

Minutes for Intermediate Unit 1 Board of Directors
Thursday, June 27, 2019

The regular monthly meeting of the Intermediate Unit 1 Board of Directors was held in the Board Room of the Intermediate Unit 1, Coal Center, PA at 7:00 p.m. The meeting was called to order by President, Thomas W. McMurray. A roll call showed the following in attendance: Jeffrey Fine, Richard Gates, John Greenlee, Richard L. Krause, Robert Mitchell, Maureen A. Ott, William D. Price and Kenneth J. Wiltz. Absent: Michael Dunham, Paul Harshman, Kenneth G. Meadows, and Vickie Olexa. Also, present Sue Conrady, Scott Craighead, Jennifer Judge, Jenny Lent, Joe Mahoney, Mr. Donald W. Martin, Paula Schmitt, Thomas Shetterly, Matthew Yuvan and Solicitor William Martin. Also present, Peter Domencic IUEA, Heather Williams, IUEA Scholarship Chairperson, and Scholarship winner Sinthia Devers and her family.

Approve Agenda. Motion was made by Mr. Price, seconded by Dr. Krause, to approve the Agenda as prepared by the Executive Director. The motion passed unanimously.

Approve Minutes of the Regular Board Meeting of May 23, 2019. Motion was made by Mr. Gates, seconded by Mr. Greenlee, to approve the Minutes of the Regular Board Meeting of May 23, 2019. The motion passed unanimously.

Public Comments. None.

Comments – Executive Director.

- **Welcome.** Mr. Martin welcomed all those in attendance.
- **22nd Annual Dr. Samuel Francis School Law Symposium and Special Education Workshop.** Mr. Martin shared with the Board an important item that was discussed at the symposium that he, Ms. Judge and Mrs. Dennick attended on June 20, 2019. This item was the Alternative Education of Disruptive Youth (AEDY) Settlement Agreement which was recently settled between the Pennsylvania Department of Education (PDE) and the U.S. Department of Justice (DOJ). The agreement requires significant changes for students with disabilities and English learners in alternative programs. The AEDY agreement requires PDE, School Districts, and alternative education programs to make a number of changes to meet the needs of students, especially students with disabilities and English learners (ELs). Mr. Martin informed the Board that in the coming weeks a webinar will be held to update the PDE, school districts and alternative education programs on the new requirements. Mr. Martin will keep the Board updated on this topic.
- **Frontline Education.** Mr. Martin reminded the Board that one of his Goals for 2018-2019 was to streamline many administrative functions of the IU1. These functions include the Teacher Evaluations, IU1 Employment Application, and Absence Management System to name a few. The Board will be asked to approve the purchase the Frontline Education Online Solutions System at this board meeting. Mr. Martin will be providing the Board with further information regarding this system later in the meeting.
- **Donation of \$75.** Mr. Martin informed the Board of a donation that was recently received from the Ellen Boudreau Family. The Board will be requested to act on this donation in this month's agenda. The donation is to be used at the IU1 Educational Campus at Waynesburg.
- **PAIU Conference.** Mr. Martin updated the Board on a very informative PAIU Conference that he and all the directors attended. The Conference was held on May 29, 30, & 31, 2019 at Seven Springs in Champion PA. Mr. Martin let the Board know what a great, first experience, as the executive director it was being off-site with the directors. On May 29th, Mr. Martin met with and reviewed his expectations and goals for IU1. Mr. Martin let the Board know that there will also be an all-day meeting off-site for the directors, supervisors, and principals. Mr. Martin is looking at several days during the 1st. week of August to hold this meeting.
- **IU1 In-Service.** Mr. Martin invited the Board to attend this year's in-service program which is being held on Wednesday, August 14, 2019 at California University of PA Convocation Center. IU1 is very excited to be partnering with the Consortium for Public Education in presenting Mr. Darrell Scott from Rachel's Challenge. IU1 will also be inviting all of its districts to send a team to take part in this, very moving, presentation. Mr. Martin let the Board know that Bridget Carpinelli will be sending the Board information on the presentation. Mr. Martin will be updating the Board at the August 8, 2019 meeting.
- **"Disrupt" – Think the Unthinkable.** This year's theme for in-service is "Disrupt" – Think the Unthinkable which is a book that Mr. Martin was introduced to several years ago. The book is about reinventing yourself which IU1 has been doing for years. All of the IU1 directors have been given the book for their summer reading. Mr. Martin will have copies for the Board at the August 8, 2019 meeting.

- **Retirement Luncheon.** The IU1 Social Committee held a luncheon to honor retirees from the past three year to the present. Mr. Martin shared with the Board that the event was a wonderful success with nine (9) retirees being honored, a number of past retirees and current IU1 employees. Mr. Martin thanked Mr. Joe Mahoney, Social Committee Chairman for 2018-2019 and all the staff that served on his committee.
- **Observer Reporter Article.** Mr. Martin shared with the Board an article that appeared in the June 9, 2019 Observer Reporter entitled “Literacy Council seeks volunteer tutors across Washington, Greene and Fayette Counties”. The article featured quotes from Rachel Zilcosky, IU1’s Adult Basic Literacy Education Coordinator. Mr. Martin asked Mrs. Sue Conrady, Director of Adult, Nonpublic, and ESL Education Service to give the Board an overview of the article. Mrs. Conrady informed the Board that the article addressed the need for classroom aides for the Literacy Council as well as IU1 adult education classes due to growing class sizes.
- **Adult Ed (GED) Graduation Ceremony.** Mr. Martin share with the Board that on June 20, 2019 he was able to attend, with Mrs. Conrady, the Westmoreland Career Link graduation ceremony. The IU1 has an Adult Education class, for adults seeking their GED, at the Westmoreland Career Link. Mr. Martin shared with the Board that another graduation is taking place this evening at the Laurel Business Institute with Mrs. Zilcosky representing the IU1.
- **Fab 15 Conference – Cairo Egypt.** Mr. Martin informed the Board that after further discussions with MIT and the Fab Foundation the expenses for the conference would not been completed funded. The Fab Foundation would also not approve the cost of an additional IU1 team member attend Fab 15 Conference. Mr. Martin informed the Board that however, he, Mrs. Lent and Mr. Joe Mahoney will be attending the AESA Summer Leadership Conference on July 15 – 18, 2019 as approved in the May 23, 2019 agenda. Mr. Martin shared with the Board that he will be submitting a request to attend the HundreED’s Global Innovation Summit in Helsinki, Finland on November 6 – 9, 2019. Mr. Martin has been asked to speak on the Fab Lab and Mental Health. There will be a group of ten (10) other executives from the Pittsburgh region attending this summit which is being funded through the Grable Foundation. Mr. Martin will be submitting for your approval his request to attend the HundreED’s Global Innovation Summit in the coming months.
- **E-Colors in Education Update.** Mr. Martin informed the Board that a contract with E-Colors was approved pending solicitor’s approval several months ago. The IU1 solicitor has continued to work with E-Colors to resolve some legal items with the contract. One of the issues in the agreement is for a Master Trainer for a cost that IU1 is not comfortable with. Through a conversation with E-Colors that cost has now been lowered. Mr. Martin shared with the Board that he had a recent conversation with Lee Ann Wainwright from Chevron, and she told him that Chevron has available funds and they will cover this position. Mr. Martin will be meeting with Mr. William Martin, solicitor and hopefully have the contract totally complete and provide the Board with another update.

Presentations.

IUEA Scholarship Winners for 2018 – 2019. Mr. McMurray, Board President, invited Mr. Martin to say a few words regarding the IUEA Scholarship Winners for 2018 – 2020. Mr. Martin shared with all that for the 2018 – 2019 school year, the IUEA was able to award two (2) scholarships. Unfortunately, Ms. Marah Kiefer one of the winners was out of town and not able to make the June 27, 2019 Board meeting. Mr. Martin introduced Mrs. Heather Williams, EI Teacher and the IUEA Scholarship Chairperson as well as Mr. Peter Domencic, MTSS Teacher for the IU1. Mr. Martin then introduced Miss. Sinthia Devers, IUEA Scholarship Winner and her family. Mr. Martin invited Mrs. Williams to say a few words about the award and Miss. Devers. It was a very special presentation.

IU1 Program Budgets for 2019 – 2020. Mr. Thomas Shetterly, Director of Finances, gave a very informative presentation on the 2019 – 2020 IU1 Program Budgets. (Information listed in supplemental pages) (Updated Handouts distributed)

Executive Session. The President called for an executive session at 7:41 pm to discuss personnel matters. The motion was made by Mr. Gates seconded by Mr. Price. The motion passed unanimously. A motion to reconvene was made by Dr. Krause, seconded by Mr. Price at 8.16 pm. The motion passed unanimously.

Report of the Solicitor. Mr. William Martin, IU1 Solicitor share with the Board the following:

- As the Board is aware there were two (2) permanent members from the Intermediate Unit 1 on the Health Consortium according to the by-laws of IUC that being Mr. Thomas Shetterly and Mr. Charles F. Mahoney. Since Mr. Mahoney’s resignation there has been a vacancy on the IUC Board. The IUC has now moved to a Taft Hartley Act arrangement to equal the labor and management. Solicitor, Mr. William Martin, recommendation and asked for a motion to appoint Mr. Donald Martin as the second member on the IUC Board of Trustees to fill the unexpired term of Mr. Charles F. Mahoney.

Approve Mr. Donald W. Martin to the Vacant Health Consortium Board of Trustees. Motion was made by Mr. Gates, seconded by Mr. Price to approved Mr. Donald W. Martin, Executive Director to fill the vacant unexpired term as a Trustee on the Health Insurance Consortium Board. The motion passed unanimously.

- Mr. William Martin, Solicitor informed the Board that he has been working with Mrs. Paula Schmitt, Managing Director of PaTTAN-Pittsburgh on an issue regarding an App that Patten-Pittsburgh in conjunction with the Pennsylvania Department of Education (PDE) has developed. Mr. William Martin asked Mrs. Schmitt to explain more about the App to the Board. Mrs. Schmitt shared with the Board that the Planning for the Future App is an online App that educators can use to monitor student progress. PaTTAN-Pittsburgh and the PDE have been using the App in both Android and Apple formats. The Apple format requires a privacy statement which Radcliffe Law and Mrs. Schmitt felt would be best to contract with the company that is working with PaTTAN-Pittsburgh to write the privacy statement for a small fee. Mr. William Martin recommendation and asked for a motion to have the proper personnel within the developer write the privacy to statement required.

Approve Planning for the Future App Privacy Statement for \$600. Motion was made by Mr. Greenlee, seconded by Mr. Price to approve payment of \$600, from PaTTAN-Pittsburgh funds, to the developer of Planning for the Future App to write a Privacy Statement to be used with Apple iphone devices. The motion passed unanimously.

Approve Intermediate Unit 1 Program Budgets for 2019 – 2020. Motion was made by Mr. Gates, seconded by Mr. Wiltz to approve the program budgets as submitted and to authorize submission to the Pennsylvania Department of Education. (Information listed in supplemental pages). The motion passed unanimously.

Approve PaTTAN-Pittsburgh Budgets for 2019 – 2020. Motion was made by Mr. Wiltz, seconded by Mr. Gates to approve the PaTTAN-Pittsburgh program budget in the amount of \$8,257,717, and to authorize the submission of the budget to the Pennsylvania Department of Education. (Information listed in supplemental pages) The motion passed unanimously.

Approve Personnel. Motion was made by Mr. Price, seconded by Mr. Greenlee to approve the following requests for: resignations and retirements, requests for Leaves of absences, employment of: Temporary Professional Employees Full-Time (Non-Tenured), Employment of Educational Consultant PaTTAN-Pittsburgh, Employment of Part-Time Adult Education Teachers for the 2019-2020 Program Year, job descriptions: Administrative Assistant for Organizational and Online Services, Substitute Professional and Support Staff for the 2019-2020 school year, Volunteers in the Classroom school upon release from present position no later than sixty (60) days from the date of employment, where applicable. The motion passed unanimously.

Resignations and Retirements:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Edward Popielarcheck	School Police Officer	October 1, 2019
Jill White	School Psychologist	August 1, 2019

Requests for Leaves of Absence:

Name/Position (Handouts distributed to Board with Types of Leaves and Dates)

- (1) Sharon Brenzy/School Psychologist
- (2) Brooke Kern/School Psychologist
- (3) Cynthia Opel/Operations Secretary
- (4) Cathy Torchia/Paraprofessional
- (5) Kelly Wolf/Educational Interpreter

Employment of Temporary Professional Employees Full-Time (Non-Tenured).

<u>Name</u>	<u>College/Certification</u>	<u>Salary</u>	<u>Effective Date</u>
Karen Malizia	Edinboro University of PA Speech & Language Impaired PK-12	\$43,750/ Step 3 Masters w/Special Education	July 8, 2019
Hannah Skerbetz	Indiana University of PA Speech & Language Impaired PK-12	\$40,600/ Step 1 Masters w/Special Education	July 8, 2019

Personnel (Continued).**Employment of Educational Consultant (PaTTAN).**

<u>Name</u>	<u>College/Certification</u>	<u>Salary</u>	<u>Effective Date</u>
Heather Raybold	Frostburg State University Special Education PK-12	\$86,005	September 16, 2019

Employment of Part-time Adult Education Teachers for the 2019 – 2020 Program Year.

Hourly rate of \$23.00 as provided in the current collective bargaining agreement. Services are scheduled on an as-needed basis:

Erin Linn	Victoria Thomas
Melissa Stahl	Sue Wagner

Presentation for Approval of Job Descriptions:

Administrative Assistant for Organizational and Online Services. This position exists to provide organizational administrative assistant support to IU1 Departments, with a focus of activities related to the Curriculum and Instruction Department. This position supports tasks related to organizational online systems. This position will provide assistance in maintaining online systems, databases and spreadsheets, will coordinate payments for IU1 courses, and will support the coordination of induction activities. Pay Classification: Non-Exempt, Non-Bargaining Unit Support-Range I

Substitute Professional and Support Staff for the 2019 – 2020 school year:**Adult Education Substitute Teacher:**

Kathy Pavel (Social Studies 7-12): Pending approval from PSERS for the 2019 – 2020 school year, at a substitute compensation rate of \$23.00 per hour.

Substitute Support Staff (PaTTAN-Pittsburgh):

Patricia Panuccio: Pending approval from PSERS for the 2019 – 2020 school year, at a substitute compensation rate of \$15.00 per hour.

Volunteers in the Classrooms:

To approve the following volunteer(s) to work in an Intermediate Unit 1 operated classroom for the 2019 – 2020 school year. Proper paperwork and documentation have been received.

Judith Griggs – Hickory Child Alert

Approve Field Placement Practicum Student(s): Motion was made by Mr. Gates, seconded by Mr. Greenlee to approve the following students(s) to do their Field Practicum in an Intermediate Unit 1 operated classroom. Proper paperwork and documentation have been received. The motion passed unanimously.

Akron University student to be placed with Intermediate Unit 1 Early Intervention Itinerant Speech Teacher at various early intervention classroom locations.

Maria Ziolecki

Approve Intermediate Unit 1 Organization Board Policies – First Reading. The following policies and/or procedures have been reviewed by the Administration and if necessary, bargained with the appropriate Association. No recommendation or vote is required.

- 351 – Alcohol, Drugs and Substance Abuse (replacement of current policy)
- 451 – Alcohol, Drugs and Substance Abuse (replacement of current policy)
- 551 – Alcohol, Drugs and Substance Abuse (replacement of current policy)
- 718 – Service Animals (new policy)
- 800 – Records Management (new policy)
- 814.1 – Ownership of Intellectual Property (new policy)
- 815 – Acceptable Use of Technology Resources (replacement of current policy)
- 830 – Breach of Computerized Personal Information (new policy)

Approve Intermediate Unit 1 Organization Board Policy – Adoption. Motion was made by Mr. Wiltz, seconded by Mr. Gates to approve the below Board Policies that were presented at the May Board of Directors Meeting for first reading. The motion passed unanimously

- 222 – Tobacco/Nicotine
- 247 – Hazing (replacement of current policy)
- 249 – Bullying/Cyberbullying (replacement of current policy)
- 323 – Tobacco/Nicotine
- 423 – Tobacco/Nicotine
- 523 – Tobacco/Nicotine

Approve Donation of \$75 from the Ellen Boudreau Family for Autistic Support Program. Motion was made by Mr. Gates, seconded by Mr. Price to except the donation of \$75 from the Ellen Boudreau family in memory of her late father. This donation is specifically to be used at the Intermediate Unit 1 Education Campus at Waynesburg for its autistic support programs. The motion passed unanimously.

Approve Appointment of IU1 Trustee to the Health Consortium. Motion was made by Mr. Gates, seconded by Dr. Krause to re-appoint Mr. Thomas Shetterly to serve as Trustee of the Intermediate Unit 1 Health Consortium for a three-year term effective July 1, 2019 through June 30, 2022. The motion passed unanimously.

Approve Memorandum of Understanding between Intermediate Unit 1 and Intermediate Unit 1 Education Association (IUEA). Motion was made by Mr. Gates, seconded by Mr. Greenlee to approve the Memorandum of Understanding (MOU) between the Intermediate Unit 1 and the Intermediate Unit 1 Education Association (IUEA) for Article X: Insurance, Section A. Health Insurance, of the parties' collective bargaining agreement ("CBA") dated July 1, 2017, provides certain benefits to members; and whereas, the parties desire to change those benefits effective July 1, 2019. The motion passed unanimously.

Approve Blue Cross/Blue Shield Renewal Rates – Intermediate Unit 1 Consortium. Motion was made by Mr. Gates, seconded by Mr. Greenlee to approve the Blue Cross/Blue Shield rates for 2019 – 2020. The motion passed unanimously.
(Information Included in supplemental pages)

Approve Permission to Hire Appropriate Staff and to Approve Leases, Service Agreements and Transportation Contracts. Motion was made by Mr. Gates, seconded by Mr. Price to grant the Executive Director permission to act on any vacancies and to approve any leases, service agreements, and transportation contracts that are urgent for the 2019 – 2020 school year. The motion passed unanimously.

Approve Colonial Alternative Agreement. Motion was made by Mr. Gates, seconded by Mr. Wiltz to approve the one (1) year agreement for Intermediate Unit 1 to provide an alternative education program for districts seeking such a program. The motion passed unanimously.

Approve Greene County Fusions Alternative Education Agreement. Motion was made by Dr. Krause, seconded by Mr. Gates to approve the agreement between Greene County School Districts and Intermediate Unit 1 to run an alternative education program at the Greene County Career and Technical Center. The motion passed unanimously.

Approve Purchase of Frontline Education Online Solutions. Motion was made by Mr. Mitchell, seconded by Mr. Greenlee to approve the purchasing of the Frontline Education Online Solutions with the total first year investment cost of \$79,960.67. The motion passed unanimously.

Approve Lease with Brownsville Area School District for One (1) Early Intervention Classroom. Motion was made by Mr. Wiltz, seconded by Mr. Greenlee It is recommended that the Board Authorize Intermediate Unit 1 to enter into a two (2) year lease with Brownsville Area School District at a cost of \$8,100 annually payable in 12 equal installments of \$675. The term of the lease would be from July 1, 2019 through June 30, 2021. The motion passed unanimously.

Approve Grasp and Grow, LLC Agreement for a Student Service Tracking System for Early Intervention Programs. Motion was made by Mr. Greenlee, seconded by Mr. Gates to authorize Intermediate Unit 1 to enter into an agreement with Grasp and Grow, LLC for \$20,000 for the term of August 1, 2019 – July 31, 2020. The motion passed unanimously.

Approve Leader Services Agreement for Children Count/PIMS Module/Star Module. Motion was made by Dr. Krause, seconded by Mr. Gates to authorize Intermediate Unit 1 to enter into an agreement with Leader Services for the below listed fees for the term of September 1, 2019 – August 31, 2020. The motion passed unanimously.

Children Count Subscription fee: \$5,305
 PIMS Module Subscription fee: \$3,300
 STaR Module Subscription fee: \$10,060
 STaR Training (8 Hours): \$800
 STaR Training Travel (9 Hours): \$675
 STaR Training Expenses: \$350

Approve Statement of Work for Pennsylvania Career Readiness State Training Plan. Motion was made by Mr. Mitchell, seconded by Mr. Wiltz to authorize Intermediate Unit 1 to enter into an agreement with Allegheny Intermediate Unit (AIU3) and the Pennsylvania Department of Education to provide services for the Pennsylvania Career Readiness State Training Plan. Reimbursement will be provided according to the below rate schedule. The motion passed unanimously.

Base Year: February 1, 2019 to June 30, 2019

- \$21,666.50 for co-director staff time
- \$17,100 for developing and managing data systems
- \$5,250 for staff assistance
- \$500 for supplies
- \$3,343.89 for indirect costs

Year 1: July 1, 2019 to June 30, 2020

- \$66,950 for co-director staff time
- \$29,550 for staff assistance
- \$1,000 for supplies
- \$60,385 for indirect costs

Approve Professional Service Agreement with Tuscarora Intermediate Unit. Motion was made by Mr. Wiltz, seconded by Mr. Gates to authorize Intermediate Unit 1 to enter into an agreement with Tuscarora Intermediate Unit to provide consulting services according to the rates and terms listed below.

Intermediate Unit 1 will provide consulting services related to Family Literacy and Adult Education Programs under the Professional Learning Opportunities Statewide Leadership Project. The term of the agreement will be from July 1, 2019 through June 30, 2020. Intermediate Unit 1 will be reimbursed at the rate of \$68 per hour for up to 347 hours or \$23,596.

Approve Leases, Service Agreements and Transportation Contracts. Motion made by Mr. Mitchell, seconded by Mr. Gates to approve the Leases, Service Agreements and Transportation Contracts in accordance with Board Policy. The motion passed unanimously. (Information included in the Minutes.)

Finances. Motion was made by Mr. Gates, seconded by Dr. Krause to approve the Treasurer's Report, Bills Paid, and Bills Due and Payable for the various programs of Intermediate Unit 1. Total Bills Paid: \$2,813,271.76 and Total Bills Due and Payable \$253,677.94. To name the Depositories for the Intermediate Unit 1 Accounts for 2019 – 2020 (listed in the supplemental pages). To retain Campbell and Associates as the Broker of Record for insurance for 2019 – 2020. The motion passed unanimously.

Approve Nominations for 2019 – 2020 Officers. Mr. Thomas W. McMurray, President, called for nominations to elect a Temporary Chairperson. Motion was made by Mr. Fine seconded by Mr. Gates to nominate Mr. William D. Price as Temporary Chairperson. Mr. William D. Price, Temporary Chairperson, called for a motion to nominate 2019 – 2020 Officers. Motion was made by Mr. Greenlee, seconded by Dr. Krause to nominate Mr. Richard Gates, President, Mr. Robert Mitchell, Vice President, and Mr. Kenneth Wiltz, Treasurer. The Treasurer receives an annual stipend of \$900.00. The three elected officers will serve from July 1, 2019 to June 30, 2020. Mr. Price called for a motion to close the nominations. Motion was made by Dr. Krause, seconded by Mr. Fine to close the nomination of officers. The motions passed unanimously.

Mr. Richard Gates, President called for a motion to appoint Radcliffe Law, as Intermediate Unit 1's Solicitor for 2019 – 2020 at a yearly retainer of \$5,500. The motion was made by Dr. Krause, seconded by Mr. Greenlee. The motion passed unanimously.

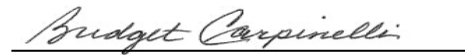
Mr. Richard Gates, President called for a motion to nominate Bridget Carpinelli for Intermediate Unit 1's Board Secretary at the annual salary of \$5,500.00. Mrs. Carpinelli will serve from July 1, 2019 to June 30, 2020. The motion was made by Mr. Fine, seconded by Dr. Krause. The motion passed unanimously.

Mr. Richard Gates, President called for a motion to set the Bond for the Secretary at \$5,000 and the Bond for the Treasurer at \$10,000. The motion was made by Mr. Greenlee, seconded by Mr. Wiltz. The motion passed unanimously.

Mr. Richard Gates, President called for a motion to cancel the July, 2019 meeting of the Board and approve the payment of bills and payroll for the month of July; establish the fourth Thursday of each month as the regular meeting date, except for August, (**August 8, 2019**), November (**November 14, 2019**) and December (**December 12, 2019**) when the meetings will be the second Thursday of the month; establish the fourth Tuesday of the month of March as the date for the annual convention (**March 24, 2020**); the Board will meet at 7:00 p.m. in the Intermediate Unit 1 Board Room of the Central Office located in Coal Center. The motion was made by Mr. Price, seconded by Dr. Krause. The motion passed unanimously.

Adjournment. Mr. Mitchell moved, and Mr. Price seconded, for adjournment and agreed to by all in attendance. Meeting adjourned at 8:31 PM.

Respectfully submitted,



Bridget Carpinelli, Secretary
Intermediate Unit 1 Board of Directors

/brc