

KANSAS STATE BOARD OF EDUCATION MEETING MINUTES April 13, 1999

CALL TO ORDER

Chairman Holloway called the meeting to order at 10:00 a.m. on Tuesday, April 13, 1999, in the Board Room of USD 357, Garden City, Kansas. The Board had toured District 357 bilingual education programs earlier in the morning. She thanked Mr. Rundell for all the work he had put into making arrangements for the special activities planned for the Board's visit to the area. She also thanked Superintendent Pippenger for the District's hospitality.

ROLL CALL

Members present were:

Steve Abrams	Linda Holloway
John Bacon	I.B. "Sonny" Rundell
Mary Douglass Brown	Harold Voth
Val DeFever	Bill Wagnon
Scott Hill	Janet Waugh

APPROVAL OF AGENDA

Chairman Holloway asked for approval of the agenda. Dr. Wagnon asked that item 10 i. 5), approval status for Washburn University's graduate program for school social worker, be voted on separately. Dr. Abrams asked that items 15 j., a contract for evaluation of the Comprehensive School Reform Demonstration Program grant, be pulled. Mr. Bacon asked that item 6, approval of School to Careers positions, to be considered on Wednesday, April 14th, be moved to Tuesday, because he would be unable to attend the Wednesday meeting. The item was moved to Tuesday afternoon, prior to item 10, the consent agenda. Dr. Abrams moved, with a second by Mrs. Brown, that the agenda be approved as amended. The motion carried.

APPROVAL OF THE MINUTES

Chairman Holloway asked for approval of the minutes of the March meeting. Mr. Hill moved, with a second by Mrs. Waugh, that the minutes be approved as submitted. The motion carried.

PROFESSIONAL KNOWLEDGE TEST TRANSITION PLAN

Mr. Ken Bungert, Team Leader, Certification and Teacher Education, presented information and recommendations for a transition plan to phase in the use of the three new Principles of Learning and Teaching Test (PLT) in place of the Professional Knowledge Test (PKT) which will no longer be available from the Educational Testing Service after June 12, 1999. Mr. Bungert indicated a report on the validation study of the PLT would be available by the end of April, with a report to the Board in

May and action on cut scores scheduled for June. He reported that staff had developed a transition plan based on the assumptions that the PKT would not be available next year; that the new PLT would be validated; and that the PLT would be adopted and cut scores set in June. The transition plan would allow:

1. Candidates who meet all other requirements for certification, and apply for certification before September 1, 1999, shall meet the qualifying score of the current PKT. This would apply to individuals:
 - who are currently in an approved program and who will have completed all program and degree requirements prior to or during the summer of 1999, and who apply prior to September 1, 1999; and
 - who hold one-year nonrenewable certificates valid during the current or a previous school year who apply for the standard certificate prior to September 1, 1999.
2. Candidates who apply for initial certification and meet all other requirements, after September 1, 1999, but before July 1, 2000, may present qualifying scores of the current PKT or the appropriate PLT test. This would apply to individuals:
 - who are currently in an approved program or will be admitted into a program, and who will be able to complete all program and degree requirements during the spring of 2000 and who apply prior to July 1, 2000; and
 - who hold exchange certificates effective prior to July 1, 1999 and who apply for the standard certificate prior to July 1, 2000.
3. Candidates who apply for an initial certification and meet all other requirements, after July 1, 2000, shall present a qualifying score on the appropriate PLT test. This would apply to individuals:
 - admitted into teacher education programs effective after July 1, 1999,
 - who are upgrading an exchange certificate that was effective after July 1, 1999 or who are upgrading currently valid or expired exchange certificates, regardless of the effective date, who did not apply for the standard certificate prior to July 1, 2000, and
 - who hold expired one-year nonrenewable certificates for any school year who did not apply for the standard certificate prior to July 1, 1999.

Mr. Bungert reported that implementation of such a timeline was critical to students currently admitted to teacher preparation programs. Because registration for the last administration of the PKT is in May,

institutions and students must have guidelines for which test to take and when, so that no student takes the wrong test and has the additional burden and expense of taking a different test. Board discussion and questions about the validation process and test effective dates followed. Mr. Rundell, with a second by Dr. Wagon, moved that the Board approve the transition plan as submitted. Mr. Hill moved to amend the motion to add that exceptions could be appealed to the Certification Review Committee. Dr. Abrams seconded the motion to amend. After discussion Mr. Hill withdrew his amendment and offered a substitute suggested by Dr. Abrams which would move to July 1, 2004 the date when only the PLT score could be used. The substitute motion carried on a vote of 6-3.

CITIZENS' OPEN FORUM

Chairman Holloway opened the citizens' open forum at 10:34 a.m. Mr. Bacon's father, Vearl A. Bacon from McPherson, Kansas, addressed the Board regarding the theory of evolution and the proposed Kansas science curriculum standards. Superintendent Milt Pippenger, USD 467, Garden City, welcomed the Board to Garden City and introduced Dr. Sharol Little, Superintendent, Dr. Clair Beecher, Assistant Superintendent, and Mr. Alan Cunningham, Assistant Superintendent for Curriculum and Instruction, Dodge City; Dr. Kathy Dale, Superintendent, and Ms. Ann Bruemmer, Assistant Superintendent for Curriculum and Instruction, Hugoton; Dr. Jane Anderson, Superintendent, Ingalls; Mr. Daryl Pruter, Superintendent, Holcomb; and Dr. Barbara Palmer, Assistant Director of the High-Plains Educational Cooperative, Ulysses, and a member of the Professional Standards Board. Chairman Holloway declared the open forum closed at 10:50 a.m.

PARTICIPATION IN NATIONAL ASSESSMENT OF EDUCATION PROGRESS (NAEP)

Dr. Sharon Freden, Assistant Commissioner, Learning Services, reported that the National Assessment of Educational Progress would be testing fourth and eighth graders nationwide in mathematics and science during the spring of 2000. Dr. Freden asked the Board for approval to participate and reviewed the history of the state's participation during the last round of NAEP. Board discussion followed and included questions about the benefit of participation to Kansas schools; low participation of Kansas schools in the last round of tests; what the assessments would test and the compatibility with Kansas curriculum; administrative costs; and participation in other assessments such as TIMSS, ACT and SAT. Mrs. DeFever moved that Kansas participate in the 2000 NAEP state-to-state comparison assessment. Mr. Voth seconded the motion, which carried on a vote of 6-4.

ASSESSMENT UPDATE

Analysis of Norm-Referenced Test Results

Dr. Freden introduced Dr. Doug Glasnapp, Center for Education Testing and Evaluation (CETE), University of Kansas, to report on a CETE study on Kansas student performance on norm-referenced tests. The purpose of the study was to see how the performance of Kansas students compared to students nationally. Based on the voluntary participation of 136 of 304 school districts, Dr. Glasnapp reported that the average performance in reading, mathematics, social studies and science was in the 60-70% range and mirrored 1998 results from a similar study. It also showed Kansas students performing across the board better than students nationally. Dr. Glasnapp indicated that the study was valuable as a replication of results from the 1998 study, but that to continue the study annually would serve no useful purpose. Board discussion followed. Dr. Abrams suggested that the Board consider the need for further

aggregation of results of norm-referenced tests given by Kansas school districts and follow up on questions raised by the results.

Progress Report on the Development of New State Assessments

Dr. Glasnapp reported on the progress in the development of assessments in mathematics, reading, and writing to be administered in the spring of 2000. He indicated that reading four different text types had been added and the set of passages was being finalized. Twenty-four will be selected to build four different forms of the reading assessment. Dr. Glasnapp reported that items for the mathematics assessment would be written in June and July and be reviewed by mathematics teachers in August. The items would again be reviewed and the assessment mailed in February. Dr. Glasnapp noted that writing assessment was not as well defined as the other assessments.

Update on State Writing Assessment

Dr. Freden reviewed progress to date on development of the new state writing assessment, indicating that the time for administration of the assessment had been considerably reduced to approximately one month and agreement had been reached on narrowing the list of prompts from which students may choose to write to two or three. Dr. Freden reported that much discussion with the advising committees and CETE had centered on a CETE recommendation that the amount of time for students to take the test be limited to two 90-minute sessions over two days in order to have accountability and comparison between schools. Some teachers and administrators have opposed limiting the writing time in order to maintain a focus on instruction instead of accountability. Dr. Tompkins and Dr. Freden indicated a factor in whether between-school comparability was achievable was whether the amount of money the legislature appropriates was enough to provide for one state-level evaluation of each student's paper. One further issue yet to be resolved was whether the use of word processors should be allowed. Board discussion followed. It was agreed that a staff proposal would be brought to the Board for consideration at the May Board meeting.

The Board recessed for lunch at noon at Garden City High School and reconvened at 1:30 p.m.

CURRICULUM STANDARDS

Report on External Review of Science and Social Studies Standards

Dr. Freden introduced Dr. Christopher Cross, President of the Council for Basic Education (CBE), Washington, D.C., who introduced Terri Duggan, Policy Analyst with CBE. Dr. Cross reviewed the background and experience of CBE and their work on curriculum standards in 38 states. Dr. Cross also reviewed why the establishment of academic standards was important, with the most compelling reason being the clarification of common understanding and common expectations in order to maintain equity in instruction between schools and districts. Dr. Cross reported that as a system for student learning, the criteria for good standards include an emphasis on important subject matter; rigorous expectations; a balance of knowledge and skills; developmental and pedagogical soundness; an appropriate degree of specificity; measurability; clarity of expression; potential for instruction; and public support.

Ms. Duggan reviewed the specific comments of the external reviewers. She noted that some of the

external reviewers found the structure to be somewhat confusing in both the science and social studies standards. It was recommended that the use of the terms *standards*, *benchmarks*, and *indicators* be clarified and that the terms be used the same way as in other state and national documents. Particularly, the content of each standard needs to be clear, and the numbering system and outline format need to be consistent throughout the documents.

Ms. Duggan indicated that the social studies standards were very good, but with some gaps in content, particularly in civics. It was also recommended that the economics section needs reorganization. Other recommendations included: reorganization of content to ensure that each indicator explicitly supports the content in its benchmark; consideration be given to revising the structure and format of the document and perhaps including a numbering system or chart format; words that make indicators less rigorous or hard to measure should be edited; and indicators should be edited for clarity and specificity.

Ms. Duggan reported that though the science standards are strong, clarification should be given to what students should know and be able to do. Also recommended was revising the standards into a more user-friendly format; and revision for depth versus breadth, with consideration given to TIMSS research.

Board discussion followed and chairs of the standards writing committees responded to the reviewers' comments. Jennie Chin, Chair of the Social Studies Committee indicated the committee felt good about the report and that it would be a helpful tool for them as they finished their work. Dr. Loren Lutes, Co-Chair of the Science Committee indicated the committee may need some direction and assistance with the suggestions regarding clarification of the standards, benchmarks and indicators. Dr. Wagon suggested that there may be some benefit to having a contractor rewrite all the Kansas standards documents to gain narrative consistency.

Discussion of Additional Revisions to the Science and Social Studies Standards

There was discussion about the version of the standards made available to Board members for their discussion. It was noted that the same drafts of the standards which had been reviewed by the external reviewers had been included in the Board materials. Dr. John Staver, Co-Chair of the Science Writing Committee reviewed some of the changes which were being made to the standards document. Board members discussed the need to look at changes which had been made in the documents in order to evaluate them. The Board also discussed the advantages and disadvantages of grade-by-grade standards. Ms. Duggan addressed the pros and cons, indicating that grade-by-grade standards provide more information to teachers and provides consistency, but that because of developmental variability in the earlier grades tracking of students could develop. She noted there were also problems with scheduling flexibility and that grade-by-grade standards also eliminated opportunities for teachers to work together on curriculum continuity. After additional discussion of the issue, Mrs. Brown moved, with a second by Dr. Abrams, that the curriculum focus for K-3 should be reading, writing and mathematics, and that a year-by-year system of standards should be set up for grades 4-7 in science and social studies. The motion failed on a 5-5 vote.

ACTION ON SCHOOL TO CAREERS POSITIONS

Commissioner Tompkins provided background on the need to fill positions for a program coordinator and education program consultant for and funded by the School to Careers program. Board discussion followed and Mr. Hill, with a second by Dr. Abrams, moved that the Board direct the Policy Committee to develop language to bring back to the Board that would establish guidelines for programs for which administration and funding are separate from program approval. The motion carried on a vote of 6-4. After further discussion of the positions, Dr. Wagon moved, with a second by Mr. Rundell, that the Department be permitted to fill the coordinator and education program positions funded by the School to Careers Initiative. A motion to table by Dr. Abrams, seconded by Mr. Hill, failed on a vote of 5-5. The original motion failed on a vote of 5-5.

CONSENT AGENDA

Dr. Abrams asked for further information on the contract with the University of Kansas to evaluate the comprehensive school reform demonstration program, particularly, how the project was bid. Dr. Wagon asked that the Commissioner develop policy language or recommendations to deal with small contracts. Dr. Abrams indicated the item could be returned to the agenda. Mr. Hill, with a second by Mrs. Brown, moved that the consent agenda, with the exception of item 10 i. 5), approval status for Washburn University's graduate program for school social worker, which Dr. Wagon has asked be voted on separately, be approved. The motion carried.

In the consent agenda, the State Board:

- Received the monthly personnel report.
- Confirmed the appointment of Dr. Alexa Pochowski to the position of Team Leader, Student Support Services, effective on or about July 1, 1999, at an annual salary of \$74,500.
- Approved school construction plans for Ascension School, Overland Park; Wichita Collegiate School, Wichita; Holy Trinity Parish, Paola; Blue Valley, USD 229; Spring Hill, USD 230; USD 233, Olathe (7 projects); Hiawatha, USD 415; B&B, USD 451; and Copeland, USD 476.
- Approved the modification of the East Central Kansas Cooperative in Education in Education Interlocal #614 Agreement.
- Approved Cycle I accredited status for Wichita Catholic Diocese: St. Elizabeth Ann Seton Catholic School; USD 339 Jefferson County North: Jefferson County North Elementary and Jefferson County North Middle School; USD 233 Olathe: Fairview Elementary and Northview Elementary; USD 257 Iola: Lincoln Elementary; USD 267 Renwick: Garden Plain High School; and USD 509 South Haven: South Haven Elementary and South Haven High School.
- Approved requests for waiver of state QPA regulations from: Turner USD 202 to utilize the services of Rebecca Farmer to teach in the Talented and Gifted Program grades 6-9; Blue Valley USD 229 to utilize the services of Melissa Ann Nagel to teach Spanish and Kristin Leigh Stone to teach Speech/Drama at the middle school level; Wichita Public Schools USD 259 to utilize the services of Jeffrey Edward Topping and Rayburn Wesley Ward to teach grades 8-12 Special Education Interrelated and Regina Gayl Miller to teach middle school Special Education Interrelated; North Beloit High School to use data from their own assessments to better show the progress of their special needs students; Atchison Community Schools to utilize the services of Richard H. Lundin to teach Journalism and English at the high school level; Vermillion USD 380

to allow Centralia and Frankfort High Schools to hold athletic practice during the school day; Virgil-Madison USD 386 to allow them to hold athletic practice during the school day; Abilene USD 435 to utilize the services of Kristine Ann Roney as an emergency substitute for the rest of the school year, May 1999; Dodge City USD 443 to utilize the services of Georgiana Donohue as an emergency substitute in the middle school Home Economics class; USD 488 to allow Axtell and Bern Junior High Schools to hold athletic practice during the school day; Labette County USD 504 to utilize the services of Shirley D. Douglas to teach Library Media grades K-9; Southeast Kansas Education Cooperative to utilize the services of Carrie Williams to teach Early Childhood Special Education; Southwest Kansas Area Cooperative USD 613 to utilize the services of Patty Kreikemeier as an emergency substitute until the end of the school year, May, 1999; and from the Tri-County Special Education Interlocal #607 to utilize the services of Amy Denise Burnett to teach Interrelated Resources K-5.

- Approved Ed-Flex waiver requests from USD 249, Frontenac and USD 251, North Lyon County.
- Received the minutes of the December 14, 1998 meeting of the Quality Performance Accreditation Advisory Council.
- Approved the recommendation of the Evaluation Review Committee for Baker University through December 31, 2002: *approved with stipulation* status for Building Administrator (G, K-120 and *not approved* status for Health (U, K-12; Bethany College through December 31, 2003: *approved* status for Health (U, K-12, 7-12), Biology (U, 7-12), Chemistry (U, 7-12) and Physics (U, 7-12); Friends University through December 31, 2000: *approved* status for Drama (U, 7-12); and Pittsburg State University through December 31, 2003: *approved* status for Subject and Fields of Specialization-General Standards for Adapted Physical Education, Adapted Physical Education (G, K-12), Early Childhood Education (G, EC), Library Media (G, K-9, 7-12, K-12), and Principles of Technology (U, 7-12).
- Accepted the recommendation of the Professional Standards Board for the Professional Studies definition to be adopted as Board policy and inserted in the Institutional Handbook for Kansas Accreditation.
- Certificates of Approval under the Kansas Proprietary Schools Act were issued to BMSI Institute, Inc., Overland Park, KS; National Education Center, Spartan School of Aeronautics Campus, Tulsa, OK; Bryan Career College, Topeka, KS; A.D. Banker & Co., Overland Park, KS; Lawrence Career College, Lawrence, KS; Clinton Technical Institute, Phoenix, AZ; Clinton Technical Institute, Orlando, FL; John Casablancas Center, Oklahoma City, OK; Kansas Massage Institute, Inc., Topeka, KS; and Topeka Technical College, Topeka, KS.
- Approved FY 1999 Teacher Internship grants for Don Grob, Norbert Kohler, James Lunch, Jewell Hartzell, Dwayne Messner, Farin Murrell, Belinda Rodison, Susan Main and Brian Brunkow.
- Approved the participating agreements between Huthinson Community College and USD 373, Newton, and USD 308, Hutchinson.
- Approved the recommendations for proposed changes in policy regarding courses taught for employee training.
- Issued orders to USD 232, DeSoto, USD 252 South Lyon County, USD 375, Circle, USD 378, Riley and USD 466, Scott City, granting them authority to hold an election on the question of the districts? general bond debt limitation.

Contracts Approved:

The Commissioner of Education was authorized to:

- Negotiate and enter into a contract with the Center for Educational Testing and Evaluation at the University to perform an external evaluation of the Comprehensive School Reform Demonstration Program, with the contract amount not to exceed \$14,500; and
- Negotiate and enter into a contract with Kansas State University for coordination of support services for Summer Institute X, a professional development conference for adult educators, with the contract amount not to exceed \$35,000.

The Deputy Commissioner of Education was authorized to negotiate and renew a contract with Kansas State University to operate KN-TRAIN, a statewide resource center which lends training and nutrition education materials to Kansas teachers and child nutrition employees, with the contract amount not to exceed \$16,000.

WASHBURN UNIVERSITY GRADUATE PROGRAM IN SCHOOL SOCIAL WORKER

Mrs. Waugh moved the Board accept the recommendations of the Evaluation Review Committee for "approved" status for a graduate program in school social worker at Washburn University. Dr. Abrams seconded the motion, which carried on a vote of 9-0, with Dr. Wagnon abstaining.

RECESS Chairman Holloway recessed the meeting at 4:45 p.m. so that the Board could travel to Garden City Community College where they were scheduled to hear a presentation and tour selected programs. Later in the evening, Board members were the guests at a reception and dinner sponsored and attended by area district staff and members of local boards.

Linda Holloway, Chairman

Penny Plamann, Secretary

**KANSAS STATE BOARD OF EDUCATION
MEETING MINUTES
April 14, 1999**

CALL TO ORDER

Chairman Holloway called the meeting to order at 9:00 a.m. on Wednesday, April 14, 1999, in the Board Room of USD 357, Garden City, Kansas, after members had attended a Garden City Chamber of Commerce breakfast.

ROLL CALL

Members present were:

Steve Abrams	I.B. "Sonny" Rundell
Mary Douglass Brown	Harold Voth
Val DeFever	Bill Wagnon
Scott Hill	Janet Waugh
Linda Holloway	

Mr. Bacon was unable to attend the meeting.

APPROVAL OF THE AGENDA

Chairman Holloway asked for approval of the agenda with the exception of the school to careers item which had been moved to Tuesday afternoon. Dr. Abrams moved, with a second by Mr. Voth, that the agenda be approved as amended. The motion carried.

PRESENTATION

Western Kansas Virtual Education Consortium

Dr. Veldon Law, President of Barton County Community College and the Western Kansas Community College Virtual Education Consortium, gave a brief overview of educational needs in Western Kansas and the decision made by Barton County, Dodge City, Garden City, Pratt and Seward County Community Colleges to offer general academic courses in partnership on-line beginning in the fall of 1999. Dr. Law introduced Matt Gotschall, the consortium director, who introduced Tim Bacon, Regional Manager for Real Education, the company that will provide the services and technical support to get the consortium's education programs on-line. Mr. Bacon indicated that driving the demand for on-line classes were the availability of technology and demographics which show a rise in higher education enrollments and the growth in the adult learner market. Mr. Gotschall reported on coordination between the six schools in the consortium during the development of the on-line campus. He noted it was still under development and the website was scheduled to be running in late July or August. He also indicated that plans were underway to offer traditional semesters at first, but that could change in the future. Board discussion and questions followed.

PROPOSED REVISIONS TO PROPRIETARY SCHOOL REGULATIONS

Dr. Joe Birmingham, Assistant Commissioner, briefly reported on the proposed revised Proprietary School regulations which had been provided to Board members in their materials for the meeting. He indicated the revised regulations reflected amendments made in order to implement changes contained in the Proprietary Schools Act of 1998. Dr. Birmingham indicated the Board would be asked at the May meeting to approve submittal of the proposed regulations to the Department of Administration and the Attorney General for review, with a proposed public hearing in September and adoption in October.

The Board took a brief break from 10:00 a.m. to 10:05 a.m.

LEGISLATIVE MATTERS

Deputy Commissioner Dale Dennis reviewed the status of the FY 2000 budget, based on House and Senate action prior to their adjournment. He indicated conference committees would be returning to Topeka the week of April 19th to begin to work out appropriation compromises that would be contained in the omnibus bill. He also provided the Board with funding information and a supplemental note on SB 345, the bill containing the postsecondary reorganization plan, which he indicated stood a good chance of passage this session. Other material provided to the Board included comparisons of school finance proposals; a summary of the provisions of HB 2191 which would revise current laws relating to special education; a status report on education and other bills of interest; a copy of a resolution to conduct a study of literacy skills of blind students; and a summary of state general fund projections.

PROPOSED REVISIONS TO SCHOOL BUS TRANSPORTATION REGULATIONS

Mr. Dennis reviewed proposed revisions to school bus transportation regulations, noting that the transportation advisory committee had not yet made comment, but would be discussing the changes later in April. Major revisions included: hours of training; number of meetings of monthly training converted to hours; a requirement to have unanimous approval by a local board if hiring a convicted felon; and the requirement that two doctors and the district must approve the hiring of individuals with minor medical

conditions. Board questions followed.

BOARD REPORTS

Board Chairman

Chairman Holloway reported she had been appointed as a designee to the Midwest Higher Education Consortium. She also asked if the Board would consider changing the October meeting to Monday, October 11th and Tuesday, October 12th, so she could attend a committee meeting that would be held in conjunction with the NASBE annual meeting. Dr. Abrams so moved, with a second by Mr. Hill. The motion carried on a 6-2 vote.

Board Attorney

Mr. Biles reviewed his recent activity on behalf of the Board. Dr. Abrams moved, with a second by Mr. Hill, that Mr. Biles' fees for services and expenses for March be paid as presented. The motion carried.

Legislative Coordinator

Mr. Hill reported on his attendance at the NASBE legislative conference, noting there was no consensus in Congress on education issues; the increasing influence of the National Governors' Association; NASBE's plan to coordinate its next legislative day with the Council of Chief School Officers; and his meetings with members of the Kansas congressional delegation.

Commissioner

Commissioner Tompkins report included a standards revision timeline; information about the unavailability for additional funding for charter schools; information about a new national mathematics test for 8th graders; a request for Board members to complete an evaluation of this year's new board member orientation; an update on the agency improvement plan; and information about the opportunity for Board members to make nominations to model standards writing committees. Dr. Tompkins handed out a draft of a new Board brochure for members' comments. Mr. Hill asked that member e-mail addresses be added. Dr. Tompkins also responded to a question from Mrs. Brown about literature standards and indicated staff would provide further information about the issue.

APPROVAL OF BOARD TRAVEL

Members reviewed the composite travel request. Mrs. DeFever asked to delete per diem from her requests for attendance at in-district meetings. Mr. Hill asked that his Enterprise charter school visit be deleted. Dr. Abrams moved, with a second by Mr. Rundell, that the travel requests be approved as amended. The motion carried.

EXECUTIVE SESSION

Mrs. Brown moved, with a second by Dr. Abrams, that the Board recess into Executive Session for a period of 20 minutes for the purpose of discussing personnel matters of non-elected personnel and to consult with the Board attorney and that the open meeting of the Board resume at 11:45 a.m. The motion carried. The open meeting resumed at 11:45 a.m. and Dr. Abrams moved, with a second by Mrs. Brown, that the Executive Session be extended for an additional ten minutes and that the open meeting resume at 11:55 a.m. The motion carried. The open meeting resumed at 11:55 a.m. and Mr. Hill moved, with a second by Dr. Abrams, that the Executive Session be extended for an additional ten minutes and that the open meeting resume at 12:05 p.m. The motion carried. The open meeting resumed at 12:05 p.m. and Mrs. Brown moved, with a second by Mrs. DeFever, that the Executive Session be extended for an additional ten minutes and that the open meeting resume at 12:15 p.m. The motion carried. The open meeting resumed at 12:15 p.m.

ADJOURNMENT

There being no further business, Chairman Holloway adjourned the meeting at 12:15 p.m.

Linda Holloway, Chairman

Penny Plamann, Secretary