



# MINUTES

REGULAR MEETING OF THE BOARD OF EDUCATION  
NORTHWEST LOCAL SCHOOL DISTRICT  
**Monday, February 5, 2024 (6:30 PM)**

---

## 1.0 PLEDGE OF ALLEGIANCE

### 1.1 Pledge of Allegiance

Request all to rise for the Pledge of Allegiance.

## 2.0 Roll Call

### 2.1 Call of the Roll

#### BOARD MEMBERS

Nicole Taulbee  
Mark Gilbert  
Jim Detzel  
Chris Heather  
Nancy Slattery

**Number in Attendance: 18 Guests**

## 3.0 MISSION STATEMENT

### 3.1 Mission Statement

The Board President read the Mission Statement:

*The Northwest Local School District will create a responsive learning community where all students are valued, challenged, and guided along a pathway to success.*

## 4.0 APPROVAL OF THE AGENDA

### 4.1 Motion to Adopt Agenda

The Board President recommended to adopt the agenda as presented.

#### **ORIGINAL - Motion**

Member (**Mark Gilbert**) Moved, Member (**Jim Detzel**) Seconded to approve the **ORIGINAL** motion 'The Board President recommends to adopt the agenda as presented'. Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **Carried 5 - 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

## 5.0 SPECIAL PRESENTATION

### 5.1 Butler Tech Precision Machining Program Presentation

Butler Tech Site Supervisor Chris Trentman introduced Dave Fox from the Butler Tech Precision Machining Program to speak about their recent Business Partnership Day. The event was attended by 25 juniors, 25 seniors, over 70 local businesses, parents, and underclassmen in the Precision Machining Program. Local companies donated lunch and prizes for the competition. The students showed off their skills to prospective employers and competed for prizes. Colerain High School students Kristyna Kartye (freshman) and Megan Booher (senior) discussed their experience in the Precision Machining Program, current projects, co-op opportunities and future employment.

#### Discussion:

- **Mr. Detzel:** Dave what is – generally when you have a kid that’s in your class and gets a job out there – what kind of money are they making, say in five years?

**Mr. Fox:** Five years? We’re looking at probably about \$60,000-\$70,000 a year. I had a couple get into GE and their grandma called me and said “Did you know he made \$114,000 last year” and I said, “He makes way more than I do”. But yeah, I would say in five years, that’s basically your college education - five years, and most kids are up around \$70,000-\$80,000 right off the bat. You throw that overtime in there and you’re right up around \$100,000. It’s really easy to make \$100,000. As a matter of fact I just had two kids interview at Positrol and the guy told them “Everybody but five people in this company right now make over \$100,000.” And the kids got scared, because like “Mr. Fox this stuff looks really tough.” I said “Well, you guys are up for the challenge. Take it on.”

**Mr. Detzel:** And I think kids need to hear that this is what you can do. You don’t have to go to college. You can go out, or you could go to college and continue on. That’s my thing; I want to give these kids options on jobs.

**Mr. Fox:** Absolutely. I’d say 95% of the companies that hire from us will pay for your college. Her (student Kristyna Kartye) brother, when she said he got a full ride, that meant that the company paid for 100% of his education. By the way, he’s a supervisor at Clifford Industries now. The college thing, I always tell kids I was not ready for college when I graduated. I took Precision Machining. I don’t know if you guys know that, but I took it at Colerain High School. Then later on in life I had a boss say, “hey why don’t you take this

class” so he started sending me back for one class at a time and I passed. I wouldn’t have passed right out of highschool. I just wasn’t, you know. And I think a lot of kids are like me. They want to work with their hands and they’re very capable of college, but they may need an extra five years to decide what they really want to do. And I’ll tell you another thing, when I was on the job I kept seeing these guys over here running them CNC’s and I kept saying “how do I get to do that”. So I found a path I wanted to follow and eventually you follow that path and it might take some education to get there. But I think a lot of these kids are on the right path. Thank you.

## **5.2 Building Operations Update**

The Superintendent provided updates on operations meant to proactively address student management and behavior outcomes via the District’s Continual Improvement Process. The buildings and district are always looking to improve in three main areas: academic, behavioral and culture-climate. Mr. Yater explained that expectations were set in June 2023 for the 2023-2024 school year. The district uses evidence-based best practices and has different tools to manage student behavior: proactive measures such as procedures students follow, reactive procedures like discipline, and reinforcement through PBIS. The District continually reviews operations and receives input from the buildings. Improvements made during the 2023-24 school year include new procedures for student movement, additional active supervision and implementation of the new 10-10 rule, which requires all students to remain in their classrooms for the first 10 minutes of class and the last 10 minutes of class. Each building will communicate current policies and any changes to students and parents.

The Building Operations presentation can be viewed online as an ESB attachment.

## **6.0 COMMITTEE REPORTS AND UPDATES**

### **A) Student Achievement Liaison Report**

#### **6.1 Student Achievement Liaison Report by Board Representative**

Board Member Nancy Slattery did not have a formal Student Achievement Liaison report, but recognized the achievements of the two Butler Tech Precision Machining Program students who presented at the meeting: Kristyna Kartye and Megan Booher.

### **B) Butler Tech Update**

#### **6.2 Butler Technology Update by Board Representative**

Board Member Jim Detzel did not have Butler Tech updates, but recognized Dave Fox from the Butler Tech Precision Machining Program and thanked him for the fantastic job he does in getting students prepared for the real world.

## C) Legislative Update

### 6.3 Legislative Update by Board Representative

No update was available.

## 7.0 PUBLIC PRESENTATION

### A) Report from Any Employee Organization

Board President asked if there was a representative from any employee organization who wished to speak.

No one was present to speak.

### B) Community Communications

#### 7.1 Community Comments

The Board President asked if there were any community members who wished to speak.

No community members present wished to speak.

## 8.0 APPROVAL OF SUPERINTENDENT'S CONSENT ITEMS

### 8.1 Adoption of Superintendent's Consent Items

The Superintendent recommended the Board of Education approve the adoption of the superintendent's consent items as listed.

#### **ORIGINAL - Motion**

Member (**Chris Heather**) Moved, Member (**Jim Detzel**) Seconded to approve the **ORIGINAL** motion 'The Superintendent recommends the Board of Education approve the adoption of Superintendent's consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **Carried 5 - 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

## A) Personnel

### 8.2 Personnel Items

#### Acceptance of Classified Resignations and Retirements

Taphorn, Lesa – WOMS – Cafe Assistant  
Effective: 02/29/2024 (Retirement)

Young, Sabriah – WOMS – ED Assistant  
Effective: 01/22/2024 (Personal)

#### Acceptance of Certificated Resignations and Retirements

Beatty, Kirstan – CE – School Counselor  
Effective: 8/1/2024 (Relocating)

Johnston, Teresa – SE – Intervention Specialist  
Effective: 6/1/2024 (Retirement)

Sauer, Carol – TE – 3rd Grade  
Effective: 5/24/2024 (Retirement)

#### Approval of Administrative Change in Status

Piening, Matthew – from Enrollment Supervisor, Step 11 to Interim High School  
Principal, Step 6 for 83 days at \$472.09 per day  
Effective: 1/24/2024-5/24/2024 (Replacement)

#### Approval of Extra Duty Resignations

Flickinger, Joseph – NWHHS – College Credit Plus Facilitator, Step 6  
Effective: 07/01/2023

Hogan, Patrick – CHS – Assistant Varsity Girls Golf Coach, Step 6  
Effective: 06/30/2024

Potzner, Deborah – Athletic Event Worker  
Effective: 06/30/2024

Reeder, Donald “Mike” – CHS – 9th Grade Baseball Coach, Step 5  
Effective: 06/30/2023

Staarmann, Brian – CHS – Head Varsity Girls Golf Coach, Step 6  
Effective: 06/30/2024

Williams Jr., Lonnel – CHS – Assistant Varsity Track Coach, Step 6  
Effective: 06/30/2023

Wolstenholm, Jason – NWHS – Assistant Varsity Football Coach, Step 6  
Effective: 06/30/2024

Young, Kelli – NWHS – Assistant Varsity Track Coach, Step 6  
Effective: 06/30/2023

Young, Kelli – NWHS – Assistant Varsity Volleyball Coach, Step 6  
Effective: 06/30/2024

Approval of Initial Classified Appointments

Bullock, Geraldine  
Salary: Bus Assistant, Step 1  
Effective: 1/29/2024 (Replacement)

Cacini, Marta  
Salary: Executive Administrative Assistant, Step 9  
Effective: 2/2/2024 (Replacement)

Gazaway, Dawn  
Salary: MD Assistant, Step 5  
Effective: 1/29/2024 (New)

Hedges, Cheyanne  
Salary: Cafe Assistant, Step 2  
Effective: 1/22/2024 (Revised Date)

Jackson, Samuel  
Salary: Custodian II, Step 5  
Effective: 1/29/2024 (Replacement)

Kachelmyer, Connor  
Salary: Mechanic, Step 5  
Effective: 1/29/2024 (Replacement)

Standifer, Chaz  
Salary: Driver in Training, Step 1  
Effective: 2/5/2024 (New)

Approval of Classified Change in Status

Flesch, James – Transportation – from 179 day Bus Driver, Step 5, to 179 day Bus Assistant, Step 6  
Effective: 1/24/2024 (Personal)

Schon, Brandon – from SIA Blended Assistant, Step 9 (\$23.15 per hour), 6.5 hours per day at Northwest High School to ALP Assistant, Step 9 (\$23.15 per hour), 6.5 hours per day and DT Assistant, Step 9 (\$17.29 per hour) 1 hour per day at Northwest High School  
Effective: 2/5/2024 (Replacement)

Approval of After School Tutoring at \$25.00 an hour Effective – 1/2/2024

Brauning, Eileen Hadley, Lisa

Approval of Extra Duty Contracts for 2023-24 Effective 7/1/2023

**Colerain High School**

9th Grade Softball Coach – Lisa Brewer, Step 5

**Monfort Heights Elementary School**

Kids in School Rule! Tutor – Bethany Super, Step 1

**Pleasant Run Middle School**

7/8th Grade Track Coach – Dan Hoard, Step 6  
7/8th Grade Track Coach – Gabriel Warner, Step 6

Resolution (#2407) to Hire for Non-Licensed Coaches Effective 7/1/2023

WHEREAS, a vacancy exists in the positions of:

9th Grade Baseball Coach – CHS  
Assistant Varsity Baseball Coaches (½) – CHS  
Dance Team Sponsor (½) – CHS  
Kids in School Rule! Tutor – SE

WHEREAS, the positions have been offered to the current employees of the Northwest Local School District who have a license issued under Section 3319.22 of

the Ohio Revised Code and no such person whom the Board of Education considers to be qualified for the positions have applied for and accepted the positions; and

WHEREAS, the positions have been advertised as available to any individual not employed by the Northwest Local School District who has a license issued under Section 3319.22 of the Ohio Revised Code, and no such person whom the Board of Education considers to be qualified for the positions has applied for and accepted the positions; and

WHEREAS,

Coleman, London – CHS – Dance Team Sponsor (½), Step 1  
Murray, Patrick – CHS – Assistant Varsity Baseball Coach (½), Step 2  
Toney, Marcel – CHS – Assistant Varsity Baseball Coach (½), Step 3  
Weber, Karen – SE – Kids in School Rule! Tutor, Step 1

who does not hold a license issued pursuant to Section 3319.22 of the Ohio Revised Code, has applied for the position, and the Board of Education has determined that he/she is qualified for the position.

NOW, THEREFORE, BE IT RESOLVED that he/she be employed in the positions for the 2023-2024 school year in accordance with the pupil activity contract attached hereto and incorporated herein.

IT IS FOUND AND DETERMINED that all formal action of this Board concerning or related to the adoption of this Resolution was adopted in an open meeting of this Board, and all deliberations of this Board and any of its committees that resulted in such formal actions were adopted in meetings open to the public, in compliance with all applicable requirements of the Ohio Revised Code.

Resolution (#2408) of Job Abandonment

Resolution recognizing that Zachary Clark has abandoned his position with the Northwest Local School District Board of Education effective February 2, 2024. The District has attempted to be in contact with Mr. Clark to have him fulfill his contractual duties to the Board. However, Mr. Clark has refused to fulfill such contractual duties. This job abandonment is not done with the consent of the Board of Education, and this resolution should not be seen as "consent" under RC 3319.15. This resolution is passed only to recognize the job abandonment so that the District administrative offices can do what is necessary to remove Mr. Clark from the District's employment rosters and other systems.



**B) General Business**

**8.3 Donations to Northwest Local School District**

Attached is a list of donations for Board approval.

<u>Donations</u>				
<u>Donor Name</u>	<u>Recipient Name</u>	<u>Date</u>	<u>Amount</u>	<u>Description</u>
Ameritas	Struble Elementary	11/30/23	\$2,500	Money to purchase student incentives

**8.4 Vendor Contracts**

Attached is a list of vendor contracts for Board approval.

<u>Vendor Contracts</u>			
<u>Vendor</u>	<u>Timeframe</u>	<u>Amount</u>	<u>Description</u>
Playground Equipment Services	2/6/24	\$122,264.00	Grant for HELC Playground
Sinclair Community College	24-25 SY	Price increase per Ohio Revised Code 3365.01 & 3365.07	Sinclair to provide college level courses to NWLSD students

*\* Paid for with Auxiliary or Federal Non-Public grant monies.*  
*Additional cost to the current fiscal year's July 1st budget.*

**C) Student Services**

**8.5 2024/2025 OHSAA Membership Resolution (#2409)**

WHEREAS, Northwest Local School District, District IRN number: 47365 of 3240 Banning Road, Cincinnati, Ohio 45239, Hamilton County, Ohio has satisfied all the requirements for membership in the Ohio High School Athletic Association, a voluntary unincorporated association not-for-profit; and

WHEREAS, the Board of Education/Governing Board ("Board") and its Administration desire for the schools with one or more grades at the 7-12 grade level under their jurisdiction to be voluntary members of the OHSAA;

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION/GOVERNING BOARD that all NWLSD 7-12 grade level schools do hereby voluntarily renew membership in the OHSAA and that in doing so, the Constitution, Bylaws, Regulations and Business Rules of the OHSAA are hereby adopted by this Board as and for its own minimum requirements as it pertains to, but not limited to, student-eligibility, coaching requirements, and administrative responsibility. Notwithstanding the foregoing, the Board reserves the right to raise the minimum standards as it deems appropriate for the schools and students under its jurisdiction; and

BE IT FURTHER RESOLVED that the schools under this Board's jurisdiction agree to conduct their athletics programs in accordance with the Constitution, Bylaws, Regulations, Business Rules, interpretations and decisions of the OHSAA and cooperate fully and timely with the Executive Director's office of the OHSAA in all matters related to the interscholastic athletic programs of the schools. Furthermore, the schools under this Board's jurisdiction shall be the primary enforcers of the OHSAA Constitution, Bylaws, Regulations, Business Rules and the interpretations and rulings rendered by the Executive Director's office. The administrative heads of these schools understand that failure to discharge the duty of primary enforcement may result in fines, removal from tournaments, suspension from membership and/or other such penalties as prescribed in Bylaw 11.

#### **Discussion:**

- **Mrs. Taulbee:** I know in the first semester we had 25 buses canceled, but in January we've had 22 already. Are we trending towards everyday having cancellations or what's changed?

**Mr. Yater:** We are not. What we're hearing, and Taunya (Henry) is here tonight, but I believe it's mostly illnesses that you're having right now with flu season and things like that. So, we're seeing an uptick in illnesses in the department causing more of our daily cancellations.

**Mrs. Taulbee:** Not enough to schedule cancellations?

**Mr. Yater:** It is not enough to schedule. And hopefully it's short term. We'll get people healthy and back to work.

## **9.0 APPROVAL OF FISCAL CONSENT ITEMS**

### **9.1 Adoption of Fiscal Consent Items**

The Treasurer recommended the Board of Education approve the adoption of fiscal consent items as listed.

**ORIGINAL - Motion**

Member (**Jim Detzel**) Moved, Member (**Mark Gilbert**) Seconded to approve the **ORIGINAL** motion 'The Treasurer recommends the Board of Education approve the adoption of fiscal consent items as listed'. Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **Carried 5 - 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

**9.2 Minutes - Regular Meeting - January 22, 2024**

The minutes may be viewed on the ESB online attachment with today’s date.

**9.3 Accept the Amended Certificate of Estimated Resources**

Accept the Amended Certificate of Estimated Resources for \$240,738,797.80 as approved by the Hamilton County Budget Commission.

The Amended Certificate can be viewed online as an ESB attachment.

**10.0 ITEMS FOR INFORMATION OR DISCUSSION**

**A) STUDENT SERVICES**

The Superintendent submitted the semi-annual Harassment, Intimidation and Bullying report. The report contains the formal complaints made by parents via the online form, or the form available in students’ planners. It indicates how many complaints per building and the number of complaints verified as a form of harassment, intimidation or bullying. The report does not account for every incident in the buildings, only the complaints officially reported by parents.

**NORTHWEST LOCAL SCHOOL DISTRICT  
 Harassment, Intimidation or Bullying (HIB)  
 Summary of Complaints  
 First Semester 23/24**

School	Number of First Semester Allegations	Number of First Semester Allegations Verified as HIB Cases	Number of Second Semester Allegations	Number of Second Semester Allegations Verified as HIB Cases
EXAMPLE	10	3	.	
CHS	2	1		
NWHS	2	0		
PRMS	0	0		
CMS	0	0		
WOMS	3	0		
Struble Elem.	1	0		
Mon. Heights Elem.	0	0		
Pleasant Run Elem.	3	3		
Col. Elem.	1	1		
Taylor Elem.	3	0		
Houston Pre-School	0	0		

A student, parent or guardian may file a complaint of harassment, intimidation or bullying pursuant to Board policy JFCF. The complaint must be specific as to the actions giving rise to the suspicion of harassment, intimidation or bullying. Building administrators are responsible for investigating each complaint in a timely manner and completing the Summary of Disposition at

the bottom of the Complaint form. At the end of each semester, the building administrator shall complete this Summary of Reported Incidents form.

**Report the complaints received and whether each complaint was found to be an actual case of HIB. Attach copies of the completed Complaint forms. Return this form with attachments to Student Services within 10 days of the end of the semester.**

\*The term “harassment, intimidation, or bullying” means either of the following: (1) Any intentional written, verbal, or physical act that a student has exhibited toward another particular student more than once, and the behavior both: (a) Causes mental or physical harm to the other student; and (b) Is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening or abusive educational environment for the other student. (2) Violence within a dating relationship.

#### **Discussion:**

- **Mrs. Taulbee:** So this doesn't really show anything. Are we trending up or down compared to the past three to five years? Or what percentage are we over/under previously?

**Mr. Yater:** It's pretty consistent from year to year. We can put together a multi-year analysis but these are just the ones that are reported so it kind of spikes in different places based on the amount of parent reports that we get. We offer it to our parents every time they come in and we have an issue. But these are only the ones that are officially reported.

**Mrs. Taulbee:** What is the process for verifying the allegations?

**Mr. Yater:** Our administrators, when they get a formal complaint, actually take it and then they do a formal investigation and then the parent gets a formal letter indicating whether or not it was verified as harassment, intimidation and bullying (HIB) or whether it was not verified. Even things that are not verified are still addressed and dealt with because there still might be something going on, but it doesn't reach that level of constituting HIB.

**Mr. Gilbert:** What's some of the criteria for it to be validated?

**Mr. Yater:** So for Harassment, Intimidation and Bullying (HIB) it has to be pervasive, severe overtime. So sometimes what we'll get is a single incident of a name call that we can deal with but it doesn't rise to the level of ongoing harassment.

**Mrs. Taulbee:** If a parent comes to the school and has a concern, if it's considered that, do they then fill out the form?

**Mr. Yater:** They can fill it out for any concern they have. If they come to the administrator - a lot of times they can get through phone calls and emails - and they deal with it. A lot of times these get to ones that are ongoing, and so parents are saying this has been going on for

a while and that's what triggers something at this level. A lot of things are dealt with just through communication, conversation and email. It may not hit this form.

**Mrs. Taulbee:** So are these higher than last year at this time?

**Mr. Yater:** Dustin (Gehring, Director of Student Services) do you know if these are actually higher or if they're consistent?

**Mr. Gehring:** They're lower than last year.

**Mr. Gilbert:** Seems like parents' first step is social media.

**Mr. Yater:** We would prefer they use this form

## **11.0 SUPERINTENDENT'S UPDATE**

### **11.1 Superintendent's Update**

Superintendent Darrell Yater presented the Superintendent's Update as follows:

I just want to acknowledge that this is School Counselor Appreciation Week. Our elementary counselors do a great job of working with students, running classes and really helping reinforce and teach a lot of those expectations and conflict resolution skills. Our middle school counselors do a great job with that, really delving into some of those social issues with kids and some of the conflict resolution. As well as thinking about career and college readiness and what their next steps are. The high school counselors do a phenomenal job of scheduling, dealing with all of the drama of adolescence as well as helping students get their next step ironed out. Whether it's getting into a Butler Tech program like Precision Machining, looking at colleges and selecting that, doing FAFSAs or thinking about enlistment and employment. Our counselors district wide do an amazing job of supporting our students to make sure that they are ready for the academic environment and their next step when they leave us and they deserve that acknowledgement. So if you see a counselor this week say thank you.

A reminder that on Friday, February 16 we do have a district inservice day so students would not be in session. Monday February 19 is President's Day and a holiday so just remind people of those days and they can plan accordingly.

## **12.0 OTHER BOARD ITEMS**

### **12.1 Board Members' Comments**

**Mr. Heather:** No comments.

**Mr. Detzel:** No comments.

**Ms. Slattery:** I think I need to get out and see Butler Tech. Every week there's something great going on there. I need to get familiar with it.

**Mr. Gilbert:** I wanted to thank (Butler Tech Precision Machining students) Kristyna Kartye and Megan Booher for coming. It's amazing how prepared these kids are when they come out of these programs. Actually while they're in the programs, they make more money than I do in the program which is just a fascinating opportunity. And Dave and Chris for leading these kids along. I really feel like they really look out for them like they're their children. Thank you to all of the counselors, I can't imagine the lifts that they have day to day, every single day. So we definitely appreciate them.

**Ms. Taulbee:** I just want to thank all of the administrators and staff that are here tonight and thank you for continuing to make our schools a safe place for our kids and I just appreciate everything you guys do. So thank you.

## **13.0 EXECUTIVE SESSION**

### **13.1 Executive Session**

The Superintendent recommended the Board of Education approve the motion to move into executive session for matters required to be kept confidential by federal law or regulations to state statuses (FERPA 20 USC 1232g et al. and ORC 3319.321).

#### **ORIGINAL - Motion**

Member (**Chris Heather**) Moved, Member (**Jim Detzel**) Seconded to approve the **ORIGINAL** motion 'The Superintendent recommends that the Board of Education approve the motion to move into executive session as listed'. Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **Carried 5 - 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

The Board approved a motion to move into executive session at 7:03 PM.

### **13.2 Return from Executive Session**

The Board returned from executive session at 8:13 PM.

## **14.0 ADJOURNMENT**

### **14.1 Board President Called for Adjournment**

The Board President asked for a motion and second for adjournment.

**ORIGINAL - Motion**

Member (**Mark Gilbert**) Moved, Member (**Nancy Slattery**) Seconded to approve the **ORIGINAL** motion ‘The Board President recommends to adopt the agenda as presented’. Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **Carried 5 - 0**

Nicole Taulbee	Yes
Mark Gilbert	Yes
Jim Detzel	Yes
Chris Heather	Yes
Nancy Slattery	Yes

**The meeting ended at 8:15 PM.**

Agenda item attachments are saved in PDF format and are viewable by the public. Waycross community media video tapes Board meetings. Taped meetings are available on-line at [www.waycross.tv](http://www.waycross.tv)

---

**President**

**Attest**

---

**Treasurer**