



**BOARD OF EDUCATION  
WAYNE TOWNSHIP PUBLIC SCHOOLS  
WAYNE, NEW JERSEY  
REGULAR BOARD MEETING  
April 11, 2013**

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The Regular Meeting of the Wayne Board of Education was held on Thursday, April 11, 2013 in the Wayne Board of Education Conference Room, 50 Nellis Drive, Wayne, New Jersey 07470. The meeting was scheduled to begin at 6:00 p.m. pursuant to the terms of the Sunshine Law.

The meeting was called to order at 6:05 p.m. by Mr. Mitch Badiner, Board President.

**Reading of "Sunshine Law" Statement**

**Adequate notice of this Regular and Executive Meeting, setting forth time, date and location, has been provided in accordance with the requirements of the Open Public Meetings Act on January 4, 2013 by:**

**Prominently posting a copy on the bulletin board in the lobby of the offices of the Board of Education, which is a public place reserved for such announcements, transmitting a copy of this notice to The Record, The Wayne Today, and the Municipal Clerk.**

**Roll Call**

**PRESENT :** Mitch Badiner, Robert Ceberio, Donald Pavlak, Jr., Laura Stinziano, Kim Essen, Eileen Albanese, Michael Bubba, and Rogger Ortiz

**ABSENT:** Allan Mordkoff

**LATE ARRIVAL:** Allan Mordkoff arrived at 7:18 p.m.

**ALSO PRESENT :** Dr. Raymond A. Gonzalez, Superintendent, Juanita A. Petty, School Business Administrator/Board Secretary, Marysol Berrios, Assistant Superintendent, and Paula Clark, Board Attorney

## Convene into Executive Session

**WHEREAS, the Wayne Township Board of Education (hereinafter referred to as the "Board") from time to time must convene into Executive Session to discuss confidential matters including but not limited to personnel issues, legal matters, student issues and labor negotiations.**

X-13-01  
-Approved-

**WHEREAS, THE Board has on its agenda for the meeting being held on April 11, 2013 on issues relating to personnel, negotiations and legal items which must be discussed in a confidential closed session.**

**NOW THEREFORE BE IT RESOLVED, the Board shall move into Executive Session to discuss the above referenced matter.**

**BE IT FURTHER RESOLVED, that the minutes of the executive session will provide as much information as possible without violating any applicable privilege or confidentiality so that the public can understand what was discussed and when available what the Board decision was.**

**BE IT FURTHER RESOLVED, that the minutes of the executive session will be released to the public in an appropriately redacted form within a reasonable period of time.**

**BE IT FURTHER RESOLVED, that the redacted portion of the executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable.**

A motion was made to convene into Executive Session.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ROBERT CEBERIO. Passed. 8-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , ESSEN , ORTIZ , PAVLAK , STINZIANO. Board Members Absent: MORDKOFF.

## Reconvene

**The Executive Session of the Wayne Board of Education Regular Meeting of April 11, 2013 was convened in the Conference Room of the Wayne Board of Education, 50 Nellis Drive, Wayne, NJ 07470.**

**The Statement of Compliance setting forth time, date and location was read in accordance with the requirements of the Open Public**

**Meetings Act and the roll call was taken. The meeting was recessed and is now being reconvened.**

The Board reconvened at 7:40 p.m. in the Wayne Board of Education Administration Building Conference Room, 50 Nellis Drive, Wayne, New Jersey. Mr. Mitch Badiner, Board President, advised that the Board had been meeting in Executive Session at 50 Nellis Drive for the purpose of discussion of personnel, property, negotiations, and legal matters. Information regarding these matters will be made public if, and when, appropriate.

**ROLL CALL**

**PRESENT :** Mitch Badiner, Allan Mordkoff, Robert Ceberio, Donald Pavlak, Jr., Laura Stinziano, Kim Essen, Eileen Albanese, Michael Bubba, and Rogger Ortiz

**ALSO PRESENT :** Dr. Raymond A. Gonzalez, Superintendent, Juanita A. Petty, School Business Administrator/Board Secretary, Marysol Berrios, Assistant Superintendent, Paula Clark, Board Attorney, 4 Administrators, and approximately 5 members of the public

**FLAG SALUTE**

**MOMENT OF SILENCE**

**Administrative Summary Report**

- **Superintendent's Report**
- **Evaluation and Observation of Teachers/Leaders Overview (Achieve NJ)**

Dr. Gonzalez, Superintendent, and Ms. Marysol Berrios, Assistant Superintendent, gave an overview of the Educator Evaluation System and performance reports.

- **HIB Report**

Since the last report, there were five (5) HIB cases investigated and three (3) were deemed to be in the category of HIB.

Kim Essen left the meeting at 8:13 p.m.

**Revisions to Agenda Items**

**ADMINISTRATIVE ITEMS**

A-13-01 Addendum for HIB Report - "that the Board affirm the Superintendent's decision

on the Harassment, Intimidation and Bullying matters, as required by N.J.S.A. 18A:37-15 (b)(6)(e), on the following cases:

Case #45-2012-2013

Case #46-2012-2013, both first reported to the Board on February 21, 2013, and

Case #59-2012-2013

Case #60-2012-2013

Case #62-2012-2013

Case #63-2012-2013

Case #65-2012-2013, all first reported to the Board on March 21, 2013

### **EDUCATION ITEMS**

E-13-01 to E-13-09

### **HUMAN RESOURCE ITEMS**

H-13-01 to H-13-10 with revision:

- H-13-10 - Amend to read... at WVHS at a stipend of \$3,480 to be paid by the Wayne Valley SDA."

### **POLICY**

P-13-01 to P-13-02

### **SCHOOL RESOURCE**

S-13-01 to S-13-02

## **Open to Public Agenda Items Only**

This portion of the meeting is open to citizens for comment on agenda items only. Residents are to state their names, addresses, and subject matter. Comments may be limited to no more than five minutes per person. All members of the public are to be courteous and mindful of the rights of other individuals when speaking. Due to confidentiality and legal rights afforded by the State of New Jersey to students and employees, no member of the public will be permitted to speak negatively about an employee or a student. A response may be forthcoming if and when appropriate. There will be no discussion during the public portion of this meeting. Comments may be responded to tonight under "new business" or at subsequent meetings under "old business." Members of the public are legally responsible and liable for their comments. The Board bears no responsibility for comments made.

A motion was made to open the meeting to public comment on agenda items.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member MICHAEL BUBBA. Passed. 8-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , MORDKOFF , ORTIZ , PAVLAK , STINZIANO. Board Members Absent: ESSEN.

### Public Comments

Mark Klypka -

- E-13-01 - Why the waiver? Financial impact?
- H-13-07 - Final salary Mrs. Longo is retiring at or salary with next year's increase?

There being no further questions from the public on agenda items, a motion was made to close the meeting to public comments on agenda items.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member MICHAEL BUBBA. Passed. 8-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , MORDKOFF , ORTIZ , PAVLAK , STINZIANO. Board Members Absent: ESSEN.

A motion was made to approve the Executive Session and Public Meeting Minutes.

### Approval of Minutes

#### Approval of Executive Session Minutes

M-13-01

- RECOMMENDED ACTION:

-Approved-

"that the Board approve the following Executive Session Minutes:"

March 21, 2013	Regular Meeting
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#### Approval of Public Meeting Minutes

M-13-02

- RECOMMENDED ACTION:

-Approved-

"that the Board approve the following Public Meeting Minutes, as per the attached:"

March 12, 2013	Special Meeting
March 14, 2013	Special Meeting
March 21, 2013	Regular Meeting
March 26, 2013	Special Meeting

Motion: To Approve, Moved by Board Member MICHAEL BUBBA, Seconded by Board Member ALLAN MORDKOFF. Passed. 8-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , MORDKOFF , ORTIZ , PAVLAK , STINZIANO. Board Members Absent: ESSEN.

### Committee Reports and Action

None for approval.

C-13-01

**BOARD COMMENTS:**

Committee Meetings were held tonight and the following items were discussed as noted:

**Technology, Safety & Security Committee – Reported by Michael Bubba**

- New SIS Demo
- Technology Plan

**Finance - Reported by Robert Ceberio**

- PCIA Lease items - \$500K on technology; \$540K on buses out of \$1.3M
- Safety and Security Items – list being refined - \$8M improvements for potential referendum
- Insurance Brokers for Property and Casualty – recommendation to appoint Polaris Galaxy
- Demographic Study – correlation to future budgets - will review at an upcoming Board Retreat

**Personnel Committee – Reported by Mr. Bubba**

- Minutes
- Tonight's agenda
- Head Counselor positions
- Reorganization

**I. Action on Agenda**

**Administration**

A motion was made to approve A-13-01.

**Approval of HIB Report**

**- RECOMMENDED ACTION:**

A-13-02

-Approved-

“that the Board affirm the Superintendent’s decision on the Harassment, Intimidation and Bullying matters, as required by N.J.S.A. 18A:37-15(b)(6)(e), on the following cases:

Case #45-2012-2013

Case #46-2012-2013, both first reported to the Board on February 21, 2013, and

Case #59-2012-2013

Case #60-2012-2013

Case #62-2012-2013

Case #63-2012-2013

Case #65-2012-2013, all first reported to the Board on March 21, 2013

Motion: To Approve, Moved by Board Member MICHAEL BUBBA, Seconded by Board Member EILEEN ALBANESE. Passed. 8-0-0. Board Members voting Aye: ALBANESE ,

BADINER , BUBBA , CEBERIO , MORDKOFF , ORTIZ , PAVLAK , STINZIANO. Board Members Absent: ESSEN.

A motion was made to approve E-13-01 to E-13-09.

**EDUCATION:**

**Approval to Continue Non-Resident Students**

E-13-01  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve requests to waive Policy No. 5111 and continue non-resident student I.D. #032903, 12th Grade, WHHS, I.D. #032889, 9th Grade, WHHS, and I.D. #036729, 8th Grade/SCMS without charge of tuition for the remainder of the 2012-2013 school year."

**Approval of Out of District Professional Travel**

E-13-02  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve Out of District Professional Travel for the 2012-2013 school year as follows:"

Whereas, District employees listed on the attached chart are attending conferences, conventions, staff training, seminars, workshops, student events or other required travel; and

Whereas, the attendance at stated functions were previously approved by the Chief School Administrator and School Business Administrator as work related and within the scope of the work responsibilities of the attendees; and,

Whereas, the attendance at the functions were approved as promoting delivery of instruction of furthering efficient operation of the District, and fiscally prudent; and

Whereas, the travel and related expenses particular to attendance at these functions are within state travel guidelines established by the Department of Treasury in NJOMD circular letter; now therefore

Be it resolved, that the Board of Education finds the travel and related expense particular to attendance as these previously approved functions; and further,

Be it resolved, that the expenses are justified and therefore reimbursable and/or payable, as per the attached."

**Approval of OOD Placements**

E-13-03  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve Out of District Placements for the 2012-2013 school year as follows and that transportation be provided as required."

Student	School	Amount
023175	Shepard School Kinnelon, NJ (annual tuition rate of \$48,297.36 pro-rated @ \$18,738.32) Start date 03/04/13 (This is a change in placement)	\$18,738.32
025642	The Children's Institute Verona, NJ (annual tuition rate of 51,977.49 pro-rated @ \$20,450.16) 1:1 aide (annual extraordinary service \$22,875.00 pro rated @ \$8,064.00) Start date 03/11/13	\$28,514.16

**Approval of Home Program Evaluation****- RECOMMENDED ACTION:**

"that the Board approve a Home Program Evaluation to be performed by Dr. Michele Havens, Educational Consultant for student #025901 not to exceed \$500.00."

E-13-04

-Approved-

**Approval of Two Day Vocational Assessment****- RECOMMENDED ACTION:**

"that the Board approve Employment Horizons Cedar Knolls, NJ to provide a two day Vocational Assessment for student #023513 not to exceed \$600.00"

E-13-05

-Approved-

**Approval of Extended School Year Agreement****- RECOMMENDED ACTION:**

"that the Board approve the Agreement with the Passaic County Educational Services Commission to operate our special education extended school year program effective July 1, 2013 and ending July 26, 2013, at a cost of \$288,839.00 pending review and approval of Board Counsel, as per the attached."

E-13-06

-Approved-

**Approval of Transition Sites for SLE (Structured Learning Experiences) and/or CBI (Community Based Instruction)****- RECOMMENDED ACTION:**

"that the Board approve the Transition Sites for SLE (Structured Learning Experiences) and/or CBI (Community Based Instruction) for the 2012-2013 school year as follows:

E-13-07

-Approved-

Destination	City and State	School
Madame Tussauds Wax Museum	New York City, NY	WHHS

**Approval of Field Trip Destinations****- RECOMMENDED ACTION:**

"that the Board approve the Field Trip Destinations for the 2012-2013 school year as follows:

E-13-08

-Approved-

Destination	City and State	School



Crayola Factory	Easton, PA	JFK
Basking Ridge High School	Basking Ridge	WVHS

**Approval of an Overnight Field Trip and Travel Contract**

E-13-09  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve an overnight field trip for the Wayne Valley High School Band to travel to Orlando, Florida, from April 19 - 22, 2013; and further that the Board approve the contract with Ruby's Travel.com, as per attached."

Note: The district is responsible for the cost of the transportation from Wayne Valley High School to Newark Airport and return and the nurse's chaperone fee.

Motion: To Approve, Moved by Board Member ALLAN MORDKOFF, Seconded by Board Member LAURA STINZIANO. Passed. 8-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , MORDKOFF , ORTIZ , PAVLAK , STINZIANO. Board Members Absent: ESSEN.

\*D. Pavlak, Jr. abstained on E-13-02, #3.

A motion was made to approve H-13-01 to H-13-10 with revision.

**HUMAN RESOURCE:**

**Approval of Staff Leaves**

H-13-01  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year the following staff leaves."

ID#4835 - Paraprofessional, Anthony Wayne Middle School  
3/25/13 - 3/28/13 - Personal Leave, w/o pay & w/benefits.

**REVISED LEAVE**

ID#6545 change the return date from May 15 to May 22, 2013.

**Approval of Extension of Employment Contract**

H-13-02  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year to extend the contract of George William Dye as Long Term Replacement Science at Wayne Valley High School (position control #01-41-31/ddw) Step 1 of the Bachelors Long Term Substitute Salary Guide, \$25,584 pro-rated, no medical benefits, effective March 29, 2013 through May 21, 2013, replacing Kelly Minehart." (\$65,180/9MA+15) (position control #01-41-31/amj)

**Approval of Payment for Mentors**

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year the following mentor payments, paid through payroll deductions of mentee."

H-13-03  
-Approved-

William Minehart \$96.25, effective March 29, 2013 to May 21, 2013.

Kari Lucci \$192.50, effective March 11, 2013 to June 26, 2013.

**Approval of Appointment of Worker Assignments for Extra Curricular Games**

H-13-04  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, Nicole Castro and Sabrina Colli as athletic workers for extra curricular games, for Spring Track, at the rate of \$62.00 per game."

**Approval of Job Description ( Extra Curricular Workers - Athletic Events)**

H-13-05  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve the job description for Extra Curricular Workers - Athletic Events, as recommended by the Personnel Committee and as per attached."

**Approval of Appointment of District Staff for Title I Before and After School Program**

H-13-06  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, Christy Krieger for Title I Before and After School Program at Randall Carter Elementary School, effective January 1, 2013 to April 30, 2013, at the rate of \$50.00 per hour not to exceed 400 hours, to be charged to NCLB Title I Funds."

**Approval of Retirement**

H-13-07  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to accept the retirement of Pamela Longo, Principal of Pines Lake Elementary School (position control #02-08-42/bcv), effective August 16, 2013." (\$152,148/Step10MA+30)

**Approval of Administrative Leave**

H-13-08  
-Approved-

**- RECOMMENDED ACTION:**

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, the following staff members to

be placed on administrative leave with pay and with medical benefits, effective March 25, 2013 and continuing until further notice ."

ID#6288  
ID#8142  
ID#5117

**Approval of Sixth Period Assignment**

H-13-09

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year a Sixth Period Assignment for Michael Adjan for Technology Education at Schuyler Colfax Middle School, at the rate of \$10,212 pro-rated effective April 12, 2013 through May 31, 2013 or until the permanent teacher returns."

**Approval of Appointment of Extra Curricular Advisor**

H-13-10

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the Superintendent's recommendation to approve for the 2012-2013 school year, Dorian Aimi as Student Dance Team Advisor at Wayne Valley High School at a stipend of \$3,480 to be paid by the Wayne Valley SDA."

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ALLAN MORDKOFF. Passed. 8-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , MORDKOFF , ORTIZ , PAVLAK , STINZIANO. Board Members Absent: ESSEN.

A motion was made to approve P-13-01 and P-13-02.

**POLICY:**

**Approval of Policy 6113--First Reading for Consideration**

P-13-01

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve Policy 6113--E-Rate--first reading for consideration, having been recommended at the March 7, 2013 Finance Committee, as per attached."

**Approval of Policy 5530--First Reading for Consideration**

P-13-02

**- RECOMMENDED ACTION:**

-Approved-

"that the Board approve Policy 5530--Substance Abuse--first reading for consideration, having been recommended at the March 21, 2013 Education Committee, as per attached."

**BOARD COMMENTS**

- Mr. Badiner briefly reviewed.

Motion: To Approve, Moved by Board Member MICHAEL BUBBA, Seconded by Board Member ALLAN MORDKOFF. Passed. 8-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , MORDKOFF , ORTIZ , PAVLAK , STINZIANO. Board Members Absent: ESSEN.

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\*D. Pavlak, Jr. voted No on P-13-02.

A motion was made to approve S-13-01 and S-13-02.

### **SCHOOL RESOURCES:**

#### **Approval of Award of RFP # 7-1213**

S-13-01

##### **- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the award of RFP# 7-1213 for Student Information System and IEP Planner to OnCourse Systems for Education at an annual fee of \$81,900 plus a one time fee of \$11,000 for initial start up and training, as per the attached."

#### **Approval of Acceptance of Grant**

S-13-02

##### **- RECOMMENDED ACTION:**

-Approved-

"that the Board approve the acceptance of the Learning & Leadership Grant in the amount of \$2,000 from The NEA Foundation to Melissa Stein, 5th grade teacher at Theunis Dey Elementary School, to support the cost of her attendance at the Columbia University Teachers' College Summer Writing Institute in New York, and then turnkey this training to her colleagues during the 2013-2014 school year."

### **BOARD COMMENTS**

Discussion ensued on cost and benefits.

Kim Essen returned at 8:40 p.m.

Mitch Badiner -

- Training needs to include whatever staff needs to implement.
- Commended M. Stein on grant received.

Motion: To Approve, Moved by Board Member ROBERT CEBERIO, Seconded by Board Member ALLAN MORDKOFF. Passed. 9-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , ESSEN , MORDKOFF , ORTIZ , PAVLAK , STINZIANO.

### **Open to Public**

**This portion of the meeting is open to citizens for comment on any topic. Residents are to state their names, addresses, and subject matter. Comments may be limited to no more than five minutes per person. All members of the public are to be courteous and mindful of the rights of other individuals when speaking. Due to confidentiality and legal rights afforded by the State of New Jersey to students and employees, no member of the public will be permitted to speak negatively about an employee or a student. A response may be forthcoming if and when appropriate. There will be no discussion during the public portion of this**

**meeting. Comments may be responded to tonight under "new business" or at subsequent meetings under "old business." Members of the public are legally responsible and liable for their comments. The Board bears no responsibility for comments made.**

A motion was made to open the meeting to public comments on any item.

Motion: To Approve, Moved by Board Member KIM ESSEN, Seconded by Board Member LAURA STINZIANO. Passed. 9-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , ESSEN , MORDKOFF , ORTIZ , PAVLAK , STINZIANO.

As there were no comments from the public on any item, a motion was made to close the meeting to public comment on any item.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member KIM ESSEN. Passed. 9-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , ESSEN , MORDKOFF , ORTIZ , PAVLAK , STINZIANO.

## **Old Business**

Dr. Gonzalez distributed a draft SOP for enhanced effectiveness of Board Committee structure. Dr. Gonzalez asked the Board to review and also for each committee to review its own committee purpose, duties, and responsibilities. He also clarified basis for Policy Committee to review those policies that don't fall under Special Committee.

## **New Business**

Dr. Gonzalez responded to earlier questions -

- E-13-01 - Per policy, when students leave the township during their last year of school, a waiver may be granted to allow students to finish the school year.
- H-13-07 -Salary represents current salary since unit is in negotiations and no 13-14 salary has been set.

Mitch Badiner -

- Looking into consideration for referendum for safety and security measures.

## **Executive Session**

A motion was made to reconvene into Executive Session at 8:50 p.m. for the purpose of legal issues and attorney/client privileges.

Motion: To Approve, Moved by Board Member MICHAEL BUBBA, Seconded by Board Member ALLAN MORDKOFF. Passed. 9-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , ESSEN , MORDKOFF , ORTIZ , PAVLAK , STINZIANO.

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## RECONVENE

The Board reconvened at 10:42 p.m. in the Wayne Board of Education Administration Building Conference Room, 50 Nellis Drive, Wayne, New Jersey. Mr. Mitch Badiner, Board President, advised that the Board had been meeting in Executive Session at 50 Nellis Drive for the purpose of discussion of legal matters and client/attorney privileges. Information regarding these matters will be made public if, and when, appropriate.

## Adjournment

There being no further business of the Board, a motion was made to adjourn the meeting at 10:42 p.m.

Motion: To Approve, Moved by Board Member LAURA STINZIANO, Seconded by Board Member ALLAN MORDKOFF. Passed. 9-0-0. Board Members voting Aye: ALBANESE , BADINER , BUBBA , CEBERIO , ESSEN , MORDKOFF , ORTIZ , PAVLAK , STINZIANO.

Respectfully submitted,



Juanita A. Petty, RSBA  
School Business Administrator/  
Board Secretary

JAP:plc