

**MINUTES  
ORGANIZATIONAL,  
REGULAR MEETING, FINANCE, AND  
EXECUTIVE SESSION  
OF THE BOARD  
EASTERN GREENE SCHOOLS**

**January 11, 2021  
6:30 pm**

Vol. 2020-21 No. 280

The Organizational Meeting of the Board will begin at 6:30 p.m.

The Regular Board Meeting will begin immediately following the Organizational Meeting.

The Yearly Finance Meeting of the Board will begin immediately following the Regular Board Meeting.

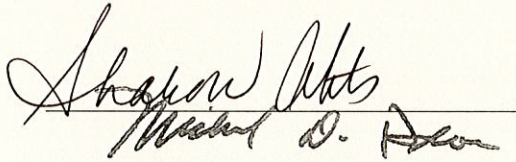
An Executive Session will follow the Yearly Finance Meeting. The public board meetings will be held in the Eastern Greene Schools' Multi-purpose Room.

Pursuant to Indiana Code 5-14-1.5-6.1 the Board of School Trustees will meet in Executive Session on the topics below as permitted by Indiana Code 5-14-1.5-6.1(b)...

5-14-1.5-6.1(b)(1) Where authorized by federal or state statute  
5-14-1.5.6.1(b)(5) Interview prospective employees  
5-14-1.5-6.1(b)(6) Personnel

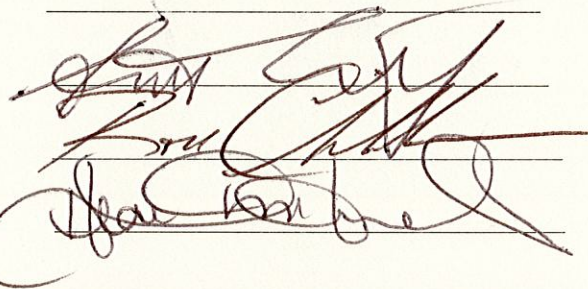
We hereby certify that no subject matter was discussed in Executive Session other than those specified above.

Sharon Abts



Mike Adams

Scott Carmichael

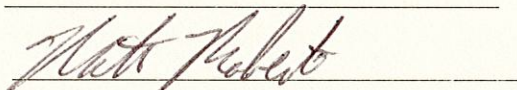


Ron Childress

Heather Hudson

Jerrad Tieman

Matt Roberts



Organizational Meeting of the Board, January 11, 2021

Organizational Meeting of the Board of Trustees  
In Eastern Greene Schools' Multi-purpose Room



**PLEDGE OF ALLEGIANCE**

**OPENING PRAYER**

ROLL CALL:

Ms. Sharon Abts, Board Member	<u>  X  </u>
Ms. Heather Hudson, Board Member	<u>  X  </u>
Mr. Jerrad Tieman, Board Member	<u>      </u>
Mr. Mike Adams, Board Member	<u>  X  </u>
Mr. Scott Carmichael, Board Member	<u>  X  </u>
Mr. Ron Childress, Board Member	<u>      </u>
Mr. Matt Roberts, Board Member	<u>  X  </u>

OFFICIAL GUESTS

Bunger & Robertson, Attorney	<u>      </u>
Mrs. Marilyn Burch, Treasurer	<u>  X  </u>
Mr. Eric Kirkendall, HS Principal	<u>  X  </u>
Mr. Roy Bruce, HS Dean of Students	<u>      </u>
Mr. Patrick Ault, MS Principal	<u>  X  </u>
Mrs. Sandi Yoho, MS Dean of Students	<u>  X  </u>
Mrs. Amanda Gibboney, Elem. Principal	<u>  X  </u>
Mr. Trent Provo Superintendent	<u>  X  </u>

NEWS MEDIA:

NEWSPAPER  
Daily World, None Present

Organizational Meeting of the Board, January 11, 2021

**Administration of Oaths to new and returning Board members.**

**1-11-4062     NOMINATION OF PRESIDENT**

A recommendation was made to nominate Scott Carmichael as the President of the Board for 2021. First

A recommendation was made to nominate Matt Roberts as the President of the Board for 2021. Second

Nomination by        MA

Closed by            HH

Seconded by        SA

**1-11-4063     PRESIDENT VOTE**

It is recommended that Scott Carmichael be President of the Board for 2021.

For 4        Against 1 SC        Abstain \_\_\_\_\_

**Passed – Failed**

**1-11-4064     NOMINATION OF VICE-PRESIDENT**

A recommendation was made to nominate Matt Roberts as the Vice-President of the Board for 2021.

Nomination by        MA

Closed by            SA

Seconded by        HH

**1-11-4065     BOARD VICE-PRESIDENT VOTE**

It is recommended that Matt Roberts be Vice-President of the Board for 2021.

For 4        Against 0        Abstain 1 MA \_\_\_\_\_

**Passed – Failed**

## Organizational Meeting of the Board, January 11, 2021

1-11-4066 **NOMINATION OF SECRETARY**

A recommendation was made to nominate Mike Adams as the Secretary of the Board for 2020.

Nomination by \_\_\_\_\_ MR \_\_\_\_\_

Closed by \_\_\_\_\_ HH \_\_\_\_\_

Seconded by \_\_\_\_\_ SA \_\_\_\_\_

1-11-4067 **BOARD SECRETARY VOTE**

It is recommended that Mike Adams be Secretary of the Board for 2020.

For \_\_\_\_\_ 4 \_\_\_\_\_ Against \_\_\_\_\_ 1 MA \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed** – Failed

1-11-4068 **APPOINTMENT OF CORPORATION TREASURER**

It is recommended that Marilyn Burch be appointed Corporation Treasurer of the Board for 2021 and set her bond at \$100,000. It is also recommended that Gina Henderson be appointed Deputy Corporation Treasurer.

Motion by \_\_\_\_\_ MA \_\_\_\_\_

Seconded by \_\_\_\_\_ MR \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed** – Failed

1-11-4069 **CORPORATION ATTORNEY**

Motion to advertise and seek quotes for corporation legal counsel.

Motion by \_\_\_\_\_ MR \_\_\_\_\_

Seconded by \_\_\_\_\_ HH \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed** – Failed

## Organizational Meeting of the Board, January 11, 2021

1-11-4070 **MONTHLY BOARD MEETING**

It is recommended that the regularly scheduled monthly board meeting be held on the 2nd Monday of each month at 7:30 pm.

Motion by MA

Seconded by HH

For 5 Against 0 Abstain 0

**Passed** – Failed

1-11-4071 **SALARY OF THE BOARD**

It is recommended that the Board's annual salary be set at \$2,000.00.

Motion by MR

Seconded by HH

For 5 Against 0 Abstain 0

**Passed** – Failed

1-11-4072 **ORGANIZATIONS**

It is recommended that Eastern Greene Schools remain members of the following organizations:

Southern Indiana Education Center (SIEC)  
Orange, Lawrence, Jackson, Martin, Greene Joint Services  
Hoosier Hills Vocational Cooperative  
Institutional Member of Indiana Association of Public School  
Superintendents  
Institutional Member of Indiana Association of School Principals  
Indiana School Board Association (ISBA)

Motion by SA

Seconded by MR

For 5 Against 0 Abstain 0

**Passed** – Failed

Organizational Meeting of the Board, January 11, 2021

1-11-4073 **APPROVAL OF CONFLICT OF INTEREST STATEMENTS**

It is recommended that Conflict of Interest Statements be re-approved for the following individuals:

Ron Childress  
Matt Roberts  
Jerrad Tieman

Motion by \_\_\_\_\_MA\_\_\_\_\_

Seconded by \_\_\_\_\_HH\_\_\_\_\_

For \_\_\_\_\_4\_\_\_\_\_ Against \_\_\_\_\_0\_\_\_\_\_ Abstain \_\_\_\_\_1 MR\_\_\_\_\_

**Passed** – Failed

1-11-4074 **APPOINTMENT OF LEGISLATIVE LIASION**

It is recommended that the Board appoint Sharon Abts as Legislative Liaison.

Motion by \_\_\_\_\_MR\_\_\_\_\_

Seconded by \_\_\_\_\_HH\_\_\_\_\_

For \_\_\_\_\_5\_\_\_\_\_ Against \_\_\_\_\_0\_\_\_\_\_ Abstain \_\_\_\_\_0\_\_\_\_\_

**Passed** – Failed

1-11-4075 **APPOINTMENT OF POLICY LIASION**

It is recommended that the Board appoint Heather Hudson as Policy Liaison.

Motion by \_\_\_\_\_MA\_\_\_\_\_

Seconded by \_\_\_\_\_SA\_\_\_\_\_

For \_\_\_\_\_5\_\_\_\_\_ Against \_\_\_\_\_0\_\_\_\_\_ Abstain \_\_\_\_\_0\_\_\_\_\_

**Passed** – Failed



Organizational Meeting of the Board, January 11, 2021

1-11-4076     **DIRECTOR AND LEA REPRESENTATIVE OF FEDERAL PROGRAMS**

It is recommended that Trent Provo Superintendent, be appointed as Director and LEA Representative of Federal Programs and represent the interest of Eastern Greene Schools on the Hoosier Heartland Trust, Southern Indiana Trust, ESCRFT Board, and Midwest Natural Gas Cooperative.

Motion by                    \_\_\_\_\_ MA \_\_\_\_\_

Seconded by                \_\_\_\_\_ MR \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed** – Failed

1-11-4077     **ADJOURNMENT**

It is recommended that the Organizational Meeting be adjourned at 6:44 p.m.

Motion by                    \_\_\_\_\_ MA \_\_\_\_\_

Seconded by                \_\_\_\_\_ HH \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed** – Failed

Regular Meeting of the Board, December 14, 2020

# **EASTERN GREENE SCHOOLS**

## **REGULAR MEETING**

CALL TO ORDER: The meeting is called to order at 6:45 p.m. by  
Board President, Scott Carmichael.

### **AGENDA AND MINUTES RECOMMENDATIONS**

#### **1-11-4078 PARTICIPATION AT SCHOOL BOARD MEETINGS**

The Board recognizes the value of public comment on educational issues and the importance of allowing members of the public to express concerns regarding agenda items. Comments will be limited to Board meeting agenda items with a time limit of 3-5 minutes.

#### **1-11-4079 ADOPTION OF AGENDA**

It is recommended that the agenda for the January 11, 2021 meetings be approved as presented with additions, corrections, or deletions as recommended by the Board.

Motion by \_\_\_\_\_ SA \_\_\_\_\_

Seconded by \_\_\_\_\_ MR \_\_\_\_\_

For 5 Against 0 Abstain 0

**Passed** – Failed

#### **1-11-4080 APPROVAL OF MINUTES**

It is recommended that the minutes from the December 14, 2020 meeting be approved as presented.

Motion by \_\_\_\_\_ MA \_\_\_\_\_

Seconded by \_\_\_\_\_ MR \_\_\_\_\_

For 3 Against 0 Abstain 2 HH, SA \_\_\_\_\_

**Passed** – Failed



## Regular Meeting of the Board, January 11, 2021

1-11-4081     **APPROVAL OF CLAIMS**

It is recommended that the claims, numbers 13106 through 13179 be approved as presented.

Motion by                    \_\_\_\_\_MA\_\_\_\_\_

Seconded by                \_\_\_\_\_MR\_\_\_\_\_

For \_\_\_\_\_5\_\_\_\_\_ Against \_\_\_\_\_0\_\_\_\_\_ Abstain \_\_\_\_\_0\_\_\_\_\_

**Passed** – Failed

**CORPORATION**1-11-4082     **School Calendar**

Recommendation to alter the 2020-21 School Calendar to make January 18 a school day.

Motion by                    \_\_\_\_\_MA\_\_\_\_\_

Seconded by                \_\_\_\_\_HH\_\_\_\_\_

For \_\_\_\_\_5\_\_\_\_\_ Against \_\_\_\_\_0\_\_\_\_\_ Abstain \_\_\_\_\_0\_\_\_\_\_

**Passed** – Failed

1-11-4083     **Grounds Maintenance/Mowing Bids**

Request permission to advertise for mowing bids.

Motion by                    \_\_\_\_\_HH\_\_\_\_\_

Seconded by                \_\_\_\_\_SA\_\_\_\_\_

For \_\_\_\_\_5\_\_\_\_\_ Against \_\_\_\_\_0\_\_\_\_\_ Abstain \_\_\_\_\_0\_\_\_\_\_

**Passed** – Failed

Regular Meeting of the Board, January 11, 2021

**1-11-4084      Investment Quotes**

Motion to approve the Superintendent and Treasurer to solicit from Greene County Financial Institutions who provide FDIC insurance coverage and public depository insurance by the Indiana Board of Depositories. Investment quotations for available funds and consummate investments in the best interest of the school corporation.

Motion by \_\_\_\_\_ MR \_\_\_\_\_

Seconded by \_\_\_\_\_ HH \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed – Failed**

**PERSONNEL**

**1-11-4085      Personnel Report (See attached)**

Motion by \_\_\_\_\_ MR \_\_\_\_\_

Seconded by \_\_\_\_\_ SA \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed – Failed**

**1-11-4086      LATE ITEMS**

**PERSONNEL**

**1-11-4086-1      Recommendation to approve the resignation of Jared Spice as full-time custodian.**

Motion by \_\_\_\_\_ HH \_\_\_\_\_

Second by \_\_\_\_\_ MA \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed – Failed**

Regular Meeting of the Board, January 11, 2021

- 1-11-4086-2 Recommendation to hire Tammy Bayse as a special education consultant for 2-3 days a month at a rate of \$200 per day.

Motion by \_\_\_\_\_ SA \_\_\_\_\_

Second by \_\_\_\_\_ HH \_\_\_\_\_

For \_\_\_\_ 5 \_\_\_\_ Against \_\_\_\_ 0 \_\_\_\_ Abstain \_\_\_\_ 0 \_\_\_\_

**Passed** – Failed

- 1-11-4086-3 Motion to increase the salary of Debbie Babcock by \$1,000 to mirror teacher increases.

Motion by \_\_\_\_\_ HH \_\_\_\_\_

Second by \_\_\_\_\_ SA \_\_\_\_\_

For \_\_\_\_ 5 \_\_\_\_ Against \_\_\_\_ 0 \_\_\_\_ Abstain \_\_\_\_ 0 \_\_\_\_

**Passed** – Failed

- 1-11-4086-4 Recommendation to hire Emily Black for HS Girls' Track coaching position.

Motion by \_\_\_\_\_ MR \_\_\_\_\_

Second by \_\_\_\_\_ MA \_\_\_\_\_

For \_\_\_\_ 5 \_\_\_\_ Against \_\_\_\_ 0 \_\_\_\_ Abstain \_\_\_\_ 0 \_\_\_\_

**Passed** – Failed

- 1-11-4086-5 Recommendation to hire Bill Valentine for HS Boys' Track coaching position.

Motion by \_\_\_\_\_ MA \_\_\_\_\_

Second by \_\_\_\_\_ MR \_\_\_\_\_

For \_\_\_\_ 5 \_\_\_\_ Against \_\_\_\_ 0 \_\_\_\_ Abstain \_\_\_\_ 0 \_\_\_\_

**Passed** – Failed

Regular Meeting of the Board, January 11, 2021

- 1-11-4086-6 Recommendation to hire Wesley Arthur for HS Boys' Baseball coaching position.

Motion by \_\_\_\_\_ MA \_\_\_\_\_

Second by \_\_\_\_\_ MR \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed – Failed**

- 1-11-4086-7 Recommendation to hire James (Tommy) Bell for HS Girls' Varsity Softball coaching position.

Motion by \_\_\_\_\_ MA \_\_\_\_\_

Second by \_\_\_\_\_ SA \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed – Failed**

- 1-11-4086-8 Recommendation to hire Phillip Uphold for HS Girls' Varsity Softball Assistant coaching position.

Motion by \_\_\_\_\_ MA \_\_\_\_\_

Second by \_\_\_\_\_ HH \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed – Failed**

- 1-11-4086-9 Recommendation to hire Jacob Carmichael for HS Boys' Varsity Golf coaching position.

Motion by \_\_\_\_\_ MR \_\_\_\_\_

Second by \_\_\_\_\_ HH \_\_\_\_\_

For \_\_\_\_\_ 5 \_\_\_\_\_ Against \_\_\_\_\_ 0 \_\_\_\_\_ Abstain \_\_\_\_\_ 0 \_\_\_\_\_

**Passed – Failed**

Regular Meeting of the Board, January 11, 2021

**SURPLUS TECHNOLOGY**

1-11-4086-10 Recommendation to surplus and recycle listed technology items as presented.

Motion by \_\_\_\_\_ HH \_\_\_\_\_

Second by \_\_\_\_\_ MA \_\_\_\_\_

For \_\_\_\_ 5 \_\_\_\_ Against \_\_\_\_ 0 \_\_\_\_ Abstain \_\_\_\_ 0 \_\_\_\_

**Passed** – Failed

**PRESENTATION**

Presentation to the board on interactive display boards by Kim Hill

1-11-4087 **DISCUSSION/INFORMATION ITEMS**

**Eric Kirkendall** – I would like to take this opportunity to thank Heather Hudson, Jessica Martindale Lindsey, all of the community members, and businesses that thought of our staff during the Christmas season with the gift bags. It was a much welcomed positive treat for our staff to know the community was thinking about them.

I would like to announce our Rising Star recipients. Rising Stars of Indiana is a non-competitive recognition program, designed to honor outstanding scholars during their Junior year, the goal is to increase their visibility and scholarship opportunities. Schools select four nominees based on criteria such as Standardized Test Scores, Extracurricular Activities, both academic and non-academic, Leadership and Community Service, and Involvement.

Eastern Greene's Rising Stars for the 2020-2021 School Year are:

Kale Helms, Anna Tieman, Barret Tieman, and Will Valentine.

**Patrick Ault** – Thank you Kim Hill, Janielle Zuckschwerdt, and Debbie Babcock for everything you do. Thank you to the office staff for all they have done since we have been back. Thank you to the café ladies, the custodial staff, the admin team, and Mr. Provo for all their hard work.

I want to let the elementary know that we are thinking of them in these difficult times. I feel like now more than ever, we should lift each other up and be there for each other. After conversing with Nancy Hacker one day she wrote to me: I feel so fortunate to be a part of the Eastern Greene family. We live in a very loving, caring, and supportive community. For Nancy's legacy and also because it is the right thing to do...let's remember to be loving, caring, and supportive just as she described to me.

Regular Meeting of the Board, January 11, 2021

**Amanda Gibboney** – Thank you to every single staff member. This is not an easy way to teach. We have had to make difficult decisions using our heads and our hearts. We have to do what is best for our kids and staff.

The Christmas drive through was a huge success.

Nancy Hacker, thank you for your 32 years of service. Nancy was a vital and special member of our staff and the students have been blessed with her larger than life personality. Each of us are better for knowing her.

**Sharon Abts** – I am just so excited to be here.

**Scott Carmichael** – We are all just very lucky and blessed to have known Nancy Hacker. We thank her for all her contributions to the school. My heart goes out to her family.

**Trent Provo** – On Wednesday of next week we will announce how our school attendance will look.

1-11-4088      **ADJOURNMENT**

It is recommended that the meeting be adjourned at 7:25 p.m.

Motion by                      \_\_\_\_\_MR\_\_\_\_\_

Seconded by                      \_\_\_\_\_MA\_\_\_\_\_

For \_\_\_\_5\_\_\_\_ Against \_\_\_\_0\_\_\_\_ Abstain \_\_\_\_0\_\_\_\_

**Passed** – Failed

Regular Meeting of the Board, January 11, 2021

**EASTERN GREENE SCHOOLS  
BOARD OF SCHOOL TRUSTEES  
Regular Meeting January 11, 2021**

**FOR ACTION: PERSONNEL**

Information Reports and Recommendation: The following items are reported for informational purposes or as recommendations to members of the Board of School Trustees:

**Staff Recommendations:**

Motion to approve the renewal of administrative contracts of Eric Kirkendall and Patrick Ault for the 2021 – 2022 school year.

Motion to increase the salary of Eric Kirkendall, Patrick Ault, and Amanda Gibboney by \$1,000 to mirror teacher increases.

Motion to set central office staff salaries to the following levels: Treasurer \$46,000, Payroll/Benefits \$41,320, HR/Transportation \$39,240.

Motion to approve Lindsey Bailey as Director of Special Education effective July 1, 2021 at an annual rate of \$71,000.

Motion to approve Josh Schloesser for the high School maintenance position.

Motion to approve Rebecca Lloyd as an instructional assistant at Eastern Greene Elementary.

Motion to approve Kaylee Michael for the open 40 hour per week custodial position.

Recommendation to increase hourly pay by \$.50 an hour for the following employee groups: school building office staff, instructional assistants and facilitators, and all custodial staff.

**Staff Resignations:**

Motion to approve the resignation of Jace Spice as full-time custodian.



Financial Meeting of the Board, January 11, 2021

**EASTERN GREENE SCHOOLS**

Financial Meeting of the Board of Trustees  
Eastern Greene Schools

**BOARD OF FINANCE MEETING**

CALL TO ORDER:           The meeting is called to order at 7:26 p.m. by Board President,  
Scott Carmichael.

1-11-4089     **NOMINATION OF PRESIDENT**

A recommendation was made to nominate Ron Childress as the President of the Board of Finance for 2020.

Nomination by       \_\_\_\_\_MR\_\_\_\_\_

Closed by           \_\_\_\_\_SC\_\_\_\_\_

Seconded by        \_\_\_\_\_HH\_\_\_\_\_

1-11-4090     **BOARD PRESIDENT VOTE**

It is recommended that Ron Childress be President of the Board of Finance for 2020.

For \_\_\_\_\_5\_\_\_\_\_ Against \_\_\_\_\_0\_\_\_\_\_ Abstain \_\_\_\_\_0\_\_\_\_\_

**Passed** – Failed

1-11-4091     **NOMINATION OF SECRETARY**

A recommendation was made to nominate Heather Hudson as the Secretary of the Board of Finance for 2020.

Nomination by       \_\_\_\_\_MR\_\_\_\_\_

Closed by           \_\_\_\_\_SC\_\_\_\_\_

Seconded by        \_\_\_\_\_SA\_\_\_\_\_

Financial Meeting of the Board, January 11, 2021

1-11-4092     **BOARD SECRETARY VOTE**

It is recommended that Heather Hudson be Secretary of the Board of Finance for 2020.

For       4           Against       0           Abstain       1       HH       

**Passed** – Failed

1-11-4093     **ADJOURNMENT**

It is recommended that the financial meeting be adjourned at 7:27 p.m.

Motion by       MR      

Seconded by       MA      

For       5           Against       0           Abstain       0      

**Passed** – Failed

**MINUTES  
EXECUTIVE SESSION  
OF THE BOARD  
EASTERN GREENE SCHOOLS**

**January 11, 2021  
Immediately following adjournment of  
The Yearly Finance Meeting**

Vol. 2020-21 No. 280

The Organizational Meeting of the Board will begin at 6:30 p.m.

The Regular Board Meeting will begin immediately following the Organizational Meeting.

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5-14-1.5-6.1(b)(1) Where authorized by federal or state statute

5-14-1.5.6.1(b)(5) Interview prospective employees

5-14-1.5-6.1(b)(6) Personnel

We hereby certify that no subject matter was discussed in Executive Session other than those specified above.

Sharon Abts

Mike Adams

Scott Carmichael

Ron Childress

Heather Hudson

Jerrad Tieman

Matt Roberts

Handwritten signatures of the board members over horizontal lines. The signatures are: Sharon Abts, Mike Adams, Scott Carmichael, Ron Childress, Heather Hudson, Jerrad Tieman, and Matt Roberts.