



**Monthly Meeting**  
Avon Board of Education  
34 Simsbury Road, Avon, Connecticut

**Mission Statement**

*Our mission is to inspire in each student a joy and passion for learning and a commitment to excellence, personal integrity, and social responsibility.*

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Tuesday, June 18, 2019, 7:00 pm

Avon High School, Community Room

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**Minutes**

**Attendance**

**Members Present:** Jackie Blea, David Cavanaugh, Debra Chute, Jeffrey S. Fleischman, Jason Indomenico, Houston Putnam Lowry, Bogdan Oprica, Jay Spivak, Laura Young (arrived at 7:02 pm)

**Member(s) Absent:** none

**Administration Present:** Dr. Bridget Heston Carnemolla, Superintendent of Schools; Roberto Medic, Director of Human Resources; Heather Michaud, Director of Fiscal Affairs; Dr. Kimberly Mearman, Director of Pupil Services; Dr. Donna Nestler-Rusack, Assistant Superintendent

I. **Call to Order**

*The Board of Education Regular Monthly meeting was called to order at 7:00 pm by Chair Chute.*

II. **Pledge of Allegiance**

The Board Chair led the pledge and read the District's mission statement. Chair Blea also thanked the high school staff for presenting a wonderful and memorable graduation ceremony which exemplified the District's mission statement.

III. **Approval of Minutes**

A. Board of Education Regular Monthly Meeting, May 21, 2019

*Mr. Lowry moved, Ms. Young seconded, to approve the May 21, 2019 minutes.*

*The motion carried 9-0-0.*

IV. **Communication from Public**

There was no communication from the public.

V. **Items of Information and Proposals**

A. Student Representative Report – Addisen Ganiats & Amir Johnson, AHS Student Representatives

There was no report given as both Student Reps did not attend.

B. Financial Report – Heather Michaud, Director of Fiscal Affairs

Ms. Michaud reported there were no drastic reductions from the month prior with the financial report looking very similar to last year. Unencumbered balance for salaries was reduced approximately \$486,000 due to the end of year stipends being entered. May employer contributions were also entered with a reduction of \$960,000 from the month prior. All open purchase orders were being paid out which reduced line items with an overall reduction of 3.97% for unencumbered balances from April to May. The Board asked for clarification regarding an anticipated unencumbered balance of \$1,379,000 for the remaining of the year to which Ms. Michaud replied that the anticipated balance would be zeroed out with June purchase orders, transfer balances and year end payrolls processed to bring down the balance. Transfers include a new crew trailer to replace 12 year old trailer for \$27,571.40; the phase 2 projects for RBS lockers with a combined cost for phase 2 of the interior and exterior shade projects for all schools for a total of \$46,711.43.

VI. Committees & Liaison Reports

A. Committee Reports

1. Curriculum & Professional Practices – Jackie Blea, Chair

Ms. Blea reported on the meeting held on June 4 where there was communication from the public; discussion on Social/Emotional Learning and mental health supports; advanced placement enrollment comparison; and upcoming high school course proposal recommendations which the Committee approved to move forward to the Board. Next meeting will be in September. Ms. Blea also asked that the course recommendations be put under New Business for future agendas.

2. Finance – Jay Spivak, Chair

Mr. Spivak stated that the budget transfers and special education escrow account that were discussed during the meeting are on the agenda tonight. Next meeting is scheduled for Sept. 10<sup>th</sup> at 6:00 pm.

3. Negotiations – Jason Indomenico, Chair

Mr. Indomenico stated that the committee is not actively negotiating at this time.

4. Policy – Laura Young, Chair

Ms. Young reported that the committee is focusing primarily on sexual harassment and also discrimination in an effort to update both as they pertain to state statutes as well as best practices. Next meeting is in August.

B. Liaison Reports

1. Board Representative to Curriculum Professional Development Council – Bogdan Oprica and Deb Chute, Board Rep.

Ms. Chute stated that she attended the Full day of CPDC where the SRBI processes were discussed as well as new course recommendations, teacher evaluation, 21<sup>st</sup> century skills and school counseling curriculum review that will begin in 6<sup>th</sup> grade to 12<sup>th</sup> grade.

2. Board Representative to Avon Board of Finance – David Cavanaugh, Board Rep.

Mr. Cavanaugh reported that there was no Board of Finance meeting in June since the budget passed. Next meeting is scheduled for July 22<sup>nd</sup>.

3. Board Representative to Avon Town Council – Jason Indomenico, Board Rep.

Mr. Indomenico reported that the Town council met on June 6 but he could not attend due to a school event. The Open Choice supplemental appropriation of about \$113,000 which council approved. Next meeting is July 25. Mr. Indomenico also reported on the Synthetic Turf project though the committee has not met since the last Board meeting. Mr. Indomenico followed up on a Board question regarding the field lights and stated that

the budget is so tight he did not think lights will make it onto the budget for the field, also the Town Council would have to vote on adding the lights. Mr. Indomenico's opinion was that it was more likely it will not be included. Next meeting is July 10. There was Board question regarding the money for the lighting to which Mr. Indomenico explained that the building committee recommended an additional \$70,000 for the light stanchions and buffering and the Town Council approved that this be in the project and part of the bonded approved amount.

4. Board Representative to Capital Region Education Council – Jackie Blea, Board Rep. Ms. Blea stated that the next CREC meeting is the next day which she cannot attend but will forward the minutes.

VII. Chair's Report – Debra Chute, Board Chair

A. Board Chair Update – Debra Chute, Board Chair

Chair Chute thanked especially AHS Principal, Mike Renkawitz, and his assistant, Kelly Tubridy, for organizing all the details for a phenomenal graduation, remarked on the positive attributes of the venue and appreciated the staff who attended. Ms. Chute reminded the Board members that there will be a pause of meetings in July with the next meeting in August.

VIII. Superintendent's Report – Dr. Bridget Heston Carnemolla

A. Hiring report

Dr. Carnemolla shared the departure of the Middle School Assistant Principal, James Pappa after 17 years in Avon and the retirement of Roaring Brook Assistant Principal, Larry Sparks after 22 years. The Superintendent stated that the District administrators celebrated with both Mr. Pappa and Mr. Sparks during the past week and wished them both well. A new tradition with an administrator prize patrol was started presenting departing administrators with a gift - clock for Mr. Sparks, portfolio and pen for Mr. Pappa. Transition planning continues with interviews for assistant principals for both schools. The District is hiring for other positions as well including a Special Education teacher at Pine Grove and grade five teacher at Thompson Brook School.

B. Enrollment Reports

The Superintendent stated that enrollment has been static with a few more registrations. The elementary school enrollment has been managed changing the number of sections in both schools. The District is nearing the end of registrations with the majority of registrations due to transfers into town.

C. Strategic Plan Update

Dr. Carnemolla reported that the summer is being used to regroup and assess the District blueprint and goals. A retreat is scheduled for administrators in August and Board retreat in September.

D. List of Donations and Gifts for 2018-2019

Dr. Carnemolla acknowledged the tremendous support from school PTOs, booster clubs and community organizations. Total for PGS was not accurate and will be fixed. AEF grant that was awarded for robotics is for the upcoming school year.

Dr. Carnemolla explained that on the agenda are contracts for unaffiliated staff that need to be settled by July 1 as agreed upon in the past. Dr. Carnemolla clarified that the Assistant Superintendent, Human Resources Director and Director of Fiscal Affairs contracts are missing but will be given to the Board when done. The Superintendent also verified that all contracts were negotiated within the parameters as discussed with the Board.

The Superintendent stated that all job descriptions are being reviewed, updated and brought through to the Board for approval. Tonight's meeting includes coach job descriptions consistent with the stipend portion of the contract; omitted from the agenda was the head coach job description. Mr. Medic added that the assistant coach job description is based upon recommendation of CIAC, consulting neighboring school districts and is specific to Avon and its athletic program. The Superintendent and Mr. Medic added that the assistant principal job descriptions were also revised to clarify the roles and how they differ from that of the principal's job. The administrators and administrator's union were also consulted as to the nature of the work.

Dr. Rusack explained that every year under Board policy the teacher evaluation plan must be reviewed and the Board notified of any changes. There was one language change, instead of "participating in development of teacher improvement and remediation plans for peers whose performance is developing or below standard" it was suggested change the language to "the support of peers whose performance is developing or below standard." Ms. Young asked to pull the item for further discussion.

Mr. Lowry raised a point of order and asked for all items to be pulled from consent calendar if discussion is being had. Dr. Carnemolla explained that she was not opening up items for a discussion but merely giving background information on the items on the Consent Calendar. Chair Chute ruled that she did not see that a conversation was had but getting background information to help Board members choose how to vote. Board members can also remove items for discussion if desired.

***Mr. Lowry raised a point of order which the Chair denied. Mr. Lowry appealed the Chair's denial.***

Discussion was had to clarify the point of order and it was suggested that going forward it should be evaluated as to what is to go on Consent Calendar versus New Business, such as Course Recommendations or anything that administration thinks may be discussion should be listed under New Business. The Board Chair stated that the background information the Superintendent provides is helpful in voting on the consent items and if discussion is needed items can be pulled from the Consent Calendar by Board members.

***The Board was polled whether the discussion on the Consent Calendar was out of order. The point of order failed 4-5-0 (yay - Indomenico, Lowry, Spivak, Young; nay - Blea, Cavanaugh, Chute, Fleischman, Oprica).***

Dr. Carnemolla suggested that to prevent questions of being out of order perhaps another agenda item be put under the Superintendent's Report to allow more conversation in informing Board members of things other than what is regularly reported.

Dr. Carnemolla reviewed the recommendations of the five courses being submitted with four of the courses under special education and required by IEP by transition planning and solidifying for credits.

IX. Consent Calendar

Any member may remove an item from the consent calendar and it will be considered in full in the ordinary course after the consent calendar is voted upon.

- A. 18-19/71 Approval of Budget Transfers
- B. 18-19/72 Approval of Avon High School Course Proposal Recommendations
- C. 18-19/73 Notification of Annual Teacher/Administrator Evaluation & Development Model Review
- D. 18-19/74 Donation to AHS of a GETSCH 10 Piece Drum Set from the Hyers Family
- E. 18-19/75 Donation to PGS of \$568.64 from Stop and Shop School Reward Program
- F. 18-19/76 Approval of Elementary School Assistant Principal Job Description
- G. 18-19/77 Approval of Avon Middle School Assistant Principal Job Description
- H. 18-19/78 Approval of Database Coordinator/Analyst
- I. 18-19/79 Approval of Assistant Coach/Junior Varsity Coach/Freshman or Development Coach Job Description
- J. 18-19/80 Approval of Contract for Assistant to the Superintendent
- K. 18-19/81 Approval of Contract for Assistant to the Assistant Superintendent
- L. 18-19/82 Approval of Contract for Benefits Specialist
- M. 18-19/83 Approval of Contract for Bus Driver/Courier
- N. 18-19/84 Approval of Contract for Coordinator of Internships
- O. 18-19/85 Approval of Contract for Certified Occupational Therapist Assistant (COTA)
- P. 18-19/86 Approval of Contract for Courier, Part Time
- Q. 18-19/87 Approval of Contract for Database Coordinator
- R. 18-19/88 Approval of Contract for Director of Operations
- S. 18-19/89 Approval of Contract for Director of Security
- T. 18-19/90 Approval of Contract for Finance Assistant, Part Time
- U. 18-19/91 Approval of Contract for Network Administrator
- V. 18-19/92 Approval of Contracts for Occupational Therapist
- W. 18-19/93 Approval of Contract for Payroll Specialist
- X. 18-19/94 Approval of Contracts for Technology Support Specialists

***Mr. Fleischman moved, Mr. Cavanaugh seconded, to add the Head Coach Job Description to the Consent Calendar as included in the Board Packet.***

***All were in favor.***

***Mr. Spivak requested that item 18-19/72 – Approval of Avon High School Course Proposal Recommendations be removed from the Consent Calendar to added to New Business. Ms. Young requested that items 18-19/73 – Notification of Annual Teacher/Administrator Evaluation & Development Model Review and 18-19/90 – Approval of Contract for Finance Assistant, Part Time be removed from the Consent Calendar and added to New Business.***

***Mr. Indomenico moved, Mr. Cavanaugh seconded, to approve all items of the Consent Calendar minus items 18-19/72, 73 and 90 as listed on the Consent Calendar.***

***The motion carried 9-0-0.***

X. Old Business

- A. 18-19/66 Policy 4000.1 – Policy Regarding Sex Discrimination and Sexual Harassment in the Workplace (Staff), second read

Ms. Young, Chair of the Policy Committee, deferred the time to Mr. Medic to provide the background for this policy. Dr. Carnemolla first reminded the Board that this policy was coming for a second read with no changes when first brought to the Board. Mr. Medica explained that the two policies were originally comingled and now separated to delineate the concerns, procedures and best resolutions for staff versus those for students. Ms. Young clarified that when a policy is brought to the full Board, the Policy Committee is looking for the Board to adopt the policy as presented.

***Mr. Fleischman moved, Mr. Indomenico seconded, to approve Policy 4000.1 – Policy Regarding Sex Discrimination and Sexual Harassment in the Workplace (Staff) as presented.***

***The motion carried 9-0-0.***

B. 18-19/67 Policy 5145.5 – Policy Regarding Sex Discrimination and Sexual Harassment (Students), second read

No further discussion was had regarding the policies presented.

***Mr. Fleischman moved, Ms. Blea seconded, to approve Policy 5145.5 – Policy Regarding Sex Discrimination and Sexual Harassment (Students) as presented.***

***The motion carried 9-0-0.***

C. 18-19/70 Pledge to ACORN for the Turf Field Lighting Project

There was Board discussion regarding the \$70,000 coming from the bonding; the usage of the lighting, which was not part of the building committee's charge and estimated at 15-19 nights per year as discussed years prior; and the potential for community use. Discussion was also had on ACORN's request for seed money for to show support for their fundraising for the lights, which the Town has already committed to support.

***Mr. Spivak moved, Ms. Young seconded, to pledge to ACORN for the Avon High School turf field lighting project \$30,000 from the facility use fund.***

The Board continued their discussion on how to both show support to ACORN but to also not bind the Board contribution should the fundraising for lighting not have the support of the community as there has been no proven support for the lights by the community.

***Mr. Cavanaugh moved, Ms. Blea seconded, as a friendly amendment, to put a timeline on the pledge so that it can be rescinded if the fundraising efforts do not succeed.***

It was discussed to perhaps table this further to allow ACORN time to show the Board they have community support. It was also questioned whether the community knows the lights were not included in the project. History of ACORN's fundraising for the tennis courts and lighting at the Middle School was also recalled.

***Mr. Lowry made a motion to amend the donation to ACORN that the fundraising must to be done by May 2020, if not, the donation will be reconsidered. Mr. Spivak and Ms. Young accepted the friendly amendment.***

The Superintendent added that it was the recommendation of the administration and the Finance Committee to use the enterprise account funded by facility use revenue and while as a Board we are representing the community more importantly we are representing the school district. It is the best interest of the district's athletics' program and the students that lights be had on the field. Dr. Carnemolla reminded the Board that there is a financial aspect should this fundraising fail as the district would have to pay exorbitant amounts for the occasions lights are needed on the field. The account will have money remaining after the donation as this account is never to be drained below \$50,000 for emergency use. The amended motion made sense and Dr. Carnemolla saw no issue pledging money. Further discussion was had about the number of times lights would be needed being cognizant of the surrounding neighbors and guidelines dictating use of the lights. Dr. Carnemolla and Ms. Michaud

addressed the issue of other needs including nonfunctioning scoreboards which will be repaired.

***The motion made by Mr. Lowry to amend the donation, which Mr. Spivak and Ms. Young accepted, that ACORN's fundraising must be done by May 2020 or the donation will be reconsidered carried.***

***The motion carried 8-1-0 (Yay – Blea, Cavanaugh, Chute, Lowry, Oprica, Spivak, Young. Nay – Fleischman).***

XI. New Business

A. 18-19/95 2019-2021 Board of Education Meeting Dates.

The Superintendent explained that Board dates need to be sent to the Town and we operate on the school year rather than a calendar year. Changes can be made to the dates if necessary however, agendas cannot be amended once posted if dates are changed, because of this Dr. Carnemolla asked that only the dates through June 2020 be considered.

***Ms. Blea moved, Ms. Young seconded, to approve the Board of Education meeting dates through June 16, 2020 as presented.***

***The motion carried 8-1-0 (Yay – Blea, Cavanaugh, Chute, Fleischman, Oprica, Spivak, Young. Nay – Lowry)***

B. 18-19/96 Funding of the FY 2019-2020 Special Education Escrow Account

Ms. Michaud explained the special education escrow account used to save the District from unexpected special education costs. The estimated value of the account for next year exceeds \$873,000, resulting in a shortage of \$200,000 according to calculations even with the addition of the already requested Open Choice supplemental of \$113,000. Ms. Michaud requested any remaining year-end funds be used to fund the special education escrow account first before any other projects. Dr. Carnemolla stated that this was voted through by the Finance Committee. The Board asked Ms. Michaud for clarification of the funding amounts. The details of the escrow account were discussed and it was explained that the money in the account must be earmarked for specific students; currently eight students.

***Mr. Spivak moved, Ms. Blea seconded, to approve a directive for administration to fund the fiscal year 2019/2020 Special Education Escrow Account as the first priority with any year end funds which may become available.***

***The motion carried 9-0-0***

Added Items Removed from Consent Calendar

C. 18-19/72 Approval of Avon High School Course Proposal Recommendations

The Board asked for clarification as to whether the courses were presently offered in the course of studies to which Dr. Carnemolla explained that with the Special Education courses two are offered under a different name and two are new and were not included this year. Dr. Mearman confirmed that two are merely name changes but the other two courses reflect work that is happening and now would allow students to receive credit for the work. The Board also asked if these courses were to support students given that one level of courses was previously eliminated to which Dr. Carnemolla replied no but are transition courses for students typically between the ages of 17-21. Transition courses are required by law for all students who are receiving special education services and have a transition plan on their IEP which starts as early as 7<sup>th</sup> grade. Transition goals for those starting at 17 are often related to workplace skills, skills for post secondary education, and independent living skills. These are only available to special education students, however the work experiences course is open to expanding to include general education students. Dr. Rusack explained that the Introduction to Business

course that gives a sampling of various components to experience the different facets of the business courses available.

***Mr. Lowry moved, Mr. Indomenico seconded, to approve the Avon High School Course Proposal Recommendations as presented.***

***The motion carried 9-0-0***

D. 18-19/73 Notification of Annual Teacher/Administrator Evaluation & Development Model Review

The Board questioned if this should have been reviewed first by the Policy Committee. Dr. Rusack explained that under Policy 4115, each year the educator evaluation document and report back to the Board with any recommended changes; there is no change to the policy. The change has the teachers more in support of their peers.

***Mr. Lowry moved, Mr. Cavanaugh seconded, to approve the Notification of Annual Teacher/Administrator Evaluation & Development Model Review as recommended.***

***The motion carried 9-0-0***

E. 18-19/90 Approval of Contract for Finance Assistant, Part Time

Discussion was had as to which part time employees are eligible for vacation to which the Superintendent explained only those who work the full year.

***Mr. Spivak moved, Mr. Lowry seconded, to approve the Contract for Finance Assistant, Part Time as presented.***

***The motion carried 9-0-0***

XII. Communication from Avon Board of Education Members

The Board members and Superintendent each acknowledged the tremendous work of Mr. Renkawitz, Ms. O’Neil, Ms. DevVvo and Ms. Tubridy for providing what was an amazing graduation. The correct pronunciation of each student’s name and the hard work of the custodians for the set up at a new venue was also appreciated. In addition, the staff that attended which included not just teachers and administrators, but secretaries, custodians, paraeducators and nurses was acknowledged and appreciated.

Also acknowledged and appreciated was a bus driver who takes time to attend student concerts and other student events.

XIII. Communication from the Public

There was no communication from the public.

XIV. Executive Session

- A. Discussion and Possible Action regarding the Superintendent’s Contract
- B. Discussion and Possible Action regarding Stipend MOU Related to the Teacher Contract
- C. Discussion and Possible Action regarding District Bid Process

***At 8:30 pm, Ms. Blea moved, Mr. Fleischman seconded, to leave Public Session and enter Executive Session for discussion and possible action regarding the Superintendent’s contract. The motion carried 9-0-0.***

***Dr. Carnemolla was invited to join Executive Session at 8:46 pm.***

***The Board exited Executive Session and entered Public Session at 8:51 pm.***



***Ms. Chute moved, Mr. Spivak seconded, to approve a contract extension for the Superintendent of Schools with a duration of July 1, 2019 through June 30, 2022 representing a salary of \$220,375 for the first year.***

***The motion carried 9-0-0***

The Board took time to acknowledge the work of the Superintendent. Mr. Lowry stated that the Board chose well in the selection of Dr. Carnemolla and supports the Superintendent. Mr. Lowry thanked her for her patience in dealing with the Board. Mr. Indomenico agreed with Mr. Lowry and encouraged the Superintendent to continue the good work and feels that the district is headed in the right direction under her strong leadership. Ms. Blea expressed her appreciation and thanked Dr. Carnemolla for her mentorship and appreciates the superintendent's tone, temperament and commitment to the Board, students and staff. Ms. Young stated that the Superintendent is the consummate excellent leader to lead the District forward which has not been done in the past. Ms. Young added that the Superintendent leads with grace, humor, integrity and best practices for what is best for students at all times. Mr. Cavanaugh reflected on all the problems that were outstanding and needed attention when he first became a Board member and appreciated the substantial improvements made by Dr. Carnemolla, especially in the first year. He congratulated the Superintendent for a great job done and looked forward to the work that will be accomplished in the subsequent years. Mr. Oprica appreciated the work of Dr. Carnemolla, not only for the work done for the schools, but the community, such as reaching out to the community at the meetings in the Library. Mr. Oprica indicated a good measure is the excitement the Board has in continuing to work with Dr. Carnemolla and looks forward to that opportunity. Mr. Spivak expressed that as a District we are lucky to have Dr. Carnemolla. He appreciated the way the Superintendent connects with student and staff, always putting students first. Mr. Spivak felt Dr. Carnemolla has the respect of the entire community, appreciates how she represents the Board and looks forward to what she will do in the future. Mr. Fleischman noted that both he and Dr. Carnemolla started their work at the District approximately the same time and appreciated how quickly the Superintendent assessed the work that needed to be done in the District to meet the expectations of the community and students. He thanked her for helping the Board hone where the attention needed to be and looked forward to what will be accomplished next year. Chair Chute stated that it has been an absolute joy and privilege to work alongside Dr. Carnemolla and the superintendent has made her role as Chair doable and appreciated her guidance. Ms. Chute stated her assurance that whatever Dr. Carnemolla was working on she was confident it was always for the best of the District's students. Ms. Chute also mentioned that she has seen a difference in the staff due to Dr. Carnemolla's motivation and inspiration, which was lacking in the past. Ms. Chute added that if everyone is "pushed up" from our preschool students all the way up to the superintendent everyone does better. Ms. Chute added how grateful she was that Dr. Carnemolla applied for the position and how Board members had a part in making the right decision to hire her. Chair Chute concluded that the decision was made to keep the Superintendent here and the District is the better for it.

Dr. Carnemolla responded with her thanks for the outstanding vote of confidence and appreciated the opportunity to continue to work with outstanding administrators, staff and alongside the Board. Having the support of the Board and District is key to the job and fortunate to have a great team Dr. Carnemolla expressed her excitement in continuing the great work being done together and thanked the Board for taking acation and their kind words.

*At 9:02 pm, Mr. Lowry moved, Mr. Fleischman seconded, to leave Public Session and re-enter Executive Session for discussion and possible action regarding the District Bid process. The Board invited Dr. Carnemolla; Mr. Medic; Ms. Michaud and Rebecca Santiago, District Attorney from Shipman and Goodwin to join the Executive Session.  
The motion carried 9-0-0.*

*The Board exited Executive Session and re-entered Public Session at 10:10 pm.*

*Mr. Lowry moved, Mr. Fleischman seconded, to add to the agenda discussion and possible action regarding the Contract for a District Photographer.  
The motion carried 9-0-0.*

*By unanimous consent, the 3 year contract, with a one year probationary period, for District Photographer was awarded to G&B Photography.*

*At 10:16 pm, by unanimous consent, the Board left Public Session and re-entered Executive Session for discussion and possible action regarding the Stipend MOU Related to the Teacher Contract. The Board invited Dr. Carnemolla; Mr. Medic; and Ms. Michaud to join the Executive Session.*

*The Board exited Executive Session and entered Public Session at 10:55 pm.*

*By unanimous consent, the Board moved to allow the Superintendent to execute an MOU on Appendix B of the AEA contract as recommended by the AEA Stipend and Review committee.*

XV. Adjournment

*Mr. Lowry moved, Ms. Young seconded, to adjourn at 10:57 pm.  
The motion carried 9-0-0.*

Minutes prepared by Shirley Moy, Board Recording Secretary  
Minutes respectfully submitted by Jeffrey S. Fleischman, Board Secretary

*Jeffrey S. Fleischman, July 17, 2019*

*Board minutes are approved at the next regular monthly Board meeting, and any corrections to the minutes, if needed, will be made at that time.*