

September 7, 2004

A. Call to Order

The Board of Education of the Monterey Peninsula Unified School District met in regular session at 5:54 p.m. on the above date at the Instructional Materials Center, 540 Canyon Del Rey, Monterey, California.

The meeting was called to order by President Lauterbach.

**B. Roll Call –
Establishment of
Quorum**

Board Members Present: Regena Lauterbach
Shanda LeBoeuf
Carlos E. Noriega
Marjorie Troutman

Board Members Absent: Terri DeBono
Robert Eggers
Resa Foss

Staff Members Present: Jim Burnis
Daniel Callahan
Robert Costa
Yvonne Despard

DLI/POM/NPS Representative Present: Cindy Rothstein

Student Board Members Absent: Samantha Grillo, Monterey HS
Tiffany Tyson, Seaside HS

The President declared that a quorum was present and the Board proceeded with the order of business.

**C. Public Comments on
Closed Session Items**

Susan Woodward, MPUSD parent, read Board Policy 3235 (d) to Board members to make sure that the District was in compliance with Board Policy as negotiations were held.

D. Closed Session

The Board adjourned to closed session at 5:57 p.m. to discuss the following:

1. Conference with Labor Negotiator (Gov. Code section 54957.6)
a. Agency Negotiator: Robert Costa
Employee Organization: Monterey Bay Teachers Association
2. Conference with Real Property Negotiator (Gov. Code section 54956.8)
Properties:
 - 190 Seeno Street, Monterey
 - 251 Soledad Drive, Monterey*Negotiating Parties: Daniel Callahan*
Under Negotiation: Terms and Conditions
3. Public Employee Appointments - 2004/05 (Gov. Code section 54957)
Associate Superintendent
Transportation Supervisor
Nutrition Services Director
4. Public Employee Performance Evaluation (Gov. Code section 54957)
Superintendent of Schools

**E. Reconvene Open
Session**

The Board reconvened at 7:11 p.m. to take the following action:

- F. **Pledge of Allegiance** The Pledge of Allegiance to the Flag of the United States of America was led by Board member Noriega.
- G. **Report Action Taken in Closed Session, if any** No reportable actions were taken in closed session.
- H. **Take Action to Items That Arose Since Posting of the Agenda and Approve Agenda (2/3 Vote Required if Any Item is Added to the Agenda)** No additional items were added since posting of the agenda.
 Discussion was held among Board members regarding the addition of Information Items following #Item I. It was agreed to discuss the Information Items #1,2, and 3 under Item Q, Information.
RESOLVED that the agenda be approved as changed.
- | | |
|-------|-----------------|
| MSC+ | Noriega/LeBoeuf |
| AYES: | 4 |
| NOES: | 0 |
- I. **Certificates/ Presentations/ Recognitions**
1. Commend and Recognize Karen Griffin for her Thirty Years Service as a School Bus Driver in Monterey Peninsula Unified School District – *Strategy 5*
 Transportation Director Bill Martin honored Karen Griffin for her years of service.
 2. 3D/International Modernization Update – *Strategy 6*
 The representatives from 3 DI, Russ Gatcschet, Tom Fakner, and Audra Ardahan, a student intern, gave an update of what occurred at the various sites. Ms. Ardahan explained her role as an intern.
 Discussion was held and Mr. Fakner answered Board member questions regarding the modernization plans at the different sites.
 3. Board Norms – *Strategy 1*
 Dr. Callahan explained that this item was placed at the request of the Board President.
 Discussion was held as to why this item was presented since it had been discussed at a previous meeting.
 President Lauterbach answered that the Norms weren't being used and thought there was agreement that the Norms were liked at a past meeting.
- Q. **Information**
- *1. Review Proposed Revisions to Board Policy 7400 – Facilities Use – *Strategy 6*
 Moved under Item Q, Information.
 - *2. Review Board Policy 5116.1 – Intradistrict Transfers – *Strategy 1*
 Moved under Item Q, Information.

3. Discuss Superintendent's Search – *Strategy 5*

Moved under Item Q, Information.

J. Student Board Member Reports

No reports were presented.

K. Communications

Correspondence from individuals and/or organizations regarding District programs and services.

Board member Troutman acknowledged communications received.

President Lauterbach acknowledged correspondence sent from Barbara Robinson, Susan Woodward, Susan Holland, Laura Pratt, Leo Maganares, Shauna Rowe, Debbie Ford, Surry Patel, IM Roofing, GateKeepers, Lauri Raffetto and Wendy Williamson.

L. Suggestions and Comments from Members and Officers of the Board

Board member Noriega read to the Board recommendations and suggestions that he hoped could be incorporated between the present and December 2004.

Board member LeBoeuf asked that the agenda be reviewed in a timely manner because she had to leave early due to babysitting problems.

Board member Troutman commented that she looked into enrollment counts as a result of an article written by Kathy Buaya and distributed information and enrollment figures that she compiled from last year's enrollment provided by the District.

Dr. Callahan answered questions regarding enrollment and site capacity.

Discussion was held regarding the accuracy of the figures and it was suggested that it be tabled until accurate figures were received.

President Lauterbach spoke about letter she sent to in the Herald. She distributed copies of the letter and gave her reason for writing the letter. President Lauterbach asked that her letter be entered into the minutes.

"Citizens expect elected officials of school district governance boards to follow the California Education Codes, District Policies and Brown Act. The Brown Act (Education Code 54963) states confidential personnel information discussed in closed session may not be released to anyone without the Board's approval. This law protects the employee and their right to privacy, but hangs on the thread of 'intent'.

The MPUSD Board did not approve release of Dr. Callahan's confidential evaluation before the announcement on July 19th in open session, yet three Board members discussed the closed session evaluation process and the decision in the newspaper on July 13th, 14th, 16th, and 18th. What was the 'intent' of these Board members?

On July 13th Carlos Noriega stated, 'the Board's direction is very shortsighted and irresponsible' and the evaluation process was 'unfair' and 'unethical', as he left the closed session 'enraged.' Rob Eggers and Shanda LeBoeuf did not attend the meeting, but Shanda stated that Dr. Callahan had 'grounds to sue,' a possible violation of her fiduciary responsibility as a Board member.

In the Herald on July 14th, Rob Eggers 'confirmed' Dr. Daniel Callahan's performance evaluation as 'unsatisfactory', and discussed his suggestions made to Board members in closed session. These three members were not present all the closed session meetings and reported misinformation about the evaluation.

On July 15th, the consensus of the Board was taken in closed session on Dr. Callahan's performance and reported in the Herald on the 16th and 18th. Who reported this closed session consensus?

Dr. Callahan may release his evaluation, but Board members, under oath to keep personnel issues discussed in closed session, do not have the authority to release this confidential information. Why would Dr. Callahan release his confidential evaluation if it were unsatisfactory?

If Board members are releasing Dr. Callahan's, an employee of MPUSD, confidential evaluation to the newspaper, will other employees of our district believe in the Board to keep their confidential issues within the closed session boundaries of the Brown Act?

Although the Brown Act is constantly quoted, it has only been prosecuted once. Usually the remedy is taping the closed session meetings or censoring board members who release confidential information.

When questioning the violation of this act, it was stated that this was really not a violation of the Brown Act. If not, how did the newspaper and public know this closed session information? One Board member, Carlos Noriega, stated, when questioned about a possibly policy violation, 'What are going to do about it, sue me, fire me?'

As President of the Board, I believe, our Board should adhere to and follow our District Policies and State Education Laws. It is our responsibility as elected officials to be ethical, educational models.

The 'four women majority', Herald's definition, "declined to discuss details of the evaluation calling it a confidential personnel matter.' If this is their understanding of the Brown Act, why do three members feel they have a license to release confidential closed session information to the newspaper? Does the law only apply to certain Board members? Possibly the District Attorney, the Grand Jury or Attorney General, should investigate and give the Board a ruling?

Releasing this confidential information has harmed the Superintendent's reputation, put doubts in employees' minds of this leadership ability, and divided this community and district even more.

Many citizens have come forward to beg the MPUSD Board to work together. With the different political affiliations, trustee area agendas, unethical and fiduciary behavior of some board members, shouting and bullying, working together may be a hard row to hoe." This ends her letter.

Dr. Callahan commented that he was not sure which numbers the author of article used that Board member Troutman referred to because there were multiple sets of numbers used depending upon the situation requiring the numbers...whether it was CBED numbers or class size reduction numbers. He clarified that Board Policy using school size was considered at community, subcommittee and Board committee level and was rejected for two reasons- (1) if Bay View, a small school, were closed almost all of its students would have to be transported to other schools, and (2) if Marina del Mar were closed there would not be enough available seats in the City of Marina to accommodate all of the students and they would have to be bused to Monterey schools. He said that closing those schools would have impacted the other schools in the District. Superintendent Callahan stated that those issues were discussed in length and the decision, a correct decision, was to leave Marina del Mar open.

Board member Noriega asked President Lauterbach about her statements and asked for specifics regarding the closed session items released to the paper.

President Lauterbach replied that she did not want to debate the issue and that it should be discussed in private.

Board member Noriega said that President Lauterbach had made some allegations and he needed to clear the air.

President Lauterbach answered that this was not the time to discuss this issue.

Board member Noriega said that this was under Comments and she made the comment and it was his time for comments. He said that accusations were made and he did not feel comfortable letting the it lie without an explanation given.

President Lauterbach said he was out of order and would continue with the Action items.

**M. Suggestions and
Comments From Visitors
- Non-Agenda Matters**

Ewalker James, Seaside resident, shared and distributed information about the new voting system and optical scan system, which would replace the punch card system.

Ron Woods, MBTA President, thanked the Board for approving Phase 2 of the salary schedule and the change to CALPers insurance program on behalf of all teachers and thanked the health trustees who fought long and hard to provide quality health care to employees. He said he looked forward to the new year for positive steps although he felt that the suggested pay raises for some upper level management positions would erode the faith the District had built.

Helen Rucker, Seaside resident, said she didn't know Board member's Troutman reason for releasing enrollment statistics because her statements inflamed one city against another.

Board member Troutman said that Mrs. Rucker misinterpreted her intentions; she was not against any city and did not bring it up for that purpose...she wanted to correct some misinformation.

Susan Woodward, MPUSD parent, said her issue was with the projected enrollments, that they were lower in Marina and higher in Monterey. In reference to the Brown Act, she said salary increases for cabinet levels were not a closed session item and asked why they weren't discussed in open session.

President Lauterbach explained that they were on the agenda for discussion.

Susan Woodward said they were published and was perturbed that it was done in closed session and not as an open session item.

President Lauterbach replied that the Board could give the District's lawyer direction to negotiation and once completed it would come back to the Board.

Mrs. Woodward asked about the posting agencies for job vacancies.

Personnel Director Costa explained the process of posting and said the fee charged was part of the Personnel budget.

Carolyn Palmer, Marina del Mar teacher, asked about information available for review. She said there was one titled "*Look We Have Money to Spare*" that was inflammatory and said that the Board should be aware of that flyer.

Kathy Buaya, MPUSD parent, said her intention of the article was to get numbers out as she was given them. She said she was given the information from Facilities Utilization Meetings, board meetings, and by talking with Ms. McLaughlin. She said her goal was not to close any schools and emphasized that there should be separate community meetings.

N. Action Items

- *1. Approve Signatures of Board Representatives, Effective September

Dr. Callahan said that the purpose was to add Pat Findley as a second signature.

RESOLVED that the attached authorized signatures of Board Representatives, effective September 7, 2004, be approved.

MSC	Noriega/Troutman
AYES:	4
NOES:	0

- 2. Approve Administrative Recommendation for Associate Superintendent – Strategy 3,4,5

Dr. Callahan explained that with retirement of John Lamb, there was an opening for the Associate Superintendent. He said there were three interview sessions and with the third session an applicant was recommended followed by a site visit. Dr. Callahan it was the administration’s recommendation to select Kathleen Bond.

D
C

Ms. Bond answered Board member questions and explained some of her reasons for applying for the Associate Superintendent’s position.

Marilynn Whitcomb, teacher on special assignment, said she participated in the site visit described the visit and who was interviewed. She said that comments received were glowing and those included in the site visit were impressed with the comments made. In her opinion, Kathleen was a seamless transition from the many dedicated years that John Lamb served the District. She said if not approved it would be the District’s loss and someone else’s gain.

RESOLVED that _____ be approved as Associate Superintendent through June 30, 2004.

The above recommendation was amended to:

RESOLVED that Kathleen Bond be approved as Associate Superintendent through June 30, 2006.

MSC	LeBoeuf/Troutman
AYES:	4
NOES:	0

- *3. Ratify Administrative Recommendation for Transportation Supervisor – Strategy 5

Chief Business Officer Burnis explained the plan for recommendation. He said that he felt it was necessary to add a second manager because presently there was only one manager to supervise 40 employees and also provide transportation to special education students as well as District students. He said the unfilled supervisor position from four years ago was still on the salary schedule and felt it necessary to fill that position. He recommended Beth Costanza to fill that position and make it an interim appointment and that her old position not be back filled. In addition, a six-hour position budgeted as part of the parent pay augmentation be increased to an eight-hour position and that the Director and Supervisor revisit the organization of that department and come back to administration with a plan to better utilize those clerical positions.

Anna Macaluso, CSEA President, said that she hoped that the consideration given to Transportation would be given to other departments who are asking for help as well.

Board member Troutman asked about the job description.

Personnel Director Costa said that there was a revised job description and that it would be brought back to the Board for review at the next session.

President Lauterbach asked if this recommendation could be discussed at the next meeting when there was an up-to-date job description.

Dr. Callahan suggested a compromise. That the Board went ahead with the interim appointment without jeopardizing the process and prior to removing “interim” appointment the job description would be brought to the Board.

Chief Business Officer Burnis said he understood the concern that President Lauterbach had with the date of the job description; however, he offered that there was a job description, although outdated, as well as other outdated job descriptions for other management positions that had been filled.

Board member Troutman said that the present job description should be used even though it was not up to date with the understanding that the updated description be brought forward at the next meeting.

RESOLVED that the appointment of Beth Costanza as Interim Transportation Supervisor be ratified, effective September 1, 2004.

MSC	Troutman/LeBoeuf
AYES:	4
NOES:	0

- *4. Approve Resolution 2004/05-8: Resolution Approving Department of Education Restrictions Transfer – *Strategy 6*

Dr. Callahan gave a brief history about the purpose of the resolution. He said that as part of the FORA process, in 1995 the Bunker Hill property was given to the District for educational purposes. He said if not used for educational use, the property could be taken back. He said the Department of Education recommended that the restrictions be transferred to another property of equal or greater value and as a result of discussions; the restrictions were transferred to Crumpton Elementary School so that Bunker Hill property could be used for any use the District chose. He said the only restriction was that the property could not be sold for three years.

RESOLVED that Resolution 2004/04:8: Resolution Approving Department of Education Restrictions Transfer be approved.

MSC	LeBoeuf/Troutman
AYES:	4
NOES:	0

- *5. Approve Resolutions 2004/2005-9: Resolution Electing to be Subject to Section 22873 of the Public Employees’ Medical and Hospital Care Act and 2004/2005-10: Resolution Electing to be Subject to Public Employees’ Medical and Hospital Care Act Only with Respect to Members of a Specific Employee Organization and Fixing the Employer’s Contribution for Employees and the Employer’s Contribution for Retirees at Different Amounts – *Strategy 5*

Chief Business Officer Burnis said the resolutions were to cover domestic partners and two Board members that did not fit the other groups that the previous resolutions covered.

Meeting recessed at 8:40 p.m. and reconvened at 8:45 p.m.

RESOLVED that Approve Resolutions 2004/2005-9: Resolution Electing to be Subject to Section 22873 of the Public Employees’ Medical and Hospital Care Act and 2004/2005-10: Resolution Electing to be Subject to Public Employees’ Medical and Hospital Care Act Only with Respect to Members of a Specific Employee Organization and Fixing the Employer’s Contribution for Employees and the Employer’s Contribution for Retirees at Different Amounts.

MSC	LeBoeuf/Troutman
AYES:	4
NOES:	0

- *6. Call for Nominations – CSBA Directors-at-Large, Asian/Pacific Islander and Hispanic – *Strategy 1*

Dr. Callahan said this item was placed on the agenda at the request of the California School Board Association.

RESOLVED that the Board consider nominations to the California School Boards Association Directors at Large, Asian/Pacific Islander and Hispanic.

MSC+	
AYES:	
NOES:	

Failed due to lack of a motion.

- *7. Ratify Board Direction Given August 16th Regarding Certain Cabinet Employment Contracts – *Strategy 3,4,5*

Dr. Callahan said that in previous closed session, the Board gave direction to staff to offer contracts for the positions indicated in order to get the highest qualified applicants for the District. Dr. Callahan said that once the long-term compensation was completed, the Board would have an idea as to where the gaps and inequities were in the entire District, and as money became available employees would be compensated. Dr. Callahan said that this was brought to the Board for ratification from earlier Board direction.

Ron Woods, MBTA Presiden spoke against the proposed salary increases. He said that if the District wished to attract and retain quality applicants throughout the District then the salaries must be increased district wide.

Anna Macaluso, CSEA President, agreed and said if one group was going to be given an amount then all groups should be given the same.

Susan Woodward, MPUSD parent, also spoke against the salary increase and said, in her opinion, the increases weren't that critical and asked that the Board not approve the salary increases.

Carol Saxton, CSEA 1st Vice President, said that she didn't begrudge anybody. She asked that administration forget about attracting qualified people when they need to compensate the people that have given 20 years or more of service in the District. She said look at responsibilities and then compensation for employees.

Board member Troutman said that she realized one of the goals of Dr. Callahan was to bring salaries up across the Board and that Chief Officer Burnis was in the process of completing a long-term compensation plan for all employees. She recommended that the District wait on any additional raises for anyone until the plan was studied and worked on because she said that all employees should be honored.

Board member Noriega said the points presented were important. He said that he saw and experienced the tremendous work that had to be done and compensation was not what the District was looking for. Mr. Noriega said that the intent was to attract good, qualified people to help the administration make those hard decisions. He said that the District was trying to attract good, qualified employees.

President Lauterbach said she would like to have long-term compensation for all employees.

Superintendent Callahan concurred with what had been said. He said that all of the Cabinet levels, with the exception of the Associate Superintendent would be below other districts. He reminded the Board that they directed staff to offer these compensations to employees. Administration offered the compensations, which were accepted by the employees. He said that this was the same as negotiations that were done in private, agreed to in private, and then approved in open session. He said the Board gave direction to staff; staff executed that direction. He cautioned the Board about changing an offer that was proffered to employees.

Board member Noriega asked what would happen if the motion did not pass.

Dr. Callahan said if it were defeated by Board action it would have one implication.

If it did not have majority it could be brought back. He said he couldn't answer for Ms. Bond who had seen the salary offered per Board direction, but cautioned the Board about the legality issue in rescinding the offer made.

Board member Troutman said she would like to know the legal ramifications and suggested that this item be tabled until the next meeting.

President Lauterbach said that when the decision was made there was a seven-member Board while tonight there was only a four-member Board.

Dr. Callahan suggested that this item be tabled to a specific meeting where there would be more than four members.

RESOLVED that the Board of Education ratify their direction given to management and approve the attached contracts for the Director-Personnel Services and Director-Support Services.

MSC+	Noriega/LeBoeuf
AYES:	2
NOES:	2

Motion failed due to lack of majority.

- *8. Approve Amended Management Salary Schedule – *Strategy 3,4,5*

Chief Business Officer said the modification was for the Director of Special Education at a new range per Board's direction.

RESOLVED that the Board of Education ratify their direction given to management, and approve modification to the Management Salary Schedule for 2004-2005.

MSC+	Noriega/LeBoeuf
AYES:	2
NOES:	2

Motion failed due to lack of majority.

- *9. Approve Board Norms – *Strategy 1*

Tammy Hunziker, parent of MPUSD, said Board Norms was a good idea.

RESOLVED that the Board Norms be approved as presented.

MSC+	Troutman/Lauterbach
AYES:	2
NOES:	2

Motion failed due to lack of majority.

O. Consent Agenda

1. Approval of Consent Agenda - *Strategy 1*

RESOLVED that the Consent Agenda be approved as submitted.

- *1. Approve Minutes
- June 7, 2004, Regular Board Meeting
 - June 8, 2004, Special Board Meeting
 - June 8, 2004, Continued Regular Meeting of June 7, 2004
 - June 14, 2004, Continued Special Board Meeting of June 8, 2004
 - June 14, 2004, Continued Regular Meeting of June 7, 2004

*2. Approve/Ratify Personnel Items

3. Approve Gifts to the District

(Board Policy requires that all gifts to the District in excess of \$250 of value be officially accepted by the Board of Education.)

From	To/Purpose	Amount
Lifetouch National School Studios	La Mesa School For staff development	\$1,209.05
Manzanita PTA	Manzanita School For instructional supplies	\$9,045.81
Los Arboles Middle School PTSA	Los Arboles Middle School For the librarian's salary	\$35,000.00
Monterey Bay Blues Festival	Los Arboles Middle School For instructional supplies	\$500.00
Friends of MAOS*	Monterey High School For the MAOS program	\$20,000.00

*MAOS-Monterey Academy of Oceanographic Science

- *4. Approve Submission and Implementation of the National Oceanic and Atmosphere Association (NOAA) Grant for Monterey High School's Monterey Academy of Oceanographic Science (MAOS) (\$31,546)
- *5. Approve Ratification of Change Orders 54-60 for Modernization Phase 1B General Construction (from \$2,703,306.96 to \$2,717,314.60)
- *6. Approve Ratification of Change Order 8 for Re-Roofing Bid Package 06 (Modernization) at Marina Vista Elementary School (from \$1,053,366.05 to \$1,071,450.05)
- *7. Accept the California 21st Century Community Learning Centers Program Grant for Ord Terrace Elementary School, Health Services (NTE \$88,000 per year; five one-year grants)
- *8. Approve the Submission and Implementation of a CalTrans Context-Sensitive and Community-Based Planning Grant for Facilities Planning (\$250,000)
- *9. Approve the Submission and Acceptance of the English Language Acquisition Program (ELAP) Application for Funding, 2004-2005
- *10. Approve Monterey High School Out-of-State Trip to the Reno Jazz Festival, April 22-24, 2005
- *11. Ratify Agreement for Services of Construction Inspector
- *12. Approved Proposed 2004-2005 Adult Education Program
- *13. Approve Elimination of Interim Status for Nutrition Services Director Position
- *14. Approve Memorandum of Understanding Between the Monterey County Office of Education and MPUSD (Cabrillo Family Resource Center, Seaside Children's Center, Manzanita/King School)

Items #2, #8, and #10 were pulled and discussed.

MSC+	Troutman/LeBoeuf
AYES:	4
NOES:	0

P. Reports
Strategy 1

Routine status reports and announcements regarding campus activities, meeting schedules, conferences attended, and recent developments from:

1. Committees/Conferences

Board member Troutman and President Lauterbach will be going to Sacramento to finish the CSBA Governance Workshop.

Board member Noriega said he would be attending as well.

2. Superintendent's Report

- *Celebrating Successes*

"We need to celebrate successes."

- *Academic Performance Index (API)/Annual Yearly Progress (AYP) Report*

- *Gifted & Talented Education (GATE) Program Status*

- *Electronic Surveillance in Schools*

Dr. Callahan reviewed the successes from Ord Terrace School, Marshall, Highland, and King School.

Dr. Callahan said that a report would be given at the September of October meeting regarding Academic Performance Index/Annual Yearly Progress.

Dr. Callahan gave an update on GATE. He said that the GATE program did not start at the beginning of the year but did start on September 7, 2004. He said an agreement was made that if GATE had half of the funds and the GateKeepers agreed to raise the difference the program could begin. Superintendent Callahan stated that for next year the program would not start unless all of the money had been raised.

Board member LeBoeuf left at 9:30 p.m.

Due to lack of a quorum the meeting was adjourned 9:30 p.m.

3. DLIFLC/POM/NPS Representative

Q. Information

4. Review Recommended Board Action Calendar, 2004-05 – *Strategy #1*

R. Board Member Request(s) for Information and/or Possible Future Agenda Items

At this time members and officers of the Board will report on current activities, visits to schools, meetings scheduled and attended, and conferences and events occurring throughout the school district; and request for information and/or possible future agenda items.

S. Board Self-Evaluation, as Applicable

T. Closed Session

In accordance with Government Code, Sections 54950 - 54962, the Board of Education must disclose the items to be discussed in closed session. This may be done by referring to the closed session agenda items as they are listed on the closed session agenda or by number or letter on the agenda. After closed session the Board shall report out actions taken in closed session as required by law, including members' vote and abstention.

The Board of Education may convene in closed session at any time during this meeting to give direction to its representatives regarding negotiations with represented and unrepresented employees.

U. Adjournment

Meeting adjourned at 9:30 p.m. A continued meeting will be scheduled for September 13th, after Closed Session and before the appointment process begins.

Respectfully submitted,

Daniel Callahan, Ph.D.
Executive Secretary

DC/mg

^Defense Language Institute Foreign Language Center, Presidio of Monterey & Naval Postgraduate School
+Motion/Second/Carried