

**GLASTONBURY TOWN COUNCIL  
SPECIAL MEETING MINUTES  
WEDNESDAY, MARCH 4, 2020 6:00 P.M.**

The Glastonbury Town Council with Town Manager, Richard J. Johnson, in attendance, held a Special Meeting at 6:00 p.m. at the Council Chambers of Town Hall, 2155 Main Street, Glastonbury, Connecticut.

**1. Roll Call.**

***Council Members***

Thomas P. Gullotta, Chairman  
Lawrence Niland, Vice Chairman  
Deborah A. Carroll  
Dr. Stewart Beckett III  
Kurt P. Cavanaugh  
Mary LaChance  
Jacob McChesney  
Whit Osgood  
Lillian Tanski

*Chairman Gullotta called the meeting to order at 6 p.m.*

**a. Pledge of Allegiance: *led by George Norman***

**2. Public Communication and Petitions pertaining to the Call. *None***

**3. Special Business as Contained in the Call.  
(a) Budget reviews for Fiscal Year 2020-2021:**

- **Presentation and discussion concerning proposed Board of Education Budget.**

Mr. Douglas C. Foyle, Board Chair for the Board of Education, took the floor. He thanked the members of the Town Council for their years of support for public education. Mr. Foyle wanted to especially thank Vice Chairman Niland for his kind words at the annual Town Meeting in January. He said the words were very much appreciated by the BOE staff, teachers and students. Mr. Foyle also said that it meant a great deal to the people of the school system. Mr. Foyle stated that the purpose and objective of the BOE is to maintain a high-quality education system. He said that in order to achieve this goal, they would need an increase in the high 2s to 3s. Mr. Foyle stated that if the number moves below the high 2s, the arrow bends down and that is the big picture.

Mr. Foyle wanted to highlight the one new thing in the budget: STEAM (Science, Technology, Engineering, Arts, and Mathematics.) He wanted to clarify that the Art component in STEAM is similar to architecture, and not painting. He stated that STEAM programming will focus on college and career readiness. Mr. Foyle explained that it will prepare students who want to focus on science, engineering and mechanical engineering. He also highlighted that many students are involved in the LEGO program and the engineering programs.

Dr. Alan Bookman took the floor. He stated that there would be 3 classrooms in technology education in the STEAM Labs. The BOE wants to make STEAM relevant to the future careers of the students. He stated that a whole committee of people will help to raise the funds for the STEAM initiative, but the BOE needs seed money.

Dr. Bookman then brought up the subject of social emotional learning. He explained that there is much emphasis on the academic component. Dr. Bookman stated that more and more, the BOE has to spend time teaching students how to cope successfully. He said that it costs money to do that. He also explained that education alone is not enough without addressing mental health.

Chairman Gullotta opened the floor for questions. Mr. Cavanaugh said he had some questions and said he would like to start on a light note. Mr. Cavanaugh said he was at a basketball game with some of the other Council members and noticed that the score board was lacking lightbulbs. It was then noted that the score board at Naubuc was not visible at all. Dr. Bookman informed the Council that the finance manager was presently taking notes and they would get word to the maintenance department tomorrow.

Mr. Cavanaugh then brought up the point that Dr. Bookman was quoted in *The Patch* in defense of the BOE budget because of a good economy. Mr. Cavanaugh stated that Connecticut has not recovered from the financial crisis of 2008. Dr. Bookman responded that the BOE is seeing an increase in the number of students entering into the elementary schools. He also stated that more families are moving into town, and more people are buying homes. Dr. Bookman also noted that in 2018, the birth rate had the highest increase, indicating that more students will be enrolling in schools. Mr. Foyle stated that he had a macroeconomic perspective. The national economy is seeing a high growth rate and low inflation. He stated the same thing is happening in Connecticut with wage growth. Mr. Foyle then explained that a Federal Reserve person gave a speech in Boston and the takeaway point was that the situation in Connecticut is actually good. He suggested to Google and find those comments.

Mr. Cavanaugh stated that he would be asking questions about the curriculum, but first wanted to confirm whether at the beginning of the day students are still reciting the pledge. Dr. Bookman said yes, through the intercom. Mr. Cavanaugh asked if DARE is still being taught by law enforcement. Dr. Bookman said it was not called DARE anymore, but the program is still being taught by law enforcement. Mr. Cavanaugh then asked if the schools still offer industrial arts or wood working. Dr. Bookman stated that the curriculum changed so much and it is now called technology arts. He explained that the focus is now photography, graphic arts and computer science. Dr. Bookman then stated that metal shop has not been offered in 15 years. Mr. Cavanaugh inquired about the decline in participation. Dr. Bookman said the jobs are computer

driven. Mr. Cavanaugh also inquired, if students were to study mechanics, carpentry, or plumbing, where would they go. Dr. Bookman stated that there are trade schools for those areas, such as Cheney Tech. Dr. Bookman explained that the BOE is trying to bring students up to speed in science and technology areas.

Mr. Cavanaugh then inquired about the BOE space renovation. He asked if Dr. Bookman can explain what that means. Dr. Bookman explained that a lease comes through every year and a half. He said the BOE thinks it is appropriate to look at several different options to see if places are for sale. He then noted that any place that is purchased needs renovation. Dr. Bookman also noted that any bid they put will be contingent on funding from the Town Council. He explained that the BOE looks at how much it would cost to purchase, rather than leasing. Dr. Bookman also said in that some instances it would make more sense and would be more cost effective to buy. Mr. Foyle elaborated on the discussion of the BOE space needs. He informed the Board that back in 2010 they had to move out of an old office on Williams Street because it did not meet the space or the health needs. He explained that the water was bad and they had to get out of there. Mr. Foyle stated that a space must fit the all the needs, and after that is decided, the BOE would choose the least expensive option. Mr. Cavanaugh noted that purchasing vs. leasing may result in a referendum ballot. Mr. Foyle stated that not every option will need that.

Mr. Niland brought up a budget cut of 2.5%. Dr. Bookman stated that it would be a massive cut, and this reduction would be visible to all the parents in the community. Dr. Bookman stated that Mr. Foyle described the numbers well. Mr. Foyle then explained that the BOE needs a 2.51% increase to meet the salary and benefits for the next year. He also noted that the STEAM initiative requires \$300,000. Mr. Foyle stated that any budget cuts will not be driving the school system over the cliff, but it bends the arrow down. He noted that people and parents will notice this change.

Ms. LaChance said that it was nice to see an increase in the number of school counselors, noting its importance in the prevention of school shootings. Ms. LaChance said that she had run the LEGO league robotic program. She stated that it is in very high demand and is growing every year. Ms. LaChance also said that people are moving into town because of this program. She informed the Board that the high school team just competed and did very well. She also explained that the program has students working side by side with engineers, building robots. Ms. LaChance noted that the LEGO team did much better this year because they had the space to build and run the robots. She also stated that people are looking for more STEAM and STEM classes. Many students are drawn to the design piece, creativity and hands-on work. She then asked Dr. Bookman, with the \$300,000 in place, what else would the BOE need to get STEAM started. Dr. Bookman responded that the BOE would like to have some equipment and would also need an architect to design the space. Dr. Bookman also explained that putting some amount of money would make it easier to raise the rest of the funds.

Dr. Beckett stated that he thought there would be a different budget. He said he was shocked to see a number of 3.6 coming up because the number had always been in the low 2s. Dr. Beckett noted that the State of Connecticut has pension issues and there are problems when the cost of education outgrows the public's ability to pay. He then explained that it was Mr. Johnson and

staff who ensured that the BOE would not suffer any budget cuts and retain its high quality. Mr. Foyle stated that the BOE member, Mr. Chittaranjan Sahay, observed that there is a 3% implicit growth in the school system. According to Mr. Foyle, Mr. Sahay elaborated that there is no other way to do this and that he will support this increase. Mr. Foyle also stated that former Board of Finance member, Mr. Jared Soper, said that 3% is the implicit growth rate. Mr. Foyle stated that the BOE made do with the low 2s because of the Eastbury School closing. The BOE took money out of the operating budget and ramped up the LINKS program. Mr. Foyle then explained that the BOE is managing as best they can, but it would be difficult in the low 2s.

Dr. Bookman elaborated that more often than not the budget freezes and they instruct staff not to buy more supplies. He also noted that Council members would then inquire as to why there are no supplies in class. Dr. Beckett asked if the employees were changed to high deductible plans. Dr. Bookman said yes, all employees and staff. Dr. Beckett inquired about hybrid medical plans. Dr. Bookman stated that they have done the comparison and the hybrid plan will cost more. Dr. Beckett suggested that the BOE staff have larger 401k contributions, creating a more shared burden. Dr. Bookman stated that the BOE has raised the percentage the staff put in for pensions. He explained that experts come in to do the analysis.

Dr. Beckett stated that, looking at the Town Report, he noticed the school system lost 1,300 students, yet there is only a staff decrease of 19. Dr. Beckett then stated that the Town has lost 40 positions and asked why the BOE cannot align the staff with the student population. He also commented that it seems to be a mismatch. Dr. Bookman explained that special education is a growing area across the country. He also stated that the ratio is not quite a one for one. Dr. Bookman also said the BOE cannot put 26-28 students in an elementary class.

Mr. Foyle elaborated that, looking at the big picture, as the student population comes down, the teacher population also comes down. He stated that the BOE has eliminated tens of teacher positions and it is not exact, sometimes eliminating a position sooner or later. Mr. Foyle then noted that he was proud that he did not have to layoff teachers because of a reduction in the number of students. He also explained that the GPS system gets the best teachers. Mr. Foyle then stated that some students are in need of paras and tutors, and it is cost effective to intervene early. Mr. Foyle also stated that one should be careful in looking at headcounts.

Dr. Beckett stated that there is not a clear headcount in the BOE budget, and noted that the information can only be found in the Town report. He then reiterated that in over 10 years, 19 teachers have left compared to 1,300 students who left. Mr. Foyle stated that the BOE starts with the needs of the students and what resources they may need. Dr. Bookman noted that the driving force is special education, which is a legal requirement.

Mr. McChesney stated that he was also surprised to see 3.6 and inquired about the BOE staffing ratio. Dr. Bookman stated that the system still needs the same number of cafeteria and bus drivers. He also said there has been an increase in paras and tutors. Mr. Foyle elaborated and said that there are 2 types of personnel to think about, teachers, tutors, and paras. The other type of personnel are tracked with a building, principals. He explained that if one is to eliminate the building, then the principal position is also eliminated. Mr. Foyle pointed out that if the BOE

consolidates bus transportation, it would not run smoothly, giving students much longer commute times.

Dr. Bookman informed the Council that the BOE puts little money in equipment. He stated the BOE has done a lot of preventative maintenance and provided an example of when the roof would be replaced it would actually last another 10 to 20 years longer. He then noted that it was money well spent. Dr. Bookman stated that next year the BOE would need to put in money for new student desks and chairs, some of which are 50-years old. He also stated that, if the buildings are kept viable, they would not have to be replaced. Dr. Bookman stated that no one wants to start over and rebuild a school.

Mr. McChesney asked if the BOE routinely does evaluations of systems where they can be consolidated. Dr. Bookman said yes, all the time. He then discussed making use of the Eastbury School to help offset the increasing cost of special education. Mr. McChesney then asked if the BOE would save money if they bought buses jointly with other communities. Dr. Bookman stated there is no discount for bus purchases, but said they do buy food with another town and make use of the state Bid list, because the prices are very competitive. Mr. McChesney wanted more clarification on the discussion of the low 2s, which, he stated, became a non-sustainable situation. Dr. Bookman explained that it was a different situation. He explained that the BOE cut back on preventative maintenance, which was a big mistake, costing 4 times more to fix. To remedy this problem, the BOE took money from the equipment account. As a result, desks and chairs are old, broken and in need of replacement.

Dr. Bookman stated that the one place they cannot touch is special education. He also noted that the BOE cannot spend more money than was given in the budget. Dr. Bookman stated that sometimes the BOE has unexpectedly saved money. The example he brought up was money for health insurance was less because some of those young employees opted out because they were still on their parents' insurance. He noted that, in this case, the BOE saved some money. Dr. Bookman said a similar thing happened with the retirements. Mr. Foyle reiterated that 85% of the budget is personnel and if the BOE went from 3.3 to 2 there would be cuts to personnel that would be noticed.

Mr. McChesney inquired about the focus and goals of the STEAM initiative. Dr. Bookman stated the BOE originally looked at 9 rooms. The areas of focus include robotics, manufacturing, and machinery driven by computers. The program would combine math with science and provide stepping stones to careers in the field. Mr. McChesney inquired if STEAM would focus on coordinated learning. Dr. Bookman stated that there is a PowerPoint presentation on the subject and he can send it to Mr. Johnson. He also stated that it will be available on the website. He then stated that hired people come in to do training on suicide prevention and coping. Dr. Bookman stated that they are looking at bullying and doing all they can do end it. The goal is to teach kids how to cope and to prevent suicide.

Mr. Osgood inquired about the percent increase in teacher salaries. Dr. Bookman stated that there is a system of step increases. Each year a teacher goes up a step, and new teachers are on the first step. He also noted that some teachers have the largest increases, going from step 10 to

11, or 11 to 12. Dr. Bookman said the percentage increase varies and is usually around 1.7% to 2.8%. Mr. Osgood noted that, in the proposed budget, all salaries are going up. He recommended that the BOE bargain harder. He also inquired about longevity increases. Dr. Bookman stated that the BOE is always trying to keep the increases equal to or greater than parts of the state. He explained that the teachers are neither the highest nor lowest paid. Dr. Bookman stated that the amount is in the right place right now and the BOE does not want to lose high quality teachers. Mr. Osgood asked when the next negotiations would be coming up. Mr. Foyle stated that often parties involved in negotiations get into arbitration, which is based on a last best offer system. The arbitrator chooses a side, which is designed to push parties together. He then explained that one would be worst off inviting arbitrators. Mr. Osgood asked if the BOE has gone into binding arbitration. Mr. Foyle stated that 10 years ago, they won one and lost one. Mr. Osgood asked about the longevity increase. Dr. Bookman stated that it is part of the teacher contract. Mr. Foyle elaborated on the negotiating process and said that both sides are trying to figure out the middle point. The strategy is getting the two sides together in an amicable agreement.

Mr. Foyle stated that next summer there will be negotiations and he is not sure it will go as smoothly as 4 years ago. He recommended someone from the Town Council observe the process. Mr. Foyle explained the negotiating teams meet with the unions and then the negotiation team goes back to the BOE. He also stated that some negotiations are smoother than others. Mr. Osgood stated that the arbitration process is slanted toward the teachers. He inquired if the BOE has tried to lobby to get the rules changed. Mr. Foyle stated that arbitrators determine the percentage increase by a town's ability to pay (not willingness to pay). He also noted that it is very difficult for a town like Glastonbury to ask for below market increases. Dr. Bookman stated that what cannot be changed is the Town's ability to pay, but explained that there was a lobby change that occurred a few years ago, that allowed Towns to reject the decision and send it back to arbitration. This change gives more authority to Towns. Chairman Gullotta wanted to confirm that during arbitration, the Town has two shots. Dr. Bookman said yes.

Mr. Osgood inquired if it makes sense to start the STEAM project without knowing the full cost. Dr. Bookman explained that an architect will do a feasibility study. The costs will be kept low, avoiding cutting into load bearing walls and avoiding expensive electric and heating problems. Mr. Osgood wanted to confirm that it would be 3 rooms. Dr. Bookman confirmed this point. He then explained that the photography lab is in need of renovation and pointed out that the days of using the dark room are over. Dr. Bookman stated that the BOE is looking to do more computer driven curriculum. Mr. Osgood then asked about pay for play. Dr. Foyle stated that pay for play would not further the educational development of the students. He also explained that anytime a price is put on something, there is no demand and also stated that this program does not benefit economically disadvantaged students. Mr. Foyle explained that he is concerned for middle class parents that have to decide on just one activity. He then highlighted what he knows from research is that student activity is important for life, whether it is sports, drama or any other club, the BOE wants students involved. Mr. Foyle also noted that with pay for play the demand drops, and the best actors or athletes may not be able to participate. He then stated that he does not like that message in a public-school system. Dr. Bookman stated that he remembered the athletic

director telling him the numbers have gone down. There was a significant drop in participation and the money was not worth it.

Ms. Tanski asked a question about substitute teachers. Dr. Bookman stated the BOE raised the amount the substitute teachers receive. Ms. Tanski stated, as a mother of 4 Glastonbury School students and a volunteer in their classrooms, she noticed that the amount of supplies has gone down. She also observed that the class sizes have gone down. Ms. Tanski wanted to know if this was by design of the BOE. Dr. Bookman said he would agree the class sizes have gone down. He explained that before Nayaug was built there were not enough classrooms, and parents were complaining about the large class sizes. Dr. Bookman stated that the average class size is 22 or 23 in the elementary school level. Ms. Tanski inquired if the BOE is satisfied with the class number in the middle schools. Dr. Bookman stated that he would like the number to come down, but it is pretty close to where it should be. Ms. Tanski asked a question about social emotional learning. She asked, besides adding the 2 additional psychologists, is there a change in the budget or focus. Dr. Bookman stated there is no change in the budget, but more of a refocus. The BOE is concentrating less on curriculum development and more on the mental health of students. Ms. Tanski inquired about the location of the 3 rooms for the STEAM project. She asked if one of the areas would be the unfinished garage area. Dr. Bookman said the STEAM rooms would be the automotive room, the multipurpose room and the metal shop, which are the last 3 rooms in the corridor. Ms. Tanski inquired what the total STEAM project will cost. Dr. Bookman said there was an estimate of \$800,000, but that depends on what is put in there and which equipment. He stated that the BOE would carefully decide how much money can be raised. Dr. Bookman stated that the BOE is looking to make the space functional and waiting for it to be priced down. He said having an architect can do that. Mr. Foyle elaborated and said not to think of the STEAM project like it is a locker room. The STEAM project can grow larger or it can stop. He stated that it is better to do more, but can stop if fundraising efforts do not work. Ms. Tanski asked if the \$300,000 will become a new fixed category in future budgets. Dr. Bookman stated that the rest of the money would be raised through contributions. He noted that there is a fundraising effort underway. Dr. Bookman explained that STEAM will not be a \$300,000 budget item line for the next 5 years, rather an initiation to get it rolling.

Ms. Tanski inquired about the \$70,000 amount for architect plans and equipment. Dr. Bookman stated that the crest lab will be used by different classes, such as math and science. He also stated that they have not ruled out creating specific courses that tie into knowledge learned from other areas. Ms. Tanski inquired about opportunities to find savings that can be rolled into the operating expense. Dr. Bookman noted that the health benefits have only increased by 1.5%. He also explained there are utilities and other unknowns. The added AC expense from the schools is something they need to find funds for. Ms. Tanski stated that she is a proponent of exploring pay to play. She explained that the Board, Town, and residents are under so much pressure. Ms. Tanski also noted that many parents are already used to investing money in sports and they would love a way to contribute to pay their share and offset expenses. Mr. Foyle stated that he is a softball dad. He said the largest numbers of students come from crew and track because those are large no cut teams. Mr. Foyle said he would be concerned for those middle-class parents who would find it difficult to pay. Dr. Bookman stated that he does not vote on the issue of pay

to play, but the Town Council members can do that. He also noted that everything should be on the table.

Ms. Carroll stated that she has 3 children in 3 different Glastonbury schools and sees the quality of programming it has on their engagement, intellectual curiosity and academic growth. She said the teachers know her children and there is great communication. Ms. Carroll also applauded the counseling and mental health services expansion. She stated that, as a teacher, it is important to teach resilience to students, but it is difficult when there is already so much on the plate. Ms. Carroll stated she does have a criticism: the increased iPad use in schools. She stated that she is spending time policing the iPad time. Ms. Carroll noted that soon her second grader will come home with an iPad and that fills her with dread because there is very little educational benefit. Ms. Carroll stated that most kids would benefit from more face to face interaction. She did note that a small subset (upper middle class white males) benefit from using an iPad. Ms. Carroll suggested to rename foreign language study to world language. Dr. Bookman stated that the certification the teachers receive are in foreign language but he will bring up the issue. Dr. Bookman stated that technology use is in grades 4, 5 and 6. He then informed the Board that if there are emergencies due to coronavirus they would have to send the students home with iPads, if the schools are closed. Dr. Bookman said there are restrictions on the iPad and students are not watching Netflix. He stated that the BOE will examine the issue and will continue to look at it. Mr. Foyle elaborated and said the iPad is a school tool. He assured that there are lots of controls put in place and it is used as an extension to how they will interact in college. Mr. Foyle stated there is a value to it and the BOE now spends \$550,000 on books which is a reflection to where education is heading.

Dr. Beckett stated that the BOE utility expenses are up, while the Town utility consumption has gone down. Dr. Bookman stated that the BOE has changed to energy efficient bulbs and they are trying not to waste. He noted that the increase is due to the AC use in the schools. Dr. Beckett stated that there is a concern from retired people in Town or those who do not have children that Town taxes are increasing, averaging \$9,400. He explained that it is getting to a point where it will become unaffordable for people to live in Glastonbury. Dr. Beckett asked for the BOE to find a way to save money and educate the students more cost effectively.

Dr. Bookman stated that Glastonbury is doing well and there is an increase in the number of people wanting to move here. He stated that the BOE will do the best to keep costs down. Dr. Bookman stated LINKS will help keep costs down. Mr. Foyle elaborated that the BOE will do the best they can with the funds given to provide the highest education. He stated that he wished there was a way to have zero percent increases and said they are spending several thousand less per student than in urban areas. Mr. Foyle then explained that education is labor intensive and reiterated that 85% of the budget is personnel. He then stated that iPads save expenses on textbooks, costs are lower today than 10 years ago.

Ms. Tanski said she agreed with Ms. Carroll's comments on iPads. She explained that, having a 7<sup>th</sup> grader and a 5<sup>th</sup> grader, it becomes a challenge to limit screen time. Ms. Tanski said the parents still have to remove the educational games in order to manage their brain development. Dr. Bookman stated that there is nothing wrong with doing homework at kitchen table because it



offers more visibility. He also explained that they are careful giving iPads to younger children and the BOE has monitored and will monitor the situation. Ms. Tanski said she wants to make a pitch that she is not in favor for devices coming home with younger children.

Chairman Gullotta had a question about slightly altering CIP and said he is not sure it will happen tomorrow. He said he has a question about the square footage and setting up a Town operation and facilities study to look at how the square footage is used. Chairman Gullotta wanted to know, if the Town moves forward, would they have Dr. Bookman's support. Dr. Bookman said he would support this.

Chairman Gullotta stated that he appreciates the BOE staff and wishes there were infinite resources. He then explained that, with the coronavirus and the slowing of the world's economy, there are major questions. Mr. Gullotta stated that he is described as the most optimistic pessimist and hopes disaster does not befall us. He explained that this year was not bad because there was good growth on the grand list. This year is over, and the Council has to think about next year's budget, if the proposed list of developments will actually go forward to the grand list. Chairman Gullotta highlighted that development in Glastonbury is finite. He stated that he does not believe a majority on the Council will approve the intense development center similar to West Hartford. Dr. Gullotta stated that he expects the BOE to do better tomorrow night than what the Board of Finance has offered. He also stated that he understands that the BOE has developed a model of education that attracts families, but the Council needs to see a plan B. Dr. Gullotta said he speaks on behalf of everyone and wished that there were limitless resources. He told Dr. Bookman he will see how he does tomorrow. Dr. Bookman responded fair enough and thanked the Council.

- **Discussion concerning questions or unfinished business regarding Town Operations, Debt & Transfer, Revenues & Transfers, Capital Reserve Fund, Capital Improvement Program and other budget related topics (as applicable).**

Mr. Osgood had a question about a recent memo regarding revenues increasing or declining. Mr. Johnson asked if he meant the \$50,000. Mr. Osgood confirmed. Mr. Johnson explained that there are revenue opportunities, specifically \$30,000 that are directly related to the increase costs both in tip fees charged by MIRA (Materials Innovation and Recycling Authority) and significant increase in the charges of non-processables. He said the thought would be for the Town to increase its fees and charges to offset costs. Mr. Osgood confirmed his understanding that it is to offset \$30,000. Mr. Johnson explained that in the past, with revenues relating directly to the operating budget, some consideration would be given to returning \$50,000 to the budget with the understanding that the revenue would be completely offset. Mr. Osgood inquired whether that meant a potential \$50,000 savings in the budget. Mr. Johnson explained that it does not mean that. Rather, he stated, it means that the Town absorbed significant cost increases, but right now there is no revenue offset. Mr. Johnson provided the example of the transfer station: if the revenue increases by \$50,000, then \$50,000 can be restored to the Town operations.

#### 4. Adjournment.

***Motion By:*** Dr. Beckett

***Seconded By:*** Mr. Niland

BE IT RESOLVED, that the Glastonbury Town Council hereby adjourns their special meeting of March 4, 2020, at 8:05 pm.

***Result:*** Motion passes unanimously (9-0-0).

**Respectfully submitted,**

Nadya Yuskaev

**Nadya Yuskaev  
Recording Secretary**

**Thomas Gullotta  
Chairman**