MONROE PUBLIC SCHOOLS



BOARD MEETING #22 December 8, 2015 7:00 p.m.

BOARD OF EDUCATION

MR. ROBERT YEO, PRESIDENT
MR. LAWRENCE VANWASSHENOVA, VICE-PRESIDENT
MR. RYAN PHILBECK, SECRETARY
DR. TEDD MARCH, PARLIAMENTARIAN
MR. MATTHEW BUNKELMAN, TRUSTEE
MRS. FLOREINE MENTEL, TRUSTEE
MRS. CYNTHIA TAYLOR, TRUSTEE

SUPERINTENDENT OF SCHOOLS DR. BARRY N. MARTIN

"Monroe Public Schools is committed to being the premier education organization in the region. We are devoted to promoting high expectations for all in a state-of-the-art 21st century curriculum. We recognize that the students and communities we serve are our customers, and we promise to make all decisions in their best interest."

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MONROE PUBLIC SCHOOLS BOARD OF EDUCATION

Board Meeting #22 Tuesday, December 8, 2015 **7:00 p.m.**

AGENDA

				Page
A.		oll Call and Call to Order Pledge of Allegiance to the Flag	Mr. Yeo Mr. Yeo	1
B.	Pu	blic Commentary – Agenda Items Only	Mr. Yeo	
C.		Approval of Minutes Move to approve the minutes of the following meetings as submitted: November 24, 2015, Board Work Session November 24, 2015, Board Meeting #21	Mr. Yeo	2
	2.	 Reports and Updates November 11, 2015, Board Physical Resource Committee Meeting Minutes 	Mr. Yeo	8
	3.	Maintenance Appointment Move to approve the appointment of David Todd as a Classification 2 General Maintenance/Grounds with Monroe Public Schools effective December 9, 2015, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.	Mr. Oley	11
	4.	Monroe Middle School Door Upgrade Move to accept the bid of \$5,024.00 from Floral City Glass of Monroe, Michigan, to upgrade the main entrance doors at Monroe Middle School. Money for this purchase will come from the Site Sinking Fund.	Mr. Oley	14
	5.	Superintendent's Comments	Dr. Martin	
	6.	Old Business	Mr. Yeo	
	7.	New Business	Mr. Yeo	
	8.	Public Commentary – Any Topic	Mr. Yeo	
	9.	Adjournment Move that the December 8, 2015, Board Meeting #22 of the Monroe Public Schools Board of Education be adjourned.	Mr. Yeo	19

ROLL CALL

	<u>Present</u>	<u>Absent</u>
Mr. Bunkelman		
Dr. March		
Mrs. Mentel		
Mr. Philbeck		
Mrs. Taylor		
Mr. VanWasshenova		
Mr. Yeo		

APPROVAL OF MINUTES

ENCLOSURES

- November 24, 2015, Board Work Session Minutes
- November 24, 2015, Board Meeting #21 Minutes

RECOMMENDATION

Move to approve the following minutes as submitted:

- November 24, 2015, Board Work Session
- November 24, 2015, Board Meeting #21

MOTION:	SUPP	ORT:	ACTION:		Γ: ACTION:		
	<u>Aye</u>	<u>Nay</u>	<u>Abstain</u>	<u>Absent</u>			
Mr. Bunkelman							
Dr. March							
Mrs. Mentel							
Mr. Philbeck							
Ms. Taylor							
Mr. VanWasshenova							
Mr. Yeo							

MONROE PUBLIC SCHOOLS BOARD OF EDUCATION

Work Session Tuesday, November 24, 2015 5:30 p.m.

MINUTES

Roll Call and Call to Order

Board Members Present: President Robert Yeo, Vice President Lawrence VanWasshenova, Secretary

Ryan Philbeck, Parliamentarian Dr. Tedd March, Trustee Matthew Bunkelman (arrived at 6:04 p.m.), Trustee Floreine Mentel, and Trustee

Cynthia Taylor (arrived at 5:50 p.m.)

Board Members Absent: None

Administrators Present: Barry Martin, Julie Everly, Katherine Eighmey, Jerry Oley, David Payne

Administrators Absent: None

President Yeo called the meeting to order at 5:36 p.m.

Homeless Activity

November is Homeless Awareness month, and administration wanted to highlight the district's social/emotional support that is provided to students. Stephanie Kasprzak from MCOP shared some community data, and several of our social/emotional support team members talked about the services they provide.

Mrs. Kasprzak shared a portion of the 2015 Community Needs Assessment. She stated Monroe's population is just over 150,000, which is a slight increase from 2013. The poverty rate in Monroe County has nearly doubled in 15 years. The rate was 6.4% in 2000, and it's currently at 12.5%. When compared to the state and national poverty level, Monroe is lower than both. Single female head of households and African Americans make up the largest percentages of people living in poverty in Monroe County. The poverty rate for children, age 0-17 in 2000 was 8.4% and in 2013 it was 16.4%, which is just above state and national averages. Our current unemployment rate is 4.9%. Educational attainment stats show that a majority of people have a high school diploma or no high school diploma, some college, and the number of people with associates, bachelors, or master's degrees, is very low. There is a link between unemployment, educational attainment, and poverty. In Monroe, there are a lot of low wage paying jobs; therefore, people have to work two or three jobs. Even in a two income household, some families struggle to meet their basic needs. MCOP provided emergency shelter to 735 homeless people in 2013. In 2014, the number grew to 906, 41% of which were families. According to the needs assessment, food is still the number one need in our community. Utility assistance is always in the top three. Clothing, rental assistance, affordable housing, transportation and prescription drug assistance were all part of the top 10 needs.

Mrs. Everly stated that we have to consider this data because it ties into how much support students may or may not have at home. One of the biggest changes we made in providing student support services was restructuring our counseling department. Positive school climate liaisons were part of that restructuring. Chip Jackson from Raisinville, and Renee Hoskins from MMS, gave a quick snapshot of the responsibilities they have in their buildings. They primarily focus on student attendance, but they also support positive student behavior, intervention and support, and arranging special events. Student Service Providers have a degree in social work or a related field. Student service provider LaShawnda Gayden works with students individually and in group settings. She works with the positive climate liaison to organize parent events,

and with teachers to develop classroom management plans as well as behavioral plans for individual students. Ann Wood has the same responsibilities at Custer, and shared what a typical day as a student service provider at Custer involves.

We realized the need for coordination among the schools in our district. Part of the central office restructuring involved a district climate liaison and curriculum specialist. Kim Vandevelde, who is the district climate liaison, is currently in the process of learning how attendance works in each building. She's also training new positive climate liaisons in Power School and educating them on our attendance policy. In addition, a district wide attendance model is being developed so each building follows the same practice. Montyne Barbee, curriculum specialist, works with student service providers and dean of students. She helped coordinate outside agencies to present information to student service providers about community resources. She's also in the process of developing a social/emotional support curriculum for students at all grade levels.

Sometimes it's difficult for our families to access MCOP because of its location, so we are trying to be a bridge between these families and MCOP. Unfortunately, our child protective services reports increased tremendously last year. DHHS has received funding for five more full-time child protective service workers. We informed DHHS that we would be glad to have onsite services for our schools and our students. They were optimistic about being housed, at least part-time, in some of our schools.

We needed to find a way to help teachers develop an understanding of what it's like to be homeless. Kim Vandevelde discovered a board game that was actually designed by homeless people living in a shelter. After playing the game in staff meetings, real life examples of students who are experiencing combinations of events portrayed in the game, are shared.

Resources for families in need are limited and difficult to find. Homelessness is increasing, but the grant money from the state is decreasing. We are in the process of creating a systematic way to search for grants.

Future Building/Site Projects

Jerry Oley provided a summary of projects that need to be completed in the district. Annually, there is 1.5 to 1.7 million dollars available for building and site projects. Jerry reviewed the highest rated items across the district, some of which have to be completed because of safety liabilities. The following projects are being considered: boiler update at the administration building; demolition of the pool and roof replacement in two areas at Arborwood South; reconstruct parking lot at Custer 1; roof replacements of D and F wings and finish tuck point masonry at MHS; replace the gym roof at MMS; replace roof shingles at Operations; and replace north parking lot and windows at Raisinville.

Mr. Oley indicated this is just a baseline. We may not be able to update the boiler at the administration building, since we now have to replace the light poles at Monroe High School.

Adjournment

Motion by Mr. VanWasshenova; support by Mrs. Mentel that the 5:30 p.m., November 24, 2015, Work Session of the Monroe Public Schools Board of Education be adjourned.

Vote: Motion carried by a 7-0 hand vote at 7:01 p.m.

MONROE PUBLIC SCHOOLS BOARD OF EDUCATION

Board Meeting #21 November 24, 2015 **7:00 p.m.**

MINUTES

Roll Call and Call to Order

Board Members Present: President Robert Yeo, Vice President Lawrence VanWasshenova, Secretary

Ryan Philbeck, Parliamentarian Dr. Tedd March, Trustee Matthew

Bunkelman, Trustee Floreine Mentel, and Trustee Cynthia Taylor

Board Members Absent: None

Administrators Present: Barry Martin, Julie Everly, Katherine Eighmey, Jerry Oley, David Payne

Administrators Absent: None

President Yeo called the meeting to order at 7:07 p.m.

Public Commentary-Agenda Items Only

There was none at this time.

Approval of Minutes

Motion by Mr. VanWasshenova; support by Mrs. Taylor to approve the minutes of the following meetings as submitted:

- November 10, 2015, Board Work Session
- November 10, 2015, Closed Session
- November 10, 2015, Board Meeting #20
- November 17, 2015, Special Board Meeting (2 sets)
- November 17, 2015, Closed Session (2 sets)
- November 17, 2015, Board Work Session

Vote: Motion carried by a 7-0 roll call vote.

Reports and Update

The November 16, 2015, Board Curriculum Committee Meeting Minutes and the following Informational Reports were received: Contracted Services Recommendations, Contracted Coaches, and Club Paid Coaches.

Teacher Appointment

Motion by Mrs. Taylor; support by Mr. Bunkelman to approve the appointment of Tammy Laroche as a teacher with Monroe Public Schools effective December 2, 2015, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.

Vote: Motion carried by a 7-0 roll call vote.

Clerical Appointment

Motion by Mrs. Mentel; support by Mr. VanWasshenova to approve the appointment of Shonna Wener as secretary with Monroe Public Schools effective Monday, November 30, 2015, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.

Vote: Motion carried by a 7-0 roll call vote.

Teacher Appointment

Motion by Mr. Bunkelman; support by Mrs. Taylor to approve the appointment of Resa Chambers as a teacher with Monroe Public Schools effective November 30, 2015, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.

Vote: Motion carried by a 7-0 roll call vote.

Superintendent Comments

Congratulations to Waterloo's robotics team who qualified as one of only seven teams from the Monroe Regional to advance to the First Lego League State Tournament to be held December 12 at Jefferson High School. Only two Monroe County teams qualified. The team competed against teams from 30 other schools in the FLL Regional Qualifying Meet at Monroe High School.

During the recently completed College Application Week, Monroe High School seniors submitted 615 college applications, 532 of which were to in-state institutions. In all, 343 members of the senior class submitted at least one college application and 226 seniors submitted their first college application ever during College Application Week. A major push for college applications is being made at Monroe High School this year, with a whole day – October 28 – of College Application Week dedicated to being career and college-ready for the entire student body.

The Manor School Leadership Team hosted a fun friendship bonding activity where students in mixed-class groupings rotated through stations and classrooms to make pilgrim hat cookies, decorate an "I am thankful for" turkey feather, and made two Christmas ornaments. One of the ornaments will go on the school's Christmas tree and one is for charity. Today also marked the beginning of Manor's collection of items for the Humane Society and the Animal Control Shelter.

The volleyball season came to an end last week for our Monroe High team, but not before they made it to the state quarter finals, the farthest a Monroe High volleyball team has ever gone. Congratulations to Coach Windham and the girls for a fine season.

Our music program is starting a busy performance time of year. On December 2, the MHS Expressions will sing at the Toledo Zoo's *Lights Before Christmas*. The MHS Jazz Band, the 6th grade strings, Frenchtown Fiddlers and MMS Jubilation will perform at the Matthes Evergreen Farm, and the MHS Chamber Strings will play at a public dinner at the Christmas in Ida Festival on December 5. On December 6, all of the Monroe High School choral groups will sing at the Matthes Evergreen Farm. Our music program proves to be a wonderful group of community ambassadors each and every year, especially over the holidays.

In a recent push, more than 2,000 people signed up to receive text messages from us as part of our School Messenger program. That is in addition to being able to receive our voice and email messages.

On Wednesday, January 20, the Education Foundation of Monroe Public Schools will host an evening with Detroit Tigers TV announcer Mario Impemba. Tickets will be available soon.

Old Business

Mr. Bunkelman asked if the information we requested at the joint meeting with the City of Monroe has been received. Dr. Martin will forward the Parks and Recreation Master Plan and the City of Monroe Comprehensive Plan to Board members.

New Business

None

Public Commentary-Any Topic

Lynn Mitosinka requested a one year release for her children. She is concerned with the quality of their education.

Selma Rankins stated his belief that students are not learning. He thinks more black teachers and veterans should be hired.

Board Goals

Board members met on November 17 to review their current goals and determine if any modifications were needed. The three main goals are Student Achievement/District Performance, District Finances/Revenue, and Human Resources/Administration Structure. Methods were discussed to help achieve these goals. Dr. Martin will align these goals with the district school improvement goals.

Student Achievement remains the number one goal. The board wants to be kept abreast of what's working in the state and county, and how it can be applied in our district. Julie suggested Monroe Public Schools having a voice in Lansing when different bills are coming forward, like third grade reading retention. The Board wants academics focused on at the high school to the same degree that it's focused on at the elementary, and for teachers to be aware of available interventions.

Teacher recruitment is a high priority with Board members. It was suggested to expand methods for recruiting teachers if needed. Board members want administration to explore teacher compensation and incentives. The human resource director position is still being discussed.

The prospect of utilizing reserve funds for a pilot project was discussed. However, board members agree that it's important to keep an excess amount available in the reserve fund. The board agreed that we have to be willing to make tough decisions in order to achieve our goals and objectives.

Adjournment

Motion by Mrs. Taylor; support by Mr. Bunkelman that the November 24, 2015, Board Meeting #21 of the Monroe Public Schools Board of Education be adjourned.

Vote: Motion carried by a 7-0 hand vote at 8:35 p.m.

Ryan Philbeck, Secretary		

Board Meeting #22 December 8, 2015 Item #C.2

REPORTS AND UPDATES

BOARD COMMITTEES/OTHER REPORTS

• November 11, 2015, Board Physical Resource Committee Meeting Minutes



Physical Resource Committee

Wednesday, November 11, 2015 @ 4:30 PM

Minutes

Present: Kathy Eighmey, Barry Martin, Jerry Oley, George O'Dell

Jerry Oley recommended the following Priority 1, 2016 Sinking Fund Construction Projects.

- Administration Building Update Boilers & VFD Hot Water Pumps
 - This project is estimated to cost \$99,900.
 - The current boiler does not allow for much control in the duct system.
- Arborwood South Pool Demolition
 - This project is estimated to cost \$100,000.
 - We will need to keep the pool licensed until it is demolished.
- Arborwood South Replace 2 Roof Areas
 - o This project is estimated to cost \$364,300.
- Custer I Reconstruct South Staff Parking Lot
 - This project is estimated to cost \$91,700.
- MHS D and F Wing Roofs
 - o The D Wing Roof replacement is estimated to cost \$87,700.
 - The F Wing Roof replacement is estimated to cost \$128,700.
- MHS Tuck Point Masonry
 - o This project is estimated to cost \$250,000.
- MMS Gym Roof
 - o This project is estimated to cost \$70,000.
 - o Roof will be replaced with Duralast.
- Operations Center Replace Roof Shingles
 - This project is estimated to cost \$30,300.

- Raisinville North Parking Lot Replacement
 - o This project is estimated to cost \$58,700.
 - o The parking lot is at least 30 years old.
- Raisinville Window Replacement
 - o This project is estimated to cost \$198,200.
 - With the exception of the "big room" windows, all of the windows in this building are original.

Discussion regarding sound deadening at Arborwood South.

• Jerry has not researched this thoroughly. He has yet to see anything that works really well unless you address it ceiling to floor and wall to wall.

Discussion regarding MHS Chiller.

• It is a bromine system and was last replaced in the early 1990's.

Meeting adjourned at 5:10 PM

Board Meeting #22 December 8, 2015 Item #C.3

MAINTENANCE APPOINTMENT

BACKGROUND

On behalf of the administration and the interview panel I am recommending the appointment of David Todd into a Classification 2 General Maintenance/Grounds position with Monroe Public Schools.

Mr. Todd holds dual associate's degrees from Monroe County Community College and Washtenaw Community College. He was most recently employed with C-Gate Entry Systems out of Sylvania, Ohio.

Members of the interview panel were: Jerry Oley, Director of Operations; Tim Salenbien, Custodial-Maintenance Supervisor; Rick Saenz and Tom Tippery, Maintenance.

ENCLOSURE(S)

Resume

RECOMMENDATION

Move to approve the appointment of David Todd as a Classification 2 General Maintenance/Grounds with Monroe Public Schools effective December 9, 2015, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.

MOTION:	SUPPORT:		ACTION:			
	Aye	Nay	Abstain	Absent		
Mr. Bunkelman						
Dr. March						
Mrs. Mentel						
Mr. Philbeck						
Mrs. Taylor						
Mr. VanWasshenova						
Mr. Yeo						

David V. Todd

Abilities and Qualifications

- Excellent communication skills
- Detail oriented
- Self-directed
- Flexible adapter
- Plumbing
- Electrical
- Commercial lawn equipment
- Mechanical trouble shooting
- Steam line repair
- Light construction
- Valid Michigan Driver's License

Education and Training

Monroe County Community College, Monroe, MI, 1992 Associate of Science

Washtenaw Community College, Ann Arbor, MI, 1993 Associate of Science

Work History

Service Technician June 2014-August 2015 C Gate Entry Systems Sylvania, Ohio

- Gate Operator Installation
- Electrical
- Trouble Shooting and Diagnostics
- Mechanical Repair

Building and Grounds Maintenance 2013-2014 County of Monroe, Michigan

- Plumbing
- Electrical
- General Maintenance
- Basic HVAC Preventative Maintenance

Independent Contractor 2005-2013

- Residential Electrical
- Light Industrial Electrical
- Installation and Repair of Commercial Laundry Equipment

Job Applicant Screener 2001 Key Personnel, Holland, MI

- Reference Verification
- Drug Screening

Production Member 1997-2001 Holland Hitch, Holland, MI

• Fifth Wheel Assembly

Production Member 1996-1997 Howard Miller Clock Company, Zeeland, MI

Precision Finish Sanding

Hi-Lo Driver 1994-1995 Total Logistics, Erie, MI

Inventory Maintenance

Associate 1990-1994 Sam's Club, Ann Arbor, MI

- Customer Service Associate
- Inventory Maintenance
- Fork-lift Operation

MONROE MIDDLE SCHOOL DOOR UPGRADE

		ND

See attached memo from Jerry Oley for details.

ENCLOSURE(S)

Memo from Mr. Oley

Bid from Floral City Glass, Enrico Group, and Monroe Glass

RECOMMENDATION

Move to accept the bid of \$5,024.00 from Floral City Glass of Monroe, Michigan, to upgrade the main entrance doors at Monroe Middle School. Money for this purchase will come from the Site Sinking Fund.

MOTION:	SUPPORT:		AC	ACTION:	
	Aye	Nay	<u>Abstain</u>	<u>Absent</u>	
Mr. Bunkelman					
Dr. March					
Mrs. Mentel					
Mr. Philbeck					
Mrs. Taylor					
Mr. VanWasshenova					
Mr. Yeo					



MONROE PUBLIC SCHOOLS

4920 W. Albain Rd. Monroe, MI 48161

www.monroe.k12.mi.us

Operations

Jerry OleyExecutive Director of Operations

Frank Henry

TransportationPhone 734-265-3300

Phone 734-265-3333 Fax 734-265-3301

Tim SalenbienCustodial/Maintenance Supervisor

Transportation Supervisor

Fax 734-265-3301

December 2, 2015

To: Board of Education

Monroe Public Schools

From: Jerry Oley

Director of Operations

Re: Monroe Middle School Door Upgrades

Bids were requested from three companies for necessary door upgrades to be installed on Monroe Middle School doors at the main entrance. This request is to accommodate the general security standards that are being practiced across the district and will allow for the public to enter this area of the building using the Washington street main doors. Three bids were returned.

It is my recommendation that the low bidder, Floral City Glass of Monroe, MI be awarded the 2015 MMS door upgrades.

Bid summary is as follows:

Floral City Glass \$5,024.00

Monroe, MI

Enrico Group \$6,125.00

Wixom, MI

Monroe Glass \$8,163.00

Monroe, MI

Funding for door upgrades will be taken from the district site sinking budget. If you need further information, please let me know. Thank you.

[Type here]

NOTICE OF NONDISCRIMINATION

QUOTATION.

11/9/15

MONROE PUBLIC SCHOOLS

REF: MIDDLE SCHOOL PANIC HARDWARE.

ATTN: TIM SALEBIEN.

I am pleased to provide a quotation to supply and install the following (6 total) panic hardware for the interior vestibule aluminum doors, and (1) for the exterior entrance.

Interior vestibule doors (6 total)

6 – VonDuprin # 2227 surface applied vertical rod panic hardware.

1 – Cylinder kit with BEST cylinder / less core.

Lead time - 2 to 3 weeks.

Total amount installed \$ 5,024.00

Exterior entrance door.

1 - Install (1) kawneer electric paneline exit devise.

Total amount installed \$ 2,118.00

Thank you for the opportunity to bid and looking forward to hearing from you.

Mark Evans

Please note: All electrical work to be done by others and is NOT included.

Power supply is not included.

Dear John,

Per your request, and my inspection of the Front Entrance Vestibule doors on October 28, 2015, We are pleased to quote the following materials and service for your review and consideration:

Vestibule Doors

ALUM COLOR DOORS

Supply only:

- 6ea. Vertical Rod Exit devices
- 1ea. Dummy Trim
- 1ea. SFIC rim cylinder



Sub Total \$6,125.00 No Tax TOTAL \$6,125.00

Please allow 4 to 6 weeks delivery after receipt of purchase order and delivery instructions. Our terms are 2% net 10 days or net 30 days, FOB Origination, Wixom. This proposal will be honored for 45 days from today's date. The ENRICO Group, Inc. warrants all workmanship for one year, excluding improper use or abuse. ENRICO warrants all products from manufacturers to be free from defects in materials, operation, and normal wear and tear expected for a period granted by the said manufacturer. We do not however warrant against defects that may be due to improper use or installation, poor or no maintenance or abuse. If you have any questions please contact me at 248-821-1957.

Thank you for the opportunity to quote. Sincerely,
Mark LaFlamme

theENRICOgroup

28003 Center Oaks Ct. Ste 102, Wixom MI 48393

Tel: 248-821-1957

Fax: 248-869-0069

Mark Laflamme

markenrico1@me.com www.theenricogroup.com

November 2, 2015

John Wilhelm Monroe Public Schools Wilhelm@monroe.k12.mi.us

Re: Middle School - Front Entrance - ALTERNATE QUOTE

Dear John.

Per your request, and my inspection of the Front Entrance doors on October 28, 2015, We are pleased to quote the following materials and service for your review and consideration:

Front Entrance Doors

BROWN DOORS

QUOTATION

Monroe Glass Company

15475 S. Telegraph Road Monroe, Michigan 46161

Glass and Store Front Specialists

Monroe Middle School



Glass for every purpose

Phone: (734) 242-1930 Fax: (734) 242-1530

8-21-2013) 11-18-15-M.J.

We propose to:

Install Von Duprin Panics in the Middle School Entry. (3) pairs of doors, includes (1) owner Supplied Cylinder. Panics only. We can use existing pull handles,

All for the Sum of \$9750.00 8/63.00 - N.J. Additional Quote:

> 5/16 Security Laminated for (6) Interior Doors installed All the Sum of \$1784.34 1484.00 - N.J.

ICAWN RETRO PACKAGE - INSTALLED PATHWAY TO DOOR BY OTHERS RHOR LH ON FRONT ENTRY 865.00 n.g. AT MIDDLE SCHOOL OWNER TO SELECT DOOR

All material is guaranteed to be as specified. All work to be completed in a workmanlike manner according to industry standards. Any alteration or deviation from above specifications involving extra costs, will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workmen's Compensation Insurance and Liability.

ccepted	A signed acceptance of this quotation will constitute an agreement.
le.	

Board Meeting #22 December 8, 2015 Item #C.9

ADJOURNMENT

RECOMMENDATION Move to adjourn the December 8, 2015, Board Meeting #22.							
HAND VOTE							
MOTION:	_ SUPPORT:	ACTION:					
	TIME:						