

**MINUTES OF THE PATERSON BOARD OF EDUCATION
SPECIAL MEETING**

July 15, 2020 – 5:17 p.m.
Remote - Zoom

Presiding: Comm. Kenneth Simmons, President

Present:

Ms. Eileen F. Shafer, Superintendent of Schools
Ms. Susana Peron, Deputy Superintendent
Khalifah Shabazz-Charles, Esq., General Counsel
Boris Zaydel, Esq., Board Counsel

Comm. Vincent Arrington
Comm. Emanuel Capers
Comm. Oshin Castillo-Cruz
Comm. Jonathan Hodges

Comm. Manuel Martinez, Vice President
Comm. Nakima Redmon
Comm. Corey Teague

Absent:

Comm. Joel Ramirez

Comm. Simmons read the Open Public Meetings Act:

The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of, and to attend the meetings of the Paterson Public School District, as well as other public bodies at which any business affecting the interest of the public is discussed or acted upon.

In accordance with the provisions of this law, the Paterson Public School District has caused notice of this meeting:

**Special Meeting
July 15, 2020 at 5:00 p.m.
Remote - Zoom
90 Delaware Avenue
Paterson, New Jersey**

to be published by having the date, time and place posted in the office of the City Clerk of the City of Paterson, at the entrance of the Paterson Public School offices, on the district's website, and by sending notice of the meeting to the Arab Voice, El Diario, the Italian Voice, the North Jersey Herald & News, and The Record.

Comm. Simmons: We have two items on the agenda. The first is the addendum to the Superintendent's contract through the 2022 school year and the second is to approve Policy 8210.01 Juneteenth Commemoration for first reading. We will jump right into it. We can have a discussion once we get motions on the floor. Are there any questions?

**APPROVE THE ADDENDUM TO THE SUPERINTENDENT'S
CONTRACT THROUGH 2022 SCHOOL YEAR**

Resolution No. 1

WHEREAS, the Board of Education ("Board") approved the appointment of Ms. Eileen F. Shafer as Superintendent of Schools ("Superintendent") effective December 5, 2018 through June 30, 2022, and

WHEREAS, on July 19, 2019, Governor Phil Murphy signed bill (S692) doing away with a \$191,584 cap on school superintendent salaries in New Jersey, and

WHEREAS, the Paterson Board of Education and Ms. Eileen F. Shafer agreed to enter into contract negotiations, and

WHEREAS, the parties agreed that Ms. Shafer shall forfeit approximately \$50,000 in additional income over the next two years by relinquishing merit bonuses, longevity payments and annual salary increments, and

WHEREAS, the Paterson Board of Education deems the restructured contract a fiscally sound agreement and secures Ms. Shafer's 30+ years of experiences and dedication to Paterson Public School community, and

BE IT RESOLVED, the Paterson Board of Education approves the restructuring of Ms. - Eileen F. Shafer's current contract, eliminating monetary incentives/bonuses, thus providing for a total base salary of \$267,900 effective July 1, 2020 through June 30, 2021 and \$267,900 effective July 1, 2021 through June 30, 2022.

It was moved by Comm. Martinez, seconded by Comm. Redmon that Resolution No. 1 be adopted.

Comm. Hodges: This is Jonathan Hodges. I'm a little concerned because as I mentioned when this was first put out there, there ought to be a lot of discussion in the community about what was being done and it had to come out before we voted. That has not taken place. I'm very concerned about the understanding of this community about what we have done. We raised their taxes and they're viewing this addendum as an additional expense and they do not understand what we are trying to do. The brief discussion that took place in the press around our initial meeting was all that took place and it left a lot to be desired. I personally have asked and requested that there be a better discussion to go out between then and before we voted. That did not take place and I am not happy. I'm just putting that out there.

Comm. Redmond: Is legal on the line?

Comm. Simmons: Yes. I was just going to say that. We knew that this discussion would take place during tonight's meeting. I'll start by explaining what we're doing and then I'll ask that general counsel just follow up with any areas that I've missed. Is that okay?

Ms. Shabazz-Charles: Yes, that's fine.

Comm. Simmons: A few years ago, the Governor changed how superintendents are paid and the structure of superintendent's contracts. Many superintendents around the state had merit goals in their contracts. If they meet the goals, they would be paid

based on each goal that they meet. I'm just using this as a round figure. If they have three goals or four goals and they met the first goal, that first goal might warrant that they get paid \$8,000. That could be the case for the second, the third, and the fourth goals. What many districts have done and what we are doing is removing the merit pay, or the bonus structure. We are removing that bonus structure and folding that money into the Superintendent's base salary. What we are doing is basically giving the Superintendent a flat salary. However, she is relinquishing any bonuses going forward, any raise increases going forward, and longevity going forward. She would give up her 3% raise, she would give up any bonuses for next year, and she's actually giving up any bonus that she has accrued to this point. That's basically what this is. It is upwards of \$50,000. The district actually saves money by doing it this way and it is a practice that has happened around the state. Superintendent Shafer is actually one of the last, if not the last, Superintendent to have a bonus structure. Did I cover that correctly?

Ms. Shabazz-Charles: Yes, I think you covered that perfectly. To outline exactly what's been done and just to piggyback on it, when you talk about those bonus structures that you gave, there is a percentage of salary. For example, when you threw out an \$8,000 amount to the extent that there are four or five bonus structures, each of them could be approximately \$8,000 per merit bonus. Where the savings come from as an overall savings is based on those bonuses being relinquished as part of the contract negotiation, as well as the annual salary increments that occur usually around 3%. Those items will all be removed and this will be the flat base salary. Also, as you stated, it's one of the things that was in place for a lot of districts that were state operated and when there was a salary cap. But more districts, if not all, have moved to removing those goals so that they can forecast the salary of their superintendent each year.

Comm. Caper: That was explained very well. To Dr. Hodges point, I thought the agreement that we had amongst the Board was that we were going to give this overview to the community before we vote, not after we vote.

Comm. Simmons: Any discussion that has taken place I've actually explained just what I explained just now.

Comm. Capers: I thought it was going to be written. I'm not talking about on Facebook and you as an individual. I thought that we were going to send it to the media, explaining exactly what it was because they took the headline that we were giving the Superintendent a raise. We decided in our discussion that legal was going to do a write-up on exactly every point, but that never happened.

Comm. Simmons: If that is needed, it is ready to go.

Comm. Capers: But that's what Dr. Hodges and I are saying. We thought it was going to be out before the vote. That's what the agreement was. We were under the assumption that it was going to go out before the meeting.

Comm. Hodges: I raised the issue at the initial conversation that there would be a lot of concern in this community about what we have done and a lot of misunderstanding. That's precisely what's out there.

Comm. Martinez: Mr. President, if I can jump in for a moment. I'm sure as you guys have received as well, I've received some inquiries from folks in the community and the explanations have been given on those bases. Folks reach out to me and I explain with as much detail and in depth as I possibly can. The information has been shared. I'm

not saying this to engage in a back and forth. I'm just saying that for folks who have been asking for the information, the information has been shared. When I'm hearing you guys say that the community is asking and folks what to know. I'm not trying to sound funny but it always seems that those inquiries always go to you guys because when they come to me and they go to other Commissioners, we answer them, we share the information, and the folks who we speak to seem to be satisfied. There always seems to be a sense of dissatisfaction. I'm not even sure how to describe it. When folks ask the questions to us, we answer them and everything is fine. I'm not sure what medium you are suggesting that we share this by.

Comm. Simmons: Let Comm. Capers finish his thought and then Comm. Teague and then Comm. Castillo-Cruz.

Comm. Capers: Thank you for all of that. The people I'm referring to are the same people, our constituents. What I'm saying is not Board members reaching out individually. I'm not talking about that. In the discussion, we came up as a Board that legal would come up with a document, we would share with the whole community as a whole, not individual Board members sharing their own opinion on the topic.

Comm. Simmons: Comm. Capers, that document is ready to go.

Comm. Capers: I get you. I understand that, but that was supposed to be shared the day before.

Comm. Simmons: If it is necessary to share it, we will share it. At this point, I don't believe that is the case because we're having this discussion now but it can be shared.

Comm. Capers: Are you understanding my point, though?

Comm. Simmons: I understand what you are saying. It can be shared. It's ready to go.

Comm. Capers: Okay. What I'm saying is I didn't engage people on Facebook because I said that Board is going to have an explanation coming out. That's what our norm is. I'm trying to follow the norm. I was not trying to explain it in detail because I didn't want to mention anything wrong to the different individuals who had reached out. I'm saying the Board is coming up with something and that never came up. That's what I'm saying.

Comm. Simmons: There was concern about releasing this information before we actually voted on it. That was a concern because technically it wasn't finalized.

Comm. Capers: Concern from whom?

Comm. Simmons: At that point, it's technically a personnel matter. We hadn't made an actual decision yet and that could've changed.

Comm. Capers: I got you. But who was the concern from?

Comm. Simmons: It was a legal concern because it was a personnel matter that actually had not been decided yet. It could've changed in between if we had released anything. It could have actually changed.

Comm. Martinez: It would be premature to share details of a contract that hasn't been voted on because it's a personnel matter. For example, if we go ahead and share all of

the details, xyz, of a contract before it's been approved and voted on, there's a legal conflict there. We're sharing information that we're not supposed to be sharing because it's not finalized.

Comm. Simmons: Right. It's technically still in negotiation.

Ms. Shabazz-Charles: Comm. Simmons, I'm sharing my computer. That's why you don't see my name.

Comm. Simmons: That's throwing me off because I see the Superintendent's frame lighting up.

Ms. Shabazz-Charles: I know. Both you and Comm. Martinez have outlined it correctly, but I would like the Board to hear it from me. Essentially, my position about the information that we all discussed is prepared. All of the information for the public is there as we agreed upon. However, I did advise or at least caution about releasing that level of detail because it is a personnel matter. At that time, it is still in negotiation. I cautioned about releasing something. My understanding at the time was there was the public hearing for the public to comment on the issue. But as far as putting out a written document to the press or to anyone about something that hasn't actually happened, I believe that potentially also sends mixed messages from an open public meetings act perspective because on other occasions we would be in executive session to have those same discussions. The document is done and prepared, but I did caution the President and the Vice President about putting something in the press until it was voted upon and acted on by the Board.

Comm. Hodges: Unfortunately, the proposal was put into the press. The discussion was put into the press.

Comm. Simmons: The discussion was put into the press but the details were not.

Comm. Hodges: When is the Board going to see the draft that goes to the community? And will it talk in detail about what we're saving, the number of bonuses, and all of those other things that took place so that they understand clearly what we're trying to do here?

Comm. Simmons: Tonight.

Comm. Hodges: When will the Board see that before it goes to the press?

Comm. Simmons: Tonight. Actually, we can send that to the Board members now.

Comm. Redmond: I'm sorry to interject. I think the Board has a copy of the resolution if you check your email. It's there now. You guys should have the copy now.

Comm. Martinez: That email was actually sent earlier this afternoon and it outlines everything.

Comm. Redmond: The whole Board has the actually draft of the contract.

Comm. Martinez: It's an attachment in the email that was sent with the Zoom information for the call.

Comm. Teague: I was just listening to the conversation. That's pretty much what I was going to say as well. You guys know people I'm probably referring to. They came to me with the same questions and I told them the same thing because it's not yet been ratified by the Board. I don't know how much I can share because I don't want to come up later on somebody's ethics complaint because I was sharing information that could be considered personnel. But when I did give them the tidbits of what we discussed publicly, they were satisfied with the information that I gave them. Me, personally, I didn't get issues from people when I explained to them why we're doing this and the fact that it's potentially going to be a cost savings to do this now versus waiting until later for her to retire.

Comm. Simmons: There wouldn't be a cost savings later.

Comm. Teague: At some point, there will be.

Comm. Simmons: Right. This is actually immediate because she relinquished any accrued merit bonuses. She relinquished that. I want people to understand that we owe her this money because she met those goals. She has given that money up and left that money on the table. Her base salary right now is \$233,000. Is that the accurate number or is it \$233,900?

Ms. Shabazz-Charles: \$233,000.

Comm. Simmons: We're going from \$233,000 to \$267,900. Newark is still in negotiation with their superintendent so I'm sure that number will be much higher. I'm not sure where Jersey City is in their situation.

Comm. Castillo-Cruz: I think Boris just mutes me because he doesn't want me jumping in. I was just going to follow in the same suit as you, Mr. President and Comm. Martinez. At the end of the day, this is a personnel matter and just how we treat all items and all resolutions. I understand that information needs to get out to the community properly but it has to be at the appropriate time as well. I, like Comm. Teague, have not really gotten any difficulties when I explain the small portion of it. People understand it. But I think that the appropriate thing is that now we're ready to release any information. The contract is going to be OPRA, but it shouldn't have been before this Board actually votes on anything because it can go up and it can go down. There could've been changes while the negotiation was still in process. I think we need to always be mindful of the way we treat items and resolutions, and just because sometimes it's more of a hot topic doesn't change our protocol and procedures.

Comm. Simmons: The other thing I wanted to note is that although the number is \$267,900, it is really a pay cut because we could have had to pay her a lot closer to \$300,000.

Comm. Castillo-Cruz: And the Superintendent is giving that money herself as well as not obtaining some of the merit, which is something that should be highlighted as well and it should be explained to the community that she has made that decision for our budget as well.

Comm. Capers: I have a concern. I see that you explained this through social media outlets. Vice President Martinez said he explained this to people and whatever. I'm just a little confused. I just want to know how we're moving forward. Can we talk about stuff prior to voting? If somebody asks me, can I explain to them in very detail without the Board putting out anything?

Comm. Martinez: Mr. President, if I can just clarify.

Comm. Capers: Do you get my point? Because we're saying hold off on one point because it's a personnel matter, but everybody explained it to the community.

Comm. Martinez: The details, the nuts and bolts, weren't shared. None of this was put in social media. I wasn't typing anything or sharing messages. These were conversations from folks in the community. "Hey Manny, what's going on with this?" We're restructuring the contract in a way that in the long-term would reflect a cost savings from the district and I would essentially leave it at that. I talked a little bit about some of the merits that are going to be looked at and things of that nature. Just a broad stroke without getting into detail the folks who asked those questions seemed to be satisfied with those responses. It didn't compromise anything because there were no details that were shared. It was just very generic broad-brush and the folks who I spoke to seemed to be satisfied with it.

Comm. Castillo-Cruz: Mr. President, we also agreed back in January that you would be the spokesperson as the President of the Board. Though I saw some of the messages on social media, none of it was very detailed either. It was a very broad explanation. But we agreed that if anyone were to speak on behalf of the Board, it would be the President of the Board. That's why I don't think you saw responses from anyone else on social media or any detailed information. It all came either through the Superintendent's office or our Board President.

Comm. Hodges: I want to state quite clearly that I've been trying to reach the President of the Board about this very issue for quite some time without any success, which is why he's smiling because he knows it's true. I told them on social media that the information would be forthcoming soon and when it did not come soon it put me in jeopardy because people were raising questions about what I'm telling them, which I don't really like to have happen. I did reach out to the Board President on numerous occasions, I left him messages on his phone without having the phone calls returned, and I'm saying this for a reason. I did everything I could to follow that earlier meeting's resolution and discussion about him being the primary spokesman. That's why I'm a little upset.

Comm. Redmond: Pick up the phone, Mr. President.

Comm. Simmons: Ring the doorbell.

Comm. Castillo-Cruz: Dr. Hodges, I called him five times consecutively and texted him until he gets annoyed and has to call me back, if that will work.

Comm. Hodges: That's part of the job as Board President. Take the Board's calls and return them in a timely fashion. If I had been told about the legal concerns, I wouldn't have said much else, but I wasn't told about that.

Comm. Martinez: With all due respect, this is not his first rodeo.

Comm. Hodges: I know how it works. Apparently, he doesn't know how it works.

Comm. Simmons: I know how it works. I know that you know how it works.

Comm. Hodges: I do know how it works, which is why I'm upset. It doesn't work that way.

Comm. Castillo-Cruz: He's probably answering all of Comm. Capers' 20 million questions.

Comm. Hodges: I did not see what the draft was.

Comm. Simmons: Cheryl, is it possible to send that to the Board members now? It's already in the resolution. Do you have the resolution, Dr. Hodges?

Comm. Redmond: The resolution and the amendments are attached together, Mr. President. They have to look at the last email that was sent from Cheryl just before the meeting started.

Comm. Martinez: They're all there as attachments. It would have been earlier this afternoon around midday.

Comm. Redmond: The re-invite to the meeting, the actual resolution, and also the amendments to the contract was sent right after.

Comm. Hodges: This is the contract addendum?

Comm. Simmons: Yes.

Comm. Capers: Here's my last question on this. Will all of the resolutions and all of the information you shared today going to be in the write-up that's going to be shared with the community?

Comm. Simmons: Yes.

Comm. Capers: Okay, no other surprises.

Comm. Simmons: There is no surprise. The document that was prepared is the resolution.

Comm. Capers: Got it. I've seen the resolution so I'm good.

Comm. Simmons: Do we have any other discussion on this before we go to roll call?

Comm. Hodges: I would feel a lot better if the communication was better. I wouldn't have these issues. I'm trying to bend over backwards not to use social media because of the Board President. If this happens again, I don't know what I'm going to do.

Comm. Simmons: I know what he's saying. It's over. It would be a social media blitz.

Comm. Hodges: I'm just saying. What the Board said to do and it didn't happen didn't work for me. That's all I'm saying. I also had a discussion with members of the press this afternoon about another issue and they raised the issue with me as well, which is why I'm a little bit concerned that there might be a call about a little bit stronger discussion about what took place that might be forced to be generated after this gets to the public. We'll see.

Comm. Simmons: We'll see. I'm pretty sure we will be prepared for that discussion.

Comm. Hodges: Okay, thank you.

Comm. Simmons: I want to put it on the record that Dr. Hodges' concerns are duly noted.

Comm. Hodges: Yes, I've heard it before.

On roll call all members voted in the affirmative, except Comm. Arrington who abstained. The motion carried.

Paterson Board of Education Standing Abstentions

Comm. Arrington

- Self
- Family

Comm. Capers

- Self
- 4th and Inches
- Westside Park Group
- Insight
- Jersey Kids

Comm. Castillo

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Hodges

- Self
- City of Paterson

Comm. Martinez

- Self

Comm. Ramirez

- Self
- Berkeley College
- City of Paterson

Comm. Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Simmons

- Self
- Family

Comm. Teague

- Self
- YMCA

**APPROVE POLICY 8210.01 JUNETEENTH
COMMEMORATION FOR FIRST READING**

Resolution No. 2

WHEREAS, the Paterson Board of Education Policy Manual receives periodic revisions and additions, and

WHEREAS, the Policy Committee has reviewed a policy for submission to the Board for first reading, and

WHEREAS, a public comment session will be held at the August 12, 2020, board meeting on said policy, now therefore

BE IT RESOLVED, that the Board of Education approves the following policy for first reading:

8210.01 Juneteenth Commemoration

FINALLY RESOLVED, that in the event any policy, part of a policy or section of the bylaws is judged to be inconsistent with law or inoperative by a court of competent jurisdiction or is invalidated by a policy or contract duly adopted by the State District Superintendent or Board of Education, the remaining bylaws, policies, and parts of policies shall remain in full effect.

It was moved by Comm. Redmon, seconded by Comm. Castillo-Cruz that Resolution No. 2 be adopted.

Comm. Simmons: Do we have any questions or discussions? Did Comm. Capers drop?

Comm. Capers: No, I'm here.

Comm. Simmons: You don't have any discussion? Or are you going to wait until we get to the vote? Listen, this isn't that other body. We don't do that here. We have our discussion during the discussion period.

Comm. Martinez: I'll take his silence as meaning he doesn't have questions. He's good to go.

Comm. Capers: To be honest with you, at our last policy meeting I think we had great discussions around this policy with the revisions and how we are going to implement it. I'm excited about it and I hope the Board considers the policy.

Comm. Simmons: What this does basically is we acknowledge June 19th as the commemoration of Juneteenth, which is the day that slavery was abolished or actually ended in the United States. There was discussion around the 19th because depending on the calendar, whether or not there are snow days or what have you, the 19th could possibly be the last day of school. What the committee discussed and decided to bring before the Board was that I believe it was the first Monday. Correct me if I'm wrong.

Comm. Capers: Yes, the first school day in June, whatever that first day is. If it's June 1 or June 2, whatever that first school day is in June.

Comm. Simmons: The first school day closest to June 1.

Comm. Capers: Correct.

Comm. Simmons: It would be a half day for students. But during that half day, there would be lessons and discussions around Juneteenth and other social injustices.

Comm. Capers: But the district has to create a curriculum around that.

Comm. Simmons: Right. The district has to create curriculum around that. That plan should be submitted to the Board for the Board's approval. And instead of the district trying to do some function or whatever, Board members could partner with different community groups to actually kick off the month of June leading up to the Juneteenth parade, which is normally around the third week in June. That was the crux of our discussion. Given all that is going on in the world today, especially here in this country, I thought it was fitting. Thank you, Comm. Capers, for bringing this forward.

Comm. Capers: Not a problem. Also, Mr. President, you left out another good detail. It's actually a half day for students, but a full day for staff. The staff will actually have professional development around social justice, issues, and Amistad curriculum. That's another great point and aspect to this policy, for them to talk about these issues as well and get professional development around it.

Comm. Simmons: Correct. Are there any other questions, contributions, or discussions?

On roll call all members voted in the affirmative. The motion carried.

Paterson Board of Education Standing Abstentions

Comm. Arrington

- Self
- Family

Comm. Capers

- Self
- 4th and Inches
- Westside Park Group
- Insight
- Jersey Kids

Comm. Castillo

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Hodges

- Self
- City of Paterson

Comm. Martinez

- Self

Comm. Ramirez

- Self
- Berkeley College
- City of Paterson

Comm. Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Simmons

- Self
- Family

Comm. Teague

- Self
- YMCA

PUBLIC COMMENTS

It was moved by Comm. Martinez, seconded by Comm. Redmon that the Public Comments portion of the meeting be opened. On roll call all members voted in the affirmative. The motion carried.

Ms. Fahanna Sayegh: Hi. There's a little bit of a delay. Can you hear me? As a parent, I am very concerned about reopening for lots of obvious reasons and I just want to use this opportunity to speak to the hope that we continue to explore creative ideas. One idea that I was reading in the New York Times about a week or so ago that I want to highlight is perhaps hiring college-aged people. I know the budget is tight, but these people are disproportionately unemployed right now, recent college grads. They maybe can be treated somewhat like camp counselors, keeping kids in pods, attending school for part of the day, and they can oversee online learning - obviously with virtual guidance from the official teacher for that class. It can occur outdoors or under a tent. I know that it comes at a cost, but having our kids lose out on learning and not having parents go to work is going to come at a higher cost for us. The safety of our children is very important, but there's a lot of evidence that young kids don't transmit the virus at the same rate. A lot of childcare centers have been open all over the country and we saw that the children of essential workers for the most part were safe. I just want us to think a little bit outside the box on some of these creative solutions so that we are not simply looking at normal opening versus virtual learning. Maybe there's some way to develop a hybrid. I just challenge everybody on the Board to look into something of this nature. Thank you.

It was moved by Comm. Redmon, seconded by Comm. Castillo-Cruz that the Public Comments portion of the meeting be closed. On roll call all members voted in the affirmative. The motion carried.

OTHER BUSINESS

Comm. Hodges: Before you adjourn the meeting, Mr. President, I have a question about the data that we received about the number of packets that were returned by students during the year. When are we going to discuss that?

Comm. Simmons: Is that the next Board meeting? The next Board meeting is just for that, Comm. Hodges. We try to please you around here.

Comm. Hodges: Don't even try that. I've been around way too long for that nonsense.

Comm. Simmons: Got it. It's the next meeting which is next week.

Comm. Hodges: Next week when?

Comm. Simmons: It's the 22nd.

Comm. Redmond: There are too many meetings, Mr. President.

Comm. Castillo-Cruz: Yes, Comm. Redmond. They used to complain about us.

Comm. Redmond: We never had this many meetings in June or July.

Comm. Hodges: This is my third one today.

Comm. Simmons: The world has changed since March.

Comm. Hodges: Yes, it has. I'll be reaching out to you, Mr. President.

Comm. Simmons: I'm sure you will.

ADJOURNMENT

It was moved by Comm. Redmon, seconded by Comm. Martinez that the meeting be adjourned. On roll call all members voted in the affirmative. The motion carried.

The meeting was adjourned at 6:00 p.m.