LIFT COMMUNITY ACTION AGENCY, INC.
209 NORTH 4TH STREET
HUGO, OKLAHOMA 74743

MINUTES
BOARD OF DIRECTORS MEETING
May 10, 2022
Head Start Administration Office - Hugo, Oklahoma

The Board of Directors of LIFT Community Action Agency, Inc. met in a regular meeting session on Tuesday, May 10, 2022 at 10:07 a.m. The meeting was held at LIFT CAA's Head Start Administration Office, located at 1005 S. 5th Street in Hugo, Oklahoma. The notice of time, place, and an agenda for the meeting were posted 24 hours prior within prominent view at the main office (209 N. 4th St., Hugo, Oklahoma) and the meeting site (1005 S. 5th St., Hugo, Oklahoma) as well as online at https://liftca.org/board/.

The meeting was called to order by Chairman William Smith.

The Invocation was given by Board Member Andrea Henkel.

Roll Call was taken and a quorum was established (21 Board Members present, 5 absent). The following Board Members were present at the meeting site: Brad Burgett, Cathie Carothers, Danny Cornish, Kevin Cory, Tina Foshee-Thomas, Brent Franks, David Hawkins, Andrea Henkel, Jia Johnson, Vickie Leathers, Cindy Logan, Dwight Satterfield, Leah Savage, Wade Scott, Les Shumake, David Smith, William Smith, Consuelo Splawn, Kelli Stacy, Vicky Wade, and Craig Young. The following members were absent: Clinton Crawley, Patsy Guess, Jordan Hill, Kara Maness, and Sandra Meeks. LIFT CAA employees and visitors present at the meeting site were: Rhonda Teague, Kinsey Cox, Kathy James, Ashlie Raper, Cindy Mills, Dawn McDaniel, W.F. Grammar, Amber Duncan, Susie Mashburn, Stella Dennis, Jordan Mack, Darla Galyon, Mattie McKee, Sheree Ensley, Macy Self, Lindsey Miller, Johnny Moffitt, Rebecca Reynolds, and Taryn Creasman.

In order to be in compliance with the Open Meeting Act (Title 25, Oklahoma Statutes §§ 301-314), the vote of each member was publicly cast and recorded. The agenda contained Consent Docket items of business and the rules that pertain to voting on the items.

Sheree Ensley, Fiscal Officer, provided the Board with the Finance/Audit/Loan Committee Report. The Committee met on May 10, 2022 at 9:07 a.m. The Committee received a status report on all active loans; there were no new loan applications to present. The Committee voted to recommend full Board approval of the agency's Financial Reports for March 2022. The Committee also discussed/took action regarding the settlement on the Robertson loan.

CONSENT DOCKET ITEMS

CONSIDER APPROVAL OF MEETING MINUTES/FINANCIAL REPORTS

William Smith, Chairman, requested the Board's consideration, discussion, and vote to approve the April 2022 Regular Meeting Minutes and the March 2022 Financial Reports; the April 2022 Financials were distributed for consideration and vote at the June 2022 Board Meeting (Organizational Standards 5.5 and 8.7). A motion was made by David Smith and seconded by Brad Burgett to approve the April 2022 Regular Meeting Minutes and the March 2022 Financial Reports. The roll call vote was as follows: Yes 18; No 0; Abstain 2. The motion carried. The Voting Record is attached (Items D & E).

CONSIDER SUBMISSION OF RESOLUTIONS/GRANT APPLICATIONS

1. McCurtain County Emergency Food and Shelter Program – Phase 39 Funding Application to EFSP/United Way in the amount of $1,000; if awarded, these funds will be used to provide emergency food and shelter (utility, rent, or mortgage) assistance to needy individuals in McCurtain County.
2. American Rescue Plan Act Child Care Stabilization Grant Applications (Cycle 4, Early Learning Centers) to the Oklahoma Department of Human Services in the amount of $30,000; if awarded, these funds will provide key operating support to maintain child care services within the Early Learning Centers.
3. PY 2022 Department of Energy Weatherization Assistance Program Grant Application to the Oklahoma Department of Commerce/Community Development in the amount of $40,383; if awarded, these funds (Round 1) will be used to support LIFT CAA's Weatherization Program and the provision of services within Bryan, Carter, Choctaw, Coal, Love, McCurtain, Pontotoc, and Pushmataha Counties. Round 1 funding is comprised of 19% of the estimated base program allocation, 70% of the estimated administrative funds, and an initial base amount for training and technical assistance.
4. 2022 Oklahoma Asset Development Project Application to the Oklahoma Association of Community Action Agencies in the amount of $4,687; if awarded, these funds will be used to provide free tax preparation assistance for residents of Choctaw, McCurtain, and Pushmataha Counties.
5. FY 2022 Drug-Free Communities Support Program Pandemic Relief Act Match Waiver Request to the Centers for Disease Control and Prevention; if approved, the program would receive a match waiver in the amount of $187,500, or 100% of the requirement for Year 9 of the grant period. The Choctaw County Drug-Free Communities Program works closely with the Choctaw County Coalition, community, and local agencies to prevent and reduce substance use/abuse among youth in Choctaw County.
6. FY 2022 Supplemental Grant Application to NeighborWorks® America in the amount of $50,000; if awarded, the funding will be used to support the next phase of LIFT CAA's rebranding campaign—the purchase and installment of new signage to reinforce awareness of the agency's name change.
7. FY 2022 Head Start/Early Head Start Supplement Grant Application (Cost-of-Living Adjustment/Quality Improvement) and Non-Federal Share Waiver Request to the Office of Head Start in the amount of $114,637; if awarded, this funding ($90,679) would be used to provide LIFT CAA's Head Start/Early Head Start staff with a 2.28% COLA increase (Budget Period: 12/1/2021–11/30/2022). The proposed COLA would serve to increase salaries and fringe benefits in an effort to ensure retention of experienced, qualified staff and maintain overall program quality. The COLA funds would be divided between Personnel Salaries, Fringe Benefits and Indirect Costs associated with staff salaries. The

2.28% COLA will reflect an increase in the hourly rate of pay for each employee and a permanent increase of 2.28% in the Head Start/EHS/EHS-Child Care pay scale. Any balance remaining after providing the COLA increase in the hourly rate of staff pay will be used under the Supplies category to offset increased operating costs. The Quality Improvement funding ($23,958) will be used to upgrade the level of staff pay as a means of retaining experienced, qualified staff in order to improve the quality of the programs. Included with the application will be the request for a Waiver of the Non-Federal Share associated with the Federal Request in the amount of $28,660.

8. FY 2022 EHS-Child Care Partnership Supplement Grant Application (COLA/Quality Improvement) and Non-Federal Share Waiver Request to the Office of Head Start in the amount of $54,599; if awarded, this funding ($44,599) would be used to provide LIFT CAA's EHS-CC staff with a 2.28% COLA increase (Budget Period: 8/1/2022–7/31/2023). The proposed COLA would serve to increase salaries and fringe benefits in an effort to ensure retention of experienced, qualified staff and maintain overall program quality. The COLA funds would be divided between Personnel Salaries, Fringe Benefits and Indirect Costs associated with staff salaries. The 2.28% COLA will reflect an increase in the hourly rate of pay for each employee and a permanent increase of 2.28% in the Head Start/EHS/EHS-CC pay scale. Any balance remaining after providing the COLA increase in the hourly rate of staff pay will be used under the Contractual category to offset increased operating costs within the partner child care centers. The Quality Improvement funding ($10,000) will be used to upgrade the level of staff pay as a means of retaining experienced, qualified staff in order to improve the quality of the program. Included with the application will be the request for a Waiver of the Non-Federal Share associated with the Federal Request in the amount of $13,650.

After discussion and Board Member input with regards to the applications presented, a motion was made by Andrea Henkel and seconded by Les Shumake to approve the submission of resolutions and/or grant applications in the amount of $295,306 presented as listed on the Consent Docket. The roll call vote was as follows: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item F).

CONSIDER ACCEPTANCE OF GRANTS/CONTRACTS/AWARDS

1. Technical and Management Assistance Contract Award – Region 2 (Option Year 4) from the U.S. Department of Agriculture, Rural Development in the amount of $1,452,652.72; this funding will be used to provide training and technical assistance to organizations, including Indian Tribes, eligible to receive assistance under the Section 523 Mutual Self-Help Technical Assistance Grant Program. The states to be serviced under Region 2 include Arkansas, Kansas, Louisiana, Missouri, Nebraska, North Dakota, New Mexico, Oklahoma, South Dakota, Texas, and Wyoming. With this funding, LIFT CAA will furnish all labor, management, supervision, quality control, facilities, equipment, materials, and services needed to perform the requirements of the contract during Option Year 4 (April 1, 2022 – March 31, 2023).
2. Donation Award from the Molina Foundation; this donation (a truckload of 18 pallets, approximately 23,000-27,000 books) has an estimated in-kind value of $200,000-$236,000. The donation of assorted books (50-60 separate titles, with the majority appropriate for young adult, teen, and adult audiences), will be distributed across agency

programs and other community-based organizations to promote reading, help increase literacy, and assist with program activities.

3. 2022 Oklahoma Asset Development Project Contract Award from OKACAA in the amount of $4,687; these funds will be used to provide free tax preparation assistance for residents of Choctaw, McCurtain, and Pushmataha Counties. The contract period will be January 1, 2022 through October 31, 2022.
4. YouthBuild Program Grant Award from the U.S. Department of Labor, Employment and Training Administration in the amount of $953,964; these funds will be used to continue the YouthBuild Program within Choctaw County, which provides community-based alternative education and occupational skills programming for youth between the ages of 16-24 who are high school dropouts or other disadvantaged populations.
5. FY 2022 NeighborWorks Week Grant Award from NeighborWorks® America in the amount of $1,000; these funds will be used to purchase and distribute window fans to low-income individuals and families in the tri-county area to help reduce utility costs during the summer months. LIFT CAA will also engage in a social media campaign (to increase awareness of the NeighborWorks philosophy and agency's partnership) during NeighborWorks Week, recognized June 3–11, 2022.
6. FY 2022 Expendable and Capital Grant Awards from NeighborWorks® America in the amount of $250,000; funding under the Expendable category will be used for salary and other operational support of housing staff, including the Housing Director, Housing Counselors and Housing Outreach personnel. Additionally, funding under the Capital category will be used to make improvements at LIFT CAA's multi-family properties and/or increase homeownership opportunities via the residential lending line of business.

A motion was made by Wade Scott and seconded by Jia Johnson to approve acceptance of grants, contracts, and awards in the amount of $2,662,303.72 as presented and listed on the Consent Docket. The roll call vote was as follows: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item G).

Dawn McDaniel, Human Resources Director, requested the Board's consideration, discussion, and vote to approve the 2022 Wage Comparability Study. This item had been tabled from the April 2022 Board Meeting to allow for additional time and information for review. A motion was made by Brad Burgett and seconded by Cathie Carothers to approve the 2022 Wage Comparability Study. The roll call vote was as follows: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item H).

Kathy James, Senior Program Planner, requested the Board's consideration, discussion, and vote to approve submission of a FY 2020 Carryover Application and Non-Federal Share Waiver Request for the Early Head Start-Child Care Program. In total, LIFT CAA is requesting to carry over $174,194 in unobligated FY 2020 funding for the Early Head Start-Child Care Program (Funding Period: 8/1/2020–7/31/2021). This total is comprised of $86,468 remaining of Continuation/COLA/QI funding as well as $87,726 in funding for purposes of addressing COVID-19. If the Carryover Application is approved, the funding would be used during the FY 2021 Budget Period of 8/1/2021–7/31/2022. The carryover monies will be used for playground updates, outdoor classrooms, staff wellness, and updates to centers. The application would also include a request for a full Waiver of the required $43,549 in Non-Federal Share associated with the Federal funds being carried over into FY 2021. A motion was made by David Smith and seconded by Craig Young to approve submission of a FY 2020 Carryover Application and Non-Federal Share Waiver Request for the Early Head Start-Child Care Program. The roll call vote was: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item I).

Jordan Mack, Head Start/Early Head Start/EHS-Child Care Assistant Director, requested the Board's consideration, discussion, and vote to approve updates to the 2022-2023 Eligibility, Recruitment, Selection, Enrollment, and Attendance Integrated Services Policies and Procedures with Prioritization Schedule/Point System. Mack explained that the ERSEA Integrated Services Policies and Procedures with Prioritization Schedule/Point System was approved by the Board during the February 2022 meeting. However, on April 21, 2022, the Office of Head Start issued an Information Memorandum notifying grantees of additional criteria for determining Head Start Categorical Eligibility. Namely, the Office of Head Start has expanded the interpretation of "public assistance" to include SNAP (Supplemental Nutrition Assistance Program), as a means of supporting program enrollment. Therefore, it was necessary to update the Integrated Service Policies and Point System to reflect the expanded criteria for eligibility determination. A motion was made by Les Shumake and seconded by Andrea Henkel to approve updates to the 2022-2023 Eligibility, Recruitment, Selection, Enrollment, and Attendance Integrated Services Policies and Procedures with Prioritization Schedule/Point System. The roll call vote was: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item J).

Darla Galyon, Head Start/Early Head Start/EHS-Child Care Director, requested the Board's consideration, discussion, and vote to approve the HS/EHS/EHS-CC Cost Allocation Plan. The Cost Allocation Plan represents only those expenses that require cost allocation and are distributed between the Head Start/EHS/EHS-Child Care Programs. The Plan was developed to ensure that each program is only paying its fair share of the costs used in common, and that no program is subsidizing another. The Cost Allocation Plan was reviewed and revised in preparation for submission of the FY 2022 EHS-CC Program Continuation Grant application. Change in Scope – Enrollment Reduction Amendments were submitted on behalf of the Head Start and EHS-Child Care Programs, and both have been approved. Therefore, the Cost Allocation Plan proposed is based on a Federal Funded Enrollment for each program as follows: Head Start – 387, Early Head Start – 48, and EHS-Child Care – 120. The updated plan also reflects personnel changes among staff positions. Thus, approval is needed for use of the plan in the upcoming program year. A motion was made by Brad Burgett and seconded by Cindy Logan to approve the Head Start/Early Head Start/EHS-Child Care Cost Allocation Plan. The roll call vote was: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item K).

Mattie McKee, Head Start/Early Head Start/EHS-Child Care Assistant Director, requested the Board's consideration, discussion, and vote to approve the EHS-Child Care Program Training and Technical Assistance Plan. The provision of technical assistance and training serves to improve program quality. Program staff receive a combination of Pre-service and In-service training as well as various other training opportunities. Trainings provided are based on staff needs, self-assessment, new best practices, training needs assessment, individual professional development plans, and Head Start Performance Standards. In addition to program staff, the Training and Technical Assistance Plan also includes development opportunities for the Policy Council and Board of Directors. The proposed plan covers the period of August 1, 2022 through

July 31, 2023 and outlines how the $42,863 allocated for training and technical assistance will be expended during the program year. A motion was made by Cindy Logan and seconded by Andrea Henkel to approve the Early Head Start-Child Care Program Training and Technical Assistance Plan. The roll call vote was as follows: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item L).

Darla Galyon, Head Start/Early Head Start/EHS-Child Care Director, requested the Board's consideration, discussion, and vote to approve the HS/EHS/EHS-CC Organizational Chart. Galyon explained that changes were needed in order for the Organizational Chart to accurately reflect current staffing for the programs. The only change is that the Professional Development and ERSEA Assistant Specialist position (which is cost allocated between the Head Start, Early Head Start, and EHS-Child Care Programs) has been changed to only an ERSEA Assistant Specialist. A motion was made by Les Shumake and seconded by Tina Foshee-Thomas to approve the Head Start/Early Head Start/EHS-Child Care Organizational Chart. The roll call vote was as follows: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item M).

Macy Self, Associate Director, requested the Board's consideration, discussion and vote to re-adopt a Resolution to establish a formal process for low-income beneficiaries to advise LIFT CAA as a Community Housing Development Organization (CHDO) in all decisions regarding the design, siting, development, and management of HOME-assisted affordable housing projects. Since 1992, LIFT CAA has been certified as a CHDO. This Resolution is reviewed and re-adopted annually by the Board to ensure policies and the Resolution align with the U.S. Department of Housing and Urban Development's guidelines. The only change is that the provision of public input sessions can be via in-person meetings as well (they were only provided virtually last year). A motion was made by Brad Burgett and seconded by Jia Johnson to re-adopt a Resolution to establish a formal process for low-income beneficiaries to advise LIFT CAA as a Community Housing Development Organization in all decisions regarding the design, siting, development, and management of HOME-assisted affordable housing projects. The roll call vote was: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item N).

Kathy James, Senior Program Planner, requested the Board's consideration, discussion, and vote to approve the LIFT CAA Victim and Youth Programs Resource Development/Sustainability Plan. James explained that approval is needed for this plan per the National Court Appointed Special Advocates Association. The plan was first developed for purposes of Victims of Crime Act program funding. Updates have been made to reflect the change of agency name to LIFT Community Action Agency, as well as the addition of the new program, Safe Place Healing Hearts Too. LIFT CAA's Victim and Youth Services Programs (CASA, Passport to the Future Mentoring, Safe Place Healing Hearts, and Victim Advocacy Services) developed a joint Sustainability Plan with strategies and action steps designed to garner additional resources as a means of sustaining the programs and/or services in the future. The first step was to develop an Advisory Committee for LIFT CAA's Victim and Youth Services Programs, which was formerly established on February 3, 2020. The Committee membership is comprised of Victim and Youth Services program staff, other agency staff, as well as program partners, volunteers, and clients. The Committee reviewed program goals, current resources, and identified needed resources for the future. Additionally, the Committee identified funding strategies and potential sources of funding/donors, as well as developed an action plan to obtain identified resources. The aim of the three-year Sustainability Plan (2020 – 2023) will be to maintain current services to victims and youth, as well as the established base of volunteers for the programs. The Sustainability Plan is divided into four sections (based on type or strategy focus), and include: Recruitment/Social Marketing/Awareness; Diversity/Tribal Relations; Financial Capacity Building; and Long-Term Planning. The Recruitment/Social Marketing/Awareness section centers on both broad and concentrated communications with the public, stakeholders, and potential funders to gain resources. The Diversity/Tribal Relations section is focused on garnering minority support for the program through increased numbers of volunteers, collaboration, and resource-sharing (i.e. through the Choctaw Nation of Oklahoma's child and victim-serving programs). Financial/Capacity Building contains action steps to directly seek monetary and in-kind support for the programs, including submission of grant applications and fundraising. The section also includes activities for building program and staff capacity. For Long-Term Planning, the Advisory Committee will continue to meet at least quarterly. The Committee reviews the Sustainability Plan at frequent intervals to determine progress and make adjustments, if warranted, based on needs or successes realized. A motion was made by Cathie Carothers and seconded by Cindy Logan to approve the LIFT CAA Victim and Youth Programs Resource Development/Sustainability Plan. The roll call vote was as follows: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item O).

Kinsey Cox, CSBG Administrator/Public Relations Specialist, requested the Board's consideration, discussion and vote to approve signing of a Proclamation recognizing May as National Community Action Month. National Community Action Month was created by the Community Action Partnership to reinforce Community Action Agencies' role in helping low-income families achieve economic stability. A motion was made by Brent Franks and seconded by Les Shumake to approve the signing of a Proclamation recognizing May as National Community Action Month. The roll call vote was as follows: Yes 20; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item P).

Jordan Mack, Head Start/Early Head Start/EHS-Child Care Assistant Director, provided the Board with an overview of the 2021-2022 Self-Assessment Process for the three programs.

Kinsey Cox, CSBG Administrator/Public Relations Specialist, provided a Board Training over Results Oriented Management and Accountability (Organizational Standard 5.7). Cox presented a video training to the Board titled "ROMA for Boards: An Introduction" by the Community Action Association of Pennsylvania, which explained the ROMA framework and process.

Kathy James, Senior Program Planner, provided a Board Training over the following: LIFT CAA History, Mission, Vision, and Values; History and Future of Community Action/Anti-Poverty Work; Statutory and Regulatory Requirements; and CAA Contractor Implementation Manual – Req. 113 and Updates (Organizational Standard 5.7).

Andrea Henkel, Board Member, provided a Board Training over updates to the Board Giving Policy and Procedure (Organizational Standard 5.7).

Susie Mashburn, Early Childhood Development and Curriculum Coach, provided a Board Training/Programmatic Report over the Fall/Winter 2021-2022 Child Outcomes/Assessment results for the Head Start, Early Head Start, and EHS-Child Care Programs (Organizational Standards 5.7 and 5.9).

Ashlie Raper, Housing Director, provided a Board Training/Programmatic Report over Quarterly (January–March, 2022) Housing Production, as reported to NeighborWorks® America (Organizational Standards 5.7 and 5.9). Raper provided a review of the submitted report and facilitated discussion regarding Housing production and activities over the last quarter.

W.F. Grammar, Risk Manager, provided the Board with the Risk Assessment and Management Report. The report focused primarily on Workers' Compensation, safety, and risk management activities/programming within the agency during the last quarter.

Mattie McKee, Head Start/Early Head Start/EHS-Child Care Assistant Director, provided the Board with the Policy Council Report for the April 19, 2022 meeting (Organizational Standards 2.1, 5.7 and 5.9).

Rebecca Reynolds, Executive Director, recognized Cindy Mills (Bookkeeper, Administration) as the May 2022 Employee of the Month.

Rebecca Reynolds, Executive Director, recognized Taryn Creasman (Family and Community Engagement Specialist, Head Start/Early Head Start/EHS-Child Care Programs) for Five Years of Service.

Other Reports/Announcements/Correspondence were presented as follows: HHS Communication and Guidance Report; HS/EHS/EHS-CC Program Summary Report; HS/EHS Meals/Snack Report; HS/EHS/EHS-CC Enrollment/Attendance Report; HS/EHS/EHS-CC Data Analysis Report; Office of Head Start Focus Area 2 Monitoring Review Report; Mentoring Program Inclusion in Youth Collaboratory's 2022 Multi-State Mentoring Programs Initiative Grant; and upcoming LIFT CAA Job Fair (Organizational Standards 5.7 and 5.9).

There being no other business to come before the Board, a motion was made by Andrea Henkel and seconded by Brad Burgett to adjourn the regular meeting. The roll call vote was as follows: Yes 20; No 0; Abstain 0. The motion carried. Voting record is attached (Item CC).

The Regular Meeting adjourned at 11:52 a.m.

David Hawkins

David Hawkins, Secretary/Treasurer

CALL TO ORDER: 10:07 am

				D. SMITH	B. BURGETT		A. HENKEL	L. SHUMAKE		W. SCOTT	J. JOHNSON		B. BURGETT	C. CAROTHERS		D. SMITH	C. YOUNG	
	May 10, 2022	Present	Absent	D&E			F			G			H			I		
				Y	N	A	Y	N	A	Y	N	A	Y	N	A	Y	N	A
1	Brad Burgett	✓		✓			✓			✓			✓			✓		
2	Cathie Carothers	✓		✓			✓			✓			✓			✓		
3	Danny Cornish	✓		✓			✓			✓			✓			✓		
4	Kevin Cory	✓		✓			✓			✓			✓			✓		
5	Clinton Crawley		✓															
6	Tina Foshee-Thomas	✓				✓	✓			✓			✓			✓		
7	Brent Franks	✓		✓			✓			✓			✓			✓		
8	Patsy Guess		✓															
9	David Hawkins	✓		✓			✓			✓			✓			✓		
10	Andrea Henkel	✓		✓			✓			✓			✓			✓		
11	Jordan Hill		✓															
12	Jia Johnson	✓		✓			✓			✓			✓			✓		
13	Vickie Leathers	✓		✓			✓			✓			✓			✓		
14	Cindy Logan	✓		✓			✓			✓			✓			✓		
15	Kara Maness		✓															
16	Sandra Meeks		✓															
17	Dwight Satterfield	✓		✓			✓			✓			✓			✓		
18	Leah Savage	✓		✓			✓			✓			✓			✓		
19	Wade Scott	✓		✓			✓			✓			✓			✓		
20	Les Shumake	✓				✓	✓			✓			✓			✓		
21	David Smith	✓		✓			✓			✓			✓			✓		
22	Consuelo Splawn	✓		✓			✓			✓			✓			✓		
23	Kelli Stacy	✓		✓			✓			✓			✓			✓		
24	Vicky Wade	✓		✓			✓			✓			✓			✓		
25	Craig Young	✓		✓			✓			✓			✓			✓		
26	William Smith	✓																		
27																		

L. SHUMAKE A. HENKEL

B. BURGETT C. LOGAN

C. LOGAN A. HENKEL

L. SHUMAKE T. FOSHEE THOMAS

B. BURGETT J. JOHNSON

	May 10, 2022	Present	Absent	J			K			L			M			N		
				Y	N	A	Y	N	A	Y	N	A	Y	N	A	Y	N	A
1	Brad Burgett	✓		✓			✓			✓			✓			✓		
2	Cathie Carothers	✓		✓			✓			✓			✓			✓		
3	Danny Cornish	✓		✓			✓			✓			✓			✓		
4	Kevin Cory	✓		✓			✓			✓			✓			✓		
5	Clinton Crawley		✓															
6	Tina Foshee-Thomas	✓		✓			✓			✓			✓			✓		
7	Brent Franks	✓		✓			✓			✓			✓			✓		
8	Patsy Guess		✓															
9	David Hawkins	✓		✓			✓			✓			✓			✓		
10	Andrea Henkel	✓		✓			✓			✓			✓			✓		
11	Jordan Hill		✓															
12	Jia Johnson	✓		✓			✓			✓			✓			✓		
13	Vickie Leathers	✓		✓			✓			✓			✓			✓		
14	Cindy Logan	✓		✓			✓			✓			✓			✓		
15	Kara Maness		✓															
16	Sandra Meeks		✓															
17	Dwight Satterfield	✓		✓			✓			✓			✓			✓		
18	Leah Savage	✓		✓			✓			✓			✓			✓		
19	Wade Scott	✓		✓			✓			✓			✓			✓		
20	Les Shumake	✓		✓			✓			✓			✓			✓		
21	David Smith	✓		✓			✓			✓			✓			✓		
22	Consuelo Splawn	✓		✓			✓			✓			✓			✓		
23	Kelli Stacy	✓		✓			✓			✓			✓			✓		
24	Vicky Wade	✓		✓			✓			✓			✓			✓		
25	Craig Young	✓		✓			✓			✓			✓			✓		
26	William Smith	✓																		
27																			

C. CAROTHERS C. LOGAN | B. FRANKS L. SHUMAKE | A. HENKEL B. BURGETT

	May 10, 2022	Present	Absent	O			P			CC								
				Y	N	A	Y	N	A	Y	N	A	Y	N	A	Y	N	A
1	Brad Burgett	✓		✓			✓			✓								
2	Cathie Carothers	✓		✓			✓			✓								
3	Danny Cornish	✓		✓			✓			✓								
4	Kevin Cory	✓		✓			✓			✓								
5	Clinton Crawley		✓															
6	Tina Foshee-Thomas	✓		✓			✓			✓								
7	Brent Franks	✓		✓			✓			✓								
8	Patsy Guess		✓															
9	David Hawkins	✓		✓			✓			✓								
10	Andrea Henkel	✓		✓			✓			✓								
11	Jordan Hill		✓															
12	Jia Johnson	✓		✓			✓			✓								
13	Vickie Leathers	✓		✓			✓			✓								
14	Cindy Logan	✓		✓			✓			✓								
15	Kara Maness		✓															
16	Sandra Meeks		✓															
17	Dwight Satterfield	✓		✓			✓			✓								
18	Leah Savage	✓		✓			✓			✓								
19	Wade Scott	✓		✓			✓			✓								
20	Les Shumake	✓		✓			✓			✓								
21	David Smith	✓		✓			✓			✓								
22	Consuelo Splawn	✓		✓			✓			✓								
23	Kelli Stacy	✓		✓			✓			✓								
24	Vicky Wade	✓		✓			✓			✓								
25	Craig Young	✓		✓			✓			✓								
26	William Smith	✓																
27																		

ADJOURN: 11:52 am