# COATESVILLE AREA SCHOOL DISTRICT SCHOOL BOARD MEETING MINUTES MONDAY - APRIL 23, 2012 - 7:00 PM 9/10 CENTER AUDITORIUM

#### **OPENING ACTIVITIES**

### 1. CALL TO ORDER AT 7:07 P.M.

## 2. READING OF MISSION STATEMENT

THE MISSION OF THE COATESVILLE AREA SCHOOL DISTRICT, A LEARNING COMMUNITY RICH IN DIVERSITY AND COMMITTED TO EXCELLENCE, IS TO EDUCATE ALL STUDENTS BY PROVIDING RIGOROUS EDUCATIONAL OPPORTUNITIES TO BECOME RESPONSIBLE, PRODUCTIVE, LIFE-LONG LEARNERS IN A GLOBAL SOCIETY.

#### 3. ADVISEMENT

By notice of the President, Board Members are advised that all votes shall be regarded as roll call votes. The minutes should also note that public notice was given for this meeting in accordance with Act 93 of 1998, Section 1. School Board meetings shall proceed in accordance with School Board policy.

#### 4. <u>ROLL CALL</u>

#### **Board of School Directors**

J. Neil Campbell, President - present Richard M. Ritter, Vice-President – present Diane M. Brownfield – present Joseph E. Dunn, Jr. – present James L. Fox – absent Paul L. Johnson - present Laurie C. Knecht - present William A. Sweigart – present Dr. Tonya Thames Taylor - present (Operations Committee)
(Finance Committee)
(Education & Community & Student Relations Committees)
(Finance Committee)
(Education & Community & Student Relations Committees)
(Operations Committee)
(Finance Committee)
(Finance Committee)
(Education & Community & Student Relations Committees)

#### Student Representatives

Vinasia Miles, Senior Class Representative - present Savannah Beebe, Junior Class Representative - present

#### **Administration**

Richard W. Como, Superintendent of Schools - present Kenneth D. Lupold, Director of Business Administration/Board Secretary - present Dr. Angelo Romaniello, Assistant Superintendent & Director of High Schools - present Dr. Teresa Powell, Director of Elementary Education & Mathematics Specialist K-12 - present Dr. Orysia Stanko, Director of Middle Schools – absent Dave Krakower, Director of Special Education - present Erika Zeigler, Director of Human Resources - present Abdallah Hawa, Director of Technology - present

#### **Solicitor**

Steve Moniak, Esquire - present (Substitute for Esquire James Ellison)

## 5. <u>MOMENT OF SILENCE AND SALUTE TO THE FLAG</u>

### ADDITIONS, DELETIONS OR MODIFICATIONS TO THE AGENDA

Friendly Amendment:

4. A. Krapf Agreement: Omit "tentative" from the motion.

#### APPROVAL OF THE MINUTES

**RECOMMENDED MOTION:** That the Board of School Directors approves the minutes for the March 27, 2012 School Board meeting subject to any addition, deletions, modifications or clarifications. *(Enclosure)* 

Approved Vote: 8-0-0

Vote: 8-0-0

Approval of Minutes

March 27, 2012

Motion: Paul Johnson Second: Diane Brownfield

### PUBLIC COMMENT ON AGENDA ITEMS

The Board has requested all persons making comments on **<u>agenda items</u>** to list their name, address, telephone number and motion item(s) on the sheet provided. There is a three (3) minute limit per person. The Board does not take action or discuss items not appearing on the agenda. The Board values public comments and wishes to convey that although Board members cannot discuss items that are not on the agenda, they listen carefully and appreciate and value input from the public.

None

#### **EXECUTIVE SESSION**

An Executive Session was held on Monday, April 23, 2012 from 6:00 to 6:55 p.m. for legal, personnel, and real estate reasons.

#### SUPERINTENDENT'S REPORT

The superintendent's report was provided by Mr. Richard Como.

#### **IMPORTANT DATES**

Date	Time	Meetings	Place
May 7, 2012	6:00/7:00 PM	Act 34 Hearing(s) <i>for the</i> North & South Brandywine Projects	9/10 Center Auditorium
May 8, 2012	6:00 PM	All Committee Meetings	9/10 Center Auditorium
May 22, 2012	7:00 PM	School Board Meeting	9/10 Center Auditorium

#### **BOARD PRESIDENT'S REPORT**

Presentation by the East Fallowfield Elementary School Students - Wayne Wallace, Principal

#### SPECIAL REPORTS

#### STUDENT REPRESENTATIVE'S REPORT

The student representative's report was provided by Miss Vinasia Miles.

#### MOTION ITEMS FOR APPROVAL

Committee meeting action items considered routine will be enacted under one motion unless removed for separate action upon Board request. The purpose of the consolidated motion is to expedite Governing Board action on all consent items, which are not held for discussion. Items that have been held for discussion by the Governing Board will be enacted upon at the time the item is discussed.

1. <u>CONSENT AGENDA</u> (*Neil Campbell, School Board President*) RECOMMENDED MOTION: That the Board approves the consent agenda items:

Items to be removed from Consent Agenda:

- 2. K. Partial Debt Service Refinancing
- 2. N. 2012-13 Tentative General Fund Budget
- 4. A. Krapf Agreement

Motion: Diane Brownfield Second: Dr. Tonya Thames Taylor

### 2. **<u>FINANCE COMMITTEE</u>** (*Richard Ritter, Chair*)

#### A. <u>Schedule of Bills Payable</u>

**RECOMMENDED MOTION:** That the Board of School Directors approves the Schedule of Bills Payable as submitted for the month ending March 31, 2012.

Fund	Paid
General Fund – 10	\$ 7,660,102.57
Capital Projects Fund 32 / 2007 GOB	0.00
Capital Projects Fund 33 / 2009A GOB	22,033.34
Capital Projects Fund 34 / 2010 GOB	24,625.12
New Capital Reserve Fund 38	0.00
Food Service – 51	147,829.92
Trust Fund – 71	0.00
Student Activities Fund – 81	20,336.81
Agency Fund – 89	10,727.09
TOTAL	\$ 7,885,624.85



Vote: 8-0-0

## B. <u>Treasurer's Report</u>

**RECOMMENDED MOTION:** That the Board of School Directors approves the Treasurer's Report as submitted for the month ending March 31, 2012.

### C. <u>Budget Transfers</u>

**RECOMMENDED MOTION:** That the Board of School Directors approves the Budget Transfers as submitted for the month ending March 31, 2012 in the amount of \$25,341.44.

# D. <u>Schedule of Investments</u> **RECOMMENDED MOTION:** That the Board of School Directors approves the Schedule of Investments as submitted for the month ending March 31, 2012.

### E. <u>Student Parking Fees 2012-13</u>

**RECOMMEND MOTION:** That the Board of School Directors approves the student parking fee at the Campus for the 2012-13 school year in the amount of \$100.00 (up from \$80.00 for last six years).

# F. Chester County Intermediate Unit 2012-13 Core Services Budget Adoption

**RECOMMEND MOTION:** That the Board of School Directors approves the 2012-13 Chester County Intermediate Unit Core Services Budget in the amount of \$16,040,132 (3.26% decrease); CASD's contribution will be \$51,461 (same as last year).

G. <u>Chester County Intermediate 2012-13 Occupational Education Budget Adoption</u> **RECOMMEND MOTION:** That the Board of School Directors approves the 2012-13 Chester County Intermediate Occupational Education Budget in the amount of \$23,365,034 (3.57% increase); CASD's contribution will be \$2,510,209 (5.1% increase because of increased enrollment for CASD – from 122.061 to 128.281 three-year average full-time equivalent).

## H. 2012-13 Football/Sports Accident & Voluntary Student Accident Insurance

**RECOMMEND MOTION:** That the Board of School Directors approves the purchase of football/sports accident and voluntary student accident insurance from American Management Advisors with the following rates for the 2012-13 school year: Football/Sports Total: \$10,988 (\$8,986 Base Premium, \$1,223 Catastrophic; the overall decrease from last year is \$779.00) and Voluntary Student Accident Plan (K-12): School Hours - \$24; 24-Hour - \$85 (same as last year).

# I. <u>Summer Hours and Limited Building Utilization</u>

**RECOMMENDED MOTION:** That the Board of School Directors approves continuing four (4) ten-hour (10) days with all buildings closed on Fridays during the summer and to restrict summer school usage to one (1) secondary building (CASH). The reason for this action is to save energy, estimated to be approximately sixty-seven thousand (\$67,000) dollars.

## J. <u>Parking Lot License Between Coatesville Area School District and New Life In</u> <u>Christ Fellowship</u>

**RECOMMENDED MOTION:** That the Board of School Directors approves the termination of license between Coatesville Area School District and New Life In Christ Fellowship, in the amount of \$7,500.000, providing for the lease of the parking lot between Lincoln Highway and Harmony Street effective June 30, 2012. The lot was

utilized by the additional personnel housed at Benner Education Center when closing the Gordon Education Center and will no longer be necessary.

#### K. <u>Partial Debt Service Refinancing</u>

**RECOMMENDED MOTION:** That the Board of School Directors adopts the resolution expressing the intention of the school district to undertake a project consisting of the advance refunding of a portion of the school district's outstanding debt and to issue debt in accordance with the local government unit debt act; set a minimum savings to be realized from the project; authorizing and directing officials of the school district together with the solicitor, financial advisor, and bond counsel heretofore appointed by the school district to do and to take certain action preparatory to and in furtherance of the issuance of such debt, and rescinding prior inconsistent resolutions. (*Enclosure*)

Motion: Rick Ritter Second: Diane Brownfield Vote: 8-0-0

L. <u>Act 93 Certified Administrators and Non-Certified Supervisors Agreements</u> RECOMMENDED MOTION: That the Board of School Directors approves the extensions of the Compensation and Related Benefits Agreements with Act 93 Certified Administrators and Non-Certified Supervisors from July 1, 2011 through June 30, 2015.

#### M. <u>2012-2013 Food Service Budget Adoption</u>

**RECOMMENDED MOTION:** That the Board of School Directors adopts the 2012-13 Food Service Fund Budget in the amount of \$2,883,528 (1.98% increase).

Further, that the lunch prices be raised by fifteen (\$0.15) cents, as follows:

Elementary Schools	From \$1.80	To \$1.95
Middle Schools	From \$2.00	To \$2.15
High Schools	From \$2.35	To \$2.50

And that the breakfast prices be raised by twenty-five (\$0.25) cents as follows: Elementary Schools From \$0.75 To \$1.00

Elementary Schools	From \$0.75	To \$1.00
Middle Schools	From \$1.00	To \$1.25
High Schools	From \$1.00	To \$1.25

And that the adult lunches be raised by twenty-five (\$0.25) cents as follows: Adult lunches From \$3.00 To \$3.25

N. <u>2012-2013 Tentative General Fund Budget</u> **RECOMMENDED MOTION:** That the Board of School Directors tentatively adopts the 2012-2013 General Fund Budget in the amount of \$137,059,334 with the current real estate tax millage set at 30.109.

2012-13 Tentative General Fund Budget

Approved

Vote: 7-1-0 Opposed: Brownfield

Motion: Rick Ritter Second: Dr. Tonya Thames Taylor Vote: 7-1-0

### O. <u>Human Resources</u>

### 1. <u>Resignations - Regular and Extra Duty</u>

**RECOMMENDED MOTION:** That the Board of School Directors approves the following Resignations - Regular and Extra Duty:

- a. CATA
  - 1) Coots, Cindy, Special Education Teacher for the Scott Middle School. Letter Dated: 4/16/12. Reason: Retirement. Effective: 10/25/12.
  - 2) Cowan, Linda E., 3<sup>rd</sup> Grade Teacher for the Caln Elementary School. Letter Dated: 4/10/12. Reason: Retirement. Effective: 6/11/12.
  - Durbano, Mary Jo, Special Education Teacher for the Coatesville Area Senior High School. Letter Dated: 4/11/12. Reason: Retirement. Effective: 6/30/12.
  - 4) Gouba, Elaine P., Librarian for the King's Highway Elementary School. Letter Dated: 4/11/12. Reason: Retirement. Effective: 6/11/12.
  - 5) Hurst, Susan, 2<sup>nd</sup> Grade Teacher for the East Fallowfield Elementary School. Letter Dated: 4/11/12. Reason: Retirement. Effective: 6/11/12.
  - 6) Husta, Serafina, 2<sup>nd</sup> Grade Teacher for the Reeceville Elementary School. Letter Dated: 4/13/12. Reason: Retirement. Effective: 6/30/12.
  - Kulp, Robert, Business Teacher for the Coatesville Area Senior High School. Letter Dated: 4/10/12. Reason: Retirement. Effective: 6/11/12.
  - 8) Maniscalco, Stephen, Wellness and Fitness Teacher for the Coatesville Area Senior High School CAMPUS – 9/10 Center. Letter Dated: 3/29/12. Reason: Personal. Effective: 6/11/12.
  - 9) McConnell, Penny, 1<sup>st</sup> Grade Teacher for the Rainbow Elementary School. Letter Dated: 4/16/12. Reason: Retirement. Effective: 6/11/12.
  - 10) McGibboney, Gerald L., Technology Education Teacher for the South Brandywine Middle School. Letter Dated: 3/30/12. Reason: Retirement. Effective: 6/11/12.
  - 11) Nadelstumph, Kathleen, 4<sup>th</sup> Grade Teacher for the Caln Elementary School. Letter Dated: 4/10/12. Reason: Retirement. Effective: 6/11/12.

- 12) Parisella, Andre J., Mathematics Teacher for the Coatesville Area Senior High School CAMPUS – 9/10 Center. Letter Dated: 4/1/12. Reason: Personal. Effective: 6/11/12.
- 13) Paul, Betty Lou, Primary Learning Support Teacher for the Reeceville Elementary School. Letter Dated: 4/12/12. Reason: Retirement. Effective: 6/11/12.
- 14) Poskitt, Susan, Certified School Nurse for the South Brandywine Middle School. Letter Dated: 4/2/12. Reason: Retirement. Effective: 6/30/12.
- 15) Stong, Saundra L., MAST Teacher for the Caln Elementary School. Letter Dated: 4/10/12. Reason: Retirement. Effective: 6/11/12.
- 16) Tucker, Sandra, Guidance Counselor for the Caln Elementary School. Letter Dated: 4/10/12. Reason: Retirement. Effective: 6/11/12.
- 17) White, Timothy, Biology Teacher for the Coatesville Area Senior High School. Letter Dated: 4/10/12. Reason: Retirement. Effective: 6/11/12.
- b. CATSS
  - 1) Masterstefone, Doreen, 2.0 Hour Cafeteria/Playground Aide for the King's Highway Elementary School. Letter Dated: 4/11/12. Reason: Personal. Effective: 4/11/12.
  - Stewart, Roger, 6.5 Hour Special Education One-on-One Aide for the Coatesville Area Senior High School CAMPUS – 9/10 Center. Letter dated: 4/20/12. Reason: Personal. Effective: 4/20/12.
  - Twyman-Henry, Bettina, 6.5 Hour Special Education One-on-One Aide for the Scott Middle School. Letter Dated: 3/28/12. Reason: Personal. Effective: 4/13/12.
- c. FEDERATION
  - 1) Chesnet, Timothy, Custodian for the Coatesville Area Senior High School. Letter Dated: 4/3/12. Reason: Retirement. Effective: 4/4/12.

#### d. EXTRA DUTY

- 1) Cowan, Linda E., 3<sup>rd</sup> Grade Level Chair for the Caln Elementary School. Letter Dated: 4/13/12. Reason: Retirement. Effective: 6/11/12.
- Husta, Serafina, 2<sup>nd</sup> Grade Level Chair for the Reeceville Elementary School. Letter Dated: 4/13/12. Reason: Retirement. Effective: 6/30/12.

- Neubauer, Jaclyn, Assistant Track Coach for the Coatesville Area Senior High School CAMPUS. Letter Dated: 3/25/12. Reason: Personal. Effective: 2011 – 2012 School Year Only.
- 4) Raibley, John, Yearbook Advisor for the Coatesville Area Senior High School. Letter Dated: 3/2/12. Reason: Personal. Effective: 6/11/12.

### 2. <u>New Appointments - Regular and Extra Duty</u>

**RECOMMENDED MOTION:** That the Board of School Directors approves the following New Appointments - Regular and Extra Duty:

- a. EXTRA DUTY
  - Kamara, Alim, Assistant Track Coach for the Coatesville Area Senior High School. Posted: 3/29/12 (Neubauer). Salary: \$3015.00. Effective: 2011 – 2012 School Year Only (Interim). SP4: Staff.
  - O'Day, Ryan, 8<sup>th</sup> Grade Baseball Coach for the Scott Middle School. Posted: 1/10/12 (Panzullo). Salary: \$2,439.00. Effective: 2011 – 2012 School Year. SP4: Approved.

## 3. <u>Leave(s) of Absence</u>

**RECOMMENDED MOTION:** That the Board of School Directors approves the following Leave(s) of Absence as indicated:

- a. NON-CERTIFIED
  - 1) Edwards, Karen K., Network Manager for the Coatesville Area School District. Letter Dated: 4/5/12. Reason: Extended FMLA. Effective: 3/27/12 4/24/12.
- b. CATA
  - 1) Coots, Cindy, Special Education Teacher for the Scott Middle School. Letter Dated: 4/16/12. Reason: Unpaid Leave of Absence. Effective: 8/21/12 - 10/25/12.
  - 2) DeNicola, Jennifer, Proficiency Teacher for the South Brandywine Middle School. Letter Dated: 4/4/12. Reason: FMLA. Effective: 4/10/12 6/7/12, 8/21/12 9/12/12.
  - Regenski, Julie, 3<sup>rd</sup> Grade Teacher for the King's Highway Elementary School. Letter Dated: 4/12/12. Reason: FMLA/Childrearing. Effective: 8/27/12 – 11/30/12.
- c. CATSS
  - McLaughlin, Sana, 6.5 Hour Special Education One-on-One Aide for the Friendship Elementary School. Letter Dated: 3/13/12. Reason: FMLA. Effective: 3/14/12 – 4/26/12.

2) Stringfield, Marcia, 6.5 Hour Special Education One-on-One Aide for the Rainbow Elementary School. Letter Dated: 4/1/12. Reason: Extended FMLA. Effective: 4/13/12 - 4/27/12.

## d. FEDERATION

- 1) Ambroziak, Charles, Custodian for the Coatesville Area Senior High School. Letter Dated: 3/21/12. Reason: FMLA. Effective: 3/13/12 4/6/12.
- Book, Albert, Custodian for the King's Highway Elementary School. Letter Dated: 4/13/12. Reason: Extended Medical Leave of Absence. Effective: 4/5/12 – 5/11/12.
- 3) Coover, Philip, Head Custodian for the King's Highway Elementary School. Letter Dated: 3/28/12. Reason: FMLA. Effective: 3/12/12 4/16/12.
- 4) DelRossi, Brenda, 3.0 Hour General Utility Worker for the Rainbow Elementary School. Letter Dated: 3/20/12. Reason: Unpaid Leave of Absence. Effective: 3/9/12 3/27/12.
- 5) Hamilton, James, Custodian for the Coatesville Area Senior High School. Letter Dated: 4/6/12. Reason: FMLA. Effective: 3/26/12 5/10/12.
- 6) Jelke, Susan, 3.0 Hour General Utility Worker for the North Brandywine Middle School. Letter Dated: 3/23/12. Reason: Unpaid Leave of Absence. Effective: 3/28/12 – 4/27/12.
- 7) Lee, Jason, Custodian for the North Brandywine Middle School. Letter Dated: 3/21/12. Reason: FMLA. Effective: 3/20/12 3/29/12.
- Newsuan, Donna, Custodian for the East Fallowfield Elementary School. Letter Dated: 4/9/12. Reason: Extended Medical Leave of Absence. Effective: 4/6/12 – 6/5/12.
- 9) Warner, David, Security Guard for the Coatesville Area Senior High School CAMPUS 9/10 Center. Letter Dated: 4/2/12. Reason: FMLA. Effective: 3/19/12 4/19/12.

## 4. Change of Status

**RECOMMENDED MOTION:** That the Board of School Directors approves the Change of Status as indicated:

- a. FEDERATION
  - 1) Mize, Shawn, move from Food Services Cook Level "C" @ \$17.00/hr. to Food Services Cook Level "B" @ \$17.41/hr. for the South Brandywine Middle School. Effective: Retroactive to 4/17/12.

- 2) Ray, Jessica, move from General Utility Worker Level "D" @ \$14.66/hr. to General Utility Worker Level "C" @ \$14.92/hr. for the South Brandywine Middle School. Effective: Retroactive to 4/17/12.
- 3) Rosado, Jorge, move from Custodian Level B @ \$19.48 to Custodian Level A @ \$20.05 for the North Brandywine Middle School. Effective: Retroactive to 1/2/12.

## 3. <u>EDUCATION COMMITTEE</u> (Diane Brownfield, Chair)

None

## 4. **OPERATIONS COMMITTEE** (Laurie Knecht, Chair)

### A. <u>Krapf Agreement</u>

**RECOMMENDED MOTION:** That the Board of School Directors ratifies the agreement between Coatesville Area School District and George Krapf, Jr. & Sons, Inc. to provide pupil transportation services to the District for 2011-12 and ratifies the agreement between Coatesville Area School District and George Krapf, Jr. & Sons, Inc. to provide pupil transportation services to the District for the duration between 2012-13 and 2017-18.

Krapf Agreement
Approved
Vote: 8-0-0

Motion: Diane Brownfield Second: Paul Johnson Vote: 8-0-0

## 5. <u>COMMUNITY & STUDENT RELATIONS COMMITTEE</u> (Dr. Tonya Thames Taylor, Chair)

- A. <u>Revisions to the Codes of Student Conduct for the 2012-2013 School Year</u> RECOMMENDED MOTION: That the Board of School Directors approves the revisions to the Codes of Student Conduct for the 2012-2013 school year.
- B. <u>Review of Revised Policy #815 Acceptable Use of Internet 2nd Reading</u> RECOMMENDED MOTION: That the Board of School Directors approves the 2nd reading of Revised Policy #815, Acceptable Use of Internet.

#### C. <u>Student Discipline Hearings</u>

**RECOMMENDED MOTION:** That the Board of School Directors approves the following student disciplinary action(s) as recommended. *(Enclosure)* 

<u>Student #</u>	Action(s)
12DH14	30 day expulsion
12DH15	30 day expulsion
12DH16	12 day expulsion; student must comply with conditions of
	Student Discipline Committee Behavioral Contract
12DH17	12 day expulsion; student must comply with conditions of
	Student Discipline Committee Behavioral Contract
12DH18	30 day expulsion

12DH19	20 day expulsion; student must comply with conditions of Student
	Discipline Committee Behavioral Contract
12DH20	Expelled for balance of 2011-2012 school year
12DH21	Expelled for balance of 2011-2012 school year

### PUBLIC COMMENT

The Board has requested that all persons making comments of public concern to list their name, address, telephone number and topic(s) on the sheet provided. There is a three (3) minute time limit per person.

- Garrett Kinney: Garrett is a 4-year Cadet in the AFJROTC program. He spoke about the importance of having AFJROTC and mentioned a couple of programs of importance such as drug and alcohol prevention and the V. A. Visitation Program.
- Tracy McFadden: Tracy is opposed to cutting 4<sup>th</sup> & 5<sup>th</sup> year French Class at the high school.
- Lisa Draper: Mrs. Draper's 10<sup>th</sup> grade son is in the gifted program and AFJROTC. She wants the CASB to continue the AFJROTC.
- Safiya Edwards:
   She is the mother of an AFJROTC cadet. She likes the fact that there are no requirements to join ROTC, and how it impacts the lives of students. AFJROCT also has scholarship opportunities.
- Joclyn Donovan: Ms. Donovan's 10<sup>th</sup> grade son looks forward to teaching French in the future, and she hopes CASD will not cut French 4.
- *Kristian Reid*: Mr. Reid is an AFJROTC alumnus. His daughter is a sophomore and hopes to teach one day. He asked the CASB to consider an alternative to the foreign language classes that will be cut.
- 7) Rachael Galli: Mrs. Galli is opposed to cutting French class.
- 8) *Tim Russell*: Mr. Russell is opposed to cutting French class. He hopes the CASB will find free alternatives.

### **ADDITIONAL BOARD MEMBERS' REPORTS**

Dr. Taylor reported on her attendance at the Annual Conference of the National School Board Association that was held in Boston, Massachusetts on April 20-22, 2012.

### **INFORMATION ITEMS**

### ADJOURNMENT

This meeting was adjourned at 8:25 p.m. on a motion by Paul Johnson and seconded by Dr. Tonya Thames Taylor.

Respectfully submitted, *Karen Jackson, Recording Secretary* 

Kenneth D. Lupold, School Board Secretary

If any Board Member or member of the public wishes to review the minutes verbatim, please contact the School Board Secretary and make arrangements to come to the District Office and listen to the meeting tapes.