

SEPTEMBER 17, 2024

Kansas Postsecondary Technical Education Authority SPECIAL MEETING

Curtis State Office Building
1000 SW Jackson, Suite 520
Topeka, KS 66612

2024-2025

Ray Frederick, Chair
Curtis Sneden, Vice Chair

KANSAS POSTSECONDARY TECHNICAL EDUCATION AUTHORITY MEMBERS:

Dr. Tiffany Anderson

Ray Frederick, Jr.

Mark Hess

Cindy Hoover

Keith Humphrey

Debra Mikulka

David Reist

Curtis Sneden

Todd Zimmer

Mike Beene

Amber Shultz

Natalie Clark

Building a Future

Higher Education's Commitment to Kansas Families, Businesses, and the Economy

1. Helping Kansas families
2. Supporting Kansas businesses
3. Advancing economic prosperity

2024-2025 KANSAS POSTSECONDARY TECHNICAL EDUCATION AUTHORITY GOALS



Goals

1. Explore opportunities to diversify the funding base for Adult Education services to ensure expansion and sustainability of those services. Activities could include identification and active pursuit of potential funding sources such as grants, private partnerships, and government funding programs.
2. Identify and share best practices in reducing and/or eliminating the actual fees high school students participating in the Excel in CTE programs are assessed and ensure actual costs and potential subsidies are adequately communicated.
3. Explore methods to ensure data used to calculate the components of the instructional cost model represent actual costs.
4. Resume program performance reviews using previously established criteria to validate and communicate the value of technical education in developing a skilled workforce and meeting the needs of business and industry.
5. Improve collaboration and integration of programs between Community Colleges and Technical Colleges and Adult Education centers to streamline joint programs, educational pathways, and communication channels ensuring seamless transitions for learners and between institutions.
6. Explore a methodology to share best practices and communicate student participation rates in work-based learning opportunities.
7. Work with Commerce in expanding the apprenticeship model and include a method for identifying and reporting the number of apprenticeships established and the number of apprentices participating.
8. Explore a method to report participation, promote awareness, and emphasize business & industry partnerships and the value of customized training occurring at the institutions using input from community colleges, technical colleges, and universities.
9. Enhance military articulation and support efforts.
10. Explore opportunities to enhance corrections programs and methods to communicate progress to meet workforce needs.

MEETING AGENDA

The Kansas Postsecondary Technical Education Authority Regents will hold a virtual meeting via Zoom at 11:00 a.m. on September 17, 2024. The link for the Board meeting can be found on our website at https://www.kansasregents.org/board_meeting_live_stream.

Tuesday, September 17, 2024

- I. **Call To Order** Ray Frederick, Chair

- II. **Consideration of Discussion Agenda**
Act on Distribution of FY 2025 Appropriations for Technical Education Elaine Frisbie, VP of Finance and Administration

- IV. **Next Meeting Reminder**
Thursday, September 26, 2024 at 10am (virtual) Ray Frederick, Chair

- V. **Adjournment**

DISCUSSION AGENDA

Tuesday, September 17, 2024

- I. **Call To Order** Ray Frederick, Chair

- II. **Consideration of Discussion Agenda**
 Act on Distribution of FY 2025 Appropriations for Technical Education Elaine Frisbie

Summary

The Excel in CTE Initiative provides state-financed college tuition for high school students in approved postsecondary technical education courses for students earning industry-recognized credentials in high-demand occupations. While enrollments at individual colleges varied widely, overall Excel in CTE student headcounts grew 6.4 percent in FY 2024 compared to the prior year and calculated tuition costs grew 7.7 percent. As has been the case for the most recent three years, a proviso was applied to the appropriation requiring payments for this program to be made to the institutions within a specified timeframe for FY 2025.

As amounts available for the Excel in CTE, AO-K, GED Accelerator and AO-K course materials will not cover the calculated costs for enrollment activity in FY 2024, the amounts to be distributed are pro-rated in a manner proportional to the \$358,836 shortfall (0.78 percent for Excel in CTE). This is the third year in the history of the Excel in CTE program that the appropriation came up short of calculated costs (FY 2017 was short by \$3.74 million or 18 percent and FY 2016 was short \$1.25 million or 6 percent). As the state funding for the AO-K program is sourced from the Excel in CTE appropriation, the distribution of the state aid is similarly pro-rated by \$3,925 (0.65 percent).

The Board of Regents has no state funding available for either the GED Accelerator or the new benefit for students in the AO-K to Work program to receive up to \$500 for course materials. Amounts displayed are to document each institution’s calculated costs for state aid under state law. In total, state appropriations for the four programs fall short by \$467,768.

Staff recommends approval of the allocations as outlined below, and requests authorization to make necessary subsequent technical corrections if any error is discovered. Staff will report back to the TEA if any such corrections are needed. The distribution amounts set forth in the following tables do not reflect the Board’s assessment of each institution’s performance pursuant to KSA 74-3202d (e) and thus the actual distribution to an institution, in accordance with the performance agreement process, may be less than the amount set forth in the tables for that institution.

Excel in CTE and Accelerating Opportunity: Kansas

K.S.A. 72-3819, known as the Excel in CTE Initiative, provides state-financed college tuition for high school students in postsecondary technical education courses and (when funding is appropriated) incentives to school districts for students earning industry-recognized credentials in high-demand occupations. Funding for the initiative that reimburses colleges for the cost to deliver the programs is provided through an appropriation to the Board of Regents Office. The appropriation language also provides a tuition subsidy for adults without a GED who are enrolled in technical courses in designated Accelerating Opportunity: Kansas (AO-K) approved pathways.

For FY 2025, the Board of Regents has available \$45,990,692 (the \$43.15 million appropriation plus \$2.8 million not spent in prior years) for high school students’ postsecondary technical course tuition and for tuition for adults

without a GED who are enrolled in technical courses in designated Accelerating Opportunity: Kansas (AO-K) approved pathways. Amounts noted in the next two tables reflect the actual Academic Year 2024 enrollments and calculated state aid costs.

Separate tables are attached to the issue paper to provide student headcount and student credit hours for Excel in CTE activity over FY 2019 through FY 2024 for each institution.

FY 2025 Distributions

From the program's inception through FY 2021, funding for the tuition portion of the Excel in CTE program was distributed twice a year, based on student enrollments submitted to the Kansas Higher Education Data System by the institutions in special data collections specific to the programs. Funds were distributed in January based on Fall enrollment data and in June based on Spring enrollment data. The 2021 Legislature enacted a new proviso, which has been repeated since:

And provided further, That during the fiscal year ending June 30, 2025, not later than 60 days following the class start date, expenditures shall be made by the above agency from such account for tuition reimbursement.

To comply with this expenditure timing requirement, a change was required for the basis of how the funds are distributed, and when funds are distributed to institutions. Rather than increasing the number of data collections and making multiple payments throughout the semester to institutions with their multiple unique class start dates, the funds are distributed based on institutions' share of the prior year enrollments in the eligible programs. This process makes the distribution of the state funds manageable for both the institutions and the Board Office and aligns with the methodology of most distributions.

August 12, 2024	Earliest Class Start Date Fall 2024 Semester (Washburn Tech)
September 6, 2024	Deadline for College Presidents to Certify Academic Year 2024 Data
September 9-16, 2024	Board of Regents Staff Computes Tuition Costs for Affected Programs
September 17, 2024	Postsecondary Technical Education Authority Meets to Review and Approve Distributions
September 18-19, 2024	Board of Regents Meets to Review and Approve Distributions
October 11, 2024	Deadline for Payments to Colleges According to Legislative Proviso

Recommendation

Institutions submitted and certified their full Academic Year 2024 data collection by September 6th. As amounts available for Excel in CTE and AO-K will not cover the calculated costs for enrollment activity in FY 2024, the amounts to be distributed are pro-rated in a manner proportional to the \$358,836 shortfall (0.78 percent for Excel in CTE). As the state funding for the AO-K program is sourced from the Excel in CTE appropriation, the distribution of the state aid is similarly pro-rated according to each college's share of the state aid calculated total by \$3,925 (0.65 percent).

Staff have reviewed the information submitted by the institutions and recommends approval of the amounts noted below and requests approval to make necessary technical corrections should an error be identified. The distribution amounts set forth in the following tables do not reflect the Board's assessment of each institution's performance pursuant to KSA 74-3202d (e) and thus the actual distribution to an institution, in accordance with the performance agreement process, may be less than the amount set forth in the tables for that institution.

Excel in Career Technical Education

Institution	FY 2025 Allocation	FY 2025 Pro-Rated Allocation
Allen County Community College	\$ 783,267	\$ 777,124
Barton County Community College	565,280	560,846
Butler Community College	821,098	814,658
Cloud County Community College	680,526	675,189
Coffeyville Community College	1,167,710	1,158,552
Colby Community College	307,361	304,950
Cowley County Community College	1,230,716	1,221,063
Dodge City Community College	1,266,151	1,256,220
Flint Hills Technical College	2,980,805	2,957,426
Fort Hays Tech North Central	670,267	665,010
Fort Scott Community College	1,249,974	1,240,170
Garden City Community College	967,980	960,388
Highland Community College	2,109,007	2,092,466
Hutchinson Community College	3,224,075	3,198,788
Independence Community College	230,504	228,696
Johnson County Community College	2,418,538	2,399,569
Kansas City Kansas Community College	3,577,867	3,549,805
Labette Community College	631,788	626,833
Manhattan Area Technical College	900,739	893,674
Neosho County Community College	2,011,168	1,995,394
Northwest Kansas Technical College	853,012	846,322
Pratt Community College	559,984	555,592
Salina Area Technical College	1,503,484	1,491,692
Seward County Community College	953,005	945,530
Washburn University Institute of Technology	5,698,597	5,653,902
Wichita State University Campus of Applied Sciences and Technology	8,388,746	8,322,952
Total	\$45,751,649	\$45,392,813

Accelerating Opportunity: Kansas

Institution	FY 2025 Allocation	FY 2025 Pro-Rated Allocation
Allen County Community College	\$ --	\$ --
Barton County Community College	107,408	106,707
Butler Community College	31,171	30,968
Cloud County Community College	--	--
Coffeyville Community College	--	--
Colby Community College	82,315	81,778
Cowley County Community College	23,588	23,434
Dodge City Community College	--	--
Flint Hills Technical College	--	--
Fort Hays Tech North Central	--	--
Fort Scott Community College	4,000	3,974
Garden City Community College	15,391	15,291
Highland Community College	31,114	30,911
Hutchinson Community College	6,130	6,090
Independence Community College	--	--
Johnson County Community College	25,659	25,492
Kansas City Kansas Community College	--	--
Labette Community College	--	--
Manhattan Area Technical College	--	--
Neosho County Community College	--	--
Northwest Kansas Technical College	--	--
Pratt Community College	--	--
Salina Area Technical College	20,020	19,889
Seward County Community College	38,444	38,193
Washburn University Institute of Technology	60,665	60,269
Wichita State University Campus of Applied Sciences and Technology	155,899	154,882
Total	\$601,804	\$597,879

Postsecondary Education Performance-Based Incentives Fund (GED Accelerator)

The Board of Regents administers the Postsecondary Education Performance-Based Incentives Fund (known as the GED Accelerator Initiative), per K.S.A. 74-32,434. This fund provides incentives to eligible institutions—community colleges, technical colleges, and Washburn Institute of Technology—for adults seeking and earning a GED/high school equivalency diploma and/or an identified industry credential while enrolled in an eligible postsecondary technical education program.

Eligible institutions can receive:

- \$170 for each adult enrolled in a postsecondary technical program while pursuing a GED/high school equivalency diploma (\$150 of which must be used for the GED/high school equivalency tests);
- \$500 for each adult earning a GED/high school equivalency diploma; and
- \$1,000 for each adult earning an identified industry credential while enrolled in an eligible postsecondary technical education program.

For participants enrolled in the program in AY 2024 the calculated costs total \$96,440; however, the Board of Regents has no state appropriation to pay for the college incentives.

The GED Accelerator was initially financed with a transfer of \$1.9 million from the State General Fund in Section 143(f) of 2015 House Substitute for Senate Bill 112. In FY 2017, \$900,000 was transferred back to the State General Fund. The remaining \$1.0 million has been spent down over time and at present, the fund has a zero balance. For the Board's consideration at the September 2024 meeting is \$100,000 for inclusion in the FY 2026 unified appropriation request to establish a recurring appropriation for this statutory program.

Postsecondary Education Performance-Based Incentives Fund – GED Accelerator

Institution	FY 2025 Calculations	FY 2025 State Aid
Allen County Community College	\$ --	\$ --
Barton County Community College	21,220	--
Butler Community College	850	--
Cloud County Community College	--	--
Coffeyville Community College	--	--
Colby Community College	18,370	--
Cowley County Community College	1,670	--
Dodge City Community College	--	--
Flint Hills Technical College	--	--
Fort Hays Tech North Central	--	--
Fort Scott Community College	--	--
Garden City Community College	8,020	--
Highland Community College	6,180	--
Hutchinson Community College	--	--
Independence Community College	--	--
Johnson County Community College	9,870	--
Kansas City Kansas Community College	--	--
Labette Community College	--	--
Manhattan Area Technical College	--	--
Neosho County Community College	--	--
Northwest Kansas Technical College	--	--
Pratt Community College	--	--
Salina Area Technical College	5,180	--
Seward County Community College	8,040	--
Washburn University Institute of Technology	16,370	--
Wichita State University Campus of Applied Sciences and Technology	670	--
Total	\$96,440	\$ --

Accelerating Opportunity: Kansas (AO-K) Books, Tools, Personal Materials, and Industry Exams

K.S.A. 74-32,267, enacted in 2019, established the Accelerating Opportunity: Kansas (AO-K) to Work program to assist students in obtaining a high school equivalency and becoming ready for transferable college-level courses while earning an industry credential. The 2023 Legislature passed Senate Substitute for HB 2060 to amend the AO-K to Work program to permit state funds to be used for books and related materials, up to \$500 per student per institution over their lifetime. However, the 2023 legislation limited the \$500 to only students pursuing the specific High School Equivalency (HSE) created by the statute, and precluded AO-K GED students from benefitting from the financial assistance.

Provisions enacted by the 2024 Legislature in Senate Bill 438 clarify all AO-K students are eligible for the AO-K payment as a \$500 lifetime benefit and removed language requiring the subtraction of other aid from the amount awarded for this benefit. No appropriation was made for the benefit.

AO-K State Payment for Books, Tools, Personal Materials, and Industry Exams

Institution	FY 2025 Calculations	FY 2025 State Aid
Allen County Community College	\$ --	\$ --
Barton County Community College	--	--
Butler Community College	--	--
Cloud County Community College	--	--
Coffeyville Community College	--	--
Colby Community College	--	--
Cowley County Community College	2,410	--
Dodge City Community College	--	--
Flint Hills Technical College	--	--
Fort Hays Tech North Central	--	--
Fort Scott Community College	--	--
Garden City Community College	2,476	--
Highland Community College	--	--
Hutchinson Community College	--	--
Independence Community College	--	--
Johnson County Community College	534	--
Kansas City Kansas Community College	--	--
Labette Community College	--	--
Manhattan Area Technical College	--	--
Neosho County Community College	--	--
Northwest Kansas Technical College	--	--
Pratt Community College	--	--
Salina Area Technical College	--	--
Seward County Community College	3,147	--
Washburn University Institute of Technology	--	--
Wichita State University Campus of Applied Sciences and Technology	--	--
Total	\$8,567	\$ --

**Excel in CTE
Unduplicated Student Headcount AY 2019 - 2024
Systemwide**

Community Colleges	2019	2020	2021	2022	2023	2024	1 Year Chg	5 Year Chg
Allen Community College	787	463	556	479	627	559	(10.8%)	(29.0%)
Barton Community College	243	259	251	231	284	319	12.3%	31.3%
Butler Community College	299	270	291	311	320	382	19.4%	27.8%
Cloud County Community College	201	233	185	218	310	370	19.4%	84.1%
Coffeyville Community College	246	234	237	249	232	232	0.0%	(5.7%)
Colby Community College	236	243	155	171	167	195	16.8%	(17.4%)
Cowley Community College	225	258	226	249	300	313	4.3%	39.1%
Dodge City Community College	145	102	183	148	227	279	22.9%	92.4%
Fort Scott Community College	342	330	222	265	340	362	6.5%	5.8%
Garden City Community College	94	203	197	246	300	368	22.7%	291.5%
Highland Community College	594	514	530	710	744	707	(5.0%)	19.0%
Hutchinson Community College	1,346	1,157	1,044	1,057	1,039	1,221	17.5%	(9.3%)
Independence Community College	162	132	114	149	69	114	65.2%	(29.6%)
Johnson County Community College	1,211	1,126	969	1,114	1,005	1,155	14.9%	(4.6%)
Kansas City Kansas Community College	844	971	648	738	753	783	4.0%	(7.2%)
Labette Community College	250	270	240	261	269	358	33.1%	43.2%
Neosho County Community College	325	412	429	440	482	518	7.5%	59.4%
Pratt Community College	245	203	193	194	242	234	(3.3%)	(4.5%)
Seward County Community College	349	382	327	379	384	344	(10.4%)	(1.4%)
Community College Total	8,144	7,762	6,997	7,609	8,094	8,813	8.9%	8.2%
Technical Colleges	2019	2020	2021	2022	2023	2024	1 Year Chg	5 Year Chg
Flint Hills Technical College	1,133	1,572	1,427	1,714	2,418	2,172	(10.2%)	91.7%
Fort Hays Tech North Central	155	173	202	216	262	317	21.0%	104.5%
Fort Hays Tech Northwest	253	176	188	210	179	206	15.1%	(18.6%)
Manhattan Area Technical College	219	314	292	399	437	423	(3.2%)	93.2%
Salina Area Technical College	314	326	370	392	353	436	23.5%	38.9%
Washburn Institute of Technology	984	1,034	822	773	776	806	3.9%	(18.1%)
WSU Campus of Applied Sciences and Technology	2,473	2,577	2,231	2,399	2,745	3,069	11.8%	24.1%
Technical College Total	5,531	6,172	5,532	6,103	7,170	7,429	3.6%	34.3%
System Total	13,675	13,934	12,529	13,712	15,264	16,242	6.4%	18.8%

Source: KHEDS Academic Year Collection submitted by Colleges.

Excel in CTE
Student Credit Hours AY 2019 - 2024
Systemwide

Community Colleges	2019	2020	2021	2022	2023	2024	1 Year Chg	5 Year Chg
Allen Community College	3,373	2,307	2,475	1,891	2,506	2,446	(2.4%)	(27.5%)
Barton Community College	1,380	1,382	1,208	1,211	1,353	1,592	17.7%	15.4%
Butler Community College	1,852	2,035	2,077	2,009	2,218	2,441	10.1%	31.8%
Cloud County Community College	804	1,088	944	1,076	1,619	1,878	16.0%	133.6%
Coffeyville Community College	3,024	2,943	3,166	3,412	3,359	3,070	(8.6%)	1.5%
Colby Community College	1,187	1,194	685	781	737	901	22.3%	(24.1%)
Cowley Community College	2,396	2,825	2,550	2,783	3,296	3,232	(1.9%)	34.9%
Dodge City Community College	1,200	845	1,698	1,702	2,688	3,652	35.9%	204.3%
Fort Scott Community College	3,176	3,196	2,007	2,399	3,106	3,496	12.6%	10.1%
Garden City Community College	713	1,187	1,285	2,007	2,198	2,777	26.3%	289.5%
Highland Community College	5,515	4,848	4,797	5,787	6,136	5,927	(3.4%)	7.5%
Hutchinson Community College	9,073	7,759	7,057	7,270	7,318	8,469	15.7%	(6.7%)
Independence Community College	621	601	599	582	395	650	64.6%	4.7%
Johnson County Community College	5,843	5,798	5,521	6,563	6,437	7,312	13.6%	25.1%
Kansas City Kansas Community College	9,488	10,195	7,428	8,653	9,079	9,804	8.0%	3.3%
Labette Community College	1,030	1,225	1,649	1,470	1,494	1,713	14.7%	66.3%
Neosho County Community College	3,738	4,509	4,769	5,122	5,034	5,524	9.7%	47.8%
Pratt Community College	1,214	1,057	1,138	1,163	1,589	1,496	(5.9%)	23.2%
Seward County Community College	3,221	3,368	2,738	2,566	2,677	2,761	3.1%	(14.3%)
Community College Total	58,848	58,362	53,791	58,447	63,239	69,141	9.3%	17.5%
Technical Colleges	2019	2020	2021	2022	2023	2024	1 Year Chg	5 Year Chg
Flint Hills Technical College	4,755	6,080	5,121	6,188	7,567	8,091	6.9%	70.2%
Fort Hays Tech North Central	1,072	1,078	1,428	1,178	1,512	1,722	13.9%	60.6%
Fort Hays Tech Northwest	1,958	1,794	1,771	2,137	1,916	2,426	26.6%	23.9%
Manhattan Area Technical College	1,165	1,796	1,782	2,472	2,617	2,534	(3.2%)	117.5%
Salina Area Technical College	3,185	3,110	3,528	3,569	3,351	4,128	23.2%	29.6%
Washburn Institute of Technology	15,107	16,515	14,054	13,442	13,772	15,431	12.0%	2.1%
WSU Campus of Applied Sciences and Technology	18,994	20,492	17,206	18,077	21,543	23,383	8.5%	23.1%
Technical College Total	46,236	50,865	44,890	47,063	52,278	57,715	10.4%	24.8%
System Total	105,084	109,227	98,681	105,510	115,517	126,856	9.8%	20.7%

Source: KHEDS Academic Year Collection submitted by Colleges.

IV. Next Meeting Reminder

Thursday, September 26, 2024 at 10am (virtual)

Ray Frederick, Chair

V. Adjournment

Postsecondary TEA Meeting Dates 2024-2025

Conference number: see agenda Access code: see agenda

TEA Meeting Dates

Location

TEA meeting times and locations are subject to change based on the availability of the committee members

Thursday, August 29, 2024	KBOR Office, Topeka - 10 a.m.
Thursday, September 26, 2024	Conference Call - 10 a.m.
Thursday, October 31, 2024	KBOR Office, Topeka - 10 a.m.
Thursday, November 21, 2024	Conference Call - 10 a.m.
Thursday, December 19, 2024	Conference Call - 1:30 p.m.
Thursday, January 30, 2025	KBOR Office, Topeka - 10 a.m.
Thursday, February 27, 2025	Conference Call - 10 a.m.
Thursday, March 27, 2025	KBOR Office, Topeka - 10 a.m.
Thursday, April 24, 2025	Conference Call - 10 a.m.
Thursday, May 29, 2025	KBOR Office, Topeka - 10 a.m.

Committee Conference Call Meeting Dates

Location

Committee meeting times and dates are subject to change based on the availability of the committee members

All Committee meetings are conference calls	
Thursday, August 15, 2024	<p>Budget/Finance Committee: 8:30 a.m. to 9:30 a.m.</p> <p>Program/Curriculum Committee: 3:00 p.m. to 4:30 p.m.</p>
Thursday, September 12, 2024	
Thursday, October 17, 2024	
Thursday, November 7, 2024	
Thursday, December 5, 2024	
Thursday, January 16, 2025	
Thursday, February 13, 2025	
Thursday, March 13, 2025	
Thursday, April 10, 2025	
Thursday, May 15, 2025	

CURRENT FISCAL YEAR MEETING DATES KANSAS BOARD OF REGENTS

Fiscal Year 2025

Board of Regents Meeting Dates	Agenda Materials Due to Board Office
July 29-31, 2024	
September 18-19, 2024	August 28, 2024 at NOON
October 16-17, 2024 Campus Visit (WSU)	
November 20, 2024	October 30, 2024 at NOON
Nov. 21-22, 2024 Campus Visit (KSU)	
December 18-19, 2024	November 25, 2024 at NOON
January 15-16, 2025	December 24, 2024 at NOON
February 12-13, 2025	January 22, 2025 at NOON
March 12-13, 2025	February 19, 2025 at NOON
April 16-17, 2025 (PSU)	March 26, 2025 at NOON
May 14-15, 2025	April 23, 2025 at NOON
June 11-12, 2025	May 21, 2025 at NOON

MEETING DATES FOR FY 2025

Fiscal Year 2025

Meeting Dates

- September 18-19, 2024
- October 16-17, 2024 Campus Visit (WSU)
- November 20-22, 2024 Campus Visit (KSU)
- December 18-19, 2024
- January 15-16, 2025
- February 12-13, 2025
- March 12-13, 2025
- April 16-17, 2025 Campus Visit (PSU)
- May 14-15, 2025
- June 11-12, 2025

Kansas Postsecondary Technical Education Authority – 2024-2025

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Budget & Finance Sub-Committee – 2024-2025

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Program & Curriculum Sub-Committee – 2024-2025

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Mike Beene (Chair)

Cindy Hoover (Vice Chair)

Dr. Tiffany Anderson

Debra Mikulka

Mark Hess

Natalie Clark

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