

Newsletter

The Official Newsletter of Kingsley-Pierson Community Schools

November 2015

2016 yearbook sales begin

\$4 off 

It seems like the 2015 yearbooks just arrived and now we are already selling the 2016 books.

The price of the books remains at ~~\$40~~, **\$36** if they are purchased before Christmas break. After Christmas, the price goes to \$45. The order form is included on page 7 of this newsletter.

FACT: *The average cost of a yearbook in the Midwest is \$50 - \$55. So, the K-P yearbook is a bargain when compared to the Midwest average!*

Considering that books can last over 100 years (if properly taken care of), a \$40 book amounts to a mere 40-cents per year!

Notes from the Superintendent

Enrollment Update

All school districts complete two types of enrollment reports, budget enrollment and BEDS enrollment. Budget enrollment is also called Actual Enrollment and is the number of resident students in the school district. This includes students attending Kingsley-Pierson and students living in our district that are open enrolled out to other school districts. BEDS enrollment is the number of students actually being served in your building. This enrollment includes open enrolled in and tuition in students. Listed below is the enrollment for fall 2015 compared to fall 2014, 2013 and 2012:

	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>
1. Resident students attending Kingsley-Pierson	436	398	411	426
2. Open enrolled out students	46	41	38	32.3
3. Tuition out students	4	6	7	3
Budget (Actual) enrollment	486	445	456	461.3
4. Open enrolled in students	26	35	26	27
5. Tuition in students	0	0	2	0
BEDS enrollment (Row 1+4+5)	462	433	439	453



National Honor Society members: Faith Seggerman, Rachel Dreeszen, Hope Bollin, Sydney Seuntjens, Anna Schmid, Annie Edgar, Jasmine Knie; (middle) Abby Sitzmann, Lily Peschau, Hannah Andrews, Taylor Anstine, Paige Rassel, Marina Keck, Emily Reinking; (back) Rachel Mercer, Brooke Riordan, Mitchell Moritz, C.J. Phelan, Carson Riemenschneider, Jacob Harvey, Carter Bohle, McKenzie Carlson and Kiana Phelps.

Elementary Comments

- Mr. Wiese

Our "Parent-Teacher-Conference" attendance always amazes me! This is a tradition that we all want to see continue. I really appreciate your cooperation with changing the night of conferences from Tuesday to Monday again!!! When you are in the Kingsley building, sometime please check out the commons/lunch room South wall. A "show-case" board has been assembled and top-notch student work is displayed for each classroom in the elementary!

Another event that is quickly approaching includes our standardized testing. This should be the final academic year of Iowa Assessments. In the 2016-2017 academic year, all schools change to a new testing titled "Smarter Balance" (more details to come in a future newsletter). Throughout the week of November 3-6 (and into the following week) Grades 1, 2, 3, & 4 will be taking the Iowa Assessment Tests. Adequate sleep and a healthy breakfast are always encouraged before beginning each day, but please make an extra effort in your home this week! Remember Daylight Savings ends on November 1 (set your clocks back one hour).

Your child recently completed our annual "Red Ribbon Week." We always promote healthy living and want to keep all of our students on the right track. It was great to see the participation for dress-up days. A special "thanks" goes out to the Kingsley-Pierson Booster Club for their continued support. The meal provided for the Kingsley-Pierson Faculty & Staff were much appreciated on Thursday, 10/29/15 (from the KP Booster Club) during Parent-Teacher-Conferences!

Many of you have sent "Box Tops" with your child to school. Thank you and please continue to do this the entire year. The Fall competition has ended and wow, did we have awesome participation.

We are also continuing the "Schoolmall.com" online shopping opportunity again which used to be called "Schoolstore.com". Over "40" students have turned in their packets and one more week is allowed yet to turn them in. A drawing will be held in December for those who turned in their packets. The prize for the drawing is located in the window of the principal's office!

A reminder about the change in weather, please make sure your child is prepared for the extreme temperatures. If the temperature, precipitation, and wind chill are all at a reasonable level, the kids are outside.

Many families have experienced the flu recently in our district. Please remember the "24 hour" recommendation (fever and/or flu free for 24 hours). The other tip is to wash your hands more than usual to help combat the flu.

There is an early dismissal on Wednesday, November 25 (one hour early) and NO SCHOOL on November 26 & 27. Plus a two-hour early out on Wed., Nov. 4.

I hope all of you have a "Happy Thanksgiving"! I am very thankful for each of your kids! I am also thankful for all of our volunteers that help out at our school and communities! Special "thanks" goes out to the Kingsley Fire Department for coming to the school in October to review "Fire Safety!"



The Big Bad Musical

Friday & Saturday
November 13th & 14th @ 7:00 p.m.

Tickets: \$5 adults/\$3 students



"The Kingsley-Pierson CSD believes education enhancement requires consistently fair and equitable educational and employment practices without regard to race, color, national origin, religion, creed, age, sexual orientation, marital status, sex, gender, gender identity, disability or socio-economic status."

THE GUIDANCE OFFICE

Seniors have been visiting with college representatives in the guidance office this past month and these visits by college representatives will continue until the end of March. The college representatives have started early with their high school visitations. A new change for this year was allowing juniors to visit with college recruiters at the beginning of the year. Decisions for post-secondary school are needed earlier and this process needs to start earlier.

Senior Parent Financial aid night was October 5. The biggest change in this area is PIN #'s are out and the Federal Student Aid Pin is available. Read the section below about the change:

Goodbye, Federal Student Aid PIN. Hello, FSA ID!

The Federal Student Aid PIN has long been a staple of preparing for the college financial aid process. This year the PIN has been replaced by the FSA ID, or Federal Student Aid Identification.

The FSA ID is a username and password that heightens the security for a variety of websites, including the FAFSA. The FSA ID benefits students in four ways:

- It removes personal identifiable information, such as Social Security numbers from the log-in credentials.
- It creates a more secure and efficient way to verify information when logging in to access federal student aid information online.
- It gives the ability to easily update personal information, such as phone number, email address, or name.
- It allows students to easily retrieve the username and password by requesting a secure code be sent to an email address or by answering challenge questions

GENERAL SCHOLARSHIP INFORMATION: Most scholarships for colleges and universities have the forms online and the students need to complete the forms online. Students need to visit the college website often and view the available scholarships. Sometimes the scholarships are listed on their own tab and sometimes they are listed in the financial aid tab. Colleges assume seniors are checking their websites for both scholarships and catalog information. I very seldom receive college based scholarships here in the guidance office. The scholarships I receive are the general scholarships. The local scholarships are mailed to each senior in March.

SCHOLARSHIP SEARCH SERVICES: Scholarships search services are also available for free. Some of the most common are: Fastweb.com CollegeNet.com Scholarships.com ScholarshipMonkey.com

I Have a Plan Iowa—all seniors started this last year. They need to return to this website and see what is available.

WAYNE STATE COLLEGE SCHOLARSHIP DEADLINES: Students planning to attend Wayne State College need to have their scholarship applications at the Wayne State Admissions Office by December 1, 2015. Also, before a college will award or look at a scholarship application, the student needs to have completed a college application.

HERBERT HOOVER UNCOMMON STUDENT AWARD FOR JUNIORS: This is a project driven program not based on grades, test scores, essays or financial aid. Visit www.hooverassociation.org for details. This program identifies and honors approximately 15 Iowa high school juniors who propose and then accomplish projects of their own design. The award also honors Herbert Hoover, an Iowa native and the 31st President of the United States.

GUIDANCE CALENDAR:

November 3-4—The Iowa Assessments will be given from 8:30-11:30

November 9: The Mount Marty College Representative will be in the guidance office

November 15--deadline for the Hagan Scholarship-download application at www.hsfmo.org

November 19: The South Dakota State University Representative will be in the guidance office

November 25—First Registration Deadline for Spring PSEO registrations

December 1: —Deadline for all Wayne State College Scholarships

LOOKING AHEAD:

December 10-- The ASVAB test will be given in the high school library at 8:30 A.M. for any student planning to enter the military.

February 1-- Grand Lodge of Iowa, A.F. and A.M. Masonic Scholarship deadline. The application is available in the guidance office.

January 20: Ronald McDonald House Charities U.S. Scholarship deadline -Apply at www.rmhc.org

March 1--: MCEC Technical Scholarship Application from the Grand Lodge of Iowa A.F. & A.M. Applications are available in the guidance office.

Middle School Comments

- Mr. Wiese

On Tuesday, November 11, @11:00 AM, in the Kingsley-Pierson Middle School Gym, the annual Veteran’s Day Program will be held. You are all invited for this event in Pierson along with the public. There will be multiple phases to the program including honoring our Veteran’s and a message about this special day in our country. We have also invited the high school students and staff to join us in Pierson. Finally, your child should have either received a memo and/or an email about an opportunity to bring in items to donate to our soldiers! Those items will be showcased on Veteran’s Day (please consider having your child bring in an item or two that day.)

Thank you for attending your child’s conference this past month. Many of you monitor your child’s grades, lunch balance, attendance, and lesson plans on-line (remember this procedure carries over year to year) via JMC. If this interests you, please call the middle school (712-375-5939) or email me at rwiese@k-pcsd.org for more details.

Your child just completed the annual “Red Ribbon Week.” We always promote healthy living and want to keep all of our students on the right track. It was great to see the participation for dress-up days. A special “thanks” goes out to the Kingsley-Pierson Booster Club for their donations. The meals provided for the Kingsley-Pierson Faculty & Staff were much appreciated on Thursday, 10/29/15 (from the KP Booster Club) during Parent-Teacher-Conferences!

Throughout the days of November 3-5: all middle school students will be taking the Iowa Assessment Tests. Adequate sleep and a healthy breakfast are always encouraged before beginning each day, but please make an extra effort in your home for this particular week!

Our volleyball and football seasons are complete. Congratulations to all of those involved with the programs! The basketball season is now in progress. Please remember to promote “Sportsmanship” at every event! The on-line calendar via the KP web site displays all the games.

Many families have experienced the flu recently in our district. Please remember the “24 hour” recommendation (fever and/or flu free for 24 hours). The other tip is to wash your hands more than usual to help combat the flu.

Please do not forget to set your clocks back one hour on 11/1/15 as Daylight Saving Time Ends. I hope all of you have a “Happy Thanksgiving”! There is an early dismissal on Wednesday, November 25 (one hour early). I am thankful for each of your kids! Plus there is an early dismissal on Wed., Nov. 4 two hours early for a teacher’s in-service.



Parents and community members had the opportunity to tour the upgraded keyboarding lab in Pierson during parent-teacher conferences. The new Chromebooks were made possible by a grant from the Missouri River Historical Development.

Curriculum Corner

Amy Benson

A big part of my job as Curriculum Director is digging into our data and really analyzing what it means and how we could use it to drive our instruction. As a teacher the word data used to make me cringe, partly because we are in the spotlight if our students don't score well and partly because it is an overwhelming task. First of all, what data do I look at? Secondly, where do I find the time to analyze data while teaching and grading papers at home at night. I totally get it!

As a curriculum director, I really enjoy getting "down and dirty" with the data and seeing where we need to improve. With such a small district I know exactly which students were not proficient last year on the Iowa Assessments in math, reading, and science (core subjects we must report to the state.) As you have heard over the years, fourth, eighth, and eleventh grade are the grades we have to report to the state. Please, please encourage your child to do their best next week as they begin the battery of Iowa Assessments. It is not longer the days of drawing pictures with your dots as we have a lot riding on these tests!

I am including in my report how our students scored in reading, math, and science last year compared to how they did the year before. Hence, I will be comparing apples to apples. The % shows the students that were proficient.

4th Grade	Math	Reading	Science
2015	86.0%	87.8%	86.0%
2014	86.0%	83.3%	86.0%

8th Grade	Math	Reading	Science
2015	74.0%	79.9%	87.2%
2014	81.1%	75.0%	86.5%

11th Grade	Math	Reading	Science
2015	93.5%	84.8%	87.0%
2014	86.7%	84.4%	86.7%

Our goal is common throughout all three content areas. Simply we want all of our students to either be proficient or show one year's growth every year.

If this data is of an interest to you, you may visit either the Pierson or Kingsley Public libraries to read the 2014-2015 Annual Progress Report (APR). In that report you will see all our data from the last five years.

2015-16 BASKETBALL

- first practice-G Nov. 9
- first practice-B Nov. 16
- 11/19/2015 MMC Jamboree--G
- 11/24/2015 JV/V GBB RV
- 11/28/2015 Storm Lake Jamboree--B
- 11/30/2015 JV/V GBB HLP
- 12/4/2015 OABCIG (JV G-4pm, JV B-5pm)
- 12/8/2015 Westwood (JV G-4pm, JV B-5pm)
- 12/10/2015 West Monona (JV G-4pm, JV B-5pm)
- 12/11/2015 Ridgeview (JV G-4pm, JV B-5pm)
- 12/14/2015 Alta-Aurelia
- 12/15/2015 Siouxland Christian
- 12/22/2015 Whiting
- 1/4/2016 Remsen St. Mary's (JV BBB-4:30)
- 1/8/2016 MVAO (JV G & JVR B-4:30)
- 1/12/2016 Lawton Bronson (JV G-4pm, JV B-5pm)
- 1/14/2016 Storm Lake St. Mary's
- 1/15/2016 Woodbury Central (JV G-4pm, JV, B-5pm)
- 1/19/2016 River Valley (JV B-4:30)
- 1/21/2016 RU (JV G-4pm, JV B-5pm)
- 1/22/2016 West Monona (JV G-4pm, JV B-5pm)
- 1/25/2016 JV/V BBB HLP
- 1/28/2016 WV Conference Tourney
- 1/29/2016 WV Conference Tourney
- 2/1/2016 WV Conference Tourney
- 2/2/2016 WV Conference Tourney
- 2/4/2016 WV Conference Tourney
- 2/5/2016 WV Conference Tourney
- 2/6/2016 WV Conference Championship
- 2/9/2016 Westwood (Senior Night) (JV G-4pm, JV B-5pm)
- 2/11/2016 Girls Districts
- 2/12/2016 MMC JV/V-B
- 2/15/2016 Boys Districts
- 2/16/2016 Girls Regionals

All games at 6pm

- Way
- Correctionville
- Way
- Kingsley**
- Kingsley**
- Sloan
- Kingsley**
- Kingsley**
- Kingsley**
- Kingsley**
- Remsen
- Mapleton
- Kingsley**
- Storm Lake
- Moville
- Kingsley**
- Remsen
- Onawa
- Kingsley**
- JV/V GIRLS
- JV/V BOYS
- JV/V GIRLS
- JV/V BOYS
- VARSITY GIRLS
- VARSITY BOYS
- VARSITY G/B
- Kingsley**
- TBA
- Kingsley**
- TBA
- TBA

JV BASKETBALL

- 11/24/2015 River Valley--9th/JV girls
- 12/4/2015 OABCIG (JV G-4pm, JV B-5pm)
- 12/8/2015 Westwood (JV G-4pm, JV B-5pm)
- 12/10/2015 West Monona (JV G-4pm, JV B-5pm)
- 12/11/2015 RidgeView--JV GBB 4:00 & JV BBB 5:00
- 1/8/2106 MVAO (JV G & JVR B-4:30)
- 1/12/2016 Lawton Bronson--JV GBB & JV BBB 4pm
- 1/15/2016 Woodbury Central--JV GBB 4PM BBB 5PM
- 1/16/2016 JV Boys Lawton-Bronson Tourney
- 1/19/016 River Valley (JV B-4:30)
- 1/22/2016 West Monona (JV G-4pm, JV B-5pm)
- 1/23/2016 JV Boys Woodbury Central Tourney
- 1/25/2016 JV/V BBB HLP
- 1/28/2016 WV Conference Tourney
- 1/29/2016 WV Conference Tourney
- 2/1/2016 WV Conference Tourney
- 2/2/2016 WV Conference Tourney

- Correctionville
- Kingsley**
- Sloan
- Kingsley**
- Kingsley**
- Mapleton
- Kingsley**
- Moville
- Lawton
- Kingsley**
- Onawa
- Moville
- Kingsley**
- JV/V GIRLS
- JV/V BOYS
- JV/V GIRLS
- JV/V BOYS



News from Mrs. Goodwin

CONGRATULATIONS TO OUR WC-KP XC runners and our own Rylee Wright! We are proud of you!! CONGRATULATIONS to our football team and coaches for making it to play-offs and our volleyball team and coaches for making it to region semi-finals! We are proud of you!

I wanted to thank all the volunteers who help out with our home games! FOOTBALL: Chris Pederson for announcing and Tom Pederson for doing stats, Gregg Roepke for the scoreclock and Randy Wiese for the play clock. (Thanks to Chad Iseminger and Chris Nissen who filled in one game too) Thank you to our chain gang: Tyler Carlson, Calvin Klaschen, Jeff Puttmann and Bill Riordan. VOLLEYBALL: A special thank you to Sharon Spink who has done our scorebook since volleyball started at KP! I truly appreciate all of your help, we couldn't do it without you!!

Please utilize our Kingsley-Pierson website for updated schedules and gym times. You can locate gym times under the "community" link. Please remember to supervise your kids in the gym/weight room or MPR at all times and DO NOT prop the southwest doors open!

IMPORTANT DATES:

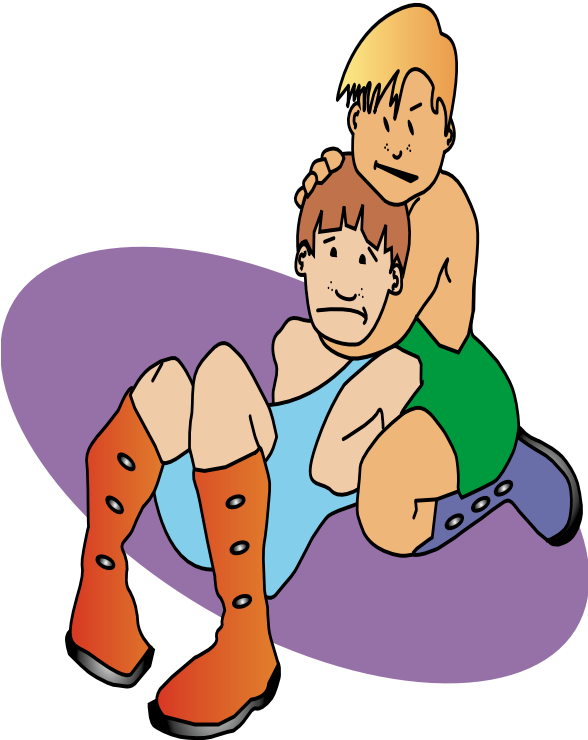
- GBB practice starts Nov. 9th
- BBB practice and Wrestling starts on Nov. 16th
- Meet the Team Night is Friday, Nov. 20th @ 6:30

FALL BANQUET: November 16th @ 6:30 in the Kingsley commons
Information will be sent home next week.

SAVE THE DATE: PANTHER BALL MARCH 7, 2015

PE NEWS: Elementary and JH PE have been outside as much as possible, pending weather. We are enjoying the beautiful Fall and getting a lot of exercise. We had Bus Safety in October as well as Bus safety for K-8th. (9th-12th with HS PE)
I talked to the kids on the first day of PE about the importance of locking their belongings up. ALWAYS lock your things up!
JH PE students need to change into PE clothes (i.e. t-shirt AND shorts) as well as indoor. Clean PE shoes. These are easy points to earn for your PE grade.

Also, remember if you child has seen a doctor and they are excused from PE for any medical reason, they will need a note from their doctor or from you, the parent/guardian, saying that they are OK to participate. Thank you for your cooperation!



2015-16 Wrestling

First practice--November 17th

	6:00 pm start except for tourneys	
11/30/2015	9th/10th JV Sheldon Tourney-4:30	Sheldon
12/3/2015	KP & LB	Lawton
12/5/2015	SBL Tournament--9:30am	SBL
12/8/2015	WM, AW, KP	Kingsley
12/10/2015	WM, OABCIG, KP	Ida Grove
12/12/2015	AW Tournament--10am	Akron
12/14/2015	JV Wrestling @ SBL--5pm	Sgt. Bluff
12/17/2015	MVAO, KP, WC	Kingsley
12/19/2015	Cherokee Tournament	Cherokee
1/7/2016	KP, WW, Ridgeview	Kingsley
1/9/2016	West Sioux Tournament--10:30am	Hawarden
1/11/2016	JV Wrestling @ West Sioux--4pm	Hawarden
1/14/2016	Central Lyon/Rock Valley/SF Washington	Rock Valley
1/16/2016	WV Conference Tournament	Holstein
1/22&23/2016	OABCIG Tournament	Ida Grove
1/30/2016	K-P Wrestling Invite--9:30am	Kingsley
2/1/2016	MMC & KP & Heelan	Heelan
2/6/2016	Sectional Tournament	TBA
2/13/2016	District Tournament	TBA
2/17-20/2016	State Tournament	Des Moines

2015 - 2016

PANTHER YEARBOOK

Don't forget the \$4 off early bird discount!

Price = \$36

Discount ends December 22nd!

You may order a yearbook at the high school office or through your homeroom teacher. The cost of the year's book is ~~\$40~~ **\$36** if you order before December 22, 2015. After Christmas break, the price will be \$45.

- Elementary & Junior High - Return your order forms to your homeroom teacher.*
- High School - Return your order forms to the office.*
- Public & Community - Return your order forms to the high school office.*

Yearbooks will be sent home with students by September 2016.

2015-2016 YEARBOOK ORDER FORM

(Please detach and return along with payment to Kingsley-Pierson School)

Name: _____

Grade: _____ Phone No.: _____

Address: _____

QUANTITY OF YEARBOOKS ORDERED: _____

AMOUNT ENCLOSED (QTY. x \$36 by December 22, 2015 \$45 after January 4, 2016): _____

NOVEMBER 2015

Kingsley-Pierson Community School District Activities Calendar

1	2	3	4	5	6	7
*Daylight Savings Time ends.		*Early dismissal 1:30 *Teacher In-Service 2:00-4:00.	*NHS Induction Ceremony 7:00.		*ACT registration deadline.	
8	9	10	11	12	13	14
*Girls' Basketball practice starts. *School Board meeting 7:00.	Veteran's Day			*Fall Musical 7:00.		*Fall Musical 7:00.
15	16	17	18	19	20	21
*HS Boys' Basketball & Wrestling practices start.	*Jr. High BB vs. AOMV 4:00 B - Pierson, G - Anthon.		*All State Festival. *Jr. High BB vs. LB 4:00 B - Pierson, G - Bronson. *BB Girls Jamboree at MMC (Marcus) 6:00.	*All State Festival.		*All State Festival.
22	23	24	25	26	27	28
*Jr. High BB vs. MMC 4:00 Boys only - Pierson.	*BB Girls JV/V at RV (Correctionville) 6:00.	*Early dismissal 2:30.	Thanksgiving	*No School.	*No School.	*BB Boys Jamboree at Storm Lake.
29	30					
*Jr. High BB vs. RV/Valley 4:00 Boys only - Washita. *JV WR 9th/10th Sheldon Trny 4:30. *BB vs. HLP at home 6:00.						

Activities calendar is subject to change. For most up-to-date calendar, please check the school website: www.k-pcsd.org.

Meal Prices

Breakfast		Lunch	
Grades K-12	\$1.75	Grades K-12	\$2.45
		Adult	\$3.35
		Extra Entrée	\$1.50
Extra Milk or Side excluding F&V Bar		\$0.50	

November 2015

Kingsley-Pierson Breakfast & Lunch Menu



Monday	Tuesday	Wednesday	Thursday	Friday
Waffles 2 Goulash w/Bread Crispy Chicken Sandwich Green Beans	Breakfast Pizza 3 Italian Sub Soft Shell Tacos Carrots	Omelet & Toast 4 Chicken & Noodles w/Bread Hamburger or Cheeseburger Peas	French Toast Sticks 5 Hot Dog on Bun Chicken Nuggets Corn Chips Baked Beans	Breakfast Wrap 6 Ham & Scalloped Potatoes w/Bread Pizza Green Beans
Funnel Cake 9 Grilled Cheese Sandwich Hot Ham & Cheese Tomato Soup	Cinnamon Roll 10 Chicken Parmesan w/Pasta Orange Chicken Wrap Corn	Pancakes 11 Pork Fritter Sandwich Hamburger or Cheeseburger Baked Fries	Breakfast Pizza 12 Turkey & Gravy Chicken Nuggets Bread Mashed Potatoes	Egg & Cheese Biscuit 13 Spaghetti w/Meat Sauce w/Breadstick Beef Soft Shell Tacos Peas
Sausage Pancake Stick 16 Tator Tot Casserole w/Bread Crispy Chicken Sandwich Green Beans	Waffles 17 Italian Dunker Soft Shell Tacos Tortilla Chips Peas	Breakfast Wrap 18 Grilled Ham & Cheese Hamburger or Cheeseburger Corn	Apple Bosco Stick 19 Turkey Dinner Roll Apple Crisp Green Beans Mashed Potatoes w/Gravy	French Toast Sticks 20 Orange Chicken Wrap Pizza Carrots
Breakfast Sliders 23 Breakfast Bagel Sandwich Chicken Wrap Corn	Omelet & Toast 24 Beef & Cheese Burrito Mini Corn Dogs Baked Fries	Pancakes 25 Cheesy Chicken Casserole Hamburger or Cheeseburger Peas	26 	27 No School
Breakfast Pizza 30 Sloppy Joe Crispy Chicken Sandwich Vegetable Soup	<p>Eat 3 serving daily of whole grains. Look for the whole grain stamp on consumer products.</p>	<p>Get Your Color On...All Lunch Meals Include a Nutrient Packed Fruit and Vegetable Bar.</p>	<p>Dairy contains important nutrients such as protein, potassium, phosphorus, calcium and vitamin D</p>	<p>Choose MyPlate.gov</p>

Breakfast Choices Offered Daily:

- Fruit & 100% Juice
- Breakfast Entrée
- WG Cereal
- Whole Grain Bread/Toast
- Skim, Low-Fat & Skim Chocolate Milk

Lunch Choices Offered Daily:

- Fruit & Vegetable Bar
- Skim, Low-Fat & Skim Chocolate Milk

Students may select one of the two entrée options



CBM is an equal opportunity provider and employer.