



Arizona School for the Arts

Board of Directors Minutes

Monday, September 21, 2020 at 5:30 p.m.

Zoom Meeting: 886 8046 4222 Passcode: G3aT2W

Attendance (voting Members in bold)					
Dr. Anthony (Tony) Dietz, President	P	Carlos Contreras, Vice President	P	Dr. David Garcia, Secretary/ Treasurer	P
Dr. Javier Cárdenas, Past President	A	John Snider, FIC Chair	P	Alexander Laing	A
Betty Hum, GC Chair	P	Marcia Mintz	P	Kevin Allen	P
Allison Otu	P	Karen Lugosi	P	Dr. Ed Finn	P
Dr. Heidi Jannenga	A	John O'Neal (Pending)	P	Ricky Livoni, Honorary Academic Faculty	P
Aaron Thacker, Honorary Arts Faculty	P	Jesus Lopez, Honorary Alumni	P	Leah Fregulia, Head of School/ CEO	P
Sara Maline Bohn, Principal	P	Elizabeth (Liz) Clark, Vice Principal	P	Monica Anthony, Arts Director & VP of Student Services	P
Dr. Drew Maxwell, Operations Director	P	Elizabeth (Liz) Shaw, Finance Director	P	Leslie Tan Religioso, Development & Marketing Director	P
Carolyn Smith, Executive Assistant	P	Marc Wancer, Investment Principal, Equitable Facilities Fund	A		

Agenda Items
Call to the Public
Mission Moment – Model UN
Board Recognition
Discussion Items: <ul style="list-style-type: none"> Fundraising and Development Dashboard Update on progress toward ASA's Equity Commitments/Action Plan Annual Financial Report FY20 (AFR FY20) 2nd Quarter School Opening Plan
Reports: <ul style="list-style-type: none"> Finance Committee (FIC) Governance Committee (GC) <ul style="list-style-type: none"> Update on Strategic Plan Phoenix Youth Arts Collective (PYAC) Principal's Report
Further Trainings <ul style="list-style-type: none"> Family Educational Rights and Privacy Act (FERPA)
Action Items <ul style="list-style-type: none"> Approval of August 24, 2020 Board of Directors Meeting Minutes Approval of AFR FY20 Decision on 2nd Quarter School Opening Plan
The Board of Directors will vote to hold an executive session for the purpose of discussing specific personnel matters pursuant to: ARS §38-431.03 (A)(1) Personnel
The Board of Directors may vote to hold an executive session for the purpose of obtaining legal advice from the Board's attorney on any matter listed on the agenda pursuant to: ARS §38-431.03 (A)(3) Legal Advice

Minutes

The meeting was called to order by Board President Tony Dietz at 5:30 p.m.

Call to the Public

Tony opened the meeting with a call to the public noting and thanking the large number of members of the public – teachers, parents, alumni – who are in attendance and thanking in advance the members of the Board in attendance who will take great care with the decisions to be made at this meeting. Prior to opening the floor to members of the public Tony told them that their comments will be heard, but the Board will not make a response. Once the Board moves into its agenda, the public is invited to continue to listen/observe, but will not be invited to comment or ask questions. Tony then asked for members of the public to identify themselves in the chat room if they wished to make a comment and he would call upon each of them in turn; in the interest of time, the public was asked to limit their comments to under a minute each. He then opened the floor to comment:

Bob Tolar, Teacher, expressed the concerns about hybrid schedules in a school the size of ASA as compared to a larger school with up to fifteen people per department. In many cases ASA has one teacher per department and on the high school level as many as four preps per teacher and he doesn't see how a hybrid model would not double the workload of the teachers when they will have to provide a digital content on top of being in school for a full day. The digital content they use is not a prepared lesson plan but what each of them have prepared out of "whole cloth". He does not feel the school has the infrastructure to go to a hybrid model at this point.

David Kenton, Teacher, stated that the Math Department made a commitment at the end of last year to convert their curriculum to an online version. Many teach up to four courses that all require many hours of meticulous preparation that is created from scratch which leaves many teachers only prepared a couple of days ahead of time. It has been extremely taxing mentally and emotionally, but after three weeks he has found a way to work in this "new normal" and balance work and home life. The students have adapted and have a new routine. Moving to a hybrid model for 2nd quarter would be a major setback, creating new barriers for students and teachers and he fears for the mental wellbeing of both in addition to the safety concerns posed by Covid-19. He believes that until we can safely return to a full in-person schedule, we should remain online.

Aiko Mancini, Teacher, echoed the sentiments of David Kenyon additionally stating that it takes all the time she has to create her online curriculum and teach her students online and is worried that if she is also to be on campus her workload will double or triple and that is unsustainable. As a piano teacher, she is also concerned about sanitation of the pianos and the equipment in the lab in one of the smallest classrooms on campus. How do you teach piano while social distancing? How do you keep the equipment sanitized without wearing it out requiring costly replacement?

Diane Wolin, Teacher, feels that after five or six weeks she and her students are finally in a groove and she would hate to see all of them loose that progress now.

Joshua Elder, Parent and spouse of teacher, has seen a daily improvement in his children's facility with the electronic equipment and media and they have found a groove for learning in this environment. One of his children is actually doing better at home than she would be in the classroom. Moving to a hybrid model would be ridden with problems that there is absolutely no reason to create at this point.

Ada McCartney, Teacher, echoed the concerns expressed previously and would particularly like to add that her department is a small space with no ventilation and she would find the difficulty providing quality one-on-one teaching while social distancing overwhelming.

Eden Lewkowitz, Teacher, reiterated earlier comments from fellow teachers and parents. The effort that they have made to make the online environment work is starting to show results in student understanding. A new model would be a considerable setback. He has worked with the students to help them manage their workload and changing the way they work now would be a setback for students in addition to the health concerns.

Kim Brown, Teacher, echoed the comments from the other teachers especially Eden Lewkowitz. They have worked to make sure there is a beneficial student experience including clubs and she is concerned that if we do go to a hybrid model it would be difficult to host those clubs. In a hybrid model there will be concerns about what we can even offer students. Additionally, she has concerns about being able to create a digital curriculum and in-person classes on top of that; the transition for everyone will be very challenging.

Ann Kaufman, Teacher, as a Team Leader, the feedback that she has gotten from parents has been positive especially for the teachers. She is hearing horror stories from parents at other schools and we are “rocking it” according to parents and students.

Ricky Livoni, Teacher, echoes Kim Brown’s concerns about the clubs. During a time of social distancing, the clubs have been a connecting point for students and while he understands the desire to come back for human connection, he does not see a way our clubs can continue if we go to a hybrid model which would be a shame considering the unique clubs formed by our students.

Emma Popish, Teacher, echoes many of the sentiments of her colleagues. The students are advocating for the clubs during Homerooms and she is concerned that the students would lose that social outlet. As the ninth grade Team Leader she is also concerned about losing rhythm and consistency; ninth graders may think they don’t need that consistency when in actuality they crave it and if we transition to a hybrid model that consistency would go out the window. As a parent, she would have to send her baby to daycare, which brings additional risk to her home and worries that the hybrid model is not sustainable.

Lizzie Baggleman, Teacher, agrees with Emma Popish about the consistency and is also concerned about the number of students she teaches. She misses all 224 of her students and wishes she could connect with them, but she is worried about the safety of her students, their families and herself and her family.

Cergio Brown, Teacher, said they have spent a great deal of time training students how to conduct themselves online and he feels that a month in students are finally finding their way. In addition to the setbacks that could occur introducing a completely new model, he watches some of his 5th grade students at the Boys and Girls Club and they are not socially distancing and he doesn’t think some of the young kids, or even some adults, know how to conduct themselves in order to prevent the spread of this disease.

Jeff Steinert, Teacher, he misses his kids, but he has concerns about even the hybrid model. He does not see a way that the high school students can be halved across each classroom in the high school. There are students across grade level who are taking the same classes and it is diverse in where students are progress-wise in some classes so that you may have one class of five students and another class of twenty-five; he doesn’t see how this can be anticipated in advance.

Chad Kurzawski, Teacher, believes that there is real value that the students have received with this online approach. Even at the end of last year he saw growth in students in the 4th quarter that he did not see in the first three because of the individualized attention. Among the faculty he has seen innovation and one-on-one attention this year and feels that a quick return may not be safe and may not be a benefit to the students.

Ramon Miranda, Teacher, has been on many domestic and international trips with students and this year had to postpone the trip to Europe because of the virus as he did not have the confidence that he had in years past to take the kids on a trip and his ability to protect them. He hopes the Board will take that into consideration along with the concerns of his fellow teachers.

Jenny Kelly, Staff Member and Parent, would like the Board to be mindful that there could be students on campus that would be at greater risk than most students if they got Covid.

Tony thanked all of the speakers for their contributions. Marcia Mintz thanked all the teachers as a parent and a Board member for their hard work and dedication during extraordinary times.

Mission Moment

Eden Lewkowitz, Student Advisor to the Model UN introduced the club’s Co-Presidents, Adri Iyer and Nora Muma, who presented the Board with an overview of the mission, structure and community impact of the Model UN, with a specific focus on the conferences and the topics that will be debated this year including climate change. They spoke of the educational benefits associated with Model UN including improved debate and rhetoric skills. David Garcia asked Adri and Nora how the club was meeting at this time and how it was working. Adri responded that they have a Zoom link which they use on Wednesdays at lunchtime as well as a Q&A aspect that they use on Fridays as a substitute for the in-person help that new members would ordinarily receive from experienced members. The Fall conference will be virtual, but the Spring conference is still to be determined. Nora added that even though the club has been meeting online, the attendance has been amazing with a lot of new Freshman students; even online, the club has continued and

she see this as a way it can progress in the future. Tony asked how the traditional “huddles” will be handled during a virtual conference, with breakout rooms? Adri said that they had not yet received details, but they are focusing on that interaction and on being prepared for whatever is going to happen.

Board Recognition

Tony introduced Yetta Gibson, local anchor of CBS 5 This Morning and ASA parent, as a guest of the Board. Yetta found the teacher perspective very interesting to hear. She believes the teachers are handling this situation very well and as a parent is impressed how much computer knowledge her daughter has gained; she is learning through her schoolwork, but she is also learning the tech aspect without even realizing it. Major kudos for the teachers and the curriculum. She understands the concerns about Covid as a reporter who talks about it every day and wants the momentum to continue.

Tony recognized Karen Lugosi for bringing her son-in-law Dr. Hazem Hnaide, an infectious disease specialist at Abrazo Hospitals in Phoenix, onboard to our Health and Wellness Council at a time that his expertise is greatly needed. Hazem will be presenting the most recent county health numbers to the Board later.

Tony also mentioned Vice Principal Monica Anthony and Head of School/CEO Leah Fregulia for their participation in the article just published on AZCentral.com regarding the adaptations ASA has made to the arts programs during Covid.

Discussion Items

- To accommodate Hazem's and the teachers' schedules, the discussion and vote regarding the 2nd Quarter School Opening Plan was brought forward. Tony discussed the ADHS Benchmark Guidance and what constitutes Minimal, Moderate and Substantial community spread, <10, 10-100 and >100 cases per 100K, respectively. He then introduced Hazem to further discuss community numbers and give the Health and Wellness Council's assessment about the viability of even a partial return to school. Hazem reiterated the criteria for Minimal, Moderate and Substantial community spread, positive testing and the percentage of people who come to the emergency room with Covid-like symptoms. As of the last numbers, Maricopa County is Moderate in cases, Moderate in positive testing and Minimal in hospital visits which indicates a return to school with a hybrid model. The Maricopa County dashboard breakdown by zip code shows a Moderate spread overall but with Substantial spread in the school's zip code; however, a weighted model of all Maricopa County vs the school area created by Tony shows the actual numbers per 100k over the past two weeks tracking rather closely. The data over the past six months shows that the Maricopa County peak of cases was in early July after the masking order was put in place in mid-June, but all indications are heading in the right direction. Data indicates a hybrid model, but it is dependent on mitigation strategies and conditions next month. John Snider asked Hazem about indications for another spike as has been discussed in the media. Hazem said there is always a lag in data, but so far, so good especially since the masking order, there has not been a spike at the hospital since Labor Day. Allison Otu asked what one case in a teacher or student would mean to the school if it was using a hybrid model. Leah responded that Facilities and Operations would answer in the next section. Carlos Contreras asked about aerosol transmission in closed environments. Hazem is not sure that what happens in a clinical setting translates to cases; we do know close contact without masking and proper hygiene is what causes spread. Karen Lugosi asked what is most important if the school reopens. Hazem said that handwashing, social distancing, a zero-tolerance mask policy and proper mask handling are very important and contract tracing logs are a useful tool should there be a positive case. David Garcia asked if the data we have includes post Labor Day numbers and Hazem reiterated that we have not seen a spike after Labor Day. Hazem is optimistic that the state is heading in the right direction and if we stay the course this could also be a mild cold and flu season if people continue with mitigation actions.

Drew Maxwell reviewed the physical and policy changes the school has initiated to help mitigate the Covid spread including: hand sanitizer outside each classroom, three outside handwashing stations, stickers and maps to denote one-way travel around campus, plexiglass for key points around campus including bathroom sinks, upgraded filters in the HVAC system with an external firm to maintain them, staff masks, strict face mask policy, social distancing where possible (which would not be possible in certain rooms and circumstances), employee checklist that is already in place, deep clean procedures, a Q&A guide of policies for students, and templates for external notifications. Tony asked if it is possible to keep students socially distant using a hybrid model. Drew responded that in some classrooms it would not be possible to keep strictly six feet apart but not in all. Drew highlighted some good connections we have made in the community including ASU Health Services, Maricopa County, local infectious disease specialist and local Covid-19 specialty suppliers. The campus is as ready as it can be in the current environment and anything that Facilities can make the school ready, they will do. Ed Finn asked about bathroom sanitation and if the HVAC situation consistent throughout

campus. Drew said there will be plexiglass partitions between the sinks and an increase the cleanings per day by one; the HVAC was updated and is pretty consistently throughout campus and each room does have ventilation and all are set at 50% which is optimum for the Arizona climate. Betty Hum asked about monitoring the one-way foot traffic system at the school. Drew explained that the school would be utilizing the alley attached to the school as well as the faculty parking lot; Administration and some faculty would act as monitors until students are used to traffic flow. Karen asked about how contact tracing logs would work. Leah explained that there is a new module in Synergy as part of the Chromebook system that allows them to go back and trace everywhere the student has been since the date of infection, what classes they were in and with which students. Parents and families need to communicate when there has been a positive case. Marcia Mintz said that contact tracing is good policy, but not a legal requirement so we rely heavily on families reporting in a timely manner. Tony said regular testing is important. Carlos asked if we had run a “what if” scenario. Drew explained that he is the first point of contact and that there are processes in place but the number of students effected by a positive case can be considerable depending on the student. Betty asked if there was a plan to continue the education of students in quarantine if we go to a hybrid model. Leah said that it will be stretching the capacity for teachers to prepare for both in person and online learning as they indicated earlier. David asked Drew if we considered how many positive cases we would need to have in a hybrid model before we would need to go back to a fully online model. Drew said that a handful of positive cases would seriously impact our ability to be on campus.

Sara Maline Bohn presented the three proposed models including staying completely online, a hybrid with a release time of 1:00 p.m. and a hybrid with a release time of 2:35p.m. The primary consideration when creating these models was student health, continuity and social connection. All plans were formed with feedback from faculty and surveys. Families were also a major consideration, especially those that have multiple children in the school, siblings need to be together. Teachers are managing the online curriculum now through Zoom and chat, but hybrid models will double the preparation workload as well as double their risk of exposure since they will be on campus four days a week compared to two for students; we must also consider the work-life balance for teachers and their mental wellbeing as they are saying they have never worked longer or harder. We must consider space available including outdoor space, cleaning of all spaces between classes and monitoring the passages between classes. Sara said these plans are all still theoretical because we are missing key pieces of information such as how many students per grade level would actually be returning to school, which teachers would be willing to return to campus and what classes would need to remain online. Sara reviewed the challenges to returning to campus including: faculty health and wellbeing, student learning, safety and health procedures, logistical issues and school accountability. Karen asked about students just being able to view a live class online, and Sara and Drew explained that we don't have the large camera field that a college does, it is strictly done on a computer which makes it difficult for the teacher to manage while teaching live.

Sara then reviewed the Parent and Faculty results of a survey that was distributed last week soliciting opinions about coming back to campus or staying online for the 2nd quarter. There was a great response with a solid representation of families from all grades as well as a good response from teachers and staff. The upshot is the majority of faculty/staff (75%+) would like to continue with a strictly online model while 51% of families would prefer a hybrid model the caveat in the comments being that they would abide whatever decision is made by the Board if it for the wellbeing of the teachers and the community as a whole. There is a concern about the isolation of students learning in an online environment. The family numbers are consistent with a similar survey taken last Spring which can be used as a gauge for how many students will come back to campus versus how many will remain online and we can make the families commit to one model or the other for the semester in order to plan appropriately. Carlos asked Sara if there was an explanation of the fairly large number of families who answered the survey “Unsure”. Sara said that comments indicated it was because of the uncertainty of Covid numbers remaining low and uncertainty of how the hybrid model would work for their family especially if they have more than one child in school. The top concerns from both surveys was student and faculty health, family schedules, exposure to asymptomatic carries, exposure to a large number of people, the process if a case was found on campus and the health of a family member at home. Leah mentioned that there would be a ramp-up of training for staff, students and families before any opening of school.

Tony then opened the discussion to the Board members:

Allison Otu asked what the benefits of opening were at this point besides student socialization and if that could be accomplished with safe socially distanced activities. Also, the Phoenix Biomedical campus for the University of Arizona has had trouble enforcing the mask policy with grad students who are becoming clinicians and

wonders about enforcing a mask policy with a 12-year old. Lastly, she works for UA and she is still working from home so should we be looking at a university as to how we should be treating our staff.

John Snider said that he has heard nothing in the proposed hybrid model that is a reduction of workload for our teachers or health risks for the teachers. He also knows that there is zero capacity for teachers to do more work; a hybrid model will only increase their workload, and he can do nothing but vote to stay online for now.

Marcia Mintz said for her it comes down to three things: the masks, hand sanitation and social distancing and she doesn't think we are in a position physically to provide that especially with some of our programs. There also needs to be the will for the staff to champion all these things and it takes 4-6 weeks to get up to speed with new programs. She cannot see anything positive about going back to school with a hybrid model at this time.

Ed Finn agreed with what Marcia and John said previously and echoes Allison's point, he is concerned about mental health of teachers and staff but it's important to think about the mental health of students as well. We need to think of opportunities for them to get together in safe ways, possibly allowing groups to come on campus on Fridays to socialize. The challenges in the hybrid model are greater than the reward, better to invest time in concrete goals that can be achieved.

Karen Lugosi agreed with what her fellow Board members have already said. She was moved by the number of teachers who came tonight and what they had to say. It sounds as if a hybrid mode would break our system altogether. It would not even benefit the kids to change directions now that they are in a groove. It would be better to open when we are ready to open all the way and have systems in place to accommodate that. She did not realize how much work would be involved in a hybrid model. She does think we need socialization activities for students.

Tony then asked if there was anyone who would like to speak in favor of the hybrid model.

David Garcia said he did not want to speak in favor but to include something that is on his mind: would the school lose any students if we decided to stay online. Leah asked Sara if there was anything in the comments that indicated a number of families would leave if we continued online. Sara said there were two comments out of 191 that indicated that someone *may* need to leave if we did not go back to live instruction; not definite, just not sure. Marcia said we need to acknowledge that there may be a pocket of students academically struggling and we made need to come up with systems to support them. John Snider reminded David that we have some protections in the state and Federal funding this year to cover any loss of students.

Carlos Contreras thanked the staff for the thoroughness of their presentations and his thoughts go back to what he heard from the teachers that the online system is working and that needs to be the message we carry back to parents and the community. Safety and education are important. Carlos suggested to Tony that at this point we make a motion.

Tony agreed and handed it off to Leah who has some action steps to introduce prior to the motion. She recommended that we stay online for the entire first semester and come back to school after Winter Break in January. The next decision point will be the November 23rd Board meeting giving ample time to prepare and a Power Wednesday to present plans to faculty and to ask faculty leaders to work on the planning which has not been done to this point because teacher have been so busy. She also indicated that she would like them on the Health and Wellness Council and the Covid-19 Task Force and that the team will work on bringing life back to campus by proposing small ways groups can return for specific activities/classes/purposes.

Marcia Mintz made a motion that based upon a review of current community health conditions; Arizona Department of Health Services, Maricopa County Health Department, CDC and AAP guidelines; faculty, staff, and parent input; and in the interest of optimal student learning, ASA continues to remain fully online learning for the 2nd Quarter of school (October 19, 2020–January 3, 2021) and will remain in compliance will all requirements outlined in Executive Order 2020-51.

The motion was seconded by Karen Lugosi. Tony asked for clarification on Executive Order 2020-51 and Leah said it allowed for schools to continue online learning if they so choose as long as they stay in compliance with the order. Betty asked if there would be a motion for a 3rd Quarter hybrid model and Leah explained that is for the operations team to develop and present to the Board in November. Betty wants to be sure there is enough time for teachers to absorb the plan. David wanted to know what steps there will be to create safe social

opportunities for students and paying attention to pockets of students who may be struggling. Leah reiterated that they are discussing opportunities for small groups of students to come on campus as well as grade-level connectors, there are many of options. Betty asked if we are providing resources to families and students to get the proper mental help they may need. Leah said that there are resources on our website as well as sent in our family newsletter and our Student Support Specialist is actively meeting with students plus current student activities are providing support. Liz Clark told the Board that last week Teen Lifeline showed videos and provided resources during Suicide Prevention Week and all resources also went out to families. With no further discussion Tony called for a vote and the motion passed unanimously [Dietz, Contreras, Garcia, Snider, Hum, Mintz, Allen, Otu, Lugosi and Finn voting in favor].

- Leslie Religioso then presented the Development Dashboard. She said it was an opportunity to work together to support the students and the school. We are trending a little behind last year and it can be attributed to a few things. The previous fiscal year had approximately \$57k in prepaid donations from individuals who gave at the end of last year rather than the beginning of this year. Also due the unique nature of the start of this school year many new families do not know about the annual fund but families have received written and email communications about the Annual Fund. We are aware that some families may have pledged but have not set up payment or have not pledge due to the uncertainty of Covid.

Leah reviewed the steps taken so far with our Equity Commitments. The Commitment to Equity letter was sent out to 5,000 stakeholders, a draft of a communications framework in in progress, selection of Honorary Student Board member is in in progress, and a consultant is submitting a bid to review out policies and curriculum. Ricky Livoni added that Coalition Clubs are meeting as a group to discuss the Commitments as well as the best ways diverse student voices can be heard.

- John Snider presented the Annual Financial Report FY20 that needs to be submitted to the state for review. There is no information that has not been presented to the Board before, it is just in the format the state requires to be submitted by October 15th. As a Board member who vote sign it on the signature lines on the top page. John also mentioned the regular financial reports are on the Board portal; there is not much to report because there is only one month so far but we are ahead of budget. Finally, the financial audit is in process and almost complete.

Reports

- Leah indicated that she owes David some work on the strategic plan
- David understood that there were more pressing matters to attend to this meeting.
- Leah said the final report for PYAC is on the Board Portal and the head of the ASA Theatre department, Rob Chambers will be leading PYAC with the last of Leah's Piper Grant money. His bio and ample qualifications are in the Board Portal.
- Sara presented the Principal's Report focusing on the 2020 AP exams and upcoming standardized testing. The results were consistent with previous years despite the lack of in-school instruction from March through May last year. Benchmark testing is required by the 6th week of school; it is in process. College Board testing is pushed to Spring and state standardized testing has some modifications but there may yet be a waiver passed by the state.

Further Trainings

Leah proposed and Tony approved tabling FERPA training until a later date.

Action Items

Approval of Minutes – August 24, 2020

Betty Hum moved to approve the Board of Directors Meeting Minutes from August 24, 2020. The motion was seconded by Ed Finn and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Allen, Mintz, Hum, Otu, Lugosi and Finn voting in favor.]

Approval of AFR FY20

Carlos Contreras moved to approve the Annual Financial Report FY20. The motion was seconded by David Garcia and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Allen, Mintz, Hum, Otu, Lugosi and Finn voting in favor.]

Decision on 2nd Quarter School Opening Plan

<See Above>

Executive Session


At 8pm Marcia Mintz moved the Board of Directors commence an executive session pursuant to ARS §38-431.03 (A)(1), in order to discuss Head of School/CEO annual evaluation. The motion was seconded by Betty Hum and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Allen, Mintz, Hum, Otu, Lugosi and Finn voting in favor.]

Adjournment

Ed Finn made a motion to adjourn the Board of Directors meeting. The motion was seconded by Karen Lugosi and passed unanimously without further discussion. [Dietz, Contreras, Garcia, Snider, Allen, Mintz, Hum, Otu, Lugosi and Finn voting in favor.]

The meeting adjourned at 8:15 p.m.

Minutes reviewed and accepted on: October 26, 2020

Signed by:  _____, Board Member