

MINUTES
BLEDSOE COUNTY BOARD OF EDUCATION
REGULAR MEETING
JUNE 12, 2023

The Bledsoe County Board of Education met in Regular Session on June 12, 2023, at 6:00 p.m. at Bledsoe County Middle School.

The meeting was called to order by Chairman Vincent Boring, with seven members present.

Roll Call:

Mr. Andy Billingsley	-	Present
Mr. Vincent Boring	-	Present
Mr. Ben Farmer	-	Present
Mr. Jacob Frady	-	Present
Mrs. Carolyn Oakes	-	Present
Mr. Bron Reece	-	Present
Mr. Don Snow	-	Present

1. Approval of the Agenda.

MOTION: Farmer

SECOND: Reece

VOTE: Mr. Billingsley: AYE Mr. Boring: AYE Mr. Farmer: AYE Mr. Frady: AYE
Mrs. Oakes: AYE Mr. Reece: AYE Mr. Snow: AYE

2. Approval of the minutes from the May 1, 2023 regular meeting of the Bledsoe County Board of Education.

MOTION: Billingsley

SECOND: Oakes

VOTE: Mr. Billingsley: AYE Mr. Boring: AYE Mr. Farmer: AYE Mr. Frady: AYE
Mrs. Oakes: AYE Mr. Reece: AYE Mr. Snow: AYE

3. Request by Mrs. Kara Walling, Finance Director, to approve monthly financial reports for the month ending April 30, 2023.

MOTION: Billingsley

SECOND: Snow

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

4. Request by Mrs. Kara Walling, Finance Director, for the approval of budget amendments for Funds 141 – General Purpose

Amendment #15: To Amend overspent line items

Amendment #16: Summer Learning & Transportation Camp

Amendment #17: Volunteer Pre-K

Amendment #18: Community Services Budget

143 – Food Service

Amendment #2: To Amend line items for Food Service

146 – Daycare

Amendment #2 To Amend overspent line items

MOTION: Farmer

SECOND: Boring

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

5. Request by Mrs. Kara Walling, Finance Director, for the approval of amendments for 142 – Federal Projects.

MOTION: Billingsley SECOND: Farmer
VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
 Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

6. Request by Mrs. Kara Walling, Finance Director, for the approval of 2023-24 supplements.

Removal: Principal and Administrative Supplement
 Principals and Supervisor County Wide Supplement
 Vocational Assistant Principal Supplement
 High School and Middle School Assistant Principal Supplement
 Tech Coordinator Supplement
 Academic Team Coach Supplement

Updates: Assistant Director of Schools Supplement: \$1,500.00
 Added wording on Elementary School Assistant Principal to state less than full time
 Athletic Director Supplement: 15%
 High School Assistant Soccer Coach: 5%
 Specified approved Middle School Assistant Coaches

This motion included approval to allow the head coach of the sport to recommend the approved supplements for the said sport be divided as necessary to Bledsoe County Schools employees who assist with that sport.

MOTION: Billingsley SECOND: Farmer
VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
 Mrs. Oakes: YES Mr. Reece: NO Mr. Snow: YES

7. Request by Mr. Mark Oxner, Grant Manager, for approval of proposed budget amendments.

Amendments to Esser 2 for payroll items and Indirect Cost
Amendment to Esser 3 for fencing at Pikeville Elementary
MOTION: Boring SECOND: Billingsley

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
 Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

8. Request by Dr. Kristy Walker to approve and additional Pre-K teacher and educational assistant. These positions are to ensure that children in the Special Education Pre-K are in an inclusive setting. In order to be considered an inclusive setting we need a mixture of disabled and nondisabled students.

MOTION: Farmer SECOND: Reece
VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
 Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

9. Request by Dr. Kristy Walker, Federal Projects Supervisor, for the approval of Federal Projects Consolidated Application.

MOTION: Reece SECOND: Frady
VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
 Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

10. Request by Michelle Rains for the approval of the Healthcare Resiliency Grant. Tabled

11. Request by Mrs. Amanda Roberts, BEA President, for the approval of the new Memorandum of Understanding between Teachers and the Board.

Mrs. Roberts presented the revised Memorandum of Understanding to the Board. She reviewed a few of the changes to the Memorandum such as teachers dress code change, bereavement leave change, teacher dues and payroll deduction and the addition of a severability clause.

Mr. Howard Upchurch, Board Attorney, is to review the Memorandum for the July meeting.

Tabled until the July Meeting

12. Request by Mrs. Amanda Roberts, BEA President, for the approval of a new 30-year teacher pay scale, increasing steps from 25 years to 30 years.

MOTION: Snow SECOND: Billingsley
VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

13. Discussion of Summer Capital Projects by Mr. Brian Turner, Maintenance Supervisor. Mr. Turner addressed the Board on possible improvement projects that were included in the Capital Projects Plan. Irrigation of the football field, practice field and baseball field was discussed. Mr. Jason Reel, Athletic Director, had obtained quotes on the project for all fields was \$61,347.57 and this did not include boring across the walking tract pavement. The baseball field at present does not have an irrigation system in place and this would include repairing/replacing the existing system at the football field and practice field.

Lighting at the sports facility was also discussed. Discussion was concerning the replacement of polls and lighting with LED lights

Mr. Turner also addressed lime washing the two oldest elementary schools, Rigsby and Wheeler Elementary, to improve the appearance of the outside of the buildings.

Other items discussed were cleaning of overgrowth behind the visitor's side bleacher and also the overgrowth behind the CTE building. Mr. Turner stated he would get someone to come in and clear these areas. A discussion concerning moisture and water issues at Rigsby and Wheeler Elementary was discussed. Mr. Turner said that Rigsby did have an issue with water drainage and Wheeler did have some moisture problems, but thought that the new awning and re-caulking would help the issue at Wheeler. He further stated that he would like to get with Mr. Allen Jones to look at this issue as this was not something he had expertise in.

A motion was made to have the lighting polls evaluated and a written report, have specifications generated for the irrigation and to place out to bid the lime wash for Rigsby and Wheeler Elementary.

MOTION: Billingsley SECOND: Farmer
VOTE: Mr. Billingsley: AYE Mr. Boring: AYE Mr. Farmer: AYE Mr. Frady: AYE
Mrs. Oakes: AYE Mr. Reece: AYE Mr. Snow: AYE

Mr., Turner is to consult with Mr. Allen Jones on the drainage issues at the elementary schools and bring back some bid specifications for what is needed at the July meeting.

Recess at 7:15 p.m. Back in session at 7:30 p.m.

14. Approval of bids for Custodial supplies.

Bids were received by six vendors:

1. Unipak
2. Jacobs Paper
3. American Paper & Twine
4. Chattachem
5. Kelsan
6. Central Poly-Bag Corporation

Recommendation by Mr. Brian Turner, Operation of Plant Supervisor, to accept bids from all six vendors in order to utilize the best pricing on products.

MOTION: Billingsley SECOND: Frady
VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

15. Approval of bid for Waste Management.

Vendor	Price
Selk Sanitation	\$3,650.00 plus 15% surcharge
Sullivan Disposal	\$3,500.00 monthly

Recommendation by Mr. Brian Turner, Operation of Plant Supervisor, to accept lowest bid from Sullivan's Disposal, Spencer, TN.

MOTION: Mr. Snow

SECOND: Mr. Farmer

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

16. Approval of bid for Gas rooftop unit for Pikeville Elementary School.

One bid was received from Turner's Refrigeration:

Option # 1: American Standard Brand Units - \$14,995.00

Option #2: Aaon RTU Units: \$51,245.00

Mr. Brian Turner, Maintenance Supervisor, made the recommendation to accept the bid for the American Standard Brand Units.

MOTION: Mr. Snow

SECOND: Mr. Farmer

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

17. Request by Mr. Corey Garrett, to approve new positions for the new ACTS classroom.

This would be three positions, one new teaching position and two educational assistant positions.

This would allow students who have shown the academic standards to transition into the general education classrooms for academic core content with an assistant or sometimes without an assistant without disrupting the learning of themselves or disrupting the learning of others.

MOTION: Mr. Snow

SECOND: Mr. Boring

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES
Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

18. Mr. Corey Garrett, Special Education Supervisor, to give an update on Special Education.

Mr. Garret gave a presentation to the Board on the Special Education about setting forth a vision for Bledsoe County Schools. He stated he called this his TRAAP program.

The first focus is on training, special education professionals require specialized training to effectively support students with diverse needs. Ongoing professional development programs will be designed to enhance skills and knowledge.

The second focus access to appropriate resources is crucial for providing quality special education services.

Investing in a diverse range of resources such as assisted technology, adaptive materials, sensory support and also means to put assessment evaluations and collaboration with non-profit organizations can also help expand available resources.

The third focus is on assessment data. Collecting and analyzing assessment data, collecting and analyzing assessment that is essential for understanding student progress and tailored comprehensive assessment data procedures will provide valuable insight into individual student needs. Developing and assessment team to look at data and assessment before the need to evaluate. This will support our students and interventions. Data driven decisions ensures personalized interventions and support for students.

The fourth focus is accountability. Accountability measures are necessary to ensure the effectiveness of special education programs. Regular evaluations of programs. Regular evaluations and monitoring should be conducted to assess the impact of intervention and services. IEPs are required to be done once a year, but we should be checking those throughout the year to make sure that we're working toward gains and working toward goals and objectives that have been set. Accountability promotes transparency, identifies area for improvement and enhances outcomes for students.

The fifth focus is planning. Effective planning is the foundation of a successful special education program.

Collaborative IEP teams should develop comprehensive plans for each student based on data. Long-term planning

involves transition services in order to support students to successfully transition from school to post school or even from elementary to middle or middle to high. Long term planning also involves transition services to support students who are dismissed from the special education services.

Mr. Garrett stated that he thought there could be potential growth with the TRAAP program for success and that we can see more students being dismissed and discontinued from the need of intensive specialized services.

This does not mean support will not be needed and that it will be absolutely perfect, but that is his goal for special education. He stated he felt like the TRAAP for success sets special education up for success in order to move forward and set a strong vision for Bledsoe County Department of Education.

The sixth focus is integrated approach to work together. Collaboration is important. It is important to integrate all of the elements discussed. Training, resources, assessment date, accountability, and planning should work in harmony. By adopting this holistic approach, we can empower students with exceptionalities to reach their full potential.

Mr. Garrett stated that another focus that we have is the special education teacher shortage. He announced that Bledsoe County is piloting a Grow Your Own in partnership with UTC for employees that are interested in becoming a special education teacher. This program affords them the opportunity to attend classes in a hybrid setting online and in person, the in person classes will be held here in the county. Financial assistants to obtain their degree at no cost to the candidate or school system. The candidates must agree to work for Bledsoe County Schools for three year if a position is available at the time they obtain certification.

Mr. Garrett thanked the Board for their time and stated he knew that special education has been a focus. I know we had a situation that required it to give it the attention that it needed.

19. Mrs. Cindy Johnson and Mrs. Bethany Frady to give a presentation on the Gifted Program.

Mrs. Cindy Johnson, Guidance Counselor Bledsoe County High School, and Mrs. Bethany Frady, Diagnostician Bledsoe County Schools, gave a brief presentation on the future of the gifted program for Bledsoe County Schools. Mrs. Johnsons outlined somethings that had already taken place and future services for students such as the following:

- Met with all ACE students in the Spring to talk about the program for the 2023-24 school year
- A Google Classroom created for ACE students to share information and enhance communication
- Google form requesting College/Career Interests sent to students
- Requested recommendations for visits or topics to study more in depth to assist with planning for Fall 2023
- Course selections – Honors/Dual Enrollment/Advanced Placement
- Advisory built into high school schedule
- Small group college visits to be education specific
- Job shadowing
- Student driven research papers/projects
- Writing resumes
- ACT questions each meeting
- Vocabulary Builders
- Interview Skills
- Public Speaking
- MLA Citation for research
- Group Specific Research – Student Driven
- College Major/Department Small Group Trips
- Job shadowing/Mentorship program
- Other academic enrichment opportunities examples: UTC Empowering Women in Business, NSBE and UT ACT Prep Workshop, UTC College of Engineering and Computer Science Speaker Series

- Application Workshops for Summer Academic Programs

Mrs. Sparkman added that we have a teacher that is willing to go back to school to become endorsed as a gifted teacher. She also stated that hopefully more gifted students can be identified at the elementary level.

20. Discussion of Current state and future development of special education in Bledsoe County.
 - Update and discussion of current special education processes, IEPs, and data analysis relating to learning loss.

Mr. Corey Garrett, Special Education Supervisor, provided information on this item. Mr. Garrett presented an overview that compared out inequities in the students' education, compensatory needs to make up for skills or learning that have been lost when services described in an IEP were not provided. It is important to carefully review progress monitoring data before determining the necessity of compensatory service. He stated he used as baseline five data points before the disruption. There needs to be a baseline to see a trend before. Progress monitoring involves regular collection and analysis of data to assess students' progress and evaluate the effectiveness of interventions or services. It provides some insights into student's academic and functional growth over time and progress to data can help inform instructional decisions and identify areas of strength and areas that require additional support. Informational training gives information on planning. Some student's may need to meet midyear besides waiting until just an IEP is due. Progress monitoring is essential to assess the student progress. Progress monitoring can provide evidence of a student's growth and performance relative to the individual goals and benchmark or regression. By analyzing the data we can determine if the student is making satisfactory progress and benefiting from the current interventions and instructional strategies. Addressing the purpose of compensatory services: Typically provided when there is evidence of significant education regression or loss of learning due to a variety of factors such as staffing disruptions, service disruptions, or even inadequate instruction. Progress model for data can help determine if such regression or loss has occurred and to what extent, progress monitoring is one way to look at the need for compensatory service.

The assistant had returned to their schools by spring break. During this time he stated he looked at every student that was special education in Aimsweb. He stated that he looked at the five data points to be able to validate the fact that look for consistency. You have to have consistency in your progress week, it need to be every other week, not once a month, then every other week, then once a month, then you can't isolate the fact his loss of service is the factor. Doing a detailed analysis of progress monitoring data allowed comparison of the students past broke trajectory. What was being looked for was two things, peaks and valleys. In comparing no student was identified as peaks only. Meaning five consistent previous data points before February 15th and only show regression data during the time in which was reference. A collective sample of 40% of these students was taken last week, even at the end of the year no student showed peaks only and only regression during this time period.

There is also school based evidence. It is important to consider multiple data collections including informal IEP service data collection, but service data collection is when you're working on a particular goal, you should be collecting evidence data. Not only just progress monitoring, but the data in which the assessment that you're given and a progress report to form a comprehensive understanding of a student's progress or regressions. If the data indicate that the student has made satisfactory progress and there is not significant regression or loss, compensatory services are not required. Each student's situation, however is unique and the consensus about the need for compensatory services should be made on an individual basis. Collaboration among the IEP team including parent, teachers, related service

providers is critical in reaching a consensus. By thoroughly analyzing the evidence based equity and provides an appropriate opportunity to students. Mr. Garrett stated he was not notified of any student from a special education teacher who they felt was in need of compensatory services due to the fact that their goals or objectives would not be met due to this time. A 40% sample was looked at on the third progress report which would have been after the time frame, no student showed not expected to meet goals or any narrative that stated compensatory services may be needed or maybe due. However, that was a quick collective sample and does not mean that when school starts back in August, if there is anyone that feels like there is evidence and support that they want to bring forth to their IEP individual team, that is an individualized team decision, but it needs to be evidence based and is isolated truly to the time in which is addressed. The key is not a now and done decision if a parent or a teen, or administrator feels that there is some collective data, collective evidence that they would like to have presented, they can call an IEP meeting and have that presented. Compensatory services is not something in which is only for the summer or only 1 month. Compensatory services can be looked at as the fact of how long does it take, do we provide and how do we support? That is an individualized IEP team decision. Looking at the progress monitoring and looking at the collective sampling, a progress report, pick it up, it is not unusual for the period in which we had to not have significant loss or regression. If there is a need an IEP team can be called by any IEP team or an individual basis.

Mrs. Sparkman stated that while we had our assistants at the elementary school, for the 24 day period. When Mr. Garret looked at the data after that, we did not see any students that just took a nose dive and stayed down there. In the past, if they had kind of gone up and down, when he looked at the data, they were still going up and down. We didn't see a trajectory where they went straight down, but in the fall, the parent comes back and they don't think their student is where they need to be, then we call an IEP meeting. They explain why they think that and then they can start to look at that and individualize it in their IEP.

- Update and discussion of Intellectually Gifted Program curriculum including available and certified staff.
Addressed on previous item #19
- Establishing a three-board member committee to move forward with the Special Education Outside Review Request for Proposals/Request for Qualifications (RFP/RFQ) for recommendation to full board.

Mr. Farmer requested to establish a committee to move forward with the RFP, RFQ and drafting that for solicitation.

Mr. Billingsley stated that based on what he had heard here about the special education program; he did not think we need a third party. He further stated he thought Mrs. Sparkman and Mr. Corey had it well at hand and we're moving in the right direction and he did not think that anything else was needed. Mrs. Oakes and Mr. Boring concurred. Mr. Frady stated he was not opposed to the outside audit, but he did oppose the cost of the audit. Mr. Reece stated he would not be opposed to the outside audit.

- Request for Proposals for Special Education Outside Review process and approving a budget to share with potential respondents.
- Timeline for RFP solicitation, consultant selection.

No motion or action was taken

Mr. Farmer addressed the Chairman of the Board and stated that took care of his listed items. A request was made to Mr. Garrett to give a monthly report to the Board on the Special Education program beginning in September.

21. Dr. Becky Ridley on AWARE Second Quarter Performance.

Dr. Becky Ridley gave a brief overview of the second quarter performance for the AWARE program.

A total of 118 students compared to 85 in the previous report.

385 students were in the pathway which means that nationally the stats are one in five students who request services for mental health.

She stated that the pathway is obviously working, last time she reported there were 30% of the referrals came from teachers. This time 8.6% of referrals came from nurses, which shows they are in tune with the student's needs. Student support staff referrals went down and that's what we want to see because you don't want our personnel to be ones to have to refer.

All teachers that were employed in August of last year have been trained in Building Stronger Brains. In August of this year teachers will be trained in the Six Pillars.

22. Presentation by Mr. Allen Jones on requested change orders for concession.

The following are discussed changes:

Changing 2 x 12's to trusses, cost saving and easy of running electrical and ductwork and everything else overhead. If change to trusses it would get an engineered drawing, probably would not come from the architect of record but they will probably come from an engineer or trusted company that has engineers on staff

This change would change the building aesthetically on the exterior, this will transition from smooth face to vertical metal siding.

Change exhausts system in locker room to match the other roughly a \$7,500.00 savings. This cost savings will allow us to use 120 volt controls with oxygen occupancy sensors for emergency systems and this change would match the other facilities that we have currently.

Change the low-voltage controls on the lighting to 120 volt occupancy sensors. That would be roughly a \$3,000.00 savings.

Recommendation to change roof to a traditional ribbed roof system.

Electrical service, plans call for install a transformer and using existing power. SVC recommended just around a 200 amp service to the building and dismount the service panel right there by the entrance to the concession door, and that would be about a \$25,000.00 savings.

To change the water tank to an on-demand water heater.

If the Board approves the change to trusses, the recommendation is to take the plumbing vent exhaust out the side walls. That is about a \$2,500.00 saving

Surface mount of electrical in the concession stand room itself. All other rooms will be recessed.

Mr. Farmer requested that they make sure the service size is correct.

Mr. Jones also reported that the woman large restroom is almost completed. The fieldhouse and the bathroom projects are both under budget at this time

MOTION: Boring

SECOND: Billingsley

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: YES Mr. Frady: YES

Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: YES

23. Presentation by Mr. Allen Jones on site plan for new barn for CTE.

Mr. Jones discussed two sights for the new barn, one being beside the CTE building in the parking area and the other being behind the softball field.

The probably cost of the site work for the area by the CTE building would be estimated at \$85,000.00 dollars and the site behind the football field would be in the \$185,000 range.

The cost is more expensive for the site behind the football field as it is a larger area and could accommodate a larger barn and would need more site work.

If the building is built behind the softball field it would also need to have a restroom, due to the distance from the building and would need enough room for a bus since students would have to be bused if it were raining. This site would have more access to pasture for animals. This site would also have to have a septic system.

Motion was made to select the site behind the softball field for further evaluation

MOTION: Farmer SECOND: Reece

VOTE: Mr. Billingsley: AYE Mr. Boring: AYE Mr. Farmer: AYE Mr. Frady: AYE
Mrs. Oakes: AYE Mr. Reece: AYE Mr. Snow: AYE

24. Approval of updated policies from TSBA. Page 169

Policy #1.102 Board Members- Page 173

Policy #1.106 Code of Ethics -Page 177

Policy # 1.400 School Board Meetings- Page 181

Policy # 1.402 Notification of Meetings – Page 185

Policy # 1.404 Appeals to and Appearances before the Board – Page 187

Policy # 3.202 Emergency Preparedness Plan – Page 191

Policy # 3.204 Threat Assessment Team – Page 195

Policy # 3.205 Security – Page 196

Policy # 4.204 Summer Instructional Programs - Page 201

Policy # 4.300 Extra-Curricular Activities – Page 204

Policy # 6.4001 Student Surveys, Analyses and Evaluations – Page 208

Policy # 6.402 Physical Examinations and Immunizations – Page 213

Policy # 4.403 Library Materials – Page 217

Policy # 5.106 Application and Employment – Page 222

Policy # 5.119 Employment of Retirees – 5.119

Tabled until July

25. Approval of Directors Evaluation Instrument. This will be for the 2023-24 year.

MOTION: Billingsley SECOND: Reece

VOTE: Mr. Billingsley: AYE Mr. Boring: AYE Mr. Farmer: AYE Mr. Frady: AYE
Mrs. Oakes: AYE Mr. Reece: AYE Mr. Snow: AYE

26. Approval of Mutual Aid Agreement with Bledsoe County Correctional Complex. This is to provide buses to the Bledsoe Correctional Facility in case of an emergency

MOTION: Farmer SECOND: Reece

VOTE: Mr. Billingsley: AYE Mr. Boring: AYE Mr. Farmer: AYE Mr. Frady: AYE
Mrs. Oakes: AYE Mr. Reece: AYE Mr. Snow: AYE

27. Old Business.

28. New Business.

29. Director's update.

30. Adjourn.

MOTION: Reece SECOND: Billingsley

VOTE: Mr. Billingsley: AYE Mr. Boring: AYE Mr. Farmer: AYE Mr. Frady: AYE
Mrs. Oakes: AYE Mr. Reece: AYE Mr. Snow: AYE


Chairman of the Board


Director of Schools