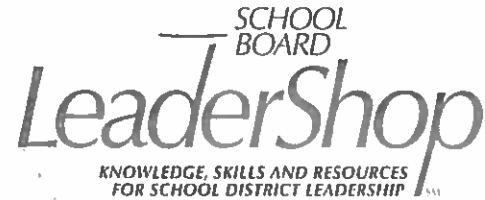


CERTIFICATE OF WORKSHOP COMPLETION



THIS IS TO CERTIFY THAT

Tom Merkel Nov. 18, 2016
NAME DATE

has completed the School Board LeaderShop Workshop:
COLLECTIVE BARGAINING

Dean Langdon

DEAN LANGDON
ASSOCIATE EXECUTIVE DIRECTOR,
BOARD DEVELOPMENT, IASB

Roger L. Eddy

ROGER L. EDDY
EXECUTIVE DIRECTOR, IASB

