Whitestone Court; Meadowdale PreK-8, 3871 Yellowstone Ave; River's Edge Montessori PreK-8, 108 Linwood St.; Residence Park PreK-8, 4411 Oakridge Drive; and Charity Adams Earley Girls Academy, 450 Shoup Mill Rd. No additional changes to original agreement. Effective 7/01/2006 – 06/30/2011. Effective 07/01/2006-06/30/2011.

CTB/McGraw Hill, Inc. - Provide quarterly assessments in all subject areas for students in grades 1 - 12, tutorial exercises, scoring and reporting, data analysis for all assessments; online report access for teachers and administrators, etc. Effective 11/09/2009-12/31/2010. Code: 001.2922.416.1810.000000.500.00.000 (Qty: 1) (Amt: \$84,647.00)

Purchase Order: 119499

Masonic Temple Association - For rental and related fees associated with graduation ceremonies for district high schools. Effective 05/18/2010-05/27/2010. Code: 001.2420.425.2222.000000.000.00.000 (Qty: 1) (Amt: \$14,700.00) **Purchase Order: 119274**

ITEM VI

I recommend that the Board authorize the **General Funds PURCHASE ORDERS** as submitted by the Treasurer.

GENERAL FUNDS

TO: Superintendent of Schools
FROM: Treasurer
SUBJECT: Purchase Orders for Board Agenda

I recommend that the following purchase orders in excess of \$5,000.00 be authorized by the Board of Education.

(1) 119476

Vendor: Fifth Third Bank

Fund: 001.2700.570.6210.000000.578.00.000 (Qty: 1) (Amt: \$15,000.00)

Fund: 001.2700.570.6230.000000.578.00.000 (Qty: 1) (Amt: \$7,500.00)

Fund: 001.2700.570.6420.000000.578.00.000 (Qty: 1) (Amt: \$100,000.00)

(Facilities Management)

Description: For purchases made with the Purchasing Cards (P-Cards) in Facilities Management Depts.

Amount: \$122,500.00

(2) 119488

Vendor: Fryman-Kuck General Contractors, Inc.

Fund: 003.5600.423.6420.000000.578.00.000 (Qty: 1) (Amt: \$25,000.00)

(Facilities Management)

Description: Service Building structural repair.

Amount: \$25,000.00

(3) 119378

Vendor: Montgomery County Educational Service Center

Fund: 001.1220.410.4502.000000.500.00.000 (Qty: 1) (Amt: \$68,488.75)

(Special Education)

Description: To provide Occupational Therapy services to DPS special needs students for the 09/10 SY.

Amount: \$68,488.75

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(4) 119384

Vendor: Montgomery County Juvenile

Fund: 001.1220.470.4502.000000.500.00.000 (Qty: 1) (Amt: \$39,372.00)

Description: To provide educational services to DPS special education students for the 08/09 SY.

Amount: \$39,372.00

CONTRACT/AGREEMENT APPROVED ON 11/04/09 BOARD AGENDA

(5) 119347

Vendor: Ohio BCI #1ts513

Fund: 001.2760.410.1950.000000.500.00.000 (Qty: 1) (Amt: \$30,000.00)

(Safety and Security)

Description: Services required for background checks for current and potential Dayton Public Schools employees

Amount: \$30,000.00

CONTRACT/AGREEMENT APPROVED ON 11/04/09 BOARD AGENDA

(6) 117743

Vendor: Ohio BCI #1ts513

Fund: 001.2760.410.1950.000000.500.00.000 (Qty: 1) (Amt: \$20,276.00)

(Safety and Security)

Description: Revised to cover services rendered for the month of October, 2009.

Amount: \$20,276.00

(7) 119322

Vendor: P & R Communications Service

Fund: 001.2800.440.6320.000000.537.00.000 (Qty: 1) (Amt: \$20,475.04)

Description: Annual two-way radio district bus communication maintenance contract that includes the tower rental located at P&R North - Trinity Church Road

Amount: \$20,475.04

NON/GENERAL FUNDS**ITEM VII**

I recommend that the **SEPARATIONS OF EMPLOYMENT** of the following persons be accepted for both regular and supplemental duties.

HEAD START

001.1100.112.7321.000000.000.00.205

Ohlwiler, Marlean

Resignation

Eff. 11/02/2009

PARAPROFESSIONAL

587.2215.141.9890.000000.141.00.505

Ryder, Mary

Resignation

Eff. 11/02/2009

TEMPORARY

006.3120.142.6902.000000.000.00.904

Hall, Brandy

Assignment Ended

Eff. 10/30/2009

006.3120.142.6902.000000.000.00.904

Jackson, Yvonne

Assignment Ended

Eff. 10/30/2009

006.3120.142.6902.000000.000.00.904

Thomas, Ashley

Assignment Ended

Eff. 10/30/2009

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006.3120.142.6902.000000.000.00.904
Tincher, Terry

Assignment Ended

Eff. 10/30/2009

006.3120.142.6902.000000.000.00.904
White, Makeeda

Assignment Ended

Eff. 10/30/2009

ITEM VIII

I recommend that the following **APPOINTMENTS AND CHANGES TO THE CONTRACTS of the PROFESSIONAL STAFF MEMBERS** shown be approved in accordance with the bargaining unit agreements, Board-approved salary schedules and/or mandates of the State Division of Career, Technical and Adult Education.

TEACHER

Supplemental Contract

World of Wonder Teacher Training at the rate of \$35.41 hourly, NTE 198 hours,
Eff. 10/01/2009-05/31/2010, 018.1110.111.1510.000000.183.07.205
Thomas, Carol

ITEM IX

I recommend that the following **APPOINTMENTS AND CHANGES for NON-TEACHING PERSONNEL** be approved at the rates indicated and for the periods shown, in accordance with the salary schedule for the period stated.

HEAD START

New Hire

ADMINISTRATIVE BUILDING

Substitute Head Start Teacher at the rate of \$10.73 hourly,
Eff. 11/02/2009-06/30/2010, 525.1270.142.9189.000000.500.00.205
Brookshire, Raja
Jackson, Rhyan

TEMPORARY

New Hire

NUTRITION SERVICES

Substitute Food Service Helper at the rate of \$7.30 hourly, NTE 80 hours,
Eff. 11/23/2009, 006.3120.142.6902.000000.000.00.904
Courtney, Oletha

Substitute Food Service Helper at the rate of \$7.30 hourly, NTE 80 hours,
Eff. 11/09/2009, 006.3120.142.6902.000000.000.00.904
Lawrence, Andrea

ITEM X

I recommend that the following **CONTRACTS FOR CONSULTANT SERVICES** be approved in the amounts shown for the reasons stated.

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Black Brothers/Sisters Involv., PO Box 60515, Dayton, OH 45406

NTE: \$300.00

Keynote speaker for Behavior Matrix at Kemp PreK-8 School on September 11, 2009.

Purchase Order: 11152448

Eff.: 09/11/2009-09/11/2009.

Code: 019.2213.412.9090.000000.000.00.000 (Qty: 1) (Amt: \$300.00)

Black Brothers/Sisters Involv., PO Box 60515, Dayton, OH 45406

NTE: \$300.00

Keynote speaker at Edison PreK-8 School on October 3, 2009.

Purchase Order: 11152450

Eff.: 10/03/2009-10/03/2009.

Code: 019.2213.412.9090.000000.000.00.000 (Qty: 1) (Amt: \$300.00)

Frey, Margaret W., 2801 Winburn Ave, Dayton, OH 45420

NTE: \$500.00

To present "Roots & Wings - Promoting Resilience in Children" during the DPS Parent Involvement TV program.

Purchase Order: 11152550

Eff.: 03/20/2010-04/30/2010.

Code: 572.2190.412.9760.000000.000.00.000 (Qty: 1) (Amt: \$500.00)

Stacho, Thomas J., PO Box 219, Newbury, OH 44065

NTE: \$1,400.00

To present CHAMP's - A Behavioral Intervention System on December 17, 2009.

Purchase Order: 11152578

Eff.: 12/17/2009-12/17/2009.

Code: 019.2213.412.9090.000000.000.00.000 (Qty: 1) (Amt: \$1,400.00)

ITEM XI

I recommend that the Board authorize the **Non-General Funds PURCHASE ORDERS** as submitted by the Treasurer.

NON-GENERAL FUNDS

TO: Superintendent of Schools

FROM: Treasurer

SUBJECT: Purchase Orders for Board Agenda

I recommend that the following purchase orders in excess of \$5,000.00 be authorized by the Board of Education.

(1) 11152277

Vendor: Dynavox Inc.

Fund: 516.1229.516.9320.000000.500.00.000 (Qty: 1) (Amt: \$8,071.00)

(Special Education)

Description: Required per IEP.

Amount: \$8,071.00

(2) 11152588

Vendor: Hatch Inc.

Fund: 525.1270.641.9189.000000.500.00.000 (Qty: 1) (Amt: \$10,170.00)

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(Head Start)

Description: The selected children's computer and software package is meant to compliment traditional learning objectives for the preschool curriculum: literacy, numeracy, problem solving, critical thinking, and creative expression.
Amount: \$10,170.00

(3) 11152236

Vendor: Phonak, Inc.

Fund: 516.2189.640.9320.000000.000.00.000 (Qty: 1) (Amt: \$10,032.00)

(Special Education)

Description: Required per IEP for special needs students.

Amount: \$10,032.00

OSFC FUNDS

ITEM XII

I recommend that the Board of Education enter into the following **CONTRACTS AND AGREEMENTS**, and further, that the officers of the Board be authorized to sign same.

Evans Landscaping, Inc. - Demolition contract for Wilbur Wright Middle School. Effective 12/1/2009-6/1/2010.
Code: 010.5500.418.7485.000000.273.93.001 (Qty: 1) (Amt: \$383,690.00) Code:
010.5500.418.7486.000000.273.93.001 (Qty: 1) (Amt: \$245,310.00) **Purchase Order: 119500**

McCrate Consultants, LLC - To provide engineering services to perform a drainage study of the Eastmont Park area. Effective 11/17/09-3/16/10.

Code: 004.5500.418.7511.000000.111.83.050 (Qty: 1) (Amt: \$437.69)

Code: 010.5500.418.7509.000000.111.83.050 (Qty: 1) (Amt: \$1,779.30)

Code: 010.5500.418.7510.000000.111.83.050 (Qty: 1) (Amt: \$2,783.01)

Purchase Order: 119234

ITEM XIII

I recommend that the Board authorize the **OSFC PURCHASE ORDERS** as submitted by the Treasurer.

OSFC FUNDS

TO: Superintendent of Schools

FROM: Treasurer

SUBJECT: Purchase Orders for Board Agenda

I recommend that the following purchase orders in excess of \$5,000.00 be authorized by the Board of Education.

(1) 114490017

Vendor: AKA Construction Inc.

Fund: 004.5500.620.7527.000000.142.83.002 LFI Funding (Qty: 1) (Amt: \$11,211.20)

Fund: 010.5500.620.7525.000000.142.83.002 Local Share (Qty: 1) (Amt: \$45,313.63)

Fund: 010.5500.620.7526.000000.142.83.002 State Share (Qty: 1) (Amt: \$70,875.17)

(Construction Office)

Description: Change order #17 - Cost for labor, equipment and material to remove and replace demolition debris left in the building pad from the demolition of the old Residence Park buildings.

Amount: \$127,400.00

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(2) 119386

Vendor: BHE Environmental Company

Fund: 004.5500.418.7479.000000.363.83.085 LFI Funding (Qty: 1) (Amt: \$13,335.00)

(Construction Office)

Description: To provide contractor surveillance, inspections & testing during removal of ACM & other hazardous materials from Twin Valley Behavioral Health Center, site of future Belmont HS.

Amount: \$13,335.00

(3) 119382

Vendor: Consolidated Equipment Co.

Fund: 004.5500.620.7572.000000.181.83.006 LFI Funding (Qty: 1) (Amt: \$1,722.24)

Fund: 010.5500.620.7573.000000.181.83.006 Local Share (Qty: 1) (Amt: \$7,126.38)

Fund: 010.5500.620.7574.000000.181.83.006 State Share (Qty: 1) (Amt: \$11,146.38)

(Construction Office)

Description: To convert two existing boilers from steam to hot water for use at the new Dayton Boys Prep. Academy.

Amount: \$19,995.00

(4) 117938003

Vendor: Environmental Demolition Group

Fund: 010.5500.620.7585.000000.180.83.030 Local Share (Qty: 1) (Amt: \$10,241.79)

Fund: 010.5500.620.7586.000000.180.83.030 State Share (Qty: 1) (Amt: \$16,019.21)

(Construction Office)

Description: Change order #3 - To remove/clean non-asbestos contaminated ceilings and materials in contaminated areas for final clearance at Charity Adams-Earley Girls Academy.

Amount: \$26,261.00

(5) 119437

Vendor: Foppe Technical Group, Inc.

Fund: 010.5500.418.7409.000000.407.82.070 Local Share (Qty: 1) (Amt: \$5,460.00)

Fund: 010.5500.418.7410.000000.407.82.070 State Share (Qty: 1) (Amt: \$8,540.00)

(Construction Office)

Description: Additional fees for extra consolidated plat requirements for the David H. Ponitz Career Technology Center.

Amount: \$14,000.00

CONTRACT/AGREEMENT APPROVED ON 6/2/09 BOARD AGENDA

(6) 117261

Vendor: MVM, Inc.

Fund: 010.5500.620.7585.000000.180.83.001 Local Share (Qty: 1) (Amt: \$5,616.00)

Fund: 010.5500.620.7557.000000.135.92.001 State Share (Qty: 1) (Amt: \$5,429.00)

Fund: 010.5500.620.7586.000000.180.83.001 State Share (Qty: 1) (Amt: \$8,784.00)

Fund: 010.5500.620.7556.000000.135.92.001 Local Share (Qty: 1) (Amt: \$3,471.00)

(Construction Office)

Description: Purchase increased by \$14,400 to add underground storage tank removal at Charity Adams-Earley Girls Academy.

Amount: \$23,300.00

(7) 115040021

Vendor: Peterson Construction Company

Fund: 004.5500.620.7514.000000.112.83.002 LFI Funding (Qty: 1) (Amt: \$6,747.45)

Fund: 010.5500.620.7512.000000.112.83.002 Local Share (Qty: 1) (Amt: \$21,011.85)

Fund: 010.5500.620.7513.000000.112.83.002 State Share (Qty: 1) (Amt: \$32,864.70)

(Construction Office)

Description: Change order #21 - Cost for labor, material and equipment to add the canopy on the west side of the Broadway entrance for the Edison PreK-8 School.

Amount: \$60,624.00

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(8) 119385

Vendor: Vectren Energy Delivery

Fund: 010.5500.620.7531.000000.146.83.001 Local Share (Qty: 1) (Amt: \$3,929.87)

Fund: 004.5500.620.7533.000000.146.83.001 LFI Funding (Qty: 1) (Amt: \$846.71)

Fund: 010.5500.620.7532.000000.146.83.001 State Share (Qty: 1) (Amt: \$6,146.72)

(Construction Office)

Description: The extension of natural gas main to serve the new Meadowdale PreK-8 School.

Amount: \$10,923.30

Respectfully submitted,

Kurt T. Stanic, Ed.D.
Superintendent of Schools

It was moved by Mr. Lee and seconded by Ms. Isaacs to accept the Superintendent's Recommendations.

AYES: Isaacs, Lee, Nerny, Taylor, Thompson – 5

NAYS: None – 0

Motion Carried.

TREASURER'S RECOMMENDATIONS

The following recommendations were presented by Stanley E. Lucas, Treasurer for consideration by the Board:

GENERAL & NON-GENERAL FUNDS**ITEM XIV**

Pursuant to Section 5705.41 of the Ohio Revised Code, I recommend that the Board of Education of the Dayton City School District accept the following “**then and now certificate.**” It is hereby certified that both at the time of the making of this contract or order and at the date of the execution of this certificate the amount required to pay this contract or order has been appropriated for the purpose of this contract or order and is in the treasury or in the process of collection to the credit of the fund, free from any previous encumbrance.

I recommend that the following invoices \$3,000.00 and over be authorized for payment by the Dayton Board of Education.

INVOICE	FUND	VENDOR	DESCRIPTION	AMOUNT
14350	013.4500.740.5546. 000000.551.00.000	Allen Refrigeration	The cost of unit was more than the P.O.	\$3,670.00
51120	004.5500.418.7424. 000000.000.82.090	Brickler & Eckler	Legal services related to DNK issues at Louise Troy	\$17,700.00
512052	004.5500.418.7424. 000000.000.82.090	Bricker & Eckler	Legal services related to DNK issues at Louise Troy	\$15,675.00

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APPROVAL OF MINUTES

November 4, 2009

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Respectfully submitted,

Stanley E. Lucas
Treasurer

It was moved by Ms. Isaacs and seconded by Mr. Lee to accept the Treasurer's Recommendations.

AYES: Isaacs, Lee, Nerny, Taylor, Thompson – 5

NAYS: None – 0

Motion Carried.

NEW BUSINESS

Ms. Isaacs said it is heart warming to see the students perform this evening. Instrument collection is being held at the Second Street Market on December 5th and December 12th. Ms. Isaacs thanked to Mr. Clausing who has been magnificent in spear heading the program along with the Dayton Philharmonic.

Mr. Lee thanked Neilson Funeral Home for collecting toys for homeless children November 29, 2009. He encouraged other companies to reach out and help Dayton students.

Ms. Thompson thanked Valerie students for their performance. She said that Thurgood Marshall participated in the parade for the illumination ceremonies.

Ms. Taylor thanked Valerie students for their performance which put her in the Christmas spirit.

Dr. Stanic announced Boy's Varsity Hoop Fest on Friday at the Nutter Center at Wright State University. Principal for a Day is December 4, 2009. Math Olympics is December 12, 2009 at Thurgood Marshall.

NOMINATING COMMITTEE FOR 2010 BOARD OFFICERS – By Ms.Nerny, Vice President

At this time I would like to appoint a nominating committee, who in turn will select members of the board to be considered as 2010 board officers (i.e., president, vice president and parliamentarian).

This committee will bring their ballot to the board for approval on December 15, 2009 and it will be acted on at the January organizational meeting.

The committee participants will be:

Joseph Lacey, Chair
Yvonne Isaacs
Sheila Taylor

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ADJOURNMENT

There being no further business, it was moved by Ms. Isaacs and seconded by Mr. Lee to adjourn.

AYES: Isaacs, Lee, Nerny, Taylor, Thompson – 5

NAYS: None – 0

Motion Carried. Meeting adjourned at 7:40 p.m.

ATTEST:

Stanley E. Lucas, Treasurer / Chief Financial Officer

Nancy Nerny, Vice President