

MINGUS UNION HIGH SCHOOL DISTRICT
1801 East Fir, Cottonwood, AZ 86326

GOVERNING BOARD
MINUTES OF MEETING
Mingus Union High School Library
Thursday, December 11, 2025 6:00 PM

Governing Board:

Ms. Taylor Bell
Ms. Ashley Koepnick
Mr. Austin Babcock
Mr. Frank Nevarez
Mr. Will David

Also Present:

Melody Herne – Superintendent
Kurt Steele – Temp. Board Secretary

Meeting Called to Order at: 6:00 PM

I. OPENING

1. Call to Order

2. Roll Call

Board President Bell - Here
Vice President Koepnick - Here
Member Babcock - Here
Member Nevarez - Absent
Member David - here

3. Pledge of Allegiance

4. Moment of Silence

5. Adoption of Agenda

Motion to adopt the agenda as presented by Vice President Koepnick, seconded by Member David

Board President Bell - Aye
Vice President Koepnick - Aye
Member Babcock - Yes
Member David – Yes
Vote Passed 4-0

II. STUDENT RECOGNITION

Mingus Academics - Yullianna Estrada
English & Literature - Araceli Ornelas
Science - Antoine Pinn
Mathematics- Xander Teel

Social Studies - Shaylee Graham
Physical Education - Alexa Steadman
Foreign Language - Silas Scott
Performing & Visual Arts - Nevaeh Yazzie
Career & Technical Education - Mila Caldwell
AVID - Ronin Alvarado
Male Athlete - Camden Stockbridge
Female Athlete - Maddie Babcock
Victory with Honors - Gracie Wesbrock
Athlete of the Year – Conner Tobias

Senior Spotlight

Lyra Earles

III. EMPLOYEE RECOGNITION

Terri Bright -- ESS Paraprofessional and Media Lab Teacher's Assistant

IV. REPORTS

The Superintendent and Board Member(s) reports will consist of brief summaries of current events. These reports will be without any discussion or feedback.

1. Superintendent's Report (The Superintendent's full report will be available on the District website)

Recognition – AZ State Senate Page Program – Dawson Rice
Recognition – Yavapai County Education Foundation – Classroom Reacher Grant – Ms. Ashley Davis
Recognition – Advanced Band – Linden Bruk, Dylan Campos and Dalton Ryan
Recognition – Art in the Clark Student Art Show
Recognition – VACTE Law Enforcement I – Fiona Jackson
Recognition - Regional Theatre Competition
Recognition – ATORT – Pumpkin King Steals Christmas
Recognition – FFA Ice Cream Social and Fundraiser - \$800 raised
Upcoming Events: Boys Soccer / ATORT Performance / Strategic Planning / Band Performance / Choir Performance / Boys Basketball / Finals / Winter Break / Professional Development

2. Board Member Report(s)--

Board Members will report on:

WICOR Walkabouts -

Member David – Always a privilege to see how they coach, teach and mentor their own. He got to watch and English class and was impressed with the Socratic method they used. He also got to see and Honors Chemistry class and he noted that the teacher was asking questions of the students that led them beyond the course content. Lastly he saw an auto mechanics course where the student weren't necessarily going into a career, but the were learning hands-on problem solving.

ATORT Performance-Pumpkin King

Member David was skeptical that an adaptation of a 1993 classic stop motion animation into a dance and musical was going to work, but it was mesmerizing, superb and a lot of fun. You need to go see it.

Board Member David --ASBA Bylaw Vote Update -

The Board elected him to represent the district for the ASBA By Law updates. They are requiring districts to

approve these changes. These changes include items such as who may hold office, who may address the body, rules for applications for leadership positions, defining various committee roles & responsibilities. Three key changes were 1) ASBA Board certification of the Executive Director's contract, 2) allow for electronic voting, 3) raised the quorum to 60% of districts with 75% voting to pass the item. Votes were due on Dec. 1 and we will have the results next week at the ASBA Conference.

V. PRESENTATION AND INFORMATION

1. Administration Information-- Updates on the Embry Riddle Aeronautical University (Prescott, AZ) STEM Workshop and Girls Flag Football State Championship Playoffs (Principal Beery).

Principal Beery – Wanted to mention that he attended the Flag Football and while the outcome wasn't what he would have wished, he was totally impressed at how much they were all invested as a team and how much the kids cared, stepped up and also addressed the other team. It was a magical experience.

Principal Beery visited Embry Riddle University in Prescott as part of their Bridge Building program as an outreach to high schools. There were 2 hour long presentations. One focusing on dual-enrollment, concurrent-enrollment programs which addressed job prospects in the fields that they teach and field trip opportunities. The second presentation was more of a networking opportunity with visits to student groups on their campus and looking at outreach programs they are offering. What stood out for MUHS was the opportunity for some STEM field trips and we already have interest from our STEAM and Welding advisors.

They had some really great labs and their focus is on unmanned aircraft and robotics. Other labs included a DNA and forensics lab, a propulsion lab, a laser lab and one of the best planetariums in the western US. He was able to visit with some student groups including the Society for Hispanic Professional Engineers and well as the Society for Woman Engineers. They have summer programs that our student would be eligible for and also scholarships for many of their programs.

Principal Beery is interested in the dual-enrollment program that would require having a staff member with proper certification that would teach the unmanned aircraft program. This is a four year program and very intense. They can also do concurrent enrollment where they can either send a professor to us or Zoom a professor in for this high level learning opportunity.

Member David said that there the County Superintendent is working on a federal grant to establish robotics programs at district schools in Yavapai County. The robotics program at ERAU is the best in the state.

Student Council Presentation - Student Council members will be presenting current Student Body events and future activities. Items Include: Holiday Season Events

Danny Gonzalez and other students presented their Student Council report including:

Blood Drive – 75 donors giving 67 units (saving 150 Arizonans). Next Blood Drive will be January 21

AASC Council of Distinction – The Student Council has officially applied to be recognized as a Council of Distinction by demonstrating strong leadership, service to our community and excellence in school involvement. We received it last year and hope to be awarded it again this year.

Holiday Giving – two projects include a Toys for Tots drive and Adopt a family partnership. (sponsoring a family of four by providing a full meal and toys for the children).

2. Key Club-- Key Club will introduce the 2025-2026 officers and speak about membership and current projects (Sponsor Terri Rose).

Terri Rose introduces student President Taiya Trujillo and Secretary Zaira Landaverde Hernandez who spoke on what the Key Club is doing this year. This year has been a great improvement over last year with an increased enrollment of 17 members, increased events and over 19 service hours. Some of the highlights for this year, so far include participation in the Civics Fair, collecting over \$300 during the Trick or Treat UNICEF drive and participate in Key Club Week. They are hoping to hold the first-ever Scholastic Book Fair. Barbie Duncan the Kiwanis liaison mentioned that they asked the MUHS Key Club members to help them with one of their project....Clothe a Child. They were able to help and clothe 50 K-8 students and great ambassadors for MUHS.

3. Other Information for Reading-- MUHS December 2025/January 2026 Newsletter

VI. BOARD MEETING MINUTES NOT PREVIOUSLY APPROVED

1. Meetings-- Board Minutes November 13, 2025 General Meeting

Motion to approve the Nov. 11, 2025 Board Meeting Minutes as presented by Vice President Koepnick, and seconded by President Bell

Board President Bell - Aye

Vice President Koepnick - Aye

Member Babcock - Yes

Member David - Yes

Vote passes 4-0

VII. PUBLIC COMMENTS

At the conclusion of the call to the public, Board members may respond to any criticism made by an individual who addressed the Board. Board members may also direct staff to review the concern or request the item be discussed at a future meeting. Board members may not discuss or take legal action on matters raised during this open call to the public. If you have submitted a Request to Speak form, the Board President will call upon you and ask that you **please identify yourself by clearly stating for the record your name and address**. Citizens are asked to restrict their comments to three (3) minutes. Groups wishing to speak should select a spokesperson to represent the view of the group. **(Board President may refrain from reciting this section if no RTS forms have been submitted)**.

(Public Comment were held until the relevant agenda item was presented)

VIII. ACTION ITEMS - CONSENT

1. Approval of Routine Vouchers

1. Expense

Voucher 1017

Voucher 1018

Voucher 1019

Voucher 1020

2. Payroll--

Voucher 14

Voucher 15

Voucher 16

3. Bookstore Activity—Student Activity report ending November 30, 2025

2. Personnel - HR Report

1. CTSO Stipend Breakdown—Staff and date payouts

2. HR- FY2026 Winter Sports Stipend Schedule

3. HR-Personnel Action

- PA-1
- PA-2
- PA-3

3. Donation

- a. Hope Center Monthly Report-- November 2025
- b. Girls Tennis Donation
- c. Coyote Trails Golf Course Donation

4. Agreements

- a. IGA with VACTE--CTED 70/30 split for FY2027-2029
- b. Agreement-- SubjectAI Pilot Program for The Academy at Mingus in person students Spring 2026. This is an online learning platform.

5. Travel Request-- Out of State Travel Request for IT Manager for Elpaso Tech Wireless Network collaboration.

Motion to approve the consent agenda items as presented by Vice President Koepnick, and seconded by Member Babcock

Board President Bell - Aye
Vice President Koepnick - Aye
Member Babcock -Yes
Member David – Yes
Vote passed 4-0

IX. INFORMATION AND DISCUSSION ITEMS

1. Finance-- Budget Updates

Business Manager Leonard reviewed the most recent update of the FY26 budget. Highlights included:
Revised ADM of 1135 versus the projected ADM of 1152 that the budget was based on.
Current ADM monies are approximately \$6800 and that may change based on our weights.
When we adopted the budget, the base level had not been adjusted and we now have the reports out of ADE and can make those adjustments. (it may go down as the ADM declines)
Our Revenue Control limits went down 155 as a result of the lose of 19 students
Our override and carry forward went up a little bit
Dropout prevention did not change
The one-time state aid supplement has now been included in our number (Prop 123)
The budget is a little tighter this year as we have added Welding back in, added a couple of aides and an HR Assistant, but our carry forward was \$800K last year and we are starting to use some of it
Group B weight went up by 25.56, which is quite significant
The Teacher Experience Index (TEI) is going down a little bit
Average Teacher Salary is now \$72, 710, up from \$70,000 in 2024.
She discussed the Auditor General's high risk categories including operating margin ratio and the changes in funds balance. These are not of a major concern. We may get another one next year as our ADM continues to decline.
Snack Shop revenues are up by \$12,000 compared to last year and breakfast and lunch sales are up slightly.
Ms. Leonard has been invited to serve on the School Finance Advisory Committee and provide feedback on the new USFR.
Member David questioned why our ADM was down by approximately 50 students. This is a result of smaller cohorts coming in and from the surrounding towns and the increase in the Voucher program.

X. ACTION ITEMS - DISTRICT BUSINESS

1. Course Proposal-- Information and discussion on courses being proposed for Spring 2026 and FY2027. Board will motion and possibly approve the proposed courses. (Staff- Principal Beery and A.P. Monical)

Mr. Monical presented some updates to the curriculum offering at MUHS that we are considering and why we are looking to continually expand our offerings. Any new course must be brought to the Board for approval and just because we have an approved course, does not mean that it will be offered automatically.

We are looking to streamline and expand our course offerings including:

- > American Sign Language 1-4 (World Languages Course Sequence and we have a certified teacher)
- > Theatre Arts 4 (for Seniors)
- > Art Appreciation (semester offering)
- > Drawing 2B (semester offering, meets the transient needs)

These recommendations come from the teachers that have seen an interest in these offerings are brought to us through site leadership and curriculum and instruction. These have to be reviewed in terms of our finances, our teacher certifications and facilities before they can be brought to the Superintendent to be put on the agenda for Board consideration. We want to involve our stakeholders and through the newly formed Academic Senate.

He then went through the strategic analysis of a Master Schedule including strategic resource allocation, course demand, enrollment data and ABOR requirements, access audits, scheduling demands and types, implementation factors (staffing, facilities and finances), scenario modeling and Stakeholder buy-in.

As we develop our master schedule, there are a lot of considerations. One is ADE. They will be telling us what we have to do as dictated by legislation. We also have partnerships (Yavapai College, ERAU, NAU, etc.) We also want to continue to offer advanced placement courses to our students to match their talents. All this drives our master schedule.

Mr. Monical then went through a sample of what the course outline look like. This will help standardize what the document will look like for each course. (new, modified, elimination).

Member Davis brought up the concern about thresholds for enrollment with a decreasing ADM. Mr. Monical said that they do track enrollment in classes over a number of years and do pay attention to future projection as they build the master schedule. Also remember that just because we have these offerings, doesn't mean they are going to show up in our course catalog. There must be a demand for it. (Most courses require a 15 student minimum). Member Davis wondered if there are course demands out there that we need to offer, but we don't have the resources (certified teachers). Mr. Monical said that he can't accurately answer that question because I haven't had the conversation with the right people. We may have people willing to teach those things, but we need to do some work to bring them to the table. We want to be aware of the school of choice atmosphere here in Arizona and we want to offer courses that no one else is offering, because it will make our district stand out.

President Bell wanted to know what he felt the enrollment trends would be for these course offering.

Mr. Monical felt that it will look very similar to what it looks like right now, because we already have these courses in existence. (art and theatre) ASL will be a little different and we will have to see.

Motion to approve the Course Proposal as presented by President Bell, and seconded by Vice President Koepnick

Board President Bell - Aye

Vice President Koepnick - Aye

Member Babcock - Yes

Member David - Yes

Vote Passed 4-0

2. Arizona 9th Grade on Track Grant Project --multi-year grant designed to provide funding to local education agencies and charter schools to improve the ninth-grade student experience to ensure that students enrolled in ninth grade develop the skills they need to successfully proceed to the tenth grade on time and ultimately graduate from high school and launch successful careers (Principal Beery). Principal Beery said that MUHS has received this grant twice already and this will be the third year. The state has added a few new stipulations and for this cycle, they are looking for growth in the areas of Highly Effective Success Teams, Data Driven Interventions, High Quality Instruction and a Comprehensive system of 9th Grade Transition Supports. This year for our eligibility we have to have a 9th grade class, need a partnership with an organization with at least 5 years of experience providing 9th grade on-track programs (Center for High School Success) and services and (new for this year) Governing Board Approval. He reviewed the application form. Studies show that students who finish 9th grade, failing less than two courses are three times more likely to graduate on time. We have 9th grade house and 9th grade teams that focus on the kids and their academic and attendance behaviors. We are doing a lot of things right, but this team would just allow us to bolster these programs. Member Babcock mentioned that we previously had a 9th grade counselor/aide that helped intervene with some of the kids. Is there a difference with this program? Mr. Beery said that that was during the first year of this grant and before we partnered with CHSS. We are now much more data driven. Member David wanted to know about the metrics. Mr. Beery said that this is our first year using the data from CHSS and we will have much better data at the end of this year, but looking at failure rates, we are seeing a significant drop compared to a few months ago and freshman failure rates are 30-40% lower than two years ago and 10-15% lower than the previous year.

Motion to approve the application for the Track Grant Project as proposed by President Bell, and seconded by Vice President Koepnick

Board President Bell - Aye

Vice President Koepnick - Aye

Member Babcock - Yes

Member David - Yes

Vote Passed 4-0

3. Policy Advisory-- Volume 34, Number 10 Policy DJE Bidding/Purchasing Procedures

The Board will vote to confirm each member has read the Policy Advisory

Superintendent Herne reviewed the Policy Advisory and highlighted the changes, revisions and deletions in the Policy.

Motion to acknowledge that each Board Member has read ASBA Policy Advisory, Vol. 34, Number 10

Board President Bell - Yes

Vice President Koepnick - Aye

Member Babcock - Yes

Member David - Yes

4. Merit Pay Policy-- The Board will discuss and possibly approve a structure which correlates student performance and staff salary increases.

(Public Comment was allowed before the item was discussed)

Stephan Renard - We need a conversation and a committee. Talking about it for three minutes during a meeting is not the way to do this. We need to build a consensus with all stakeholders. I also want to talk about the money. This merit money is money that would be normally distributed as staff raises. By adding additional hurdles on this money, we are making it harder for staff to make the same income they would without these changes. So why are we rushing to do this? Research says that it will not significantly improve student achievement. Tying future pay raises to test scores (ACT, NWEA) places the future finances of the entire staff on the back of core teachers. As a science and math teacher, I don't want that responsibility. If we aren't going to do this right, then why do it? Maybe we should pump the brakes and start with the basics. Are we in agreement about what the purpose is behind this policy? Will this have an impact on recruiting new teachers? Do we have the tools to measure all staff appropriately? Is it fair and equitable and achievable by all staff? How will this effect the rollout of the new strategic plan? If we don't have answers to these questions, then maybe isn't the right time. Teacher create SMART goals for our classrooms, so let's get together, let's talk and let's be SMART about this.

Paula Herald - I am supportive of this and even if we don't do something that is perfect, doing something is better than doing nothing. We ask our kids every single day to show up and be measured (grades, attendance, participation). It is not unreasonable to look for ways to incentivize improvements here. It has to be a blend of quantitative and qualitative and you are trying to take the first steps in starting this process. What we are currently doing is great, but it's not moving the needle, in fact the needle is moving backwards. ADM is dropping and possibly because there are other alternatives that are performing better or more people are homeschooling. If we don't make a change now, we are just kicking the can down the road. I am not opposed to the concept of a committee, but getting into analysis paralysis isn't going to help us either.

Board president opened up the conversation to the board members. And asked Superintendent Herne to start the conversation.

Superintendent Herne said that they have been doing a lot of work in their collaborative sessions, looking at the how and why. A focus on the how is where the Board needs to focus. I have had conversations with Mr. Renard, Ms. Tresise and Principal Beery and discussed what could be brought to the table. (addressed in Call to the Public). There has to be a way to meet in the middle and focus on some of the how and the ideas that board members have been talking about in our collaboration meetings.

Vice President Koepnick referred to the district mission and vision statement and core values A and B. and felt that they were important to start with. Student success should be at the forefront of everything we do. This merit pay would be an investment in our staff and faculty and acknowledge exceptional performance, incentivize ongoing improvement and celebrate those who contribute to the culture and MUHS.

President Bell said in response to several things that were said. I think that the Board has communicated the why behind this. It's unfortunate that this is being viewed as something that is punitive., but there is a level of accountability involved in it. We decided from the beginning that this would not be an all or nothing. So there still be raises every year but the portion that will be a part of this program will have expectations tied to it. We do not want people to look at it and say we've rushed it and we've decided this is how it will be and that we haven't heard any of your feedback. There are other districts out there doing this and doing it much differently and they have not been as gracious at teacher raises as we have been. Do I think it is perfect, no, but we

have done a lot of work to take into account many of the concerns expressed to us. This also completely ties into our strategic plan and shows we are trying to grow across all areas. It is not just test scores. The board has been very consistent with the expectation of improvement moving forward and which is why Superintendent Herne has straight across student achievement goals. I don't believe that we have any unreasonable expectations for anyone. I think that this is something that is going to grow and we are not trying to solve everything in the first year of the roll out. This is completely consistent with the things the board wants to focus on.

Member Babcock responded that we need to recognize the excellence that is here and incentivize those that need to get there. It is a long term investment and something you would find in any corporation. (We are in the "business" of educating kids).

Vice President Koepnick said that this would create a fair and transparent system and by creating a rubric, it ensures that we are not just rewarding the test scores. What does it take to be a teacher here, a staff member here? How do we engage students and families, what is a good employee and how do we honor those that go above and beyond?

Board member David said he struggled with this, but still wholly supports this. His struggle is the "how" questions and he's brought this up in the collaboration sessions. In doing research he has found that it is really powerful to take a high performing teacher, elevate them through this program and signal to them that they are on the right track. We want to do this because we want to attract teachers from around the state or even outside the state and it may be a help to address some of the affordability issues we are facing. Not everyone is doing great, but how do we reward those who are doing great. This is not designed to penalize or put in place punitive practices. The intent is can we preserve the system we have now for salary and pay and still carve out monies to reward those who are performing at a much higher level. This should be tied into the strategic plan. Can we tie it to a rubric, which is more than just test scores or NWRA? It's about culture in the school and proxy measurements. And then we have to operationalize all of this and that will happen at the Superintendent level and below. So what this will look like, rests with the District in things like meet and confer, etc. and not with the board.

There then was a discussion on how the percentages might break down and how that might be distributed with examples and other numbers to help clarify their understanding of the process (yet to be determined).

Vice President said that she went back and looked at her rubric and asked herself three questions, 1) Is it measurable? 2) Is it within the staff member's control? 3) Does it have a meaningful impact? And she was able to say yes to every single one of these things. That's not to say that we don't fix them or that there is not room for improvement. Maybe the rubric is not 100%, but it seems that the board is in agreement that they want to adopt this.

President Bell said that this item has been agendized and the board seems to be in agreement on wanting to adopt this, but the wording needs to be worked on and should include something relating to merit based performance pay. It still needs work to operationalize it. Instead of adopting the rubric as it is, to rather put a motion on the table to adopt the structure and then operationalizing it would come later. What are the boards thought on that? (Having a merit-based pay structure).

Member David brought up that we have to work within the bound of Arizona Open Meeting Law (OML) and it feels like we are making sausage in public, it doesn't feel good and it's not pretty. It relies on the board to have done their homework, done research and collaborated within OML rules. We do have a consensus that we are going to do something that looks like merit performance pay, so we need to get on with that step and direct the superintendent and the district to execute this and she will operationalize this and come back to us with.

We want to recognize all staff because everyone has a role to play. We want to incentivize excellence across the board with the limited flexibility we have currently.

Member Babcock said he was in agreement with the motion idea but doesn't know enough to create a rubric that is fair and equitable and manages all of the expectations. He thinks he would like to see a committee formed of board members, administration, the Superintendent, staff members and maybe some community members.

Superintendent Herne reminded the board that in the collaborative team meeting and meeting with the MUEA that if the board forms a committee, that committee would have to follow OML guidelines. This is different than the board saying we want to approve some sort of structure and we now leave it up the Superintendent on how to do this. I would then have the flexibility to pull folks together without it being a board-driven committee.

Member David said that he trusts the Superintendent on this and will push her on this. He would not be in favor of a committee.

Superintendent Herne asked about what to call this (merit pay/merit/performance pay)

Vice President Koepnick also agrees that a committee does not need to be convened and wants the rubric brought back for review once created.

Superintendent Herne said that once you release this to us, you would be saying to create the structure and not approving the rubric. In fact, the rubric would probably change on a yearly basis and we learn and tighten things up.

Vice President Koepnick felt that we should call it merit pay

Member Babcock wanted to know the details on how the rubric would be created.

Superintendent Herne stated work/feedback on the rubric has occurred in department meetings (classified staff), leadership meetings, site leadership and guiding coalition (certified staff). This will likely continue to change year to year.

There was brief discussion on Meet and Confer percentage allocations and how this new structure might impact it. The Board has power over that portion and will change every year as the budget changes. They discussed if they wanted to preset the percentage for this year (1%), but decided they wanted to wait to see how the budget played out for this year. (historically it has been 2.5% annually)

The board does not have a policy (GCB) that we would attach this to, so it was suggested that this might best be attached as a regulation to the Meet and Confer Policy. The board members were in favor of this option.

Motion to adopt a merit-based incentive program as a Regulation to the Meet and Confer Policy and give the Superintendent the ability to operationalize that by Vice President Koepnick, seconded by President Bell

Board President Bell - Aye

Vice President Koepnick - Aye

Member Babcock - Yes

Member David - Yes

Vote passes 4-0

XI. Executive Session

Pursuant to A.R.S. §38-431.03 (A)(1) - Please remain seated until such time as the Board votes to convene for an executive session. The Board will either move to a different location to hold the session or will ask those in attendance to leave the room and take with them all materials and belongings and ensure that no recording devices are left in the room. No action will be taken in the Executive Session if convened.

Motion to go into Executive Session by Vice President Koepnick and seconded by President Bell

Board President Bell - Aye

Vice President Koepnick - Aye

Member Babcock - Yes

Member David - Yes

Vote passes 4-0

Time into Executive Session: 8:27 PM

Time out of Executive Session: 10:10 PM

- 1. Superintendent Evaluation Discussion** - Pursuant to A.R.S. §38-431.03 (A)(1) & A.R.S. §15-503 (C)(D) - The Governing Board will discuss the Superintendent's Evaluation. (Staff Resource: Governing Board and Superintendent Herne)

XII. Action Item

Superintendent Evaluation — The Board, if necessary, will take action on the Superintendent's Evaluation.

Motion to approve the actions discussed in the Executive Session by Vice President Koepnick, and seconded by Member Babcock

Board President Bell - Aye

Vice President Koepnick - Aye

Member Babcock - Yes

Member David - Yes

Vote passes 4-0

XIII. REQUEST FOR FUTURE AGENDA ITEMS

None offered

XIV. ADJOURNMENT

Motion to adjourn the meeting by President Bell and seconded by Vice President Koepnick

Board President Bell - Aye

Vice President Koepnick - Aye

Member Babcock - Yes

Member David - Yes

Vote passes 4-0

Meeting adjourned at: 10:11 PM

Board President

Vice President