

**ANNUAL ORGANIZATION MEETING
MAY 21, 2020
Conducted Remotely Via ZOOM Meeting
MINUTES**

Minutes of the proceedings of the Annual Organization Meeting held on May 21, 2020, in the Hackensack Board of Education Padovano Building and remotely via Zoom, at 6:15 pm. Dora E. Zeno, Interim Board Secretary, presided.

I. Flag Salute/Sunshine Statement/Call to Order

The Interim Board Secretary, *President pro tem*, called the Annual Organization Meeting of the Hackensack Board of Education to order on Thursday, May 21, 2020, commencing at 6:15 p.m. and read the Open Meeting Statement.

In accordance with the Open Public Meetings, *N.J.S.A. 10:4-6 et seq.*, adequate notification of this meeting has been provided by posting the date, time and place thereof, in advertisements in the Record and Chronicle; and by posting the notice on the district website and in the Board of Education Administration Building (Padovano Education Center) and filing notice with the City Clerk.

Special Note: *As a result of the limitations placed on public assemblies due to the Corona Virus related restrictions, this meeting was conducted via Zoom. The district website contains information on public participation.*

II. Administer the Oath of Office to newly elected Board Members:

Hackensack Smart Schools Team

Christopher M. Coleman
Michael R. Oates
Anthony F. Rodriguez

III. Roll Call

<i>Board Member</i>	<i>Present</i>	<i>Participating Via Remote Conference</i>	<i>Absent</i>
Mr. Bendezu (Julio)			X
Ms. Cogelja (Frances)		X	
Mr. Coleman (Christopher)		X	
Mr. Goodman (Ira)		X	
Mr. Oates (Michael)		X	
Mr. Powell (Lancelot)		X	
Mr. Rodriguez (Anthony)		X	
Ms. Rodriguez (Lara)		X	
Mr. Velez (Carlos)		X	
Mr. James-Vickery (Scott)			X

IV. Nominations/Election of Board President

The Board Secretary entertained nominations for the Office of President of the Hackensack Board of Education for the 2020/21 school year. Ms. Cogelja nominated Mr. Powell and the nomination was seconded by Mr. Goodman.

In the absence of further nominations, the Board Secretary closed nominations and conducted a roll call vote on behalf of Lancelot Powell to serve as President of the Board of Education for the 2020/21 school year.

<i>Motion: Trustee Cogelja</i>	<i>Second: Trustee Goodman</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				X
Ms. Cogelja (Frances)	X			
Mr. Coleman (Christopher)	X			
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X			
Mr. Powell (Lancelot)	X			
Mr. Rodriguez (Anthony)	X			
Ms. Rodriguez (Lara)	X			
Mr. Velez (Carlos)				X
Mr. James-Vickery (Scott)	X			

V. Nominations/Election of Board Vice President

Mr. Powell assumed the seat as Board President and entertained nominations for the Office of Vice President of the Hackensack Board of Education for the 2020/21 school year. Mr. Goodman nominated Mr. James-Vickery and the nomination was seconded by Ms. Cogelja.

In the absence of further nominations, the Board President closed nominations and conducted a roll call vote for the election of Scott James-Vickery to serve as Vice President of the Board of Education for the 2020/21 school year.

<i>Motion: Trustee Goodman</i>	<i>Second: Trustee Cogelja</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				X
Ms. Cogelja (Frances)	X			
Mr. Coleman (Christopher)	X			
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X			
Mr. Powell (Lancelot)	X			
Mr. Rodriguez (Anthony)	X			
Ms. Rodriguez (Lara)	X			
Mr. Velez (Carlos)				X
Mr. James-Vickery (Scott)	X			

VI. Distribution/Discussion Code of Ethics for School Board Members pursuant to the School Ethics Act (c.178, P. L. 2001)

NJSBA Code of Ethics

The members of the Board of Education recognize that they hold authority not as individuals but as members of the Board. In order to make a clear public statement of its philosophy of service to the pupils of the district, the Board adopts as its own the School Board Member Code of Ethics promulgated by the New Jersey School Boards Association on May 10, 1975 and reproduced below:

1. I will uphold and enforce all laws, State Board rules and regulations, and court orders pertaining to schools. Desired changes should be brought about only through legal ethical procedures.
2. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools which meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.
3. I will confine my Board action to policy making, planning, and appraisal and I will help to frame policies and plans only after the Board has consulted those who will be affected by them.
4. I will carry out my responsibility, not to administer the schools, but together with my fellow Board members, to see that they are well run.
5. I will recognize that authority rests with the Board of Education and will make no personal promises nor take any private action which may compromise the Board.
6. I will refuse to surrender my independent judgment to special interests or partisan, political groups or to use the schools for personal gain or for the gain of friends.
7. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. But in all other matters, I will provide accurate information and, in concert with my fellow Board members, interpret to the staff the aspirations of the community for its schools.
8. I will vote to appoint the best-qualified personnel available after consideration of the recommendation of the chief administrative officer.
9. I will support and protect school personnel in proper performance of their duties.
10. I will refer all complaints to the chief administrative officer and will act on such complaints at public meetings only after failure of an administrative solution.

VII. Public Comment Public participation shall be governed by the following rules (*will be adapted with specific directions to accommodate remote participation*):

- 1) A participant must sign the “sign-in” sheet and be recognized by the presiding officer and must preface comments by an announcement of his/her name, municipality of residence, and group affiliation, if applicable;
- 2) Each statement made by a participant shall be limited to three (3) minutes’ duration during the public session;
- 3) All statements, questions, or inquiries shall be directed to the presiding officer and any questions or inquiries directed by a participant to another Board member shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board or by the individual Board member; and
- 4) All Board and/or Superintendent responses to questions or inquiries shall be held until the end of public participation.

VIII. Resolutions (Consent Agenda)

01. Certification of 2020 Election Results
02. Approve the 2020/21 Board Meeting Calendar
03. Approve the 2020/21 Public Meeting Agenda Format
04. Approve the 2020/21 Standing Committees
05. Approve the 2020/21 Ad Hoc Committees
06. Reaffirm School Board Member Code of Ethics
07. Designate the 2020/21 Official Newspapers
08. Re-adopt Existing Board Bylaws, Policies, Regulations and Procedures
09. Designate the Custodian of School Monies for the 2020/21 school year
10. Designate the Qualified Purchasing Agent for the 2020/21 school year
11. Designate the 2020/21 Bank Depositories
12. Designate the 2020/21 Authorized Signatories for District Accounts
13. Designate the 2020/21 Student Activity/Athletic Funds Depositories/Authorized Signatories
14. Establish Petty Cash Accounts
15. Approve School Physicians for the 2020/21 school year
16. Appoint Board Counsel for the 2020/21 school year
17. Approve Strauss-Esmay Policy Services for the 2020/21 school year
18. Appoint the General Liabilities Insurance Broker/Risk Manager
19. Approve the Tax Shelter Annuity Vendors for the 2020/21 school year
20. Authorize Use of President's Facsimile Signature
21. Authorize SBA/Board Secretary and Assistant SBA to pay bills between Board Meetings
22. Approve Requisition of Taxes for the 2020/21 school year
23. Approve Flexible Spending Account for the 2020/21 school year
24. Designate Compliance Officers for the 2020/21 school year
25. Adopt Textbooks and Curricula for the 2020/21 school year
26. Authorize Purchase of Textbooks and Supplies for the 2020/21 school year
27. Establish the Bid Threshold and Quote Threshold
28. Authorize Use of State Contracts
29. Approve Cooperative Pricing Agreements for the 2020/21 school year
30. Authorize Personnel Actions for the 2020/21 school year
31. Approve the 2020/21 school year maximum for travel expenditures

Approved June 15, 2020

- 03. Be It Resolved**, that the Hackensack Board of Education establishes the following Agenda Format to be observed and the order of business conducted at the Regular Public Meetings of the Board of Education; and
Be It Further Resolved, that the Board President has sole discretion to change the Agenda Format and order of business in the best interest of the Board of Education.

REORGANIZATION PUBLIC MEETING AGENDA

- I.** Flag Salute / Sunshine Statement / Call to Order / Roll Call
 - II.** Executive Session
 - III.** Approval of Board Minutes
 - IV.** Superintendent's Report
 - V.** Public Comment
 - VI.** Resolutions (Consent Agenda)
 - A.** Personnel
 - B.** Policy
 - C.** Curriculum
 - D.** Finance
 - E.** Facilities
 - VII.** Board Comments
 - VIII.** Adjournment
- 04. Be It Resolved**, that the Hackensack Board of Education approves the following standing committees for the 2020/21 school year:
- A.** Personnel
 - B.** Policy
 - C.** Curriculum
 - D.** Finance
 - E.** Buildings & Grounds
- 05. Be It Resolved**, that the Hackensack Board of Education approves the following Ac Hoc committees for the 2020/21 school year:
- A.** Negotiations
 - B.** Student Hearings
- 06. Be It Resolved**, that the Hackensack Board of Education, individually and as a group, reaffirms and re-adopts the School Board Member Code of Ethics contained in Board of Education Bylaw 0142.
- 07. Be It Resolved**, that the Hackensack Board of Education designates the Record, the Star Ledger and the Chronicle as official newspapers for the Hackensack Board of Education for the 2020/21 school year.

08. **Be It Resolved**, that the Hackensack Board of Education, re-adopts existing Board Bylaws, Policies, Regulations, Standard Operating Procedures Manual, Purchasing Manual, and Student Activity Fund Manual, for the 2020/21 school year.
09. **Whereas**, Chapter 39, P.L.2010 makes the position of Treasurer of School Monies optional; and **Whereas**, the Hackensack Board of Education wishes not to appoint a Treasurer of School Monies; and **Whereas**, the Assistant School Business Administrator (Asst. SBA) possesses the appropriate certifications and qualifications to assume the duties of the Treasurer of School Monies; **Now, Therefore Be It Resolved**, that the Hackensack Board of Education, designates Lydia Singh, Assistant SBA as **Custodian of School Monies**, for the 2020/21 school year.
10. **Be It Resolved**, that the Hackensack Board of Education, designates Lydia Singh, Assistant SBA as the District's **Qualified Purchasing Agent**, for the 2020/21 school year.
11. **Be It Resolved**, that the Hackensack Board of Education designates the following Banks as depositories for Hackensack Board of Education funds:
- 1) TD Bank; 2) NJ ARM; 3) Greater Alliance Federal Credit Union
12. **Be It Resolved**, that the Hackensack Board of Education authorizes the following individuals to sign for and on behalf of the Board of Education, any and all checks, drafts, or other orders with respect to any funds at any time to the credit of this Board with the depositories and/or against any accounts of this Board maintained at any time with the depositories, inclusive of any such checks, drafts or other orders drawn to cash or bearer or in favor of any of the below designated officers and/or other persons, firms or corporations, and that said depositories be and hereby are authorized without further inquiry to; and **Be It Further Resolved**, that the Business Administrator/Board Secretary is hereby authorized to execute the required forms to maintain said accounts:
- A. Pay the same to the debit of any accounts of this Board then maintained with them;
- B. Receive, as the act of this Board, reconcilements of accounts when signed by any one or more of the below designated officers and/or individuals; and
- C. Receive for deposit to the credit of this Board and/or for collection for the account of this Board, any and all checks, drafts, notes or other instruments for the payment of money, whether or not endorsed by the Board, which may be received for it such deposit and/or collection, it being understood that each item shall be deemed to have been unqualifiedly endorsed by this Board; and signed by at least two (2) of the following:
- 1) Board President; or 2) Board Vice President
3) SBA/Board Secretary; or 4) Custodian of School Monies
13. **Be It Resolved**, that the Hackensack Board of Education designates the following as depositories for Student Activity and Athletic Fund Accounts, for the 2020/21 school year:

- 1) TD Bank; 2) Greater Alliance Federal Credit Union; and

Be It Further Resolved, that all checks, drafts, notes or orders drawn against these accounts be signed by at least two (2) of the following:

- 1) School Principal; 2) Principal Designee; 3) School Business Administrator; and

Be It Further Resolved, that no other bank accounts are authorized at the school level except for those so identified without formal resolution by the Hackensack BOE.

14. **Be It Resolved**, that the Hackensack Board of Education, authorizes the establishment of petty cash accounts for the 2020/21 school year, in the amount as set forth in District Policy #3451; and **Be It Further Resolved**, that any receipt being reimbursed with petty cash fund cannot exceed \$50.00; and **Be It Further Resolved**, that funds are to be used for emergencies and small purchases not exceeding \$50.00 only and not to subvert the intent of the regular purchasing procedures or for routine expenditures; and **Be It Further Resolved**, that all unused petty cash funds will be returned to the depository prior to the end of the fiscal year (June 21):

<i>School/Department/Administrator</i>	<i>Amount</i>	<i>Designated Person</i>
Superintendent's Office	\$300.00	Superintendent or Designee
Business Administrator Office	\$150.00	Business Administrator or Designee
Director of Special Services	\$200.00	Director of Special Services or Designee
Parker School Principal	\$100.00	Principal or Designee
Jackson Avenue School Principal	\$100.00	Principal or Designee
Hillers School Principal	\$100.00	Principal or Designee
Fairmount School Principal	\$100.00	Principal or Designee
Middle School Principal	\$200.00	Principal or Designee
High School Principal	\$300.00	Principal or Designee

15. **Be It Resolved**, that the Hackensack Board of Education, approves the following School Physicians (Independent Contractors), for the 2020/21 school year, annual fee not to exceed \$15,307 each:
 1) Dr. Marjorie Jones; 2) Dr. Ramon Flores; 3) Dr. Robert Dodge (Football Physician)
16. **Be It Resolved**, that the Hackensack Board of Education, approves the appointment of Florio, Perucci, Steinhardt, Capelli, Tipton & Taylor LLC, General Counsel, to represent the Board of Education, for the 2020/21 school year, at the following rates \$165.00 per hour for Partners and Counsel, \$155.00 per hour for Associates, and \$90.00 per hour for work by law clerks and paralegals; and **Be It Further Resolved**, that Christina Soto, Esq., will be the primary contact and coordinating attorney; and

Be It Further Resolved, all bills shall be forwarded to the Board Secretary for review and the processing for payment.

17. **Be It Resolved**, that the Hackensack Board of Education, approves Strauss-Esmay Policy Services, for the 2020/21 school year, fee \$4,735.
18. **Be It Resolved**, that the Hackensack Board of Education, approves the appointment of Alamo Insurance Group, as the Risk Manager and Insurance Broker for the District's General Liability, for the period of July 1, 2020 thru June 30, 2021.
19. **Be It Resolved**, that the Hackensack Board of Education approves the following Tax Shelter Annuity Companies for the 2020/21 school year; and
Be It Further Resolved, that the Board of Education restricts any other Tax Shelter Annuity Companies from entering the District without this Board's consent and official Board action:
 - 1) AXA Equitable; 2) Lincoln Investments; 3) AIG Valic;
 - 4) Alpine Financial; 5) Mass Mutual; 6) Met Life

Administered by Plan Connect

20. **Be It Resolved**, that the Hackensack Board of Education authorizes the use of the President's Facsimile Signature on warrants, with the exception of Social Security payments, for the 2020/21 school year.
21. **Be It Resolved**, that the Hackensack Board of Education authorizes the SBA/Board Secretary and Assistant SBA to pay bills and claims, as needed, between Board Meetings.

22. **Be It Resolved**, that the Hackensack Board of Education approve the **Requisition of Taxes**, for the 2020/21 school year, to be paid by the 10th of each month:

Month	Tax Levy	Debt Service
July 2020	\$7,106,955.00	
August 2020	\$7,106,955.00	
September 2020	\$7,106,955.00	
October 2020	\$7,106,955.00	
November 2020	\$7,106,955.00	
December 2020	\$7,106,955.00	
January 2021	\$7,106,955.00	
February 2021	\$7,106,955.00	
March 2021	\$7,106,955.00	
April 2021	\$7,106,955.00	
May 2021	\$7,106,955.00	
June 2021	\$7,106,952.00	
Total	\$85,283,457.00	0

23. **Be It Resolved**, that the Hackensack Board of Education, approves AFLAC to provide and administer a **Flexible Spending Account** for employee’s or their dependent’s medical expenses up to a maximum of \$1,500 in a plan year, for the 2020/21 school year (July 1, 2020 thru June 30, 2021), at no cost to the District.

24. **Be It Resolved**, that the Hackensack Board of Education, designates the following **Compliance Officers**, for the 2020/21 school year:

Affirmative Action/Equity Officer	Andrea Oates-Parchment
Section 504 Compliance Officer	Darius Pemberton
Title IX Coordinator	Keith Veltre
Public Agency Compliance Officer	Dora Zeno
Integrated Pest Management Coordinator	Servet Kazazi
Homeless Liaison	Pauline Sheridan
Education Stability Officer	Pauline Sheridan
American Disabilities Act Officer	Darius Pemberton
Asbestos Management/PEOSA Officer	Servet Kazazi
Safety & Health Officer	Servet Kazazi
Indoor Air Quality Officer	Servet Kazazi
Right to Know Officer	Servet Kazazi
Chemical Hygiene Officer	Servet Kazazi
AHERA Coordinator	Servet Kazazi
Custodian of Records	Dora Zeno
School Safety Specialist	Patricia Lozano
Substance Awareness Coordinator	Heather White Coleman & Iris Koonin
HIB Coordinator	Heather White Coleman

25. **Be It Resolved**, that the Hackensack Board of Education, in compliance with *N.J.S.A. 18A:33-1* and *18A:35*, confirms the adoption of the existing Textbooks and Curricula resources in the District’s schools and that no course of Study shall be altered except by the recorded roll call majority vote of

the full membership of the Board of Education; and

Be It Further Resolved, the Board of Education approves for use in the Hackensack School District classrooms during the 2020/21 school year, curricular, courses, textbooks, reference books, manuals, workbooks, library collections, ancillary materials, and related curricular resources.

26. **Be It Resolved**, that the Hackensack Board of Education, in compliance with N.J.S.A. 18A:18A-5 permits Boards of Education to purchase textbooks, copyrighted materials, pre-kindergarten and kindergarten supplies, and other library and educational goods and services which exceeds the bid threshold by resolution at a public meeting without public advertising for bids, and N.J.S.A. 18A:18A-10 permits the purchase of any materials, supplies, goods, etc. from State Contracted vendors; and

Be It Further Resolved, that the Board of Education approves the purchase of curricular materials, textbooks, library media resources, subscriptions and other instructional supplies as needed.

27. **Be It Resolved**, that the Hackensack Board of Education establishes the Bid Threshold at \$40,000 (QPA) and Quotation Threshold at \$6,000.

28. **Whereas**, the Hackensack Board of Education, pursuant to N.J.S.A. 18A:18A-10a and N.J.A.C. 5:34-7.29(c), may by resolution and without advertising for bids, purchase any goods or services under the State of New Jersey Cooperative Purchasing Program for any State Contracts entered into on behalf of the State by the Division of Purchase and Property in the Department of the Treasury upon approval by the Board; and

Whereas, the Hackensack Board of Education has the need on a timely basis to purchase goods or services utilizing State Contracts; and

Whereas, the Hackensack Board of Education may have the need to enter into contracts with State Contract Vendors through this resolution and properly executed contracts, which shall be subject to all the conditions applicable to the current State Contracts; now

Be It Resolved, that the Hackensack Board of Education authorizes the Purchasing Agent to purchase certain goods or services from those approved New Jersey State Contract Vendors for the 2020/21 school year, pursuant to all conditions of the individual State Contracts; and

Be It Further Resolved, that the duration of the contracts between the Hackensack Board of Education and State Contract Vendors shall be from July 1, 2020 to June 30, 2021.

29. **Cooperative Pricing Agreement**

Whereas, the Hackensack Board of Education, County of Bergen, State of New Jersey, authorizes administration to enter into cooperative pricing agreements.

Whereas, these agencies conduct a certain function relating to the purchase of work materials and supplies for their respective jurisdictions during the 2020-2021 school year; and

Whereas, the Hackensack Public School District encourages the use of shared services through State approved cooperative entities; and

Whereas, the Hackensack Public School District encourages open public bidding for goods and services; and

Whereas, the Hackensack Public School District recognizes the need for obtaining the most competitive and responsive bid for goods and/or services; and

Whereas, the agencies is a Service Cooperative to allow participating governmental and municipal agencies to reduce the cost of purchased goods by leveraging their combined purchasing power at no cost; and

Whereas, this resolution shall be known and may be cited as the Cooperative Pricing resolution of the Hackensack Board of Education; and

Whereas, the agencies entering into contracts on behalf of the Hackensack Board of Education shall be responsible for complying with the provision of the Local Public Contracts Law (N.J.S. 40A:11-1 et seq.) and all other provisions of the revised statutes of the State of New Jersey; and

Whereas, pursuant to the provisions of N.J.S. 40A:11-11(5) the Hackensack Board of Education is hereby authorized to enter into a Cooperative Pricing Agreement with the listed agencies for the purchase of work materials and supplies, as needed;

Now, Therefore, Be It Resolved, that the Hackensack Board of Education is hereby authorizing the Purchasing Agent to enter into a cooperative pricing agreement with the following agencies for the purchase of work materials, supplies and services, for the 2020-2021 school year, as needed.

- Gloucester/Salem Special Services School District (CTSA)
- The Hunterdon County Educational Services
- Educational Services Commission of New Jersey (ESC)
- Morris County Cooperative Council
- Somerset County Cooperative Pricing System
- Sussex County Regional Cooperative
- South Bergen Jointure Commission
- PEPPM Technology Bidding and Purchasing Program
- Elsinboro Township Board of Education
- Warren County Special Services School District (SSSD)
- Educational Services Commission of Morris County
- Delsea Regional School District
- Neptune Board of Education
- Carlstadt Board of Education
- U.S. Communities Government Purchasing Alliance
- Educational Data Services, Inc. (**Ed-Data**)

- 30. Whereas, *N.J.S.A. 18A:27-4.1* governs the appointment, transfer, removal, renewal and non-renewal of all certified and certain non-certified personnel; and it is in the District’s best interests to effectuate the prompt employment of staff in certain programs; now**
Be It Resolved, that the Hackensack Board of Education authorizes the Superintendent of Schools to make critical employment decisions, as needed, subject to ratification by the Hackensack Board of Education at the next subsequent Board meeting.
- 31. Whereas, P.L. 2007, Chapter 53, approved March 15, 2007, requires that school District travel expenditures include, but are not limited to, all costs for transportation, meals, lodging and registration or conference fees to and from the travel event; and**
Whereas, P.L. 2007, Chapter 53, requires school District travel expenditures to include costs for all required training and all travel authorized in existing school District employee contracts and Board Policies, including but not limited to professional development and other staff training, required training for new school Board Members, and attendance at specific conferences, authorized in existing employee contracts; now
Be It Resolved, that the Hackensack Board of Education established by resolution a maximum travel expenditure amount of \$250,000 for all funds, including Federal funds in the 2020/21 school year; and
Be It Further Resolved, pursuant to the provisions of *N.J.A.C. 6A:23A-7.3(b)*, an annual maximum amount per employee will not exceed \$1,500 for regular business travel, only for which prior Board approval is not required.

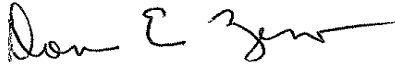
Reorganization Resolutions 01 thru 31				
<i>Motion: Trustee Rodriguez (Lara)</i>	<i>Second: Trustee Cogelja</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				X
Ms. Cogelja (Frances)	X			
Mr. Coleman (Christopher)	X			
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X			
Mr. Powell (Lancelot)	X			
Mr. Rodriguez (Anthony)	X			
Ms. Rodriguez (Lara)	X		#16	
Mr. Velez (Carlos)				X
Mr. James-Vickery (Scott)	X			

IX. Board Comments

May 21, 2020
Hackensack Reorganization Meeting Minutes
Conducted Via Zoom Teleconference

X. Adjournment - Mr. James-Vickery motioned to adjourn @ 7:07 p.m. seconded by Mr. Goodman.

Respectfully submitted,



Dora E. Zeno
Interim Business Administrator/Board Secretary

Approved June 15, 2020