RECOMMENDATIONS

It is recommended that:

PERSONNEL (1.1-1.5)

1.1 The Board approve the personnel items in accordance with the lists provided and on file with the Secretary of the Board:
   a. Retirements, Resignations, Termination, Separations, Leaves of Absence, Employment, Transfers
   b. Students
   c. Substitutes
   d. Extracurricular Activities
   e. Summer

Mr. English asked in regards to the chess match at the high school does the Superintendent believe that this is the strongest educationally sound move for 2,500 students and staff. Dr. Gruccio explained that her decision to make that cut was a budget reason. Mr. English said it is not personal but he feels that each high school should have a principal. He said if this was an issue, that the majority felt should not be done, there was ample time over that past two weeks for this room to be full of people who agree that this was not the best move for this building. Mr. English said he will be supporting Dr. Gruccio’s recommendation this evening with reservation based on his concern. He said the word continuity could haunt this district over the next six months. Dr. Gruccio said she stated last week that she believes this will work but if it does not she has no problem admitting it did not work. Mr. English said that is a gamble that he does not want to put his chips into. He said with the budget cuts coming he believes that opens the door for serious future problems for our district. Mr. English asked if in the future the policy could be reviewed as far as the hiring process for coaches to make sure there are no gray areas. He will be supporting winter athletic coaches with reservations as he did last month. Dr. Gruccio asked Mr. Robbins if he sends out written guidelines. Mr. Robbins responded yes. Mr. English asked if each coach has their own set of rules and are parents aware of it.
Mr. DiGiorgio echoed Mr. English’s sentiments and is also concerned about the high school configuration but will be supportive with reservations.

Mr. DeWinne said he would like to see the long term plan for athletics. He said keeping two principals at the high school was discussed in finance.

Ms. Morello appreciated Dr. Gruccio changing Mr. Olsen’s start date at Johnstone Elementary School.

1.2 The Board approve all district certificated staff as Home Instruction Tutors for the 2014-2015 school year which are on file with the Board Secretary.

1.3 The Board approve authorizing the Board Secretary and the Superintendent to issue “Reasonable Assurance” of continued employment for 2014-2015 school year to all substitute personnel.

1.4 The Board approve the following contracts for the term of 1 year commencing July 1, 2014 to June 30, 2015:

a. Nathan Frey, Assistant Superintendent for Curriculum and Instruction

Mr. DeSanto said this is a very unusual situation and generally the issue of non-renewal comes up because the Superintendent recommends non-renewal of non-tenured people and the Board votes on the Superintendents recommendation of non-renewal. He said based upon the discussion in executive session out here it appears that the possibility exists that you will be voting not to renew a recommendation by the Superintendent. Mr. DeSanto said his biggest concern is that there is a process set forth in the statute and it is his responsibility to give advice and counsel the Board on the proper process.
Mr. DeSanto said the process involves a disclosure, if requested by a non-renewed person, the reason for your action. He said what he is concerned about is that if it were not expressed at this meeting it is not appropriate to provide the reasons by affidavit or sometime after the fact. Mr. DeSanto said because the statute does not specify the process in detail if there is a non-renewal with the reasons articulated tonight his suggestion would be to take the vote. In the event the person is renewed and there are some “no” votes there is no reason for those “no” votes to be expressed. Mr. DeSanto said however; at the end of the vote if there is a majority in favor of non-renewal before we move on he will request for Mr. Medio to ask the Board members who voted “no” to state their reasons for it. He said at that time at least we will have on the record or at this meeting a statement of reasons.

b. Ruth Polof, Assistant Superintendent for Administration

Mr. Baruffi voted “no” because the Finance Committee put together a serious budget that entailed a ten million dollar deficit in the upcoming years. He said since the Finance Committee recommended for that position to be cut to save money is the reason why his vote is “no.”

Mr. DiGiorgio said he respects Mrs. Polof as an employee of the district but will be voting “no” for her appointment as Assistant Superintendent for Administration.

Ms. Morello voted “no” for budgetary reasons and it would have the least impact on employees.

Mr. English voted “no” because he believes that the Assistant Superintendent of Administration has the tough job of making sure the building principals are performing at their peak performance day in and day out with no shenanigans. He said he does not feel that the hammer was dropped down the proper way in some areas with the lack of continuity at the high school.
Mr. Medio voted “no” for the reasons he stated in executive session.

Mr. DeSanto said since the majority vote is “no” he asked for three Board Members to express their “no” vote.

Mr. DeWinne said his “no” vote is based upon a couple of things. He said one is this position is about to be tenured. Mr. DeWinne said with the handful of top executive positions in this district we should have the best people in them. He said he measures that based upon the performance, reports, responses to questions and levels of preparedness. Mr. DeWinne said there were many times he has seen supervisors who have been excellent. He was not getting that with reports that were presented to the Board and questions that have been answered. Mr. DeWinne said this job pays big money and when you are in front of the Board questions are asked and answers should be ready for those questions in response to the subject matter that is being presented.

Mr. DiGiorgio agreed with Mr. DeWinne but there is one other thing he wants to point out. He said this is a position that carries a lot of responsibility and matters need to be addressed quickly. Mr. DiGiorgio said during the year there were instances he felt were not addressed. He did not like the way the uniform policy was addressed and the discipline arrangements in the policy. Mr. DiGiorgio said there is an economic reason.

Mr. Jennings said his decision was based on the items that Mr. DeWinne spoke about. He said also several people in the public stated that we are top heavy and thinks this is a good budgetary move. Mr. Jennings thinks this position can be eliminated altogether and we can probably take those jobs and split them up amongst other supervisors or administrators.

Mr. Baruffi said they were told if this did happen Mrs. Polof would still be employed at the Board of Education in another high level position, which he knows she was good at.
Mr. Baruffi said Mrs. Polof will not be completely losing her job and thinks she is a needed person in this district and has experience as an assistant superintendent if the Superintendent needs an opinion.

c. Joseph Rossi, Executive Director, Human Resources

d. Herbert Schectman, Business Administrator/Board Secretary

Mr. Jennings wanted to reiterate what he said earlier. He said we have invested taxpayer money into this position and person. Mr. Jennings said for the sake of continuity he urged the Board to vote “yes” for Mr. Schectman’s position.

Mr. Baruffi said he is voting “no” because he communicates with the Board President at least three to four times a week and Mr. Medio told him that he has not communicated with the Business Administrator at all. He said he is taking Mr. Medio’s word and has been on Facebook with Mr. English and Mr. Ulrich. Mr. Baruffi said that Mr. Jennings has called him a number of times. He said as far as he is concerned it is a communication thing and Mr. Medio tells him that he is not being communicated enough so his vote is “no.”

Mrs. Morello voted “no” because she thinks it is not a good fit with far too many missteps. She has never experienced some of the things that came around this budget cycle.

Ms. Rios said she is voting “no” and stated her reasons in the public executive session.

Mr. Ulrich said he listened to Mr. Jennings argument that Mr. Schectman did experience a lot going into the cycle with obstacles to overcome.
Mr. Ulrich said he hears the same argument as Mr. DiGiorgio speaks about a high level position that hits the ground running, familiar with New Jersey school practices, and working in a district as complex as ours. He said that he knows going through the process there was a lack of applicants that were presented to the Board and it was almost like they had to settle at that period of time. Mr. Ulrich said by no fault of Mr. Schectman he was the default defacto for a position that needed to be filled. He would love to give him more time however; there have been times that he was caught off guard in executive session and questions have been drawn. Mr. Ulrich said early on he attributed it to not knowing the district and unfair comparisons to Mr. Franchetta who was the past Business Administrator. He said that he is not sure that there is not someone else out there that can step in and do a better job. Mr. Ulrich said with those reasons he will be voting “no.”

Mr. English said he and Mr. DiGiorgio had the advantage of sitting in on the interview process. He said hands down Mr. Schectman was the best choice and it was pretty clear. Mr. English believes during the interview a lot of the people interviewing stated that they did their homework on this district. He said if you do the homework on this district you need to know that you have to hit the ground running twenty four seven. Mr. English said there is a good possibility that might not be enough. He said he bangs the communication piece here and he and Mr. Schectman had an open line of communication. Mr. English said he has a great line of communication with everyone here because he takes the time to pick up the phone to get his questions answered. Mr. English said where the communication breakdown in his opinion happened was the budget process. He said Mr. Schectman inherited a situation that might have been out of control and he was hired to fix it.
Mr. English said he has stated many times in his line of work as a plumber he does not fix the same thing twice. He said if he cannot fix something he does not get paid. Mr. English said he has to hit the ground running every morning. He respects Mr. Schectman for the effort and job he has put in but when he hears the cries of the four horsemen of the Finance committee and lack of information, which comes down to a communication breakdown. Mr. English said we cannot afford to have this moving forward because it is so important. He said anyone who has come to these meetings they have seen him vote no to Grainger several times. Mr. English said that is a hint that he does not like the way the process is. He said that became an issue that he thought would be addressed. Mr. English said we did have a Meet & Greet but still a breakdown in communication from two high level positions happened. He said it is extremely hard for him tonight the way this process is going because yes the job was getting done but was it getting done to the specifications and degree that he considers satisfactory. Mr. English said that is why he has to vote “no.”

Mr. Medio voted “no” and said to say he was displeased with the budget process was an understatement. He said month after month we attempted to move forward with the budget process and were continuously stopped and blocked. Mr. Medio said it took almost two months for Mr. DeWinne to receive some information and he did not receive all the information that he requested. He asked Mr. DeWinne if that was correct. Mr. DeWinne responded yes. Mr. Medio said when the Board had to vote on the budget the county called and had every question answered immediately. He said that instills a major lack of confidence in him and central administration. Mr. Medio said he also goes along with what he said previously.

Mr. DiGiorgio said he takes no pride in voting “no” on something of this magnitude. He respects Mr. Schectman as a professional and it is extremely difficult for many of us to make these types of decisions.
Mr. DiGiorgio said words such as accountability are thrown around very easily in this district so this is an opportunity for accountability. He said sometimes it is difficult and not what everybody wants to hear. Mr. DiGiorgio said for the reasons already stated here the budget process was very difficult this year whether it was no fault of Mr. Schectman or the directions he takes from whomever. He said there were issues of contract submissions that we were not made aware of. Mr. DiGiorgio said with respect to the specific contracts that we are discussing right now. He said that he did feel misdirected on several occasions and needs to have a hundred percent confidence with a person in this position running this district. Mr. DiGiorgio said he needs to know that the district’s best interests are protected and the interest of this Board is protected. He said we are criticized very often for things that take place at sometimes that are no fault of our own.

Mr. DeWinne said as far as the position itself this is his fourth year with the budget and perhaps we were spoiled with Mr. Franchetta. He said he is not an educational professional but considers himself a finance professional with over twenty years as a Certified Public Accountant and a Chief Financial Officer for a few companies also owning a few companies. Mr. DeWinne said the position requires oversight of departments, delegation, getting together information to present, which he saw weaknesses with. He said certain items were not communicated and there were bills. Mr. DeWinne said at one meeting he does not think bills were approved with things piling up. He said vendors are asking why it takes three to five months to get paid. Mr. DeWinne said those delays make the Board look bad in regards to having performances performed by contractors and not getting paid for an extremely long time. Mr. DeWinne said this is his fourth budget and his first as the Finance committee chair. He said he spent many hours over two days preparing detailed lists of information that we were going to take a different look at and try to save money and teaching positions in the budget.
Mr. DeWinne said he asked questions and his questions have been documented as well to get data as a group to help make decisions. He said this group was a minority portion of the Board and then we would have to take that information to relay to the majority of the Board. Mr. DeWinne said he asked for the schedules for each instructor and aide, how many students they taught, how many classrooms were available etc. He said some information he could get if he asked other people but he went to the top. Mr. DeWinne said that information would be helpful to save two or three positions that may not be needed by having consistent numbers applied throughout. He said his questions were thorough and the process was started late. Mr. DeWinne said typically in the past the Business Administrator communicates with the Finance Chair and understands when the Finance Chair asks a question he is asking for the entire Board. He said these responses were finally received around the time we were ready to vote on the budget which is unacceptable to him. Mr. DeWinne said this is a non-tenured position where the individual’s performance is being reviewed by the Board. He said as far as the systems in place we had a number of months where we did not have reports reconciled and in Finance 101 you tie out cash. Mr. DeWinne said it took us a while to get to that point.

1.5 The Board approve the following appointments:
  a. Board Secretary
  b. Custodian of School District Records
  c. Custodian of School Monies
  d. Helen Haley, CPA to fill the following positions in the absence of Herbert Schectman, CPA for the period of July 1, 2014 to June 30, 2015
  e. Conscientious Employee Protection Act Contact Person
  f. Section 504 Employee Compliance Officer
  g. Appointing Authority/Civil Service Hearing Officer
  h. Section 504 Student compliance Officer
  i. Working Papers Issuing Officer
  j. Title IX Coordinator
Continued

k. Vineland Board of Education
l. Affirmative Action Officers
m. Americans with Disabilities Act Coordinator
n. Right to Know Officer
o. Integrated Pest Management Coordinator
p. Indoor Air Quality Designee
q. PEOSHA Officer
r. Asbestos Management Officer
s. Chemical Hygiene Officer
t. Insurance Broker
u. Annual Travel Stipends for Executive Personnel Director & Sp. Ed. Director
v. Contracting Agents
w. Anti-Bullying coordinator

1.6 The Board approve the appointment of Dr. Thomas P. McCann as Principal for Vineland High School Campus at no additional compensation as of July 1, 2014.

PROCEDURES & OPERATIONS (2.1-2.10)

2.1 The Board approve the following travel:
   a. Field Trips
   b. District Travel
   c. Fall Athletics

2.2 The Board approve the Summer 2014 Programs, preschool through grade 12, as on the list provided and on file with the Board Secretary.

   Mr. English asked if the programs that Mr. Olsen will be overseeing were removed and will Dr. McCann be handling it. Ms. Morello said it appears that it was changed.
2.3 The Board approve the bus evacuation drills completed in the month of April as per the list provided and on file with the Secretary of the Board and in accordance with New Jersey Administrative Code 6A:27-11.2.

2.4 The Board approve the Bilingual/ESL Three-Year Program Plan for school years 2014-2017.

2.5 The Board approve a Mandatory Direct Deposit of net pay policy in accordance with P.L. 2013 c.28 to become effective July 1, 2014.

2.6 The Board approve the vendor, whose name is on file with the Secretary of the Board, selected for Project Graduation trip scheduled for Wednesday, June 25, 2014 in accordance with N.J.S.A. 18A:18A-5(18).

2.7 The Board approve the Board Secretary to enter into partnerships with colleges and universities for the placement of students for student teaching, practicum, filed internships and observations during the 2014-2015 school year, subject to a form of contract acceptable to the Board Solicitor:
- Atlantic Cape Community College
- Bloomsburg University- Bloomsburg, PA
- Camden County College
- Cumberland County College
- Fairleigh Dickinson University and (Southern Satellite Campuses)
- Gloucester County College
- Grand Canyon University – Phoenix, AZ
- Inter-American of Puerto Rico
- Montclair State University
- Nova Southeastern University
- Regent University-Virginia Beach, VA
- Richard Stockton College of New Jersey
- Rider University

All Members voted “yes.” (9-0-0)
Continued

- Rowan University
- Rutgers University
- Rutgers University-Camden
- Seton Hall University
- Temple University
- The college of New Jersey
- University of Delaware
- University of Phoenix
- West Virginia University
- Western Governors University – Salt Lake City, UT
- Wilmington University.

2.8 The Board approve the Second Reading of the following Policies/Regulations:

Policy 8505 – School Wellness (Revised) [at request of Vineland City Hall Dept. for Grant submission purposes]

Policy 3322 – Staff Member’s Use of Electronic Device (Revised) TSM [at request of Board]

Policy 4322 – Staff member’s Use of Electronic Devise (Revised) SSM [at request of Board]

2.9 The Board approve the Senior Class Trip for April 7-10, 2015 to Orlando, Florida.

2.10 The Board approve the Re-Adoption of the ByLaws and Policies form July 1, 2014 through he Reorganization Meeting on January 7, 2015.

BUILDING & GROUNDS (3.1-3.4)

3.1 The Board approve a petition to the Interim Executive County Superintendent of Schools to approve the following Application for Dual Use of Education space for the 2014-02015 school year:

Winslow Elementary School – Grades 1-5 dual educational space.
3.2 The Board approve a petition to Interim Executive County Superintendent of Schools to approve the following for use as temporary facilities for 2014-2015 school year:
   a. Almond Road Pre-School – P3/P4 Preschool Classrooms
   b. Landis Middle School – grades 6, 7, 8
      Acosta Annex- temporary classroom
      Giuliani Annex – temporary classroom
      Brown Annex – temporary classroom
      Testa Annex – temporary classroom
   c. Veterans Memorial Middle School – four temporary classroom units (10 classrooms)

3.3 The Board approve a waiver for the toilet room facilities for the following:
   a. Max Leuchter…………………..Rooms 15 & 16
   b. Golan Learning Center, Inc……Rooms 19 & 20
   c. Sabater School…………………Rooms 19, 20, 21,22,24
   d. Vineland YMCA………………..Rooms Blue, Yellow, Green & Red
   e. Barse School ……………………. Rooms 5 & 6
   f. Sabater Annex………………..Room E2

   (This request is required in order to continue State approval of our use of these classrooms.)

3.4 The Board approve the City of Vineland for use of the Vineland High School South Complex for fireworks on Friday, July 4, 2014 (rain date Saturday, July 5, 2014.)

FINANCE (4.1-4.26)

4.1 The Board approve budgetary transfers
   a. General

4.2 The Board approve the placement of Special Education students.
4.3 The Board approve the submission of applications as follows:

New Jersey Child Assault Prevention Program (CAP);
Grades Pre-K-6:
FY 2014-2015.........................$ 11,644.00

New Jersey Special Needs Child Assault Prevention Program
FY 2014-2015.........................$ 4,773.00

4.4 The Board approve the hourly rates for substitute personnel for the 2014-2015 school year.

4.5 The Board approve the Change Order #1 in the amount of ($475.00) for deletion of spandrel glass at windows, intermediate horizontal and new coping over the exiting entrance where the canopy was demolished.
Change Order #1
Contract: VHS South Athletic Wing Addition
Contractor: Fabbri Builder Inc.

4.6 The Board approve the Change Order #2 in the amount of ($8,435.00) for additional paving, foyer modifications, removal of tile and electrical work.
Change Order #2
Contract: VHS South Athletic Wing Addition
Contractor: Fabbri Builder Inc.

4.7 The Board approve the acceptance of a donations of Disney Books valued at $2,535.45 from Burlington County College in conjunctions with First Book to Barse Elementary School in accordance with Board Policy #7230, ‘Gifts, Grants and Donations.”
4.8 The Board approve a Requisition to the City of Vineland for local school taxes according to the schedule provided and on file with the Secretary of the Board. (This meets the requirement by the State auditors for requisition of local district taxes for school purpose.)

4.9 The Board approve the acceptance of a $5,000.00 donation from Allen Associates to the 2014 Project Graduation trip in accordance with Board Policy #7230, “Gift, Grants and Donations.”

Mr. English thanked everyone for the donations.

4.10 The Board approve to accept funding in the following amount:
   New Jersey Youth Corps Program (2013-2014)
   Department of Labor and Workforce Development through Vineland Public Schools
   In the amount of……………………………. $20,000.00
   The New contract ceiling is now…………..$417,180.00

4.11 The Board approve the following bid:
   AWARD
   Architect of Record
   Manders, Merighi, Portadin & Farrell Architects, LLC
   1138 East Chestnut Avenue
   Vineland NJ 08360

4.12 The Board approve the school staffing agreement between Preferred Home Health Care & Nursing Services, Inc. and the Vineland Public Schools District form September 1, 2014 to August 2015.

4.13 The Board approve the submission of the following grant:
   NJ Agricultural Society Learning Through Gardening Grant
   Durand Elementary School
   Materials to build 2 raised beds, tools, hoses, a kick off Pep Rally and guidance from experts.


4.16 The Board approve tentative tuition charges for the 2014-2015 school year.

4.17 The Board approve an agreement with Catapult Learning to enter into a Non-Public Services Agreement for 2014-2015 school year for nursing services in a form acceptable by the Board Solicitor and Superintendent of Schools. (This service is authorized under P.L. 1991, Chapter 226)

4.18 The Board approve a budget transfer of current year surplus to Capital Reserve Funds not to exceed $775,000.00 in Capital Reserve and $300,000.00 in Maintenance Reserve pending auditor’s review of books and general ledger.


4.20 The Board approve a Resolution appointing the Law Firm of Frank DiDomenico as Associate Solicitor for the period of July 1, 2014 through June 30, 2015.
4.21 The Board approve a Resolution appointing the Legal Depositories for the Investment of school district funds.

4.22 The Board approve a Resolution appointing Official Newspapers.

Mr. Ulrich commented about an article in the Daily Journal.

4.23 The Board approve a Resolution authorizing the contract agent to enter into the Tuition Agreements for homeless students.

4.24 The Board approve a Resolution appointing the Bargaining Units.

4.25 The Board approve a Resolution appointing Bank Depositories for business checking, savings and investments.
1. Payroll Agency; Food Service
2. Budgetary
3. Athletic Department Petty Cash, Athletic Funds; Payroll (net); Unemployment Trust Fund.

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