



**MINUTES  
EXECUTIVE BOARD MEETING  
December 19, 2011**

In accordance with Article 6, Section 6.3, Paragraph 6.3.1 of the Arizona Interscholastic Association, Inc. (AIA) Constitution, a regular meeting of the Executive Board was held on Monday, December 19, 2011 at the AIA office located at 7007 North 18<sup>th</sup> Street in Phoenix, Arizona.

President Derek Fahleson called the meeting to order at 8:30 a.m

**Members in Attendance:**

Wallace Youvella, Jr., 2A Conference (Hopi High School)  
Derek Fahleson, CAA, 3A Conference (Estrella Foothills High School)  
Arthur Wagner, CAA, 4A Conference (Higley Unified School District)  
Dan Serrano, 5A Conference (Perry High School)  
Sr. Lynn Winsor, BVM, CMAA, Arizona Interscholastic Athletic Administrators Association (Xavier College Preparatory)  
David Woodall, Ed.D., Arizona School Administrators (Benson Unified School District)  
Mike DeLaO, Arizona School Boards Association (Safford Unified School District)  
Bill Gahn, CAA, AdvancED (Deer Valley Unified School District)  
Harold Slemmer, Ed.D. AIA Executive Director

**Members Absent**

Ken VanWinkle, 1A Conference (Heber-Overgaard Unified)

**AIA Staff Present:**

Mark Mignella, Legal Counsel  
Chuck Schmidt, Associate Executive Director  
Denise Doser, Director of Accounting  
Gary Whelchel, State Commissioner of Officials  
Michele Staples, Projects and Operations Administrator  
David Hines, Tournament Coordinator  
Dean Visser, Tournament Coordinator  
Brian Bolitho, Director of Business Media  
Lorie Tranter, Executive Assistant

**Guests:**

Jose Garcia, AZ Republic  
Mike Briguglio, Fountain Hills  
Thom Luedemann, Sierra Linda  
Mike Elder, Northland Prep  
Grant Hendrikse, The Orme School  
Marie Baca, AZ Chapter USL  
John Wilborn, AZ Chapter USL

**LEGAL COUNSEL REPORT**

On a motion duly made, seconded and carried, President Fahleson, in accordance with Article 6, Section 6.3, Paragraph 6.3.3, Subparagraph 6.3.3.2 of the AIA Constitution, called for the following Executive Sessions to receive report from legal counsel:

- ✓ 8:30 a.m. to 9:50 a.m.
- ✓ 2:00 p.m. to 2:10 p.m.
- ✓

**APPROVAL OF MINUTES**

The minutes for the Executive Board meeting held on November 21 and November 22, 2011 were **approved**.

**CONSENT AGENDA ITEMS**

On a motion duly made, seconded and unanimously carried, the Executive Board **approved** the following consent agenda items:

**AIA Complimentary Passes – Replacement Requests**

Bessie Yellowhair-Simpson                      Board Member                      Ganado

**Requests for AIA Sanction / Intrastate And Interstate Activities – 2011-2012 Master Calendar**

In accordance with Article 10, Section 10.1 of the AIA Bylaws, the Executive Board approved the sanction requests for the intrastate and interstate activities reflected in the 2011-2012 Master Calendar. The master calendar is posted online at <http://www.aiaonline.org/calendar/?id=5>.

The Master Calendar, which is prepared by the AIA for its member schools, reflects activities (events) that have been sanctioned by the AIA Executive Board. It is the responsibility of each member school to limit its participation in these sanctioned activities to the maximum number of contests set forth in the AIA Bylaws.

**Non-Sanctioned Activities – 2011-2012 Informational Calendar**

The Executive Board accepted the calendar placement requests for the non-sanctioned activities reflected in the 2011-2012 Informational Calendar.

The Informational Calendar, which is prepared by the AIA as a convenience for its member schools, reflects non-sanctioned activities, which do not fall under AIA jurisdiction. The Informational Calendar is posted online at <http://www.aiaonline.org/calendar/?id=2>.

**Cancellation Requests – Varsity Contests and/or Programs**

In accordance with Article 11, Section 11.4, Paragraph 11.4.3, Subparagraph 11.4.3.1 of the AIA Bylaws, the Executive Board **approved** the following cancellation request for a varsity program that could have a bearing on regional or state playoffs:

Beaver Dam (1A)	Girls' Basketball Games with Tuba City (11/29/11 & 1/18/12) and Northland Prep (12/13/11)
Cactus (4A)	Wrestling Contest with Blue Ridge (1/27/12)
White Cone (1A)	Girls' Entire Basketball Program

**CONSENT AGENDA ITEMS** – Cont'd

**Conference/Region Meeting Agendas and Minutes**

Wrestling Advisory Committee Minutes – 9/26/11  
Cross Country Advisory Committee Agenda – 11/22/11  
Swimming Advisory Committee Agenda/Minutes – 11/22/11  
Ethics & Sportsmanship Committee Agenda – 12/5/11  
Track & Field Advisory Committee Agenda – 12/15/11  
Black Canyon Region (4A) Agendas – 12/14/11, 3/28/12, 5/9/12  
Black Canyon Region (4A) Minutes – 12/14/11  
East Valley, Central, Fiesta, Deer Valley Minutes – 12/7/11

**FINANCIAL REPORTS**

In accordance with Article 6, Section 6.5, Paragraph 6.5.15 of the AIA Bylaws, the Executive Board **approved** the following financial report:

- ✓ Financial Report for November 2011

**MEMBERSHIP COMMENTS**

Mr. Mike Briguglio, Athletic Director - Fountain Hills addressed the Board and presented a power point regarding sectional tournaments. Mr. Briguglio pointed out why he thinks it is of paramount importance to hold sectional tournaments in all team sports. The Board directed staff to evaluate the cost of sectional tournaments, the increase in travel and loss of school time, and possibly cutting out some games to prevent loss of school time. Mr. Fahleson thanked Mr. Briguglio for his presentation.

**EXECUTIVE DIRECTOR REPORT**

2012-2013 Bylaw Proposals/Revisions were shared with the Board.

Dr. Slemmer updated the Board on recent Competitive Equity and Diversity committee meetings. He indicated that the Competitive Equity Committee is going to continue to meet and proposals/suggestions are being created by Committee members. The Competitive Equity Committee will meet again on January 23, 2012 and the next Diversity Committee meeting will be held on January 18, 2012.

Mr. Schmidt indicated that progress is being made on creating an online State Component which will be launched through the NFHS website. He noted that Arizona is the 1<sup>st</sup> state to have this component available which will address AIA Bylaws, NFHS rules, tournament guides, sportsmanship, PVWH and ensuring a healthy environment.

Dr. Slemmer shared a report from the Women's Sports Foundation on gender & high school sports participation – Progress Without Equity: The Provision of High School Athletic Opportunity in the United States, by Gender 1993-94 through 2005-06. A brochure created by the CHSAA Equity Committee on Booster Clubs was also shared with the Board.

Mr. Bolitho distributed a year-by-year comparison number report on AIA365.com to the Board showing an increase in visits, unique visits and page visits. He also shared a calendar indicating dates and locations of upcoming AIA Forums.

Mr. Wilborn and Ms. Baca presented a White-Paper Review for the possible sanctioning of Lacrosse. Dr. Slemmer indicated that this presentation was for discussion only. The board members will take this information back to their conferences.

Mr. Fahleson requested that professional development seat hours earned from taking Coaching Qualification courses be developed for educators for recertification. Mr. Schmidt indicated that this will be brought to the NFHS for their consideration and action.

**Open Discussion – Current Issues**

Dr. Slemmer thanked the Board for the opportunity to attend the NFHS Winter meeting. He indicated that communication with other state associations creates useful and helpful ideas which are shared by the state associations.

**5A Conference –**

- Would like information related to Heat Advisory.
- Discussed the AIA website and the need for Athletic Directors to refer to the site for valuable information.
- Future possible sanctioned sports in order of preference – Stunt, Lacrosse sand volleyball.
- Pay for security guards at football games – went from \$50 to \$35.
- AIA staff will discuss ticket prices at the next 5A conference meeting.

**4A Conference**

- Confusion in concussion language from SB1521. Health care providers listed who have been specifically trained.

**STUDENT ELIGIBILITY APPEAL – PAPER REVIEW**  
**REQUEST FOR HARDSHIP ELIGIBILITY – DOMICILE RULE – LEGAL GUARDIAN**

Following review and discussion of the written and oral information presented, the Executive Board, in accordance with Article 15, Section 15.5 of the AIA Bylaws, **approved** the following legal guardian request:

- ✓ Window Rock

**STUDENT ELIGIBILITY APPEAL –**  
**REQUEST FOR HARDSHIP ELIGIBILITY – AGE RULE**

*The following representatives entered the meeting for a student eligibility appeal and left upon completion of their presentations:*

- North:** Ms. Laura Telles, Principal  
Mr. Melville McCay, Athletic Director  
Legal Guardian and Student
- Show Low:** Mr. Nathan Richardson, Athletic Director (via teleconference)  
Coach Tim Williams  
Student

Following review and discussion of the written and oral information presented, the Executive Board, in accordance with Article 15, Section 15.14 of the AIA Bylaws, **denied** the hardship eligibility requests:

- ✓ North High School
- ✓ Show Low

**STUDENT ELIGIBILITY APPEAL –**  
**REQUEST FOR HARDSHIP ELIGIBILITY – DOMICILE RULE – LEGAL GUARDIAN**

*The following representatives entered the meeting for a student eligibility appeal and left upon completion of their presentations:*

- Desert Mountain:**  
Mr. Steve Harris, Athletic Director  
Legal Guardian

Following review and discussion of the written and oral information presented, the Executive Board, in accordance with Article 15, Section 15.14 of the AIA Bylaws, **denied** the hardship eligibility requests:

- ✓ Desert Mountain

**SMAC HEAT INDEX AND POLICY**

Mr. Schmidt indicated that in January the SMAC Committee will submit a heat index standard that will be reviewed by the Board. The protocol and minutes from the November SMAC meeting can be found at [www.aiaonline.org](http://www.aiaonline.org)

**THE ORME SCHOOL – REQUEST**

Mr. Hendriske, Athletic Director – The Orme School - addressed the Board regarding interscholastic athletic completion and eligibility limits for international students attending Arizona schools. He referred to Bylaw 15.15.2. Dr. Slemmer reminded Mr.Hendriske that any bylaw change to 15.15.2 could come through the 1A Conference and/or The Orme School's region.

**BACKGROUND CHECK – IMPLEMENTATION AND LOGISTICS**

Dr. Slemmer noted that the AIA is changing from background checks to fingerprint cards. On July 1, 2012, **ALL** officials will be required to have a fingerprint card on file. The process for new officials will be implemented as soon as reasonably possible.

**EXCEPTION TO AIA BYLAW 21.5.3**

*Rule: Article 21. Basketball, Section 21.5 Number of Games in Season*

*21.5.3 No player shall participate in more than ~~20 games per season, excluding qualifying and post-season tournaments.~~ **six (6) quarters/night.***

The following schools requested an exception to the 6-quarter rule in Boys' and Girls' Basketball:

- Grand Canyon (1A)
- Hayden (2A)
- Salt River (1A)
- San Simon (1A)
- San Tan Foothills (3A)

On a motion duly made, seconded and unanimously carried, the Board **approved** the exceptions.

**ADDITIONAL GAME REQUESTS**

On a motion duly made, seconded and unanimously carried, the Board **approved** the following:

**Chino Valley** - an additional girls' basketball game to help fill **Tri-City Prep's** schedule.

**Fort Thomas** - an additional girls' basketball game to help fill **Cibecue's** schedule.

**APPLICATION FOR FULL MEMBERSHIP**

**Arizona Charter Academy**, located at 16011 N. Dysart Rd., Surprise, AZ 85374, submitted a written application for full membership effective with the 2012-2013 school year. In accordance with Article 2, Section 2.2, Paragraphs 2.2.1 and 2.2.2 of the AIA Constitution, the Executive Board **accepted** the written application from Arizona Charter Academy and granted approval to proceed with an on-site evaluation.

**Arizona College Preparatory**, located at 1150 W. Erie St., Chandler, AZ 85224, submitted a written application for full membership effective with the 2012-2013 school year. In accordance with Article 2, Section 2.2, Paragraphs 2.2.1 and 2.2.2 of the AIA Constitution, the Executive Board **accepted** the written application from Arizona College Preparatory and granted approval to proceed with an on-site evaluation.

**Basis Scottsdale**, located at 11440 N. 136<sup>th</sup> St., Scottsdale, AZ 85259, will submit a written application for full membership effective with the 2012-2013 school year. It is requested that an on-site inspection date be established and that an on-site evaluation team be appointed when the application is submitted.

**Lee Williams High School (TBD)**, located at 400 Grandview Avenue, Kingman, AZ 86401, submitted a written application for full membership effective with the 2012-2013 school year. In accordance with Article 2, Section 2.2, Paragraphs 2.2.1 and 2.2.2 of the AIA Constitution, the Executive Board **accepted** the written application from Lee Williams High School and granted approval to proceed with an on-site evaluation.

**Mesa Preparatory Academy**, located at 1630 E. Southern Ave., Mesa, AZ 85204, will submit a written application for full membership (**Associate to Full**) effective with the 2012-2013 school year. It is requested that an on-site inspection date be established and that an on-site evaluation team be appointed when the application is submitted.

**Sequoia Charter**, located at 1460 S. Horne St., Mesa, AZ 85204, submitted a written application for full membership effective with the 2012-2013 school year. In accordance with Article 2, Section 2.2, Paragraphs 2.2.1 and 2.2.2 of the AIA Constitution, the Executive Board **accepted** the written application from Sequoia Charter and granted approval to proceed with an on-site evaluation.

**Paradise Honors**, located at 12775 N. 175<sup>th</sup> Ave., Surprise, AZ 85388, submitted a written application for full membership (**Associate to Full**) effective with the 2012-2013 school year. In accordance with Article 2, Section 2.2, Paragraphs 2.2.1 and 2.2.2 of the AIA Constitution, the Executive Board **accepted** the written application from Sequoia Charter and granted approval to proceed with an on-site evaluation.

**APPLICATION FOR ASSOCIATE MEMBERSHIP**

**The Odyssey Preparatory Academy**, located at 6500 S. Apache Rd., Buckeye, AZ 85326, requests acceptance as an AIA Associate Member effective with the 2012-2013 school year. In accordance with Article 2, Section 2.4 of the AIA Constitution, the Executive Board **accepted** The Odyssey Preparatory Academy as an associate member of the AIA effective with the 2012-2013 school year.

**Red Valley-Cove High School**, located at HC 61, Box 40, Teec Nos Pos, AZ 86544, requests acceptance as an AIA Associate Member effective with the 2012-2013 school year. In accordance with Article 2, Section 2.4 of the AIA Constitution, the Executive Board **accepted** Red Valley-Cove High School as an associate member of the AIA effective with the 2012-2013 school year.

**SCHOOL VIOLATIONS**

**DEER VALLEY HIGH SCHOOL** reported a violation of the AIA Bylaws; namely, Article 2. Membership, Section 2.6 Responsibility of School Administrators

**Reported Violation:**

On Friday, October 21, 2011, at the football game against Ironwood High School, following the game, Mr. John Allen, Athletic Director, walked from the south end zone up along the Ironwood sideline. As he walked up the sideline, he tapped the Line Judge (Mr. Mark Mendoza) on the shoulder and said "Nice game". Mr. Allen then continued walking and extended his hand to shake the hand of the Referee (Mr. Howard Baca) and said, "Nice game, but your crew was very ineffective."

**School's Corrective Action:**

Contests not forfeited – incident took place after the football game was completed and involved only the Athletic Director and two officials. No students were involved. Mr. Allen has been given a Written Express Directive by the principal to only speak to the officials regarding game management issues. Mr. Allen has been directed to refrain from speaking to officials regarding their performance but to use the appropriate AIA form to file any concerns or complaints.

**Executive Board Action:**

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, **TABLED** the Deer Valley High School report and requested additional information/reports, which will be reviewed at the January 17<sup>th</sup> Board meeting.

***Mr. Gahn abstained from voting.***

**COOLIDGE HIGH SCHOOL** reported a violation of the AIA Bylaws; namely, Article 12. Post-Season Tournaments

**Reported Violation:**

On 11-14-11, Coolidge was forced to replace the head spiritline coach. While reviewing the situation, it was found that the former coach had not finished any of the preparation in regards to the all-girl stunt portion of the AIA spiritline state qualifier. The team, by that point, did not have enough time to finalize a routine for the qualifier and had to withdraw from that portion only of the AIA spiritline state qualifier.

**School's Corrective Action:**

Michele Staples was alerted of the withdrawal immediately via email. Effective 11-14-11, Coolidge has replaced the head spiritline coach/sponsor. The new sponsor is familiar with AIA rules and operating procedures.

**Executive Board Action:**

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Coolidge High School **Spiritline Program** on **Advisement** for one year 12/19/11-12/19/12.

**SCHOOL VIOLATIONS** – Cont'd

**GLOBE HIGH SCHOOL** reported a violation of the AIA Bylaws; namely,  
*Article 14. General Provisions, Section 14.2 Practice*

**Reported Violation:**

Head Girls' Basketball coach held practice on a Sunday. After reading her coaches notebook and Article 14, she realized that they could not practice on Sunday and sent the students home after 30 minutes.

**School's Corrective Action:**

All coaches are given a coaches notebook containing Articles 14, 15, 17, and 21 to read and follow-up with Athletic Director if they have any questions. Have reviewed the incident with coaches to ensure and prevent any future violations of this nature. Athletic Director will continue to educate coaches and schedule coaches meetings covering AIA Bylaws and rules specific to the sports they are coaching.

**Executive Board Action:**

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Globe High School **Girls' Basketball Program** on **Advisement** for one year 12/19/11-12/19/12.

**KINGMAN HIGH SCHOOL** reported a violation of the AIA Bylaws; namely,  
*Article 14. General Provisions, Section 14.2 Practice*

**Reported Violation:**

Head Girls' Soccer Coach held a practice on Sunday following Thanksgiving break. The coach was unaware of the bylaw prohibiting such practices.

**School's Corrective Action:**

Bylaw in-service for new coaches has been reviewed and modifications have been made to ensure that future violations do not occur.

**Executive Board Action:**

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Kingman High School **Girls' Soccer Program** on **Advisement** for one year 12/19/11-12/19/12.

**SCHOOL VIOLATIONS** – Cont'd

**GLENDALE HIGH SCHOOL** reported a violation of the AIA Bylaws; namely, *Article 14. General Provisions, Section 14.4 Nonschool Participation*

**Reported Violation:**

Ineligible boys' soccer player. Student played in a club soccer game on 12/4/11. Student was a member of the Glendale High School varsity soccer team.

**School's Corrective Action:**

Contests not forfeited. Student did not participate in any contests prior to the violation. Student has been removed from the soccer program. We consistently through parent meetings and team meetings discuss that players cannot play or practice with club teams during season. If a player is discovered, they are removed from the program for the entire soccer season.

**Executive Board Action:**

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Glendale High School **Boys' Soccer Program** on **Advisement** for one year 12/19/11-12/19/12.

**MARICOPA HIGH SCHOOL** reported a violation of the AIA Bylaws; namely, *Article 14. General Provisions, Section 14.4 Nonschool Participation*

**Reported Violation:**

Ineligible boys' soccer player. Student played in various men's' league soccer games prior to the start of the soccer season and continued to play through Sunday, December 4<sup>th</sup>. We have played four (4) games up to this point in the season. This potential violation was reported to us today by a Casa Grande coach and our investigation has determined that we did indeed commit a violation.

**School's Corrective Action:**

Contests forfeited. Prior to any athlete being allowed to tryout or participate at all in a sport, an academic eligibility packet must be filled out, signed by both parents and student, and returned to the Athletic Department. The front cover of this packet has this rule stated very clearly what the rule is and what the possible penalty would be if the rule is violated. Parent meetings are held and parents sign off on MHS handbook. All information is online at all times. Future procedures – have both the athletic handbook and eligibility packet translated into Spanish for our Spanish speaking parents. For each preseason meeting, have a script to which the coaches will read to ensure that these important rules are expressed verbally as well as in writing to all parents and players.

**Executive Board Action:**

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Maricopa High School **Boys' Soccer Program** on **Advisement** for one year 12/19/11-12/19/12.

**SCHOOL VIOLATIONS** – Cont'd

**PERRY HIGH SCHOOL** reported a violation of the AIA Bylaws; namely, Article 14. General Provisions, Section 14.14 Concussion Education

**Reported Violation:**

A cheerleader received her second concussion this school year and a Dr.'s note stated that she needed to complete the Brainbook course before being allowed to compete/practice again (along with additional medical protocol). The note triggered the athletic office to double check all spiritline Brainbook certificates and it was discovered that 11 cheerleaders had not completed the Brainbook course. The 11 cheerleaders were immediately pulled from practice/activities/competition until the course was successfully completed.

**School's Corrective Action:**

Completion of the Brainbook course is a part of the Perry High School athletic clearance process. All student athletes have to successfully complete the Brainbook course in order for an athletic clearance card which permits a student the ability to try out or participate in a sport. Cheer was not a part of the Fall/Winter clearance process (cleared in April of 2011). Spiritline coaches were in-serviced on Brainbook protocols.

**Executive Board Action:**

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Perry High School **Spiritline Program** on **Advisement** for one year 12/19/11-12/19/12.

***Mr. Serrano abstained from voting.***

**SIERRA LINDA HIGH SCHOOL** reported a violation of the AIA Bylaws; namely, Article 36. Spiritline, Section 36.10 Coaches/Coaching

**Reported Violation:**

Spiritline coaches knowingly and willfully violated a directive from the Athletic Director that stunting and tumbling was not to take place until completion of the NFHS Spirit Rules Interpretation was completed in person. Stunting and tumbling took place on two (2) occasions.

**School's Corrective Action:**

Spiritline did not compete during the instances of the violation. The Spiritline coach was issued a formal reprimand, has been provided a copy of the AIA Bylaws, specifically Article 36, and proof of completion must be provided to the Athletic Director prior to stunting or tumbling.

**Executive Board Action:**

Executive Board, in accordance with Article 16, Section 16.1 of the AIA Bylaws, placed the Sierra Linda High School **Spiritline Program** on **Probation** for one year 12/19/11-12/19/12.

**HARDSHIP APPEALS**

*Rule: Article 15. Student Eligibility Rules, Section 15.14 Hardship*

**The following representatives entered the meeting for a student eligibility appeal and left upon completion of their presentations:**

**Flagstaff** Jeannine Brandel, Athletic Director, and Student

**Gilbert Christian** Jim Desmarchais, Superintendent, Parents and Attorney

Following review and discussion of the written and oral information presented, the Executive Board, in accordance with Article 15, Section 15.14 of the AIA Bylaws, **granted / denied** the following hardship eligibility requests:

<b><u>School / Appeal</u></b>	<b><u>Granted/Denied</u></b>
Flagstaff	Denied
Gilbert Christian	Denied <b>(Arthur Wagner abstained from voting)</b>

**EXECUTIVE BOARD INFORMATION**

Dr. Slemmer provided the Executive Board with the following:

**Articles:**

- Arizona schools sign up to bring special-needs students onto unified sports teams (*East Valley Tribune 11/29/11*)
- New league will unify student athletes (*AZ Republic 12/2/11*)
- High school powers that be offer solutions to public, private problem (*denverpost.com*)
- Learning from concussions (*azcentral.com*)

**FUTURE DATES**

January 16, 2012	Holiday – AIA Office Closed
January 17, 2012	AIA Executive Board Meeting
January 17, 2012	Deadline – Hardship Appeals – Spring Sports
January 19, 2012	Legislative Council Agenda Deadline
January 23-24, 2012	Hardship Appeals Spring Sports

**NEXT EXECUTIVE BOARD MEETING**

In accordance with Article 6, Section 6.3, Paragraph 6.3.1 of the AIA Constitution, the next regular meeting of the AIA Executive Board will be held on Tuesday, January 17, 2012. The meeting will be held at the AIA office located at 7007 North 18<sup>th</sup> Street in Phoenix, Arizona.

Proposed items for the next Executive Board agenda must be received in the AIA office by Thursday, January 5, 2012.

There being no further business, and on a motion duly made, seconded and carried, the meeting adjourned at 3:35 p.m.

Respectfully submitted,

Harold Slemmer, Ed.D.  
Executive Director