

{\rtf1\deflang1025\ansi\ansicpg1252\uc1\adef0\deff0\stshfdbch0\stshfloch0\stshfhich0\stshfbi0\deflang1033\deflangfe1033\themelang1033\themelangfe0\themelangcs0{\fonttbl{\f0\fbidi\froman\fcharset0\fpqr2{\\*\panose 02020603050405020304}Times New Roman;}{\f2\fbidi\fmodern\fcharset0\fpqr1{\\*\panose 02070309020205020404}Courier New;}{\f34\fbidi\froman\fcharset0\fpqr2{\\*\panose 02040503050406030204}Cambria Math;}{\flomajor\31500\fbidi\froman\fcharset0\fpqr2{\\*\panose 02020603050405020304}Times New Roman;}{\fdbmajor\31501\fbidi\froman\fcharset0\fpqr2{\\*\panose 02020603050405020304}Times New Roman;}{\fhimajor\31502\fbidi\froman\fcharset0\fpqr2{\\*\panose 02040503050406030204}Cambria;}{\fbimajor\31503\fbidi\froman\fcharset0\fpqr2{\\*\panose 02020603050405020304}Times New Roman;}{\flominor\31504\fbidi\froman\fcharset0\fpqr2{\\*\panose 02020603050405020304}Times New Roman;}{\fdbminor\31505\fbidi\froman\fcharset0\fpqr2{\\*\panose 02020603050405020304}Times New Roman;}{\fhiminor\31506\fbidi\froman\fswiss\fcharset0\fpqr2{\\*\panose 020f0502020204030204}Calibri;}{\fbiminor\31507\fbidi\froman\fcharset0\fpqr2{\\*\panose 02020603050405020304}Times New Roman;}{\f40\fbidi\froman\fcharset238\fpqr2 Times New Roman CE;}{\f41\fbidi\froman\fcharset204\fpqr2 Times New Roman Cyr;}{\f43\fbidi\froman\fcharset161\fpqr2 Times New Roman Greek;}{\f44\fbidi\froman\fcharset162\fpqr2 Times New Roman Tur;}{\f45\fbidi\froman\fcharset177\fpqr2 Times New Roman (Hebrew);}{\f46\fbidi\froman\fcharset178\fpqr2 Times New Roman (Arabic);}{\f47\fbidi\froman\fcharset186\fpqr2 Times New Roman Baltic;}{\f48\fbidi\froman\fcharset163\fpqr2 Times New Roman (Vietnamese);}{\f60\fbidi\fmodern\fcharset238\fpqr1 Courier New CE;}{\f61\fbidi\fmodern\fcharset204\fpqr1 Courier New Cyr;}{\f63\fbidi\fmodern\fcharset161\fpqr1 Courier New Greek;}{\f64\fbidi\fmodern\fcharset162\fpqr1 Courier New Tur;}{\f65\fbidi\fmodern\fcharset177\fpqr1 Courier New (Hebrew);}{\f66\fbidi\fmodern\fcharset178\fpqr1 Courier New (Arabic);}{\f67\fbidi\fmodern\fcharset186\fpqr1 Courier New Baltic;}{\f68\fbidi\fmodern\fcharset163\fpqr1 Courier New (Vietnamese);}{\f380\fbidi\froman\fcharset238\fpqr2 Cambria Math CE;}{\f381\fbidi\froman\fcharset204\fpqr2 Cambria Math Cyr;}{\f383\fbidi\froman\fcharset161\fpqr2 Cambria Math Greek;}{\f384\fbidi\froman\fcharset162\fpqr2 Cambria Math Tur;}{\f387\fbidi\froman\fcharset186\fpqr2 Cambria Math Baltic;}{\f388\fbidi\froman\fcharset163\fpqr2 Cambria Math (Vietnamese);}{\flomajor\31508\fbidi\froman\fcharset238\fpqr2 Times New Roman CE;}{\flomajor\31509\fbidi\froman\fcharset204\fpqr2 Times New Roman Cyr;}{\flomajor\31511\fbidi\froman\fcharset161\fpqr2 Times New Roman Greek;}{\flomajor\31512\fbidi\froman\fcharset162\fpqr2 Times New Roman Tur;}{\flomajor\31513\fbidi\froman\fcharset177\fpqr2 Times New Roman (Hebrew);}{\flomajor\31514\fbidi\froman\fcharset178\fpqr2 Times New Roman (Arabic);}{\flomajor\31515\fbidi\froman\fcharset186\fpqr2 Times New Roman Baltic;}{\flomajor\31516\fbidi\froman\fcharset163\fpqr2 Times New Roman (Vietnamese);}{\fdbmajor\31518\fbidi\froman\fcharset238\fpqr2 Times New Roman CE;}{\fdbmajor\31519\fbidi\froman\fcharset204\fpqr2 Times New Roman Cyr;}{\fdbmajor\31521\fbidi\froman\fcharset161\fpqr2 Times New Roman Greek;}{\fdbmajor\31522\fbidi\froman\fcharset162\fpqr2 Times New Roman Tur;}{\fdbmajor\31523\fbidi\froman\fcharset177\fpqr2 Times New Roman (Hebrew);}{\fdbmajor\31524\fbidi\froman\fcharset178\fpqr2 Times New Roman (Arabic);}{\fdbmajor\31525\fbidi\froman\fcharset186\fpqr2 Times New Roman Baltic;}

{\fdbmajor\31526\fbidi \froman\charset163\prq2 Times New Roman  
(Vietnamese);} {\fhimajor\31528\fbidi \froman\charset238\prq2 Cambria  
CE;} {\fhimajor\31529\fbidi \froman\charset204\prq2 Cambria Cyr;} {\fhimajor\31531\fbidi  
\froman\charset161\prq2 Cambria Greek;} {\fhimajor\31532\fbidi \froman\charset162\prq2  
Cambria Tur;} {\fhimajor\31535\fbidi \froman\charset186\prq2 Cambria Baltic;}  
{\fhimajor\31536\fbidi \froman\charset163\prq2 Cambria  
(Vietnamese);} {\fbimajor\31538\fbidi \froman\charset238\prq2 Times New Roman  
CE;} {\fbimajor\31539\fbidi \froman\charset204\prq2 Times New Roman Cyr;}  
{\fbimajor\31541\fbidi \froman\charset161\prq2 Times New Roman  
Greek;} {\fbimajor\31542\fbidi \froman\charset162\prq2 Times New Roman  
Tur;} {\fbimajor\31543\fbidi \froman\charset177\prq2 Times New Roman (Hebrew);}  
{\fbimajor\31544\fbidi \froman\charset178\prq2 Times New Roman  
(Arabic);} {\fbimajor\31545\fbidi \froman\charset186\prq2 Times New Roman  
Baltic;} {\fbimajor\31546\fbidi \froman\charset163\prq2 Times New Roman (Vietnamese);}  
{\flominor\31548\fbidi \froman\charset238\prq2 Times New Roman  
CE;} {\flominor\31549\fbidi \froman\charset204\prq2 Times New Roman  
Cyr;} {\flominor\31551\fbidi \froman\charset161\prq2 Times New Roman Greek;}  
{\flominor\31552\fbidi \froman\charset162\prq2 Times New Roman  
Tur;} {\flominor\31553\fbidi \froman\charset177\prq2 Times New Roman  
(Hebrew);} {\flominor\31554\fbidi \froman\charset178\prq2 Times New Roman (Arabic);}  
{\flominor\31555\fbidi \froman\charset186\prq2 Times New Roman  
Baltic;} {\flominor\31556\fbidi \froman\charset163\prq2 Times New Roman  
(Vietnamese);} {\fdbminor\31558\fbidi \froman\charset238\prq2 Times New Roman CE;}  
{\fdbminor\31559\fbidi \froman\charset204\prq2 Times New Roman  
Cyr;} {\fdbminor\31561\fbidi \froman\charset161\prq2 Times New Roman  
Greek;} {\fdbminor\31562\fbidi \froman\charset162\prq2 Times New Roman Tur;}  
{\fdbminor\31563\fbidi \froman\charset177\prq2 Times New Roman  
(Hebrew);} {\fdbminor\31564\fbidi \froman\charset178\prq2 Times New Roman  
(Arabic);} {\fdbminor\31565\fbidi \froman\charset186\prq2 Times New Roman Baltic;}  
{\fdbminor\31566\fbidi \froman\charset163\prq2 Times New Roman  
(Vietnamese);} {\fhiminor\31568\fbidi \fswiss\charset238\prq2 Calibri  
CE;} {\fhiminor\31569\fbidi \fswiss\charset204\prq2 Calibri Cyr;} {\fhiminor\31571\fbidi  
\fswiss\charset161\prq2 Calibri Greek;} {\fhiminor\31572\fbidi \fswiss\charset162\prq2  
Calibri Tur;} {\fhiminor\31575\fbidi \fswiss\charset186\prq2 Calibri Baltic;}  
{\fhiminor\31576\fbidi \fswiss\charset163\prq2 Calibri (Vietnamese);} {\fbiminor\31578\fbidi  
\froman\charset238\prq2 Times New Roman CE;} {\fbiminor\31579\fbidi  
\froman\charset204\prq2 Times New Roman Cyr;} {\fbiminor\31581\fbidi  
\froman\charset161\prq2 Times New Roman Greek;} {\fbiminor\31582\fbidi  
\froman\charset162\prq2 Times New Roman Tur;} {\fbiminor\31583\fbidi  
\froman\charset177\prq2 Times New Roman (Hebrew);} {\fbiminor\31584\fbidi  
\froman\charset178\prq2 Times New Roman (Arabic);} {\fbiminor\31585\fbidi  
\froman\charset186\prq2 Times New Roman Baltic;} {\fbiminor\31586\fbidi  
\froman\charset163\prq2 Times New Roman (Vietnamese);} }  
{\color\red\green\blue0;\red0\green0\blue255;\red0\green255\blue255;\red0\green255\blue  
0;\red255\green0\blue255;\red255\green0\blue0;\red255\green255\blue0;\red255\green255\blue2  
55;\red0\green0\blue128;\red0\green128\blue128;\red0\green128\blue0;



eldendsel\wrppunct \asianbrkrule\rsidroot15944715\newtblstyru\snogrowautofit  
\fet0{\*}\wgrffmtfilter 013f}\ilfomacatclnup0{\*}\ftnsep \ltrpar \pard\plain \ltrpar\ql  
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid112087  
21 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0  
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fc1 \af0 \ltrch\fc0  
\insrsid1657503 \chftnsep \par }}{\*}\ftnsepc \ltrpar \pard\plain \ltrpar\ql  
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid112087  
21 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0  
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fc1 \af0 \ltrch\fc0  
\insrsid1657503 \chftnsepc \par }}{\*}\aftnsep \ltrpar \pard\plain \ltrpar\ql  
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid112087  
21 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0  
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fc1 \af0 \ltrch\fc0  
\insrsid1657503 \chftnsep \par }}{\*}\aftnsepc \ltrpar \pard\plain \ltrpar\ql  
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid112087  
21 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0  
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fc1 \af0 \ltrch\fc0  
\insrsid1657503 \chftnsepc \par }}\ltrpar \sectd  
\ltrsect\linex0\endnhere\sectlinegrid360\sectdefaultcl\sectrsid5576724\sftbj {\headerl \ltrpar  
\pard\plain \ltrpar\s17\ql  
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin  
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0  
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fc1 \af0 \ltrch\fc0  
\insrsid11208721 \par }}{\headerr \ltrpar \pard\plain \ltrpar\s17\ql  
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin  
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0  
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fc1 \af0 \ltrch\fc0  
\insrsid11208721 \par }}{\footerr \ltrpar \pard\plain \ltrpar\s19\ql  
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin  
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0  
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fc1 \af0 \ltrch\fc0  
\insrsid11208721 \par }}{\footerr \ltrpar \pard\plain \ltrpar\s19\ql  
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin  
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0  
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fc1 \af0 \ltrch\fc0  
\insrsid11208721 \par }}{\headerf \ltrpar \pard\plain \ltrpar\s17\ql  
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin  
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0  
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fc1 \af0 \ltrch\fc0  
\insrsid11208721 \par }}{\footerr \ltrpar \pard\plain \ltrpar\s19\ql  
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin  
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0  
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fc1 \af0 \ltrch\fc0  
\insrsid11208721 \par }}{\*}\pnseclv11\pnucrm\pnstart1\pnindent720\pnhang {\pntxta  
}\}}{\*}\pnseclv12\pnucltr\pnstart1\pnindent720\pnhang {\pntxta  
}\}}{\*}\pnseclv13\pndec\pnstart1\pnindent720\pnhang {\pntxta

.} } {\*\pnseclv14\pnlcltr\pnstart1\pnindent720\pnhang {\pntxta )}}  
{\*\pnseclv15\pndec\pnstart1\pnindent720\pnhang {\pntxtb (} {\pntxta  
)}} {\*\pnseclv16\pnlcltr\pnstart1\pnindent720\pnhang {\pntxtb (} {\pntxta  
)}} {\*\pnseclv17\pnlcrm\pnstart1\pnindent720\pnhang {\pntxtb (} {\pntxta )}} {\*\pnseclv18  
\pnlcltr\pnstart1\pnindent720\pnhang {\pntxtb (} {\pntxta  
)}} {\*\pnseclv19\pnlcrm\pnstart1\pnindent720\pnhang {\pntxtb (} {\pntxta )}}\pard\plain \ltrpar  
\s15\ql  
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid557672  
4 \rtlch\fcs1 \af2\afs20\alang1025 \ltrch\fcs0  
\f2\fs20\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fcs1 \ab\af2 \ltrch\fcs0  
\binsrsid3682047\charrsid3682047 Board of Education Regular Meeting \par } {\rtlch\fcs1 \af2  
\ltrch\fcs0 \insrsid3682047 Monday, February 12, 2024 8:00 PM \par WPS Library/Media  
Center  
300 S. Bismark St.  
Wausa, NE 68786 \par \par } {\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid13595428 \par } {\rtlch\fcs1 \af2  
\ltrch\fcs0 \insrsid3682047 \par  
1. Call to Order

### 1.1. Pledge of Allegiance

### 1.2. Excuse Absent Board Members

## 2. Approval of Consent Agenda

### 2.1. Agenda

Motion to approve the agenda presented by Mr. Hoelsing Passed with a motion by Terry Nelson (Board Secretary) and a second by Katie Clausen (Board Vice-President).

Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Brian Wakeley (Board Member): Yea, Pepper West (Board Member): Yea  
Yea: 6, Nay: 0

### 2.2. Minutes of previous meeting

Motion to approve the minutes of previous meeting Passed with a motion by Pepper West (Board Member) and a second by Derek Cunningham (Board Member).

Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Brian Wakeley (Board Member): Yea, Pepper West (Board Member): Yea

Yea: 6, Nay: 0

### 3. Guests

Guests in attendance are Mark Mahoney with the Wausa Gazette, Bret Carlson, Chris Carlson, Jared Wingert, and Casey Anderson

### 4. Financial Reports

#### 4.1. Treasurer

Motion to approve the Treasurer's Report as presented by Mr. Hoelsing Passed with a motion by Brian Wakeley (Board Member) and a second by Terry Nelson (Board Secretary).

Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Brian Wakeley (Board Member): Yea, Pepper West (Board Member): Yea

Yea: 6, Nay: 0

#### 4.2. Claims

Motion to approve the Claims as presented by Mr. Hoelsing Passed with a motion by Derek Cunningham (Board Member) and a second by Katie Clausen (Board Vice-President).

Brian Wakeley (Board Member): Abstain (With Conflict), Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Pepper West (Board Member): Yea

Yea: 5, Nay: 0, Abstain (With Conflict): 1

#### 4.3. Activity

Motion to Approve the Activity Fund Report Passed with a motion by Terry Nelson (Board Secretary) and a second by Brian Wakeley (Board Member).

Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Brian Wakeley (Board Member): Yea, Pepper West (Board Member): Yea

Yea: 6, Nay: 0

### 5. Action Items

5.1. Discuss, consider, and make a motion and a second to approve the 2024-25 classified staff salary schedule.

Motion Passed with a motion by Pepper West (Board Member) and a second by Katie Clausen (Board Vice-President).

Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Brian Wakeley (Board Member): Yea, Pepper West (Board Member): Yea

Yea: 6, Nay: 0

Discussed the minimum wage increases for the next few years and making adjustments to our salary schedule.

5.2. Discuss, consider, and make a motion and a second to accept the resignation of Mrs. Amanda Boyle, special education instructor, thank her for her time and dedication to the Wausa school district, and wish her the best in her future endeavors.

Motion to accept resignation of Mrs. Amanda Boyle Passed with a motion by Derek Cunningham (Board Member) and a second by Brian Wakeley (Board Member).

Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Brian Wakeley (Board Member): Yea, Pepper West (Board Member): Yea

Yea: 6, Nay: 0

5.3. Discuss, consider, and make a motion and a second to accept the resignation of Mrs. Mariah Totten, Business teacher, and thank her for her time and dedication to the Wausa school district, and wish her the best in her future endeavors.

Motion to accept resignation of Mrs. Mariah Totten Passed with a motion by Katie Clausen (Board Vice-President) and a second by Terry Nelson (Board Secretary).

Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Brian Wakeley (Board Member): Yea, Pepper West (Board Member): Yea

Yea: 6, Nay: 0

5.4. Discuss, consider, and make a motion and a second to accept the resignation of Mr Kyle Stevens, English instructor, thank him for his time and dedication to the Wausa school district, and wish him the best in his future endeavors.

Motion to accept the resignation of Mr. Kyle Stevens Passed with a motion by Pepper West (Board Member) and a second by Derek Cunningham (Board Member).

Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Brian Wakeley (Board Member): Yea, Pepper West (Board Member): Yea

Yea: 6, Nay: 0

5.5. Discuss, consider, and make a motion and a second to accept the contract of Ms. Kaylee Koch for the position of High School English. (8-12th grades)

Motion to accept the contract of Ms. Kaylee Koch for the position of High School English Passed with a motion by Derek Cunningham (Board Member) and a second by Terry Nelson (Board Secretary).

Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Brian Wakeley (Board Member): Yea, Pepper West (Board Member): Yea

Yea: 6, Nay: 0

5.6. Discuss, consider, and make a motion and a second to approve the salary raise for Mr. Shane Anderson, Principal. (3.04 percent, the same percentage raise as the teacher package raise)

Motion to accept salary raise for Mr. Shane Anderson Passed with a motion by Terry Nelson (Board Secretary) and a second by Katie Clausen (Board Vice-President).

Brian Wakeley (Board Member): Nay, Katie Clausen (Board Vice-President): Yea, Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Pepper West (Board Member): Yea

Yea: 5, Nay: 1

## 6. Reports

### 6.1. Superintendent

Discussed legislative updates, state aid and possible projections. Also discussed the board retreat, projects we are planning over the summer with boiler work, possible HVAC in esu and meeting with grounds committee. Additional snow removal was needed this year and possible budget updates, 24-25 NPERS and budget audit is in progress and Mr. Anderson is working with Mr. Polt from Osmond on scheduling.

### 6.2. Principal

Principal's report was presented in the packet. Mr. Anderson was absent due to Sub-District Basketball. No questions on the Principal's report were presented

### 6.3. Activities Director

AD report was presented in the packet. Mr. Conn was absent due to Sub-District basketball. No questions were presented on the AD report

## 7. Discussion Items





cb35762680fd800ecd7551dc18eb899138e3c943d7e503b6  
b01d583deee5f99824e290b4ba3f364eac4a430883b3c092d4eca8f946c916422ecab927f52ea42b8  
9a1cd59c254f919b0e85e6535d135a8de20f20b8c12c3b0  
0c895fcf6720192de6bf3b9e89ecdbd6596cbcd8eb28e7c365ecc4ec1ff1460f53fe813d3cc7f5b7f0  
20000ffff0300504b030414000600080000002100a5d6  
a7e7c0000000360100000b0000005f72656c732f2e72656c73848fcf6ac3300c87ef85bd83d17d51  
d2c31825762fa590432fa37d00e1287f68221bdb1bebdb4f  
c7060abb0884a4eff7a93dfeae8bf9e194e720169aaa06c3e2433fcb68e1763dbf7f82c985a4a72508  
5b787086a37bdbb55fbc50d1a33ccd311ba548b6309512  
0f88d94fbc52ae4264d1c910d24a45db3462247fa791715fd71f989e19e0364cd3f51652d73760ae8  
fa8c9ffb3c330cc9e4fc17faf2ce545046e37944c69e462  
a1a82fe353bd90a865aad41ed0b5b8f9d6fd010000ffff0300504b0304140006000800000021006b7  
99616830000008a0000001c0000007468656d652f746865  
6d652f7468656d654d616e616765722e786d6c0ccc4d0ac3201040e17da17790d93763bb284562b  
2cbaebbf600439c1a41c7a0d29fdbd7e5e38337cedf14d59b  
4b0d592c9c070d8a65cd2e88b7f07c2ca71ba8da481cc52c6ce1c715e6e97818c9b48d13df49c873  
517d23d59085adb5dd20d6b52bd521ef2cdd5eb9246a3d8b  
4757e8d3f729e245eb2b260a0238fd010000ffff0300504b03041400060008000000210030dd4329  
a8060000a41b0000160000007468656d652f7468656d652f  
7468656d65312e786d6cec594f6fdb3614bf0fd87720746f6327761a07758ad8b19b2d4d1bc46e87  
1e698996d850a240d2497d1bdae38001c3ba618715d86d87  
615b8116d8a5fb34d93a6c1dd0afb0475292c5585e9236d88aad3e2412f9e3fbff1e1fa9abd7eec70c  
1d1221294fda5efd72cd4324f1794093b0eddd1ef62fad  
79482a9c0498f184b4bd2991deb58df7dfbb8ad755446282607d22d771db8b944ad79796a40fc358  
5ee62949606ecc458c15bc8a702910f808e8c66c69b9565b  
5d8a314d3c94e018c8de1a8fa94fd05093f43672e23d06af89927ac06762a049136785c10607758d  
9053d965021d62d6f6804fc08f86e4bef210c352c144dbab  
999fb7b4717509af678b985ab0b6b4ae6f7ed9ba6c4170b06c788a705430adf71bad2b5b057d0360  
6a1ed7ebf5babd7a41cf00b0ef83a6569632cd467faddec9  
699640f6719e76b7d6ac355c7c89feca9cccad4ea7d36c65b258a206641f1b73f8b5da6a6373d9c11  
b90c537e7f08dce66b7bbeae0dc8e257e7f0fd2badd586  
8b37a088d1e4600ead1ddaef67d40bc898b3ed4af81ac0d76a197c86826828a24bb318f3442d8ab5  
18dfe3a20f000d6458d104a9694ac6d88728eee2782428d6  
0cf03ac1a5193be4cbb921cd0b495fd054b5bd0f530c1931a3f7eaf9f7af9e3f45c70f9e1d3ff8e9f8e  
1c3e3073f5a42ceaa6d9c84e5552fbffdeccfc71fa33f  
9e7ef3f2d117d57859c6fffac327bffcfc793510d26726ce8b2f9ffcf6ecc98baf3efdfdbb4715f04d814  
765f890c644a29be408edf3181433567125272371be  
15c308d3f28acd249438c19a4b05fd9e8a1cf4cd296699771c393ac4b5e01d01e5a30a787d72cf117  
8108989a2159c77a2d801ee72ce3a5c545a6147f32a9979  
3849c26ae66252c6ed637c58c5bb8b13c7bfbfd490a75330f4b47f16e441c31f17184e140e494214d2  
73fc80900aedee52ead87597fa824b3e56e82e451d4c2b4d  
32a423279a668bb6690c7e9956e90cfe766cb37b077538abd27a8b1cba48c80acc2a841f12e698f13  
a9e281c57911ce298950d7e03aba84ac8c154f8655c4f2a  
f074481847bd804859b5e696007d4b4edfc150b12addbecba6b18b148a1e54d1bc81392f23b7f841  
37c2715a851dd0242a633f900710a218ed715505dfe56e86  
e877f0034e16bafb0e258ebb4faf06b769e888340b103d331115bebc4eb813bf83291b63624a0d14

75a756c734f9bbc2cd28546ecbe1e20a3794ca175f3fae90  
fb6d2dd99bb07b55e5ccf68942bd0877b23c77b908e8db5f9db7f024d9239010f35bd4bbe2fcae387  
bfff9e2bc289f2fbe24cfaa301468dd8bd846dbb4ddf1c2  
ae7b4c191ba8292337a469bc25ec3d411f06f53a73e224c5292c8de0516732307070a1c0660d125c  
7d44553488700a4d7bddd3444299910e254ab984c3a219ae  
a4adf1d0f82b7bd46cea4388ad1c12ab5d1ed8e1153d9c9f350a3246aad01c6873462b9ac05999ad5  
cc988826eafc3acae853a33b7ba11cd1445875ba1b236b1  
399483c90bd560b0b0263435085a21b0f22a9cf9356b38ec6046026d77eba3dc2dc60b17e92219e1  
80643ed27acffba86e9c94c7ca9c225a0f1b0cfae0788ad5  
4adc5a9aec1b703b8b93caec1a0bd8e5de7b132fe5113cf312503b998e2c2927274bd051db6b3597  
9b1ef271daf6c6704e86c73805af4bdd476216c26593af84  
0dfb5393d964f9cc9bad5c313709ea70f561ed3ea7b053075221d51696910d0d339585004b34272b  
ff7213cc7a510a5454a3b349b1b206c1f0af490176745d4b  
c663e2abb2b34b23da76f6352ba57ca2881844c1111ab189d8c7e07e1daaa04f40255c77988aa05fe  
06e4e5bdb4cb9c5394bbaf28d98c1d971ccd20867e556a7  
689ec9166e0a522183792b8907ba55ca6e943bbf2a26e52f48957218ffc54d1fb09dc3eac04da033  
e5c0d0b8c74a6b43d2e54c4a10aa511f5fb021a07533b20  
5ae07e17a621a8e082dafc17e450ffb739676998b48643a4daa7211214f623150942f6a02c99e83b8  
5583d dbbb2c4996113211551257a656ec1139246ca86be0  
aadedb3d1441a89b6a929501833b197fee7b9641a3503739e57c732a59b1f7da1cf8a73b1f9bcc09  
45b874d4393dbbf10b1680f66bbaa5d6f96e77b6f59113d  
316bb31a795600b3d256d0cad2fe354538e7566b2bd69cc6cbcd5c38f0e2bcc63058344429dc2121  
fd07f63f2a7c66bf76e80d75c8f7a1b622f878a18941d840  
545fb28d07d205d20e8ea071b283369834296bdaac75d256cb37eb0bee740bbe278cad253b8bbfcf  
69eca23973d939b97891c6ce2cecd8da8e2d343578f6648a  
c2d0383fc818c798cf64e52f597c740f1cbd05df0c264c49134cf09d4a60e8a107260f20f92d47b374  
e32f000000ffff0300504b030414000600080000002100  
0dd1909fb60000001b010000270000007468656d652f7468656d652f5f72656c732f7468656d654  
d616e616765722e786d6c2e72656c73848f4d0ac2301484f7  
8277086f6fd3ba109126dd88d0add40384e4350d363f2451eced0dae2c082e8761be9969bb979dc9  
136332de3168aa1a083ae995719ac16db8ec8e4052164e89  
d93b64b060828e6f37ed1567914b284d262452282e3198720e274a939cd08a54f980ac38a38f56e4  
22a3a641c8bbd048f7757da0f19b017cc524bd62107bd500  
1996509affb3fd381a89672f1f165dfe514173d9850528a2c6cce0239baa4c04ca5bbabac4df000000  
ffff0300504b01022d0014000600080000002100e9de0f  
bfff0000001c020000130000000000000000000000000000000000000005b436f6e74656e745f54797065  
735d2e786d6c504b01022d0014000600080000002100a5d6  
a7e7c0000000360100000b000000000000000000000000000000300100005f72656c732f2e72656c735  
04b01022d00140006000800000021006b799616830000008a  
0000001c00000000000000000000000000000000190200007468656d652f7468656d652f7468656d654d  
616e616765722e786d6c504b01022d00140006000800000021  
0030dd4329a8060000a41b0000160000000000000000000000000d60200007468656d652f7468  
656d652f7468656d65312e786d6c504b01022d001400060008  
00000021000dd1909fb60000001b010000270000000000000000000000000b20900007468656d  
652f7468656d652f5f72656c732f7468656d654d616e616765722e786d6c2e72656c73504b050600  
000000050005005d010000ad0a00000000} {\\*\}colorscememapping

3c3f786d6c2076657273696f6e3d22312e302220656e636f64696e673d225554462d38222073746  
16e64616c6f6e653d22796573223f3e0d0a3c613a636c724d  
617020786d6c6e733a613d22687474703a2f2f736368656d61732e6f70656e786d6c666f726d6174  
732e6f72672f64726177696e676d6c2f323030362f6d6169  
6e22206267313d226c743122207478313d22646b3122206267323d226c74322207478323d2264  
6b32220616363656e74313d22616363656e74312220616363  
656e74323d22616363656e7432220616363656e74333d22616363656e7433220616363656e74  
343d22616363656e7434220616363656e74353d22616363656e7435220616363656e74363d22  
616363656e7436220686c696e6b3d22686c696e6b2220666f6c486c696e6b3d22666f6c486c696  
e6b222f3e}

{\\*latentstyles\lsdstimax267\lsdlockeddef0\lsdsemihiddendef1\lsdunhideuseddef1\lsdqformatde  
f0\lsdprioritydef99{\lsdlockedexcept \lsdsemihidden0 \lsdunhideused0 \lsdqformat1 \lsdpriority0  
\lsdlocked0 Normal; \lsdsemihidden0 \lsdunhideused0 \lsdqformat1 \lsdpriority9 \lsdlocked0  
heading 1;\lsdqformat1 \lsdpriority9 \lsdlocked0 heading 2;\lsdqformat1 \lsdpriority9 \lsdlocked0  
heading 3;\lsdqformat1 \lsdpriority9 \lsdlocked0 heading 4; \lsdqformat1 \lsdpriority9  
\lsdlocked0 heading 5;\lsdqformat1 \lsdpriority9 \lsdlocked0 heading 6;\lsdqformat1 \lsdpriority9  
\lsdlocked0 heading 7;\lsdqformat1 \lsdpriority9 \lsdlocked0 heading 8;\lsdqformat1 \lsdpriority9  
\lsdlocked0 heading 9; \lsdpriority39 \lsdlocked0 toc 1;\lsdpriority39 \lsdlocked0 toc  
2;\lsdpriority39 \lsdlocked0 toc 3;\lsdpriority39 \lsdlocked0 toc 4;\lsdpriority39 \lsdlocked0 toc  
5;\lsdpriority39 \lsdlocked0 toc 6;\lsdpriority39 \lsdlocked0 toc 7; \lsdpriority39 \lsdlocked0 toc  
8;\lsdpriority39 \lsdlocked0 toc 9;\lsdqformat1 \lsdpriority35 \lsdlocked0  
caption;\lsdsemihidden0 \lsdunhideused0 \lsdqformat1 \lsdpriority10 \lsdlocked0  
Title;\lsdpriority1 \lsdlocked0 Default Paragraph Font; \lsdsemihidden0 \lsdunhideused0  
\lsdqformat1 \lsdpriority11 \lsdlocked0 Subtitle;\lsdsemihidden0 \lsdunhideused0 \lsdqformat1  
\lsdpriority22 \lsdlocked0 Strong;\lsdsemihidden0 \lsdunhideused0 \lsdqformat1 \lsdpriority20  
\lsdlocked0 Emphasis; \lsdsemihidden0 \lsdunhideused0 \lsdpriority59 \lsdlocked0 Table  
Grid;\lsdunhideused0 \lsdlocked0 Placeholder Text;\lsdsemihidden0 \lsdunhideused0  
\lsdqformat1 \lsdpriority1 \lsdlocked0 No Spacing; \lsdsemihidden0 \lsdunhideused0  
\lsdpriority60 \lsdlocked0 Light Shading;\lsdsemihidden0 \lsdunhideused0 \lsdpriority61  
\lsdlocked0 Light List;\lsdsemihidden0 \lsdunhideused0 \lsdpriority62 \lsdlocked0 Light Grid;  
\lsdsemihidden0 \lsdunhideused0 \lsdpriority63 \lsdlocked0 Medium Shading 1;\lsdsemihidden0  
\lsdunhideused0 \lsdpriority64 \lsdlocked0 Medium Shading 2;\lsdsemihidden0 \lsdunhideused0  
\lsdpriority65 \lsdlocked0 Medium List 1; \lsdsemihidden0 \lsdunhideused0 \lsdpriority66  
\lsdlocked0 Medium List 2;\lsdsemihidden0 \lsdunhideused0 \lsdpriority67 \lsdlocked0 Medium  
Grid 1;\lsdsemihidden0 \lsdunhideused0 \lsdpriority68 \lsdlocked0 Medium Grid 2;  
\lsdsemihidden0 \lsdunhideused0 \lsdpriority69 \lsdlocked0 Medium Grid 3;\lsdsemihidden0  
\lsdunhideused0 \lsdpriority70 \lsdlocked0 Dark List;\lsdsemihidden0 \lsdunhideused0  
\lsdpriority71 \lsdlocked0 Colorful Shading; \lsdsemihidden0 \lsdunhideused0 \lsdpriority72  
\lsdlocked0 Colorful List;\lsdsemihidden0 \lsdunhideused0 \lsdpriority73 \lsdlocked0 Colorful  
Grid;\lsdsemihidden0 \lsdunhideused0 \lsdpriority60 \lsdlocked0 Light Shading Accent 1;  
\lsdsemihidden0 \lsdunhideused0 \lsdpriority61 \lsdlocked0 Light List Accent 1;\lsdsemihidden0  
\lsdunhideused0 \lsdpriority62 \lsdlocked0 Light Grid Accent 1;\lsdsemihidden0 \lsdunhideused0  
\lsdpriority63 \lsdlocked0 Medium Shading 1 Accent 1; \lsdsemihidden0 \lsdunhideused0  
\lsdpriority64 \lsdlocked0 Medium Shading 2 Accent 1;\lsdsemihidden0 \lsdunhideused0  
\lsdpriority65 \lsdlocked0 Medium List 1 Accent 1;\lsdunhideused0 \lsdlocked0 Revision;  
\lsdsemihidden0 \lsdunhideused0 \lsdqformat1 \lsdpriority34 \lsdlocked0 List





