

**MINUTES OF THE REGULAR BOARD MEETING OF THE BOARD OF TRUSTEES OF THE SEVEN OAKS SCHOOL DIVISION HELD ON MONDAY, OCTOBER 18, 2010, 6:00 P.M., AT THE BOARD OFFICES, 830 POWERS STREET, WINNIPEG, MANITOBA, R2V 4E7.**

<b>PRESENT</b>	Claudia Sarbit	Chairperson
	Evelyn C. Myskiw	Vice-Chairperson
	Gary Fogg	Trustee
	Teresa Jaworski	Trustee
	Cory Juan	Trustee
	Bill McGowan	Trustee
	Edward P. Ploszay	Trustee
	Dennis Ruggles	Trustee
	Richard Sawka	Trustee

<b>IN ATTENDANCE</b>	Brian O’Leary	Superintendent
	Duane Brothers	Assistant Superintendent
	Lydia Hedrich	Assistant Superintendent
	Edie Wilde	Assistant Superintendent
	Wayne Shimizu	Secretary-Treasurer
	Gaylene-Schroeder-Nishimura	Asst. Secretary-Treasurer
	Donna Herold	Administrative Assistant

Trustee Sarbit in the Chair.

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The meeting was called to order at 6:02 p.m.

**MINUTES**

Approved the minutes of the Regular Board Meeting of Monday, September 13, 2010 as distributed.

**AGENDA**

Trustee McGowan enters the meeting here at 6:03 p.m.

**10-194 –Approval of the Agenda**

Ploszay / Juan

That the agenda for this meeting be approved as listed.

**Carried**

**COMMITTEE OF THE WHOLE**

**10-195 – Moved into Committee of the Whole at 6:06 p.m.**

Jaworski / McGowan

That the Board move into Committee of the Whole.

Carried

Trustee Myskiw in the Chair.

6:10 p.m. Financial Statements – Period Ending June 30, 2010:  
Presentation by KPMG – Mike Stasiuk, Romeo Daley and  
Austin Abas.

Trustee Fogg enters the meeting here at 6:16 p.m.

### **10-196 – Financial Statements (Period Ending June 30, 2010)**

Fogg / Sawka

That the Chairperson of the Board forward a copy of the Division's June 30, 2010 Financial Statements and Auditor's Supplementary Report to Manitoba Education.

Carried

### **10-197 – Accumulated Surplus Designation**

Jaworski / Juan

That the Board designate a portion of its accumulated surplus for the following projects:

- \$375,000 for the Maples Collegiate Track,
- \$ 57,000 for 2009-10 School Carry Forwards,
- \$ 60,000 for City of Winnipeg servicing costs,
- \$ 74,000 for 2009-10 Board / SOTA PD Fund Carry Forward,
- \$325,000 for Riverbend portables link,
- \$100,000 for Riverbend playground,
- \$400,000 for Swinford soccer field,
- \$350,000 for Garden City - unit ventilators/millwork, and
- \$100,000 for Architectural studies.

Carried

Wayne Shimizu, Secretary-Treasurer, commended Assistant Secretary-Treasurer Gaylene Schroeder-Nishimura and the Accounting Department for their outstanding job with managing the Division's finances.

### **OFFICERS' REPORT**

Trustee Sawka reported on developments arising from collective bargaining.

### **SUPERINTENDENTS' PERSONNEL REPORT**

## 10-198– Superintendents’ Personnel Report

McGowan / Fogg

That the Superintendents’ Personnel Report be ratified.

Carried

### TEACHER APPOINTMENTS

Appointed the following to Teacher-General (Permanent) full-time (1.00) contracts effective September 7, 2010:

Samir Hathout

Marco Lopes

Jennifer Jonsson

Matthew Medwick

Appointed the following to Limited Teacher-General (Term) contracts:

Anita Annell, full-time (1.00), effective September 7, 2010 (indefinite)

Dana Crawford, full-time (1.00), effective September 20, 2010 (indefinite)

Michael Fingas, full-time (1.00), effective September 9, 2010 to June 30, 2011

Michael Hall, full-time (1.00), effective September 17, 2010 to January 31, 2011

Eddie Revilla, full-time (1.00), effective October 4, 2010 to June 30, 2011

### SUBSTITUTE TEACHER APPOINTMENTS

Teachers on the attached list were appointed to Substitute Teacher contracts effective the 2010-2011 school year.

### TEACHER LEAVES OF ABSENCE

Granted the following teachers leaves of absence, without pay, effective the 2010-2011 school year:

Melanie Gertley, full-time (1.00)

Christine Wigglesworth, part-time (.50)

### PARAPROFESSIONAL APPOINTMENT

Appointed Christie Biluk to a full-time (1.00) paraprofessional position effective September 30, 2010.

## **SUPERINTENDENTS’ PERSONNEL REPORT**

SECRETARY APPOINTMENT

Appointed Natalia Buciora to a full-time (1.00) secretarial position effective September 13, 2010.

BUS DRIVER APPOINTMENT

Appointed Tracy Long-Sikora to a part-time (4 hours per day) bus driver position effective October 18, 2010.

CUSTODIAN APPOINTMENT

Appointed Gregoria Alcaraz to a full-time (8 hours per day) on supply custodian position effective October 18, 2010.

ELECTRICIAN APPOINTMENT

Appointed Ronald Reyes to a full-time (8 hours per day) electrician position effective October 26, 2010.

TEACHER MATERNITY / PARENTAL LEAVES

Granted the following teachers Maternity / Parental Leaves:

Dana Collette, maternity and parental leave, effective December 17, 2010 to December 17, 2011.

Cheryl Deans, maternity and parental leave, effective December 23, 2010 to January 8, 2012.

Stav Gamliel, maternity and parental leave, effective January 6, 2011 to January 8, 2012.

Raylin Kirsh, maternity and parental leave, effective December 18, 2010 to January 8, 2012.

Kimberley McDonald, maternity and parental leave, effective November 21, 2010 to November 20, 2011.

**SUPERINTENDENTS' PERSONNEL REPORT**

Michelle Reimer, maternity and parental leave, effective October 30, 2010 to October 30, 2011.

#### TEACHER SECONDMENT

Granted the secondment of Barbara Tascona to The Government of Manitoba (represented by the Minister of Healthy Living, Youth and Seniors) to provide services to the Students Working Against Tobacco (S.W.A.T.) program, full-time (1.00) effective February 1, 2011 to June 30, 2011.

#### PARAPROFESSIONAL RESIGNATION

Received notice of intent to resign from Jeff Herold, paraprofessional, effective October 1, 2010.

#### CUSTODIAN RESIGNATION

Received notice of intent to resign from Robert Rusak, custodian, effective September 22, 2010.

#### CUSTODIAN RETIREMENT

Received notice of intent to retire from Raymond Remillard, custodian, effective November 2, 2010.

#### SUPERINTENDENTS' PERSONNEL REPORT MOTION

Rescinded the following Superintendents' Personnel Report Motions:

#10-157 – appointing Samir Hathout to a full-time (1.00) Limited Teacher-General (Term) contract effective September 7, 2010 to June 30, 2011.

#10-157 – appointing Matthew Medwick to a full-time (1.00) Limited Teacher-General (Term) contract effective September 7, 2010 to June 30, 2011.

#10-157 – appointing Jennifer Jonsson to a full-time (1.00) Limited Teacher-General (Term) contract effective September 7, 2010 to June 30, 2011.

#10-157 – appointing Marco Lopes to a full-time (1.00) Limited Teacher-General (Term) contract effective September 7, 2010 to June 30, 2011.

### **10-199 – Seven Oaks Teachers' Association**

Juan / Ruggles

That the Board grant the Seven Oaks Teachers' Association permission to host a Wine and Cheese Reception on Tuesday, November 30, 2010 from 4:00 p.m. to 6:00 p.m. in the Commons Area at Garden City Collegiate. **Carried**

## CONSENT AGENDA

### 10-200 – Consent Agenda

Jaworski / Ruggles

That the Consent Agenda be approved. **Carried**

#### Cheque Listing - September 2010

That cheques #2110283-#2110602, #211002-#211015 (US\$), direct deposit #211000455-#211000845, and pre-authorized debit #201012-#201013 in the amount of \$4,065,160.05 be approved.

#### Number Ten Architectural Group Invoice No. 8375

That Invoice No. 8375 for the Garden City Collegiate Link project in the amount of \$11,693.07 be paid to Number Ten Architectural Group.

#### Number Ten Architectural Group Invoice No. 8376

That Invoice No. 8376 for the Renovations at Edmund Partridge Community School in the amount of \$567.00 be paid to Number Ten Architectural Group.

#### Number Ten Architectural Group Invoice No. 8378

That Invoice No. 8378 for the Garden City Collegiate West Grooming Room & Elevator in the amount of \$1,638.19 be paid to Number Ten Architectural Group.

#### Park West Projects Ltd. Certificate of Payment No. 1

That Certificate of Payment No. 1 for Garden City Collegiate West Grooming Room and Elevator in the amount of \$114,556.75 be paid to Park West Projects Ltd.

## CONSENT AGENDA

Statutory Holdback on Park West Projects Ltd. Certificate of Payment No. 1

That 7-1/2% Statutory Holdback on Certificate of Payment No. 1 for Garden City Collegiate West Grooming Room and Elevator in the amount of \$8,846.08 be paid to the SOSD/ParkWest 425 GCCI Elevator Grooming Account.

Randall Plumbing & Heating Ltd. Certificate of Payment No. 3

That Certificate of Payment No. 3 for Garden City Collegiate West HVAC in the amount of \$336,417.23 be paid to Randall Plumbing & Heating Ltd.

Statutory Holdback on Randall Plumbing & Heating Ltd. Certificate of Payment No. 3

That 7-1/2% Statutory Holdback on Certificate of Payment No. 3 for Garden City Collegiate West HVAC in the amount of \$24,628.26 be paid to the SOSD/Randall Plumbing 433 Garden City Collegiate West HVAC account.

Von Ast Construction (2003) Inc. Certificate of Payment No. 2

That Certificate of Payment No. 2 for the Riverbend Modular & Link in the amount of \$102,613.58 be paid to Von Ast Construction (2003) Inc.

Statutory Holdback on Von Ast Construction (2003) Inc. Certificate of Payment No. 2

That 7-1/2% Statutory Holdback on Certificate of Payment No. 2 for the Riverbend Modular & Link in the amount of \$7,923.83 be paid to the SOSD/Von Ast Construction-Riverbend Modular & Link 426 account.

**NEW BUSINESS**

- Trustee Juan brought forth an issue of dense bush by O.V. Jewitt that should be cut back.
- Trustee Juan discussed concerns related to bullying.
- Trustee Ruggles discussed concerns over the vacant field situated off of Mandalay Drive.
- Trustee Jaworski informed the Board of the upcoming kickoff of the Addictions Awareness Week, November 14.

**CONFERENCE REPORTS**

- Marie Sampson, Teacher, Elwick School: National Geographic Society Expeditions, June 3 to 7, 2010 - Washington, D.C.
- Joint Conference Report - Collicutt School: Samantha Evans, Melissa Sigvaldson, Sharon Berkowitz, Shauna Neufeld, Joanna Malkiewicz, Ben Nein - Teachers; Howard Ryant, Principal. 100 Languages of Children: The Wonder of Learning, October 1-3, 2010 - Chicago, Illinois.

## **CORRESPONDENCE**

- Claudia Sarbit, Chair, Seven Oaks School Division Board of Trustees: Letter to Nancy Allan requesting that Section 3.13 of the Manitoba School Bus Specifications (Lighting) be amended to specify LED lighting for brake lights on the back of school buses.
- MSBA e-bulletins: September 22, 2010 and October 6, 2010.
- Hugh Coburn, President, MSBA: Letter to George Buri, Chair, Brandon School Division regarding concerns with respect to the PSFB Five-Year Capital Plan Funding and potential impacts of loss of school divisional taxing authority.
- Darryl Gervais, Acting Director, Instruction, Curriculum and Assessment Branch: Grade 11 Biology: A Foundation for Implementation. Available on the Manitoba Education website at [www.edu.gov.mb.ca/k12/cur/science/scicurr.html](http://www.edu.gov.mb.ca/k12/cur/science/scicurr.html).
- Nada Borden, President, Canadian School Boards Association: CSBA new communication tools.
- Hugh Coburn, President, MSBA: Letter to Honourable Nancy Allan and Honourable Ron Lemieux requesting a meeting regarding school board involvement in residential development planning.
- Nancy Allan, Minister of Education: Proclamation - Manitoba School Library Day - October 25, 2010.
- Manitoba News Release: September 27, 2010 - Province Releases Public Accounts for 2009-10 Fiscal Year. \$354-million Improvement in Summary Net Income Results in Reduced Deficit: Wowchuk.
- Steve Edwards, National Representative, CUPE: CUPE Local 2938 / Seven Oaks School Division (Library Techs) Notice of Intent to Bargain.
- Hugh Coburn, President, Manitoba School Boards Association: Response to George Buri, Chairperson, Brandon School Division, letter to the Honourable Greg Selinger concerning recent announcements about Government policy direction regarding report cards and the scheduling of teacher professional development and in-service days.
- Labour Relations, Manitoba School Boards Association: Salary Bulletin –

## **CORRESPONDENCE**



Fort La Bosse School Division and UFCW Local 832 Custodial Employees - Ratified Agreement.

- Labour Relations, Manitoba School Boards Association: CPI, Unemployment Rate and Regional Trends updates for September 2010.
- Chris Hagen, Senior Field Officer, Pupil Transportation Unit, Manitoba Education: Subject: School Bus Safety Week - October 18-22, 2010. Theme: "Be Aware - Know the Danger Zone!"
- Rick Dedi, Executive Director, Public Schools Finance Board: Swinford Area Vacant School Site.
- Rick Dedi, Executive Director, Public Schools Finance Board: Modular Classrooms - City of Winnipeg / Seven Oaks Lease Agreement for École Riverbend Community School.
- Rick Dedi, Executive Director, Public Schools Finance Board: Disposition of 2729 McPhillips Street School Property.
- Andrea Lawson, Project Leader, Public Schools Finance Board: Seven Oaks School Division Infrastructure Assessment.
- Rick Dedi, Executive Director, Public Schools Finance Board: West St. Paul School - Roof Replacement.
- Cliff Meder, Director of Operations, Seven Oaks School Division: Edmund Partridge School Addition & Renovation - Change Order Nos. 19 & 20.
- Cliff Meder, Director of Operations, Seven Oaks School Division: Garden City Collegiate West Steam Heating and Unit Ventilator Replacement - Change Order Nos. 10 & 11.
- News Release: CMEC Copyright Consortium Pursues Legal Option on Fair Dealing Rights for Students in Canadian Schools.
- MSBA Executive Highlights - October 4, 2010.
- Network of Canadians for Early Human Development: "Emerging network consists of individual leaders who have been involved in building a pan-Canadian learning community whose vision is to better support young children and families through research, relationship building and community action". Save the date: May 9 to 13, 2011 - Orillia, Ontario.
- Nancy Allan, Minister of Education: Proclamation - Manitoba School Library Day, October 25, 2010.
- Ron Lemieux, Minister of Local Government: Provincial funding to support the implementation of West St. Paul School's climate change action plan.
- Nancy Allan, Minister of Education: Letter in response to Seven Oaks School Division's request that Manitoba School Bus specifications, Section 3.13, be amended to make Light Emitting Diode (LED) lighting standard equipment for school bus brake lights, and possibly marker, signal and

#### **CORRESPONDENCE**

strobe lights.

- Ken Nimchuk, Consultant, Technology Education, MB Education, Learning Support and Technologies Unit: Technology Education Equipment Replacement Grant for the period of July 1, 2010 to June 30, 2011.
- TJ's Gift Foundation: Thank you card for continued support of the Foundation.
- City of Winnipeg – Elections: List of nominated candidates.
- Educators' Notebook, Volume 21, Number 2 - June 2010: "Leading Excellence in Assessment Practice" - Christelle Waldie, School District of Mystery Lake.
- Carolyn Duhamel, Executive Direct: Media Alert - Waiting for Superman and Related Events.
- Jan Forster, Executive Director, Manitoba Family Services & Consumer Affairs: ALL Aboard, Manitoba's poverty reduction and social inclusion strategy ([www.manitoba.ca/fs/allaboard](http://www.manitoba.ca/fs/allaboard)).
- Nancy Allan, Minister of Education: Manitoba's Celebration of Excellence in Teaching - Minister's Awards.
- CleanEnergy: Geothermal / Geoexchange for heating and cooling homes and buildings.

## **ANNOUNCEMENTS**

### **Board Meeting Dates:**

Monday, November 1, 2010, 6:00 p.m. - Trustee Orientation.

Monday, November 8, 2010, 6:00 p.m. - Inaugural and Regular Board Meeting.

### **Other Dates:**

- Friday, October 22, 2010 – SAG.
- Wednesday, October 27, 2010 - Elections.

## **10-201 – Moved to Committee of the Whole at 7:58 p.m.**

Ploszay / Juan

That the Board here returned to the Committee of the Whole at 7:58 p.m.

**Carried**

Trustee Myskiw in the Chair.

## **SUPERINTENDENTS' REPORT**

The following matters were received as information:

- Personnel Matters.
- Student Issues.
- Regional Sewage Treatment Plan.
- Trustee Technology
- School Zone Traffic Concerns.
- CrossSafe – Cameras on school bus extended stop signs.
- School Leaders for the 21<sup>st</sup> Century.
- 2011 Provincial Pre-Budget Consultation Meetings.

**TRUSTEES**

- Trustee Sawka discussed the possibility of a crosswalk at École Seven Oaks Middle School.
- Trustee Gary Fogg reflected on his last 8 years as a school trustee, thanked his fellow Trustees and the Superintendents’ Team and commended the Board and the Superintendents’ Team on all the initiatives that the Board has addressed and pursued over the years.

**ADJOURNMENT**

The meeting adjourned at 8:55 p.m.

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Chairperson

\_\_\_\_\_  
Secretary-Treasurer

**Substitute Teacher Contracts  
2010-2011  
October 18, 2010**

Satya	Aggarwal	Bipendeep	Bhandal	Carol	Cook
Dimitra	Aglogallos	Joan	Bilow-Budowski	Greg	Cooper
Sarah	Allentuck	Victor	Bondarchuk	Anita	Corrigan
Abayneh	Ambaye	Christine	Boniello	Paramvir	Dandiwal
Jacintha	Anyadike	Lori	Botan	Lynne	Deans
Ron	Armstrong	Cam	Bowie	Connie	Decorby
Norman	Asher	Ian	Bowie	Marie	Del Rosario
Tigisty	Asmerom	Sharan	Brar	Petro	Denysenko
Melanie	Austin	Kiranjit	Brar	Manjot	Dhaliwal
Eva	Azuelos	Dana	Brown	Amandeep	Dhalla
Parminder	Bagga	Jay	Buchanan	Neela	Dhruve
Cheryl	Bain	Karen	Buchszreiber	Ruxandra	Dobrev
Satish	Bajaj	Holly	Budway	Halyna	Drahun
Roger	Bamburak	Vernelle	Buller	Tracy	Drimes
Monika	Bansal	Tessa	Callan	Matthew	Drysdale
Desta	Bartecki	Gordon	Campbell	Lori	Dubnicoff
Mandeep	Basi	Linda	Campbell	Tobias	Duggan
Loretta	Basiuk	Kevin	Carter	Andrea	Dvorak
Samantha	Basson	Juana	Castillo	Carol	Dyck
Malka	Bazak	Rachel	Chabbert	Jade	Easter
Stacey	Beldom	Jaswinder	Cheema	Bev	Eccles
Colin	Bell	Nestor	Ching	Marina	Einis
Patrick	Bend	Andrea	Chubey	Donna	Engel
Linda	Benson	Donna	Cohen	Roger	Espino
Tami	Berg	Saul	Coodin	Hadass	Eviatar
Wilson	Fallorin	Catherine	Hart	Lina	La Rosa

**Substitute Teacher Contracts  
2010-2011  
October 18, 2010**

Peter Firth	Johanna Hildebrand	Richard Labun
Jessica Flynn	Joyce Hill	Christopher Ladd
Dee Ford	Wirlana Holowka	Dina Laforges
Richard Ford	Marilyn Hosfield	Reesa Langhans
Graham Forsyth	Sandra Hull	Rae Leaden
Nedra Francis	Edward Hume	Dennis Leneveu
Venus Frank	David Imrie	Frank Leskovjan
Richard Freeman	Alaina Irwin	Helen Lesser
Luisa Friesen	Gurwinder Jaura	Odesa Lewis-Coutain
Robert Gamble	Maureen Justice-Dupuis	Judith Lichtman
Sharon Gilmore	Abu Kamara	Victor Loewen
Murray Goldenberg	Navjeet Kambo	Amritpal Lotey
Martha Graham	Sharon Kaye	Sylvia Lourenco
Erin Gray	Ray Kennedy	Tim Lutz
David Greskiw	Punam Khurana	Alison Lynch
Sabrina Guentert	Mary Kirkwood	Kuljinder Maan
Alain Guilmette	Melanie Kjartanson	Maggie Macdonald
Gina Guo	Henry Klassen	Colin Machula
Poppy Gwintsa	Agatha Klassen	Brenna Mahussier
Helen Halpin	Evgenia Konikov	Andrea Mair
Patrick Hansen	Sandra-Lee Konrad	Maria Manacsca
Rebecca Harder	Syd Korsunsky	Rupinder Mann
Amandeep Harish	Charlotte Kowalchuk	John Mantolino
Janet Harrison	Padmaja Kuruganty-Whyte	John March
Kristine Marshall	Tabitha Noordman	Frances Podlesiecki
Kathryn Maslanka	Didier Noudoda	Geraldine Presley

**Substitute Teacher Contracts  
2010-2011  
October 18, 2010**

Daniel Mathen	Peter Oakes-Munro	Dina Raihman
Andrew Mathewson	Kenneth Obirek	Johnson Ramlackhan
Zenovia Maximiuk	Maranda Obradovic	Allan Reichbart
Linda McBurney	Bruce Okrainec	Shira Reichbart
Terry McCartney	Adam Oleksiw	Ryan Reid
Nadine McCaughan	Amber Olfert	Naomi Reimer
Lynn McLean	Angelina Olivier-Job	Joel Reinecke
Christine McNulty	Buledi Omar	Sandy Rekrut
Randy Medeiros	Chris Omori	Judy Rekrut
Eileen Meissner	Laura Orestes	Russell Rennie
Matthew Melnyk	Maria Orobko	Jonathan Rhoda
Cindy Melo Shields	Resa Ostrove	Robert Richmond
Stan Mendyk	Judy Page	Jessica Robinson
Mary Mikawoz	Glen Palmer	Neal Rohne
Larisa Moniz	Harpreet Panag	Jim Ross
Jagmeet Multani	Jin-Hee Park	Victor Rybak
Casandra Nagribianko	Jennifer Parkinson	Devin Rychliski
Norma Lee Nelson	Correna Peck	Christine Ryckman
Daniel Nemis	Porfiria Pedrina	Maria Salazar-Toews
Bridget Ngegba	Jamie Pereira	Inderjit Sandhu
Coi Nguyen	Ginny Peristy	Leslie Saray
William Nickel	Linda Pich	Bill Scherbatiuk
Kimberly Niesink	Paul Piirik	Amanda Schmidt
Allison Scholl	Marusia Sukaylo	Vanessa Wiehler
Andrea Schur	Manny Sylvester	Rick Wilkowski
Jessica Schwarz	Joseph Tiede	Gavin Winchar

**Substitute Teacher Contracts  
2010-2011  
October 18, 2010**

Khamsing	Sengkhamkham	Amanda	Toews	Russell	Wychreschuk
Ray	Serwylo	Jeremy	Tosczak	Yuriy	Yamchuk
Leonard	Shapiro	Derek	Trainer	Amy	Yee
Cory	Shapiro	Gerald	Trembath	Lori	Zahara
Sumit	Sharda	Natalie	Trudeau	Harvey	Zahn
Neil	Sheppard	Margarita	Tuokko	Nenad	Zdjelar
Peter	Sherman	Thomas	Turner	Kim	Zeglinski
Loree	Shinoff	Leanne	Ulrich		
Sylvia	Shore	Nerissa	Umali		
Barbara	Shukster	Joe	Upton		
Maryna	Shulyakova	Joanna	Utko		
Brooke	Singer	Marilyn	Van Drongelen		
Kristyn	Single	Peter	Van Ginkel		
Micheline	Slater	Laura	Veitch		
Andrea	Smith	Amardeep	Viria		
Alan	Sobie	Evgeny	Vishnevsky		
Maria	Solitario	Lisa	Vitti		
Rob	Solmundson	Annette	Walkof		
Nataliya	Sovinska	Angela	Wasyluk		
Pam	Spitula	Jeff	Wazney		
Brennan	Stadnyk	Jonathan	Wiebe		
John	Starway	Mark	Wiehler		