

The Board of School Trustees of Madison Consolidated Schools conducted a Regular Meeting on Wednesday, July 10, 2013, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 6:30 p.m.

The following members of the Board of School Trustees were present:

Mr. Todd Bass, President
Mr. Carl Glesing, Vice-President
Mrs. Linda laCour, Secretary
Mrs. Joyce Imel, Member
Mrs. Lee Ann Imel, Member

The following Central Office Administrators were present:

Dr. Ginger Studebaker-Bolinger, Superintendent
Mr. Mike Frazier, Interim Director of Systems, Operations and Auxiliary Services
Mr. Mark Wynn, Board Attorney

CONSENT AGENDA

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the consent agenda.

APPROVAL OF MINUTES OF THE JUNE 12, 2013, REGULAR MEETING AND JUNE 12, 2013, EXECUTIVE SESSION/PRIVATE CONFERENCE

APPROVAL OF CLAIMS

APPROVAL OF PERSONNEL REPORT

Employment(s)

Kaitlyn Funk – Secondary Instructor – 8th grade Mathematics – Junior High School – effective July 10, 2013
Linda Seib – Cross Country Coach – Junior High School – effective July 11, 2013
Erin Thomas – Cheerleading Coach – Junior High School – effective July 11, 2013
Jamie Kelsey – Soccer Coach – Junior High School – effective July 11, 2013
Judy Demaree – 8th grade Volleyball Coach – Junior High School – effective July 11, 2013
Julie Breivogel – 7th grade Volleyball Coach – Junior High School – effective July 11, 2013
Mark Warner – 8th grade Football Coach – Junior High School – effective July 11, 2013
Erin Thomas – Elementary Spanish/ P.E. Teacher – effective August 2, 2013
Leah Huber – Program Leader – Language Arts – High School – effective August 1, 2013
Al Wilcox – Assistant Football Coach – Full Stipend – High School – effective July 10, 2013
Scott Holcroft – Assistant Football Coach – ½ Stipend – High School – effective July 10, 2013
Steve Fish – Assistant Football Coach – ½ Stipend – High School – effective July 10, 2013
Ron Wells – Assistant Football Coach – 1/3 Stipend – High School – effective July 10, 2013
Mike Henthorne - Assistant Football Coach – 1/3 Stipend – High School – effective July 10, 2013
Chris Gossen - Assistant Football Coach – 1/3 Stipend – High School – effective July 10, 2013
Michael Norris – Volunteer Assistant Football Coach – High School – effective July 10, 2013
Jordan Fish - Volunteer Assistant Football Coach – High School – effective July 10, 2013
Yarnelle O'Banion – Volunteer 7th Grade Assistant Football Coach – Junior High School – effective July 10, 2013
Dalton Roark – Student Help – effective July 15, 2013
Ryder Bright – Student Help – effective July 15, 2013

Jacob Pettit - Student Help – effective July 15, 2013
 Jaydon Koontz - Student Help – effective July 15, 2013
 Cameron Vance – Student Help – effective July 15, 2013
 Chase Young – Student Help – effective July 15, 2013
 Shannon Gatke – Volunteer Assistant Football Coach – High School – effective July 10, 2013
 Betty Sebree – Alternative School Instructor (MAP) – effective August 2, 2013

Retirement(s)

Charlene O’Connell – Treasurer – effective no later than December 31, 2013
 Kathy Andres – Assistant Director of Transportation – requesting early retirement – effective October 4, 2013

FMLA Leave

Charlene O’Connell – requesting FMLA leave effective July 11, 2013, to be used intermittently

Resignation(s)

Tracy Ahlbrand – Spell Bowl Coach – Junior High School – effective June 14, 2013
 Nicole Cardinal – At-Risk Counselor – High School – effective June 28, 2013
 Doug Rusk – Head Girls Golf Coach – High School – effective June 30, 2013

Change of Position(s)

Amanda Laufer – from elementary Music teacher to ½ Title I Interventionist and ½ Classroom Teacher at Rykers’ Ridge Elementary School – effective August 2, 2013
 Heather Toomey – from Classroom Teacher to ½ Title I Interventionist and ½ Classroom Teacher at Rykers’ Ridge Elementary School – effective August 2, 2013
 Sharla Grubbs – from 9 month Custodian to 12 month Custodian at Madison Junior High School – effective July 29, 2013
 Mike Frazier – from Classroom teacher at Madison Consolidated High School to Director of Quality Systems, Operations and Auxiliary Services – effective July 11, 2013

Reduction in Force

Jacob Turner – Secondary Instructor – Junior High School – effective end of the 2012-2013 school year

APPROVAL OF TRAVEL REQUESTS AND REIMBURSEMENT FORMS

<u>Date</u>	<u>Name</u>	<u>Day</u>	<u>Grant</u>	<u>Sub Needed</u>	<u>Place</u>	<u>Reason</u>
June 24-26, 2013	Jill Banks	Full	Yes	No	Cincinnati	Learn Program to Help Students Improve Reading, Spelling & Speech
	Marty Gayle	Full	Yes	No		
July 8-9, 2013	Ginger Bolinger	Full	Yes	No	French Lick	ISBA Summer Board Academy
July 10-11, 2013	Jodi Stevenson	Full	Yes	No	Evansville	eRevolution
	Kathy Joyce	Full	Yes	No		
	Karen Clerkin	Full	Yes	No		
	Janet Hostettler	Full	Yes	No		
July 12, 2013	Shilo Maack	Full	Yes	No	Indianapolis	State Reporting Training

July 23, 2013	Ginger Bolinger	Full	Yes	No	Indianapolis	AVID Administrator Seminar
July 23-24, 2013	Jodi Stevenson	Full	Yes	No	Scottsburg	Digipalooza
	Kathy Joyce	Full	Yes	No		
	Janet Hostettler	Full	Yes	No		
	Pam Vance	Full	Yes	No		
	Teresa Grayson	Full	Yes	No		
	Jennifer Colen	Full	Yes	No		
July 25, 2013	Tim Whitaker	Full	Yes	No	Jeffersonville	ConnectED
	Angela Elswick	Full	Yes	No		

ACTION

SECOND READING AND ADOPTION OF AMENDED MCS POLICY 13.10 – STUDENT FOOD SERVICE AND FREE LUNCH PROGRAM

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mrs. laCour, seconded by Mrs. J. Imel, the Board voted, 5-0, and the motion carried to approve the Adoption of Amended MCS Policy 13.10 – Student Food Service and Free Lunch Program.

Dr. Stuebaker-Bolinger reported 13% of the outstanding balances are reduced students with 87% balances owed are paid.

Dr. Stuebaker-Bolinger said the reason for the change to this policy is the lunch program is a federally funded program, we cannot cover negative balances with federal money, so negative balances would come out of the general fund. Therefore, the auditors have mandated a policy be in place to address negative balances.

Dr. Stuebaker-Bolinger said some school corporations do not allow negative balances.

Mrs. laCour said she is worried about the 13% of reduced students.

Mrs. J. Imel said the federal government has backed us in a corner. She aired concerns regarding parent financial circumstances changing during the school year and parents not knowing they can apply for assistance at that time.

Dr. Stuebaker-Bolinger said Mrs. Judy Brooks, Food Services Director, reminds parents of outstanding balances. Mrs. L. Imel said in the past letters were sent regarding outstanding balances.

Mr. Glesing asked if a donation account was set up who would monitor the fund and make decisions. He asked if they would have to apply and how it would be handled? Mr. Glesing said he hates for students to suffer because of parents.

APPROVAL OF RESOLUTION TO AMEND RAINY DAY FUND

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. J. Imel, the Board voted, 5-0, and the motion carried to approve the Resolution to Amend the Rainy Day Fund, a copy of which is attached hereto and made a part of these minutes.

WHEREAS, I.C. 36-1-8-5.1 allows a school corporation to establish a Rainy Day Fund;

WHEREAS, the Board of School Trustees established such a fund by Resolution, dated December 2001;

WHEREAS, I.C. 36-1-8-5 was amended to allow the Rainy Day Fund to consist of transfers of unused and unencumbered balances remaining in funds that have been raised by a tax levy and/or received by the school corporation;

WHEREAS, the school corporation may transfer no more than ten percent (10%) of the annual budget to the Rainy Day fund at any time during the fiscal year; and

WHEREAS, the purposes of the Rainy Day Fund shall be to: fund emergency needs of the school corporation; supplement other school corporation funds as needed; and fund costs not included within the budget of other school corporation funds;

NOW, THEREFORE, BE IT RESOLVED, that the Board of School Trustees hereby establishes a Rainy Day Fund in order to receive transfers of unused and unencumbered balances remaining in funds that have been raised by a tax levy and/or received by the school corporation and for the purposes recited above. Accounting and reporting procedures for the Rainy Day Fund shall be the same as other funds held by the school corporation.

APPROVAL OF RESOLUTION FOR PROCESS OF CANCELLATION OF TEACHING CONTRACTS

Upon the recommendation of Dr. Studebaker-Bolinger and a motion by Mrs. J. Imel, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Resolution for Process of Cancellation of Teaching Contracts, a copy of which is attached hereto and made a part of these minutes.

**RESOLUTION OF
THE BOARD OF SCHOOL TRUSTEES
OF MADISON CONSOLIDATED SCHOOLS**

WHEREAS, Indiana Code 20-28-7.5-1 et al. provides the process for the cancellation of teaching contracts;

WHEREAS, the cancellation process must be initiated with a written notice of the principal's decision;

WHEREAS, this notice may be prepared and served by an employee of the School Corporation who has been authorized to do so;

WHEREAS, it is reasonable to anticipate that the School Corporation will from time to time in the future have a need to convene such cancellation process.

NOW, THEREFORE, BE IT RESOLVED that the teacher's building principal or one of the following (Director of Learning, Superintendent, or other employees designated by the Superintendent). is appointed to be the "principal" for purposes of preparing and issuing the written notice of the principal's preliminary decision pursuant to Indiana Code 20-28-7.5-2 in all cases in which the teacher's building principal has issued an evaluation, conducted the investigation, or otherwise been directly involved in the circumstances prompting the initiation of the cancellation process;

BE IT FURTHER RESOLVED that the Superintendent of the School Corporation is appointed to be the "principal" for purposes of preparing and issuing the written notice of the principal's preliminary decision pursuant to Indiana Code 20-28-7.5-2 in all cases in which the teacher's building principal has not issued an evaluation,

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conducted the investigation, or otherwise been directly involved in the circumstances prompting the initiation of the cancellation process.

APPROVAL OF ECA TREASURERS FOR THE 2013-2014 SCHOOL YEAR

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the following ECA Treasures for the 2013-2014 school year:

Shelly Owens	Deputy Elementary School
Marlene Orrill	E.O. Muncie Elementary School
Chricket King	Lydia Middleton Elementary School
Jenny Gray	Rykers' Ridge Elementary School
Vicki Wehner	Madison Junior High School
Karen Hall	Madison Consolidated High School

APPROVAL TO OFFER ALGEBRA I AND SPANISH I FOR HIGH SCHOOL CREDIT AT THE JUNIOR HIGH LEVEL

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mrs. laCour, seconded by Mrs. J. Imel, the Board voted, 5-0, and the motion carried to approve offering Algebra I and Spanish I for high school credit at the Junior High level.

APPROVAL OF TITLE I GRANT FOR THE 2013-2014 SCHOOL YEAR

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mrs. J. Imel, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Title I Grant for 2013-2014 school year, a copy of which is attached hereto and made a part of these minutes.

APPROVAL FOR AUTHORIZATION FOR SUPERINTENDENT TO HIRE PERSONNEL FOR THE BEGINNING OF THE 2013-2014 SCHOOL YEAR

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to authorize the Superintendent to hire personnel for the beginning of the 2013-2014 school year.

APPROVAL OF STUDENT HANDBOOKS FOR 2013-2014 SCHOOL YEAR:

- A. ELEMENTARY**
- B. JUNIOR HIGH**
- C. HIGH SCHOOL**

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mrs. L. Imel, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the student handbooks.

Dr. Stuebaker-Bolinger said students would receive the handbooks electronically. Mrs. J. Imel asked about the signature page? Dr. Stuebaker-Bolinger said it would be printed out or possibly done electronically.

PERMISSION FOR CORPORATION AUCTION

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mrs. laCour, seconded by Mr. Glesing, the Board voted, 5-0, and the motion carried to approve the corporation auction on August 10, 2013, at Dupont Elementary School at 10:00 a.m.

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Mr. Frazier said items had been taken from each school for the auction.

Mr. Glesing asked to make sure the administrators review the items prior to the auction. Mr. Frazier said he had.

APPROVAL OF CONTRACT WITH IMAGING OFFICE SYSTEMS, INC.

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the contract with Imaging Office Systems, Inc.

Dr. Stuebaker-Bolinger said the student records and payroll information must be in a secure setting.

APPROVAL OF HOOSIER HEARTLAND TRUST AGREEMENT

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mrs. J. Imel, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to approve the Hoosier Heartland Trust Agreement.

APPOINTMENT OF TRUSTEES TO HOOSIER HEARTLAND TRUST

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. laCour, the Board voted, 5-0, and the motion carried to appoint Dr. Ginger Stuebaker-Bolinger and Mr. Mark Stewart to the Hoosier Heartland Trust board.

APPROVAL OF CONTRACT WITH U.S. COMPUTING, INC.

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mrs. laCour, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the contract with U.S. Computing, Inc.

APPROVAL OF HEALTH INSURANCE RATES

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. J. Imel, the Board voted, 5-0, and the motion carried to approve the Health Insurance Rates.

Dr. Stuebaker-Bolinger informed the Board there would be a 4% rate increase in health care costs.

Mrs. J. Imel and Mr. Bass said were surprised it wasn't higher.

AGREEMENT FOR SERVICES

Upon the recommendation of Dr. Stuebaker-Bolinger and a motion by Mr. Glesing, seconded by Mrs. L. Imel, the Board voted, 5-0, and the motion carried to approve the Agreement for Services.

DISCUSSION INFORMATION

BUDGET CALENDAR

Dr. Stuebaker-Bolinger distributed the 2014 Budget Calendar for review. A discussion ensued regarding a date for a budget work session.

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BOARD RETREAT

Dr. Stuebaker-Bolinger said at a conference she attended it was recommended for boards to have a retreat once or twice a year. Dr. Stuebaker-Bolinger said she was contacting someone to conduct the retreat. She said she would inform the board of the date and asked that the board send her agenda items.

BOARD WORK SESSIONS

Dr. Stuebaker-Bolinger said Mr. Tom Neff, Schmidt and Associates, was ready to proceed with a public work session regarding the feasibility study. She said this work session would in all likelihood be in the evening.

PUBLIC COMMENTS

Ms. Amanda Ashby, 1713 Oak Hill Drive, addressed the Board about the Affordable Care Act, “Thank you for the opportunity to speak tonight. The last time I was here for a board meeting was January 9th. I brought my soon to be 7th grader, Jared Cross, here in his wheelchair with the class of 2019. Jared came to tell you he planned to graduate from Madison Schools with an academic honors diploma and then attend the University of Louisville. He was very excited to be here and spoke so loudly and clearly that he could be heard on the bench in the back of the room! I hope you remember Jared. He is the reason I am here tonight. Jared suffers from cerebral palsy and is in a wheelchair. Jared can’t write nor wipe his own bottom. Sadly, I couldn’t bring Jared with me tonight because I haven’t told him yet that Madison Area Special Services Unit (SSU) reassigned his One-to-One Instructional Assistant, Tamara Cosby, to another student. Jared wasn’t the only physically disabled child who lost their current long-term One-to-One Instructional Aide as a result of the two boards’ votes. A sweet young gal named Sammie who also is a 7th grader at Madison Junior High also lost her aide.

Because of the Patient Protection and Affordable Care Act this school board and the board of SSU voted to reduce hours of instructional aides to less than 30 hours per week so they won’t have to provide health insurance to these valued employees. This has caused a big problem for my son Jared.

I detailed how this loss will impact Jared educationally in a letter I emailed today to Superintendent, Ginger Stuebaker-Bolinger. I have brought a copy of that letter for each of you tonight.

I reached out to Ginger because she is the MCS representative on the SSU Board. The SSU Board cancelled their July meeting so you, this board that helped create the SSU and Ginger, are the only place I can turn in hopes of correcting this situation before school resumes August 6th.

I would like to read you an excerpt from that letter.

I have spoken with Angie Vaughn, Supervisor at the SSU twice since mid-May. In our first conversation Angie placated me with falsehoods. In our second conversation on June 13th Angie told me Jared’s ISPs hours had been cut but that she would work with Jared four days a week and another aide would work with him one day a week. I asked her who I needed to talk to regarding this issue. She referred me to Connie Griffith, Executive Director of the SSU. She never returned my call. Last week without the professional courtesy I found out Jared’s One-to-One Aide had been transferred. I immediately contacted Connie Griffith again. This time she did return my call. Connie said she was hesitant to try to put back Jared’s one-to-one aide because “we discourage relationship building between the staff and students.” I told her this was stupid and contradictory to everything MCS teaches. I explained to her how the counselors at the Junior High move from grade to grade. I explained to her the importance of positive trusting relationships in the educational process. She seemed unmoved but told me she would try to see what she could do. Connie called me back this past Monday. She said she had contacted the board president of the SSU and that the president stated they would back whatever decision Connie made. She informed me that she knew better that I do what my child needs and that she would not attempt to assign Ms. Cosby as Jared’s One-to-One Instructional aide for the 2013-14 school year. She offered to set up a meeting with me, Jared and the new aide so that we could

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“begin building a relationship”. I asked her if she hadn’t twice previously said SSU discouraged relationship building between staff and students and wasn’t her new statement contradictory to her previous two statements to me. She said it was not.

This loss will result in a decline in Jared and Sammie’s progress at school. It will have the same effect as three summer breaks. These physically challenged kids are our most fragile students and they are the least accepting of change. This is a completely unnecessary hardship that has been placed on these two fine children. It is especially unnecessary considering the implementation of the Affordable Care Act has been postponed by the government until 2015. Because of the delay in implementation there is no earthly reason Jared and Sammie can’t continue to have

their 2012-13 long term One-to-One Instructional Aides assigned back to them so they can have a seamless integration from the 6th to 7th grades.

So what exactly am I asking you for tonight?

These two kids are in your school district. You are responsible for them. you helped create the SSU. They should answer to you. Make SSU answer you as to why their Executive Director would make remarks that were clearly not well thought out. Make SSU retain the 2012-13 One-to-One Instructional Aides for Jared and Sammie for the 2013-14 school year and every year just like the counselors at the Junior high move from grade to grade with an incoming class. Make SSU have an exception to the less than 30 hour rule for the small handful of One-to-One Instructional aides that work with our disabled children.

If the Board can find money for the French Fry Bridge from the High School to McDonalds...they can find the money for healthcare for two or three more valued exceptional employees. And who knows...maybe if you put some coin in the Karma bank and make this right for Jared and Sammie...maybe the schools will get the exception to the Affordable Care mandate they so desperately want!"

Mr. Glesing said the funding used for the sidewalk project can't be used to support Instructional Support personnel. He said he has a grandson in the same circumstance as Ms. Ashby's son. Mr. Glesing said the only change to the Affordable Care Act is the fine has been moved back.

Dr. Stuebaker-Bolinger said a meeting regarding her issues had been scheduled and she would be in touch.

Mrs. laCour said the Board had concerns regarding the shifting of the Instructional Support staff.

REPORTS

INTERIM DIRECTOR OF SYSTEMS, OPERATIONS, AND AUXILIARY SERVICES

Mr. Frazier reported the pool project is coming along. He said the concrete had been poured, painting completed, duct work finished and lighting being hung. He said the drywall needs to be finished. Mr. Frazier said the bleachers are due to arrive next week.

Mr. Frazier said the sidewalk needs stripes and wiring for the lights. He said there has been a misunderstanding with the sidewalk issue. He said the walkthrough was put in for all businesses, not just McDonald's. Mr. Frazier said students are dropped off at the restaurants in the morning before school. He said many Junior High and High School students stay after school for practices, games, and academics and walk across Clifty Drive. Mr. Bass said this process began 30 years ago and it is a safety issue.

Mr. Frazier said the planning for the auction is going well. He said high school students were hired to assist with the auction and clean up areas as well.

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SUPERINTENDENT

Dr. Stuebaker-Bolinger welcomed Mr. Frazier as the new Director Systems, Operations and Auxiliary Services.

Dr. Stuebaker-Bolinger said she was proud of the teachers for taking advantage of summer professional development opportunities.

Dr. Stuebaker-Bolinger said at a conference she attended the Affordable Care Act was discussed and were advised by attorneys not to make any changes. She said things change from day to day with this act. Dr. Stuebaker-Bolinger said recent developments don't change the requirements from the Act.

Dr. Studebaker-Bolinger said the beginning of school is right around the corner.

Dr. Studebaker-Bolinger said online registration has begun and those attending the 4-H fair are able to register online.

BOARD MEMBER COMMENTS

Mrs. Lee Ann Imel thanked Mr. Frazier for clarifying the sidewalk issue. She said the letter to the editor misconstrued the student food service issue and crosswalk.

Mrs. Joyce Imel said she attended the 4-H fair and was grateful to all of the volunteers.

Mrs. Joyce Imel said she had attended a board conference and gained information to be a better board member.

Mrs. Joyce Imel said teachers have enjoyed the summer professional development.

Mrs. laCour thanked Amanda for speaking.

Mrs. laCour thanked Coach Patric Morrison for attending the 4-H fair. She said she has been hearing positive things regarding our football program.

Mrs. laCour said there have been 100 students register at the fair.

Mrs. laCour said she has been receiving good reports about Mr. Frazier.

Mr. Glesing thanked the volunteers at the 4-H fair.

Mr. Glesing aired frustrations with the Madison Courier's coverage at the last board meeting. He said there has not been any misinformation but misleading and partial information. Mr. Glesing said in the past he had met with the heads at the Madison Courier and may do so in the future. He said misleading and partial information is as detrimental as misinformation.

Mr. Bass said the Affordable Care Act will be devastating to schools in particular. He said it doesn't just affect Madison or SSU it is a nationwide issue. Mr. Bass said there is a push to exempt school corporations.

Mr. Bass thanked the staffs and teachers. He said our corporation has had a couple of rough years.

Mr. Frazier said he really appreciates the board of directors and Dr. Studebaker-Bolinger for trusting him with the position. He said he worked at the high school for 37 years.

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ADJOURNMENT

Mr. Glesing moved the meeting be adjourned, seconded by Mrs. laCour, the Board voted, 5-0, and the meeting was adjourned.

Secretary
BY: ps

ATTEST:

