

**BROOKWOOD SCHOOL DISTRICT 167
SPECIAL MEETING – MARCH 18, 2013
BOARD ROOM – ADMINISTRATIVE & DIAGNOSTIC CENTER**

PUBLIC HEARING

A public hearing regarding a reduction in force was opened by President Melinda Plott at 7:10 p.m. Dr. Pamela Hollich, Superintendent, commended the Board on the time they have spent on this issue.

Dr. Hollich reviewed the proposed 2013-2014 staffing plan. The following goals were considered when preparing the staffing plan: 1) to maintain the current student housing pattern; 2) to maintain district programs to the fullest extent possible; and 3) to reduce the budget deficit. She indicated that some of the staff changes will be due to attrition, but not all.

The hearing closed at 7:21 p.m.

BOARD MEETING

I. CALL TO ORDER

The regular meeting of the Brookwood School District 167 Board of Education was called to order by President Melinda Plott at 7:30 p.m.

Following the Pledge of Allegiance, roll call was answered by: J. Dixon,	7 Present
L. Wheeler, S. Brunson, C. Pettis, M. Plott, D. Birmingham, and Taylor	0 Absent

II. CITIZEN'S COMMENTS

Mr. Linden asked if the staffing plan will be posted on the District's website if it is approved tonight. Dr. Hollich responded that it hasn't been posted in the past but she didn't know why it couldn't be. Mr. Linden indicated he would like it to be posted.

III. APPROVAL OF MINUTES

The February 11, 2013 regular meeting minutes were approved with corrections. The February 11, 2013 closed session minutes were approved. The February 19, 2013 special meeting minutes were approved and the February 19, 2013 closed session minutes were approved. Taylor/Wheeler	Regular/ Special/ Closed Session Meeting Minutes Approved 7-0
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Correction: Mr. Dixon stated that at the last meeting, he asked Mr. Planera if he could act as the construction manager or project manager for the new Middle School. Mr. Planera responded that he did not have the expertise but he could possibly do it.

IV. APPROVAL OF BILLS AND PAYROLL

Bills totaling \$394,561.59, the February actual payroll of \$601,717.97 and the March payroll as per agreements were approved.
Taylor/Brunson

Bills/Payroll
Approved
7-0

V. REPORTS

A. Superintendent's Report--See attached.

B. President's Report

1. Mrs. Plott reported on the appointment of the Brookwood Middle School Project Committee members.
2. Mrs. Plott presented Certificates of Recognition to Longwood School, Hickory Bend School, Brookwood Middle School, and Brookwood Junior High School.
3. Mrs. Plott reported that it has been a great effort on the part of the Board during the Superintendent search process.

C. Committee Reports

1. Mrs. Wheeler reported on the SCOPE meeting held on February 25, 2013. The State of Illinois has an A- rating and they are the last in the country for funding education. There is a proposal that outlines an amortization system to pay the pension obligation. There is new language in the pension bill and the early retirement option may change. Compulsory school age may be changed from 7 years old to 5 years old.
2. Mr. Dixon reported that the Technology Committee will do a presentation at the April meeting.

D. Board Member Comments

None

VI. READING OF COMMUNICATIONS

There was one Freedom of Information Request regarding information on contracts for custodial services. This request has received a response.

VII. CLOSED SESSION

The Board went into closed session at 8:23 p.m. for the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee for the public body or against legal counsel for the public body to determine its validity. Wheeler/Dixon

Into Closed
Session
Approved
7-0

The Board returned from closed session at 8:37 p.m.
Brunson/Taylor

Return From
Closed Session
Approved
7-0

VIII. RECOMMENDED ACTION

A. The 2013-2014 staffing plan was approved as presented.
Brunson/Taylor

2013-2014 Staffing
Plan
Approved
7-0

B1a. Diane LaFonte, Paraprofessional at Brookwood Middle School, was honorably dismissed effective the end of the 2012-2013 school year. Traci Mapp, Communications Coordinator, was honorably dismissed effective June 30, 2013.
Dixon/Taylor

Honorable Dismissal
D. LaFonte,
T. Mapp
Approved
7-0

B1b. The resignation of Kelly Bonds, Playground Supervisor, was accepted effective March 28, 2013.
Taylor/Brunson

K. Bonds
Resignation
Approved
7-0

B2a. The following staff were granted a second year contract: Krystal Babiarz, Lauren Brewster, Allissa Crowel, Elizabeth Cullnan, Meghan Deegan, Maribel Diaz, Elizabeth Hitchcock, Shawn Jackson, Laura Louis, Jessica Lyons, JoeAnn Nash, Amber Newman, Clara Nieto, Heidi Schiemann, Gina Smerz, and Andrew Ziegler; third year contracts to Tanaya Matthews, Melissa Nelson, and Sara Warner; fourth year contracts to Kitzy Becerril, Bridget Duggan, Joseph Herald, Muriel McClam-Hollimon, Meha Patel, and Chanae Ross; and tenure to Matthew Brandt, Emily Waddell, Roberta Donald, Sara Duffy, Onquanette Nowels Pierce, Jessica Robles, Brittany Snyder, and Melaine Simon; and a half-time contract to Suzanne Donovan. Dixon/Brunson

2nd, 3rd, 4th, Year
Contracts, Tenure
and Half-Time
Contracts
Approved
6-1

B2b. Adekunle Adegbemi, Dean of Students, was honorably dismissed effective June 30, 2013. Taylor/Brunson

Honorable Dismissal
A. Adegbemi
Approved
5-2

B2c. The resignations of Colleen Beecher and Stacy Harvey, teachers at Brookwood Middle School, were accepted effective the end of the 2012-2013 school year.
Taylor/Brunson

C. Beecher,
S. Harvey
Resignations
Approved
6-1

- B2d. A resolution dismissing first year teacher Rochelle Jackson was approved. A resolution dismissing second year teachers Kimberley Blackwell, Ali Pedersen, and Angela Sanchez was approved. (See attached resolutions.) Taylor/Brunson Dismissal of Certified Staff Approved 6-1
- C. Leon's Floor Coverings, Inc. was approved as the vendor to replace the carpet in the Brookwood Middle School Learning Center at a cost of \$1,500. Wheeler/Dixon Vendor for BMS Learning Center Carpet Approved 7-0

Comment: Mrs. Pettis asked if the Board had already approved this item. Dr. Hollich responded that the Board set aside the money for the carpet but now they are approving the vendor who will install the carpet.

- D1. It was moved by J. Dixon, seconded by D. Birmingham to table the approval of the Brookwood Middle School Project Committee. Table BMS Project Committee Failed 3-4

Comment: Mr. Dixon stated there is no member on the Committee with a construction background. Mrs. Pettis asked if members could be added to the Committee later. Dr. Hollich responded yes. Ms. Birmingham suggested that Mrs. Plott could be the chairperson. Mrs. Wheeler asked if the Board would need to add new members tonight. Mrs. Plott responded that new members could just come to the meeting.

- D2. The Board approved the Brookwood Middle School Project Committee with the following members: Terry Campbell, Chairperson, Trina Barton, Alan Wilson, Lorrie Wheeler, Melinda Plott, Kevin Welsh, Charlie Anderson, Andrew Ziegler, Shirley Brunson, and Dr. Hollich. Brunson/Taylor BMS Project Committee Approved 4-3
- E. The Board approved the second reading of the new Board Policy Manual. Birmingham/Brunson 2nd Reading New Board Policy Manual Approved 7-0

Comment: Ms. Birmingham suggested tabling the second reading of the new Board policy manual until a special meeting could be held to review it. Dr. Hollich responded that both the IASB and Ray Hauser have reviewed it. Ms. Birmingham asked if the manual could be fine tuned at a later date. Dr. Hollich responded that our old policies have been updated by IASB and policies unique to District 167 have also been updated. Changes as a result of new union agreements were not included in the first draft but they are included in the second draft. Any policy can be changed at a later date. The Board is also entitled to six months of Press Plus.

F. The Board approved a Resolution Regarding the Decision of the Illinois State Board of Education to Revise the Illinois Standards Achievement Test. (See attached resolution.)
Dixon/Taylor

Resolution re:
ISAT Test
Approved
7-0

IX. ANNOUNCEMENTS

Tuesday, March 19, 2013--*Bilingual Parents Education Meeting, 6:30 p.m., Longwood*
Wednesday, March 20, 2013--*Longwood 1st Grade Concert, 1:30 & 7:00 p.m.*
Friday, March 22, 2013--*Half-Day School Improvement/11:30 a.m. Dismissal*
Wednesday, March 26, 2013--*Hickory Bend 1st Grade Concert, 1:30 & 7:00 p.m.*
Thursday, March 28, 2013--*End of Quarter Three/2:00 p.m. District Dismissal*
Friday, March 29 - Friday, April 5, 2013--*Spring Recess/No School*
Monday, April 8, 2013--*School Resumes/Board of Education Meeting, 7:30 p.m.*
Tuesday, April 9, 2013--*Non-Attendance Day for Election*

X. CITIZEN'S COMMENTS

Mr. Moehlig asked for the names of the BMS Project Committee. Mrs. Plott read the names.

XI. ADJOURNMENT

The meeting adjourned at 9:07 p.m.
Taylor/Dixon

Meeting
Adjourned
All AYE

Deborah M. Young
Recording Clerk

Secretary

President

Present: R. Patterson, O. Nowels, S. Bragg, S. Price, B. Lindsay, S. Jackson, S. Mangan, D. Morgan, R. Moehlig, W. Linden, B. Janosz, M. Staffel, A. Wilson, D. Beaty, J. Andrews, E. McCauley, G. Aggen, B. Lueders, L. Millie, K. Murphy, and M. Planera.

BROOKWOOD SCHOOL DISTRICT 167

Superintendent's Report

March, 2013

1. Dr. Hollich welcomed the representatives from Mr. Planera's team.
2. Dr. Hollich reported that the ISAT testing went smoothly.
3. Dr. Hollich reported the donations for the golf outing are coming in.
4. Dr. Hollich reminded everyone that the retirement dinner is on May 31st. Board members should let Debbie know if they are going to attend
5. Mr. Planera introduced his team which is made up of the many trades that make up a construction project including civil engineers, mechanical engineers, structural engineers, electrical engineers, etc. Mr. Planera explained that the architect does the overall design of the project including the floor plan and the hard and soft surfaces and coordinates the whole team. The civil engineers design the outside improvements and do the survey work. The structural engineers work with the foundation design and the skeleton of the building. The mechanical engineers work with the infrastructure of the building including energy systems for the building.

Mr. Planera outlined the steps in completing the project once the drawings are done and approved:

- Go out to bid
- Select contractors (there will be several different contracts, i.e., general, plumbing, electrical, etc.)
- Enter into multiple contracts
- Watch progression of the project
- Contractors submit shop drawings
- Contractors submit monthly payroll requests
- Architect authorize and certify to Board that proper payroll and waivers are submitted
- At completion, the Illinois State Board of Education will visit and certify occupancy

Mr. Planera explained that a construction manager and a project manager are the same. The contractor holds the liability, a construction manager has little or no liability and a construction manager would work parallel with the architect. Mr. Planera will be on site to make sure that what is being built is what was designed.

Mr. Taylor stated that from his experience, the general contractor runs the whole show. A project or construction manager would be a third wheel. Mr. Planera stated that project managers are needed for huge mega structures where thousands of pieces of information are being coordinated.

Mrs. Pettis asked how the bidding process works. Mr. Planera explained that his office prepares the suggested legal notice for solicitation of bids on the project. The bidding process takes about three weeks. There is a pre-bid meeting and the scope of the project is presented and questions from prospective bidders are answered. If bidders have questions, they submit a RFI (request for information) and are responded to in writing. The plans for the building are sent to different trade associations and local qualified contractors.

**BROOKWOOD SCHOOL DISTRICT 167
CLOSED SESSION MEETING
March 18, 2013**

Closed Session Meeting Minutes

Present: J. Dixon, L. Wheeler, S. Brunson, C. Pettis, M. Plott, D. Birmingham, A. Taylor
and P. Hollich.

Closed session began at 8:23 p.m.

The Board reviewed the 2013-2014 staffing plan.

Closed session ended at 8:37 p.m.

Respectfully submitted:

Secretary
Board of Education

President
Board of Education

**Brookwood School District 167
RECORD OF VOTING**

Meeting of March 18, 2013	Dixon	Wheeler	Brunson	Pettis	Plott	Birmingham	Taylor	YES	NO	OTHER	VOICE
Roll Call	P	P	P	P	P	P	P				
Approval of the February 11, 2013 Regular/Closed Meeting Minutes		2					1				
Approval of the February 19, 2013 Special/Closed Meeting Minutes	Y	Y	Y	Y	Y	Y	Y	7	0		
Approval of Bills & Payroll	Y	Y	2 Y	Y	Y	Y	1 Y	7	0		
Into Closed Session	2 Y	1 Y	Y	Y	Y	Y	Y	7	0		
Return from Closed Session	Y	Y	1 Y	Y	Y	Y	2 Y	7	0		
8A. Approval of the 2013-2014 Staffing Plan	Y	Y	1 Y	Y	Y	Y	2 Y	7	0		
8B1a. Resolution/Honorable Dismissal Ed. Support Personnel	1 Y	Y	Y	Y	Y	Y	2 Y	7	0		
8B1b. Ed. Support Personnel Resignation	Y	Y	2 Y	Y	Y	Y	1 Y	7	0		
8B2a. Renewal of Certified Staff	1 Y	Y	2 Y	Y	Y	N	Y	6	1		
8B2b. Resolution/Honorable Dismissal Certified Staff	Y	Y	2 Y	N	Y	N	1 Y	5	2		
8B2c. Certified Staff Resignations	Y	Y	2 Y	Y	Y	N	1 Y	6	1		
8B2d. Resolution/Dismissal of Certified Staff	Y	Y	2 Y	Y	Y	N	1 Y	6	1		

Meeting of March 18, 2013 Continued	Dixon	Wheeler	Brunson	Pettis	Plott	Birmingham	Taylor	YES	NO	OTHER	VOICE
8C. Approval of a Vendor for BMS Library Carpet	2 Y	1 Y						7	0		
8D1. Motion to Table the BMS Project Committee	1 Y					2		3	4		
8D2. Approval of a Committee for New BMS			1				2	4	3		
8E. Approval of 2 nd Reading of New Board Policy Manual		2				1		7	0		
8F. Approval of Resolution/ISAT Test Revision	1 Y						2	7	0		
Adjournment	2						1				All AYE

Code: A=Absent

P=Present roll call or voting present

AB-Abstain

Y=Yes

N=No

1=Motion maker

2=Motion second

Members of the Board:

Deborah Birmingham

Shirley Brunson

John Dixon

Cynthia Pettis

Melinda Plott

Arthur Taylor

Lorrie Wheeler

**RESOLUTION AUTHORIZING NOTICE OF HONORABLE DISMISSAL
TO CERTAIN EDUCATIONAL SUPPORT PERSONNEL**

WHEREAS, the individuals named below are educational support personnel employed by the Board of Education of Brookwood School District Number 167, Cook County, Illinois; and

WHEREAS, the Board of Education has heard the report of the administration concerning personnel, programs and staffing needs for the 2013-2014 school term; and

WHEREAS, the Board of Education has determined it necessary to honorably dismiss the educational support personnel listed below at the end of the 2012-2013 school term.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Brookwood School District Number 167, Cook County, Illinois, as follows:

Section 1. The foregoing recitals are incorporated into and made a part of this Resolution.

Section 2. That the educational support personnel listed below are honorably dismissed effective at the end of the 2012-2013 school term, as a result of the decision of the Board of Education to decrease the number of educational support personnel employees employed and/or to discontinue some particular type of educational support service for economic reasons:

Tracy Mapp – Public Relations Coordinator

Diane LaFont - Paraprofessional

Section 3. The President and Secretary of the Board of Education are hereby authorized and directed to deliver notice of the Board's decision to honorably dismiss said educational support personnel for the 2013-2014 school term substantially in the form attached hereto as Exhibit 1, and incorporated herein by reference, by certified mail, return receipt requested and by

regular mail, at least thirty (30) days before the last student attendance date of the 2012-2013 school term.

Section 4. That the Superintendent, or the Superintendent's designee, shall also personally deliver a copy of said notice to said educational support personnel by hand delivery at least thirty (30) days before the last student attendance date of the 2012-2013 school term.

Section 5. This Resolution shall be in full force and effect immediately upon its adoption. All prior resolutions, or portions thereof, which are inconsistent or in conflict with the terms of this Resolution are repealed.

Member J. Dixon moved the adoption of the Resolution, and Member A. Taylor seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYES: J. Dixon, L. Wheeler, S. Brunson, C. Pettis, M. Plott, D. Birmingham, A. Taylor
NAYS: None
ABSENT: None

The President declared the motion carried and the resolution duly adopted.

Date: March 18, 2013.

Melinda Plott
President, Board of Education

ATTEST:

Julie Johnson
Secretary, Board of Education

**RESOLUTION AUTHORIZING HONORABLE DISMISSAL
OF CERTAIN CERTIFIED STAFF**

WHEREAS, the teacher (i.e., certified employee) hereinafter set forth was employed for the 2012-2013 school term as a Dean in the District; and

WHEREAS, the Board of Education has heard the administration's report and information concerning the finances of the District and the need to honorably dismiss certain teachers by reason of a decision of the Board to decrease the number of teachers employed by the Board or discontinue some particular type of teaching service, based upon economic necessity, pursuant to Sections 24-11 and 24-12 of the School Code, (105 ILCS 5/24-11 and 24-12); and

WHEREAS, the Board of Education has determined, based upon the report and information provided by the administration that the teacher hereinafter set forth be honorably dismissed as an employee in the District based upon economic necessity at the conclusion of the 2012-2013 school year, and not re-employed for the 2013-2014 school year; and,

WHEREAS, the individual honorably dismissed herein is not qualified to hold any positions to be occupied by other teachers who, due to performance evaluations and length of continuing service with the District, must be honorably dismissed before the individual dismissed herein pursuant to the sequence of honorable dismissal set forth in Section 24-12 of the School Code (105 ILCS 5/24-12).

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Brookwood School District Number 167, Cook County, Illinois, as follows:

Section 1: The foregoing recitals are incorporated into and made a part of this Resolution.

Section 2: Adekunle Adegbemi is hereby honorably dismissed and shall not be re-employed as a teacher in this school district for the 2013-2014 school term, and the present employment of such person shall terminate at the end of the 2012-2013 school term.

Section 3: The President and Secretary of the Board of Education are hereby authorized and directed to give said teacher written Notice of Dismissal, substantially in the form attached to this Resolution as Exhibit 1 and incorporated by this reference, by regular mail and by certified mail, return receipt requested, at least forty-five (45) days before the end of the 2012-2013 school term.

Section 4: The Superintendent or her designee, shall also personally deliver a copy of said notice to the teacher at least forty-five (45) days before the end of the 2012-2013 school term.

Section 5: This Resolution shall be in full force and effect immediately upon its passage.

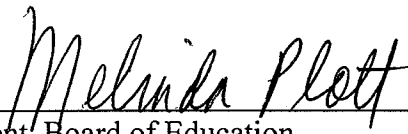
ADOPTED this 18th day of March, 2013, on the Motion of A. Taylor,
seconded by S. Brunson, and the following vote:

AYES: J. Dixon, L. Wheeler, S. Brunson, M. Plott, A. Taylor

NAYS: C. Pettis, D. Birmingham

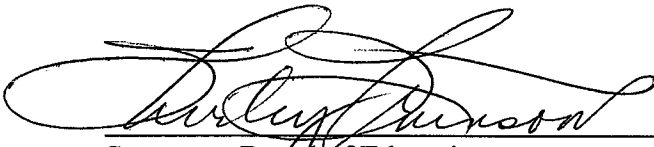
ABSENT: None

The President declared the motion carried and the resolution duly adopted.



President, Board of Education

ATTEST:



Secretary, Board of Education

F:\m1C\sd167c\misc\honorable dismissal teachers resltn

**RESOLUTION FOR THE DISMISSAL AND
NONRENEWAL OF FIRST, SECOND AND THIRD YEAR
PROBATIONARY TEACHERS**

WHEREAS, the teachers (i.e., certificated employees) hereinafter set forth were employed for the 2012-2013 school term as full-time first, second and/or third year probationary teachers; and

WHEREAS, the Board of Education has determined that said teachers shall be dismissed effective as of the last teacher employment date of the 2012-13 school term and shall not be re-employed as teachers in Brookwood School District Number 167 for the 2013-2014 school term pursuant to Section 24-11 of the *School Code of Illinois* (105 ILCS 5/24-11).

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Brookwood School District Number 167, Cook County, Illinois, as follows:

Section 1: The above recitals are incorporated into and made a part of this Resolution.

Section 2: The following full-time first, second and/or third year probationary teachers, are hereby dismissed effective as of the last teacher employment date of the 2012-2013 school term and shall not be re-employed as teachers in Brookwood School District Number 167 for the 2013-2014 school term:

Rochelle Jackson

Ali Pedersen

Kimberly Blackwell

Angela Sanchez

Section 3: The President and Secretary of the Board of Education are hereby authorized and directed to give said teachers written Notice of Dismissal, substantially in the form attached to this Resolution as Exhibit 1 and incorporated by this reference, by regular mail and by certified mail, return receipt requested, at least forty-five (45) days before the end of the 2012-2013 school term.

Section 4: The Superintendent or her designee, shall also personally deliver a copy of said notice to the teachers at least forty-five (45) days before the end of the 2012-2013 school term.

Section 5: This Resolution shall be in full force and effect immediately upon its passage.

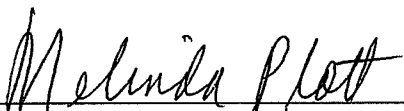
ADOPTED this 18th day of March, 2013, on the Motion of A. Taylor,
seconded by S. Brunson, and the following vote:

AYES: J. Dixon, L. Wheeler, S. Brunson, C. Pettis, M. Plott, A. Taylor

NAYS: D. Birmingham


ABSENT: None

The president declared the motion carried and the resolution duly adopted.



President, Board of Education

ATTEST:



Secretary, Board of Education

**RESOLUTION OF THE BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 167, COOK COUNTY, ILLINOIS, REGARDING THE
DECISION OF THE ILLINOIS STATE BOARD OF EDUCATION TO REVISE THE
ILLINOIS STANDARDS ACHIEVEMENT TEST**

WHEREAS, on January 24, 2013, the Illinois State Board of Education ("ISBE") approved a change in the performance levels for the Illinois Standards Achievement Test ("ISAT") by both raising the scale for students to achieve the "meets standards" and "exceeds standards" categories and by including assessment items written to Common Core Standards; and

WHEREAS, the ISBE has adjusted the ISAT performance levels for math and English/Language Arts in grades 3 through 8 effective for this Spring 2013 testing of students; and

WHEREAS, Illinois school districts originally understood that the ISBE anticipated completing its transition to the Common Core Standards by the 2014-15 school year; and

WHEREAS, Illinois school districts, including District No. 167, have begun incorporating the Common Core Standards into their curriculum, but the manner of implementation of this transition is not uniform across all school districts; and

WHEREAS, the ISBE will analyze the Spring, 2013 ISATs using these new performance levels for school and district accountability determinations; and

WHEREAS, the ISBE indicated that this change will most likely result in less students scoring in the "meets standards" and "exceeds standards" categories on this year's ISAT; and

WHEREAS, the ISBE's performance levels adjustment will artificially expedite sanctions imposed on schools and districts for failing to make annual yearly progress as required under Illinois law and the federal No Child Left Behind Act; and

WHEREAS, the performance level adjustment will reduce the comparability of ISAT results used by school leaders for assessing the longitudinal organizational performance of their school districts; and

WHEREAS, the adoption of these new ISAT performance levels shortly before students sit for the ISAT is disruptive and unfair to students and to Illinois public school districts, and, further, will cause confusion in communities with respect to perceptions of the education provided to their children;

WHEREAS, the Glenwood Teacher's Association shares Brookwood School District 167's position.

NOW, THEREFORE, Be It Resolved by the Board of Education of Brookwood School District 167, Cook County, State of Illinois, as follows:

Section 1: That the Board of Education has grave concerns & vehemently opposes the

decision of the Illinois State Board of Education to raise the performance expectations and to include assessment items written to Common Core Standards beginning with this Spring, 2013, ISATs because it will negatively affect the community's perception of the level of education being provided by the District as well as the students' perception of their own educational achievement.

Section 2: That the Board of Education urges the ISBE to reconsider the implementation of these new performance levels in Spring, 2013, and to postpone their use to a future date so that school districts, students, parents, and the community are more informed and prepared for such changes.

ADOPTED this 18th day of March, 2013, by the Board of Education in the following roll call vote:

Ayes: J. Dixon, L. Wheeler, S. Brunson, C. Pettis, M. Ploetz,
D. Birmingham, A. Taylor

Nays: None

Abstain: None

Absent: None

**BOARD OF EDUCATION OF
School District 167
COUNTY, ILLINOIS**

By: Melinda Ploetz
President

ATTEST:

By: Barley Brunson
Secretary