

**NORTHERN HIGHLANDS REGIONAL HIGH SCHOOL  
BOARD OF EDUCATION**

**Regular Meeting**

**August 29, 2016**

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**AGENDA**

1. **CALL TO ORDER:** The Board President will call the meeting to order.
  
2. **FLAG SALUTE and PUBLIC MEETINGS STATEMENT:**  
The Board Secretary will read the following: The New Jersey Open Public Meetings Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies, at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act, the Secretary has transmitted notice of this meeting by having the date, time and place sent to the North Jersey Media Group (Ridgewood News, The Record), the Boroughs of Allendale and Upper Saddle River and published on January 8, 2016 in the Ridgewood News and The Record and posted in the Board of Education Office at Northern Highlands Regional High School. Our agenda allows two opportunities for public comments; at the beginning of the meeting for agenda items only and at the conclusion of our meeting for general comments. We ask members of the public to state their name and address and limit their comments to a three to five minute time period.

3. **ROLL CALL**

<b>NAME</b>	<b>PRESENT</b>	<b>ABSENT</b>
Mrs. Barbara Garand		
Mrs. Anne Goddard		
Dr. Robert Hands		
Mr. James Mulanaphy		
Mrs. Ann Pagano		
Mrs. Gail Trumbetti		
Ms. Ellen Marie Walsh		
Mrs. Lisa Jill Webb		
Mr. Robert C. Wei		
Dr. Sheila Yallowitz		
Mr. Henry Senger (Saddle River Liaison)		
Dr. Scot Beckerman, Superintendent		
Mr. James Davis, Business Administrator/Board Secretary		

4. **SPECIAL PRESENTATION: NONE**
  
5. **STUDENT REPRESENTATIVE REPORTS: NONE**
  
6. **COMMITTEE & LIAISON REPORTS**
  
7. **PRINCIPAL'S REPORT**

**8. SUPERINTENDENT'S REPORT****9. OPEN TO THE PUBLIC FOR COMMENTS ON AGENDA ITEMS****10. ACTION ITEMS FOR Business Agenda for August 29, 2016, BOARD OF EDUCATION MEETING:**

\_\_\_\_\_ moved, and \_\_\_\_\_ seconded:

RESOLVED: That the Board of Education approves/accepts the following business item(s) **B-1** through **B-41**, in accordance with NJSA 18A and NJAC Title 6, et. sec., including NJAC 6A:23-2.11 reporting no over-expenditure of funds and upon the recommendation of the Superintendent and Business Administrator:

**B-1.** Approval of transfers, per attachment.

**B-2.** Approval of the Board Secretary and Treasurer's report for the month of July 2016.

**B-3.** Approval of current bills list (check register) from July 8, 2016 through, August 22, 2016, per attachment.

**B-4.** Approval of minutes, June 6, June 20 and July 13, 2016, Board of Education meetings and executive session, per attachment.

**B-5.** *Approval of the following staff travel (accommodations note room rate only; occupancy taxes & Fees associated therein and other costs on trips presently unknown, meals for overnight trips and Mileage, tolls, parking will be reimbursed in accordance with policy and law).*

Who: Pamela Frey  
 What: Criminal History Workshop  
 Where: Passaic County Public Safety Academy, Wayne, NJ  
 When: Tuesday, September 20, 2016  
 Costs: Registration: no cost  
 Mileage: as per NJ OMB Guidelines

Who: Kelly Peterfriend  
 What: Bullying Prevention Specialist Training  
 Where: Online  
 When: Monday, August 1, 2016  
 Costs: Registration: \$175.35  
 Mileage: as per NJ OMB Guidelines

Who: Kelly Peterfriend, Elizabeth Duch  
 What: Anti-Bullying Specialist – How to Investigate Claims  
 Where: FEA, Monroe Township, NJ  
 When: Tuesday, August 30, 2016  
 Costs: Registration: \$150 each, total \$300  
 Mileage: as per NJ OMB Guidelines

Who: Kelly Peterfriend, Jason Grabelsky  
What: 4<sup>th</sup> Annual National Suicide Prevention Day  
Where: NJ Dept. of Children & Families, New Brunswick, NJ  
When: Monday, September 12, 2016  
Costs: Registration: no cost  
Mileage: as per NJ OMB Guidelines

- B-6.** Approval of contract for Home/Hospital Instruction for the 2016-2017 school year from the Bergen County Special Services/Home Hospital Program, at the rate of \$65 per hour, per attachment.
- B-7.** Approval of Regular School year (2016-2017) tuition for a student (ID 5386) for the period July 1, 2016 – June 30, 2017, at Spectrum 360, in the amount of \$67,248.20 as described in the student’s IEP, per attachment.
- B-8.** Approval of agreement for the 2016-2017 school year with American Tutor, Inc. to provide tutorial services at a rate not to exceed \$58.00 per hour, 10 hours per week, per attachment.
- B-9.** Approval of agreement for the 2016-2017 school year with Four Winds Hospital to provide On-Site Education Instruction Services at a tutorial rate not to exceed \$56.00 per hour, 10 hours per week, per attachment.
- B-10.** Approval of agreement for the 2016-2017 school year with Silver Hill Hospital to provide tutorial services at a rate not to exceed \$60.00 per hour, 10 hours per week, per attachment.
- B-11.** Approve the appointment of Educere LLC, Ambler, PA and the attached agreement for the 2016-2017 school year to provide “educational services” to the district that is being awarded based upon an exception contained in Title 18A, specifically 18A:18A-5a-5 which excludes “library and educational goods and services” from bidding, per attachment.
- B-12.** Approval of MICHAEL SEREY to provide physical therapy services to a student (ID 7580) for the period July 1, 2016 through June 30, 2017, two sessions per week for approximately 48 weeks at the rate of \$105/session, totaling \$10,080, per attachment.
- B-13.** Approval of Regular School year (2016-2017) tuition for a student (ID 6270) for the period July 1, 2016 – June 30, 2017, residing at The New England Center for Children, Inc., in the amount of \$379,512.40 as described in the student’s IEP, per attachment.
- B-14.** Approval of agreement for the 2016-2017 school year with Care Finders Total Care LLC. to provide substitute school nurse services at a rate not to exceed \$50.00 per hour, per attachment.
- B-15.** Approval of shelter agreement with the American National Red Cross to permit the Northern Highlands Regional High School facility to be used as a temporary refuge for disaster victims, per attachment.
- B-16.** Approval of the substitute certified athletic trainer’s agreement with SD Gameday, LLC for the 2016-2017 school year, per attachment.

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- B-17.** Approval of MUGNI ZHAKU as a Custodian for the 2016-2017 school year, effective September 1, 2016, at the salary of \$40,379 (pro-rated), and an additional stipend of \$775.00 (Boiler License), per attachment.
- B-18.** Approval of Regular School year (2016-2017) tuition for a student (ID 5509) for the period September 1, 2016 – May 21, 2017 at Berkshire Hills Music Academy, in the amount of \$48,039, as described in the student's IEP, per attachment.
- B-19.** Approval of Regular school year tuition (2016-2017), for a student, (ID 6718) at Community High School for the period September 7, 2016 through June 30, 2017, as described in their IEP, in the amount of \$47,941.20, per attachment.
- B-20.** Approval of Regular school year tuition (2016-2017), for a student, (ID 6713) at Community High School for the period September 7, 2016 through June 30, 2017, as described in their IEP, in the amount of \$47,941.20, per attachment.
- B-21.** Approval of extended school year and regular school year tuition for a student (ID 4991) at Ramapo for Children for the period July 1, 2016 – June 30, 2017, as described in the student's IEP, in the amount of \$66,000, per attachment.
- B-22.** Approval of Regular school year tuition (2016-2017) for a student (ID 6712) at the BCSS - Visions Saddle Brook Middle School for the period September 1, 2016 through June 30, 2017, as described in their IEP, in the amount of \$57,960, per attachment.
- B-23.** Approval of Regular school year tuition (2016-2017) for a student, (ID 5389) at BCSS-New Bridges Program, Paramus for the period September 1, 2016 through June 30, 2017, as described in their IEP, in the amount of \$78,660, per attachment.
- B-24.** Approval of agreement for the 2016-2017 school year with Education, Inc. to provide tutorial services at a rate not to exceed \$50.00 per hour, 10 hours per week, per attachment.
- B-25.** Approval of Regular school year tuition (2016-2017) for a student, (ID 6124) at BCSS-Career Crossroads Program, Paramus for the period September 1, 2016 through June 30, 2017, as described in their IEP, in the amount of \$14,500, per attachment.
- B-26.** Approval of agreement with Valley Hospital, Kireker Center for Child Development, to provide Physical Therapy services to a student (ID 20034) for the period July 1 through September 30, 2016, \$294 per session, once a week for approximately 14 weeks totaling approximately \$4,116, per attachment.
- B-27.** Approval of Regular School year (2016-17) tuition for a student (ID 6268) for the period September 6, 2016 – June 22, 2017 at The Bridges 1 MCI Program (Fair Lawn Board of Education), in the amount of \$28,919 as described in the student's IEP, per attachment.
- B-28.** Approval of outside Neuropsychological Evaluation by Jane M. Healey, Ph.D. for a student (ID 20178), per attachment.

- B-29.** Approval of Transition Services (2016-2017) for a student, (ID 6124) at BCSS-Career Crossroads Program, Paramus for the period September 1, 2016 through June 30, 2017, as described in their IEP, in the amount of \$15,136, per attachment.
- B-30.** Approval of Transition Services (2016-2017) for a student, (ID 6268) at BCSS-Educational Enterprises Division for the period September 1, 2016 through June 30, 2017, as described in their IEP, in the amount of \$7,032, per attachment.
- B-31.** Approval of Bergen County Special Services as provider of teacher of the deaf services for a student, (ID 17434) as described in their IEP, for an amount not to exceed \$13,200, per attachment.
- B-32.** Approval of parental reimbursement in the total amount of \$19,158.79 for a student (ID 5731) to attend a Fall 2016 program at The College of New Jersey, per the settlement agreement approved on April 13, 2015, per attachment.
- B-33.** Approval of agreement with Care Finders Total Care LLC. to provide nurse services for the Transition Project retreat, August 21 – 22, 2016 at a rate not to exceed \$50.00 per hour, totaling approximately \$1,600, per attachment.
- B-34.** Approval of Valley Health Services to provide physician services for the 2016-17 school year in the amount of \$12,000.
- B-35.** RESOLVED, that the Northern Highlands Board of Education hereby approves the allocation of \$10,172 from the fiscal year 2016/17 NCLB Title IIA grant funds to partially offset the salary of Ms. Alison Cilurzo, Family and Consumer Science teacher, for the purpose of Reduction of Class Size.
- B-36.** Approval of Kelly Peterfriend as Anti-Bullying Specialist for the 2016-2017 school year.
- B-37.** RESOLVED, that the Northern Highlands Board of Education accepts the proposal for Nightly Custodial Services for the 2016-2017 school year from Jani-King of New Jersey, Inc. in the contract amount of \$35,206.06, per attachment. Four proposals were received.
- B-38.** RESOLVED, that the Northern Highlands Board of Education approve the “final budget transfers” applicable to fiscal year 2016, including all budget transfers processed by the School Business Administrator subsequent to the June 20<sup>th</sup> board meeting inclusive of the budget transfer to Capital Outlay for \$ 132,923 regarding the Athletic Field Coaches Viewing Area, and in accordance with all applicable laws and regulations as promulgated by the NJ Department of Education.
- B-39.** Approval to accept the donation of a 32” Olevia Flat Screen Television from Mr. Joel Frank with an approximate value of \$350, per attachment.
- B-40. Construction Project Change Order**  
**WHEREAS**, on June 6, 2016 the Northern Highlands Board of Education awarded Salazar & Associates, Inc. the original bid for the Auditorium Upgrade Project in the total contract lump sum of \$927,200 including alternates; and  
**WHEREAS**, changes are necessary in order for the project to be completed;

**NOW, THEREFORE BE IT RESOLVED**, that the Northern Highlands Board of Education approves the following change order to Salazar & Associates, Inc. in the amount of \$22,132.30 (deduct):

#1 Amendment to bid specifications per attachment \$22,132.30 (**deduct**)

**B-41. Resolution Authorizing Disposal of Surplus Property**

WHEREAS, the Northern Highlands Regional High School Board of Education (“Board”) is the owner of certain surplus property which is no longer needed for public use; and  
WHEREAS, the Board are desirous of selling said surplus property in an “as is” condition without express or implied warranties.

NOW THEREFORE, be it RESOLVED by the Northern Highlands Board of Education in Allendale NJ, County of Bergen, as follows:

(1) The sale of the surplus property shall be conducted through GovDeals pursuant to State Contract A-83453/T2581 in accordance with the terms and conditions of the State Contract. The terms and conditions of the agreement entered into with GovDeals is available online at govdeals.com and also available from the Board.

(2) The sale will be conducted online and the address of the auction site is govdeals.com.

(3) The sale is being conducted pursuant to Local Finance Notice 2008-9.

(4) A list of the surplus property to be sold is as follows:

- Old computers/furniture as per attachment

(5) The surplus property as identified shall be sold in an “as-is” condition without express or implied warranties with the successful bidder required to execute a Hold Harmless and Indemnification Agreement concerning use of said surplus property.

(6) The Board reserves the right to accept or reject any bid submitted.

Roll Call:

**11. ACTION ITEMS FOR the Education Agenda for August 29, 2016 BOARD OF EDUCATION MEETING:**

\_\_\_\_\_ moved and \_\_\_\_\_ seconded:

RESOLVED: That the Board of Education approve/accept the following Education items, **E-1** through **E-28**, upon the recommendation of the Superintendent, effective immediately following the completion of required certification and documentation:

**E-1.** Accept and affirm the Harassment, Intimidation, and Bullying investigation report, per attachment.

**E-2.** Approve the **second reading** of the following Board of Education Policies, Regulations and Bylaw updates, per attachment.

P 1140	Affirmative Action Program (M) (Revised)
P 1220	Employment of Chief School Administrator (M) (Revised)
P 1310	Employment of School Business Administrator/Board Secretary (Revised)
P 1523	Comprehensive Equity Plan (M) (Revised)
P 1530	Equal Employment Opportunities (M) (Revised)
R 1530	Equal Employment Opportunity Complaint Procedure (M) (Revised)
P 1550	Affirmative Action Program for Employment and Contract Practices (M) (Revised)
P & R 2200	Curriculum Content (M) (Revised)

P 2260	Affirmative Action Program for School and Classroom Practices (M) (Revised)
P & R 2411	Guidance Counseling (M) (Revised)
P & R 2423	Bilingual and ESL Education (M) (Revised)
P 2610	Educational Program Evaluation (M) (Revised)
P 2622	Student Assessment (M) (Revised)
P 3111	Creating Positions (Revised)
P 3124	Employment Contract (Revised)
P 3125	Employment of Teaching Staff Members (M) (Revised)
P 3125.2	Employment of Substitute Teachers (Revised)
P & R 3126	District Mentoring Program (Revised)
P 3141	Resignation (Revised)
P & R 3144	Certification of Tenure Charges (Revised)
P 3159	Teaching Staff Member/School District Reporting Responsibilities (Revised)
P 3231	Outside Employment as Athletic Coach (Revised)
P 3240	Professional Development for Teachers and School Leaders (M) (Revised)
R 3240	Professional Development for Teachers and School Leaders (Revised)
P 4159	Support Staff Member/School District Reporting Responsibilities (Revised)
P 5305	Health Services Personnel (Revised)
R 5330	Administration of Medication (M) (Revised)
P 5339	Screening for Dyslexia (M) (Revised)
P 5350	Student Suicide Prevention (Revised)
R 5350	Student Suicide (Revised)
P 5460	High School Graduation (M) (Revised)
P 5514	Student Use of Vehicles on School Grounds (Revised)
P 5750	Equal Educational Opportunity (M) (Revised)
P 5755	Equity in Educational Programs and Services (M) (Revised)
P 7481	Unmanned Aircraft Systems (UAS also known as Drones) (New)
P & R 8441	Care of Injured and Ill Persons (M) (Revised)
P 8454	Management of Pediculosis (New)
P 8630	Bus Driver/Bus Aide Responsibility (M) (Revised)
R 8630	Emergency School Bus Procedures (M) (Revised)
P 9541	Student Teachers/Interns (Revised)

**E-3.** Approve and adopt the following Course Proficiencies for the 2016-2017 school year, per attachment.

1. Grade 9 English 9
2. Grade 9 Foundations in Literacy and Technology
3. Grade 10 American Literature
4. Grade 11-12 Literature About the Individual
5. Grade 11-12 Literature About Society
6. Grade 11-12 British Literature
7. Grade 11-12 Modern Fiction and Non-Fiction
8. Grade 11-12 Honors Humanities
9. Grade 12 AP English
10. Grade 12 Senior English Seminar
11. Algebra II
12. Geometry

- 13. Pre-Calculus
- 14. Statistics and Probability

**E-4.** Approve Northern Highlands Regional High School Board of Education Goals for the 2016- 2017 school year, per attachment.

**BOE GOAL #1:** Prepare for and Initiate negotiations for sending-receiving contract with Saddle River Board of Education.

**BOE GOAL #2:** Increase intra-communication and evaluate organization/structure of Board of Education.

**BOE GOAL #3:** Financial laws and requirements are constantly changing on a year to year basis. To ensure that the BOE can best represent their communities in these areas, they will improve their breadth and depth of knowledge in the areas of budgetary process and district finances.

**E-5.** Approve Northern Highlands Regional High School District Goals for the 2016-2017 school year, per attachment.

**DISTRICT GOAL #1:** Ensure proper integration of 1:1 into district instructional practices.

**DISTRICT GOAL #2:** Explore personalized learning opportunities for possible district expansion of offerings.

**DISTRICT GOAL #3:** Evaluate and assess all district athletic facilities to determine short and long term needs.

**E-6.** Approve the 2016-2017 Student/Parent Handbook, per attachment.

**E-7.** Approve the 2016-2017 Faculty/Staff Handbook, per attachment.

**E-8.** Approve the 2016-2017 General Emergency and Crisis Management Procedures, per attachment.

**E-9.** Approve the 2016-2017 Annual District Nursing Services Plan, per attachment.

**E-10.** Approve the Statement of Assurance Regarding the Use of Paraprofessional Staff for the 2016-2017 school year, per attachment.

**E-11.** Approve a new position for a 1:1 Special Education Aide for the 2016-2017 school year, effective September 1, 2016 to June 30, 2017.

**E-12.** Accept, with regret, the resignation of GEORGE GRANT, Teacher of Physics, effective October 7, 2016, per attachment.

**E-13.** Approve the appointment of ELIZABETH DUCH as Teacher of Family and Consumer Science for the 2016-2017 school year, effective October 3, 2016 or sooner to June 30, 2017 at a total salary of \$67,430. (BA, Step 11), prorated, per attachment.

**E-14.** Approve and adopt a new Student Activity Club, "The Fishing Club", operated on a volunteer/ non-financial support basis, effective for the 2016-2017 school year.



**E-15.** Approve the following Athletic/Co-Curricular assignments for the 2016-2017 school year.

1. MICHAEL MENZELLA as Assistant Girls Soccer Coach (Group 3a \$6,089)
2. MICHELE DELUISE as Assistant Fall Cheerleading Coach (Group 5 \$1,673)
3. GASPAR LEZNIK as Assistant Winter Fencing Coach (Group 4a \$6,604)
4. ROBERT LEET as Assistant Director Marching Band (Group 4 \$2,861)
5. DANIELLE HARRIS as Assistant Director Marching Band (Group 4 \$2,861)
6. JOHN OSINSKI as Assistant Marching Band Coach (Group 5 \$1,673)
7. JAY O'BRIEN as Assistant Marching Band Coach (Group 5 \$1,673)
8. KEN MAGRO as Assistant Marching Band Coach (1/2 of Group 5 \$836.50 each)
9. EMIL HSU as Assistant Marching Band Coach (1/2 of Group 5 \$836.50 each)
10. EILIS MCGOVERN as Girls Soccer Volunteer
11. EMMA BOLTON as Girls Lacrosse Volunteer
12. LAUREN GEBBIA as Girls Tennis Volunteer
13. JOSEPH ZOBEL as Football Volunteer
14. MATTHEW KRZYSIK as Fishing Club Volunteer
15. KATIE HINCHEN as Cross Country Volunteer
16. COLE MARINO as Marching Band Volunteer
17. BILLY ZARYCHTA as Marching Band Volunteer
18. NICHOLAS MAGRO as Marching Band Volunteer
19. VICTORIA ABRAMIK as Marching Band Volunteer
20. LILLIE LONSKI as Marching Band Volunteer
21. COLIN DOHERTY as Marching Band Volunteer
22. FRED MAGRO as Marching Band Volunteer
23. KYLE KUBICKI as Marching Band Volunteer

**E-16.** Approve all Northern Highlands Coaching staff as event workers, as necessary, at the NHEA rate, for all athletic competitions not affiliated with their sport for the 2016-2017 school year.

**E-17.** Approve all Northern Highlands Staff for supervision, chaperones and event workers, as necessary, for the 2016-2017 school year as follows:

- Media Center Supervision for morning and afterschool hours, at the NHEA rate, for an estimated annual cost not to exceed of \$9,800.
- Wellness Center/Weight Room Supervision for afterschool hours, at the NHEA rate, for an estimated annual cost not to exceed of \$7,500.
- Cafeteria Supervision for morning hours, at the NHEA rate, for an estimated annual cost not to exceed \$5,500.
- Detention Supervision for afterschool hours, at the NHEA rate, for an estimated annual cost not to exceed of \$6,650.
- Saturday Detention Supervision, at the NHEA rate, for 4 hours, for an estimated annual cost not to exceed \$2,700.
- Fall Play Chaperones, at the NHEA rate, for 4 chaperones per day, for 3 days, for an estimated annual cost not to exceed \$900.

- Spring Musical Chaperones, at the NHEA rate, for 4 chaperones per day, for 4 days, for an estimated annual cost not to exceed \$1,200.
  - Event Workers for all Athletic competitions, at the NHEA rate.
- E-18.** Approve DIANE BROWN and JOSEPH HAUSMANN as event workers, as necessary, at the NHEA rate, for all Athletic competitions for the 2016-2017 school year.
- E-19.** Approve ROBIN GOTTESMAN as Volunteer School Photographer, for the 2016-2017 school year.
- E-20.** Approve JOSHUA GILLENSON and CHUNG-YI LIN as Substitute Teacher(s)/Homebound Instructor(s)/Tutor(s) for the 2016-2017 school year, per attachment.
- E-21.** Approve YASMINE NAGAMINE and MICHAEL ANDRADE as participating Montclair State student Athletic Trainers for the Fall Semester, 2016.
- E-22.** Approve and grant permission for ANTHONY D’IORIO, to participate in rowing regattas under the affiliation of Northern Highlands Regional High School name, as a member of the Bergen County Rowing Academy, for the 2016-2017 school year, at no cost to the district.
- E-23.** Approve a change in degree status for KIMBERLY HAYES, Teacher of English, from MA+30 to MA+60, effective September 1, 2016.
- E-24.** Approve a change in degree status for PAULETTE GARERI, Teacher of Mathematics, from BA to MA, effective September 1, 2016.
- E-25.** Approve a change in degree status for MARY LARDIERE, Teacher of Art, from MA to MA+30, effective September 1, 2016.
- E-26.** Approve a change in degree status for LAUREN ZUCKER, Teacher of English, from MA+30 to MA+60, effective September 1, 2016.
- E-27.** Approve location for Project Graduation Field Trip for the Class of 2017, per attachment.
- E-28.** Approve the receipt of 4 (four) out of district Tuition Student(s) for the 2016-2017 school year, per attachment.

Roll Call:

- 12. BOARD PRESIDENT’S REPORT**
- 13. OLD BUSINESS**
- 14. NEW BUSINESS**
- 15. OPEN TO THE PUBLIC**

**16. EXECUTIVE SESSION**

**IT IS HEREBY RESOLVED** that the Northern Highlands Regional High School Board of Education shall go into executive session to discuss the following matters:

- **Legal Matters - Pending Litigation**

The minutes of this executive session will be released when the need for confidentiality no longer exists. There are some topics (such as student matters) for which the need for confidentiality may never cease to exist.

\_\_\_\_\_ moved, and \_\_\_\_\_ seconded that the Board move into executive session.

TIME: All in Favor: \_\_\_\_\_ Opposed: \_\_\_\_\_

\_\_\_\_\_ moved, and \_\_\_\_\_ seconded that the Board moves into public session.

TIME: All in Favor: \_\_\_\_\_ Opposed: \_\_\_\_\_

**17. ADJOURNMENT**

\_\_\_\_\_ moved, and \_\_\_\_\_ seconded that the meeting be adjourned.

TIME: All in Favor: \_\_\_\_\_ Opposed: \_\_\_\_\_