

**MINUTES OF MEETING OF BOARD OF TRUSTEES
OF
CLAY COMMUNITY SCHOOLS**

A regular session of the Clay Community Schools Board of Trustees was held at the Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN 47834, on Thursday, April 9, 2015. Tom Reberger, Kevin Kumpf, Fred Froderman, Ron Scherb, Amy Burke Adams and Shane Wiram were present. Jennifer Kaelber was absent.

I. Call to Order

The meeting was called to order at 7:30 p.m. Board President Ron Scherb led those in attendance in the pledge and offered the prayer.

Following the pledge and prayer, Mr. Scherb announced that board member Jennifer Kaelber was resigning from the school board. He then read her letter of resignation into the minutes: "It's with great sadness and great excitement that I submit this letter to you today. Excitement that my family and myself begin a new chapter in our lives, but sadness as I no longer can serve my community with you. I'm resigning my position on the Clay Community Schools board as of today, April 2nd. We accepted a home outside of Clay County, and we will be moving."

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for March 12, 2015

Executive Session Certification for March 12, 2015

C. Field Trips

1) Northview High School Technology Club and classes to Vincennes University Hanger at Indianapolis O'Reilly Raceway Park April 26 & 27, 2015, requiring overnight stay

2) Northview High School Automotive Service class to Crowne Plaza Hotel in Indianapolis April 30 & May 1, 2015, to compete in Ford/AAA state contest, requiring overnight stay

3) Northview High School softball team to Jasper Invitational Tournament April 17 and 18, requiring overnight stay

4) Northview High School German 2 and German 3 classes to Chicago, IL, May 1, 2015, to visit Art Institute of Chicago to see artworks by German artists, requiring out-of-state travel

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. FMLA

b. FMLA

c. FMLA

d. FMLA

NHS

Sp Serv

ME

SE

Gina Crooks

Lisa Hughes

Deborah Swearingen

Emmaly Wisley

2. Non-Certified		
a. Medical	VBE	Patricia Gayle Reinoehl
b. Other	TRANS	Lonnie Boyce
B. RETIREMENTS		
1. Certified		
a. Guidance Director	NCMS	Janette Choate
b. Teacher (English)	NHS	Margaret Bowman
2. Non-Certified	None	
3. Place on Retirement Index	None	
C. RESIGNATIONS		
1. Certified	None	
2. Non-Certified		
a. Food Services (4/6/2015)	NCMS	Monica Whitehead
b. Custodian (3/27/2015)	CCE	Pam Moss
c. Bus Aide	TRANS	Bonnie Dalton
d. Food Services (3/31/2015)	NHS	Andrea Downing
e. Bus Driver (3/20/2015)	TRANS	Mary Hackett
f. Bus Driver (End of 2014-15 School Yr.)	TRANS	Kimberly Koontz
g. Instructional Asst. (End of 2014-15)	NHS	Fleta VanNess
3. ECA Resignations		
a. Cheer Coach (End of 2014-15)	NCMS	Jessica Kendall
b. Elementary Sport – immediately	SE	Cindy Gerber
4. ECA Lay Coaches	None	
D. TRANSFERS		
1. Certified	None	
2. Non-Certified	None	
E. EMPLOYMENT		
1. Certified	None	
2. Non-Certified	None	
3. Other	None	
F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified		
a. Track – Head Coach – Girls	NCMS	Erica Koehler
b. Track – Asst. Coach – Girls	NCMS	Stephanie Wade
c. Track – Asst. Girls Varsity	NHS	Conor Strain
d. Elementary Sport – 50%	SE	Amy Jones
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach		
a. Track – Asst. Coach – Boys	NCMS	Emily Parsley
4. Supplemental	None	
G. CHANGES		
1. Certified	None	

- 2. Non-Certified
 - a. Tracy Clark – Change from 29-hour IA to Secondary Treasurer. Start date will be April 27, 2015
- 3. ECA-Lay Coaches None

H. VOLUNTEERS

1. CLASSROOM

Clay City Elementary

Kristina Morgan

Cherise Schafer

Jamy Whitaker

East Side Elementary

Tisha Moon

Kimberly Reed

Shawn Schaubert

Van Buren Elementary

Audrina Allen

Larry Craig

Gordon Jeffrey Cunagin

James Langdon

Debra Lawson

Karrie Layne

James Markley

Kristin Markley

Jon Brook Reinoehl

Bobbi Jo Stewart

Vangela Sutherland

Edmund Tarr

Iris Wright

Cynthia Yerden

North Clay Middle School

Jana McKinney

Douglas Youngblood

Northview High School

Carol Ahern

2. ATHLETICS/ECA

Northview High School

Ethan Stewart – Track

3. OTHER VOLUNTEERS

I. CONTRACTED SERVICES

None

J. OTHER

None

K. TERMINATION

None

Mr. Kumpf moved to approve the consent agenda items. Dr. Froderman seconded, and the motion was approved by a 6-0 vote.

III. Comments from Patrons

Lisa Stevenson, current transportation secretary and former bus driver, read a prepared statement: "It takes a special person to be a bus driver. They are the first person many of the students see and come in contact with each school day and they are the last school personnel that many of the students see as they get off the bus when they get home. To many of their students, they're not only bus drivers, but they're also mentors, counselors, referees, janitors, minor medical personnel, and friends. Bus drivers perform all of these "extra" jobs while driving on narrow roads in a variety of weather conditions and constantly watching what's both in front of them and the 50-60 students who are sitting behind them. Clay Community Schools is once again looking for qualified school bus drivers as the transportation department prepares for next school year. Currently there is a nationwide shortage of school bus drivers, and I've heard a variety of reasons why there is this shortage, but some of the common reasons are due to student behavior and low pay. It's a full-time job because it's a split shift and they can't usually work in between, but it's part-time pay. It's kind of a low-paying job, but the benefits are usually pretty good. Clay Community is fortunate right now to have all of their routes covered with drivers at this time. But as drivers plan to retire, these routes will also need replacements. The transportation department is always taking applications for substitute drivers, and many of the people who come in to my office to pick up an application think that usually just anyone can drive a bus. However, as I start going through the packet of application pages and explain the process, I can usually tell by the look on their face if they're going to be returning to my office with the application filled out or I will never see them again. The background checks and pre-employment drug screens are usually not a big issue and can be completed fairly quickly. But what most people do not realize is the length of time it takes to train a prospective bus driver before they are actually qualified to drive a school bus. On average, the process takes about two-three months if the driver does not already hold a CDL. One factor that usually slows down this training process for many is a required three-day pre-service safety class. This class is led by the Department of Education and is usually scheduled throughout the state at various times at regional locations. Many times these locations are not always close and those people are required to drive there themselves and pay for that travel themselves. Clay County's prospective drivers usually must drive to either Indianapolis, South Vermillion, or Lafayette to attend these classes. However, in April, on the 22nd, 23rd, and 24th, Clay Community Schools will be hosting this required 3-day schooling here, and the class size is limited. This is also open to anybody throughout the state, so it's not just for Clay County. There are already 18 people on the list, and none of them are from Clay County. For any individuals interested in applying to drive a school bus, this is the time to apply and start training now. Part of the required observation and driving times can only be done with students on the bus, and the required driving hours can only be performed after passing their CDL skills test. As the end of school year approaches, the available times to drive with students are also going to be ending until next fall. So I'm here to ask you for help in spreading the word. We're constantly looking for substitute bus drivers, and with that 3-day school being held here in Clay County and with the end of the year quickly approaching, now is the time to apply if you're interested in driving for next fall. Not everyone can be a bus driver, but I can personally say that it's a very rewarding job, and there aren't too many jobs out there that you can say you get to drive a company vehicle, you have a corner office with a view, you get paid to travel, and you get your summers off, and no two

days are ever the same.” The meeting will be at central office and the Department of Education is the one that puts it on; the school corporation is only providing the space. **Travella Myers** spoke about the track at Clay City Jr/Sr High School. She stated that it had been the fall of 2013 when it had been brought to the board’s attention and the administration’s attention, and a year and a half later, no decisions completely. Mrs. Myers had been very disappointed last spring when the improper bid was given. Now it’s spring again, and no decision has been made. She had been told this evening that perhaps possible construction wouldn’t start until July or August, if the bids are even found to be acceptable and the school corporation has the money. Mrs. Myers was not sure why it had taken a year and a half to get the proper bids, and she thought it would be great if someone could give her an answer as to when that was going to occur.

IV. Old Business

A. Corporation Cell Phone Update

Amy Burke Adams had requested additional information regarding the school corporation-issued cell phones during the Future Agenda Items portion of the February 12, 2015, regular session school board meeting. Because Mrs. Adams was not in attendance at that meeting, the item was tabled until this meeting. Information from Director of Technology Bill Milner that had been provided during the March 12 board meeting was included in the board packet.

Under discussion, Mrs. Adams expressed her appreciation for the work that had been put into providing two great reports that are chock-full of information. She noted there had been some changes from the first report to the second report. She asked if these phones were corporation-owned or personally owned. Mr. Milner replied that they were corporation-owned. Mrs. Adams then observed that from the first report to the second report an iPhone 6+ had been purchased for almost \$400, which Mr. Milner said was correct. She asked if it meant that more was being paid for the plan with the more expensive phone. Mr. Milner stated that the plan is the same; the phone that was chosen was a little more expensive. The phones are bought outright and are not on a monthly payment plan. There is a flat rate per month for that individual line on the business plan.

Mrs. Adams shared her expectations as a federal government employee for seventeen years that it was assumed and expected when using tax dollars that modest devices would be picked. She was not pleased at all to see that somebody went out and bought the most expensive, newest device out there. To this, Mr. Reberger stated that it didn’t bother him because that phone is used to monitor the cameras on a mobile basis and color and clarity are needed. He did not consider it an extravagance. Mr. Milner shared that the rationale he had been given was that the larger display was needed to monitor and to see footage from the security cameras. He added that the phone in question would probably be in use for another four or five years.

B. Veritime Presentation

Board Member Amy Burke Adams requested a presentation on the payroll time and attendance management system used for classified employees during the Future Agenda Items portion of the February 12, 2015, regular session school board meeting.

Because Mrs. Adams was not in attendance at that meeting, the item was tabled until this meeting.

Director of Personnel, Data, and Food Services Carolyn Kumpf noted that the Veritime system was a time and attendance management system used by the school corporation's employees that are paid by the hour. It is designed specifically for K-12 districts to improve the accuracy and track labor costs through electronic time capture. It tracks the hours, and the school corporation specifically bought this system when it was learned that hours had to be tracked for the Affordable Health Care Act. This system shares data with AESOP, the system used by employees to report absences. The school corporation started using Veritime at the end of last year, and this year for the first semester it was used in conjunction with time cards, in order to make sure the reporting agreed with the time cards. Beginning with the second semester, employees were expected to use the Veritime system.

Mrs. Kumpf explained how Veritime works and noted that hourly employees had a couple of options when signing in. They could badge swipe, which is what most employees do, or they could go to a computer and sign in. A few are auto-populated because they may not start at a place where they can actually sign in, and maintenance people are a prime example of that. For the most part it rounds to the nearest fifteen minutes, but there are a few special rules: When a person signs in, the system automatically rounds to the beginning of their shift, and when a person signs out within 15 minutes of the end of their shift, it rounds to the end of their shift. Also, it automatically subtracts the required one half hour unpaid lunch so that they don't have to scan in and out during their lunch time. In addition, it tracks the weekly hours an employee works, which was needed for the Affordable Health Care Act.

As for how the system is monitored, Mrs. Kumpf explained that the secretaries and principals monitor it weekly. The reports are then printed bi-weekly and sent to payroll. Mary Mershon in payroll compares and reconciles with the substitute records for more accurate payment and compliance with the Fair Labor Standards Act and the Affordable Health Care Act.

Mrs. Kumpf mentioned that there are sometimes problems any time something is changed. The school corporation went from paper time cards to an electronic system. She noted that sometimes employees don't like the change, and it does take employees a little time to adjust to the change and remembering to clock in and clock out. Although not really a problem, employees cannot adjust their time and hours worked, so therefore, they have to be on time and they have to leave on time. If they forget something or adjustments must be made, they can't make those adjustments themselves. They have to go to the secretaries to make those adjustments. Another issue was the two-hour delay make-ups, which have been somewhat a challenge, but Mrs. Kumpf believed everything had been tweaked and it is working fine.

Mr. Milner demonstrated the ease with which the system can be used, first with a card reader scanning a bar code on the back of an employee's ID card, then by using an employee's ID number and PIN.

Under discussion, Mrs. Adams wanted to know how employees were trained on using this system. Mr. Milner explained that the secretaries were shown at first, then the employees used a machine hooked up to the secretaries' computers when they used it the first time so the secretaries could show them how to scan in and out.

Next, Mrs. Adams asked about the half hour for lunch that's automatically deducted and whether administrators could guarantee that employees were taking that non-paid half hour lunch. Mrs. Kumpf replied that it would have to be monitored in the buildings, but the employees have a designated time when they are supposed to take an unpaid, duty-free lunch.

Mrs. Adams then referred to rounding to the nearest 15 minutes and asked for clarification as to whether the time was rounded up or rounded back. Mrs. Kumpf's response was that the time would round up to the start time if clocking in before the start time; after the start time, it would round to the nearest 15 minutes. Mrs. Adams mentioned the individual who had brought this to her attention and his concern that his paycheck was not being accurately reflected as to what hours he was working. She asked if the rounding up could have led to the confusion. In reply, Mrs. Kumpf stated that the school corporation employees' pays are pro-rated, so even if an employee misses 15 minutes, the employee would still be paid the same amount. However, if an employee is 15 minutes short over and over again, eventually that will be looked at and the employee will be docked. In reply to a question posed by Dr. Tucker as to whether Mrs. Kumpf knew what employee was being talked about, Mrs. Kumpf said she had no idea; this matter had not been brought to her attention.

Mrs. Adams asserted that she did not know there had been a change in software. Although she acknowledged that the board members do not need to be privy to the changes or upgrades that are made, if there is a big enough change to upset some of the employees or cause them to have questions about their pay and whether they are being paid accurately, she believed it would have been nice to have a heads-up. Mrs. Adams identified the employee who had called this to her attention as the one who had been terminated after he had complained to her about there being confusion among the staff using this who didn't feel as though their paychecks were accurately reflecting the time that they were working. Her point: Could the simple function of rounding have caused the confusion? She was sure there were more staff members than him being confused. Mrs. Kumpf reiterated that, although she supposed it could have, nobody came to her and nobody asked a question. Mrs. Adams questioned if the initial confusion went beyond the bar code use to whether employees understood how their time and attendance was being reflected.

As for the two-week pay period that the staff work, Mrs. Kumpf clarified that employees report a two-week period and they are paid two weeks later.

C. Second Reading of Student Handbooks

Mr. Reberger moved to approve the second reading of student handbooks. Mrs. Adams seconded, and the motion was approved by a 6-0 vote.

V. Superintendent's Report

Dr. Tucker advised the board that it was likely an additional public board meeting would need to be scheduled in May, and she proposed May 21, 2015, at 7:30 p.m. Dr. Froderman proposed May 20. By consensus, it was determined the meeting would be held on May 20.

VI. New Business

A. Bid Award for LAN Hardware and Network Management Software/Hardware

Mr. Reberger moved to approve the recommendation of Director of Technology Bill Milner to accept the bid of Netch for LAN hardware and network management software/hardware, pending approval of E-rate funding. Mrs. Adams seconded.

Mr. Milner clarified that he would not find out whether the school corporation would receive the E-rate funding until May or June. The board would basically be approving the vendor and the bid so that the appropriate E-rate papers could be filed to see if the school corporation would receive the money to purchase the equipment.

The motion was approved by a 6-0 vote.

B. Title I Grant Application

Mrs. Adams moved to grant approval to apply for the 2015-2016 school year Title I federal grant that provides for instruction and services at East Side, Forest Park, and Meridian for elementary and pre-school students. Dr. Froderman seconded, and the motion was approved by a 6-0 vote.

C. Central Office Summer Hours

Mr. Kumpf moved to allow central office to operate on a forty-hour four-day work week beginning June 1 and continuing through Friday July 17, 2015. The office would be open 7:00 a.m. to 5 p.m. Monday through Thursday and closed on Fridays. Mr. Wiram seconded, and the motion was approved by a 6-0 vote.

D. Job Description – Assistant Principal/Director of Secondary Academic At-Risk Programs – NEW: First Reading

This was a first reading, so no vote was required. The job description will be brought back to a subsequent meeting for approval.

E. Job Description – Director of Human Resources – REVISION: First Reading

This was a first reading, so no vote was required. The job description will be brought back to a subsequent meeting for approval.

Under discussion, Mrs. Adams asked why changes were being made. Dr. Tucker's response was that the job had evolved and some things in the job description no longer had relevance with respect to some of the technology and some of the older processes that were involved in HR. The job description has been cleaned up to eliminate some of those.

Mr. Kumpf asked if this was a salaried position or if it was on the teachers' scale, to which Dr. Tucker replied that it was an administrative position.

It was Mrs. Adams' assertion that the pool of applicants would be narrowed a great deal by removing "valid Indiana teaching license" as an acceptable certification. Dr. Tucker's response was that the job posting indicated the job description listed preferred job qualifications. If someone had worked HR in a setting that gave them a fundamental advantage over another potential candidate, that would be taken into consideration.

F. Clay City Jr/Sr High School Baseball Report

During the Future Agenda Items portion of the March 12 regular session school board meeting, Fred Froderman requested information about the Clay City Jr/Sr High School baseball program in response to comments made by Kirk Smith during the Patron Comments portion of that meeting. Assistant Principal/Athletic Director Shane Reese presented board members with information and a schedule of baseball games. A copy of this information will become a part of the official minutes.

G. Mining Operations Report

In response to a request from board members Shane Wiram and Ron Scherb for information regarding the mining group and blasting at Clay City and its impact on school facilities, Director of Extended Services Mike Howard provided information in the board packet. This information will become a part of the official minutes.

Under discussion, Mr. Wiram asked to verify that Mr. Howard had pictures that could be viewed. Mr. Howard noted that during his first month of employment in 2013, which was after the mine had been approved, the mine came in and wanted to do a pre-blast study of the building, so Mr. Howard has access to 3,000-4,000 pictures in a binder and on CD's. The pictures show every crack and everything that was visible to the mine representatives and/or school corporation administrators at the time, both inside and out. Some areas that were perceived to be new or not pre-existing were brought to Mr. Howard's attention. At least five areas were viewed last month, on March 24, and all of the areas that were identified were also found in the pictures as being pre-existing. From what they could tell, no expansion or increase in length or size of any of the cracks had occurred as of this time, and the mine has been blasting for a short while. The mine put in a third seismograph, basically to double-check the other two devices that were already there to make sure they were giving accurate readings, and so far, they have never exceeded their established seismic limits.

Mr. Howard also noted that the mine is getting ready to change personnel. He mentioned that Sam Elder is retiring very soon, and Stuart Boyd will be taking over. Mr. Boyd has agreed to meet with Mr. Howard periodically to review things.

A suggestion from Mr. Wiram was to meet with mine officials quarterly, and Mr. Howard offered to check with Mr. Boyd to see about the possibility of setting up a quarterly schedule. Mr. Wiram also suggested talking to the staff and faculty about certain hot spots or areas of concern and looking at those quarterly in order to stay on top of them and not let them go until they become big issues.

Mr. Scherb stated that he had seen the cracks; he had been told that he needed to come down and check them out. He had also been told that he needed to stop the coal mining operation. Mr. Scherb would like to see the pictures and then compare those to

the places he has seen in the last three or four weeks. Mr. Howard offered to set up a time to meet with Mr. Scherb.

Mr. Reberger wanted to clarify how far away from the school property the mine was currently blasting. It was Mr. Howard's guess that they were a mile to a mile and a half away. Mr. Reberger then asked how close the mine planned to come. Mr. Howard's response was that there had been some discussion about coal that is closer to the school property that the mine would possibly like to obtain, so they may be contacting the school board about that, and it would be up to the school board as to whether to permit that. It was noted that, by law, the mine could not come any closer to the property line than 300 feet.

At this point, Mr. Scherb commented that he and Mr. Wiram had talked at Jasonville with the Division of Mining and Reclamation, with Sam Elder. The mining representative's comment had been that they would continue to come towards the school, which may take another two to two and half years. Mr. Scherb observed that it very well could get worse.

Mr. Howard noted that over spring break he and the architects had spent 60-70 hours in the schools as part of another project that is being looked at for school renovations. He had brought that to the attention of the architectural firms, engineers, and structural people to look at as a part of this plan. They had said large cracks would be seen in the hall drywall walls before anything else. They had also looked at all the cracks that had caused concern, and they didn't see anything about which to be concerned as of yet. Mrs. Adams wanted to know if those statements had been put in a written report. Mr. Howard stated that they would be when a feasibility study is presented, not respective to any potential mine blast damage, but to any current structural cracks that may need to be repaired.

With discussion nearing an end, Mr. Scherb asserted that if the building didn't stop shaking, somebody was going to have to shut down that coal mine, and Mr. Howard commented that the building was not going to stop shaking. Mr. Scherb speculated that if the school board did not want to take a position to protect that building, there would be taxpayers who would.

To Mrs. Adams' suggestion to have a report every other board meeting as follow-up, Mr. Howard stated that every two months would be way too frequent: Quarterly or semi-annually would be more than enough. He suggested the timing would be more appropriate to do that after a quarterly visit with the mine group. Mr. Reberger added the caveat that Mr. Howard was to bring any problems that he would see to the immediate attention of the board.

H. Memorandum of Understanding for Teacher Sick Bank

Information from Michelle L. Cooper, Esq. of the Lewis & Kappes law firm was included in the board packet. The information contained the rationale for the proposed Memorandum of Understanding (MOU) with the Clay Community Classroom Teachers Association (CCCTA), along with a copy of the MOU. The CCCTA membership had voted on and accepted the MOU, and board approval of the MOU was recommended.

Mr. Kumpf moved to approve the Memorandum of Understanding with the Clay Community Classroom Teachers Association. Mr. Wiram seconded, and the motion was approved by a 6-0 vote. A copy of Ms. Cooper's rationale and the signed MOU will become a part of the official minutes.

Prior to board member comments, Mr. Scherb explained that the board had 30 days to fill the board seat left vacant by the resignation of Jennifer Kaelber. Mrs. Kaelber had been elected from School Board District 2, which had been comprised of Brazil Precincts 1, 2, 3, and 6 at the time of her election.

After much discussion, it was determined that applicants for the vacant school board seat would send their information to central office executive secretary Mindy Godsey. Acceptance of applications would close at 4:00 p.m. on April 22. A public meeting would be held on April 24 beginning at 6:30 p.m. for the purpose of interviewing the board candidates. A public meeting would be held on April 29 beginning at 6:30 p.m. to name, vote on and swear in the new board member. That public meeting would be adjourned by 7:00 p.m. in order for the board to go into executive session as had previously been planned. The vacant board seat information would be posted on the school corporation web page.

The board also determined, by consensus, to post the human resources director position, as it currently exists, on Friday, April 10.

VII. Board Member Comments

Ron Scherb noted there were a lot of meetings to be held: an executive session on April 17 with the search committee; a special session to interview for the new board member on April 24; an executive meeting and a special session to appoint the new board member on April 29; the next regular board meeting on May 7, which had been moved from May 14; and a special session on May 20. Meetings for interviews with superintendent candidates will be scheduled sometime during the week of April 20th, and those will all be in executive session.

Mr. Scherb also commented on the how great the Clay City Jr/Sr High School boys basketball team had done recently. He noted that what he really liked about that whole group was the excitement and the thrill that they brought to everybody.

Amy Burke Adams thanked Jennifer Kaelber for her service to our community and the children of Clay County.

Fred Froderman echoed Mrs. Adams in thanking Ms. Kaelber.

Kevin Kumpf expressed his appreciation to Ms. Kaelber for her time on the board and commented that he highly respected what she had done, and he wished her well.

Tom Reberger agreed with all those comments regarding Mrs. Kaelber. He also agreed with Mr. Scherb that the crowd was phenomenal for the Clay City basketball team, and it was something those kids would never forget.

VIII. Future Agenda Items

Shane Wiram would like to revisit the track at Clay City Jr/Sr High School.

Amy Burke Adams also would like to get more information about the track.

In response to these requests, Mr. Howard stated that the corporation is still on the same track to put a shovel in the ground in July or August and finish by October. Based on board requirements, the request to bid the track will be on the May 7 agenda, bids will be opened on June 11, and approval of the recommended bid will be requested on July 9. Mr. Scherb noted that this schedule had been the goal all along. Mr. Howard added that the common construction wage hearing will be Monday, April 13.

IX. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 8:42 p.m.

The meeting was audio recorded and copies may be requested by contacting the Central Administration Office.