DELTA COLLEGE
BOARD OF TRUSTEES REGULAR MEETING
Virtually via Zoom (1-929-205-6099 Webinar ID 814 5835 6361)
Held virtually per Governor Whitmer’s Executive Order 2020-75 (COVID-19)
Tuesday, June 9, 2020
7:00 p.m.

BOARD PRESENT
M. Benecke, A. Buckley, R. Emrich, S. Gannon, K. Lawrence-Webster, D. Middleton, M. Nash, M. Rowley, M. Thomas

BOARD ABSENT
None

OTHERS PRESENT

PRESS PRESENT
None

CALL TO ORDER
Board Chair, D. Middleton, called the meeting to order at 7:29 p.m.

Board Chair Middleton provided the following guidance on how this Board Meeting would run.

“Good evening,

I would like to take a minute to explain how I will run today’s meeting.

The Board is authorized to hold this virtual meeting with participation through the Zoom platform in compliance with the Michigan Open Meetings Act as modified by Governor Gretchen Whitmer’s Executive Order 2020-75 that was issued on March 18, 2020.

The Zoom platform allows participants to participate virtually via phone or computer and ensures that the public can participate in this meeting.

For those joining us today, we want to ensure everyone can hear the board meeting. To minimize audio feedback, we ask all virtual participants not to use any speakerphone options.

All participants are currently muted to prevent any background noise or feedback. Board members will be unmuted to allow full participation during the meeting when recognized by the Board Chair. For clarity, please state your name prior to speaking.

• If you are joining via phone and wish to be recognized, please press *9.
If you are joining via the video option on your computer, please press the “raise hand” option.

I have asked our Assistant Board Secretary, Talisa Brown; and Kay Schuler, Administrative Assistant in the President’s Office to service as moderators to assist me with today’s meeting.

Our moderators will note those who wish to address the Board and unmute your lines one by one, announcing who is being unmuted.

Please note that all votes will be taken via roll call by our Board Secretary, Andrea Ursuy.

If members of the public wish to address the Board, you may do so during the public comment portion of the meeting, which is on our agenda and will be announced by the Board Chair. At that time, those wishing to address the Board should indicate their desire to speak by pressing *9 (star-9).

Notes on rules for public comment, please press *9 to be recognized by the Board Chair. When you are acknowledged by the Board Chair, we ask that you state your name and you may state your county of residence. As outlined in the Board of Trustees Bylaws, please limit your comments to five minutes.

Again, note that all lines have been muted, except for the Board Chair. I will recognize you and you will be unmuted.”

APPROVAL OF THE AGENDA

Board Chair, D. Middleton, read the agenda so that those participating by phone would know what the Board was being asked to approve. Board Chair Middleton called for approval of the agenda. K. Lawrence-Webster asked the agenda be amended to continue the diversity and inclusion discussion from dinner. The discussion would occur prior to “Public Comment.” S. Gannon made a motion to approve the amended agenda. R. Emrich seconded the motion.

The results of the roll call vote to approve the amended agenda are as follows:

M. Benecke – Yes
A. Buckley – Yes
R. Emrich – Yes
S. Gannon – Yes
K. Lawrence-Webster – Yes
D. Middleton – Yes
M. Nash – Yes
M. Rowley – Yes
M. Thomas – Yes

Motion passed unanimously.

DIVERSITY AND INCLUSION DISCUSSION (Continued from Dinner)

As part of the Board Dinner Meeting, six Delta College staff members gave updates on various Diversity and Inclusion efforts across the College.
The discussion was a continuation of the Dinner Meeting presentation.

K. Lawrence-Webster asked several questions regarding the role that Carlos McMath, Director of Diversity and Inclusion plays in leading diversity and inclusion efforts at Delta College. She asked about his involvement in the Police Academy, curriculum, recruitment, and training specifically.

C. McMath replied that he has little involvement in the Police Academy. He said that he is not a member of the Curriculum Council. C. McMath said he delivers the NEO session on Diversity and Inclusion. He also said that he is a trained Inclusion Advocate but does not facilitate the process.

M. Thomas asked about training for staff in diversity and inclusion outside of the NEO process. C. McMath said that he has been working with Loyce Brown to utilize the training available through LinkedIn Learning to create training. L. Brown said that the training in unconscious bias was designed to lay a foundation and serve as a building block for future diversity and inclusion training. L. Brown said that she and C. McMath are working to build a training program through LinkedIn Learning.

K. Lawrence-Webster asked how many FTE work in the Diversity and Inclusion Office. J. Goodnow said that C. McMath works half-time in the SACE Office with student multicultural services and half time as Director of Diversity and Inclusion.

K. Lawrence-Webster asked if the College is engaging the Black Faculty and Staff Association in the recruitment process. J. Goodnow said that Darrin Johnson leads employee recruitment for the College.

D. Johnson said that he shares all open positions with the Black Faculty and Staff Association and asks them to share the information with their social networks.

R. Curry discussed strategies the academic office is using with HR to help educate candidates about the rigor of the search process. She said that D. Johnson has put together web resources highlighting the process.

D. Johnson said that he regularly attends AGAP which allows him the opportunity to connect with potential candidates from HBCUs.

M. Nash asked if the College is benchmarking and considering best practices. C. McMath said yes, he has looked at colleges such as Wayne County CC, Henry Ford CC, Grand Rapids CC, and Alamo College. J. Goodnow commented that Delta College does not have the same level of resources that these large institutions have.

M. Thomas said that part-time investment in diversity and inclusion work produces part-time results.

The Board took a 10 minute break following the discussion. Board Chair Middleton reconvened the meeting at 8:35 p.m.

**PUBLIC COMMENTS**

Board Chair, D. Middleton, called for public comment.
Chris Curtis, DCFA President and Professor of Psychology shared a statement reflecting the faculty’s desire to collaborate. He asked that, given the current budget situation, the Board consider reducing the amount of the annual Plant Fund transfer by a percentage proportionate to any decrease that the College receives in State funding for the 2020-21 fiscal year only.

**TREASURER’S REPORT**

S. DuFresne said the Board has received the financials for the month ended May 31, 2020. Revenues are coming in over budget because tuition and fees are coming in higher than projected for the Spring semester. She noted that the College has not received our final State of Michigan aid payment for the 2019-2020 year yet. It usually arrives in July or August but at this time is an unknown. The payment may be prorated. S. DuFresne said that our auxiliary services have operationally shut-down and as a result are not producing revenue. She said she expects that in some of the auxiliary areas of the College, such as Food Services and the Fitness Center, we will finish the year in a deficit. S. DuFresne said that the endowment fund value grew from $26.1 million at the end of May to $27.3 million today.

**CONSENT AGENDA**

D. Middleton called for the approval of the consent agenda. R. Emrich made a motion to approve the consent agenda with support from S. Gannon.

The results of the roll call vote to approve the consent agenda are as follows:

- M. Benecke – Yes
- A. Buckley – Yes
- R. Emrich – Yes
- S. Gannon – Yes
- K. Lawrence-Webster – Yes
- D. Middleton – Yes
- M. Nash – Yes
- M. Rowley – Yes
- M. Thomas – Yes

The consent agenda passed unanimously resulting in:

Acceptance of Minutes:
1. Board Dinner Meeting, May 12, 2020
2. Board Regular Meeting, May 12, 2020

Acceptance of Closed Meeting Minutes:
1. May 12, 2020, Regular Meeting

**BOARD ACTION**

2020-2021 Budget and Tax Levy Resolution (BA5333)

It is the recommendation of the administration that the Board of Trustees approve the 2020-2021 Budget and Tax Levy Resolution.

RESOLUTION OF JUNE 9, 2020

WHEREAS, the Board of Trustees has carefully examined the financial circumstances of the College District for the 2020-2021 fiscal year, including the following:

(a) Estimated General Fund expenditures: 66,835,983
(b) Estimated General Fund revenues from state Appropriation: $14,599,673
(c) Estimated General Fund from other revenue sources exclusive of local and State taxation: $29,371,038
(d) Estimated revenues from local taxation - Operational: $22,980,225

A total levy of 2.0427 mills, consisting of 1.5563 charter mills, and .4864 extra voted mills on the taxable value of all taxable property within the district necessary for the sound management and operation of the College District for such fiscal year; and

WHEREAS, the Board of Trustees has complete authority to direct a 2020 tax levy of 2.0427 mills for operating purposes for fiscal year 2020-2021 from within its authorized millage rate in order to raise approximately $22,980,225 by taxation;

NOW, THEREFORE, BE IT RESOLVED THAT:

For the year 2020, the sum of $22,980,225 be raised by taxation which shall require a total millage rate of 2.0427 mills to be levied against the taxable value of all taxable property located within the College District for community college purposes, that appropriate notification of such tax levy be sent to all taxing authorities within the College District with instructions that the taxes so collected should be turned over to the College Treasurer as required by law and

FURTHERMORE, THAT:

The 2020-2021 operating budget be adopted for the entire College in the amount of $112,400,740 which includes the General Fund budget of $66,835,983 as contained in the attached budget document.

BE IT FURTHER RESOLVED that the administration be authorized to effect modifications and additions to the budgets where such modifications and/or additions are in keeping with sound business and fiscal practices.

M. Rowley made a motion that the Board of Trustees approve the 2020-2021 Budget and Tax Levy Resolution adding that when the Administration finds out the State’s budget for their fiscal year starting October 1, of 2020 and have an understanding of whether the College is going to need to shift any funds either into or out of other funds, that the Administration will report back to the Board if they feel any transfer adjustments or other adjustments are appropriate.

R. Emrich seconded the motion.

R. Emrich noted that he wanted to show solidarity with all the employee groups at the College.

The results of the roll call vote are as follows:

M. Benecke – Yes
A. Buckley – Yes
R. Emrich – Yes
S. Gannon – Yes
K. Lawrence-Webster – No
D. Middleton – Yes
M. Nash – Yes
M. Rowley – Yes
M. Thomas – Yes

Motion passed with a vote of 8-1.

**BOARD ACTION**
Approval of Cisco Equipment from CDW (BA5334)

It is the recommendation of the administration that the Board of Trustees approve the purchase of the Cisco equipment from CDW in the amount of $395,994.

R. Emrich made a motion to approve the recommendation. M. Benecke seconded the motion.

M. Benecke asked if this is an expenditure that could be safely or reasonably delayed at this time. M. Nash said that it does not seem like a good idea to take a risk in this area this point.

J. Foco and A. Dickinson said that current equipment is at end-of-life.

The results of the roll call vote to approve the recommendation are as follows:

M. Benecke – Yes
A. Buckley – Yes
R. Emrich – Yes
S. Gannon – Yes
K. Lawrence-Webster – Yes D. Middleton – Yes
M. Nash – Yes
M. Rowley – Yes
M. Thomas – Yes

Motion passed unanimously.

**BOARD ACTION**
Approval of Ellucian CRM Support Renewal (BA5335)

It is the recommendation of the administration that the Board of Trustees authorize the administration to enter into a contract addition with Ellucian for CRM support for the three (3) year period beginning November 1, 2020 and ending October 31, 2023, for an annual amount of $152,544.

R. Emrich made a motion to approve the recommendation. M. Benecke seconded the motion.

The results of the roll call vote to approve the recommendation are as follows:

M. Benecke – Yes
A. Buckley – Yes
R. Emrich – Yes
S. Gannon – Yes
K. Lawrence-Webster – Yes
D. Middleton – Yes
M. Nash – Yes
M. Rowley – Yes
M. Thomas – Yes

Motion passed unanimously.

PREZIDENT’S REPORT

Enrollment Report
The Spring/Summer 2020 semester began on May 11. As of today, 3,356 students are enrolled (3,067 part-time, 289 full-time). The College projected 21,214 contact hours for the combined Spring/Summer semesters and as of today, we are at 109% (23,194 contact hours) of projection.

Registration has begun for the Fall 2020 Semester. To-date, 3,555 students have registered (2,335 part-time, 1,220 full-time).

Personnel Report
Dr. Goodnow announced that Stephanie Harrison will be joining Delta College on June 15, as the new Academic Dean of Career Education and Learning Partnerships. Stephanie holds a master’s degree in Health Services Management from Webster University in St. Louis, Missouri and a bachelor’s degree in Dental Hygiene from Old Dominion University in Norfolk, Virginia. She also holds a Certificate in Plant-Based Nutrition, and is a Master Nutrition Therapist from the Nutrition Therapy Institute in Denver CO. Stephanie was Dean for the Center of Health Sciences at the Community College of Denver, Colorado for six years, and was previously the Director/Program Chair of the Dental Hygiene Department for nine years.

Dr. Goodnow also announced that Dr. Jason Young will be joining Delta College on June 15, as the new Director of Institutional Research. Dr. Young holds a Ph.D. in Social Psychology from Wayne State University. He is currently working at Siena Heights University as the Institutional Research Director.

The complete report of hires, promotions, and separations for the month of May can be found in Board packets this evening.

Information Sharing

- Dr. Goodnow said she sent an email to the Board this morning outlining plans for Fall course offerings. The administration has made the decision to offer classes this fall through a combination of both online and face-to-face lab experiences.

  There’s a team working on the details of how this will work in terms of scheduling and use of our spaces.

  Dr. Goodnow said she should be able to provide a more in-depth report at the July Board Meeting.

- RENEWAL - Articulation Agreement with Ferris State University (effective May 2020)
  Associate of Applied Arts (AAA) in Child Development degree articulates to Bachelor of Science (BS) in Early Childhood Education.
The Bachelor of Science in Early Childhood Development program is designed to provide a natural transition from the Associate’s degree to the Baccalaureate level completion program.

Benefits to Delta students:
- Small class sizes of 15-30 students.
- Ferris program is delivered online, at Delta or in the Great Lakes Bay Region.
- Convenient course schedules for working students.
- Up to 84 credits from Delta will transfer and apply.
- Delta’s 100/200 level courses will transfer as 300/400 level equivalent.

• RENEWAL - Articulation Agreement with Ferris State University (effective May 2020)

Associate of Applied Arts (AAA) in Criminal Justice degree articulates to Bachelor of Science (BS) in Criminal Justice, Generalist.

The Bachelor of Science in Criminal Justice program is designed to provide a natural transition from the Associate’s degree to the Baccalaureate level completion program.

This agreement will provide our students a seamless option to complete the higher-level degree after receiving their associate degree from Delta.

Benefit to students:
- Small class sizes of 15-30 students.
- Ferris program is delivered online or on Delta’s main campus.
- Convenient completion for working students.
- Up to 87 credits from Delta will transfer and apply.
- Only 38 credits need to be completed at Ferris.
- 100/200 level courses can transfer as equivalent.
- Faculty have extensive Criminal Justice experience and utilize a pragmatic approach to prepare students for a career in Criminal Justice.

Both of these agreements will have an annual administrative review and will renew in three years.

• NEW - Articulation Agreement with Chamberlain University (oldest nursing school in the United States (effective May 2020)

Delta’s Associate of Applied Science (AAS) in Nursing to Bachelor of Science (BSN) Nursing Completion.

The Bachelor of Science in Nursing program is designed to provide a natural transition from the Associate’s degree to the Baccalaureate level completion program. Students must have an Associate’s degree in Nursing and be a Registered Nurse (RN) to be admitted into this program.

Many of Delta’s RN graduates are working in the field so having this agreement in place will allow them to pursue higher-level advancement with an online option for completing a Bachelor of Science in Nursing (BSN). Students can also continue through Chamberlain to earn their Master of Science in Nursing (MSN) or Doctor of Nursing Practice (DNP) degrees.
- Jump Start RN-BSN partnership grant that covers the cost of tuition and fees for two tuition-free online courses if students they start in one of the 2020 sessions.
- Delta graduates and employees that enroll in the BSN, MSN, DNP or other health programs will be eligible for special 10% group tuition discount.
- Additional discounts are offered to Delta graduates employed at specific hospitals.
- Under this agreement, the Chamberlain application fee is waived.
- BSN and advanced programs can be completed online.
- Up to 87 credits will transfer leaving students about 3 semesters to complete the BSN

Agreement will be reviewed annually and renew in three years.

Thank you to Emily Clement, Manager of Strategic Partnerships, who reported that we have our MiTransfer landing page up and linked to the Michigan Transfer Network page. Emily and Marketing with input from Maureen Donegan, Associate Professor in Psychology, and our advising staff created pathway sheets to be used as a tool for our advisors and students while we wait for the universities to make their pages available.

- Congratulations to the Marketing Team! They were recognized by The Higher Education Marketing Report, in their 35th Annual Education Advertising Awards, and received the following:
  - Gold Award for the New Downtown Saginaw Center (total recruitment package)
  - Gold Award for Journeys, fall 2018 (external publication)
  - Gold Award for Temporary Tattoos (imprinted materials)
  - Gold Award for TV Advertising Series
  - Silver Award for Downtown Saginaw Center bus wrap (outdoor advertising)

They also received the following awards from the Collegiate Advertising Awards:
  - Bronze Award - President’s Speaker Series poster for Temple Grandin (poster-display)
  - Silver Award – New Downtown Saginaw Center (total advertising campaign)
  - Silver Award – Recruitment Ads Campaign Series (TV/video advertising)

The Marketing Department does a fabulous job. I would like to share some examples of the marketing materials that have been recently mailed to prospective students.

The Marketing Department also created this yard sign that will be given to each graduate that attends the “Cruise-In Commencement” ceremony.

- Plans for “Cruise-In Commencement” are being finalized for this event. This event will take place on Saturday, June 20, beginning at 1:00 p.m. If we have inclement weather, the alternate date is Saturday, June 27.
Detailed information for participating in the commencement will be sent to all Trustees early next week.

- The Police Academy Graduation Ceremony will be held outdoors on our campus on Friday, June 19, beginning at 2:00 p.m.

- Please be reminded that there will be a July Board Meeting on Tuesday, July 14.

**TRUSTEE COMMENTS**

M. Nash read the following statement regarding Dr. Goodnow’s evaluation.

“The Delta College Board of Trustee’s annual review of Dr. Goodnow was favorable for the 2019-2020 academic year. In a very unique year, Dr. Goodnow’s leadership enabled the college to respond nimbly and effectively as the novel coronavirus, COVID-19, caused a once-in-a-generation global pandemic. Delta quickly pivoted from predominately face-to-face instruction to online instruction enabling students to complete their winter semesters. This was a true “team” effort from the president’s office to staff to faculty. Everyone came together to support student success and once again proved that Delta is one of America’s leading community colleges.

Notable achievements this past year included the successful launch of the Saginaw center, where student enrollment increased significantly, breaking ground on the Midland center, successful completion of the “virtual” reaccreditation visit from the Higher Learning Commission and preparing for the millage renewal in Fall 2020. It was a year where reprioritization was regularly driven by internal and external factors, which resulted in some goals not progressing as planned. However, the blend of achieving near-term and future objectives in such a dynamic environment speaks to the experience and leadership of Dr. Goodnow and the strength and quality of the entire Delta team.

Now more than ever, focus is needed on diversity and inclusion. While more work can always be done on this front, the College had several significant developments in this area:

Successful construction and opening of the Saginaw Center this past academic year, a dedicated facility in the heart of Saginaw that offers some of the most underserved in our community even more convenient access to higher education.

Delta made significant progress in training employees on unconscious bias, new staff participation in the diversity and inclusion training in new employee orientation and creating inclusion advocates. In addition, the hiring processes have been revamped to include diversity advocates on panels and the college has started efforts to recruit faculty from historically Black Colleges and Universities.

The second chance pell grant program was launched and has now has several graduating classes – a testament to the college’s commitment to serving the entire community.

Recent events are prompting lots of reflection but more a call to action. We need continued improvement and strengthening of our diversity goals and performance. The Board discussed strengthening accountability, as well as its own role in improving
diversity during Dr. Goodnow’s review. Thus, the board has committed to a retreat this year to focus on the topic of diversity and inclusion. Delivering the next round of progress will ensure Delta remains one of America’s leading community colleges with a reputation for excellence and fostering student success on the regional, state and national level.

The 2020-2021 academic year will again have a host of challenges but these challenges are opportunities. With the impact of COVID-19 on government tax revenues, the college’s budget will be a particular area of near-term focus as retaining our debt-free, fiscally-prudent standing while delivering the best educational outcomes for our students is paramount. In addition, several other significant priorities are vital over both the near-and-long term to ensure student success; commissioning the Midland center on time and on budget with the right curriculum offerings, completing the inaugural faculty contract and working to repair morale through bridge building, filling the voids left from the recent and upcoming retirements of veteran college leaders with a talented and effective new wave of leaders and embracing and extending into virtual learning while leveraging Delta’s unique community college assets.

Following this favorable review, the Evaluation and Compensation Committee will honor Dr. Goodnow’s selfless request to hold her salary constant given the economic uncertainty facing education across the country. As enrollment and state funding levels are better known, the Committee may reconvene in 2021.

I would like to close with thanking those involved at the college and my fellow board members for their participation in the process this year.”

R. Emrich thanked M. Nash for a great job in conducting the President’s evaluation process.

M. Rowley thanked M. Nash.

M. Thomas thanked M. Nash for his leadership through the process.

D. Middleton thanked M. Nash and congratulated Dr. Goodnow on a great evaluation.

M. Benecke said that she is proud of Delta College and thanked everyone for contributing to the discussion. She said that diversity policies are a must have. She said that every leader at Delta College should have the inclusion advocate training and so should every person serving on a search committee. M. Benecke also noted that our marketing materials should represent who we are and diverse populations should be represented in the materials. She asked that the College start “auditing with purpose.”

A. Buckley thanked Trustee Nash for his work on the President’s evaluation process. He congratulated Dr. Goodnow on her evaluation. He said that he enjoyed tonight’s diversity discussion and said he would like to see the conversation go a little deeper. He said he wants to hear all his colleague’s voices. A. Buckley reminded all that diversity is not just about numbers. It is qualitative too. We need to be patient and hear viewpoints. Most importantly we must continue to have fierce conversations.
R. Emrich told a story about his time at the Pittsburg Theological Seminary. It was 1968 and Dr. Martin Luther King Jr. was assassinated that year. He said that he prays god that people will understand the plight that people of color face in this country. Referencing a quote from a reporter for the Chicago Tribune in 1968, he said “we only have 2 minutes, we can’t waste it.”

S. Gannon thanked M. Nash for his work on the President’s evaluation process. She said that she respects her fellow Trustees. She said she has experienced some of the diversity that Delta College offers as a student. She said she is thankful for Dr. Goodnow’s leadership. This is about loving and respecting one another. She said she looks forward to continuing the dialogue and that we cannot lose sight of what we have to celebrate. Let’s not lose sight of the good. S. Gannon that she appreciated all of this evening’s presentations.

K. Lawrence-Webster said that it had been a very difficult day for her as she viewed the funeral of George Floyd today. She said that she thinks that Dr. Goodnow needs to sit down with the Black Faculty and Staff Association. She commented that C. McMath is a Director of Diversity and Inclusion with no direct reports and wonders if there are other positions on this campus who are directors with no direct reports.

M. Rowley thanked the six individuals who presented on diversity and inclusion this evening. He said he would like to see the College cultivate as applicant pools that are as diverse as possible. More importantly he would like to see us retain individuals when they are hired.

M. Thomas thanked all the presenters this evening. She said that she agrees with all of the comments that have been made by the Trustees. She said that it is time for Delta College to wake-up and accept that we need to improve. We need to focus and make sure these things happen. She said she would like to see C. McMath in this role full-time. She emphasized the importance of training for faculty and staff. M. Thomas closed her comments by quoting Dr. Martin Luther King Jr., “The time is always right to do what is right.”

CHAIR COMMENTS

D. Middleton said that she appreciated all of the comments made by her colleagues this evening. She said that maybe it is time to consider a special committee to do this important work. She said that exactly how to move the College forward is yet to be determined.

D. Middleton thanked Dr. Goodnow and her leadership team for keeping the College moving forward.

VOTE TO GO INTO CLOSED SESSION PURSUANT TO SECTION 8 (H) OF THE OPEN MEETINGS ACT TO CONSIDER MATERIAL EXEMPT FROM DISCUSSION OR DISCLOSURE BY STATE OR FEDERAL STATUTE - A WRITTEN LEGAL OPINION

M. Rowley made a motion that the Board go into Closed Session Pursuant to Section 8 (h) of the Open Meetings Act to Consider Material Exempt from Discussion or Disclosure by State or Federal Statute - a Written Legal Opinion. R. Emrich seconded the motion.

The results of the roll call vote to to go into closed session are as follows:

M. Benecke – Yes
A. Buckley – Yes
R. Emrich – Yes
S. Gannon – Yes
K. Lawrence-Webster - Yes
D. Middleton – Yes
M. Nash – Yes
M. Rowley – Yes
M. Thomas – Yes

The motion passed unanimously.

The Board went into closed session at 10:00 p.m.

The closed session ended and the Board went back into open session at 10:30 p.m.

**ADJOURNMENT**

There being no further business, Board Chair Middleton adjourned the meeting at 10:31 p.m.

_________________________________
Andrea Ursuy, Board Secretary