



Sekisui Voltek
100 Shepard Street
Lawrence, MA 01843

QUARTERLY MEETING

Minutes
Tuesday, April 28, 2015
7:30 AM

MEMBERS PRESENT:

Rosalin Acosta, Edward Bartkiewicz, Joseph Bevilacqua, Christine Bradshaw, Francisco Brea, Ron Contrado, Brian DePena, Dennis DiZoglio, Michael Fiato, Evelyn Friedman, Andrew Herlihy, Supt. John Lavoie, Rosa Lopez, Joselyn Marte, Peter Matthews, Michael Munday, Rosa Muñoz, Marianne Paley-Nadel, Carol Riemer, Donna Rivera, David Tibbetts, Abel Vargas, Bob Westcott, Cal Williams, Juan Yopez , Anita Worden

MEMBERS ABSENT:

Cesar Camargo, Melissa Cerasuolo, Rachel Concepcion, Supt. William DeRosa, Atty. Wendy Estrella, Joseph Gangi, Jr., Dr. Lane Glenn, Susan Jepson, Jeff Linehan, Ann Ormond, Cindy Phelan, Steve Salvo, John Sarro, Fred Shaheen, Jeff Sheehy, Michael Strem, Stanley Usovicz

GUESTS PRESENT:

Mayor Daniel Rivera, Amy Weatherbee, Tony Komornick, Jackie Romero

STAFF PRESENT:

Rafael Abislaiman, Franklin Fernandez, Cristy Gomez, Mary Kivell, Brian Norris, Corina Ruiz

1. Call to Order

A quorum being present, Peter Matthews called the meeting to order at 7:45 a.m.

2. Welcome and Introductions

Peter Matthews welcomed everyone and asked for introductions. Peter then asked Lawrence Mayor and Chief Elected Official Daniel Rivera to say a few words.

Mayor Rivera said that he hadn't been to a WIB meeting recently but the 8 ½ feet of snow and clean up this winter as well as the fact that his Chief of Staff, Lisa Torrisi, had her baby have kept him very busy. The Mayor mentioned a recent Mayors meeting in Boston at the new Edward M. Kennedy Institute for the Senate where they had a chance to speak with Governor Baker regarding WIBs. Governor Baker said that they will be looking at all the WIBs. The Governor will work with the Secretary of Labor to help middling WIBs become high performing and to share best practices.

Mayor Rivera also wanted to mention two things that his administration is working on. One is a Community Development block grant to help improve youth employment for 19-24 year olds. Second, that he is also working with the Lawrence Adult Learning Center to increase the number of ESOL seats in Lawrence and that he has put extra funding aside to hire an ESOL Coordinator for the city.

3. Approval of Minutes of February 13, 2015

Chairman Matthews asked for a motion on the minutes of the February 13, 2015 quarterly board meeting.

Motion by Cal Williams to approve the minutes of the February 13, 2015 meeting as submitted. Bob Westcott seconded the motion and it passed unanimously.

4. Report of Chair

Chairman Matthews said that Career centers throughout the nation receive federal funds to pay the salaries of former service members who now work at career centers to exclusively help other veterans get and keep civilian jobs. Last April, Federal work guidelines for these veteran-to-veteran service providers were changed and restricted. Designated veteran career center counselors must now primarily serve veterans with significant barriers. Peter referenced a flier in everyone's meeting package citing these SBEs or Significant Barriers to Employment. As in other areas, VWCC counselors must now exclusively serve vets who are either disabled, or homeless, or unemployed for more than a half-year, or recently released from jail, or low-income. Veterans who do not self-admit to having one of these barriers may not be seen by career center staff who were veterans - unless they insist on seeing them.

Please know that other career center staff continue to give all veterans priority service. At ValleyWorks that means that veterans move to the head of the line for counseling, computer and resource room access and for group workshops. However, because of these new guidelines, fewer vets can talk and commiserate with veteran counselors who are more familiar with military job codes and the problems most vets face.

Peter continued stating that since the new guidelines were instituted, ValleyWorks veteran service and outcome numbers have gone down dramatically. We were number one in the State but now we're in about the middle of the pack. More importantly than our numbers, Peter said that we should ask ourselves about our ability to serve employers who want to hire veterans...and that's most of them...and also about our reduced ability to serve most veterans.

It would be interesting to find out how many employers know the Federal parameters we are obliged to work under, especially as it relates to helping trained, motivated and competitive people like vets. Like many unemployed people, vets face stiff job competition because there are fewer and fewer jobs.

It's true that unemployment is going down, but so are the number of jobs available for people to work in. Right now, there are about 93 million more Americans than there were in 1978 but the nation's jobs number is about the same as the job number for 1978. Peter asked how we are going to get a greater share of the jobs in the global economy if we even fail to strive to get the best vets the best jobs?

He stated that he disagrees with the new Significant Barriers to Employment Veterans regulation and he know that, to some extent, leadership at the Division of Career Services does too. Peter said that his understanding is that one of our board members from DCS was put in charge of addressing SBE and related issues only a few weeks ago and that he hopes that he will keep us informed of progress on it. On the up side, Peter then referenced another document in the meeting package, the one entitled Customers with Exits between April 2013 and January, 2014. It shows that Merrimack Valley WIA has the highest and best second and third quarter job retention numbers in the entire State. Although it may be impossible to correlate our efforts to these numbers, it's sure better to be at the top than at the middle or bottom.

5. Presentation by Tony Komornick, Merrimack Valley Planning Commission

Peter Matthews then introduced Tony Komornick, Transportation Program Manager, from the Merrimack Valley Planning Commission.

Mr. Komornick said that he would be presenting on the 2016 Regional Transportation Plan (RTP) but that he also wants to hear from the audience. He said that the Regional Transportation Plan is a guide for transportation planning and project development. He said that he would like to know how transportation can help employers and that comments may be incorporated into the plan. He wants to identify problems and get local input on needed transportation changes. The long-range plan looks at needs out to 2040 and the Transportation Improvement Program (TIP) is a four year financial action plan.

TIP is important to leverage federal and state funds to achieve local and regional goals. RTP topics include safety, road/bridge maintenance, streets, congestion and air quality, mobility (transportation choice), and supporting economic development/access to jobs. Some 2012 plan achievements are the Methuen Rotary, the Active Transportation Plan and Coordinated Transit Plan, purchase of new buses and the implementation of new bus service by MVRTA, double tracking a section of the Haverhill commuter rail line, completion of the Lawrence Gateway, Sunday MVWTA bus service for the first time since 1959, repair replacement of 15 structurally deficient bridges, and completion of the Haverhill Intermodal Center.

Going forward, Goal 1 is to maintain existing infrastructure in good repair. Bridges, federal-aid roads, sidewalks and ADA ramps on federal –aid roads, buses and bus facilities must all be maintained. Tony said that Lawrence has 135.8 miles of roads; 35 miles of federal-aid roads. 71% are in good to excellent condition (The regional figure is 81%). Tony said that we need to look at current road conditions as they are not as good as they were in 2012. We need a condition inventory of sidewalks and ADA ramps. There is one structurally deficient bridge on Amesbury Street over South Canal. 17 new buses should be added by 2017/8.

Completed projects include the Duck Bridge, E. Haverhill Street Bridge over Spicket River, Hampshire Street Bridge over Spicket River, and Canal Street over the Spicket River. Projects in current TIP are Route 97 reconstruction in Groveland, Broadway reconstruction in Haverhill, Elm Street reconstruction in Amesbury, and Main Street reconstruction in Haverhill.

Goal 3 is to promote economic vitality through direct transportation investment to Priority Development Areas (PDAs) and increase mobility to and in PDAs. There are 53 PDAs in the

region: 16 state PDAs, 20 Regional PDAs, and 17 Local PDAs. Roadway projects serving state PDAs are Merrimack Street reconstruction in Lawrence, Elm Street reconstruction in Amesbury, and Main Street intersection improvements in Haverhill. Transit projects serving PDAs are: extend MVRTA bus service to 9:00 p.m., expand MVRTA service into Southern NH, provide more frequent MVRTA bus service in Haverhill, construction of Newburyport Intermodal Parking Center, more frequent MBTA Commuter Rail Service, and new commuter rail stations. Tony said that there is a request for a station at 1600 Osgood Street in North Andover.

Goal 4 it to create a multi-modal transportation system and increase capacity to support mode shifts to bicycle/pedestrian and carpool transport. Mr. Komornick also spoke about rails to trails conservancy and improvements to the Atlanta Beltline trail. He said that they are looking on the Manchester & Lawrence Branch that runs through the heart of Lawrence.

Bob Westcott said that anyone can drive around and see where people want to go now but wondered if the plan would try to see where people are going in the future. He mentioned the Duck Bridge in Lawrence as congestion point. Tony said that reducing congestion is something we look at and try to reduce but in some cases there is limited ability to accommodate and we try as best we can. Also mentioned was the traffic over the O'Leary Bridge at Water Street which makes it difficult to get across the river at peak hours.

Mayor Rivera said that it could be a signal problem that could perhaps be fixed by an engineer. Tina Bradshaw said that there is no transportation for Job Corps Devens students in this region, many who come from this area. She said that they have to take transportation to Boston and then back up to Lawrence. Tony said that the only east/west route is between Lowell and Lawrence and we are looking at places that are not served to perhaps develop some type of mini bus service to address the problem. We need to bring job access to the attention of the MVRTA. Rafael mentioned that there has been talk of a pedestrian overpass on Route 114 at Lawrence High School and also at Merrimack College to add a layer to safety of pedestrians. Tony mentioned that pedestrian overpasses are very expensive. He added that there is talk of implementing a water taxi between Newburyport, Salisbury and Amesbury.

Superintendent Lavoie wondered how companies are solicited and how data is collected to service the needs of companies. He said that GLTS biggest problem is getting kids to businesses. Tony said that it is tough to get information with the level of detail and data from companies and perhaps it would be helpful talking with the Mayor to see what options exist for these companies. Mayor Rivera said that they have added a transportation hub at 25 Marston Street and also have added bus service from North Andover to Boston. Tony said that census data shows that folks from Lawrence, Methuen and Haverhill work in Rockingham County. There is a hesitancy to add service due to the perception that Massachusetts money will be going to New Hampshire for shopping but so many people work in Rockingham County it would make sense to expand service to New Hampshire.

Evelyn Freidman suggested talking to people in Lawrence about their transportation needs. She said that she has over 300 employees who have difficulty getting back and forth to work and she offered to host a forum at her agency. Ms. Friedman said that working parents need to get to child care then work and back. Tony said it would be good to have meetings in the city with community groups. Mayor Rivera said that would be a good experience and as MVRTA Chairman he oversaw additional stops on Essex, Union, Haverhill and Park street. He

said that there are a number of employees who could be surveyed at New Balance, Solectria and he also mentioned that Lawrence is a walkable city. The Mayor said a forum at GLCAC is important. Francisco Brea said that folks need a schedules and forums on how to use the system to better know what is available. He also said that consistency is important. Dennis DiZoglio said that going to where the people are is a good suggestion. Donna Rivera from Gr. Lawrence Family Health Center said that they would be willing to host a forum and supplement with surveys which they have used in the past with success.

Mayor Rivera said that 12,600 vehicles per day go through the intersection of Park and Lawrence Streets and the city is targeting \$1.3m Chapter 90 funds to repair sidewalks and signals. Jeff Sheehy said that the traffic at a number of area intersections backs up and cited Routes 114/133. He wondered if they could choose a number of intersections each year for synchronization. Tony said that the planning process identifies congestion problems. He explained that the signal technology allows for a certain level of congestion and beyond that level the signal malfunctions. Going to updated signal control technology offers a real possibility of helping. The technology is not there yet to recognize unusual problems. New systems will and they will be applied more and more going forward.

Amy Weatherbee spoke of a recent consortium meeting also attended by Andrew Herlihy on employment and training and how to get to NECC from downtown Haverhill. Whittier is building an adult education and career center site at NECC. She suggested a loop potential and the use of bus routes identified by colors as a simple fix. Tony said that the MVWRA uses a flag system and there are a number of issues with making it easier.

Joselyn Marte said that there is a new service that teaches people how to use the system. Ms. Marte said that some evening classes dismiss or finish after the buses stop running and wondered if service could be extended to 9:00 or 10:00 p.m. Tony said that this is a funding issue across the state. Mayor Rivera said that ballot questions to tie funding to indexed needs will be decided by Statehouse votes and the governor's approval. He said that there has been no increase in the gas tax in 10 years. Andy Herlihy also spoke about the cross border issue with an assisted living facility denied in Haverhill and folks cutting through side streets and back roads in to and from New Hampshire. He said that needs to be addressed.

Dennis DiZoglio said that forum is a great idea and anyone who would like to host one should give their card to Tony or him and they will follow-up on scheduling.

Mike Fiato also offered the services of Lawrence High School Students for internships on conducting an inventory for the MVPC.

6. Reports of Committee Chairs

• *Planning Committee*

Juan Yopez said that his Planning Committee report will first review the sheet listing Labor Exchange and WIA Performance numbers as of 3/31 and then the sheet reviewing Labor Exchange variances between 2014 and 2015 included in portrait form in the meeting packets. Juan said that 3/31 is three quarters of the way through the fiscal year so if everything were going exactly according to plan we'd be at 75% in all categories.

The Job Seekers served section indicates that we're way ahead in our services to persons with disabilities which is good because this area of service is likely to receive increased attention under WIOA. Juan said that because more people than expected are still coming to our career centers for help with their unemployment claim, we're also ahead in UI Claimants. We expect a continued reduction in customer visits to our career centers because more and more people will be filing on-line or via the phone. Although there's been a drop, to date it's not as large as we expected. Juan said that we're a bit behind in the other Job Seeker line items, most notably Veterans Served and Total Entered Employments. He said that our Chairman explained the primary reason for our lower veteran number, which stood at 64% at the end of March. We are working for a retraction of last year's April 2014 regulation limiting Veteran counselor work to veterans with significant barriers. We anticipate that overall entered employer numbers will rise in the fourth quarter. Proceeding to Employer Services, we see a strong number in Employers Listing Job Orders but weak numbers in the other categories.

Our company partners are posting for more employees either because of company growth or because of churn. Lessening unemployment numbers seem to indicate that it's more growth than churn. The drop in the number of employers served is largely due to the State redefining what it means to serve an employer. Before we could be serving them via phone or email. Now a face to face meeting is required. We will be checking whether we can add the number of employers met face-to-face by our multi-region Manufacturing Manager Brian Norris. That will depend on how we define "New to Career Center" is defined. Brian has met several scores of manufacturers and we may be able to count those that are in our region. In any case, the Planning Committee will explore ways to serve more employers.

Juan continued stating that although we're behind in Adult exiters and entered employments, we expect these numbers to go up with the end of this year's adult training activities. You may remember that Adult category enrollees have either never worked outside of the home or not worked for more than two years. Their lower hourly wage at placement is due to lack of work experience and because employers often consider them riskier to hire. We're on track in the participants in training category. Unlike past years, this year we've been able to distribute about the right number of training placements each quarter. That's due to our staff integration efforts. Municipal employees are now able to do some of the intake counseling formerly done by only State staff. Juan said that this resulted in timelier referrals to training.

As mentioned in the past, State staff performance has historically been judged by how many people immediately get jobs and not by how many people enter and do well in training. Although Dislocated Worker program exits and entered employments are low, they'll get much better in the 4th quarter and 3 to 9 months out. Lower numbers are again because many enrollees are either still in training or only recently left it. Juan noted that participants have higher wages in this category because they have work experience. We normally only train dislocated workers if their prior work sector requires new certifications or because they were employed in job-types that are leaving or have left this region.

We're doing ok in WIA youth training but we are probably training too many youth to become nurse assistants and are exploring other job areas, especially for young men. A too large percentage of our youth training dollars go to training young women for entry level health care jobs and we hope to change this.

Looking at the second sheet titled Labor Exchange Program Summary. He said that the far right column lists a number of variances between the end of March in 2014 and last month. We've seen fewer people because UI on-line is up and running. As stated earlier in this presentation, we expected to see fewer UI job claimants but our center still has more than the expected numbers of people visiting it because customers need help either for the computer internet or for communicating via phone. Compared to 2014, this year we have slightly more people landing jobs as of late March. Juan then repeated what Peter stated earlier, that our region has one of the best job placement rates in the State and pretty much the highest employee retention rates of all regions in the Massachusetts.

Because of a change in how employer services are defined, there's been a significant drop in our employer served numbers. As stated earlier, we now count only face-to-face interactions. The Planning Committee will look for ways to improve what we do in this category. Businesses are what create jobs. We need to be sure we're meeting their workforce needs as much as possible and help grow jobs in the US. Unemployment numbers are going down but job numbers are still pretty flat nationwide. We should remember that, although this country now has 93 million more people than in 1978, the official number of current jobs stand at the 1978 number. So either more and more jobs are in the grey, under-the-table economy, or they are not being created in our country.

Juan then said that he would like to introduce a recommendation for a motion on the academic assessment policy from the Planning Committee and read the following motion.

Motion by Francisco Brea that if an employer guarantees that someone is assured a job at the employer's job site and that no academic assessment is necessary for job site new employee training ending in long-term employment, academic assessment may be waived when both the Career Center and MWIB Executive Directors concur with the employer. Mike Munday seconded the motion and motion passed unanimously.

- ***Youth Council***

Youth Council Chair Cal Williams said that, though harsh weather impacted area schools' schedules and curriculums through Connecting Activities, we facilitated a very successful Job Shadow Day for Haverhill High School students on March 19th. Jessy Abramson, the Student Career Specialist from ValleyWorks, prepared 15 students and 12 students attended. Susan Ingham, Business Services Representative, recruited all the employers that kindly sponsored our students. Cal said that we worked as a team to get this project started earlier this year and it ran very smoothly. The team offered students a day at various interesting work sites. We were pleased with the positive feedback from both young people and employers. City of Haverhill Mayor Fiorentini sponsored two youth whom he brought to the State House. These two students met the Lt. Governor Karyn Polito. Students were very impressed as this was their first opportunity to learn about careers in politics. At the end of the day, 10 of the 12 students who participated mentioned that based on the exposure gained, they may pursue that field/career in the future.

Cal said that we also continue to work with our local partners such as uAspire. uAspire is about preparing people for success. It is the nation's leader in addressing the college affordability crisis. uAspire staff work to ensure that all young people have the financial

information and resources necessary to find an affordable path to – and through – a postsecondary education and also minimize college debt.

Our outcomes in the DYS Bridging the Opportunity Gap has exceeded our goals. Due to the success of the BOG Program, we made a request for an additional \$50,492 and it was approved by Commonwealth Corporation. Our grant was increased from \$90,000 to \$140,492.00. This increase will allow us to continue to provide quality services to DYS youth until the end of June. With those resources we help formerly court-involved youth better prepare themselves for the workplace.

With Mass Clean Energy Center funds, we hope to build kids awareness of both clean energy and Science, Technology, Engineering, and Math or STEM related careers. Cal said that we are trying to partner with Lawrence Family Development Charter School (LFDCS) on this activity as a supplement to our partnership with them on youth engineering-related projects. These STEM activities provided career awareness to elementary and junior high school students. LFDCS students were mentored by undergraduate engineering students from UMass/Lowell. An Engineering Extravaganza event was held on February 24th.

LARE's WIA-funded High School Senior Success Program started on March 2nd. Ten Methuen High School students are currently enrolled. It will again provide guidance and employment and training preparation to Methuen High School seniors.

Year Round YouthWorks is successfully completing its 2nd cycle. The YouthWorks Summer 2015 youth application was available early this year - on March 26, 2015. Since the minimum wage has gone up to \$9.00 per hour, we will enroll fewer kids. Cal said that we should receive funding for 261 youth: 157 - Lawrence; 78 - Haverhill; 26 – Methuen.

Statewide 2015 Summer YouthWorks requirements include the following:

- Youth participation in a competency-based work-readiness, 15-hour curriculum.
- Employers providing each YouthWorks participant with at least 125 hours of supervised work experience.
- Limiting the enrollment of young people who previously participated to 20% of the total. This will bring new kids into the program.

Alongside YouthWorks, Lawrence Mayor Rivera's Summer Initiative started recruiting private sector support earlier. Mayor Rivera is reaching out to our past employer partners and Lawrence business owners and managers to remind them that youth employment provides their companies real benefits and positively impacts both them and our community. Unlike direct youth hires employers make for the summer, YouthWorks and Initiative kids receive City paychecks so employers are not liable for payroll, fringe, or any other payroll expense.

Mayor Rivera is encouraging all area employers to contribute to the program. The money will be well-spent. Studies show that youth who gain work experience make better adult workers

and that young college students who work part-time have a better chance of graduating. Cal said that for more information please contact Cristy Gómez at mvyouthjobs@mwwib.org

- ***Nominating Committee***

There was no nominating committee report at this time.

7. Reports of Executive Director & Treasurer Bob Westcott

Treasurer Bob Westcott explained the budget sheets he had distributed today as an effort to expand and see what happened from last month to now. He also wanted to look at spending trends and is trying to get information so the board has a better picture. Bob said that we have a budget of \$6-7M and sometimes there are as many as 30 sources of funding. He praised Tracy Myszknowski for being able to track, explain, and answer all his fiscal questions. Bob said that we need to know how we may be able marshal resources to do better but first we need to get the picture. He said that at any time all of these line items could be spending in three separate years as the funding has a two year window to spend. We could be spending FY'13, 14 or 15 funding. Bob said that he is trying to see which FY is spent at different times and wants to chart out some graphics so that we will know what is happening with the money we are responsible for and see if we can get better results.

David Tibbetts wondered if we are on the federal or state fiscal year. Bob answered that our FY starts in July. Bob also said that our relationship with the state needs to be better defined. We have state staff at the career center that we are responsible for but who we don't supervise. Their supervisors are in Boston. Peter Matthews said that we are not trying to make State folks accountable to us but the current set-up is too complicated system and we hope to help make improvements.

Rafael continues stating that WIA is being supplanted by WIOA and that the City of Lawrence has been on the line for 30 years. He said that he would like to remind everyone that Mayor Rivera and prior Lawrence Mayors are the ones who are accountable for disallowed costs. There have been no disallowed costs in the past five years. Lawrence has a great deal of responsibility for this program and not the least is employee retirement. We are very grateful for these benefits and the Lawrence retirement.

There are changes in WIOA that may impact Lawrence, area municipalities, Veterans and other career center clients. Rafael said he would like to acknowledge one of the main players who is a member of our board and who DCS has assigned to address the Veterans issue, Eddie Bartkiewicz. We hope to encourage the Federal government to consider facts at the local level. The veterans' policy change in WIOA has had a negative impact in Massachusetts, and in our region, and Eddie will intends to help lessen the negative impact.

Rafael also referenced a recent email from Arthur Chilingirian that stated 80% of Americans feel we need more manufacturing in the USA but that few parents are encourage their children to pursue manufacturing careers. It's advertised that, nationally, in five years there will be a two million manufacturing workers needed. Brian Norris, this region's manufacturing marketing manager director, and our Northeast Advanced Manufacturing Consortium, are working to help address this issue. We are encouraging kids to get into apprenticeships and pre-apprenticeships. We are in competition for a \$3m federal grant through the

Commonwealth. We could receive \$600,000 - \$800,000 via each of three proposals. We just lost about \$300K in sector strategy funding through 9c cuts.

Rafael then addressed one scheduling issue stating that the June quarterly board meeting will be held on Tuesday, June 23, 2015 at 7:30 am and we are trying to have MA Veterans Secretary Francisco Urena as our guest speaker.

8. Other Business

Cal Williams asked if we are going after more money for summer youth employment. Rafael said that we have been educating the legislators on the issue but the state is running a deficit and we may receive less. We have applied for a variety of grants and are also depending on private, individual donors for Summer Youth Employment via and hope to grow the Mayor's Summer Youth Employment Initiative.

Eddie Bartkiewicz said that he wanted to give kudos to the Mayor who shows up for WIB meetings, participates and informs board members.

Supt. John Lavoie said that if he could have the information on what we are trying to inform the legislators on perhaps he may be able to support the effort. David Tibbetts suggested contacting Congressman Moulton on veteran's issues and offered to do that. It was also suggested to send a letter to the entire delegation. Rafael said that he would forward the information to board members so they can also contact legislators.

Francisco Brea said that the AFL/CIO welcomes ideas to improve the lives of workers. He said that the Labor Learning Center in Hopkinton has trained 500 youth in construction during the past three years and several of the youth have been from Methuen/Lawrence. Cal Williams asked about transportation for them and Francisco they go for eight weeks and are on site during the week and then go home weekends.

Tina Bradshaw said that Adams & Associates who run the Devens Job Corps facility have won the bid for a Manchester, NH facility for 300 students. They will be offering manufacturing, welding, security, and electrical training. They are hiring now with preference to New Hampshire residents.

Peter Matthews said that he feels that this is the way meetings should go with a lot of interactive exchange of information and opinions from members of the board.

8. Adjournment

Having no further business Cal Williams made a motion to adjourn and Abel Vargas seconded the motion. Motion passed and meeting was adjourned.

Respectfully submitted,
Mary Kivell
Recorder