

# February 2023 Regular Board of Education Meeting

## Pioneer Career and Technology Center Board of Education Meeting

Pioneer CTC Board of Education Conference Room

Monday, February 20, 2023

6:00pm

**Present:** Mrs. Robyn Almanson, Board Member; Mr. Mike Grady, Board Member; Mr. Bill Hope, Board Member; Mrs. Morgan Jones, Board Member; Mr. Dennis Long, Board Member; Mr. Bill McFarland, Board Member; Mr. Spencer Shipman, Board Member; Mrs. Erin Stine, Board Member; Mr. Douglas Theaker, Board President; Mrs. Mary Jean Theaker, Board Member; Gregory Nickoli, Superintendent; Linda Schumacher, Treasurer; Kowalski Kris, Director of Business Affairs; Clay Frye, Director of Operations; Jolene Young, Asst. Director, High School

**Absent:** Mr. Royden Smith, Board Member; Colton Penwell, EAP President

### 1 PLEDGE TO THE FLAG

Mr. Douglas Theaker, Board President

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### 2 MOMENT OF SILENCE

Mr. Douglas Theaker, Board President

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### 3 ADMINISTER OATH OF OFFICE TO RE-APPOINTED BOARD MEMBERS

Linda Schumacher, Treasurer

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#### RE-APPOINTED BOARD MEMBER

- Mike Grady - Shelby City Schools

### 4 ROLL CALL

Mr. Douglas Theaker, Board President

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#### Minutes:

Bill Hope arrived late at 6:21 pm

Dennis Long arrived late at 6:28 pm

Voter	Yes	No	Abstaining
Mrs. Robyn Almanson, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mrs. Morgan Jones, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mr. Bill McFarland, Board Member	X		

Mr. Spencer Shipman, Board Member	X		
Mr. Royden Smith, Board Member	X		
Mrs. Erin Stine, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

## 5 CONSENT AGENDA

Mr. Douglas Theaker, Board President

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### Minutes:

Superintendent Nickoli explained to new Board Members that items contained in the consent agenda are normal and recurring items throughout the year.

### 5.1 Approve January 11, 2023 Board of Education Meeting Minutes

Mr. Douglas Theaker, Board President

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#### Attachments:

[Jan 2023 Organizational Mtg Minutes.pdf](#)

[Jan. 2023 Board Minutes.pdf](#)

### 5.2 Approve Appointment to Richland County Tax Incentive Review Council

Mr. Douglas Theaker, Board President

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Recommendation of Superintendent Gregory D. Nickoli that Linda Schumacher be appointed to the Richland County Tax Incentive Review Committee.

### 5.3 Approve Client Agreement for E-Rate Funding

Mr. Douglas Theaker, Board President

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Recommendation of Superintendent Gregory D. Nickoli that the Agreement between Strategic Management Solutions and Pioneer Career and Technology Center for E-Rate funding be approved.

#### Attachments:

[E-rate funding Client Agreement.pdf](#)

### 5.4 Approve Annual All Board Member / Administrator Dinner

Mr. Douglas Theaker, Board President

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Recommendation of Superintendent Gregory D. Nickoli that expenses for Pioneer Board members, Administrators and representatives to attend the Pioneer Career and Technology Center's Annual All Board Member/Administrators Dinner Meeting to be held on March 29, 2023; in accordance with Section 3315.15 ORC, be approved.

### 5.5 Approve Ralph Phillips Business Partner of the Year/Distinguished Alumni Dinner

Recommendation of Superintendent Gregory D. Nickoli that expenses for Pioneer Board members, Administrators and Representatives to attend the Pioneer Career and Technology Center's Ralph Phillips Business Partner of the Year Dinner meeting to be held on a date to be determined in accordance with Section 3315.15 ORC, be approved.

## 5.6 Accept Donations

Mr. Douglas Theaker, Board President

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Recommendation of Superintendent Gregory D. Nickoli that the following donations be accepted:

- **Faith Abbott, OhioHealth Bucyrus Lab, Bucyrus;** generous donation of a phlebotomy bench and supply cart with an approximate value of \$300. This donation will be used for educational purposes for our students in the Medical Assisting program.
- **Rebecca Burriss, Hillyard, Columbus;** generous donation of a Trident S1 HH Sprayer and backpack for ORB13 and S1HH Sprayer with a value of \$650. This sprayer and backpack will be used for educational purposes for our students in the Construction Level One program.
- **Civista Bank, Sandusky;** generous donation of \$500. This donation will be used for annual student scholarship.
- **Corpad, Mansfield;** generous donation of cardboard with a value of \$300 for the Pioneer Engineering program housed at Crestline HS.
- **Officer Brian D. Evans Memorial Scholarship Fund;** generous monetary donation of \$1,000 to be used for annual student scholarship.
- **Dave Ward, Route 30 Wholesale, Mansfield;** generous donation of clothing items with a value of \$1,634 to be used in the Pioneer Sharing closet for students in need.
- **Stone Creek Dental, Casey McKinney, Ashland;** generous donation of PPE consisting of gowns, head covers, face shields and masks with an approximate value of \$400. This donation will be used for the students in our Dental Assisting Career Technical program.
- **Becky Witter, Tiro;** generous donation of coats to be used for the Pioneer Sharing Closet. This closet is for students in need at Pioneer.
- **Dawn Wright-Smith, Blackbaud Giving Fund, Wells Fargo Bank, Charleston, SC;** generous monetary donation of \$60. This will be deposited into the Alumni Endowment fund and used for annual student scholarships.

## 5.7 Approve Student Participation in Competitive Events

Mr. Douglas Theaker, Board President

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Recommendation of Superintendent Gregory D. Nickoli that the following students be approved to participate in competitive events:

**State BPA Competition, Hyatt Regency, Columbus, OH; March 8-10, 2023**

**STUDENTS:** Bryce Browning, Celeryville Christian, CyberSecurity; Devon Fallen, Galion HS, Cybersecurity; Jason Lambert, Goal Digital, CyberSecurity; Gabriel Melvin, Homeschool, IT Support; Gavin Tyrrell, Bucyrus HS, IT Support; Sebastian Barker, Shelby HS, IT Support; Austin Bechtler, Crestview HS, IT Support; Weston Delaney, Bucyrus HS, IT Support; Julian Diaz, Lexington HS, IT Support; Collin Dingus, Crestview HS, IT Support; Matthew Kaylor, Lexington HS, IT Support; Ezekiel Sexton, Lexington HS; IT Support; Michael Taylor-Paavo, Bucyrus HS, IT Support; Michael Cline, Goal Digital, Web Page Design; Wyatt Cole, Crestview HS, Web Page Design and Griffin Duff, Crestview HS,

Web Page Design. **CHAPERONES:** Fritz Fagan, Jr. IT Support Instructor/BPA Advisor and Dan Foss, CyberSecurity & Sr. IT Support Instructor/BPA Advisor.

**State DECA Competition, Columbus Convention Center, March 10-11, 2023**

**BUCYRUS HS STUDENTS:** Trey Griggs, Caleb Rimmer, Adriana Clark, Lexi Payne, Adacyn Rister, Ella Moyer, Addison Kemery, Grace Jackson, Maddison McDaniel, Quintessa Spellbound, Malachi Bayless, Emma Tyrrell, Ella Hoover, Mycala Lange, Mason Gebhardt, Sawyer Cooper, Rylee Powers, Ava Wade, Eli Sprague, Noah Burke, Chris Neale, Dylan Langer, Tyson McDaniel and Brody Higginbotham. **CHAPERONES:** Jeff Funigiello, Media Communications Instructor/DECA Advisor and Jody Tackett, Marketing Instructor/DECA Advisor.

**State HOSA Leadership Conference, Columbus Convention Center, March 16-17, 2023**

**STUDENTS:** Dylan Wiese, Ontario HS, Exercise Science; James Stewart, Ontario HS, Exercise Science; Mason Diaz, Lexington HS, Exercise Science; Addyson Whitesel, Lexington HS, Medical Technologies; and Samantha Hunt, Clearfork HS, Medical Technologies. **CHAPERONE:** Melissa Myers, Dental Assisting Instructor/HOSA Advisor.

## 6 FINANCIAL REPORT

Linda Schumacher, Treasurer

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### Minutes:

Treasurer Schumacher reported as follows:

Auditor of State, Keith Faber, announced on February 8, that Pioneer is once again the recipient of the Auditor of State Award for our clean audit.

We have all of the new Park National Bank accounts up and ready to use. All of the County Auditors have been notified and all other ACH deposits have been notified or changed in our system. We will be leaving the 2 Civista, operating and payroll, accounts open until tax collections are finished for this first collection period just in case a County Auditor might not get the account switched correctly or in time.

The OFCC project drags on. We have now been notified that there is a storage box that was used to store evidence for the lawsuit. No one knows exactly who it belongs to, but it is costing us money for storage. Speer rented it initially, then Bruner took over the rental, then purchased it, now they're out of business. Kip with Speer Mechanical said he would like to have it and will also dispose of the contents. I am checking with legal counsel to make sure this transaction is allowable and that we can do this without posting the sale on govdeals.com. It seems this project is never going to end.

We are getting ready to potentially roll-out a new retirement planning instrument. It is "Prime Choice Employer Plan". I have introduced it to the Administrators and they seem to be very interested. The Plan may or may not include an HRA and/or a 403(b). The plan makes termination benefits employer funded instead of employee funded. Therefore, raising the contribution for the 403(b) potentially up to \$66,000. The plan can be structured however we want it to be, but once it is in place, the employee would either participate or take a cash payout (they would still be able to deposit into an employee funded 403(b) at \$22,000.

Our fraud case is still being investigated. I have heard from Civista and last Wednesday they issued what they call a "provisional credit" for the entire \$8,700.01. Not sure what this means, but I think I bugged them long enough and contacted enough people, they knew they had to do something.

The Governor's budget has been released. It is very exciting for Career Tech. His proposal includes continuing the phase-in of the Fair School Funding Plan. It also includes a \$300M one-time funding for Career Tech.

\$200M for facilities renovations and improvements and \$100M for CTE equipment. When visiting with legislators 2 weeks ago, we also asked that the Career-Tech Weighted funding be changed to not include the state share deduction. For Adult Education, the Governor's Budget also includes 3% increase on the line item for adult ed (per pupil) and doubling the line item for short term certificates.

It was decided the Board would discuss Senate Bill 1 in the Legislative Report.

As far as a report on our monthly activities. It has been business as usual with nothing out of the ordinary going on. I don't believe we will have to fund Food Services out of the General Fund, but most likely will have to fund Adult Ed out of the General Fund at year-end. Our inventory went up \$37,000. We ordered about 3 years worth of paper. This is the The General Fund is right on course for revenues and expenditures. This first tax collection is always larger than the July tax collection. We have a couple JE's for your approval for some FCCLA club account monies that were actually school fees from Col Crawford and the last health insurance posting for NCOCC. The only tie we have left with NCOCC is the State monies that were sent to us after we severed ties. The State keeps saying they are working on reversing that deposit. Andy Melick is staying on them. I would rather they just let us pay NCOCC the monies directly out of the fund they deposited them to.

**Motioned:** Mr. Mike Grady

**Seconded:** Mrs. Mary Jean Theaker

Voter	Yes	No	Abstaining
Mrs. Robyn Almanson, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mrs. Morgan Jones, Board Member	X		
Mr. Bill McFarland, Board Member	X		
Mr. Spencer Shipman, Board Member	X		
Mrs. Erin Stine, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

**Attachments:**

[Jan. 2023 Financial Report.pdf](#)

## 7 RECOGNITION OF GUESTS

Gregory Nickoli, Superintendent

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## 8 EAP REPRESENTATIVE

Colton Penwell, EAP President

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## 9 PUBLIC INPUT

Gregory Nickoli, Superintendent

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Board Policy Section 0164

## 10 CORRESPONDENCE

Gregory Nickoli, Superintendent

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## 11 REPORT ON 2022-2023 BOARD GOALS

Clay Frye, Director of Operations

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### Minutes:

Director Frye reported as follows:

Sophomore Visitation has been completed and applications for the 2023 – 2024 school year are being processed. We are slightly ahead of last year's application numbers and a number of programs are full or filling up very fast.

Pioneer hosted our first Sophomore Open House on Thursday, February 2<sup>nd</sup>, 2023. Students and parents filled the halls during the entire 2 hour open house. Second Look Open House is scheduled for Thursday, February 23<sup>rd</sup> from 6:00-7:30pm. A Question and Answer session with parents is scheduled in the Cafeteria during the Second Look Open House.

Pioneer's Threat Assessment Team has completed the required training by the Ohio School Safety Council. Our School Threat Assessment Plan has been completed and will be posted to the State of Ohio's School Safety Portal on Thursday, February 23<sup>rd</sup>, 2023.

Pioneer students have competed at the regional contests for SkillsUSA, HOSA and BPA. A number of students have moved on to the State Contests in their student organizations. Congratulations to these students!

We are preparing for our Spring Job Fair for PCTC students. The job fair is scheduled to take place mid-March. Over 70 employers are scheduled to be on campus to meet with juniors and seniors.

## 12 PRESENTATION

Jeremiah Howe, Career Tech Program Supervisor

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Mason Simmons, Construction Level One, Shelby HS and Jeffrey Evans, Auto Tech & Construction Level One Instructor

## 13 STUDENT ACHIEVEMENT REPORT

Mrs. Robyn Almanson, Board Member

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### Attachments:

[February 2023 Student Achievement report.pdf](#)

## 14 LEGISLATIVE LIAISON REPORT

Mr. Mike Grady, Board Member

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### Minutes:

Mr. Grady reported that Senate Bill 1 has had three hearings in the Senate committee. He reminded the Board this is a re-introduction of a similar bill from the 134th Assembly. This Bill would rename the Department of

Education as the Department of Education and Workforce (DEW). § Create the position of the Director of Education and Workforce, who is appointed by the Governor, with the advice and consent of the Senate, and is the head of DEW. § Establishes within DEW the Division of Primary and Secondary Education and the Division of Career-Technical Education, each of which is headed by a Deputy Director appointed by the Director with the advice and consent of the Senate. § Transfers most of the powers and duties of the State Board of Education and the Superintendent of Public Instruction to DEW. § Retains the State Board's and state Superintendent's powers and duties regarding educator licensure, licensee disciplinary actions, school district territory transfers, and certain other areas. Workforce Development § Requires DEW to develop informational materials for seventh and eighth graders about available career opportunities. § Requires DEW to participate in the process to identify in-demand jobs. § Requires the Governor to appoint the Deputy Directors to the Governor's Executive Workforce Board.

Mr. Grady also reported that the "Backpack" Bill has also been re-introduced in the 135th Assembly. No one is sure where this bill will go especially since the Governor made provisions in his budget proposal to increase finding for vouchers.

## 15 SUPERINTENDENT'S REPORT

Gregory Nickoli, Superintendent

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### Minutes:

Superintendent Nickoli reported as follows:

This year approximately 1,375 sophomore students from our partner schools, Goal Digital Academy, and the Ashland City Schools visited Pioneer for Sophomore Visitation on January 25<sup>th</sup> & 26<sup>th</sup>. This number is a bit lower than past years due to a decrease in enrollment of our Partner Districts. Our Annual Open House on Thursday, January 30<sup>th</sup>, was a huge success with many potential students and their parents visiting our program and learning more about what we have to offer. As in the past, we have decided to offer a Second Look Open House on February 26<sup>th</sup> from 6:00 pm – 7:30 pm for those students who did not have a chance to visit or who would like to make another visit. Currently, we have about 20 more student applications compared to last year's number at this point which would generate an enrollment well over 1,250 students next year. I cannot commend Student Services Department, our staff and our students enough for their hard work and a job well done!

The Ohio Association for Career-Technical and Adult Education (ACTE) hosted the annual legislative seminar this year. Royden Smith, Linda Schumacher, Clay Frye and I met with Richland County Representative Marilyn John, an Aide for Huron County Representative Dick Stein, and Senator Mark Romanchuk. I, along with several other JVSD Superintendents also had a conversation with Lt. Governor John Husted. Additionally, I will be arranging another visit with Crawford County Representative Roirdan McClain. They are all very supportive of Career Technical Education and our district and are very understanding of the impact that Career and Technical Education has on the economy.

I am providing you with a draft copy of the proposed 2023-2024 calendar for the high school. This proposal is in compliance with both the Ohio Department of Education requirements and our current Negotiated Agreement. We have met the requirement to provide public input into the calendar and I will bring it back to you at the March Board Meeting for your approval.

I am asking you to approve Policy 8400 which is a part of our School Safety Policy and Plan. This past Fall, the



Ohio Department of Public Safety released the details mandated by 2021 legislation that created School Threat Assessment Teams. That was followed up by training modules and a NEOLA policy update that was released in January. We are required to have the Policy approved and our updated plan approved by the 24<sup>th</sup> of March. I am asking you to approve the Policy this month and will be asking you to approve the Plan next month so that we can submit both by the March 24<sup>th</sup> deadline.

I am asking you to approve Clinic Observation Agreements with both OhioHealth and Avita Health Systems. This allows our Medical Technology students to do observations in both healthcare settings, a practice we had in place prior to the Covid-19 pandemic. It's an outstanding educational experience for our students and we are excited about resuming these visits.

As is the practice of this Board, I am asking you to approve a resolution recognizing a donation over \$5,000. Arcelormittal has generously donated \$10,000 to cover the costs of our Community Service Day activity. In past years, we have received a similar amount but it came from several local donors.

February is Career-Technical Education Month

OSBA Central Region "Virtual" Spring Conference – March 8

Pioneer All-Board Dinner – March 29

I am asking you to approve the transfer of Chef Seth Weibel to our Hospitality Program. In the near future, we will be asking you to transfer this program to a Culinary Arts Level 1 Program, similar to our Auto Tech Level 1, Construction Level 1 and Horticulture Level 1 Programs. Chef Weibel will be working with the traditional Culinary Arts Program to run the Pioneer Room.

I am also asking you to approve an additional Leave Without Pay for Nita Walsh. She is recovering from a medical procedure and has not been released to return to work yet.

All other personnel items are common for this time of year.

**Attachments:**

[Feb 2023 Supt. report.pdf](#)

## 16 PERSONNEL REPORT

Mr. Douglas Theaker, Board President

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Recommendation of Superintendent Gregory D. Nickoli that the following personnel recommendations be approved:

- Approve employment of Certificated personnel.
- Approve Professional Development/New Technology Extended time supplemental contract.
- Approve Stipend contracts for Certificated personnel.
- Approve employment of Substitute Instructors
- Approve Leave Without Pay for Classified personnel.
- Approve employment of Substitute Classified personnel.
- Accept resignation of Adult Education personnel.
- Approve employment of Adult Education personnel.

**Minutes:**

No questions or discussion. Sent to vote.

**Result:** Approved

**Motioned:** Mrs. Robyn Almanson

**Seconded:** Mr. Bill McFarland



Voter	Yes	No	Abstaining
Mrs. Robyn Almanson, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mrs. Morgan Jones, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mr. Bill McFarland, Board Member	X		
Mr. Spencer Shipman, Board Member	X		
Mrs. Erin Stine, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

**Attachments:**

[February 2023 Personnel Recommendations.pdf](#)

## 17 APPROVE REVISIONS TO POLICY

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that the revisions to the following policies be approved:

- PO 8400 - School Safety
- PO 8420 - Emergency Situations at Schools
- PO 8462 - Student Abuse and Neglect

**Minutes:**

No questions or discussion. Sent to vote.

**Result:** Approved

**Motioned:** Mr. Mike Grady

**Seconded:** Mrs. Erin Stine

Voter	Yes	No	Abstaining
Mrs. Robyn Almanson, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mrs. Morgan Jones, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mr. Bill McFarland, Board Member	X		
Mr. Spencer Shipman, Board Member	X		

Mrs. Erin Stine, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

**Attachments:**

[PO 8400.8420.8462 revisions.pdf](#)

## 18 APPROVE EDUCATION AFFILIATION AGREEMENT WITH AVITA HEALTH SYSTEM

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that the Education Affiliation Agreement between Pioneer CTC and Avita Health Systems for student in the Medical Technologies program be approved.

**Minutes:**

No questions or discussion. Sent to vote.

**Result:** Approved

**Motioned:** Mrs. Robyn Almanson

**Seconded:** Mr. Dennis Long

Voter	Yes	No	Abstaining
Mrs. Robyn Almanson, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mrs. Morgan Jones, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mr. Bill McFarland, Board Member	X		
Mr. Spencer Shipman, Board Member	X		
Mrs. Erin Stine, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

**Attachments:**

[Affiliation Agreement Pioneer CTC.Avita Health.pdf](#)

## 19 APPROVE AMENDMENT TO AFFILIATION AGREEMENT WITH OhioHEALTH CORPORATION FOR CLINICAL SETTINGS

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that the amendment to the High School & Technical School Affiliation Agreement with OhioHealth Corporation.

**Minutes:**

No questions or discussion. Sent to vote.

**Result:** Approved

**Motioned:** Mr. Mike Grady

**Seconded:** Mr. Spencer Shipman

Voter	Yes	No	Abstaining
Mrs. Robyn Almanson, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mrs. Morgan Jones, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mr. Bill McFarland, Board Member	X		
Mr. Spencer Shipman, Board Member	X		
Mrs. Erin Stine, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

**Attachments:**

[Amendment OhHeath Agreement.pdf](#)

## 20 ADOPT RESOLUTION 02-23 APPRECIATION OF DONATION

Mr. Douglas Theaker, Board President

Recommendation of Superintendent Gregory D. Nickoli that we adopt Resolution 02-23 in appreciation of generous monetary donation of \$10,000 from ArcelorMittal Tubular Products Shelby, LLC for Pioneer Career and Technology Center's Community Service Day.

**Minutes:**

No questions or discussion. Sent to vote.

**Result:** Approved

**Motioned:** Mrs. Erin Stine

**Seconded:** Mr. Bill McFarland

Voter	Yes	No	Abstaining
Mrs. Robyn Almanson, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mrs. Morgan Jones, Board Member	X		

Mr. Dennis Long, Board Member	X		
Mr. Bill McFarland, Board Member	X		
Mr. Spencer Shipman, Board Member	X		
Mrs. Erin Stine, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		

**Attachments:**

[Resolution 02.23 Appreciation of Donation.pdf](#)

## 21 ADJOURN MEETING

Mr. Douglas Theaker, Board President

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**Result:** Approved

**Motioned:** Mr. Mike Grady

**Seconded:** Mr. Spencer Shipman

Voter	Yes	No	Abstaining
Mrs. Robyn Almanson, Board Member	X		
Mr. Mike Grady, Board Member	X		
Mr. Bill Hope, Board Member	X		
Mrs. Morgan Jones, Board Member	X		
Mr. Dennis Long, Board Member	X		
Mr. Bill McFarland, Board Member	X		
Mr. Spencer Shipman, Board Member	X		
Mrs. Erin Stine, Board Member	X		
Mr. Douglas Theaker, Board President	X		
Mrs. Mary Jean Theaker, Board Member	X		