



Cathy Draper

00:00:00 Seven wishes, your bosses. The third consecutive such a meeting and last of our budget season, please rise and join me in the Pledge of Allegiance.

- 00:00:11 I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one nation under God, indivisible, with liberty and justice for all.
- 00:00:27 Thank you very much.
- 00:00:30 Where the district Clerk, please call the role of board members.



vcermele

00:00:34 Good evening everyone please say president if you're here, Kathy Draper.

- 00:00:39 President John fellow Bertie.
- 00:00:42 Rosa shell, Brady.
- 00:00:44 Present Lynn Frazier McBride.
- 00:00:49 Did I Hanlon



Cathy Draper

00:00:51 Runs you good



vcermele

00:00:53 Bob Johnson.

- 00:00:54 President and Valerie Williams.

- 00:00:57 Present. Thank you.



Cathy Draper

00:01:00 And thank you, about like to begin by reminding members of the public that while we're having meetings in this virtual environment. We do not have our typical public comment sessions during any kind of board meetings.

- 00:01:13 But we welcome your comments. Anytime through our website. You can email any member of the Board of Ed or the appropriate member of the administration to express your views on enabling
- 00:01:25 And so again, since it's a budget session. I'm really going to turn this over to Steve Tibbetts to do the introductions and run a meeting.



Steve Tibbetts

00:01:35 Okay, thank you. Catherine. Welcome, everyone, to our third and final budget discussion for the

- 00:01:42 Budget. This evening we have three presentations. And first up is adult and community services with Tracy Raza Khan. So Tracy. I'm going to turn it over to you.



Tracy Racicot

00:01:54 Hi, good evening. Thank you everyone for having us here. I want to start by thanking all of the staff and instructors in the center for adult and community services.

- 00:02:05 For enduring through this challenging year as as we try to develop a budget that is strongly influenced by the, the current state of affairs as I know all of our programs are

- 00:02:19 What's perhaps a little bit different and our adult and community programs is that in our center adults are choosing to continue their education and training.
- 00:02:30 Many of our programs are tuition based or attendance based so it takes a real commitment, half of our community to want to attend our programs, Victor, if I can have the next slide please.
- 00:02:46 So in the budget book you'll see some projections and our workforce development programs. That's the best that we can go on, we can make some assumptions based on best
- 00:02:57 Past experience and in make decisions based on information that we have on hand. So currently, our enrollments have been directly impacted by coven
- 00:03:08 We need to be conservative in our budget growth or maintenance projections for next year because we just don't know what it's going to look like.
- 00:03:17 You'll see there is a reduction in our projection for the workforce development programs.
- 00:03:24 And these enrollment projections are all influenced by the fact that our workforce preparation programs which are tuition based lies in the strength of the hands on focus of our programs.
- 00:03:38 While other programs that are more academic based can successfully or more successfully so go virtual programs like welding plumbing phlebotomy etc really require some skills training in person.
- 00:03:53 So the impact of not having in person instruction is quite devastating to our programs. So we're being conservative somewhat in our estimates for next year.
- 00:04:05 Always keep in mind that with our projections for the workforce development programs. The revenue is a projection, but the expenses are also a projection based on what will be paying instructors if programs are delivered
- 00:04:18 So when enrollments are low. We really cannot have face to face training.
- 00:04:24 That is quality for our community. Right now, we're really proud to say that our enrollments are stable in our construction trades courses that are within this department.
- 00:04:35 Right now our electricity and our H back classes are full for classes, starting in January, limited only by space and staffing Victor kind of the next slide.

- 00:04:49 Also in the center for adult and community services. We have literacy programs. These are programs that are for adults ages 18 and over earning their high school equivalency degree.
- 00:05:00 And or learning English as a second language and or learning their citizenship skills that they can take the citizenship exam.
- 00:05:09 Again, these programs are limited, when we're not able to deliver in person, so much of the quality of these programs, has to do with the relationships that our instructors build with the students.
- 00:05:23 We can deliver some programs when we're remote. Many of the funding sources for adult literacy are also based on seat time so that when students attend our programs.
- 00:05:34 We're able to draw in funds from the state and federal government to deliver programs. So again, you'll see some conservative estimates, especially in the adult literacy portion of that program.
- 00:05:46 The other part of the program. The other program that operates under the Center for adult and community services is our Incarcerated Youth Program.
- 00:05:54 You will see in your budget workbook there that there is a reduction in the budget for the Incarcerated Youth Program.
- 00:06:03 This is really driven by a precipitous decline enrollments over the past several years due to several factors, raise the age legislation bail reform.
- 00:06:13 And Cobell continues to impact us in that program it's frankly a good thing that the state does not want to incarcerate youth.
- 00:06:21 So we see that as as a reason why the budget is is diminishing but the program that we have there is a quality program, but the enrollment is declining. Next slide.
- 00:06:36 So what is growing and changing and our programs that you see in the budget.
- 00:06:41 That we are working right now with advisory committees to develop input from those in our pathway partners specifically around hiring trends, best practices and connecting students directly to employment, which is our ultimate goal. Next slide.
- 00:06:59 So currently we have an advisory committee for health care programs.
- 00:07:04 You will have seen a shift from our health care programs of having a licensing program for the practical nursing, which was a 1080 our licensing program.

- 00:07:17 That has shifted and gone away for the next budget year and it is our goal. And we're working on this to have programs that are 50 to 280 hours in duration, rather than 1000 and at
- 00:07:31 This makes the programs more affordable and gets our community members out into employable options sooner than in a year long, or sometimes two year long licensing program.
- 00:07:41 We're also developing a construction trades advisory committee, we would like to be working with those who are hiring in the field as well as those who are funding in the field.
- 00:07:51 Also we have a Community aid in our center that continues to strengthen the transition of students from our literacy programs and our incarcerated programs into job training programs. While these numbers are small.
- 00:08:05 You're not going to see hundreds of students at a time. That's working with our individual Community aid. This has a huge impact on the community.
- 00:08:13 When we can get our funding partners from the one stop and career centers and from access VR from the Veterans Administration, as well as some of the labor unions really trained up into better employment options. Next slide.
- 00:08:33 So what is important that you're not seeing here in the budget is that we are making a lot of efforts to really pinpoint and focus our programs on things that are
- 00:08:45 That are up and coming we're trying to offer less programs and offer more of focused programs such as construction trades and really putting some energy into redeveloping healthcare offerings.
- 00:09:00 So some of the things that we have done and will continue to focus on is we've moved the majority of our marketing from print to web and social media.
- 00:09:09 Print marketing is extremely expensive. And most people now are frankly looking to the internet to register for classes and we're advertising is held
- 00:09:21 We've also streamlined the intake process for our fee, big P bass classes, which was cuts down on cost and we've staggered staff schedules to create efficiencies in the center.
- 00:09:33 So, in closing, I think the most important thing to know about the Center for adult and community services is that in certain uncertainty in the economy.

- 00:09:43 Always leads to education and training for adults in these troubled economic times, it is always the focus eventually for the
- 00:09:54 Federal and State Government to want to supply more training and resources to adults. So that, that's my long term picture is that this that the lemons will turn into lemonade, and that will continue to offer high quality training programs to make our community members more employable.
- 00:10:15 That's what I got.
- 00:10:18 Any questions.



Cathy Draper

00:10:20 I Tracy, I have a couple of questions. Well, thank you for giving me what is really a very optimistic view of what we can do for adults in a really difficult economy. So it's good to hear that.

- 00:10:31 I have a particular interest in health care. I guess because my daughter is a doctor.
- 00:10:35 So I'm wondering, what are the programs we can offer that require fewer hours. I'm guessing phlebotomy that you mentioned wouldn't many would that include things like EMT training or what other professions would be included within those smaller number of hours.



Tracy Racicot

00:10:50 Right now we're focusing on a home health aide.

- 00:10:54 Which is a program that requires state approval. So we're working on that we're working on clinical medical assistant medical administrative assistant with billing coding specialist EKG.
- 00:11:08 In medical terminology as well as pharmacy technician. So we have programs that are ready to rock and roll. And we have openings for January sessions. We're just trying to market it and get interested students in there.



Cathy Draper

00:11:23 Thank you. And I see the CVS and Walgreens, I think, are advertising right now for those pharmacy technician. So in terms of trying to meet the market needs of the moment soon. Sounds like a great choice.



Tracy Racicot

00:11:35 Yes, we've had meetings with a 1199 which is the healthcare union to try to deliver a program specifically for them for pharmacy technician training.

- 00:11:45 So that is an up and coming field. And there are some regulatory changes that are occurring this spring for that field. So we're hopeful that that will be successful in delivering that training.



Cathy Draper

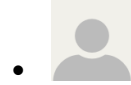
00:11:57 Great, thank you. I mean, my other question has to do with incarcerated youth.

- 00:12:01 And I agree with you that it's a great thing when there are fewer incarcerated young people. You can't argue with that. And the question I have is, has the percentage of eligible incarcerated youth.
- 00:12:13 That actually choose to take advantage of our programs remain stable does it go up. Does it go down or kids taking advantage or young people taking advantage of this will then can



Tracy Racicot

00:12:22 Yes, the percentage of eligible population within the facility are still taking advantage of the program. Yes, there's just less people overall in the facility as well. Thanks.



Sheryl Brady

00:12:36 Tracy. This is Cheryl. So, you know, thank you for the presentation as I had gone through on the budget numbers I had noticed you know the declines.

- 00:12:47 In projected enrollment and corresponding staffing. So I appreciate your explanations on should things change. Should the climate change and there's more interest in these courses. Do we have the capacity and the ability to basically increase our offerings fairly quickly and then



Tracy Racicot

00:13:11 Really, yep, that really is dependent on which specific class we share space with our career services campus in Valhalla.

- 00:13:21 So we are limited to evenings and weekends with many of our programs. So we do not have the facilities to offer the amount of programs that we currently have in demand for H back and electricity.



Sheryl Brady

00:13:37 And what about you know like English language classes and things of that nature. If we see expanding need are we able to accommodate or



Tracy Racicot

00:13:47 We are generally pre coven the majority of those classes are held at St Gabriel's where we leased space as well as a community locations.

- 00:13:57 So we are an entity in many of the libraries and community centers and the area. So there was always the capacity to expand facility usage in community areas when we're not in a time of coven
- 00:14:13 So right now we have pulled back and our in person training for this year have been almost solely at
- 00:14:21 And at St Gabriel's but we're generally in the community.



Unknown Speaker

00:14:25 Thank you.



John Filiberti

00:14:30 My next



Steve Tibbetts

00:14:33 Sure, go for john



John Filiberti

00:14:34 Okay, good. I just wanted to make sure. Tracy, I just wanted to thank you

- 00:14:39 For all the work that you're doing, you know, in this area, especially during this time I'm very excited about the opportunities that people that run into
- 00:14:50 rough times with their current employment. Employment will have with so far as training for new opportunities. And I think that the courses that you offer
- 00:15:02 Are a great first step to getting people

- 00:15:05 To to realize that there are a lot of opportunities that they may not have, you know, been able to find on their own.
- 00:15:16 And if with a little bit of training, they're going to be in a good spot. So thank you very much and to all your staff for doing that. What I'd love to be able to say is, is with regard to you to advisory committees.
- 00:15:28 A very interested in those. And when the, when the time comes for those meetings to occur. I would love to, you know, sort of, you know, just
- 00:15:37 Be a fly on the wall and participate in those because I do think that there are a lot of people in Westchester County that can that can take advantage of those. And I'd love to learn more about those firsthand. So thank you very much.



Tracy Racicot

00:15:49 THANK YOU, JOHN We have a healthcare advisory committee meeting scheduled for next week, I'll make sure that you get an invite. And as soon as we have a date for our January construction trades. I'll make sure you get the invite to that as well. Thank you.



John Filiberti

00:16:02 Very interesting. Very good. Thank you very much.



Steve Tibbetts

00:16:09 Any other questions for Tracy

- 00:16:14 No. Okay. Great. Thank you, Tracy. That was very informative.



Tracy Racicot

00:16:18 Thank you. Sure.



Cathy Draper

00:16:19 Thank you very much. Tracy



Steve Tibbetts

00:16:22 Okay. And next up on the agenda, we have Andrea burn from special services and Andrea. YOU'RE WELCOME TO INTRODUCE ANY OTHER of your partners that are on the call with us as well.



abyrne

00:16:34 Great. I'd love to start with an introduction to all the different members of the team who have joined us this evening, and I'm so glad that

- 00:16:41 We have a vast selection, because this year's endeavors. Like all other years but this year takes on a whole new
- 00:16:51 scope of practice, I would say. So we truly are working together as a team, day and night and
- 00:16:59 On behalf of our students and our districts that are since families. So I wanted to welcome David lumen, the director of school partnerships and innovative practices and
- 00:17:09 He has been an instrumental partner as we've done quite a lot of work around professional development, which we'll get into a bit as the presentation continues. I'd like to welcome Susanna Boyko
- 00:17:20 Actually known as Susie, who is our new intern principle of our I like lower campus.

- 00:17:26 With us tonight. We also have Alberta grant Johnson our terrific principle of our Irvington, middle school, high school program. Phyllis Rosie.
- 00:17:35 A dynamic principle of our tapping Hill School Program and our assistant principal of that same program friend Francesca Fernandez, who also has joined us this year.
- 00:17:47 And Amanda Allison our new principal this year of our st Matthews program. So it's been quite a year for us and special services with regard to changes and leadership and new endeavors. So, Victor, if you would mind advancing our slide.
- 00:18:07 Thank you. So what is happening in our current programs that has influenced our budget decisions. Well, I'm glad to say that in a lot of ways, despite the challenges we currently face.
- 00:18:20 Not only has our enrollment maintained itself. So we are consistent and have remained consistent but weekly we find we still are having four to five different
- 00:18:31 New prospective students coming to the table so districts are still inquiring about placements and are still interested in placing students in our programs. And that process is ongoing and has continued continued in the virtual environment.
- 00:18:47 You know, which in many ways is a very promising thing there have in the past been challenges, sometimes with families setting up intake visits. Sometimes people are a little hesitant to come on site.
- 00:19:01 And we were surprised and pleasantly so that even if families couldn't take tours in person, our leadership team kind of gather together and many of them created videos or took
- 00:19:13 Photographs so that their intake teams at their buildings could introduce families students and sometimes representatives from districts to our programs in a way that felt authentic and more and that those intakes have continued on.
- 00:19:27 It's also been a time where we've really pulled together as a team and pulled together as a team with many of our partner districts to sort of assess the needs of our students to remain in much greater communication and to really consider all the challenges that come around, regardless
- 00:19:46 Of what was going on in the world, or in the school particular time. So two things come to mind for us in particular one is ensuring that our programs are still

- 00:19:59 Engaging and rigorous even during times when we are either hybrid or remote only and we have taken steps to move to more in person instruction.
- 00:20:08 But the other thing that's very important to us is making sure that all of our students and families have access to what they need to continue to participate in remote instruction.
- 00:20:17 At this time we have at least 86 students and it varies by day, who have whose families have chosen to keep them remote only during this time for medical vulnerabilities.
- 00:20:29 And we have to be sure that if a district doesn't have the means to provide them with the access that they need either in the form of a hotspot or Internet access or device that we can support our students in this endeavor.
- 00:20:44 We also have found the need to to do some more bold purchasing and work around training with regard to
- 00:20:54 Devices access tools programs and hardware, basically we have moved forward and we are going to be purchasing
- 00:21:06 Chromebooks for all of our teaching assistance as well because we know that they need to meet the needs of students as we differentiate, as well as we have tutorial sessions small group instructional sessions.
- 00:21:19 So really providing not only the tools, but also the training necessary so that folks can access what they need to to continue on with instruction and that you know has somewhat of a budgetary impact, but fortunately we thus far have been in a position to be able to make those adjustments.
- 00:21:39 We've also continued our work with our both our internal clinicians, but also we have contracts with areas consulting groups that support the therapeutic needs of our students. So we have our internal staff and then we work with
- 00:21:54 Research based organizations both around DPT Dialectical Behavioral therapy and also our all points clinic, which was formerly known as the Carbone clinic that does a lot of
- 00:22:06 Behavior work with students as it links to a program called the essentials for living.
- 00:22:13 So that work has continued sometimes in person, but in other times, virtually they even have evening sessions to really support the needs of our families and sometimes during these times, students are

- 00:22:26 Even more inconsistent in their schedules, which for some creates greater behavioral dysregulation, and even sometimes some regression
- 00:22:36 So we are working to also change our mindset when it comes to what school supplies me formerly school supplies and what you budget for really is more about
- 00:22:47 You know notebooks pencils textbooks readers, those sorts of things. And we are in a whole new time. So not only technology, but also thinking about p p
- 00:22:56 So that has become a part of our budget thinking in that we do have students in our programs who cannot safely distance sometimes because they need
- 00:23:07 toileting or feeding services they need to be in close physical contact with AIDS who support them. And so we have to take extra precautions. We also have medically vulnerable students
- 00:23:20 Whose needs. We need to really pay close attention to because we have students who cannot mask.
- 00:23:24 And so we consider all of these things as we take steps and then move forward in working closely with our facilities department that's been a great support to us.
- 00:23:35 In getting the appropriate materials that are both safe for school and approved and can be utilized in the instructional process.
- 00:23:43 So that kids can be in school can be together and can continue to learn. We also have had ongoing budgetary
- 00:23:51 Communication or really communication with budgetary ramifications about when students are in the remote environment, whether one to one aids, which had been on the IEP is whether there's a struggle to be provided or not.
- 00:24:04 So that's been an ongoing changing endeavor for us and and again I think districts are very
- 00:24:12 Glad that they feel we're being thoughtful about this process and not continuing to have something in place if we can be flexible and the state allows for it.
- 00:24:22 So we've had back and forth when students come into remote and out of remote with regard to our staffing
- 00:24:29 We have recalled almost all of our teaching assistance and our one to one aids from riff because we were able to reinstate those folks when we had most of our programs go either in person full time or in hybrid models as opposed to being remote. Next slide please.

- 00:24:50 So what is growing or changing our programs, that's visible and our projected budget.
- 00:24:55 So in addition to the technology expenditures and decisions about about different programs and our technology folks have been also incredible partners, Victor, you know, his team has really been working to
- 00:25:08 Help us ensure that anything that we move forward with any tool or any program is Ed law to be compliant.
- 00:25:16 And that we have the training in place and David has really been instrumental in helping us set up some trainings to be sure that whatever tools resources and platforms we use in our instruction.
- 00:25:28 Are vetted and are appropriate and will be effective for our students in remote environment or in the in person environment. So we're making very thoughtful decisions.
- 00:25:40 About what we are using and what we're going to continue to use because it says, open the door for us to really think
- 00:25:46 creatively and to align our practices, even across our programs so that tools that are available for one program are also available for others. We thought a lot about synchronous learning and we've done some purchasing
- 00:26:00 Even have cameras and we've been also meeting in committees regarding remote learning to be sure that we're all on the same page with how we conduct ourselves in the remote environment and and what makes learning and continued
- 00:26:16 Learning accessible to all. So to that end. We've had professional development and we also
- 00:26:23 Are thinking about what are the needs moving forward. So what are we seeing as districts are requesting intakes for students.
- 00:26:30 And what we are seeing is a is a little bit of a continued shift toward our therapeutic support programs and the intensive ones that that 812 type settings.
- 00:26:42 And even for our status so Middle High School program so
- 00:26:47 Those programs seem to be having. At this point, the most interest. And so we're thinking about which of those programs may grow.
- 00:26:54 And which others, you know, may continue to lose students. So we constantly look at our enrollments and think about how we might shift to accommodate the shifting meanings of our districts. Next slide please.

- 00:27:11 So beyond the numbers. And the last slide, I put something down about transportation needs shifting a bit, and then it's true because we no longer are taking field trips into the community and we're no longer
- 00:27:21 Going out and going grocery shopping with our students for daily living skills. We're also at this time not able to have our students go into the community to
- 00:27:32 Work site places we decided that this was not the time to do that. And we don't want to during the course of the school day.
- 00:27:39 Really risk any additional exposure in facilities or shops or stores where we can control what the health and safety protocols are
- 00:27:47 So instead, we've got a really creative group of folks who are wanting to work with kids.
- 00:27:53 To be sure that students are still getting some vocational skills are still communicating with the outside community resources.
- 00:28:01 And so for example in tap and health volunteer of New York is still working with our students. They're not coming into our building, but they are instead zooming in on our add lots Ed approved platform.
- 00:28:12 And they are working with students in this way.
- 00:28:15 In our st Matthews program Amanda Alison has been communicating with our partners over and career services in the commercial arts to try and generate a little bit of a business greeting card business.
- 00:28:28 So we are really looking at how our students can continue to be connected to outside resources to have experiences that fuel their thinking and their creativity.
- 00:28:40 We're trying to do things that still remain.
- 00:28:43 Joyful so that if we can't have any holiday celebrations. We can use zoom and have virtual singalongs throughout a school from one screen and classroom to another.
- 00:28:54 And we are really thinking about how we can be as flexible as possible, both in our scheduling to meet family needs and in our approach to students learning styles and there I meeting their IEP goals.
- 00:29:09 And we do see some of what we're experiencing a silver linings
- 00:29:13 We know that there are some families who before never really came up to school. They couldn't take that trip. They didn't have the

resources, both transportation and time and now that we're having moved

- 00:29:23 All virtual meetings with families and districts and so far as virtual CSE is and our IP season is really upon us.
- 00:29:32 Those partnerships those connections that we're now developing in using digital tools have strengthened our relationships.
- 00:29:41 Not only with our families with our districts with our community partners, but with each other in that we spend a lot of time navigating situations that arise, and we hope that some of these changes that this time has necessitated will remain in place as we move forward.
- 00:30:00 That's all for special services.



Steve Tibbetts

00:30:07 Thank you, Andrew. Does anyone have any questions.



Cathy Draper

00:30:15 Go ahead. Oh.



Sheryl Brady

00:30:18 It's just a when you do your projections of, you know, projected number of students projected tuition. So are you basing that pretty much on your current student population on who you expect to continue and then extrapolating as to, you know, who might be coming into the program as well.



abyrne

00:30:38 Yes, yes. So we consider

- 00:30:41 The number of students who will be aging out at age 21 we consider the number of students who are seniors and we look at whether we expect to
- 00:30:49 Graduation at the end of senior year and then we look at the number of new student packets of information coming to the table for placement and
- 00:30:59 We try and ascertain, you know, the uncertainty. This year is really looking at our maximum capacity is based on the limitations, put in place by New York State in special education classrooms.
- 00:31:11 So we've sort of been doing this balancing where we want to remain all in person and the classes that are all in person right now. So accepting new students into some of those programs might mean we exceed maximum capacity in our spaces and need to go into a hybrid model.
- 00:31:26 So right now, we've really made the decision in certain spaces and certain programs, not to continue to accept so that we don't have to switch from all in person to hybrid
- 00:31:37 With our older students and some of our state. Assess Program. They are still on hybrid so we can still continue to accept students because we may only have half the students in at one time.



Sheryl Brady

00:31:47 Do you have

- 00:31:48 The ability to change spaces in any way or to move one class to another classroom that might be larger.



abyrne

00:31:56 So we've done some of that. So we have swapped some classrooms. We have even been fortunate in that we were able to

- 00:32:03 You know, work with our partners in career services around the CTE campus and

- 00:32:08 They were able to share some conference room space with us so we could put an additional class in full time and do some related services.
- 00:32:16 But we really do feel with our students having as many onsite in person as possible, in particular for physical therapy, occupational therapy, speech therapy.
- 00:32:27 Instruction, of course, but for some of our students. This is, you know, life, a life need. And so we right now have really filled to capacity and are trying to creatively use basis, we can so until that six foot of distance shrinks to three.
- 00:32:46 You know, we're sort of in this mode where if we need to will create waiting lists for our programs in the hopes that folks would wait for what they see is, you know, an important decision in their lives.
- 00:32:59 We, you know, or, or we see how things go. And so it is a balance and it is a projection, but
- 00:33:07 You know, and there are times that the center has been less consistent, but over the last couple of years, we've seen
- 00:33:13 A little bit of a dip. So we're thinking about do we expand like this year we expanded from to middle school classes at Riley middle school, two, three.
- 00:33:22 And we maintained what the high school was now we're seeing that. Where's this are more interested in the high school program.
- 00:33:27 And that's almost at max capacity. So we're sort of glad. A couple of us lessons are still hybrid because we can continue to accept students
- 00:33:35 So it's that sort of balance that we're looking at as a year continues and we're hoping that not only to remain stable that we can also then backfill those students aging after graduating



Sheryl Brady

00:33:46 Thank you.



Cathy Draper

00:33:48Andrea. First of all, I'm thrilled to see you here, but I'm also thrilled that you brought your team with you.

- 00:33:53Because I don't get to see them often enough. And I'm really happy that they were able to join us tonight. And even if they're not all speaking. I do appreciate their presence here, very much.
- 00:34:03I have for you is
- 00:34:05Most of these programs won't start until next September so might be summer programs, many of them on start till September. That's a long time away in a coven environment.
- 00:34:14So how do you sort of decide in your budgeting what assumptions to make because some things will be more expensive and probably some things will be less expensive.
- 00:34:22If we go back to normal in person instruction work it's can go out in the community and all that. So did you sort of budget for the worst of all possibilities, or how do you do that.



abyrne

00:34:35So, you know, we, it's kind of like looking at student enrollment and looking at staffing and really looking at the numbers and thinking about we we budget for probably somewhere in between.

- 00:34:47So, you know, we want to be thoughtful about it. We don't want to be idealistic, you know, we always like to be optimistic but we also know that these are uncertain times for districts and
- 00:35:00You know we do feel like so many of our students are really so well served in our programs and families.
- 00:35:07Are satisfied and for districts, you know, they that's their mission is to make sure that the students have what they need. And right now, we're not seeing that the districts are necessarily growing their internal programs. So, so we feel there's a certain
- 00:35:24Sense of stability, although we are certainly thinking about if we needed to trim and so far as staffing or other positions are concerned.
- 00:35:32Where we could do it. So, you know, we work as a leadership team to sort of talk about, well, if worst case scenario did come, which

were the which are the positions that we could really do without. If our enrollment doesn't continue

- 00:35:47 On the path that we anticipate so it may mean staffing changes for us. It may mean losing a class if the moment is not what we anticipate, but we sort of build that into our budget projections, knowing that we could we would still be in an okay place if we lost a section or two of students.

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Robert Johnson

00:36:10 I have a quick question. So the numbers of

- 00:36:16 Students going back to the component districts and who come to us. Has that been kind of even this year, or has been, is there any sort of abnormality for that.

•



abyrne

00:36:29 No, actually, um, you know, the only real shift that we've seen this year since we haven't seen students going back to just have a certain number of students who may move to a new area and

- 00:36:41 Depending upon how far it is like, there's one student right now. We got noticed that a student was moving to Hyde Park.
- 00:36:48 There's interest in the family and having the student community than an hour and a half each way. Because once they're placed in a program where the family feels of being successful. They don't want another transition
- 00:36:59 So, sometimes there are those moves and maybe the program would not be maintained. But that's not the norm. We are seeing this year, we did not run from September, our elementary ITT program. So that's
- 00:37:12 A shift. So we need to start the year. This was us being a little cautious. So to start the year we saw that we only had one student on the roster, the max capacity in that program is six students
- 00:37:26 So usually the year starts off light and when the programs get going.

- 00:37:31 Students who are elementary age students who are extremely behaviorally this regulated in their home districts then might be placed into our ICT program, they do not need to be
- 00:37:43 Classified special education students and sometimes districts do this to buy a bit of time to go through that classification process to have testing done and
- 00:37:53 This year, because so many districts started off either remote or hybrid they students who are having the behavioral issues they may have
- 00:38:03 had remained on home instruction instead of placing them out in a program or some other circumstance.
- 00:38:09 So the enrollment started off lower and we did have staffing needs and other locations of ours. So rather than run a program with low enrollment at that time to start the year we decided to, you know, reallocate our staff.
- 00:38:22 And and not run that program for the moment. So, and then we were keeping you know keeping our island how that is progressing and what inquiries. We get because we don't want to relaunch that program and adding staffing unless we're sure it'll be pretty much full
- 00:38:37 So we're making decisions in that way as we go.

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Robert Johnson

00:38:41 I just want to give a shout out to the policies group in general.

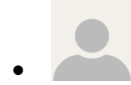
- 00:38:46 Many parents in our district.
- 00:38:49 You know, have children in in the special ed programs and they love the program. So every, every conversation. I've had with parents with kids with special needs that are in both us. They just, it's fantastic. What we do, and it's great to hear your report. Thank you so much.

•



abyrne

00:39:10 Thank you, on behalf of our whole team. We thank you. We appreciate that.



Steve Tibbetts

00:39:20 Any other questions.

- 00:39:25 Okay. Great. Well, thank you Andrea and it was great to see everyone as part of your colleagues to on the call. So that as Kathy said it's that was terrific. So thank you all for coming.
- 00:39:35 Next up on the agenda, certainly last but not least is the regional Information Center with Cathy Condon and Kathy, I'll let you introduce whomever you would like
- 00:39:56 Is Kathy here, I



ChristinaDAiello

00:39:59 Can see them you oh



kconley

00:40:03 Okay.



Steve Tibbetts

00:40:03 There you go.



kconley

00:40:04 You're getting that I have with me, Christina Diallo and she is our assistant director and as with everything else we do, we're going to split the presentation. So I'm Victor, do you have the slides up

- 00:40:21 Okay, so what's happening in our covering program.
- 00:40:26 That influenced our budget decisions was ironically the virtual environment is strengthened communication with our district partners.
- 00:40:35 We've been very deliberately seeking feedback. So in addition to our routine advisory committee meetings and newsletters, we introduced town hall meetings.
- 00:40:48 And we were meeting. Every week throughout the summer and into September and talking about whatever the topics were that were hot at that during that week.
- 00:40:59 And then our account managers have actually found it easier to access the top for administrators in this inverse in this virtual environment. So we got a lot of information that influenced our programs in our budget decisions.
- 00:41:16 And as we all know, 2020 has been very unique and there's been a huge reliance on technology to provide a blend of remote and in person instruction.
- 00:41:28 This was actually a vision come true for our model schools team.
- 00:41:33 Sarah Marta banner or manager of instructional technology said today that we've been training for this environment for 20 years and that is so true. We've been training the teachers in our region and our region is a bit different than many of our centers, probably most like
- 00:41:52 Todd's Santa Barbara's athletic department where we support 62 districts. I'm covering three bases. So we've had a very broad hand on
- 00:42:08 Making our teachers and our administrators ready for this environment.
- 00:42:13 We also are very mindful about the district budget constraints, the pandemic has layered hundreds of thousands of dollars on top of a 2% budget cap for districts. So this has been influencing us to seek as many efficiencies as possible.
- 00:42:30 And cyber security during this environment, the cyber attacks have increased
- 00:42:39 We've have a much higher reliance on home internet
- 00:42:44 For students and staff that were working from home and those environments are not as project protected to school networks. So our

budget decisions had to ensure adequate technical and data security guidance for districts Christina.



ChristinaDAiello

00:43:00 So I would just add that we were very hyper sensitive to not knowing what

- 00:43:05 Looks like and that there has been significant growth within the organization for the current year and that for next year we were conservative in our budgeting.
- 00:43:15 Thinking about the things that we knew would actually stay for next year and just being a little bit more conservative a conservative about the things that may not
- 00:43:23 So keeping both of those things in mind, stating our assumptions as we were building the budget so that we would be prepared.
- 00:43:29 Should anything changed if we are all in person. Next year, or if we stay hybrid, but just be really deliberate about what it is that we are budgeting for and what those assumptions are
- 00:43:40 Budgeting against and where there is growth expected to stay regardless of what situation next year is going to look like for districts
- 00:43:50 We leverage that to keep costs steady and use that to help reinvest where we need to reinvest in. And that was sort of a broad umbrella for everybody. As they built their budgets.



Unknown Speaker

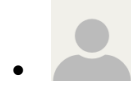
00:44:02 Next slide.



ChristinaDAiello

00:44:06 So Christina, you want to take this slide. Sure. So one thing that was present in the budget across several of the different coasters that we support is that there has been an increase in software usage.

- 00:44:20 A majority of that is because there were in there was a need for new tools to be used from this remote landscape.
- 00:44:29 But also because, as you heard from Andrea, we have to be really careful about the selection of software that is being used because it has to be applied to be compliant.
- 00:44:39 So applications that may have met and need to be revisited and risotto, so that there could be a compliance if there wasn't a contract that was allowed to do compliant.
- 00:44:50 But with working with the other bases, we were able to take advantage of contracts through Erie one better.
- 00:44:58 It opened up the portfolio of options for our districts. So if districts do come to us for software we take care of that block compliance factor. So in our distance education.
- 00:45:11 Coaster there were several applications districts were able to avail themselves that help support this remote environment that we're allowed to do comply and then it just let districts go off and do what they needed to do.
- 00:45:22 And the interesting thing. Kathy and I were talking earlier is that distance education over time has been decreasing
- 00:45:29 And this is the first year we saw a pretty significant growth because of the tools that are needed.
- 00:45:34 Some of that we expect to stay regardless of what next year looks like. And some of that might change if everybody moves into an in person environment again.
- 00:45:43 Instructional software had significant growth as well because there are, there's more need to use software to help support the instruction as the districts were in this hybrid environment.
- 00:45:54 And there was more opportunity for them to continue to take advantage of contracts that they were already using through us. So there's now an absolute
- 00:46:04 Return on investment because they're seeing the fact that these tools are really helped supporting instruction in a way that may not have been present when they were in person only
- 00:46:14 And then under administrative departments. There was also an increase need that Cathy's gonna talk about in a little bit regarding the software tools and components and modules their



kconley

00:46:26Next slide deck.

- 00:46:29So now let's talk about what's growing and our programs that you saw in our budget book, you will have seen that the student services budget saw some growth. And it was actually significant growth that market had been saturated for quite a number of years.
- 00:46:49But the budget projects. The addition of two new districts joining our service for next year. Some of the
- 00:46:57districts have had their student information systems for a while and have
- 00:47:02Realized that they're not fully satisfying their needs. So they're looking to switch to other student information systems and some buying them.
- 00:47:12From us that had not previously been buying that from us. There's also a lot of reliance with all of this software, you just don't buy the software, you now have to connect it to the students. And you have to
- 00:47:28Fill the software with the student demographics and to do that you need to integrate
- 00:47:37The two systems, the student information system and then all of the various software that they're using. So we introduce a product called class link last year and that product has grown phenomenally this year gone from five districts to 22 districts
- 00:47:56So next slide, Christina. Is there anything else you wanted to say on that one.



ChristinaDAiello

00:48:01I know just saying that for as I mentioned in the prior slide the knows for next year, regardless of whether we remain in person or not class link, for example, is

- 00:48:12 One of those nodes districts are always going to need an integration across their student information system and the applications that are using
- 00:48:19 So the growth of that is something that we expect to remain so that helped us with our budget decisions for next year in a time where there are a lot of other unknowns.



kconley

00:48:29 So now we can talk about what's changing in our programs that you also saw in the budget book.

- 00:48:36 So we have been able to gain some efficiencies with virtual professional development.
- 00:48:43 The instructional technology department has had some attrition due to resignations and we've been very mindful about whether we rehire or redistribute responsibilities.
- 00:48:56 And we've been able to provide more offerings remotely than we were able to do under the traditional model of teachers, leaving their classrooms and coming to 450 mamaroneck avenue for training.
- 00:49:09 That's been highly efficient on our part. And it's very desirable to teachers and we have many, many new teachers that have never participated with us before that have now found
- 00:49:25 Us to be a great value to them.
- 00:49:28 We've been leveraging resources, wherever possible, or printing department also experienced a reduction in force due to our retirement.
- 00:49:39 And for now, we're restructuring that department, rather than hiring until we could see it printing remains a viable offering as you might imagine.
- 00:49:51 Districts that participated in that printing service are not don't have a high demand for printing. I know from experience with my own grandchildren.
- 00:50:01 Parents are printing things at home for them, rather than the teachers printing things in the classroom. So we've had a real drop in participation in the printing department service changes in our model schools.

- 00:50:16 A number of years ago, we introduced a software product called break bites, which is manages
- 00:50:25 Managed data and analytics platform that actually works by serving students, parents and
- 00:50:35 And teachers and administrators to determine how effective their use of technology is with instruction and that was very appealing at that time.
- 00:50:46 And when the vast majority of districts wanting to participate in something we embed it in the fee based service so that interest has waned over the years. So we've removed that expense from the fee based from the, the, the base.
- 00:51:10 Price and now made it fee based. So now you opt in, rather than getting it as part of the package so that has changed the pricing a bit Christina. You want to talk about expense allocations.



ChristinaDAiello

00:51:24 Sure. So as we have been growing over these last several years, the departments within the lyric actually depend on each other significantly

- 00:51:33 And as their service grows. They also have a dependency of growth and need from another service within the organization. So, just as we provide services to districts. We also provide services to each other.
- 00:51:46 So every year we are constantly evaluating what that reliance's and what the service need is across departments and we are aligning them so that we can compensate each other internally for the services that we deliver to each other as well.



kconley

00:52:03 Okay, next slide.

- 00:52:06 So now we talk about what is it that was happening at the lyric that was not visible in the numbers.

- 00:52:14 It was very, very important to us that we remain stable amidst all the uncertainty that the districts were going through. And that was a tall order.
- 00:52:24 So right from the early spring we positioned ourselves to sustain our level of service and not only our staff not only accomplish that. But we actually ended up enhancing our services.
- 00:52:39 So we developed the reopening plan it focused on that stability, knowing that school districts. We're going to have to adjust and readjust maybe multiple times.
- 00:52:51 To what they're opening look like in this environment. So we shifted some of our schedules, so that we were able to pivot quickly and we kept as much stability as we possibly could.
- 00:53:04 Data Security and Privacy. We've seen significant growth in that area. It's due to legislative mandates of Ed law to D districts on if they purchase the software through us and as Christina said earlier, we have a number of Consortium's where we have district wide.
- 00:53:26 Contracts, the district. So the districts know that if they buy from us, they can not have to worry about the ED law 2D
- 00:53:38 Compliance because we've done that for them. And with all of this software they need to make sure that they are
- 00:53:47 keeping their data as secure and private as possible. So we have really developed a very strong program in this area, and we've spoken a number of times since
- 00:54:01 August about the increased internet bandwidth demand the remote in the blending learning models cause for very, very large increases in bandwidth and every district. We had little notice of that.
- 00:54:16 And we were at 20 gigabytes, which was more than double of what we were using before the pandemic. So we had plenty, but when
- 00:54:28 The district's develop their opening plans we were going to exceed that so we had to make a significant infrastructure expansion, which was a high cost item, we now have
- 00:54:42 The we are now pushing out 40 gigabytes, but we have the physical capacity for 100 gigabytes. So that being a high cost item we minimize the impact on the budget for next year by using an IPA to flatten out the costs in our budget Christina.



ChristinaDAiello

00:55:04 I would just add that one of the things that's not visible in the numbers as we built a really strong foundation with our leadership team.

- 00:55:13 And we meet on a routine basis, much like many of the other teams within Southwest disabilities.
- 00:55:18 And the importance of those meetings is to have really good communication across all the different departments, so that we can keep pulse on what we're hearing what's coming down the pike. And what we know.
- 00:55:28 And to be able to respond to districts as quickly as possible. We have seen as Kathy just mentioned the need to scale really quickly.
- 00:55:37 And while we've always been preparing as the technology arm. We've always had to look at what's the next thing. Next thing coming
- 00:55:45 We've always had more time to be able to actually implement it. And we've learned that this pandemic has required us to pivot, a lot more quickly.
- 00:55:53 than we've ever been expected to do. And we've been able to deliver on that. So as an organization, we're building that foundation to be able to respond and to scale our services in order to district demands.



kconley

00:56:08 And that's it.



Steve Tibbetts

00:56:14 Great, thank you. And Kathy and Christina there any questions.



John Filiberti

00:56:21 What question from John Filbert

- 00:56:26 You know, I just wanted to say it's it's it's really incredible what your organization.
- 00:56:31 Has has been has had thrown added in the last year and what you've been able to do so. I appreciate that. As a former technology person, though. What I'm curious about is
- 00:56:44 Is how do you allocate you know all technology groups always need like a little bit
- 00:56:50 Of resources allocated to stuff that their districts really aren't using now but that they might need in a year or two or three. And, you know, how do you, you know, how are you handling.
- 00:57:03 Um, you know, the work that you can see yourself doing in the near future, but that your districts don't necessarily have a need for right at this minute



KConley

00:57:14 So we actually have

- 00:57:19 regular meetings about looking into the future. We've got our strategic plan we we have specific people in the organization that are very forward thinking
- 00:57:31 In our, particularly in our operations area so that they are always looking at what could be coming. We also have our directors of technology feeding us
- 00:57:44 They're wondering. So as we listen to their wanderings in their GI would love to see we start looking for that. So we are even though we're working in the moment we're always looking at what's coming down the pike.



ChristinaDAiello

00:58:01 I would also add to that many of the departments have their own 123 year plans within their departments, not just for

- 00:58:08 The services that are being delivered, but also the technology that is being used to deliver those services. So when we
- 00:58:16 Kathy had mentioned, the internet is a really good example. We were at 20 gig and our districts were under 10 gig. So we had already planned for growth to 20 gig. We did not expect them to go from
- 00:58:27 You know, under 10 good to over 30 gig, but we were already at that 20 gig ahead of it.
- 00:58:32 And we just had to move a little quicker than what we had already planned for that next 20 gig. So we had the plan in there.
- 00:58:39 Which was going to be for 12 to 18 months out, we just had to expedite it a little bit. So there's always the plan. And then the timing for the plan and sometimes the district pressure just moved up the timeline for us a little bit more great



John Filiberti

00:58:52 Thank you very much.



ChristinaDAiello

00:58:54 Thank you.



Sheryl Brady

00:58:58 I have a question in going through on the documents. There was one term, that wasn't familiar to me, which is a data service a CIO support. And I was just wondering what that encompasses is that the Chief Information Officer, right. So, so, how, how would that be used or



kconley

00:59:20 So I'm added that is one of my favorite brings the causes one that I brought personally into

- 00:59:30 Our department. So every district has a CIO, and that person is the one that manages the state data reporting. So they take the information from the
- 00:59:46 Personnel Records for the teachers and the student records from the student information systems they do those extracts and they loaded up to the state, they have to know
- 00:59:57 Hundreds of state business roles inside and out to do that. So it's not an easy task, and the state is constantly changing things. So not only do you have to learn it. You have to unlearn things and relearn them. So there we have a support.
- 01:00:14 For all of the CIOs in our 62 districts. That's a mandated participation and we meet once a month, and we we interpret the state.
- 01:00:29 Guidelines into usable form and keep our districts in informed of what's coming, and actually teach them how to use the systems.
- 01:00:39 Then we develop the service where if there's a new CIO, we can mentor them and take them through the first year and and a hand holding kind of way.
- 01:00:51 Help them understand a little deeper, and then know what's coming next month, always be prepared for what's coming.
- 01:00:59 And then your districts, particularly the smaller districts where it's not cost effective for them to have a CIO, so we assume that role completely
- 01:01:09 So we have CIO mentoring and CIO support. So we do that. I think we have about 14 districts right now where we do all of the work. Some administrator at the district assumes the official role. The official title and signs off on the data, but we do all of the grunt work.



ChristinaDAiello

01:01:32 So I think Kathy's also being modest because that particular business model is one that we've been able to replicate with our data privacy services as well.

- 01:01:41 So, similar to that CIO role this data privacy role is new. It's often something on top of what other people are already doing. And we have she's worked with the one of the managers to replicate that same model of CIO support under this data privacy services as well.



Cathy Draper

01:02:02 So I don't have any questions, but I just want to thank Kathy and Christina for a presentation that was excellent. As I expected it to be always informative and so thank you.



Unknown Speaker

01:02:13 You're welcome.



kconley

01:02:15 Yes.



lynn mcbride

01:02:17 Um, I was reading the school board.

- 01:02:21 Newspaper and they were talking about classroom teachers using emojis. And I was wondering if those two things on the screens that had questions I had was
- 01:02:34 An example of what would you like
- 01:02:38 Do you know what I'm talking referring to



kconley

01:02:41 Yeah, I know what you're talking about. You're talking about our little characters on there and Christina, would we call them an emoji.



Unknown Speaker

01:02:47 No.



ChristinaDAiello

01:02:49 No, they're not there. I just did a quick Google to grab them, but I know that there's the emotions. And then there's bit movies that look a little bit more like people just like character people and that's a way of just really relating to people digitally.



lynn mcbride

01:03:06 So our success was a I forgot which focuses was using

- 01:03:12 You know if any of our teachers are often that
- 01:03:17 Article
- 01:03:19 Says,
- 01:03:21 Live from the classroom enlightening zoo.
- 01:03:26 So, for



kconley

01:03:29 Sure that our instructional technology department could tell you all about them.

- 01:03:35 Unfortunately, I've never used them.



abyrne

01:03:41 So I actually can since Alberta, bear with us. I can say that Alberta in Irvington, middle, high school did a project with was it emojis are bit Mo, geez, Alberta.



kconley

01:03:54 you're muted Alberta.



Alberta Grant-Johnson

01:03:56 So I was trying. I know I was looking into doing a bit mogi project. The only thing is with the app, you can only do one bit mogi at a time. But what you're talking about. Like my teachers when they do.

- 01:04:10 You know, if they're doing Google Slides. Some of them will do likeness of themselves and they're like cartoon caricature on their slides and it does make it a little bit more enjoyable for the students. And yeah, so it's something that utilized and some of the programs.



kconley

01:04:29 telling us what to do with a mask on.



lynn mcbride

01:04:34 Okay.



kconley

01:04:36 Well, I'm gonna get yelled at tomorrow in our morning meeting when everybody yells at me for not knowing what they were.



ChristinaDAiello

01:04:48 Connected digitally. So it is a fun way of just having. It's like a caricature version and you can play around with it.

- 01:04:57 So yeah, I'm not exactly sure how they're using it, but I'm absolutely sure they are, and I'm only using it because I have kids who are using it.



John Filiberti

01:05:07 I was gonna, I was going to recommend that maybe you know for next year, the students can design one of each board member. Let's see a caring people I



Cathy Draper

01:05:17 JOHN I would veto that one.



Steve Tibbetts

01:05:27 Great. Any other questions for Cathy and Christina.



Cathy Draper

01:05:33 No. Okay.



Steve Tibbetts

01:05:35 Thank you very much.



Cathy Draper

01:05:36 So thank you to everybody who was involved in tonight's presentations, even those of you who didn't have a an occasion to speak. We really appreciate your presence here.

- 01:05:46 before we adjourn this meeting. And this is a nice short one.
- 01:05:49 And I do want to wish everybody obviously Happy Holidays and knowing many of you as well as I do. I know you're not going to take off every day that you're theoretically entitled to take off.
- 01:06:00 But please do take off some get some rest, spend some time with family, if you can enjoy it, to the extent that one can this year because
- 01:06:08 Can be a another challenging semester ahead of us. I think we all need to be rested up and ready for that. So again, thank you for all of your hard work on this difficult year and
- 01:06:20 I look forward to seeing you all next year. Does anybody else have anything they want to say before we adjourn, yes.
- 01:06:29 Anything.



Sheryl Brady

01:06:30 Can I just say that on these budget presentations have been so informative.

- 01:06:37 And really so interesting. I've never, you know, really heard such interesting budget presentation. So I really, really appreciate that.
- 01:06:48 And quite honestly, I mean, everybody has been so eloquent on in their presentations on you know the slides have just been so informative. So I really just want to congratulate you know everyone on really a job, so well done and also to wish everyone. Happy, happy holidays.



kconley

01:07:09 Thank you, Cheryl. Thank you.



Cathy Draper

01:07:11 Are you want some pic



Unknown Speaker

01:07:13 Yeah.



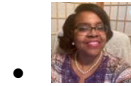
Unknown Speaker

01:07:15 I'm sorry.



lynn mcbride

01:07:19Go.



Valarie Williams

01:07:21I'm Valerie Williams or Valerie family.



Cathy Draper

01:07:24I was speaking to you, Valerie.

- 01:07:27Yes.



Valarie Williams

01:07:28Okay, I just wanted to wish everybody a happy holiday and these are historic times that we're living in. And we're literally reinventing education and it's difficult to know

- 01:07:42What we need, because it's like we're building and flying the plane at the same time and we almost have to look into a crystal ball.
- 01:07:52To determine what will need in the future. And I just think Southern Westchester both is, you know, all of the groups and divisions and the teams.
- 01:08:03For making predictions about what we might need and making funding available for this new normal in education and for being so sensible and
- 01:08:15Being the lighthouse in the storm for school districts and thank you for being aware of the reopening plans and providing stability and being able to respond so quickly to the needs of the district and also is beneficial that you're
- 01:08:37Providing more offerings remotely and being mindful about filling positions.

- 01:08:45 That have been vacated due to attrition and not just refilling positions to refill them but restructuring the departments, rather than hiring and also thank you for
- 01:09:02 The internet expansion and thank you for always reflecting on what is really important and making those funds available to all of the school districts
- 01:09:17 And have a happy holiday.



Cathy Draper

01:09:21 So when you wanted to speak correct just



lynn mcbride

01:09:24 Wishing everyone a happy and safe holiday. All the best.



kconley

01:09:31 True.



Cathy Draper

01:09:34 Anything else from anybody.



kconley

01:09:39 I'm going to thank the Board. Again, we really do enjoy the, the questions, the

- 01:09:46 You know the amount of attention you paid to our board books a lot of work does go into them and it's so gratifying to know that they really are meaningful to you. So thanks again for that.



Cathy Draper

01:10:00 Thank you.

- 01:10:03 Okay, one more chance to speak before I ASKED FOR THAT MOTION TO ADJOURN
- 01:10:09 Nobody. All right. May I have a motion to adjourn john me I have a second
- 01:10:16 Somebody's going to do it.
- 01:10:17 Okay. Okay, thank you. All those in favor please say aye.
- 01:10:22 Aye. Any opposed.



John Filiberti

01:10:25 Happy holidays.



Cathy Draper

01:10:27 Thank you. We are Jared

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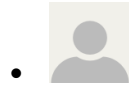
Robert Johnson

01:10:29 Have a happy new year.



Sheryl Brady

01:10:30He will be



Steve Tibbetts

01:10:32Have a good evening.