

**DERRY TOWNSHIP SCHOOL DISTRICT
SUPERINTENDENT'S EMPLOYMENT AGREEMENT
July 1, 2021 - June 30, 2026**

THIS AGREEMENT is made and entered into this 25th day of January, 2021, by and between the Board of Directors of Derry Township School District (hereinafter referred to as the "Board") and Stacy Winslow (hereinafter referred to as "Dr. Winslow" or "Superintendent").

RECITALS

WHEREAS, the Board, at a meeting duly and properly called on the 25th day of January, 2021 did elect Dr. Winslow to the office of Superintendent in accordance with the provisions of the Commonwealth of Pennsylvania's Public School Code of 1949 as amended (hereinafter referred to as the "Public School Code"); and

WHEREAS, the Board and Dr. Winslow reached agreement as to the terms and conditions of such employment and have reduced said terms and conditions to writing in this Agreement; and

WHEREAS, on January 25th, 2021, this Agreement and its terms and conditions were approved at a public meeting of the Board duly noticed and properly called on January 25th, 2021; and

NOW, THEREFORE, the parties, intending to be legally bound and in consideration for the mutual covenants herein contained, hereby do agree as follows:

1. TERM.

The Board has employed Dr. Winslow and Dr. Winslow hereby accepts said employment as Superintendent of the Derry Township School District for a five-year term commencing on July 1, 2021 and ending June 30, 2026 ("Term"). This Agreement shall terminate immediately upon the expiration of the aforesaid Term unless the Agreement is sooner modified or terminated in accordance with this Agreement or renewed automatically in accordance with Section 1073(b) of the Public School Code or this Agreement.

2. DUTIES.

A. Service as Chief Administrator. During the term of this Agreement and any lawful extensions thereof, Superintendent agrees to serve as Chief Administrator of the Derry Township School District ("School District") and as Executive Officer for the Board and to perform the duties of District Superintendent in a competent and professional manner in accord with and subject to:

1. Laws of the Commonwealth of Pennsylvania and the United States of America;
2. The lawfully enacted policies of the Board; and
3. The provisions of this Agreement.

B. Qualifications. Superintendent covenants that she possesses all the qualifications/certifications that are required by law to serve as the District Superintendent and agrees to maintain throughout the Term of this Agreement a valid and current commission or other legal credentials as may be required by law. Superintendent further agrees to subscribe to and take the proper oath of office before

entering upon her duties under this Agreement, in accordance with the Public School Code.

C. General Responsibilities. In accordance with law, and subject to officially adopted policies of the Board, Superintendent shall be responsible for the total day-to-day administration of the School District. The administration of school policy, the operation and management of the schools, and the direction of employees shall be through Superintendent, either personally or as delegated by her.

D. Superintendent will have such duties as are prescribed by the Public School Code, and such responsibilities not inconsistent with the office as lawfully directed by the Board. Such responsibilities will include:

1. To serve as executive head of the entire school system in charge of both educational and business functions;
2. To administer the development and maintenance of a positive educational program designed to meet the needs of the community and to carry out policies of the Board;
3. To initiate matters of educational policy and to make specific recommendations thereon;
4. To keep current with educational developments, practices and procedures and to advise the Board regarding same and any appropriate changes in policy;
5. To recommend the number and types of positions required to provide proper personnel for the operation of the School District, which shall include recommendations as to assignment of professional employees and all other employees under Superintendent's supervision;
6. To facilitate the development and approval of policies in organization, finance, instruction, school planning and other functions of the school program;
7. To establish and maintain effective procedures and controls for the expenditure of all school funds in accordance with the annual school budget subject to the direction and approval of the Board;
8. To supervise the preparation of the annual budget and to recommend it to the Board for consideration and approval;
9. To oversee the formation, preparation and submission to the Board of all matters requiring legal attention and action;
10. To advise and recommend any matters in business administration and to pass final proper requests for equipment and supplies;
11. To keep the Board continually informed of the progress and condition of the District;
12. To conduct continuous study of development and needs of the school's programs and curriculum of the School District and to keep the public adequately informed concerning such studies;
13. To provide liaison, communication and negotiation between the Board and District personnel subject to the direction and approval of the Board; and

14. To perform all duties incident of the Office of Superintendent as set forth in the Public School Code and such other duties as may be lawfully prescribed by the Board from time to time.

E. Board Meetings. Superintendent will have a non-voting seat on the Board and will have a right to speak on all matters brought before the Board. Superintendent, or her designee, shall have the right to attend all regular and special meetings of the Board and all committee meetings thereof excepting those relating to her own employment and/or her performance as directed by the Board. Superintendent shall serve as advisor to the Board and its committees in all matters affecting the School District. The Board, individually and collectively, shall promptly refer all criticisms, complaints and suggestions called to its attention to Superintendent for study, disposition, investigation and recommendation to the Board, as may be appropriate.

F. Commitment of Superintendent to District. Superintendent will devote her full time, skill, knowledge and attention to fulfilling her duties and responsibilities to the School District. However, during the term of this Agreement, upon prior notice and approval of the Board, which shall not be unreasonably withheld, Superintendent may undertake outside work, including but not limited to consultative work, speaking engagements, writing, lecturing, adjunct teaching, and other appropriate professional duties, provided such outside work will not interfere with the efficient and effective operation of the School District, nor the Superintendent's availability for the needs of the School District. Any compensation for such outside undertakings shall belong to Dr. Winslow.

G. The duties of Superintendent require her participation in professional associations and presence at numerous meetings, conventions, and conferences in order to maintain awareness of current issues, programs and information. Superintendent's attendance at such meetings, conferences, seminars, workshops, in-service programs, professional development, and graduate education programs is necessary to maintain the knowledge and skills required of her position.

3. COMPENSATION AND SALARY.

A. Initial Salary. Commencing July 1, 2021, Superintendent will be paid an annual salary, appropriately prorated, of not less than One Hundred Seventy Thousand dollars (\$170,000.00).

B. Salary Increases. Beginning with the 2023-2024 academic year, School District shall annually review and increase the Superintendent's annual base salary in an amount equal to the School District's Act 1 index for each academic year thereafter covered by this Agreement, provided however that an overall performance rating of "Unsatisfactory" in accordance with this Agreement shall result in no salary increase for the following year of the Agreement. The following schedule shall reflect the adjustments to the Superintendent's base salary over the life of this Agreement. If an Act 1 Index is not

established, rate of increase shall be equal to the School District's Act 1 index for the previous year.

1. The Superintendent's annual base salary shall increase by a percentage equal to the School District's Pennsylvania Act 1 index applicable for the school year as calculated by the Pennsylvania Department of Education, effective July 1, 2023 for the 2023-2024 academic year.

2. The Superintendent's annual base salary shall increase by a percentage equal to the School District's Pennsylvania Act 1 index applicable for the school year as calculated by the Pennsylvania Department of Education, effective July 1, 2024 for the 2024-2025 academic year.

3. The Superintendent's annual base salary shall increase by a percentage equal to the School District's Pennsylvania Act 1 index applicable for the school year as calculated by the Pennsylvania Department of Education, effective July 1, 2025 for the 2025-2026 academic year.

4. Each increase shall be added to and become part of Superintendent's annual base salary. The Board may provide additional increases to the Superintendent's salary in its discretion throughout the life of this Agreement.

C. Merit Pay. Additionally, throughout the Term of this Agreement, the Superintendent will be eligible for merit pay of up to 3% of her then-current annual salary based upon the evaluation criteria set forth by mutual agreement of the Superintendent and the Board in accordance with this Agreement.

4. ASSESMENT OF PERFORMANCE.

A. Evaluation. For each full year of service under this Agreement, Superintendent's annual evaluations shall be based upon her performance in the duties set forth in Section 2 of this Agreement and her ability to meet objective performance standards annually established by the mutual agreement of the Board and Superintendent and annually incorporated as Exhibit A to this Agreement. The evaluation process shall be governed by the following:

1. The Board of School Directors, no later than June 1 of each year, shall evaluate, in writing, the performance of the Superintendent. The written evaluation shall utilize a mutually agreed upon method as the basis for the evaluation, provided that any performance assessment shall (1) include a self-assessment by the Superintendent and (b) require the Board of School Directors to speak in one voice by voting as an entire Board, rather than averaging the feedback of each member regarding each aspect of the evaluation. In the event the Board of School Directors determines that the performance of Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, the specific instances of unsatisfactory performance. A copy of the written evaluation shall be delivered to Superintendent. Superintendent shall have the right to make a written response to the evaluation. The evaluation by the Board of School Directors and Superintendent's response(s) shall be private and shall be retained in confidence, except to the extent that the School District is required, pursuant to Section 1073.1(b.1) of the Public School Code, 24 P.S. §10-1073.1(b.1), to post the date of the

assessment and whether Superintendent has met the agreed upon objective performance standards on the School District's publicly accessible Internet website.

2. The formal written performance assessment shall be used for the following purposes: (a) to strengthen the working relationship between the Board of School Directors and Superintendent and to clarify for Superintendent and individual members of the Board of School Directors the responsibilities the Board relies on the Superintendent to fulfill; (b) to discuss and establish objective performance standards for the ensuing year; and (c) to establish the basis for possible increases to the Superintendent's annual salary.

- a. The Board of School Directors and Superintendent agree that Superintendent's performance as Superintendent will be evaluated, in part, based upon the objective performance standards mutually agreed upon by the Board and Superintendent. The objective performance standards for the 2021-2022 school year will be established on or before July 30, 2021 and will be attached to this Agreement as Exhibit "A" and incorporated by reference. The objective performance standards shall be reviewed and updated as necessary by mutual agreement of the Board and Superintendent on or before July 1st of each year of this Agreement unless another date is mutually agreed upon by the Board and Superintendent. The objective performance standards shall be posted on the School District's publicly accessible Internet website.

3. No later than July 1 of each successive year of the term of this Agreement, the Board of School Directors shall meet to determine if the written objective performance standards, performance indicators and goals, if any, shall be modified. In the event that both parties agree to modify the objective performance standards, the modification(s) shall be set forth in writing, shall be attached to this Agreement and made a part of the Agreement, and shall be posted on the School District's publicly accessible Internet website.

4. At a time mutually agreeable to the Board and Superintendent, the parties shall meet mid-year to discuss the progress of the Superintendent toward achieving the mutually agreed upon objective performance standards.

5. In any year that the Board fails to conduct an annual performance assessment of the Superintendent in accordance with the terms of this Agreement and the Public School Code, Dr. Winslow's overall performance shall be deemed "satisfactory" and she shall receive the salary increases established in this Agreement. Further, the Superintendent shall not be subject to discipline, discharge or termination on the basis of neglect of duty or incompetency in any year when an annual performance assessment is not completed in accordance with this Agreement and the Public School Code.

5. BENEFITS.

A. Medical Insurance/Health Benefits. Superintendent, for herself, her spouse and her eligible dependents shall be eligible to elect from among the medical insurance and health benefits (including hospitalization, prescription drug, dental, and vision benefits) that are offered to Group I staff of the School District pursuant to the Act 93

Compensation Plan then in effect. Superintendent's employee contribution for her selected level of coverage shall be the same employee contribution percentage for Group I employees under the Act 93 Compensation Plan then in effect, and such contribution percentage shall be adjusted to reflect what any revised percentage for that group, Group I, as set forth in any subsequent Act 93 Compensation Plan.

B. Tax Deferred Annuity. In addition to any matching contribution made by the School District to the Superintendent's tax-deferred accounts, the School District shall annually on June 15, beginning on June 15, 2022, make a non-elective employer contribution into Superintendent's 403(b) or 457(b) or other tax-deferred annuity account in an amount equal to two percent (2%) of the Superintendent's then-current annual salary for that year of the Agreement. There is no cash option for these contributions. The parties agree that these contributions are in addition to the Superintendent's salary and that such contributions are not compensation for purposes of the Pennsylvania Public School Employees' Retirement System ("PSERS") retirement and, therefore, neither an employee nor an employer contribution is due on the payments nor are the payments includable in calculating PSERS benefits.

C. Vacation Days and Holidays. The Superintendent shall carry forward in this Agreement and be credited on July 1, 2021 with all of her unused vacation leave accrued during her employment with the School District. Superintendent shall receive twenty-five (25) paid vacation days per school year, which shall be in addition to school holidays and which shall be credited in full on July 1, 2021 and on July 1st of each subsequent year of this Agreement. The Superintendent shall be entitled to holidays consistent with holidays established by law, or granted by the Board as applied to the Group 1 Act 93 Administrators. Between June 15th and June 30th of each year Superintendent may cash in up to seven (7) unused vacation days per academic year to be paid during the first monetary pay period of the fiscal year.

D. Sick Leave. Effective on July 1, 2021, Superintendent will retain her current unused, accumulated sick time. Effective July 1, 2021 and July 1 of each year, Superintendent shall accrue twelve (12) paid sick days. Upon her retirement, Superintendent will receive a payout for her unused sick leave in accordance with the terms and the maximum payment amount set forth in the applicable Act 93 Compensation Plan. In any instances in which Superintendent is absent from work and seeks to utilize sick days, she shall advise the Board President in advance or as soon thereafter as is feasible.

E. Sabbatical for Restoration of Health. Superintendent shall be eligible for a sabbatical for restoration of health subject to the applicable requirements under the Public School Code and District Policy.

F. Long Term Disability/Income Protection. Disability insurance will be provided, and Superintendent shall be eligible to receive such benefit upon exhaustion of all sick leave and other usable paid leave. The benefit will provide for up to an integrated maximum of 60% of Superintendent's salary, to a maximum of \$4,000.00 per month.

G. Retiree Medical Coverage. Upon the Superintendent's retirement from the School District and acceptance of retirement benefits from the Pennsylvania Public School Employees' Retirement System ("PSERS"), the School District shall continue to provide Superintendent and her spouse the same or comparable life insurance and medical insurance/health benefits (including but not limited to major medical, hospitalization, physician coverage, prescription, dental, and vision insurance) that is substantially equivalent to the types and levels of benefits and coverage provided to active full-time professional employees. Such obligations shall extend until Superintendent is eligible for Medicare/Medicaid and shall survive the termination of this Agreement.

H. Professional Development and Continuing Education. Subject to prior approval by the Board, the School District shall pay the full enrollment cost, tuition, and fees for all professional development courses and continuing education courses taken by the Superintendent during this Agreement. Maximum payment for payment for such coursework shall be subject to the parameters set forth in the then current Act 93 Agreement.

I. Other Benefits. Except as specifically set forth above, during the Term of this Agreement, the Superintendent shall receive any and all other personal benefits and incentives provided to any other School District administrator, including but not limited to other Act 93 Group I employees of the School District, as specified in the applicable Act 93 Compensation Plan, even though such benefits and incentives are not otherwise enumerated in this Agreement. In the case of any conflict, the benefit most advantageous to the Superintendent shall govern. Any increase or improvement in such benefits and incentives extended to School District administrators during the term of this Agreement will also be extended to Superintendent and become part of this Agreement. Nothing contained herein shall preclude the School District from providing additional benefits for the Superintendent as may be agreed to between the parties.

J. Attendance at Conferences. The School District encourages the continued professional growth of Superintendent by providing her time to attend and participate in conference(s), at reasonable School District expense for registration fees, travel, lodging, and subsistence disbursements. This will include annual attendance for at least one national conference related to the duties of the Superintendent and one state conference as selected by the Superintendent and approved by the Board. Superintendent may request Board approval to attend additional seminars and conferences at the expense of the District (example: CAIU Superintendent conferences). Such approval shall not be unreasonably withheld.

K. Executive Coach. The Superintendent agrees to meet and consult with an Executive Coach selected by the Superintendent and appointed through mutual agreement between the Board and the Superintendent. The Board, in its sole discretion, may extend the time period during which the Superintendent meets and consults with an Executive Coach, to include any period of time during which the Superintendent is employed by the District. The role of the Executive Coach is to provide insight and advice with regard to all aspects of the Superintendent's duties and role as an educational leader in Pennsylvania and related to topics such as leadership, communication, management practices and problem-solving, but the Executive Coach does not have authority to make decisions or take any action on behalf of the School District. The Executive Coach shall be paid by the District and the services of the Executive Coach shall be provided at no cost to the Superintendent. The Superintendent agrees to meet and consult with the Executive Coach on a regular schedule, which shall be mutually agreed upon between the Superintendent and the Executive Coach, with input from the Board.

L. Payment of Dues/Memberships. The School District shall pay the full cost of the Superintendent's annual membership and participation in at least four professional associations of the Superintendent's choosing, which professional association memberships may include the American Association of School Administrators (AASA); the Pennsylvania Association of School Administrators (PASA); ASCD; and Learning Forward. In addition, during the Term of this Agreement the School District shall pay or reimburse the Superintendent for annual membership costs of community service organizations (such as the Rotary, etc.). The School District recognizes the obligation to professional growth and development provided by these affiliations and encourages and permits the Superintendent to participate actively in the leadership of these organizations by holding office and serving on committees.

M. Professional Liability. The School District agrees that it will defend, hold harmless and indemnify District Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against her in her individual capacity or in her official capacity as agent and employee of the School District, provided the incident arose while District Superintendent was acting, or reasonably believed she was acting, within the scope of her employment and the defense of the action and indemnification costs are authorized under Pennsylvania law. This obligation shall survive the termination of this Agreement.

6. REAPPOINTMENT AND TERMINATION.

A. Superintendent's Standard of Conduct. As the executive head of the entire school system, Superintendent understands and accepts the obligation to maintain the highest moral, ethical and character standards in the execution of her duties. Superintendent further acknowledges and accepts that any failure to maintain such standards will be viewed as potential cause for termination of this Agreement, to the fullest extent permitted under the Pennsylvania School Code.

B. Terminations, Extensions and Renewals. The School District and Superintendent hereby agree that the following provisions shall be applicable for the

Term of this Agreement, or any extension or renewal of this Agreement, subject to any applicable changes to the Public School Code.

1. This Agreement may be unilaterally terminated without penalty by the resignation of Superintendent at any time, provided Superintendent gives the Board at least sixty (60) days' notice prior to the effective date of the Superintendent's resignation. If this Agreement is terminated in this manner, the District shall pay and provide to Superintendent all of the aggregate compensation, salary, and benefits that Superintendent earned, accrued and/or is entitled to in accordance with this Agreement through the effective date of her resignation and termination of this Agreement plus all post-employment and retirement benefits provided for in this Agreement.

2. This Agreement may be terminated for valid cause for reasons specified under Section 1080 of the Public School Code. However, the Board shall not arbitrarily or capriciously call for Superintendent's dismissal. Before her dismissal the School District shall provide Superintendent with written charges, adequate notice of a hearing and a fair and impartial hearing before the Board of School Directors, all elements of due process and the right to appeal to courts of competent jurisdiction. At any such hearing before the Board, Superintendent shall have the right to be present and to be heard, to be represented by counsel, and to present evidence, through witnesses, testimony, and documentation relevant to the issue.

3. This Agreement shall terminate immediately upon expiration of the Term of this Agreement unless it is allowed to automatically renew by virtue of the Board's failure to provide ninety (90) days' notice prior to the end of the Agreement's Term of its intent not to reappoint Superintendent. The parties agree that such notice of intent not to reappoint Superintendent shall be made to Superintendent in writing by certified mail, no later than March 31 of the final year of this Agreement. Should the Superintendent not be so notified, said Superintendent shall be reappointed for a one (1) year term and the terms and conditions of this Agreement as applicable for the final year of this Agreement shall be incorporated in a successor agreement, unless mutually agreed otherwise by the Board of School Directors and the Superintendent.

4. This Agreement may be terminated as a result of medical illness or incapacity preventing Superintendent from performing her duties and responsibilities more than four (4) months beyond the exhaustion of accumulated sick leave and any Sabbatical Leave of Absence for Restoration of Health as provided in Section 1166 of the Public School Code (for which Superintendent shall be deemed to meet the service requirements), and consistent with state and federal law.

5. This Agreement shall terminate upon the death of Superintendent; provided however that Superintendent's spouse and eligible dependents shall continue to receive the medical benefits available under this Agreement at District's expense for a minimum of three (3) months following date of death. The provisions hereof shall not be deemed to affect any other benefits which may be available to the Superintendent, her spouse, dependents, and heirs, including, but not limited to, those available under applicable retirement programs, life insurance, health insurance, workers' compensation, or otherwise.

6. This Agreement may be terminated by the mutual consent, in writing, of the Superintendent and the Board. If this Agreement is terminated in this manner, the

District shall pay and provide to the Superintendent all of the aggregate compensation, salary and benefits, including insurance premiums and coverages and payment for unused leave, the Superintendent earned, accrued, and/or is entitled to in accordance with this Agreement through the termination date set forth in this Agreement plus all post-employment and retirement benefits provided for in this Agreement and the severance payment set forth in Section 4(D) of this Agreement.

C. Sick and Vacation Days at Termination. In the event this Agreement is terminated for cause pursuant to Section 4(A)(2) hereof and the Public School Code, the School District will not be responsible or liable for compensating Superintendent for any unused sick days or unused vacation days whatsoever. Additionally, in the event that such termination occurs during the course of an academic year (i.e. after Superintendent has received her annual allotment of vacation days), Superintendent will be responsible for pro-rated repayment of vacation days. This shall be calculated as follows: days used in excess of the 25 days divided by 26 pay periods multiplied by the number of pay periods completed during the applicable termination year.

D. Severance Payments. In the event that this Agreement is terminated in accordance with Section 4(A)(6) above, the parties agree as follows:

1. If the applicable termination date is two (2) or more years prior to the end of the Term of this Agreement specified in Section 1 of this Agreement, Superintendent will receive severance compensation in an amount equal to her continued salary and benefits otherwise due under this Agreement for a period of one (1) year.

2. If the applicable termination date takes effect less than two (2) years prior to the end of the Term of this Agreement specified in Section 1 of this Agreement, Superintendent will receive severance compensation in an amount equal to one-half ($\frac{1}{2}$) of her continued salary and benefits otherwise due under this Agreement for a period of the then-remaining term of this Agreement.

7. INTERNAL REVENUE CODE SECTION 409A COMPLIANCE

This Agreement and its operation are intended to comply with Section 409A of the Internal Revenue Code to the extent such Internal Revenue Code section applies to any non-qualified deferred compensation paid hereunder. The Board and Dr. Winslow intend that this Agreement shall be administered, interpreted and construed in a manner consistent with Section 409A of the Internal Revenue Code and the regulations relating thereto so as not to subject Dr. Winslow to the payment of tax, interest and any tax penalty which may be imposed under Section 409A. The provisions of this Agreement shall be construed and interpreted in such a manner consistent with such good faith intent. Each payment and each installment described in this Agreement shall be considered a separate payment from each other payment or installment. Notwithstanding any other provision of this Agreement, it is intended that any payment or benefit which is provided pursuant to or in connection with this Agreement which is considered to be nonqualified deferred compensation subject to Section 409A shall be provided and paid in a manner, and at such time and in such form, as complies with the applicable requirements of Section 409A of the Internal Revenue Code. The Board and Dr. Winslow shall cooperate in good faith to modify

this Agreement as necessary to comply with the requirements of Section 409A of the Internal Revenue Code and preserve to the maximum extent possible the economic value of the relevant payment or benefit to Dr. Winslow under this Agreement. This obligation shall survive the termination of this Agreement.

8. SEVERABILITY.

Should any provision of this Agreement be declared illegal by a court of competent jurisdiction, said provision shall be deemed to be deleted from this Agreement to the extent that it violates law. The remaining provisions shall remain in full force and effect for the duration of the Agreement if not affected by the deleted provision.

9. MODIFICATIONS.

Notwithstanding any term or provision herein or elsewhere, oral or in writing, this Agreement shall not be modified except in writing signed by Superintendent and approved by the Board and executed by authorized officers of the Board. Additionally, in the event that this Agreement requires additional terms, language or clarification to comport with the Public School Code, the parties agree that they will work together in good faith to incorporate such terms, language or clarifications into this Agreement by written amendment that is signed, approved and executed in accordance with the above requirements.

10. GOVERNING LAW.

This Agreement shall be governed, construed and enforced in accordance with the laws of the Commonwealth of Pennsylvania.

11. INCORPORATION OF SCHOOL CODE.

All references to the Public School Code shall also refer to and incorporate any and all amendments or re-codifications of such Code. Accordingly, and as hereinbefore stated, Superintendent's employment shall be subject to all applicable provisions of the Public School Code and to any amendments hereinafter enacted.

IN WITNESS WHEREOF, and intending to be legally bound thereby, the parties have caused this Agreement to be duly executed the day and year first above written.

DERRY TOWNSHIP SCHOOL DISTRICT:

BY:




President, Board of School Directors

1-25-21

Date

ATTEST:



Secretary, Board of School Directors

1/26/21

Date

DR. WINSLOW:



Dr. Stacy Winslow

1/27/21

Date