MINUTES OF MEETING OF BOARD OF TRUSTEES OF **CLAY COMMUNITY SCHOOLS**

A Regular Session of the Clay Community Schools Board of Trustees was held at the Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN 47834, on Thursday, May 16, 2013. Tom Reberger, Rob Miller, Kevin Kumpf, Fred Froderman, Jennifer Kaelber, Ron Scherb and Amy Burke Adams were present.

Ι. Call to Order

Mrs. Kaelber, president of the board, called the meeting to order at 7:35 p.m. She then led those in attendance in the Pledge of Allegiance. Dr. Froderman offered the prayer.

Prior to consideration of Item II., Consent Agenda, Superintendent Tucker requested approval to include additional letters of resignation that were received late.

Mr. Scherb moved to add the items to the personnel consent agenda. Dr. Froderman seconded, and the motion was approved by a 7-0 vote.

П. **Consent Agenda**

Α. Claims

Board Meetings Β.

Regular Session Minutes for April 11, 2013 Special Session Minutes for May 2, 2013 Executive Session Certification for April 11, 2013, and May 2, 2013

C. Field Trips

1) Change of date for Van Buren 5th and 2nd grade students going to ISU Field Campus. The field trip will now take place on May 17 and 5th grade students will spend the night.

2) North Clay Middle School bands to King's Island Amusement Park in Mason, Ohio on May 23, 2013.

3) Clay City Jr/Sr High School FFA to Springfield, Missouri June 3-6, 2013 for the Mid-American Grassland Evaluation contest, requiring an overnight stay. 4) Clay City Jr/Sr High School FFA to Purdue University in Lafayette, Indiana June 18-20, 2013 for the State FFA Convention, requiring an overnight stay. 5) Northview High School FFA to Purdue University in Lafayette, Indiana June 18-20, 2013 for the State FFA Convention, requiring an overnight stay. 6) Clay City Jr/Sr High School Boys' Basketball Team to Indiana Wesleyan in Marion, Indiana June 28-30, 2013 for a team camp, requiring an overnight stay. 7) Clay City Jr/Sr High School Volleyball Team to University of Dayton in Dayton, Ohio July 10-12, 2013 for a team camp, requiring an overnight stay. 8) North Clay Middle School 8th grade students who wish to participate to Washington, D.C. March 20-25, 2014, requiring an overnight stay.

D. Personnel

A. LEAVES OF ABSENCE

1. Certified

a. Family Medical Leave	NHS	Laura Boyce
b. Family Medical Leave	SP SERV	Sam Trout
c. Family Medical Leave (Maternity)	VBE	Megan Mapes

 2. Non-Certified a. Medical Leave b. Family Medical Leave c. Medical Leave d. Medical Leave 	TRANS VBE NHS NCMS	Max Ripple Augusta Brown Mary Landes Barbara Lynch
B. RETIREMENTS 1. Certified		
a. Coordinator b. Teacher – Elementary c. Teacher – Elementary d. Teacher – English 2. Non-Certified	LEAAP FPE ESE NHS	Mary Yelton Faye Funk Pamela Fulk Martha Jo Barrett
a. Custodian (260 day) 3. Place on Retirement Index	ME None	Ronald Morris
C. RESIGNATIONS	Hono	
1. Certified a. Principal 2. Non-Certified	ESE	Elizabeth Wernz
 a. Business Manager b. Instructional Assistant c. Custodian d. Instructional Assistant e. Custodian (185 Days) f. Food Services (5 hours) 3. ECA Resignations 	CO ESE G JTE NCMS CCE SE	Timothy Gorman ina Roxanne Plummer Linda Archer Kathy Short John Michael Marci Foley
a. Assistant Football Coach b. Freshman Football Coach 4. ECA Lay Coaches	NHS NHS None	Craig Trout Richard Rosner
D. TRANSFERS 1. Certified 2. Non-Certified	None None	
 E. EMPLOYMENT 1. Certified 2. Summer School (Summer School tead number of students that enroll.) 	None chers are hired	contingent on the
a. Principal b. Teachers		Karen Phillips Michelle Bell Elaine Clarke Nona Lancaster Christy Stevenson
c. Instructional Assistants		Susan Johnson Holly Neil Lisa Orr Carmen Smith
3. Non-Certified	None	Carmen Omlin

F. EXTRA-CURRICULAR

1. Extra-Curricular Certified	None	
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular (Lay Coach)		
a. Assistant – Spring Musical	NHS	Josh Hoffman

G. CHANGES

1. Certified

2. Non-Certified

a. An additional seven days on Mike Fowler's employment agreement for the 2012-2013 school year

3. ECA-Lay Coaches

None

None

H. VOLUNTEERS

1. Classroom Clay City Elementary Gail Akard Anthony Kimmich Daniel Pennington **Austin Sinders** Kathy Tichenor Steve Tichenor Alan Youngblood East Side Elementary **Rebecca Bass** Heather Burk Jennifer Clark **Richard Hayes** Traci Lawson Tascha Sampson Shari Smith Megan Smock Matthew Torbert Edward Weis III Forest Park Elementary Edward Hartman, Jr. David Mohr **Emilee Whitaker** Jackson Township Elementary Molly Buck Mary Ellen Collins Jeffrey Etling Heather Hardman Jason James Kara James Jeremy Latham Ashley Lear Holly Lee

Shavawn Sawyer Amee Schrader Cathy Smith **David Stevenson** Gwendolyn Tucker **Travis Tucker** Meridian Elementary John J. Bennett Tamarind Jackman Lisa Kruse Staunton Elementary **Rosalind Sue Goshen** Meredith Harrison Dina McKillop Kevin McKillop Carolyn Morrison Van Buren Elementary **Kimberly Atkinson** Amy Callahan **Gregory Dickison** Jessica Fowler Abbigail Light Kelly Moss **Derek Smith** Valerie Smith Erica Stallcop Sara Stallcop Daniele Thompson North Clay Middle School Andrea Gearld Sandra Johnson Kahleah Lawler Theron Max McClain, Jr. Margo Noel Tammy Parr **Jeffrey Pierce** Melinda Sparks **Terrill Timberman** 2. Athletic NHS & NCMS Alan Buell **Brandon Butcher Emily Parsley** Katie Geyman Kathy Vossmer Mike Lynch Kaylee Edington Erica Koehler Laura McCrea

Shandi Travis Jeremy Pratt Zack Keyes Linda Payton Bob Treash Jerry Peebles I. CONTRACTED SERVICES

None

J. OTHER

1. Administrative leave for Elizabeth Wernz for May 7, 2013 and beginning May 13, 2013 through the end of the 2012-2013 school year.

Mr. Kumpf moved to approve the consent agenda items. Mr. Miller seconded, and the motion was approved by a 7-0 vote.

III. <u>Comments from Patrons</u>

Mrs. Kristi Cundiff stated that she had some concerns. As a Clay Community Schools parent for over 20 years with children at East Side Elementary for over 20 years and four special needs children who currently attend East Side, she is concerned that East Side has become not a developmentally appropriate environment for the children to learn. It is her understanding that the school is again facing leadership problems and she asked if there was currently a principal in the building. Superintendent Tucker responded by noting that presently there is an administrator who is there in the interim to oversee and supervise day-to-day functions. Another concern of Mrs. Cundiff is in regard to one of her children attending East Side who has an IEP and is medically and emotionally fragile. Mrs. Cundiff commented that the child had been court-ordered into her home in order to provide a safe and secure environment for the child: She does not believe the child's environment is secure at East Side. She shared her opinion that the school had been in a state of upheaval for over a year. Mrs. Cundiff is not sure where this board is going with East Side and the leadership that is there. She added that many of the parents are concerned and many of the children cannot handle change after change after change.

Mrs. Jean Harris spoke to the board to commend Jon Russell, whom she described as a loyal, inspiring and caring educational leader. She noted that Mr. Russell had studied data and created a plan for success for Forest Park Elementary. She also noted that he had looked at each child's needs and produced a plan for academic achievement. It has amazed Mrs. Harris to witness the strategy used in looking at each child's strengths and weaknesses to develop an individual plan for educational success. She noted that it was extremely difficult for her to put into words her concern for Forest Park's future. Mrs. Harris commented that the staff had worked diligently to raise test scores, which have shown impressive gains the last two years. She observed that Mr. Russell had guided the school from a "D" school to an "A" school, and it has been rewarding for her to have been a part of that success story. Mrs. Harris concluded her comments by noting that she has the utmost respect for Mr. Jon Russell and she has been honored to work on his staff. She commented that she had worked for several principals during her thirty years as an educator, and she holds Mr. Russell right up there with the ones at the top. Mrs. Harris is extremely thankful to have had Jon Russell as her administrator.

Mr. Andrew Thomas, on behalf of the soccer and softball players at Northview High School, addressed the board for the third time this year regarding this issue. Mr. Thomas presented the board members with photos of the soccer field, the tennis courts, the baseball diamond, and the football field and track. He pointed out that all of the athletic fields had lights and fence except the soccer field and softball diamond. He also pointed out that the soccer field was in bad shape, and he noted a faint line going all the way down the middle of the soccer field, which he deemed a safety issue. In addition, Mr. Thomas noted that the soccer and softball teams are losing revenue because there is no fence there. His request was for the Clay Community Schools board of trustees to submit a one-page letter of intent to apply for a grant with the Wabash Community Foundation. There is a deadline of June 1, 2013, for a letter of intent to be submitted. Mr. Thomas provided a sample letter to the board members that Kelly from the Wabash Community Foundation had given Mr. Thomas as an example of what a letter of intent should include. The letter would be a first step and would be submitted under the name of the board of trustees. The board would have full control over the contents of any grant application as well as any proceeds if the grant was received. Mr. Thomas noted that, theoretically, a grant could be rejected; there is no obligation. The letter is only a first step in a process. He is confident that the school corporation could receive \$10,000 to help make improvements for fence and field conditions. As he sees it, a fence would help with security and safety and the ability to charge fees. Mr. Thomas is willing to wait on lights; however, he believes these are a couple of things that can be done with \$10,000 of grant money. He considers it a fairness issue. To conclude his remarks, Mr. Thomas requested that the board submit the letter of intent.

IV. Old Business

A. Student Handbooks Approval

At the board's request, under the Areas of Prohibited Student Conduct section of the student handbooks, the sentence "Authority is given to individual teachers to approve the use of these devices in class if it will enhance the learning environment" will be stricken from the handbook. Also, under the General Conduct section of the student handbooks, the recommended changes will not be made and the language will remain as it was in the past. Superintendent Tucker requested approval to finalize these changes so that the handbooks may be submitted to the publisher.

Mrs. Adams moved to accept the student handbook changes. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

V. <u>Superintendent's Report</u>

Superintendent Tucker noted the following:

- The wrap-up to the end of the school year has been successful.
- Congratulations were offered to Jackson Township Elementary Principal Jeff Fritz, staff members, students and parents for being named a Four-Star school by the State of Indiana's Department of Education.
- On Tuesday, May 14, Mrs. Karen Phillips, Principal of Meridian Elementary, hosted the First Lady of the State of Indiana, Mrs. Karen Pence. Mrs. Phillips' students did very well in receiving that esteemed visitor. Superintendent Tucker deemed the visit rewarding for students and staff.

VI. <u>New Business</u>

A. Summer Central Office Work Schedule

Superintendent Tucker asked the board to permit central office staff to operate on a forty-hour four-day work week beginning May 28 and continuing through July 19, 2013. The offices would be open from 7:00 a.m. to 5:00 p.m. Monday through Thursday and would be closed on Fridays.

Mr. Kumpf moved to approve the summer central office work schedule. Mr. Reberger seconded, and the motion was approved by a 7-0 vote.

B. JAG Student Presentation

Mr. Mike Robison, the Jobs for America's Graduates specialist for Cumberland Academy and Northview High School, explained that for the past two years he has served as a liaison between the Department of Workforce Development and Clay Community Schools. He pointed out that the program is a school to career transition program. It is funded by the Workforce Investment Act, which allows for students upon graduation to use additional funds to seek training or to use the help of a Work One advisor to seek job search assistance. He introduced students Ammity Means, Stone Hamblen, Sierra Hastings, and Zach Wagle who each provided information about the program and their experiences with the program.

C. Cumberland Academy Dell Tablet Pilot Presentation

Superintendent Tucker stated that a few weeks ago it was decided to pilot tablets that might be introduced to the board as potentially the product the school corporation would be using. It was felt that the students at Cumberland Academy would be a nice control group. Technology Assistant Tammy Kikta presented information to the board members that students and instructors had shared with her regarding the benefits and challenges of using this technology. Cumberland Academy students Avery Loughmiller, Logan Parr, Hannah Rose, Cassie Jarrett, and Zach Evans contributed to the discussion as well as instructors Adam Bedwell, Gina Crooks, and Brion Blanc. All of the students found the tablets to be very beneficial and fun to use. As for which tablet format was preferred, Mr. Blanc preferred using the Dell tablet with the Windows operating system. Mr. Bedwell preferred the Apple iPad. Mrs. Crooks stated that both formats were great and she was excited about the apps for business classes.

D. Technology Upgrades – Access Points

Mr. Bill Milner, Director of Technology, provided information regarding technology updates and associated costs that would be necessary in order to provide access points needed for the effective use of tablets in classroom instruction. To do all of the infrastructure updates that would allow support of tablets or one-to-one instruction, the cost would be \$298,068. This quote would include every building in the corporation, both elementary and secondary. There would be no more cost on infrastructure improvements if these updates would be completed, and it could be accomplished by the end of the summer.

Superintendent Tucker proposed to the board to take the money out of the Rainy Day Fund rather than the Capital Projects Fund. Additional funds are in the Rainy Day Fund as a result of savings in the two building projects due to the projects coming in under anticipated costs. This would save the remaining Capital Projects monies for technology in case there are other issues in the summer. Also, that would reserve that money in Capital Projects for a lease, which would later be picked up through textbook adoption. Superintendent Tucker's proposal was to have a resolution signed by the board this evening to withdraw \$300,000 from Rainy Day and place it into the Capital Projects Fund to pay for the cost of the access point upgrades.

Mrs. Adams asked how much was currently in the Rainy Day Fund. Superintendent Tucker replied that there is currently about \$3.2 million. Of that, \$2 million is still to be used for the unfunded liability for pensions, but that liability is slowing going away. About \$900,000 had been placed in that fund for the bus garage, and there is a little in that fund for pre-school transportation. However, at \$3.2 million, Superintendent Tucker believes the Rainy Day Fund is in very good standing to allow that transfer.

Mr. Kumpf moved to approve signing a resolution to withdraw \$300,000 from the Rainy Day Fund and place it into the Capital Projects Fund to pay for the cost of the access point upgrades. Mr. Reberger seconded, and the motion was approved by a 7-0 vote. The resolution will become a part of the official minutes.

E. Consideration of Impact of Affordable Care Act and Recommendations After reviewing the information provided by Jim Hamilton from Bose, McKinney & Evans and discussing the matter at length with other advisors and colleagues, Superintendent Tucker recommended that all instructional assistant positions be reduced to 29 hours per week, except in the case of those who are presently taking health insurance. The formal recommendation was for the board to approve the reduction of hours for instructional assistants from 33.75 hours per week to 29 hours per week, effective June 1, 2013 and to initiate the administrative "look-back" period from June 1, 2013 to November 31, 2013.

Dr. Froderman moved to approve the recommendation. Mr. Kumpf seconded.

Under discussion, Mr. Scherb commented that this makes him sick. He never thought he would ask someone to work less and get paid less so that benefits didn't have to be paid. He thanked Superintendent Tucker for talking to the instructional assistants and explaining the situation to them. He labeled it a no-win situation for everyone.

Superintendent Tucker noted one thing that was mentioned when the instructional assistants met: If this would be approved tonight, a recommendation would be brought back to the board as soon as possible for a proposal to increase hourly rates and maybe put in some provisions for some different kinds of duties that IA's have traditionally done without additional compensation to at least try to bring them back up somewhere near where they were in pay. Also, adjustments would need to be made so that instructional assistants would not lose their leave benefits.

Mr. Miller agreed with Mr. Scherb's comments. He noted that the board really didn't have any choice as far as doing something. He hoped the IRS would come back with something different this summer. He added that no matter what is done, it doesn't help kids. His appreciation was offered to the instructional assistants for all that they do.

The motion was approved by a 7-0 vote.

F. Recommendation to Transfer Principal to North Clay Middle School as Principal

Superintendent Tucker had been in conversation with a couple of veteran administrators about transfers to North Clay Middle School, which is a school that finds itself in transition again with the resignations of a couple of those administrators. Her first transfer recommendation was to ask for approval of the transfer of Mr. Jeff Fritz, currently Principal at Jackson Township Elementary, to the position of Principal at North Clay Middle School beginning with the 2013-2014 school year.

Mr. Kumpf moved to approve the transfer of Jeff Fritz to North Clay Middle School as Principal. Mr. Miller seconded, and the motion was approved by a 6-0-1 vote with Mr. Scherb abstaining.

G. Recommendation to Transfer Principal to North Clay Middle School as Assistant Principal/Dean of Students

Superintendent Tucker had also been in conversation with another veteran administrator, Mr. Jon Russell, about taking the position as an Assistant Principal/Dean of Students and Student Programming at North Clay Middle School.

Dr. Froderman moved to accept the transfer. Mr. Kumpf seconded, and the motion was approved by a 6-0-1 vote with Mr. Scherb abstaining.

H. Northview High School Perfect Attendance Awards

Northview High School Principal Ernie Simpson sought the board's permission to purchase prizes for perfect attendance from Northview's Attendance Awards ECA fund. The total spending will cost approximately \$5,000. Small awards will be given to students who have perfect attendance for the year, with significantly larger prizes given to students who have maintained perfect attendance for all four years at Northview. Nine students have maintained perfect attendance throughout all four years of their career and will receive an iPad, pending board approval. This award ceremony is an annual occurrence, and an endeavor in which the board has granted permission in the past. Mr. Simpson offered thanks to Superintendent Tucker and the board of trustees for their consideration of this request. Approval of the request was recommended.

Mrs. Adams moved to allow Mr. Simpson to dip into the ECA account for prizes for perfect attendance. Mr. Scherb seconded, and the motion was approved by a 7-0 vote.

I. Clay City Jr/Sr High School Weight Room Equipment Donation

Clay City Jr/Sr High School Principal Jeff Bell asked for board approval to accept the anonymous donation of a Cadence 2300 Treadmill from a retired teacher. The treadmill is to be used in the school's weight room. It is not a new treadmill, but it has been in storage and has not been used. Mr. Bell estimated the value to be approximately \$400. He believed the equipment to be in excellent condition and a nice addition to the school's weight room. In his request, Mr. Bell noted that the school's weight room is open to the public Mondays 6 - 8 p.m., Thursdays 6 - 8 p.m. and Saturdays 8:30 - 10:30 a.m. Approval was recommended.

Mr. Reberger moved to approve the donation. Mr. Miller seconded, and the motion was approved by a 7-0 vote.

J. Waiver of Mandatory Increase in School Lunch Prices for 2013-2014

Mrs. Carolyn Kumpf, Director of Personnel, Data, and Food Services, requested permission to apply for a waiver for a mandatory increase in school lunch prices for the 2013-2014 school year. Approval of Mrs. Kumpf's request was recommended. Approval would allow school lunch prices to remain the same as they were during the 2012-2013 school year.

Mr. Scherb moved to approve the recommendation. Mr. Kumpf seconded, and the motion was approved by a 7-0 vote.

K. Reorganization of Maintenance and Transportation Departments

Mrs. Kumpf recommended reorganizing the maintenance and transportation departments. In her recommendation, Mr. Mike Howard would become the Director of Extended Services and be responsible for both the maintenance and transportation departments. The two previously approved positions, Supervisor of Maintenance and Supervisor of Transportation, would be posted as job openings. These two positions would report to Mr. Howard and handle the day to day routine operations of each department. A secretary position would be posted for the Transportation Department. This would be for a 220-day secretarial position. This position would no longer be considered a Central Office administrative clerical position; rather, the position would be a regular secretarial position of eight hours per day. The Supervisor of Transportation would be that a "second in command" would be available for each of the departments for both short term and, if something should happen, long term absences. Superintendent Tucker recommended approval.

Mr. Scherb moved to approve the reorganization. Mrs. Adams seconded.

Under discussion, Mr. Kumpf commented that he understood this would eliminate the Director of Transportation position but it would add two other positions, and he asked if this would cost the corporation. Superintendent Tucker replied that the plan was to take the cost that was previously held in that position for the transportation director and shift that money into an additional portion that would go for Mike Howard picking up the other portion of those duties. The additional remaining leftover amount would be split between the two posted positions. She believed it would probably result in a neutral financial restructuring.

The motion was approved by a 7-0 vote.

L. Online Learning Environments for Indiana K-12 Schools Project

Superintendent Tucker explained that a few weeks ago the school corporation had been contacted by Indiana State University. A couple of professors in their department of Curriculum, Instruction and Media Technology were pursuing a grant. On the basis of a survey that went out to Clay Community Schools' teaching staff at the secondary level, the responses of the teachers and the willingness to make responses to this survey was such that the ISU professors contacted Clay Community Schools to see if the corporation would be a part with them in a research project. They would receive federal grant funding and provide free training for interested teachers in the core subject areas

who would like to know how to build an online course or a virtual instruction course as well as hybrid or blended learning. It would be a three-year grant. As those courses would actually be set forth and students would be signed up, voluntarily, to take those, the professors would examine the data and make comparisons about whether the instruction was comparable, what improvements needed to be made, and what additional instruction and professional development would need to be given to teachers. Superintendent Tucker viewed this as a nice opportunity because the school corporation will be looking down the road with what extra opportunities virtual learning through online instruction can bring to that portion of the population of students who require that added option. She deemed this a nice way to use federal money through ISU and get some professional development from them. She asked for the board's permission to participate and referred to an unsigned letter of agreement that had been included in the board packet. With board approval, the letter would be signed and sent to Dr. Feng-Qi Lai who would notify the grant people that the school corporation wanted to participate.

Mr. Kumpf moved to approve participation in the ISU research project. Dr. Froderman seconded, and the motion was approved by a 7-0 vote. A copy of the letter will become a part of the official minutes.

VII. Board Member Comments

Amy Burke Adams offered thanks and her best wishes to the teachers and custodian who were retiring: Mary Yelton, Faye Funk, Pamela Fulk, Martha Jo Barrett, and Ronald Morris. Also, she asked that Superintendent Tucker share information with the media specialists and librarians regarding the possibility of purchasing books related to pets and animal cruelty for use in the media centers.

Tom Reberger commented that he had counted up the number of years of experience in Clay Community Schools for the people retiring, and it was over 700 years. His thought was that there was a lot of experience there and somebody has to take the place of each of them. The refreshing thing that he sees is that some of the students who made presentations at the board meeting tonight might be filling those positions in five or ten years, and some of those teaching in the classroom today are going to be replacing the administrators who are leaving. He reminded everyone that we do lots of things very well in Clay Community Schools.

Kevin Kumpf congratulated Jeff Fritz and Jackson Township Elementary for being named a Four Star School. He deemed the presentations by the students involved in the JAG program as fantastic. Also, he congratulated the retiring individuals and thanked them for the years they had put in.

Rob Miller thanked the students and teachers for coming in and making their presentations. He also thanked Mr. Thomas for all of his work and effort, and he wanted to inquire as to what more the board could do either now or in future. He is certainly interested in getting something done there.

Fred Froderman stated that he was impressed with everybody from Cumberland Academy. He applauded Andy Thomas's persistence.

Jennifer Kaelber commented that she was looking forward to graduation and she will be attending all of those. She offered congratulations to the retirees. She offered congratulations to the eighth-grade graduates, which included her son. Mrs. Kaelber noted that she had attended field day at Meridian Elementary, which was her daughter's last field day. She concluded her comments by noting that she loved the student presentations at the board meetings. She stated that it is sometimes very hard to do what the board has to do, but when the board can see the positives, it is wonderful and very, very rewarding.

VIII. Future Agenda Items

Rob Miller would like to have discussion only regarding the softball/soccer field at Northview High School. Superintendent Tucker asked if the discussion was pursuant to signing a grant request letter and noted that the letter had to be completed by June 1. She suggested drafting the letter for the board president's signature as requested by Mr. Thomas. As Mr. Thomas had pointed out, the board can decline to accept a grant award. Superintendent Tucker commented that it would be a preliminary step, and it could be brought back to the board at the point where news might be received on that. Mrs. Kaelber offered to stop by central office the next day to sign the grant request letter. A copy of the executed letter will become a part of the official minutes.

IX. <u>Adjournment</u>

Having exhausted all agenda items, the meeting was adjourned at 8:55 p.m.

The meeting was audio recorded and copies may be requested by contacting the Central Administration Office.