The Board of Directors of School District No. 4J, Lane County, Eugene, Oregon, held a regular board meeting at 7 p.m. on April 15, 2009, at the Education Center, 200 North Monroe Street, Eugene, Oregon. Notice of the meeting was mailed to the media and posted in the Education Center on April 10, 2009, and published in the *Register-Guard* on April 13, 2009.

### ROLL CALL

**BOARD MEMBERS:**
Charles Martinez, Jr., Chair  
Yvette Webber-Davis, Vice-Chair  
Beth Gerot  
Alicia Hays  
Jim Torrey

**STAFF:**
George Russell, Superintendent of Schools and District Clerk  
Tom Henry, Deputy Superintendent and Chief Academic Officer  
Carl Hermanns, Assistant Superintendent/Chief Operating Officer  
Barbara Bellamy, Chief of Staff and Communications Director  
Susan Fahey, Chief Financial Officer  
Yvonne Curtis, Director of Student Achievement  
Celia Feres-Johnson, Director of Human Resources  
Christine Nesbit, Associate Director of Human Resources  
Jon Lauch, Director of Facilities and Transportation  
Kay Mehas, Director of School Services  
Laurie Moses, Director of High School Services

**STUDENT REPRESENTATIVES:**
Ryan Broadsword, Churchill High School  
Lizzy Monroe, South Eugene High School  
Linda Gai, IHS, All Campuses  
Joe Kammerer, North Eugene High School  
Joel Iboa, Sheldon High School

**MEDIA:**
KRVM

### CALL TO ORDER, ROLL CALL, AND FLAG SALUTE

Board Chair Charles Martinez called the meeting of the School District 4J Board of Directors to order at 7:01 p.m. and led those present in the Pledge of Allegiance.

### AGENDA REVIEW

Superintendent George Russell noted that the agenda had been revised to include the approval of the closures of Harris and Eastside Elementary and the establishment of a new merged
elementary school as an item for action at a future meeting. He also noted that the Executive Session listed at the end of the agenda would not take place.

INTRODUCTION OF GUESTS AND SUPERINTENDENT’S REPORT

Superintendent Russell brought the board’s attention to two items from the National School Board Association (NSBA) Conference: “Reinventing Your School Board: An Exploration of Coherent Governance” and “Arne Duncan 3/5/09 – NSBA Conference NOTES.” He stated that the governance document was one that the board should read and that the exploration of the governance of the board could be discussed if it was desired. He then highlighted some of the concepts outlined in “Arne Duncan 3/5/09 – NSBA Conference NOTES.”

Board Member Beth Gerot reiterated some of the points Mr. Duncan made during his keynote address.

COMMENTS BY STUDENT REPRESENTATIVES

Linda Gai, IHS Student Representative, stated that IB testing was occurring for juniors and seniors at IHS. She stated that 25% of IHS students receive IHS diplomas, while 40% earn IB certificates. She explained that 14 students from France had come to visit IHS as part of a student exchange program (some IHS students had also spent some time in France). She explained that 10th graders were preparing for the upcoming Eurasian conference, which was similar to Model UN. She stated that the IHS film festival would take place at Sheldon and would showcase student movie makers and directors, to benefit a non-profit organization. She explained that seniors were in the process of completing their community service hours, which are required for graduation.

Joe Kammerer, North Eugene Student Representative, reported that there were an increasing number of families coming to the North health center after losing employment and or health benefits. He stated that RiverBend had closed its Healthy Tomorrows program, which treated low income Hispanic children. He explained that RiverBend had asked North’s health center to take over the care of those children. He stated that the North health center’s budget was being cut, but that the center served as the last resource for many community members. He encouraged everyone to attend the Hands for Health benefit on May 8 at LCC. He stated that North had been accepted to launch a mentoring program, called Aspire, to help students access training and education beyond high school.

Lizzy Monroe reported that the South Eugene Mr. Axeman pageant had taken place, and had raised over $22,000 for the Children’s Miracle Network. She explained that the ASB election process had started at South Eugene.

Joel Iboa, Sheldon Student Representative, stated that juniors were preparing for prom and seniors were trying to increase school spirit. He explained that Sheldon’s swim team ranked second in Oregon for academic performance. He stated that the Spanish immersion senior class was putting on a dance for the IHS program.

Ryan Broadsword reported that Churchill’s Mr. Lancer program had wrapped up, and had raised over $26,000. He stated that the first annual Dress Me program had also concluded, and was an invitation to all schools in Eugene and Springfield to donate dresses for prom to girls who
could not afford them. He noted that the new Churchill advisory program was being revamped and that elections were occurring, in addition to Earth Day activities.

ITEMS RAISED BY THE AUDIENCE

There were no items raised by the audience.

COMMENTS BY EMPLOYEE GROUPS

There were no comments by employee groups.

ITEMS FOR INFORMATION

Review the Progress the Superintendent is Making Toward His Annual Goals

On January 7, 2009, the board agreed upon Superintendent Russell’s goals for the 2008-2009 and 2009-2010 school years, along with the other criteria that will be used in his annual evaluation. The goals dealt with student achievement, stewardship of district resources, and stakeholder engagement. A copy of the progress report was included in the board packet.

Superintendent Russell noted that Instructional Leadership Team (ILT) goals had been developed in alignment with his Student Achievement Goals, and that their results were listed with his own in the progress report. He then reviewed the progress report with the board. He invited comments and questions related to his progress report after board members had a chance to review the packet. He encouraged staying on course in relation to student achievement, despite budget shortfalls, and not employing one-time resources to solve long-term issues.

Tom Henry, Deputy Superintendent and Chief Academic Officer, stated that the Oregon Department of Education (ODE) graduation rates, released on April 15, did not employ the new cohort model formula to measure the graduation rates. He noted that the district had improved in the aggregate version of the graduation rates. He explained that if the data was disaggregated, the district did not perform as well in specific cohort groups, including African American students.

Dr. Martinez stated that it would be unacceptable to fail to reach student achievement goals in the face of fiscal difficulties. He encouraged a stronger focus on student achievement goals. Ms. Gerot agreed.

Board Member Jim Torrey requested that Superintendent Russell identify significant structural or programmatic adjustments that could be made in order to raise funds for the budget.

Dr. Martinez clarified his comments, stating that the board needed to be clear about making decisions, and to not make decisions that would fundamentally stray from the goals the board had agreed upon. He also expressed his dissatisfaction with the older measurement tools used to measure graduation rates in Oregon.

In response to a question from Mr. Torrey, Mr. Henry reported that the ODE had stated that they could not account for a large number of students using the new measurement model, and had therefore used the old tool. He stated that he would get more information about the issue.
Dr. Martinez explained that there were also politics involved, and that if the new model was used, the statewide graduation rates may have not looked as positive as they did using the older tool.

Mr. Torrey also expressed his dissatisfaction with the ODE's use of the older measurement tools.

Receive an Update on 4J Real Property Classifications

Jon Lauch, Director of Facilities & Transportation, reviewed the following information: Under Board Policy Related to Real Property Management, Code DFD, Classification of Real Property, the district was required to review and classify its real property at least every two years using the following classifications:

- **In Use**: Property that houses or supports the educational program.
- **Reserve**: Property that is not in use but which is or may be needed for a definable future use.
- **Surplus**: Property that may not in the judgment of the school board be required for school purposes and may be sold or leased (ORS 332.155). This may include property currently in use for some district function (other than a school) but that function could be moved without significant disruption to the service provided.

The last review of the property classifications was completed on April 18, 2007. At that time, there were no changes proposed to the previously reviewed (April 2005) classifications for the individual properties.

A spreadsheet of the 43 properties was included in the board packet showing the current status and classification for each property. No changes were proposed to the previously reviewed classifications for the individual properties. The breakdown of the 43 properties was: 20 elementary schools, 8 middle schools, 4 high schools, 3 central services sites, 4 reserve properties (2 with structures) and 4 surplus properties (3 with structures).

A classification of “surplus” does not necessarily mean that disposal of the specific property is imminent. For example, it may be in the district’s best financial interest to enter into a long-term lease arrangement for a given property rather than to market the property for sale.

In response to a question from Mr. Torrey, Mr. Lauch stated that he would undertake some analysis of properties for possible future consolidation of schools and redevelopment of existing structures to accommodate more students.

Dr. Martinez expressed caution, as the decisions being proposed would be complicated. Mr. Lauch stated that he could find data related to specific properties when the need arises. He asked Superintendent Russell to let him know what he would like to see.

Receive a Report on the Development of a Chinese Immersion School

Yvonne Curtis, Director of Student Achievement, reviewed the following information: The board directed staff to work with appropriate stakeholders to develop a formal alternative school proposal by April 1, 2009 with the target start date of September 2010 in the Churchill region,
consistent with board policy for proposing establishment of an Alternative School including the following elements:

- An operational plan that includes staffing, proposed location of the school and facility requirements, support services needed, and the proposed timelines for establishing the school; that conforms to applicable district policies, and that constitutes an efficient use of district resources.
- Evidence that establishment of the proposed school enhances the district's educational program. Board goals and Shaping 4J Future core values, goals and principles should be considered.
- A proposed budget for the school that is appropriate to the program proposed and that represents an efficient use of district funds. The budget request may include start-up costs to be paid by District 4J or to be solicited from other sources.
- Proposed criteria for selecting students for enrollment in the alternative school. The criteria must not unfairly discriminate among applicants and must be reasonably related to the educational goals of the school and the district.
- An assessment of potential adverse impacts on existing schools and programs.

Betsy Shepard facilitated the process. She interviewed principals in the Churchill region to determine if any school would be willing to convert to an alternative school. She did not find any school ready to convert to an alternative school. Many of the elementary schools in this region are Title I schools. Converting to an alternative school would result in loss of Title I status and the funding allocated to Title I schools. A proposal for an alternative school also requires identification of a site for the school. Because the district did not have a place for this school, it would not bring forward an alternative school proposal.

In this process, however, the principals at McCornack Elementary School and Kennedy Middle School expressed interest in pursuing the idea of a Chinese Foreign Language in the Elementary School (FLES) program K-8. These principals have visited Chinese immersion schools, attended a conference and were processing this idea with the parents and staff in these two schools. The board may see a Foreign Language Assistance Program (FLAP) grant application for a FLES Chinese language program at these two schools. This may come to the board as a consent item before the end of the school year.

In response to a question from Board Vice Chair Yvette Webber-Davis, Ms. Curtis explained that implementing the FLES program would not affect a school's Title I status, and that the program was similar to the Willagillespie Korean Language program and had similar guidelines, but was funded by a different funding stream. She explained that the grant program would only consider schools that dedicated 120 minutes per week of instruction of the foreign language, which may preclude some schools from applying.

Dr. Martinez clarified the point about Title I status, stating that the grant would not preclude alternative schools from achieving Title I status.

In response to a question from Dr. Martinez, Ms. Curtis explained that the FLES program recommended 120 minutes per week as the minimum for achieving any level of fluency in a foreign language. Dr. Martinez expressed his support for 120 minutes of instruction per week.

Ms. Curtis further explained that immersion was preferable to 120 minutes per week when it came to Mandarin Chinese.
Receive a Legislative Report

Barbara Bellamy, Chief of Staff and Director of Communications, briefed the board on legislative issues and board and staff communications with legislators.

ITEMS FOR ACTION

Approve Retirement Incentive Plan

Celia Feres-Johnson, Director of Human Resources, presented the following information: In an effort to diminish the impact of FTE reductions due to financial shortfalls and subsequent impact on schools, the superintendent and his administrative team authorized a Retirement Incentive Plan for all eligible licensed teachers. Eligible employees who voluntarily retire by April 1, 2009 will receive a one-time cash incentive of $10,000 (based on 1.0 FTE) payable on June 30, 2009. This offer was available to a minimum of 20 and maximum of 35 licensed teachers. The Retirement Incentive Plan was not available to licensed staff who have already retired and are receiving PERS benefits.

A copy of the letter sent to licensed staff offering the Retirement Incentive Plan was included in the board packet. The superintendent requested approval of the Retirement Incentive Plan.

**MOTION:** Board Member Jim Torrey, seconded by Ms. Gerot, moved to approve the Retirement Incentive Plan.

Mr. Torrey commended all involved in the Retirement Incentive Plan's development. In response to a question from Dr. Webber-Davis, Dr. Feres-Johnson stated that 38 employees had taken advantage of the plan.

**VOTE:** The motion passed unanimously; 5:0.

Approve COLA Freeze for Senior Management Staff and Employees Covered by the 4JA Statement of Understanding

Christine Nesbit, Associate Director of Human Resources, presented the following information: The district's contracts with administrators and other non-represented staff (i.e., employees who were covered by the 4J Administrators Association (4JA) Statement of Understanding), senior staff (i.e., Deputy and Assistant Superintendent and Directors), and the Superintendent provided for a 3.25% cost of living adjustment for the 2009-10 fiscal year. By foregoing these cost of living increases for 2009-10, the district would save an estimated $382,000.

The superintendent recommended that the board modify Section VI.A and the salary schedule in Appendix C of the 4JA Statement of Understanding to provide for no cost of living increase for the 2009-10 fiscal year. District staff met and conferred on this proposed modification with representatives of the 4J Association, and the Association board supported the proposal.

The superintendent also recommended that the board direct staff to issue contracts with senior staff and the superintendent that provide for no cost of living increase for the 2009-10 fiscal year.

**MOTION:** Dr. Webber-Davis, seconded by Board Member Alicia Hays, moved to approve the COLA freeze of senior management staff for the 2009-10 fiscal year.

**VOTE:** The motion passed unanimously; 5:0.
MOTION: Dr. Webber-Davis, seconded by Ms. Gerot, moved to approve the COLA freeze of employees covered by the 4JA Statement of Understanding for the 2009-10 fiscal year.
VOTE: The motion passed unanimously; 5:0.

Approve Memorandum of Agreement with the Eugene Education Association Concerning 2009-10 Work Year and Reserve Transfer

Ms. Nesbit presented the following information: The district and the Eugene Education Association (EEA) tentatively agreed to modify the 2007-10 Collective Bargaining Agreement by reducing the 2009-10 work year by seven (7) work days to include one student attendance day, the statewide in-service day, one and a half scheduled planning days, one and a half unscheduled planning days and two professional development days. The tentative agreement further provided that the transfer of funds from the certified insurance reserve fund to the district general fund for the 2009-10 fiscal year, as provided in Article 10.5.4 of the Collective Bargaining Agreement, would not take place. The net result was an estimated savings to the district of $1.9 million dollars during the 2009-10 fiscal year.

A copy of the Memorandum of Agreement was included in the board packet. The EEA membership ratified the tentative agreement on March 30, 2009. The superintendent recommended approval of the Memorandum of Agreement with EEA concerning the 2009-10 Work Year and Reserve Transfer.

MOTION: Mr. Torrey, seconded by Dr. Webber-Davis, moved to approve the Memorandum of Agreement with EEA concerning the 2009-10 Work Year and Reserve Transfer.
VOTE: The motion passed unanimously; 5:0.

Approve Memorandum of Agreement with the Oregon School Employees Association Chapter No. 1 Concerning the 2009-10 Work Year and Reserve Transfer

Ms. Nesbit presented the following information: The district and the Oregon School Employees Association, Chapter No. 1 (OSEA) tentatively agreed to reduce the work assignments of unit members during the 2009-10 school year by three (3) days, with the exception that employees assigned to student attendance days will have their work year reduced one (1) student attendance day. The tentative agreement further provided for a one-time transfer of $350,000 from the classified insurance reserve fund to the district general fund. The net result was an estimated savings to the district of $600,000 during the 2009-10 fiscal year.

A copy of the Memorandum of Agreement was included in the board packet. The OSEA membership ratified the tentative agreement on April 8, 2009. The superintendent recommended approval of the Memorandum of Agreement with OSEA concerning the 2009-10 Work Year and Reserve Transfer.

MOTION: Ms. Gerot, seconded by Dr. Webber-Davis, moved to approve the Memorandum of Agreement with OSEA concerning the 2009-10 Work Year and Reserve Transfer.
VOTE: The motion passed unanimously; 5:0.

Superintendent Russell stated that the district had asked employees to step up in times of fiscal stress in the district, with an effort to enact minimum disruption of services and instruction for
students. He recognized and expressed his appreciation to employees for making sacrifices. He thanked Dr. Feres-Johnson, Ms. Nesbit and the employee organizations for their efforts. Dr. Martinez echoed Superintendent Russell's comments on behalf of the board.

**Approve Instructional Calendars for 2009-10 School Year**

Dr. Feres-Johnson presented the following information: Copies of proposed 2009-10 elementary, middle school, middle school trimester, and high school instructional calendars were provided at the April 1 board meeting. Subsequent to that meeting, some minor revisions were made to the calendars. Revised copies were provided in the board packet. Dr. Feres-Johnson and Kay Mehas, Director of School Services, explained the changes and answered questions regarding the proposed calendars at that time.

The superintendent recommended adoption of the proposed instructional year calendars with the revisions as presented.

**MOTION:** Dr. Webber-Davis, seconded by Mr. Torrey, moved to approve the instructional calendars with the revisions as presented.

**VOTE:** The motion passed unanimously; 5:0.

**CONSENT GROUP – ITEMS FOR ACTION**

**Approve Contract for Automated Vehicle Location/Global Positioning System**

Proposals to provide the district with an Automated Vehicle Location (AVL)/Global Positioning System (GPS) for student transportation vehicles were opened October 16, 2008. Proposals were received from pre-qualified vendors including Synovia Incorporated, Indianapolis, Indiana; Education Logistics Inc (EDULOG), Missoula, Montana; and Radio Satellite Integrators (RSI), Torrance, California. Fleet funds were allocated for this purchase.

Vendors attained pre-qualified status by responding to a Request for Information. This process provided staff with the opportunity to investigate products, establish specifications, and identify vendors for the request for proposals.

The AVL/GPS will track bus location in order to provide data for planning and scheduling bus routes which will increase efficiency and maximize fleet utilization. Actual routing data can be compared to intended or projected data for efficiency analysis. During emergencies the system can instantly and accurately determine bus location and dispatch emergency vehicles and/or additional buses. The system provides off-route travel notification, which can also enhance student safety. Data is transmitted via cellular service which will ensure wide-range coverage throughout the state.

The proposals were evaluated on several criteria in addition to pricing, which included quality of hardware, compatibility with existing routing system, warranty and support of system, references of current customers, training of district staff, and installation requirements. After careful review of each proposal and taking into consideration the specifications, a committee comprised of representatives from Transportation and Purchasing evaluated the responses.

The committee assigned points to each criterion specified in the Request for Proposals. There were 435 points possible. The following summarizes the average points allocated to each proposer:
The system proposed by EDULOG provided the best fit for the Transportation Department based on the evaluation criteria. The initial installed cost of the system was approximately $120,000, or a net cost of $36,000 after reimbursement from the state. The annual cost of the system, including cellular service, is estimated at approximately $21,000, or a net cost of $6,300 after reimbursement from the state.

The superintendent recommended contracting with Education Logistics, Inc. to provide an AVL/GPS for district school buses for approximately $120,000 (before reimbursement), subject to successful completion of contract negotiations.

Approve Expenditures for March 2009

A summary of the district’s expenditures for March 2009, totaling $15,794,183.44 was included in the board packet.

The superintendent recommended approval of the March 2009 expenditures.

Approve Grant Application: Retrofit 14 Buses with Crankcase Ventilation CCV Systems

Staff from the Transportation Department submitted a grant application to the Department of Environmental Quality for $15,330. Crankcase retrofits were a proven technology in reducing various contaminants that are released into the air from diesel engines. Manometer (blow-by) testing will be done on each bus to ensure proper installation. Retrofits will be installed by Northwest Cummins.

The superintendent recommended approval of the grant application. A copy of the grant description form was included in the packet.

Approve Board Meeting Minutes

The board approved the February 4, 2009 board meeting minutes at its April 1 meeting. After the meeting, a mistake was noticed on page 4, in the first sentence under “Limits transfers for middle and high schools.” The number in the first sentence should be 5%, not 50%.

The board also approved the March 4, 2009 board meeting minutes at its April 1 meeting. After the meeting, it was noticed that the minutes did not include language regarding the Executive Session that convened following the March 4 regular board meeting.

The above errors were corrected and copies of the corrected pages were included in the board packet. The superintendent recommended approval of the revised minutes from the February 4, 2009 and March 4, 2009 regular board meetings.

Approve Personnel Items

The superintendent recommended approval of the personnel items included in the board packet. These covered employment, resignations, and other routine personnel matters.
MOTION: Ms. Gerot, seconded by Dr. Webber-Davis, moved to approve the consent items.
VOTE: The motion passed unanimously; 5:0.

ITEMS FOR ACTION AT A FUTURE MEETING

Approve Harris and Eastside Elementary Closures and the Establishment of a New Merged Elementary School

Ms. Curtis presented the following information: The board approved the consolidation of Harris and Eastside at the March 4, 2009 board meeting. This consolidation included the observation and understanding that, should more schools be closed in the future, the newly merged school may still be considered for closure just as any other elementary school in the district.

Harris/Eastside staff followed the process/timeline listed below for naming the merged school:

2009 School Naming Timeline

• March 12/13 Timeline, process and board policy in newsletters to parents of both schools.
• March 12/13 Teachers shared timeline, process and board policy with students.
• March 12-31 Names submitted to school, (jar in office, e-mails to Secretary, (Shelby@4j.lane.edu), names to teachers), a rationale for the name was to be submitted with name.
• March 19 The name selection process/timeline was a PTO meeting agenda item.
• April 1 Advisory Committee met to select top names to submit to the board.
• April 3 Name recommendations submitted to superintendent for the board meeting.
• April 15 Presentation of the names at the board meeting.
• April 29 Board information given back to the Advisory Committee as needed.
• May 6 School Board votes for final decision.

In keeping with the above timeline, the Merger Advisory Committee met on April 1 and selected two names from the thirty-one that were submitted. The names listed below are in the order of preference by the Advisory Committee.

1. Camas Ridge Community School
   Rationale: The Camas lily is native to our neighborhood and campus site. The school building is built into a ridge. We are building a new community. With our emphasis on project-based learning our students will be out learning in the community and we will be bringing the community into our school.

2. Mahonia Community School
   Rationale: Mahonia is the botanical name of the Oregon grape, the state flower. Mohonia Hall is the name of the Governor's mansion in Salem. Community is included for the same reasons mentioned above.

The superintendent will recommend closing Harris and Eastside Elementary Schools effective June 30, 2009 and the establishment of a new elementary school at the Harris site effective July 1, 2009. The superintendent will also recommend naming the newly established elementary school Camas Ridge Community School at the May 6 board meeting.
COMMENTS AND COMMITTEE REPORTS BY INDIVIDUAL BOARD MEMBERS

Ms. Gerot spoke about her experience at the NSBA Conference. She stated that board members from states across the nation had discussed national standards and concluded that NSBA needed to be involved in those discussions. She explained that there were also discussions about boards using data and setting goals, which was a reaffirmation of what the 4J board was doing in terms of goal setting, resource allocation and improving student achievement. She noted that Carol Horne Dennis from Lane ESD had been nominated to serve on the Legislative Policy Committee within the Oregon School Board Association (OSBA).

In response to a question from Mr. Torrey, Superintendent Russell stated that he would provide more information related to identifying one-time significant structural or programmatic adjustments that could be made in order to raise funds for the budget.

Ms. Hays reported that she had also attended the NSBA Conference, and appreciated the opportunity to attend and to learn what she had there. She described hearing from the Teacher of the Year and Meg Wheatley, who had described including young people in conversations. She encouraged all student representatives to attend the dinner hosted by the board as they leave their board positions.

Dr. Webber-Davis requested a placeholder related to the data represented by Mr. Henry. She asked that before next fall, the board think about how to make the data meaningful for what the district is trying to accomplish.

Dr. Martinez mentioned the tuition equity bill in the Oregon Legislature, which was designed to provide in-state tuition rates for students in immigrant families. He explained that the presidents of the universities in the OUS system had written letters of support for the bill. He expressed his support for the bill as well.

ADJOURN

Dr. Martinez adjourned the regular meeting at 8:49 p.m.

_________________________________________   ___________________________
George Russell         Charles Martinez, Jr.
District Clerk        Board Chair

(Recorded by Katie Dettman)

Attachments to Official Minutes
1. Progress Report on Superintendent’s Goals for 2008-09
2. School District 4J Property Classification List
3. Retirement Incentive Plan Letter
4. Memorandum of Agreement with EEA Concerning 2009-10 Work Year and Reserve Transfer
5. Memorandum of Agreement with OSEA Concerning 2009-10 Work Year and Reserve Transfer
6. 2009-10 Elementary, Middle School, Middle School Trimester, and High School Instructional Calendars
7. Summary of Expenditures from March 2009
8. Grant Application Form: Retrofit 14 Buses with Crankcase Ventilation CCV Systems
9. Corrected pages from the February 4, 2009 and March 4, 2009 Regular Board Meeting Minutes
10. Personnel Action Items