

MINE HILL TOWNSHIP BOARD OF EDUCATION
AGENDA
REGULAR MEETING
March 18, 2024

1. Call to Order

2. Statement of Compliance

In Compliance with the Open Public Meetings Act, Public Law 1975, Chapter 231, adequate notice of date, time and location for this meeting has been properly advertised in the Daily Record on January 12, 2024, and the Randolph Reporter on January 18, 2024, and copies of the agenda have been posted on the district website and emailed to the Clerk of the Township of Mine Hill.

3. Roll Call

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|-------------------|-----------------------|-------------------|-----------------|------------------|-----------------|------------------------|--------------------|
| PRESENT | | | | | | | |
| ABSENT | | | | | | | |

4. Executive Session

On the motion of _____ seconded by _____ at _____ p.m. the Board approves the following resolution:

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED, the Board of Education adjourns to closed session to discuss: (select one or more)

- 1) *a matter rendered confidential by federal or state law*
- 2) *a matter in which release of information would impair the right to receive government funds*
- 3) *material the disclosure of which constitutes an unwarranted invasion of individual privacy*
- 4) *a collective bargaining agreement and/or negotiations related to it*
- 5) *a matter involving the purchase, lease, or acquisition of real property with public funds*
- 6) *protection of public safety and property and/or investigations of possible violations or violations of law*
- 7) *pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege*
- 8) *specific prospective or current employees unless all who could be adversely affected request an open session*
- 9) *deliberation after a public hearing that could result in a civil penalty or other loss.*

AND BE IT FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

Note: This closed session will include items in categories _____. It may be adjourned while business is conducted in public then reconvened after public business has been completed.

Motion of: _____

Seconded by: _____

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|-------------------|-----------------------|-------------------|-----------------|------------------|-----------------|------------------------|--------------------|
| YES | | | | | | | |
| NO | | | | | | | |
| ABSTAIN | | | | | | | |
| RECUSE | | | | | | | |

5. Regular Session - _____ p.m.

Motion of: _____

Seconded by: _____

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|-------------------|-----------------------|-------------------|-----------------|------------------|-----------------|------------------------|--------------------|
| YES | | | | | | | |
| NO | | | | | | | |
| ABSTAIN | | | | | | | |
| RECUSE | | | | | | | |

6. Flag Salute

7. Mission and Vision

Vision

We envision all learners maximizing their potential to be innovators, global thinkers, and lifelong learners.

Mission

Through a variety of learning experiences, Canfield Avenue School students will be challenged to maximize their potential in a nurturing and supportive learning environment.

8. Approval of Minutes

- a. RESOLVED, that the Board of Education approves the **regular session minutes** of the meeting held on **February 26, 2024**.

Motion of: _____

Seconded by: _____

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|-------------------|-----------------------|-------------------|-----------------|------------------|-----------------|------------------------|--------------------|
| YES | | | | | | | |
| NO | | | | | | | |
| ABSTAIN | | | | | | | |
| RECUSE | | | | | | | |

9. Correspondence

10. Superintendent's Report

11. Presentations / Reports

Preliminary Budget 2024-2025

12. Business Administrator's Report

13. Public Discussion

14. FINANCE *Jennifer Antoncich, Srinivasa Rajagopal, Jennifer Waters,*

- a. RESOLVED, that the Board of Education accepts the recommendation of the Business Administrator and approves the **February 2024 payroll** in the amount of \$448,849.65 (including gross payroll amounts, district share of DCRP pension benefits, the state and district's share of FICA), plus the **payment of bills** from the General Operating Account, in the amount of \$427,784.12.

BE IT FURTHER RESOLVED that the Board of Education approves the payment of bills from other funds as delineated below:

| | |
|---|------------|
| Unemployment Trust Fund (SUI Account) | \$0.00 |
| Student Activity Fund (Canfield School Account) | \$1,218.93 |

b. ADOPT THE TENTATIVE BUDGET

**Mine Hill Board of Education
Adoption of the Tentative Budget for School Year 2024-2025**

BE IT RESOLVED, that the tentative budget be approved for the 2024-2025 school year using the 2024-2025 state aid figures and the Secretary to the Board of Education be authorized to submit to the Executive County Superintendent for approval in accordance with N.J.S.A.18A:7F-5 and 18A:7F-6:

| | GENERAL FUND | SPECIAL REVENUES | DEBT SERVICE | TOTAL |
|----------------------------|-------------------------|-----------------------------|-------------------------|--------------------|
| 2024-25 Total Expenditures | \$14,092,694 | \$1,617,336 | \$304,819 | \$16,014,849 |
| Less: Anticipated Revenues | \$6,773,187 | \$1,617,336 | \$96,185 | \$8,486,708 |
| Taxes to be Raised | \$7,319,507 | \$0 | \$208,634 | \$7,528,141 |

And, to advertise said tentative budget in the Daily Record in accordance with the form suggested by the New Jersey Department of Education and according to law;
AND a public hearing on the budget for the 2024-2025 school year will be held at 42 Canfield Avenue, Mine Hill NJ 07803 on April 29, 2024, at 7 pm.

MAXIMUM TRAVEL

Pursuant to N.J.A.C. 6A:23A-7.3, a board of education must establish a maximum dollar limit for travel expenditure, as defined in N.J.A.C. 6A:23A-7.1 et seq.,

BE IT RESOLVED that the Board of Education includes in the tentative budget a maximum travel expenditure in the amount of \$23,300 for the 2024-25 school year. The maximum travel expenditure amount for the 2023-24 is \$24,877, of which, \$7,875 has been spent and \$4,602 is encumbered to date.

TRAVEL AND RELATED EXPENSE REIMBURSEMENT

The Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district;

AND, N.J.A.C. 6A:23A Subchapter 7 requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board;

AND, a board of education may establish, for regular district business travel only, an annual school year threshold of \$150 per staff member where prior Board approval shall not be required unless this annual threshold for a staff member is exceeded in a given school year (July 1 through June 30);

AND, travel and related expenses not in compliance with N.J.A.C. 6A:23A Subchapter 7 but deemed by the board of education to be necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms;

BE IT RESOLVED, the Board of Education approves all travel not in compliance with N.J.A.C. 6A:23A Subchapter 7 as being necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms; and

BE IT FURTHER RESOLVED, the Board of Education includes in the tentative budget travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A Subchapter 7, to a maximum expenditure of \$23,300 for all staff and board members for the 2024-2025 school year.

The School Business Administrator/Board Secretary shall track and record these costs to ensure that the maximum amount is not exceeded.

CAPITAL RESERVE

Capital Reserve Account Withdrawal: \$1,725,600

BE IT RESOLVED that the Board of Education includes in the budget a capital reserve withdrawal in the amount of \$1,725,600 for:

| Project Number | Project Name | Total Amount |
|----------------|--------------------|---------------------------|
| 01 | Rear Sitework | \$1,200,000 |
| 02 | Parking Lot Paving | \$525,600 |
| | TOTAL | <u>\$1,725,600</u> |

PROFESSIONAL SERVICES

Whereas, pursuant to N.J.A.C. 6A:23A:5.2(a) a board of education must establish a maximum dollar limit for professional services and public relations, as defined in N.J.A.C. 6A:23A:9.3-14

NOW, THEREFORE, BE IT RESOLVED, THAT THE Mine Hill Board of Education hereby establishes the following maximums for the 2024-2025 school year as follows:

| | |
|--------------|------------------------|
| Architect | \$5,000 |
| Legal | \$15,000 |
| Audit | \$31,000 |
| Physician | \$4,000 |
| TOTAL | <u>\$55,000</u> |

BE IT FURTHER RESOLVED, that the School Business Administrator track record these costs to ensure that the maximum amount is not exceeded.

- Does not include projects funded through Capital Reserve

- c. RESOLVED, that the Board of Education accepts the recommendation of the Business Administrator and approves the proposal for **additional services for Renovations** at Canfield Avenue School, D/R **Project #3944 State Project #3240-030-21-2000** The scope of the work will be to prepare construction documents and contract administration services for the renovation work at Canfield Avenue School, consisting of the following:

I. SCOPE OF SERVICES:

A. Construction Documents:

1. Prepare architectural documents consisting of: plans, details, and interior elevations
2. Submit updated plans for local code review and approval

B. Bidding & Award:

- Change order pricing will be requested by Lanyi and Tevald as 3 separate submissions.
 1. Rooms 124, 126, 127, 128, 129 and 131.
 2. Orange Corridor.
 3. Corridor connecting orange and green corridors.

C. Contract Administration (CA):

- Attend scheduled meetings, including pre-construction conference, bi-weekly project meetings, and bi-weekly site visits to review the progress of the work, to monitor that the project is moving along according to the schedule.
- Review Change Order from Contractor.
- Review and respond to request for clarification/interpretation, and other issues and concerns of the Contractors.
- Review shop drawings.
- Review and approve Applications for Payment.
- Prepare punch list and project close-out documentation.

(The Architect shall not be required to make exhaustive or continuous on-site visits to check the quality or quantity of the work or to attend or conduct project job meetings other than on the day of the Architect's scheduled field visit.)

II. FEE PROPOSAL:

The fee to perform the additional services as outlined in this proposal is as follows:

Construction Documents..... \$10,000.00
Contract Administration.....\$ 2,400.00

Reimbursable expenses are billed in addition to the fees indicated above and generally include postage, overnight mail/courier service, mileage, photocopies, printing, plotting, and facsimiles and will be invoiced at 1.15 times the expense.

Reimbursement Expenses

Exclusions: \$ 1,000.00 (Budgeted)

| Account | Percentage | Amount |
|-----------------------|-------------|-----------------|
| 30.000.400.334.08.553 | 16% | \$2,144 |
| 30.000.400.334.09.553 | 10% | \$1,340 |
| 30.000.400.334.10.553 | 14% | \$1,876 |
| 30.000.400.334.11.553 | 20% | \$2,680 |
| 30.000.400.334.12.553 | 24% | \$3,216 |
| 30.000.400.334.13.553 | 12% | \$1,608 |
| 30.000.400.334.14.553 | 4% | \$536 |
| TOTAL | 100% | \$13,400 |

- d. RESOLVED, that the Board accepts the recommendation of the Business Administrator and approves the proposal for **additional services for Partial Window Replacement** at Canfield Avenue School, D/R **Project #3946 State Project #3240-030-21-2000**. The scope of the work will be to prepare construction documents and contract administration services for the renovation work at Canfield Avenue School, consisting of the following:

I. SCOPE OF SERVICES:

A. Construction Documents:

1. Prepare architectural documents consisting of: plans, details, and interior elevations
2. Submit plans for local code review and approval

B. Bidding & Award:

- The additional scope of work is to be issued as a change order to the Panoramic Windows.

C. Contract Administration (CA):

- Attend scheduled meetings, including pre-construction conference, bi-weekly project meetings, and bi-weekly site visits to review the progress of the work, to monitor that the project is moving along according to the schedule.
- Review Change Order from Contractor.
- Review and respond to request for clarification/interpretation, and other issues and concerns of the Contractors.
- Review shop drawings.
- Review and approve Applications for Payment.
- Prepare punch list and project close-out documentation.

(The Architect shall not be required to make exhaustive or continuous on-site visits to check the quality or quantity of the work or to attend or conduct project job meetings other than on the day of the Architect's scheduled field visit.)

II. FEE PROPOSAL:

Construction Documents..... \$ 6,000.00
Contract Administration.....\$ 2,400.00

Reimbursable expenses are billed in addition to the fees indicated above and generally include postage, overnight mail/courier service, mileage, photocopies, printing, plotting, and facsimiles and will be invoiced at 1.15 times the expense.

Reimbursement Expenses

Exclusions: \$ 1,000.00 (Budgeted)

Acct #30.000.400.334.04.553

- e. WHEREAS, Lanyi and Tevald Inc. has submitted a change order No. GC-09 for PCO-26 to supply and install long toe vinyl base and premade corers; cover ten (10) cleanouts with LVT in the amount of \$10,286.23 will be added to the contract sum amount to increase from \$1,903,259.65 to \$1,913,545.88.

WHEREAS, Di Cara Rubino Architects and Administration have reviewed the change order and recommends approval;

NOW, THEREFORE BE IT RESOLVED, that the Mine Hill Board of Education approves change order GC-09 PCO-26.

- f. RESOLVED, that the Board of Education accepts the recommendation of the Business Administrator and approves the **Joint Transportation Agreement with Sussex County Regional Cooperative for Transportation Services for Special Education, Public/Private School, and Field trips**, as needed for the **2024-2025 school year**.

Motion of: _____ Seconded by: _____

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|----------------|--------------------|----------------|--------------|---------------|--------------|---------------------|-----------------|
| YES | | | | | | | |
| NO | | | | | | | |
| ABSTAIN | | | | | | | |
| RECUSE | | | | | | | |

15. INSTRUCTION & CURRICULUM

Committee of a Whole

- a. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent and approves the **2023-2024 proposed field trips** listed below:

| Grade | Destination |
|--|----------------------------------|
| 6th grade graduation parent sponsored trip | The Funplex North, East Hanover* |

**PTA to cover cost of trip & transportation*

- b. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent and approves the **2024 Extended School Year program** to tentatively begin on Monday, July 1, 2024, and end on Thursday, July 25, 2024.

The ESY program will run Monday through Thursday each week and will be held from 8:30 a.m. to 12:30 p.m. for teachers, 9:00 a.m. to 12:00 p.m. for paraprofessionals.

- c. RESOLVED, that the Board of Education approve the **2024 Summer Learning Enrichment Program** to be paid using ESSER III (Evidence Based Summer Learning and Enrichment Funding)

The Summer Enrichment program is to tentatively begin on Monday, July 1, 2024, and end on Thursday, July 25, 2024, and will be held from 8:30 a.m. to 12:30 p.m. for teachers, 9:00 a.m. to 12:00 p.m. for students contingent upon registration. (Funding available for two teachers and an administrator)

Motion of: _____ Seconded by: _____

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|----------------|--------------------|----------------|--------------|---------------|--------------|---------------------|-----------------|
| YES | | | | | | | |
| NO | | | | | | | |
| ABSTAIN | | | | | | | |
| RECUSE | | | | | | | |

16. PERSONNEL

Committee of a Whole

New Personnel employment appointments are contingent upon the required state and federal criminal history background checks in accordance with N.J.S.A. 116, P.L. 1986, and

BE IT FURTHER RESOLVED that the Board submit to the County Superintendent, as required, applications for emergency hiring and the applicant's attestations that they have not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et.seq. N.J.S.A. 18A:39-17 et.seq. or N.J.S.A. 18A:6-4.13 et.seq.

- a. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent and approves **Berihoska Pumarol, as an Instructional Aide**, at a prorated salary of \$18,745.00/year, no benefits for the 2023-24 school year. To be paid out of account #: 11-216-100-106-00-000.
- b. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent and approves **Julia Fedorko, as an Instructional Aide**, at a prorated salary of \$18,745.00/year, no benefits for the 2023-24 school year beginning on or before April 8, 2024, pending receipt of all paperwork. To be paid out of account #: 11-216-100-106-00-000.

Motion of: _____

Seconded by: _____

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|-------------------|-----------------------|-------------------|-----------------|------------------|-----------------|------------------------|--------------------|
| YES | | | | | | | |
| NO | | | | | | | |
| ABSTAIN | | | | | | | |
| RECUSE | | | | | | | |

17. POLICY / OPERATIONS / PUBLIC RELATIONS *Committee of a Whole*

- a. RESOLVED, that the Board of Education approves the following **Policies** for **First Reading**:

| <u>Policy #</u> | <u>Policy Title</u> |
|-----------------|--|
| P1140 | Educational Equity Policies/Affirmative Action (M) (Revised) |
| P1523 | Comprehensive Equity Plan (M) (Revised) |
| P1530 | Equal Employment Opportunities (M) (Revised) |
| P1550 | Equal Employment/Anti-Discrimination Practices (M) (Revised) |
| P2260 | Equity in School and Classroom Practices (M) (Revised) |
| P2411 | Guidance Counseling (M) (Revised) |
| P3211 | Code of Ethics (Revised) |
| P5750 | Equitable Educational Opportunity (M) (Revised) |
| P5755 | Equity in Educational Programs and Services (M) (Abolished) |
| P5842 | Equal Access of Student Organizations (Revised) |
| P7610 | Vandalism (Revised) |
| P9323 | Notification of Juvenile Offender Case Disposition (Revised) |
| P2423 | Bilingual Education (M) (Revised) |
| P2431.4 | Prevention and Treatment of Sports-Related Concussions and Head Injuries (M) (Revised) |

- b. RESOLVED, that the Board of Education approves the following **Regulations**:

| <u>Reg. #</u> | <u>Regulation Title</u> |
|---------------|--|
| R1530 | Equal Employment Opportunity Complaint Procedure (M) (Revised) |
| R2200 | Curriculum Content (M) (Revised) |
| R2260 | Equity in School and Classroom Practices Complaint Procedure (M) (Revised) |
| R5440 | Honoring Student Achievement (Revised) |
| R7610 | Vandalism (Revised) |
| R2423 | Bilingual Education (M) (Revised) |
| R2431.4 | Prevention and Treatment of Sports-Related Concussions and Head Injuries (Revised) |

- c. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent to **approve the revised job description for Speech and Language Specialist**.
- d. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent to **approve the revised job description for Guidance Counselor**.

- e. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent to **approve the job description for Teacher Assistant.**
- f. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent to **approve the job description for STEAM Teacher/Technology Coach.**
- g. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent to **add three (3) FTE positions** under the titles of **Teacher Assistants for the Preschool expansion program** to be paid out of the Preschool Expansion Grant funds.
- h. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent and approves **adding one (1) FTE position** under the title of **Pre-K Teacher** for the **Preschool expansion program** to be paid out of the Preschool Expansion Grant funds.
- i. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent and approves **Charlotte Danielson as the Teacher Evaluation Plan and Multidimensional Leadership Performance System as the Principal Evaluation Plan** for the 2023-24 school year.
- j. RESOLVED, that the Board of Education accepts the recommendation of the Superintendent and approves the **Travel, Conference and Workshops** listed below:

| Date(s) | Employee | Conference/Workshop Location | Registration / Meals | Lodging / Travel | Estimated Total Expense |
|-----------------|--------------------|----------------------------------|----------------------|----------------------|-------------------------|
| 6/5/24 - 6/7/24 | Carolina Rodriguez | NJASBO Conference, Atlantic City | \$500.00 \$147.50 | \$238.00 \$220.70 | \$1,106.20 |

Motion of: _____

Seconded by: _____

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|----------------|--------------------|----------------|--------------|---------------|--------------|---------------------|-----------------|
| YES | | | | | | | |
| NO | | | | | | | |
| ABSTAIN | | | | | | | |
| RECUSE | | | | | | | |

18. BUILDINGS & GROUNDS *Pete Bruseo, Brian Homeyer, Srinivasa Rajagopal*

19. Presidents Report

20. Dover Report *Diane Morris, Katie Bartnick, Brian Homeyer*

21. MHEF Report *Katie Bartnick, Jennifer Antoncich*

22. Liaison to Mine Hill Township Report *Jennifer Antoncich, Jennifer Waters*

23. Community Committee Report

24. Old Business

25. New Business

26. Public Discussion

27. Executive Session

On the motion of _____ seconded by _____ at _____ p.m. the Board approves the following resolution:

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|-------------------|-----------------------|-------------------|-----------------|------------------|-----------------|------------------------|--------------------|
| YES | | | | | | | |
| NO | | | | | | | |
| ABSTAIN | | | | | | | |
| RECUSE | | | | | | | |

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED, the Board of Education adjourns to closed session to discuss: (select one or more)

- 1) a matter rendered confidential by federal or state law
- 2) a matter in which release of information would impair the right to receive government funds
- 3) material the disclosure of which constitutes an unwarranted invasion of individual privacy
- 4) a collective bargaining agreement and/or negotiations related to it
- 5) a matter involving the purchase, lease, or acquisition of real property with public funds
- 6) protection of public safety and property and/or investigations of possible violations or violations of law
- 7) pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege
- 8) specific prospective or current employees unless all who could be adversely affected request an open session
- 9) deliberation after a public hearing that could result in a civil penalty or other loss;

AND BE IT FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

Note: This closed session will include items in categories _____. It may be adjourned while business is conducted in public then reconvened after public business has been completed.

28. Return to Public Session

On the motion of _____ seconded by _____ at _____ p.m. the Board returns to the regular session meeting.

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|-------------------|-----------------------|-------------------|-----------------|------------------|-----------------|------------------------|--------------------|
| YES | | | | | | | |
| NO | | | | | | | |
| ABSTAIN | | | | | | | |
| RECUSE | | | | | | | |

29. Adjournment

On the motion of _____ seconded by _____ at _____ p.m. the Board adjourns meeting.

| Roll Call Vote | Jennifer Antoncich | Katie Bartnick | Peter Bruseo | Brian Homeyer | Diane Morris | Srinivasa Rajagopal | Jennifer Waters |
|-------------------|-----------------------|-------------------|-----------------|------------------|-----------------|------------------------|--------------------|
| YES | | | | | | | |
| NO | | | | | | | |
| ABSTAIN | | | | | | | |
| RECUSE | | | | | | | |