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Mission Statement:

Create a safe, positive environment that fosters intellectual curiosity and a thirst for discovery where students and staff succeed through exceptional programs

BOARD OF DIRECTORS REGULAR MEETING MINUTES

OCTOBER 12, 2021 AT BANNING LEWIS RANCH ACADEMY at 6:00 p.m.

1. Call to Order

1.1. Heather Zambrano called to order at 6:06pm

2. Roll Call

2.1. Board Members: Deann Barnett, Todd Blum, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano

3. Welcome, Pledge of Allegiance

4. Reading of the Mission Statement

5. Approval of Agenda

5.1. Matthew Pacheco motioned to approve the agenda, Krisell Creager-Lumpkins 2nd'd

5.2. All approve, motion carries

6. Approval of the Minutes

6.1. Approval of the previous Regular Meeting Minutes September 21, 2021

6.1.1. Matthew Pacheco motioned to approve the agenda, Krisell Creager - Lumpkins 2nd'd

6.1.2. All approve, motion carries

6.2. Approval of the Special Meeting Minutes, September 30, 2021

6.2.1. Matthew Pacheco motioned to approve the agenda, Krisell Creager - Lumpkins 2nd'd

6.2.2. All approve, motion carries

7. Positive Observations

7.1. Matthew Pacheco recognized the football team – amazing record and are playing for the league championship next week.

7.2. Deann Barnett commented on homecoming – we finally got to have a homecoming and it was amazing to see them all dressed up and excited and to do traditional high school things.

7.3. Deann Barnett commented that someone in the neighborhood commented on social media about how well Mr. Colburn is doing in the staff lines

8. Public Comment - Speakers are limited to 3 minutes and must sign in at the beginning of the meeting.

8.1. Hollie Montano commented on masks

8.1.1. Spoke on the Colorado code of regulations and states again that masks are considered a restraint. El Paso county health has not put out a mask mandate. According to county commissioner, what they mandate is not actually a mandate but a recommendation thus we do not have to follow those. This is how D49 is running things. If we implement the mask mandate, we are doing it under our own volition and putting the mental health of our children in our hands. More mental health issues than from COVID themselves. A mask mandate may result in losing students and staff. I am done complying with everything that is going on – tired of giving an inch and taking a mile. Leave the mask choice to the individual student and their family.

8.2. Guin Leader commented on masks and principals

8.2.1. Parent of a high school and a middle school student. Extremely concerned about the revolving door of administration officials. Multiple administrators leaving and have only an interim principle. As a board, we have not effectively maintained a leader in our schools. We need clarity of leadership and a rallying personality to work with the team to develop solutions. A rotating staff does not foster teamwork. It takes several years for a culture to thrive and we continue to start over and over and over. This board has not published minutes to address the administration – no published minutes to show the truth. Ask for transparency. The results of the D49 charter review to be published to show transparent decision making in the school. In regard to masks, I would like to see a mask mandate in the school with the exceptions for medical reasons. It is disappointing to see 0 mitigation strategies to address a serious disease. Would like to see other measures but know masks are on the agenda tonight. Also, harassment of our cross country girls is occurring and needs to be addressed.

8.3. Gavin Palmer commented on masks

8.3.1. Handed out information on COVID rates from the CDC. Express opposition to the mandating of masks. The most important aspect of the mask mandate issue is that mask mandates pave the way for the vaccine mandate. If we cannot live in a society where we can medical decisions for ourselves or our families, we are not free. Mask mandates conditioned and prepared us for vaccine mandates. I will never support a mask mandate for that reason – it doesn't matter what El Paso county mandates. It does not align with the values of this nation. On page one, it states a study that looked at mask mandates for 10 states for March – Oct 2020; leave you to your own conclusions. Hi-lighted page 3 as well, where two states that both had mandates and only ended for one and the lines on the graph look similar. Hi-lighted concerns on the mask boxes themselves, not for medical use. Information from John Hopkins with procedures for wearing masks – not realistic for small children to abide by. Before we mandate something like this, it would be more beneficial to promote healthy lifestyles.

8.4. Sarah Grado commented on masks

8.4.1. Thank you for all the board does, we go to this school for years now and we are big fans. I am opposed to any mask mandate for any children. The reasons for having a mask mandate is to keep kids from spreading COVID and from dying. Two reference points to note that this is completely not going to happen. March 5 the CDC reported that face masks do not provide protection against COVID and might make infection worse. Produces roughly the same outcome regardless of wearing or not wearing a mask. The difference between mask mandates and no mask mandates was 1.23%. It is possible the figure could be lower given all the questionable COVID statistics that are out there. If it is not spreading it, are they dying from it? As of Aug 4 2021, 349 children aged 0-17 have passed away from COVID. That is not including co-morbidities or not. CDC - .057%

of the total deaths. Children are not dying and are not spreading it. As a mom, we already had a mask mandate and last year and it did not go well. Half the kids are not wearing them.

8.5. Eric Williams commented on masks

8.5.1. Have a son in kindergarten. Want to say that I oppose the mask mandates for a couple reasons. I don't believe they are effective and the science proves that whether you wear a mask or don't, COVID is being spread. We want to eliminate it but we don't have that capability. I like the idea of teaching health – this will allow our bodies to fight diseases. Which is science which we should be following. He will not be able to breath in fresh air all day – that is not healthy. Is going to re-circulate the air that he is breathing. If someone is sick, maybe. That is on the individual and should not be forced to wear a mask. It seems to be that unless it is a N95 mask, you will probably be spreading it anyway. Breathing in germs that collect on the masks all day – recirculating germs and CO2 all day. Fresh air from the trees – they take air and make it into O2. He should be able to see people's faces, maybe he says something that hurts someone's feelings – they should all be able to see that. In years to come, if they are studying it now, we will find out in 20-50 years.

8.6. Paul Miller commented on meeting minutes

8.6.1. Many kids here in the district. Known as the quiet one. Concern – is behind on meeting minutes. By law, our meetings should be recorded (cited policy) and our minutes should be publicly posted. Transparency is super important and should be a standard for all boards. Required by the same law to provide minutes on our website as well as record meetings and post them. No dog in the fight on the mask thing. Request to keep in mind, that we all need to put as much transparency out there as possible. Concerns about proposed missing minutes.

8.7. Chrissy Book commented on masks

8.7.1. 3 kids that go to BLA schools. Last year when the kids were wearing the masks, especially the teenagers, had high non-stop acne. They wanted to wear the masks to cover up the acne but the masks made it even worse. My older daughter has asthma, for her to wear a mask even during basketball season while running up and down the court. One girl died because of not being able to breath during running around while doing sports. Big supporter of no masks especially during sports and athletic activity. Young children rely on the non-verbal cues of their teachers and peers. Very important for the children's development to be able to see someone's face. Really don't want our young children to be masked and frightened. Masks are filthy, masks are not worn properly, masks are re-used, etc. If this was an illness that we were afraid of, we would not allow them to be in a public school setting.

8.8. Don Book commented on masks

8.8.1. As the parent of 3 children in the BLA school district and lives in the neighborhood we want to voice our opinion – we are opposed to mask mandates. We have the choice as to whether to wear masks or not currently – our kids are much happier on a daily basis. The way the kid are wearing the masks are not being worn properly. How many parents can tell me, were your masks wearing brand new masks every day or recycled masks every day that they were wearing the same old dirty mask all week. Pick up a box of masks at Walgreens – not for medical use on the label. Medical use mask is an N95 mask – respirator like. Breathing normally out of a N95 mask is difficult. It is recommended for transmission of particle diseases. Hospital workers had to use these masks – and changed every day. I believe our kids learn best when they breathe freely, and see their teacher's expressions. Masks prevent this and provide an unhealthy environment psychologically and mentally. Difficult for kids to express themselves verbally but can do so with non-verbal cues and facial expressions.

9. Program Highlight

9.1. PLC Model

- 9.1.1. Athena Rehorst presented on professional learning communities.
- 9.1.2. PLC is an ongoing process – educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve.
- 9.1.3. Research suggests PLCs enhance teacher collaboration and student achievement.
- 9.1.4. We all need to work together to succeed.
- 9.1.5. Ensure that all students learn at high levels.
- 9.1.6. Presented the 4 critical questions to guide PLCs.
- 9.1.7. Shared a unit plan for algebra 2 to illustrate the process
- 9.1.8. Teachers to be (eventually) collectively designing their own formative assessments – as well as assessing for mastery
- 9.1.9. Need to ensure that are high performers are also being expanded in their learning, not just being asked to support other students
- 9.1.10. Hope is by the end of this school year, all of these departments need to be in the same place.
- 9.1.11. Assists greatly with onboarding and any teachers transitioning in at any time – all the supports are in place for ease of transition
- 9.1.12. Supporting of teachers who are highly successful in one topic and other who are needing support in another area – can collaborate together and support each other with quickly accessed resources.

10. Sanctioned Organizations - *Speakers are limited to 3 minutes when presenting in person*

- 10.1. PTO – email sent
- 10.2. BLA Booster Club – email sent
- 10.3. Boy Scout Troop 228 - email sent
- 10.4. Cub Scout Pack 228 – email sent to request update
- 10.5. Civil Air Patrol – email sent
- 10.6. Girl Scout Troop – still does not have a leader yet so no update yet

11. Standing Committee Reports *Speakers are limited to 10 minutes when presenting*

Finance Committee Report Chair: Matthew Pacheco

- 11.1. Because of the short month for the break, the financials came in last Thursday rather than a full week ahead due to the earlier meeting scheduled for this month.
- 11.2. Going over the high level pieces
- 11.3. 1469 students budgeted for, 1676 students currently enrolled
- 11.4. 8405 per pupil funding per D49 so far
- 11.5. Look at 1st quarter financials. Adding in to look at days cash on hand rather than assets to debt ratio. High goal was 120 days cash on hand, we are at 169 days cash on hand.
- 11.6. ESSRII and ESSRIII have not yet been posted because we have not yet submitted or requested on these
 - 11.6.1. Increase in estimated 300k to 900k for ESSRIII
- 11.7. Our supplies for classroom was over 200% of the budgeted amount due to the increase in students. Reallocations will occur to address this.
- 11.8. Amended budget draft will be ready for our November budget meeting such that we can approve by the December meeting.

- 11.9. SAC meeting for MLO funds
 - 11.9.1. Teacher retention and safety / security
 - 11.9.2. Approving amounts as bonuses for current and new teachers as well as support staff
 - 11.9.3. 123k for the teacher bonuses – approve an additional 80k for safety / security. Total amount in pot is 655k.
 - 11.9.4. Concerns over the possibility of overspending when looking at the current financials – may be mis-hi-lighting areas and incorrect quick adding. However, requesting a peek in order to double check this.
- 11.10. Mr. Dahlman will review in his report the safety and security funds currently being proposed from the available funds
- 11.11. Bonds closed and the refinance is done!

12. BLAF, Fundraising and Marketing Updates *Speakers are limited to 10 minutes when presenting*

- 12.1. Representative: Heather Zambrano
 - 12.1.1. 1576 is the target number, 1676 is the current number of enrollment
 - 12.1.2. Count day closed last week, Nov 1 is when open enrollment occurs to address attrition that naturally occurs
 - 12.1.3. Marketing will remain consistent for social media and other ads
 - 12.1.4. Anticipate that there will be waitlists again in the upcoming year with a lottery again in March

13. BLA Admin Reports *Speakers are limited to 10 minutes when presenting*

- 13.1. Supporting documentation BLA Admin Report
 - 13.1.1. Board report emailed
 - 13.1.2. Rick Dahlman asked to speak on the SAC
 - 13.1.2.1. Went through elections and positions nominated. All positions are filled as required by the state outside of an autonomous community member
 - 13.1.2.2. Approved MLO dollars for teacher bonuses
 - 13.1.2.3. Compensation for a security position is being discussed – much larger discussion overall however would be compensated
 - 13.1.2.3.1. Questions to consider, armed / unarmed security as well as reviewing with D49 options that are available
 - 13.1.2.3.2. School Resource Officer option
 - 13.1.2.3.3. RMCA sub contracts with a security company to have an armed person on site
 - 13.1.2.3.3.1. Waiver would need to be developed for any armed staff on site
 - 13.1.2.3.4. D49 has expanded their own security team – total of 9 people armed security people on staff is the goal – currently have 6 that are specifically trained to be in a school setting
 - 13.1.2.3.5. Fellow charter in the district to have concealed carry amongst staff, no additional information published beyond that
 - 13.1.2.4. Talked about a future process – one of the charges from the SAC is to review survey data from families and students. One of the current conversations being around security and having a designated security individual for our community.
 - 13.1.2.5. Parent concerns over class sizes – action by the school on providing school aides to over filled classes
 - 13.1.2.6. Continued administration turn over at BLPA.

- 13.1.2.7. Concerns about transparency from the school board in particular on the principal discussion
- 13.1.2.8. Desire to look out for learning loss AND the mental health of all in the building
- 13.1.2.9. Request to the school board to approve a sub committee for surveys as stated previously
- 13.1.3. Did a lot of compliance work this September. More to still do through December. Early next year should get the report back from D49
- 13.1.4. Onboarding an HR representative to support both campuses (Bree Evans) to support all staff while on site 3 days a week
- 13.1.5. Accel handbook was distributed to staff

14. Discussion Items

- 14.1. BOD Site Visit
 - 14.1.1. October does not work – in favor of still finding a time. Wanting to collaborate with other schools in their area in order to develop a collaborative process. Many moving parts and pieces still occurring to determine if this can occur this year
 - 14.1.2. Group collaboration between other boards would be requested
- 14.2. BOD Training Update
 - 14.2.1. Requirements to have training every year. Did verify that those of us that were in attendance on Saturday checked the box for the year. We can do more but there is no timeline to fulfill.
- 14.3. PE Credits for Sports Participation
 - 14.3.1. Handout presented to the board members
 - 14.3.2. Reviewed the D49 complete policy as a reference
 - 14.3.3. If a student completes a successful season of a Jr Varsity or Varsity sport, it would count for .5 credits toward a PE credit.
 - 14.3.4. Asked questions about the elective credits – the intent is to qualify for PE credit.
 - 14.3.4.1. Discussed it being the PE credit and / or team sports courses towards graduation
 - 14.3.4.2. Restricted elective not an unrestricted elective
 - 14.3.5. Grades would be pass fail and not count towards GPA
 - 14.3.6. Things to consider –
 - 14.3.6.1. Seniors who get injured and cannot participate
 - 14.3.6.2. How many credits do we let them cap out on – limit on the graduation requirement
 - 14.3.6.3. Would marching band be included? Example of a waiver to prove that there is a physical fitness requirement. Same with ROTC – recommended looking at considering these as options as well.
 - 14.3.6.4. Consideration of JV Varsity vs also freshman – requirements about the amount you have to practice as the reason for not including freshman sports
 - 14.3.7. Athletic director requested that the alternate PE credit would fulfill a team sports credit (.5 of a credit)
 - 14.3.8. Most places waive the PE credit and do not apply it which could result in students being under credit when it comes time to graduate
 - 14.3.9. Could apply to team sports and PE with team sports being first to honor the athletic directors request
 - 14.3.10. Discussed about sports that take place at other schools – do we include sports from other schools

- 14.3.11. Recommendation to vote on it next month while all administration to take these considerations and apply them into the fully presented policy
- 14.3.12. Shouldn't cross of the possibilities for alternative sports and have a process for those students to apply
- 14.3.13. Is there a letter of agreement needed for students that do sports at other schools that we need to develop
- 14.3.14. E-sports consideration – will need to do some research on this as to whether we include this as well
- 14.4. HS Course Proposals
 - 14.4.1. 10 course proposals submitted to the board. These included:
 - 14.4.1.1. Creative Writing II
 - 14.4.1.2. Student Aide
 - 14.4.1.3. Fundamentals of English
 - 14.4.1.4. Percussion Techniques
 - 14.4.1.5. US Civil War
 - 14.4.1.6. History of East Asia
 - 14.4.1.7. Business Communications
 - 14.4.1.8. Spanish for Heritage Speakers
 - 14.4.1.9. Principals of Accounting and Finance
 - 14.4.1.10. Fundamentals of Accounting
 - 14.4.2. The process for course development was also shared with the board. This included:
 - 14.4.2.1. Staff member informs principal of intent to develop a course
 - 14.4.2.2. Staff member completes part I (and part II if honors / AP) of the New Course proposal form
 - 14.4.2.3. Principal reviews the completed new course proposal form and a – approves as is, b – approves with edits, or c – declines.
 - 14.4.3. Will present course catalog at the next meeting
 - 14.4.4. Concerns about the US Civil War course and the ban on CRT passed last month
 - 14.4.5. These presented courses have already gone through the previous steps in the process (as presented to the board) and have now been presented to the board. What is presented to the board, these are the snippets that would go in the course catalog
 - 14.4.6. Will go out in January with the course requesting forms
 - 14.4.7. Review course catalogs in November and plan to review for approval in December
 - 14.4.8. Before winter break will do a survey to assess student interest to determine as closely as possible what courses students may actually take
 - 14.4.9. Course catalog will include these snippets but the packet for the board including the course standards was requested. Internal group reviews these.
- 14.5. Charter League Participation
 - 14.5.1. Presentation that was last month was should cover most of the information and questions related to participation.
 - 14.5.2. League participation costs upper 13k
 - 14.5.3. Can still participate in their courses for a slightly higher fee should we desire to participate
- 14.6. Mask Mandates
 - 14.6.1. Last month baseline info was presented from El Paso count health
 - 14.6.2. Last month, incident rate was 275.7 now is 315.6 (3% increase)

- 14.6.3. Last month 9%, increased to 10%
- 14.6.4. Incident rate per 100k is also increasing
- 14.6.5. Transmission is still noted as being in high transmission for El Paso County
- 14.6.6. Hospitalizations have increased (orange / red) currently
- 14.6.7. ICU capacity beds is increasing, acute care beds is decreasing availability
- 14.6.8. 2 week incident rate is over 600
- 14.6.9. 23% cases make up 0-17
- 14.6.10. Previously voted to follow the state and El Paso county health
- 14.6.11. D49 does not have a mask mandate – none of the public or charter schools have a mask mandate currently
- 14.6.12. Duty as the school board is to serve the kids and the constituency
- 14.6.13. Overwhelming majority are in favor of letting people have the choice to wear a mask or not
- 14.6.14. 05.14.2020 – Gov Polis ended the mask mandate for the state. Decision whether to wear a mask or not should be left to the family
- 14.6.15. Want to do what is best for the kids – 80-90% of communication is done through non-verbal cues. As simple as a smile. Want to think about mental health
- 14.6.16. Wide use of masks creates more negative effect than positive effect.
- 14.6.17. AAP stated in cases 100k per year was low for kids
- 14.6.18. School age children are experiencing low hospitalization rates. D49 put out high rates of treatment with at home treatment. If you are sick, stay home.
- 14.6.19. Transmissions may occur, not just at schools. People are using children as a shield against the spread of COVID. Masking them to do it is wrong.
- 14.6.20. Masks on kids takes healthy kids and put them at risk of health risks including hypoxia, or mask induced exhaustion syndrome.
- 14.6.21. 05.25.2021: children’s hospital declared a state of emergency due to mental health. Suicide is becoming the leading cause of death for children in the state of Colorado.
- 14.6.22. Cloth disposable masks recommended to be changed every 30 minutes. Asking children to maintain a mask when adults cannot wear a mask with compliance.
- 14.6.23. Douglass county – new news as of Saturday. Public Health Order in place until December 21, 2022, allows individuals to be exempt from orders related to mask orders. Exemption is allowed for any negative impact for physical or mental health impact. Came into place due to restraint laws – any device that limits freedom of movement. Restraints can cause bodily injury and harm. Positional asphyxia also mentioned. Not a right to restrain or harm a student in any way. Contacted El Paso county health, epidemiologist for El Paso County Health. This will become a compliance ruling and deal with ADA. Overriding of 504 plans and possibly strain areas that already are under resourced.
- 14.6.24. Wearing face coverings has been demonstrated to have adverse physical and mental health effects.
- 14.6.25. 5 additional cases in the last couple weeks at the school
- 14.6.26. Interpretation of the El Paso County health rates the rates have been fairly plateaued. If we look at the last month, 5 elementary and 4 prep students in the building. Minimal infection rates are occurring in the school. Do we need to increase mitigation techniques before masking?
- 14.6.27. From a subject matter expert, masks are not a mechanical restraint.

- 14.6.28. Are we following El Paso county health guidelines in regards to quarantines and mitigation techniques?
- 14.6.29. Concerns from faculty include enforcing the sanitizing and quarantining. If we have to quarantine are we actually doing that properly. What supports do we need in these schools to make that happen.
- 14.6.30. Grants were opened up with the state earlier to upgrade HVAC systems (ESSR money being proposed for that). UV Systems that can go in them that are effective to support sanitization.
- 14.6.31. If you are sick, stay home
- 14.6.32. D20 as a comparison – they recently approved a mask mandate and no clear data to use to compare if their cases have gone down as a result. They are demographically comparable to our community and would be data that would be good to look at
- 14.6.33. Reports on cleaning that is currently occurring within the building.
- 14.6.34. Concerns about teasing of kids who are choosing to wear masks by kids who are not wearing masks – reports need to be made to administration to ensure that choice is honored on all sides
- 14.6.35. What are the quarantine thresholds that we are required to follow and are we following them? Following El Paso County Health per the boards previous directives and leaders feel this may be slightly vague.
- 14.6.36. Reviewed El Paso County Public Health COVID 19 School and Child Care Supplemental Guidelines
- 14.6.37. Fall break, thanksgiving break, Christmas and new years coming up. Last year had to shut down the elementary despite the high school not yet being in person
- 14.6.38. No law on sanitizing or social distancing but we followed it last year.
- 14.6.39. Concerns about are we quarantining, are we cleaning, are we social distancing, and are we masking? If we are not following it, what do we need to change? Does it needs to be masks or the other three. If we do the other three, do we need masks?
- 14.6.40. We only have an in person option this year – we need to make this work. We need to close the educational gaps that are a result of COVID.
- 14.6.41. The data today is showing all is worse over time. It is on an upward trajectory. Goal needs to be to keep students in school safely.
- 14.6.42. Concerns about can we control anything that occurs outside of the school. What we can control is how clean and how safe we keep this school.
- 14.6.43. It is not just about COVID – it is about all the different viruses that are impacting all kids right now in our area.
- 14.6.44. The impact on staff when they are out – finding substitutes or admin covering down
- 14.6.45. Confirmed that Accel changed the policy and retroactively implemented it such that staff do not have to use their PTO to be out if exposed or positive with COVID

15. Action Items

- 15.1. PE Credits for Sports Participation
 - 15.1.1. Postponed - will be voted on next month
- 15.2. HS Course Proposals
 - 15.2.1. Postponed – will be voted on next month
- 15.3. Charter League Participation

15.3.1. Matthew Pacheco motioned to continue to opt out of participation with the Charter League, Todd Blum 2nd'd

15.3.2. Discussion

15.3.2.1. Yes vote means we will not participate, no vote means we will participate

15.3.3. Vote Yes: Deann Barnett, Todd Blum, Krisell Creager-Lumpkins, Matthew Pacheco, Alexandra Tomei, Heather Zambrano

15.3.4. Vote No: None

15.3.5. Motion carries

15.4. Mask Mandates

15.4.1. Matthew Pacheco motioned to maintain that masks will be optional on Banning Lewis campuses and events for before, during, and afterschool activities as well as for sanctioned organizations and clubs unless there is a state mandate, CHSAA requirement for athletics, and El Paso County mandates, Deann Barnett 2nd'd

15.4.2. Discussion

15.4.2.1. Concerns about the last statement referring to mandates or guidelines for state / CHSAA / El Paso County mandates vs guidelines

15.4.2.2. Concerns about the way this would overturn the previous decision

15.4.2.3. Stated we would monitor changes as they changed and would re-open the discussion; struggle to have ourselves cornered if we need it without a mandate

15.4.2.4. Would need to call a special meeting to overturn the current motion again if we needed to

15.4.2.5. Request to ensure that we are doing the other mitigation techniques in lieu of masks

15.4.3. Vote Yes: Deann Barnett, Todd Blum, Matthew Pacheco, Alexandra Tomei, Heather Zambrano

15.4.4. Vote No: Krisell Creager-Lumpkins

15.4.5. Motion carries

16. Executive Sessions

16.1. None requested

17. Future Business

17.1. PE Credits for Sports Participation

17.2. HS Course Proposals

17.3. Recorder for meetings

18. Board Member Communication

18.1. Learned information from the D49 board meeting to make our meetings more efficient

18.2. Nov 9, virtual strategic planning meeting

18.3. Nov 16, team building meeting

18.4. Concern about the discussion and then a second meeting to discussion and vote ahead of time, feels like we are making twice as much time in between actions

18.5. Concerns in response about deciding things too quickly and need to put parameters around what matters weigh more and which need an extension

18.6. Have administration look into the cross country harassment brought up during

19. Adjournment

19.1. Heather Zambrano adjourned the meeting at 9:13pm

