A meeting of the Board of School Trustees of the Lake Central School Corporation was held in the Kay Trapp Board Room at Lake Central High School, 8410 Wicker Avenue, St. John, IN on November 20, 2017. The meeting began at 7:30 p.m.

### Board Members Present
- Don Bacso, Vice-President
- Sandy Lessentine, Secretary
- Janice Malchow, President
- Howard Marshall, Board Members
- Cindy Sues, Board Member

### Administration Present
- Sarah Castaneda, Director of Secondary Education
- Al Gandolfi, Assistant Superintendent
- Becky Gromala, Director of Special Education
- Rob James, Director of Business Services
- Bill Ledyard, Director of Facilities
- Rick Moreno, Director of Technology
- Theresa Schoon, Director of Primary Education
- Dr. Lawrence Veracco, Superintendent

### SCHOOL BOARD MEETING MINUTES

**Monday, November 20, 2017**

*All Motions Were Passed With a 5-0 Vote Unless Otherwise Indicated*

<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
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<tbody>
<tr>
<td>I</td>
<td>Call to Order – Janice Malchow</td>
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<td>• The Board Meeting was called to order at 7:30 p.m. and Pledge of Allegiance led by Board President, Janice Malchow.</td>
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<tr>
<td>II</td>
<td>Agenda: Approval, Deletions, Additions - Dr. Veracco- Action Required</td>
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<td>• Revisions to the Agenda include:</td>
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<td>- Revised Personnel Recommendations under Al Gandolfi’s section.</td>
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<td>- Additional item #5 under Al Gandolfi’s section.</td>
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<td>- Revised Professional Leave Requests under Theresa Schoon’s section.</td>
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<td>- Revised Professional Leave Requests under Sarah Castaneda’s section.</td>
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<td>- Change to item #3 under Mr. Ledyard’s section to include Protsman.</td>
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<td>• Howard Marshall moved to approve the Revised Agenda. Don Bacso seconded the motion. Motion carried.</td>
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<td>III</td>
<td>Correspondence – Sandy Lessentine</td>
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<td></td>
<td>• There was no correspondence.</td>
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<tr>
<td>IV</td>
<td>Liaison Committee Updates – Janice Malchow</td>
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</table>
4. Legislative Committee: Janice Malchow: Invited all to the Merrillville Freshmen Center next Monday, November 27th at 6:30 to hear State Superintendent Jennifer McCormick speak. Sponsored by the Indiana Coalition for Public Education.
5. Lake Central Education Foundation: Janice Malchow: Met last Monday. Working to support the Science Olympiad’s first invitational in January.
6. Wellness Committee: Janice Malchow: Met recently and they are putting together a wellness initiative. More to come later.
8. Dyer Redevelopment Committee: Don Bacso: Attended last meeting. No school related items to report.
10. Schererville Redevelopment Committee: Sandy Lessentine: Attended last meeting. No school related items to report.

V Official School Board Business Topics: Consent Agenda – Dr. Veracco – Action Required
- Don Bacso moved to approve the Consent Agenda. Howard Marshall seconded the motion. Motion carried.

A. Approval of Minutes:
- November 6, 2017 @ 5:30 pm: Executive Session
- November 6, 2017 @ 6:15 pm: Executive Session
- November 6, 2017 @ 7:30 pm: Regular Board Meeting

B. Approval of Claims, Payroll and Extracurricular Expenditures

VI Public Comments Regarding Action Items
- Lawrence Rolak, Bus Driver: Concerns regarding the status of his employment and the action being taken this evening.

VII Official School Board Business Topics: Regular Agenda

A. Superintendent – Dr. Veracco
1. Recognitions:
   a. Dave Andrews, One Room Schoolhouse – Theresa Schoon
   "So often the focus in the media is on the negative things that are happening in the world. But the reality is that there are many more positive things going on. Everyday there are good people out there giving their time and talents to help others or make their corner of the world a better place. Tonight, Lake Central would like to recognize someone from our community who is doing just that through his work at the ORSH, Mr. Dave Andrews."

   I’d like to share a brief history of the schoolhouse.
   It was built in 1853 and sat at the corner of Old St John Road and 77th avenue. It was used as a school until 1907 at which time it was moved to a farm in Dyer and used as a storage shed. In 1993 it was discovered and moved to the St John Township Trustee’s office where it was used as a meeting place for the Schererville Historical Society. Mr. Andrews was a member of the historical society and shared with me that the society
members felt the building should be open to the community in some way. He was inspired by the ORSH experience at Connor Prairie and shared his vision of using the schoolhouse for a similar program with the other members who worked to make it a reality. In April of 2003, the ORSH began hosting field trips to the school allowing 4th grade students to see what a typical school day in the 1800s was like. Mr. Andrews is still one of the many volunteers who plan and host those trips. I do have to tell you that while Mr. Andrews was more than happy to tell me the history of the schoolhouse, but I had to do some research to find out what his role was in getting it started and keeping it going. He was even very reluctant to join us tonight as he said it was the collaborative efforts of the volunteers that made it happen. So as a token of our appreciation, Lake Central would like to present this plaque to you for not only your commitment to bringing the ORSH experience to our students but also your continued support of it.


c. LCHS Boys Cross Country: Billy Dyszinski and Joey Copeland participated in the Boys Cross Country Meet hosted by the IHSAA. Coach: Jeff Rhody

2. Limited Increment

Combatting the Teacher Shortage in Indiana

• The shortage of teachers for K-12 education in Indiana is real and growing
• We appreciate the General Assembly’s effort to put in scholarships to attract more high performing students to the field but we need to do more
• One concern shared by many students who begin in Education and sometimes even complete student teaching but never enter the field is the inability to envision lifetime earnings potential
• This would be less of a problem if beginning teacher salary were not so low ($34,000-$35,000)
• Educational leaders believe the lack of a “career ladder” or the uncertainty regarding any systemic plan to increase the lowest salaries is contributing greatly to the teacher shortage
• One additional idea that will help give new teachers hope for a decent salary is to restore “increment” on a limited basis
• This idea will be a “may” provision

Potential rules/guidelines and rationale for limited increment

1. Districts must demonstrate that no deficit financing will occur due to granting increment (annual analysis must be completed prior to granting increment)
2. Local school districts would need to strategically set the increment in order to leave some money available for veteran teachers, administrators and classified staff
3. U.S. Bureau of Labor statistics indicates the average teacher salary in Indiana in 2015 was between $50,000 and $51,000 depending on developmental level
4. Permit local school districts to negotiate “limited increment” for all certificated staff members up to the most recent documented state average salary (or grant the power to set this number to the SBOE in order to limit how frequently it might change)
5. This system will enable the teachers in the lower end of salary range to know that they will be “first in line” when it comes to increases
6. This system would permit schools to grant larger overall increases to those teachers thereby giving them more ability to meet expenses which include much higher student loans than in the past
7. Over time, this system will also close the gap between teachers earning the most and teachers earning the least. The current gap between highest and lowest compensated teachers across the state is too wide. The current Indiana compensation model does not permit granting different amounts or different percentages to teachers at various salary levels other than the power to set a maximum salary. Superintendents do not want to completely freeze the salary of veterans but are willing to negotiate in a way that offers veterans less in order to help recruit more younger people to the industry.
8. Historically, even with the flawed system of the past, this was in fact something that helped attract more teachers even with the low beginning salary
B. Assistant Superintendent / Personnel – Al Gandolfi

1. Personnel Recommendations – Action Required

I. Classified Appointments, Transfers & Termination:
   A. Appointments:
      1. Tiffany Gescheidler (Crown Point), Paraprofessional, Peifer Elementary School
         (effective November 9, 2017)
      2. Lulu Acevez (St. John), Title 1 Tutor, Peifer Elementary School
         (effective October 30, 2017)
      3. Lisa Misirly (Schererville), Title 1 Tutor, Peifer Elementary School
         (effective October 30, 2017)
   B. Transfers:
      1. Georgianna Boatright, from Operational Assistant at Grimmer Middle School to
         Product Specialist at Lake Central High School (effective November 13, 2017)
   C. Termination:
      1. Lawrence Rolak, Bus Driver, Transportation (effective 11/17/2017)

II. Certified Extracurricular Appointments:
   A. Appointments:
      1. Pat Finnegan, Spell Bowl Coach, Protsman Elementary School
         (effective September 11, 2017)
      2. Courtney Palasz, Play Co-Director, Kahler Middle School
         (effective for the 2017-18 school year)

III. Classified Extracurricular Appointments & Resignations:
   A. Appointments:
      1. Anne Widowfield (Schererville), Girls Assistant Track Coach, Lake Central High
         School (effective February 11, 2018)
   B. Resignations:
      1. Brad Stewart, Assistant Football Coach, Lake Central High School
         (effective November 8, 2017)

IV. West Lake

   Classified Appointments:
   A. Appointments:
      1. Mary Guglielmo (Dyer), Paraprofessional, West Lake/Wilbur Wright Middle
         School (effective November 13, 2017)
      2. Michelle Fry (Schererville), Paraprofessional, West Lake/Wilbur Wright
         Middle School (effective November 13, 2017)

V. Approval of Lake Central School Corporation Substitute Staff Appointments and
   Terminations – Refer to list dated 10/19/2017 to 11/16/2017.

   • Howard Marshall moved to approve the Personnel Recommendations as revised. Sandy
     Lessentine seconded the motion.
   • Sandy Lessentine asked if they are removing the personnel item referred to earlier.
   • Mr. Gandolfi respectfully requested the Board review the documents provided to them
     regarding that particular individual and then make a decision.
   • Howard Marshall replied he feels sufficient information has been provided both by
     administration as well as Mr. Rolak by his own comments which included information
     about a possible “blue flu.” Mr. Marshall feels the Board should move forward with a
     vote. Sandy Lessentine agreed making a decision with the information they currently
     have.
- Motion carried.
2. Clark Middle School Fall Sports Report – Chris Rossiano
3. Kahler Middle School Fall Sports Report – Bill Gray
   b. Boys Cross Country placed first in conference during the 2017-2018 season.
   c. 7th Grade Girls Volleyball
- Howard Marshall asked if we are having trouble getting officials for games.
- Sandy Lessentine asked when physical nights are held.
- Janice Malchow asked about conference fees and who is in the conference.
4. LCHS Fall Sports Report – Chris Enyeart

Lake Central Athletics
Fall Report
2017

Fall Student Athlete Participation:
Total Number:
- Girls = 197
- Boys = 236
- TOTAL = 343

- 125 of 343 Fall Athletes were on the "A" honor roll.
- 96%.
- Cheer is counted in Winter.

Increase of 38 student athletes from 2016.
IHSAA Post-Season Results

- Girls Cross Country – Won Sectional and Advanced to Semi-State
- Girls Golf – Team won Sectional, Senior Alexis Miestowski finished 2nd at the State Tournament
- Girls Soccer – Lost in Sectional Semifinals
- Girls Volleyball – Lost in Sectional Semifinals

- Boys Cross Country – Won Sectional and advanced 2 members to the State Meet
- Football – Lost in Sectionals
- Boys Soccer – Won 10th Consecutive Sectional Championship
- Boys Tennis – Won Sectional Championship and advanced to Regional Finals

Income

- Gate Revenue – $42,389.88
- Advertising Revenue – $3,435.00
- Season Tickets – $12,955.00
- Pens – $3,435.00
- Fall Tennis – $3,435.00
- Fall Band – $11,111.00
- Concessions – $2,435.00

IHSAA – $31,435.00

TOTAL – $66,971.88
LAKE CENTRAL SCHOOL CORPORATION  
Lake Central High School  
KAY TRAPP BOARD ROOM – Enter Door E  
8400 Wicker Avenue, St. John, Indiana 46373  
Monday, November 20, 2017 at 7:30 p.m.

FALL EXPENSES

- Game Workers = $14,360.00 (security, ticket taker, supervision…etc.)
- Officials = $20,000.00 (ArbiterPay-Online)
- Field Equipment/Facility Maintenance = $7814.53
- Equipment/Team Gear/Fee = $106,988.08
- Training Room/Weight Room = $10,920.00
- Corporation Transportation Fee = $11,310.00
- Miscellaneous = $8747.88 (office, flowers, tickets, banquet certificates, letterman awards, plaques, membership dues, laundry, coach fees, hotels, programs)
- Hospitality/Banquet = $9,748.20 (Fall Banquet Meal $7,850.00)

TOTAL
$189,888.69

Recent Purchases

- Gymnastics Equipment $20,000
- Gymnastics Sound System $5,549.67
- Soccer Sound System Replacement $6,618

National Signing Day at Lake Central High School
November 8, 2017 @ 6 PM in the LGI Room

Girls Basketball
Lauren Ladowski - University of Illinois-Springfield
Rachael Robards - Indiana University South Bend
Lauren Smolen - Indiana University NorthWest

Baseball
Justin Graves - Purdue University Northwest
Ray Hilbrich - Purdue University Northwest
Connor Hoffman - Purdue University Northwest
Conner Temasti - Purdue University of West Lafayette
Hunter Zahorsky - South Suburban College

Softball
Jessica Kiefer - Ball State University
Alexa Pinarski - Columbia University
Kylee Platnick - Purdue University
Selena Michta - Purdue University NorthWest
Amanda Nolte - Purdue University NorthWest
Madison Tucker - University of Saint Francis (IL)

Girls Soccer
Adrianna Naumoski - The University of Iowa

Girls Golf
Alexa Mielkoswki-Indiana University-Bloomington
LAKE CENTRAL SCHOOL CORPORATION  
Lake Central High School  
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<td>Sandy Lessentine asked where the profits earned by Athletics goes.</td>
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<td>Janice Malchow asked about the amount of fees for training and weight room.</td>
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<td>Kolling Arrival and Dismissal Procedure Changes</td>
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<td>Don Bacso asked if there have been any accidents in the Kolling parking lot.</td>
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C. Director of Primary Education – Theresa Schoon  
1. Professional Leave Requests – **Action Required**  
- Howard Marshall moved to approve the professional leave requests of Brett Wartman, Patricia Giese, Jim Bonick, Amanda Caddick, Joanne Madarasz-Pratt, Melody Wolff, Marita Evanson, Charity Lyda, Sarah Hanson. Sandy Lessentine seconded the motion. Motion carried.

D. Director of Secondary Education – Sarah Castaneda  
1. Professional Leave Requests – **Action Required**  
- Sandy Lessentine moved to approve the professional leave requests of Terri Budlove, Denise Kelly, Jennifer Zollman, Sarah Castaneda, Scott King, Meagan Bruni, Cyndi Hurley, Terri Budlove, Jolene Bogacki, Beth Hamacher, Susan Schweitzer, Julie Moore, Samantha Batres, Letitia Gustas, Allison Castle, Victoria Struder, Alex Thompson, Courtney Palasz, Allie Doyle and Kevin Mathis.  
- Field Trip Requests – **Action Required**  
  - Don Bacso moved to approve the field trip requests of Cyndi Hurley, Courtney Palasz and Kevin Mathis (3). Cindy Sues seconded the motion. Motion carried.

E. Director of Special Education – Becky Gromala  
1. Professional Leave Requests – **Action Required**  
- Howard Marshall moved to approve the field trip requests of Michelle Stan, Kelly Hartman, Rebecca Gromala and Elizabeth Gonzalez. Cindy Sues seconded the motion. Motion carried.  
2. Certificate of Completion Changes  
- Janice Malchow asked about ESSA.  
- Janice Malchow asked who chaired that committee at the State level.
The Certificate of Completion (COC) is a pathway for students who are removed from the high school diploma track. It was developed to provide students with a meaningful and viable alternative to traditional high school opportunities. The Certificate of Completion is designed to prepare students for postsecondary education and the workforce, and it offers a flexible, individualized approach to learning.

**Course Descriptions**

The Certificate of Completion Courses will meet state standards for students who enter high school in the 2018-19 school year or prior.

**Blumenauer Framework**

The majority of students with disabilities have the ability to earn a high school diploma if given appropriate instruction, supports, and services. Students who have been removed from the diploma path by the case conference committee must be prepared with and follow a course of study that respects expectations, is aligned with grade-level standards and/or alternate standards, and provides opportunities to gain employability skills.

**Certificate of Completion Assumptions**

- High expectations for all students is a shared responsibility.
- General education classes are accepted whenever appropriate for fulfills COC course of study.
- Student’s IEP goals are aligned with grade-level content standards that drive the curriculum.
- Communication skills, reading skills, problem solving skills are woven into all classes.
- Class may be repeated with new goals if appropriate.
- More than four years may be needed for completion.
- Course selection is driven by the Transition IEP and individual goals of students.

As the Certificate of Completion subcommittee has been working on making the COC a more robust and meaningful pathway for students who have been removed from the diploma path, we followed the development process below.

1. **Alignment with General Standards**
   - Support ESSA/Transition
   - Aligned with standards and alternate assessments

2. **Support from DWD Office**
   - Aligned with current standards, Common Core, and Indiana standards
   - Supported by expectations and COC awareness

3. **Roadmap for Change**
   - Transition Portfolio
   - Transition planning

Certificate of Completion resources can be found here.
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Plan Examples

Recognizing that students earning a certificate of completion will do so in a variety of paths, we are developing sample plans. The plans will highlight a combination of credits and units for students who plan to pursue a career in a specific field.

Sample Plans:

- **Plan A**: This plan includes courses in automotive technology, business management, and technology applications.
- **Plan B**: This plan focuses on agriculture, small business management, and computer systems.

Assessment and Standards - the COC Course of Study provides a structure for schools that allows students to make progress toward either the Academic Standards or Alternate Achievement Standards. The standards have been developed and implemented together.

**ESSA Alignment**

1. Assessment and Standards - the COC Course of Study provides a framework for schools that allows students to make progress toward either the Academic Standards or Alternate Achievement Standards.
2. Supporting Excellent Educators - the Certificate of Completion was revised to ensure that students who have been removed from the diploma path have a more rigorous curriculum.
3. Accountability - ESSA allows for 1% of students assessed in the state with significant cognitive disabilities to take an Alternate Assessment that could count favorably in the school accountability formula.
4. School Improvement - As DOE works with districts on improvement, all subgroups must be considered. The Certificate of Completion, as revised, raises expectations for students who have been removed from the diploma path.

**Resources available**: [https://www.doe.in.gov/student-services/student-assistance-for-coc](https://www.doe.in.gov/student-services/student-assistance-for-coc)

**Next Steps**

- Update course titles and descriptions to include the applied and core course descriptions.
- Develop additional resources for students.
- Enhance technical assistance for professional development.
- Provide information on the COC Course of Study, sample 4 and 5 year plans, and the Guidance Counselor Information Q&A at the DOE's website.

Raised Expectations = Improved Outcomes

F. Director of Facilities – Bill Ledyard

1. Award and execute Change Order #03 to Automated Logic for the Kahler MS Controls project – **Action Required**
   - Howard Marshall moved to approve. Cindy Sues seconded the motion. Motion carried.
2. IFA Water Sampling Program Update
3. Protsman “EPA Energy Star Award”
UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASH, D.C. 20460

October 31, 2017

Bill Ledyard
4200 Wicker Avenue
St. John, IN 46373

Dear Bill Ledyard:

Congratulations! You have earned EPA's ENERGY STAR for New Protsman Elementary, located at 1121 Harris Lane, Dyer, IN (Registry name: Protsman Elementary). This letter contains all the ways you can promote your achievement:

- Custom decal and certificate: To help you identify your building as one of America's energy all-stars, enclosed is a certificate of achievement and an ENERGY STAR certificate emblem that bears the well-recognized ENERGY STAR certification mark. Hopefully, we've also enclosed an armadillo sticker that you can affix below the same decal. We encourage you to affix the decal prominently near the exterior entrance of your building. Find instructions at www.energystar.gov/promote.

- Promotional toolkit: We have more than a dozen ready-to-use promotional materials for you, such as social media graphics, sample units, posters, a 30-second audio clip, and more. Find them at www.energystar.gov/promote.

- Online store: You can also purchase metal or glass plaques, flags, banners, and static cling stickers from the ENERGY STAR online store at www.energystar.gov/promote.

- Registry listing: Your building is now listed in our registry at www.energystar.gov/buildings. If you have not already done so, please submit a photo of your building. Simply log in to Portfolio Manager, click on the building name, and follow the instructions.

ENERGY STAR logo: We hope you will proudly use the ENERGY STAR certification logo, which was attached to your “Congratulations” email. If you anticipate using your building or this achievement. Before doing so, please refer to the US EPA’s logo guidelines at www.energystar.gov/logos.

Again, congratulations on your commitment to energy efficiency. We look forward to receiving your application for the ENERGY STAR again next year!

Sincerely,

[signature]

Jan Lapinskas
Director, ENERGY STAR Commercial & Industrial Branch

Enclosures:
1. ENERGY STAR Certified Building Award Decal
2. Certificate of Achievement

[Image of ENERGY STAR logo and building]

G. Director of Technology – Rick Moreno

H. Director of Business Services – Rob James
   1. Professional Leave Request – Action Required
      - Cindy Sues moved to approve the professional leave requests of Rob James. Sandy Lessentine seconded the motion. Motion carried.
2. Resolution Authorizing 2018 Tax Anticipation Warrants – Action Required
   • For the past seven years, the Lake Central School Corporation issued tax anticipation warrants through the Hammond Bond Bank. The Hammond Bond Bank gives us more flexibility with our finances in these economic times with a lower cost of issuance. The Hammond Bond Bank allows us to borrow our needs for the entire year; therefore, we will not have to go through this process again in June. The enclosed Hammond Bond Bank Resolution authorizes the Lake Central School Corporation to issue tax anticipation warrants to meet current expenses for the Referendum Debt Service Fund, Exempt Pension Debt Service Fund, Capital Projects Fund, and Transportation Fund in 2018.

3. Donations – Action Required
   • Bibich received a donation of $400 from their PTO for their Challenger Fund.
   • The Kahler Science Olympiad received an anonymous donation of $10 and the Kahler Dance Team received the following donations to help offset the costs of their upcoming invitational:
     - Daniel and Lisa Fieldhouse $ 30
     - First Financial Bank $ 100
     - Beverly Bank & Trust $ 500
     - Automation & Control Services, Inc. $ 1,000
     - 3K Smoothies, Inc. $ 1,000
   • The Clark PTO would like to donate $1,795 to the school to be used for the purchase of BrainPop computer software.
   • The Clark Dance Team received a $1,000 donation from Smoothie King.
   • Sandy Lessentine moved to approve all donations. Cindy Sues seconded the motion. Motion carried.

Public Comments—Janice Malchow
   • John DeVries, St. John:
     Veterans Day Program – Attended the Lake Central Veterans Day Program and brought with him two veterans (Korean War Vet and Vietnam War Vet) who were very touched by the program. It was a wonderful assembly and the kind of Veterans Day program we have been wanting to see at Lake Central for some time. Congratulations and thank you to those responsible. Personally have never seen so much respect given by a student body, right down to the standing ovation given to the Veterans as they entered. The only improvement would be to broadcast it live so that all of the public could appreciate the program as well.
     Janice Malchow thanked John DeVries for his tenacity in pushing for this type of program. Thank you to Howard Marshall as well.

IX Board Comments and Consideration of Future Agenda Items – Janice Malchow
   • There were none.

X Board Calendar of Future Activities – Dr. Veracco
   • Only one Regular Board Meeting next month on December 11th.
   • There will also be Special Meeting on December 13th: a community forum re possible referendum. Meeting at 6pm in Town Square.
<table>
<thead>
<tr>
<th>XI</th>
<th>Adjournment – Janice Malchow – <strong>Action Required</strong></th>
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<td>• Howard Marshall moved to adjourn the meeting at 8:50 p.m. Don Bacso seconded the motion. Motion carried and meeting adjourned.</td>
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Minutes of the November 20, 2017 School Board Meeting were approved and adopted by the Board of School Trustees at the December 11, 2017 School Board Meeting.

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Janice Malchow, President

ATTEST:

Sandy Lessentine, Secretary