

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

MINUTES
BOARD OF DIRECTORS MEETING
February 9, 2021
Head Start Administration Office - Hugo, Oklahoma

The Board of Directors of Little Dixie Community Action Agency, Inc. met in a regular meeting session on Tuesday, February 9, 2021 at 10:05 a.m. The meeting was held at LDCAA's Head Start Administration Office, located at 1005 S. 5th Street in Hugo, Oklahoma. The notice of time, place, a link to the videoconference (to allow public view and access), 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://littledixie.org/board/>.

The meeting was called to order by Chairman William Smith.

The Invocation was given by Board Member Clinton Crawley.

Roll Call was taken and a quorum was established (17 Board Members present, 5 absent). The following Board Members were present at the meeting site: Brad Burgett, Cathie Carothers, Kevin Cory, Clinton Crawley, Earl Dalke, Brent Franks, Selena Franks, David Hawkins, Andrea Henkel, Vickie Leathers, Leah Savage, Wade Scott, Les Shumake, David Smith, William Smith, Vicky Wade, and Craig Young. The following members were absent: Melissa Cress, Patsy Guess, Sharon Jernigan, Sandra Meeks, and Dwight Satterfield. LDCAA employees and visitors present at the meeting site were: Kinsey Cox, Rhonda Teague, Macy Self, Amber Duncan, and Rebecca Reynolds. LDCAA employees and/or visitors present, appearing remotely via the Zoom communications platform included: Kathy James, Darla Galyon, Dawn McDaniel, Johnny Moffitt, Jordan Mack, Lindsey Miller, Mattie Ferguson, Sara Moore, Sheila Pierce, Sheree Ensley, W.F. Grammar, Natasha Erickson, and Karen Davidson.

A moment of silence was observed in honor of Board Member Trilla Frazier, who passed from this life on January 10, 2021.

William Smith, Chairman, requested the Board's consideration, discussion, and vote to accept Les Shumake as appointed representative for the Choctaw County Board of Commissioners, a Public Entity on the LDCAA Board of Directors (entity to expire 12/31/2021). Smith explained that Les Shumake was appointed by the Choctaw County Board of Commissioners to replace Randy Springfield, who resigned his position on January 5, 2021. A motion was made by Kevin Cory and seconded by David Smith to accept Les Shumake as appointed representative for the Choctaw County Board of Commissioners, a Public Entity on the LDCAA Board of Directors. The roll call vote was as follows: Yes 15; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item D).

William Smith, Chairman, requested a volunteer to serve as Mentor for new Board Member Les Shumake. Board Member Kevin Cory volunteered and was appointed to serve as Board Mentor for Les Shumake (Organizational Standard 5.7).

Sheree Ensley, Fiscal Officer, provided the Board with the Finance/Audit/Loan Committee Report. The Finance/Audit/Loan Committee met on February 9, 2021 at 9:08 a.m. The Committee received a status report on all active loans. The Small Business Administration will be extending loan payment protection for five months due to the latest COVID-19 relief legislation. The Committee voted to recommend full Board approval of the agency's Financial Reports for December 2020. The LDCAA 403(b) Retirement Plan Audit for Plan Year 2019 (Period: 8/1/2019–7/31/2020) and Form 5500 were presented. The Committee voted to recommend full Board approval of the Plan Audit and Form 5500 filing. The Committee also received an update on properties.

CONSENT DOCKET ITEMS

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.

William Smith, Chairman, requested the Board's consideration, discussion, and vote to approve the January 2021 Regular Meeting Minutes and the December 2020 Financial Reports; the January 2021 Financials were distributed for consideration and vote at the March 2021 Board Meeting (Organizational Standards 5.5 and 8.7). A motion was made by David Smith and seconded by Brent Franks to approve the January 2021 Regular Meeting Minutes and the December 2020 Financial Reports. The roll call vote was as follows: Yes 13; No 0; Abstain 2. The motion carried. The Voting Record is attached (Items G & H).

CONSIDER SUBMISSION OF RESOLUTIONS/GRANT APPLICATIONS

1. Choctaw County Emergency Food and Shelter Program – Phase 38 Funding Application to EFSP/United Way in the amount of \$4,992; if awarded, these funds will be used to provide emergency food and shelter (utility, rent, or mortgage) assistance to needy individuals in Choctaw County.
2. FY 2021 YouthBuild Program Grant Application to the U.S. Department of Labor, Employment and Training Administration in the amount of \$853,352; if awarded, 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.
3. 2021 Grant Request to the Potts Family Foundation in the amount of \$15,000; if awarded, these funds will be used for operational support of the agency's Head Start, Early Head Start, EHS-Child Care, and Early Childhood Comprehensive Systems Impact Programs, which promote resilience and help mitigate adverse childhood experiences prevalent among the children served.

After discussion and Board Member input with regards to the applications presented, a motion was made by Brad Burgett and seconded by David Hawkins to approve the submission of

resolutions and/or grant applications in the amount of \$873,344 presented as listed on the Consent Docket. The roll call vote was as follows: Yes 15; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item I).

CONSIDER ACCEPTANCE OF GRANTS/CONTRACTS/AWARDS

1. At-Risk Youth Programs Matching Donation from the Antlers Masonic Lodge #39 Charity Foundation in the amount of \$1,000; these funds will be used for operational expenses of the agency's Passport to the Future Mentoring Program and victim services.
2. Court Appointed Special Advocates Program Donation from the Pushmataha County Historical Society in the amount of \$1,000; these funds will be used for operational expenses of the agency's CASA Program.
3. CASA Program Matching Donation from the Antlers Masonic Lodge #39 Charity Foundation in the amount of \$1,000; these funds will be used for operational expenses of the agency's CASA Program.
4. Retired and Senior Volunteer Program Pandemic Augmentation Award and Match Waiver Approval (Period: 4/1/2020–3/31/2021) from AmeriCorps Seniors in the amount of \$5,000; these one-time funds will be used to support Little Dixie RSVP's efforts to address service challenges faced by the program and its volunteers as a result of the COVID-19 Pandemic. Through this action, notice was also given that statutory match for the 2020-21 budget period has been waived. The total amount awarded for the program year is \$66,799.
5. Choctaw County EFSP – Phase 38 Funding Award from EFSP/United Way in the amount of \$4,992; these funds will be used to provide emergency food and shelter (utility, rent, or mortgage) assistance to needy individuals in Choctaw County.

A motion was made by Andrea Henkel and seconded by Brad Burgett to approve acceptance of grants, contracts, and awards in the amount of \$12,992 as presented and listed on the Consent Docket. The roll call vote was: Yes 15; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item J).

Rebecca Reynolds, Executive Director, requested the Board's consideration, discussion, and vote to re-appoint Jeannie McMillin as LDCAA Equal Employment Opportunity Officer. Jeannie McMillin has held this appointment since 2012, and has attended trainings and other continuing education to keep her well-versed and able to administer the duties as EEO Officer for LDCAA. A motion was made by David Smith and seconded by Brad Burgett to re-appoint Jeannie McMillin as LDCAA Equal Employment Opportunity Officer. The roll call vote was: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item K).

Rebecca Reynolds, Executive Director, requested the Board's consideration, discussion, and vote to approve the LDCAA Equal Employment Opportunity Policy Statement. Reynolds then reviewed the EEO Policy Statement with the Board. A motion was made by Les Shumake and seconded by Brent Franks to approve the LDCAA Equal Employment Opportunity Policy Statement. The roll call vote was: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item L).

Rebecca Reynolds, Executive Director, requested the Board's consideration, discussion, and vote to approve the 2021 LDCAA Affirmative Action Plan. An Affirmative Action Plan is

required under Executive Order 11246 of the Equal Employment Opportunity Laws, with annual approval of the Plan by the Board of Directors. Last year, there were 116 jobs posted with 1,009 applicants. While the agency has made great progress in increasing the percentage of female and minority candidates hired for employment positions within the agency (average incumbency rates at 93% and 27%, respectively), LDCAA plans to increase recruitment resources to attract a wider, more qualified group of females and minorities, in addition to those applicants who identify as a Veteran or with disabilities. The 75-page Plan, which documents progress and analyses, includes the policies, practices, and procedures that LDCAA implements to ensure that all qualified applicants and employees are receiving an equal opportunity for recruitment, selection, advancement, and every other term and privilege associated with employment. Once approved, the Plan will be posted to the LDCAA website (<https://littledixie.org/>) to allow for review online by the public as well. In addition to providing an in-depth analysis of the Affirmative Action Plan, Reynolds facilitated discussion with the Board. After discussion, a motion was made by Andrea Henkel and seconded by Wade Scott to approve the 2021 LDCAA Affirmative Action Plan. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item M).

Rebecca Reynolds, Executive Director, requested the Board's consideration, discussion, and vote to approve revisions to the LDCAA Personnel Policy Manual (Organizational Standards 7.1 and 7.2). Reynolds explained that revisions were needed within Job Posting Policy #621 and LDCAA Staff Training and Development Policy #622. The proposed revisions will serve to strengthen these policies, ensure compliance with Federal requirements, and help broaden the pool of potential applicants for employment. Reynolds outlined all the proposed revisions to the policies and fielded questions. Once approved, agency staff will be notified of the Personnel Policy Manual revisions via email announcement. Agency staff will receive a copy of the revised Personnel Policy Manual through the online Employee Portal. Each employee will sign an acknowledgement of receipt of the revised Personnel Policy Manual. A motion was made by Brent Franks and seconded by Brad Burgett to approve revisions to the LDCAA Personnel Policy Manual. The roll call vote was: Yes 15; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item N).

William Smith, Chairman, requested the Board's consideration, discussion, and vote to elect a Board Member to the Executive and Personnel Committee, pursuant to LDCAA Amended By-Laws, Article X. Craig Young was nominated and Smith opened the floor to receive any other nominations or for discussion. No other nominations were received. A motion was made by William Smith and seconded by Wade Scott to elect Craig Young (McCurtain County) to the Executive and Personnel Committee. The roll call vote was: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item O).

William Smith, Chairman, requested the Board's consideration, discussion, and vote to elect a Board Member to the Succession Committee, pursuant to LDCAA Amended By-Laws, Article XI, Section 1. Andrea Henkel was nominated and Smith opened the floor to receive any other nominations or for discussion. No other nominations were received. A motion was made by William Smith and seconded by Kevin Cory to elect Andrea Henkel (McCurtain County) to the Succession Committee. The roll call vote was: Yes 15; No 0; Abstain 1. The motion carried. The Voting Record is attached (Item P).

William Smith, Chairman, appointed Vickie Leathers (Pushmataha County) to serve as Chairperson for the Succession Committee, pursuant to LDCAA Amended By-Laws, Article XI, Section 2.

William Smith, Chairman, requested the Board's consideration, discussion, and vote to elect a Board Member to the Committee to Research Private and Low-Income Sector Representation for Choctaw County, pursuant to LDCAA Amended By-Laws, Article XI, Section 1. Leah Savage was nominated and Smith opened the floor to receive any other nominations or for discussion. No other nominations were received. A motion was made by Kevin Cory and seconded by Earl Dalke to elect Leah Savage (Choctaw County) to the Committee to Research Private and Low-Income Sector Representation for Choctaw County. The roll call vote was: Yes 15; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item R).

William Smith, Chairman, requested the Board's consideration, discussion, and vote to elect a Board Member to the Risk Assessment and Management Committee, pursuant to LDCAA Amended By-Laws, Article XI, Section 1. David Hawkins was nominated and Smith opened the floor to receive any other nominations or for discussion. No other nominations were received. A motion was made by Craig Young and seconded by Andrea Henkel to elect David Hawkins (McCurtain County) to the Risk Assessment and Management Committee. The roll call vote was: Yes 15; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item S).

Sheree Ensley, Fiscal Officer, requested the Board's consideration, discussion, and vote to approve the LDCAA 403(b) Retirement Plan Audit (Plan Year 2019) and submission of Form 5500 for the period of August 1, 2019–July 31, 2020. Ensley presented the Retirement Plan Audit and explained that there were no issues. These documents were mailed or emailed (depending on preference) to the entire Board to allow for adequate review prior to the February 2021 Board Meeting. A motion was made by Andrea Henkel and seconded by Wade Scott to approve the LDCAA 403(b) Retirement Plan Audit and submission of Form 5500 for the period of August 1, 2019–July 31, 2020. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item T).

Sheila Pierce, Housing Director, requested the Board's consideration, discussion, and vote to approve a Waiver/Exemption of Conflict of Interest for Community Services Block Grant-Coronavirus Aid, Relief, and Economic Security Act Funds/Assistance for Mary Vannoy (a staff member of Little Dixie Community Action Agency), that a full and proper posting of the disclosure has been made to the public, that no objections have been received from the public, a legal opinion determining there is no violation of Oklahoma or local law, any conflict or potential conflict should be waived, and the expenditure of CSBG-CARES Funds/Assistance is fair to LDCAA. The agency has received \$308,480 from the Oklahoma Department of Commerce to aid in addressing family, community and agency-level needs in response to the COVID-19 Pandemic. Of those monies, \$60,000 was set aside for the provision of emergency assistance services, to help meet food, rental/mortgage, prescription, transportation, and utility assistance needs. In accordance with LDCAA's CSBG-CARES Emergency Assistance Policy, Procedure, and Guidelines as well as Oklahoma Department of Commerce requirements, the agency must conduct a public disclosure process and legal review for any/potential conflict of interest if a staff member applies for CSBG-CARES Funds/Assistance. In the case of Mary Vannoy's application for emergency mortgage

assistance, public disclosure has been made with no objections received, and an Affidavit has been signed by Ms. Vannoy attesting that she was not involved in the application and process, activities or decisions regarding the assistance to be provided. Further, the opinion of LDCAA's Attorney, Amber Duncan, is that the exception sought in this matter would not violate Oklahoma or local law. A motion was made by Brad Burgett and seconded by Leah Savage to approve a Waiver/Exemption of Conflict of Interest for CSBG-CARES Funds/Assistance for Mary Vannoy (a staff member of Little Dixie Community Action Agency), that a full and proper posting of the disclosure has been made to the public, that no objections have been received from the public, a legal opinion determining there is no violation of Oklahoma or local law, any conflict or potential conflict should be waived, and the expenditure of CSBG-CARES Funds/Assistance is fair to LDCAA. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item U).

Sara Moore, ERSEA Specialist, requested the Board's consideration, discussion, and vote to approve 2021-2022 Eligibility, Recruitment, Selection, Enrollment, and Attendance Integrated Services Policies and Procedures with Point System. Following the ERSEA Training provided at the Board Meeting in January 2021, copies of the Integrated Services Policies and Procedures with the Point System were distributed to Board Members, who were asked to review and then submit any needed changes. The changes proposed by staff concerned the Point System and the addition of COVID-19 Related Impact on Family (e.g. job loss, drawing unemployment, long-term illness). With no further changes proposed by the Board, a motion was made by Brent Franks and seconded by Wade Scott to approve the 2021-2022 Eligibility, Recruitment, Selection, Enrollment, and Attendance Integrated Services Policies and Procedures with Point System. The roll call vote was as follows: Yes 14; No 0; Abstain 2. The motion carried. The Voting Record is attached (Item V).

Sheila Pierce, Housing Director, requested the Board's consideration, discussion, and vote to approve the FY 2021 Operating Plan and Annual Operating Budget Documents (by Lines of Business) for submission to NeighborWorks® America. Pierce reviewed the Operating Plan and Annual Operating Budget Documents in detail with the Board. A motion was made by Wade Scott and seconded by Craig Young to approve the FY 2021 Operating Plan and Annual Operating Budget Documents (by Lines of Business) for submission to NeighborWorks® America. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item W).

Rebecca Reynolds, Executive Director, facilitated a review and discussion of LDCAA's Mission Statement with the Board, in accordance with Organizational Standard 4.1. After review and discussion of the Mission Statement, the Board was in agreement that the mission addresses poverty, and that LDCAA's programs/services are in alignment with the mission. Reynolds added that once the agency's rebranding process is completed, it may be necessary to review the Mission Statement again.

Rebecca Reynolds, Executive Director, provided an update on the Board Self-Assessment (Organizational Standard 5.7). The agency is required to conduct the Board Member Self-Assessment every two years. Board Members essentially "rate" themselves in a series of questions related to the Board and its functioning. Once the tool is ready, the Self-Assessment will be

distributed to the Board (via email or mail) for completion. The findings of the Self-Assessment will be reported to the Board; based on the responses, the Board Training Committee will develop a plan to raise capacity in areas identified as needs by Board Members.

Sheila Pierce, Housing Director, provided a Board Training/Programmatic Report over Quarterly Housing Production as reported to NeighborWorks® America (Organizational Standards 5.7 and 5.9). Pierce provided a review and facilitated discussion with the Board regarding the Quarterly Housing Production for the period October 1, 2020 through December 30, 2020. With a total reported investment of \$2,570,739.55, the production reports provided insight into activities such as numbers of homeowners created, preserved homeownership, and rental homes constructed, acquired and preserved, as well as numbers of individuals having received housing counseling.

Rebecca Reynolds, Executive Director, provided the Board with a report on the Weatherization Program and monitoring results.

W.F. Grammar, Risk Manager, provided the Board with the Risk Assessment/Management Report. Grammar reported on activities over the last quarter in the areas of Workers' Compensation, safety, and risk management.

Jordan Mack, HS/EHS/EHS-CC Assistant Director, provided the Board with the Head Start/Early Head Start/EHS-Child Care Policy Council Report for the January 19, 2021 meeting (Organizational Standards 2.1, 5.7, and 5.9).

Rebecca Reynolds, Executive Director, recognized Natasha Erickson (Case Manager, YouthBuild Program) as the February 2021 Employee of the Month.

Rebecca Reynolds, Executive Director, recognized the following Service Award recipients: Five Years – Jodie Allen (Victim Services Coordinator/Advocate, Safe Place Healing Hearts Program) and Johonna House (Assistant Nutrition Specialist, Head Start/EHS/EHS-CC Programs).

Other Reports/Announcements/Correspondence were presented as follows: HHS Communication and Guidance Report; HS/EHS/EHS-CC Program Summary Report; USDA Meals and Snack Report; HS/EHS/EHS-CC Enrollment/Attendance Report; HS/EHS/EHS-CC Data Analysis Report; CSBG CARES Monitoring Report; and Teen Dating Violence Awareness and Prevention Month Infographic (Organizational Standards 5.7 and 5.9).

There being no other business to come before the Board, a motion was made by Brad Burgett and seconded by Andrea Henkel to adjourn the regular meeting. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. Voting record is attached (Item HH).

The Regular Meeting adjourned at 11:54 a.m.


David Hawkins, Secretary/Treasurer

CALL
TO
ORDER:
10:05
am

K. CORY
D. SMITH
D. SMITH
B. FRANKS
B. BURGETT
D. HAWKINS
A. HENKEL
B. BURGETT
D. SMITH
B. BURGETT

	February 9, 2021	Present	Absent	D			G#H			I			J			K				
				Y	N	A	Y	N	A	Y	N	A	Y	N	A	Y	N	A		
1	Brad Burgett	✓		✓						✓	✓				✓			✓		
2	Cathie Carothers	✓		✓			✓			✓	✓				✓			✓		
3	Kevin Cory	✓		✓			✓			✓	✓				✓			✓		
4	Clinton Crawley	✓		✓			✓			✓	✓				✓			✓		
5	Melissa Cress		✓																	
6	Earl Dalke	✓		✓			✓			✓	✓				✓			✓		
7	Brent Franks	✓		✓			✓			✓	✓				✓			✓		
8	Selena Franks	✓		✓			✓			✓	✓				✓			✓		
9	Patsy Guess		✓																	
10	David Hawkins	✓		✓			✓			✓	✓				✓			✓		
11	Andrea Henkel	✓		✓			✓			✓	✓				✓			✓		
12	Sharon Jernigan		✓																	
13	Vickie Leathers	✓		✓			✓			✓	✓				✓			✓		
14	Sandra Meeks		✓																	
15	Dwight Satterfield		✓																	
16	Leah Savage	✓		✓			✓			✓	✓							✓		
17	Wade Scott	✓		✓			✓			✓	✓				✓			✓		
18	Les Shumake	✓		✓											✓			✓		
19	David Smith	✓		✓			✓			✓	✓				✓			✓		
20	Vicky Wade	✓		✓			✓			✓	✓				✓			✓		
21	Craig Young	✓		✓			✓			✓	✓				✓			✓		
22	William Smith	✓																		
23																				
24																				
25																				
26																				
27																				

①

L. SHUMAKE
B. FRANKS
A. HENKEL
W. SCOTT
B. FRANKS
B. BURLETT
W. SMITH
W. SCOTT
W. SMITH
K. CORY

	February 9, 2021	Present	Absent	L			M			N			O			P		
				Y	N	A	Y	N	A	Y	N	A	Y	N	A	Y	N	A
1	Brad Burgett	✓		✓			✓			✓			✓			✓		
2	Cathie Carothers	✓		✓			✓			✓			✓			✓		
3	Kevin Cory	✓		✓			✓			✓			✓			✓		
4	Clinton Crawley	✓		✓			✓			✓			✓			✓		
5	Melissa Cress		✓															
6	Earl Dalke	✓		✓			✓			✓			✓			✓		
7	Brent Franks	✓		✓			✓			✓			✓			✓		
8	Selena Franks	✓		✓			✓			✓			✓			✓		
9	Patsy Guess		✓															
10	David Hawkins	✓		✓			✓			✓			✓			✓		
11	Andrea Henkel	✓		✓			✓			✓			✓			✓	✓	✓
12	Sharon Jernigan		✓															
13	Vickie Leathers	✓		✓			✓			✓			✓			✓		
14	Sandra Meeks		✓															
15	Dwight Satterfield		✓															
16	Leah Savage	✓		✓			✓			✓			✓			✓		
17	Wade Scott	✓		✓			✓			✓			✓			✓		
18	Les Shumake	✓		✓			✓			✓			✓			✓		
19	David Smith	✓		✓			✓			✓			✓			✓		
20	Vicky Wade	✓		✓			✓			✓			✓			✓		
21	Craig Young	✓		✓			✓			✓			✓			✓		
22	William Smith	✓																
23																		
24																		
25																		
26																		
27																		

K. CORY
E. DALKE
C. YOUNG
A. HENKEL
A. HENKEL
W. SCOTT
B. BURGETT
L. SAVAGE
B. FRANKS
W. SCOTT

	February 9, 2021	Present	Absent	<i>R</i>			<i>S</i>			<i>T</i>			<i>U</i>			<i>V</i>		
				Y	N	A	Y	N	A	Y	N	A	Y	N	A	Y	N	A
1	Brad Burgett	✓		✓			✓			✓			✓			✓	✓	✓
2	Cathie Carothers	✓		✓			✓			✓			✓			✓		
3	Kevin Cory	✓		✓			✓			✓			✓			✓		
4	Clinton Crawley	✓		✓			✓			✓			✓			✓		
5	Melissa Cress		✓															
6	Earl Dalke	✓		✓			✓			✓			✓			✓		
7	Brent Franks	✓		✓			✓			✓			✓			✓		
8	Selena Franks	✓		✓			✓			✓			✓			✓		
9	Patsy Guess		✓															
10	David Hawkins	✓		✓			✓			✓			✓			✓		
11	Andrea Henkel	✓		✓			✓			✓			✓			✓		
12	Sharon Jernigan		✓															
13	Vickie Leathers	✓		✓			✓			✓			✓			✓		
14	Sandra Meeks		✓															
15	Dwight Satterfield		✓															
16	Leah Savage	✓		✓						✓			✓			✓		
17	Wade Scott	✓		✓			✓			✓			✓			✓		
18	Les Shumake	✓		✓			✓			✓			✓			✓		
19	David Smith	✓		✓			✓			✓			✓			✓		
20	Vicky Wade	✓		✓			✓			✓			✓			✓		
21	Craig Young	✓		✓			✓			✓			✓					✓
22	William Smith	✓																
23																		
24																		
25																		
26																		
27																		

W. SWOTT
 C. YOUNG
 B. BURGETT
 A. HENKEL

February 9, 2021		Present	Absent	W			H								
				Y	N	A	Y	N	A	Y	N	A	Y	N	A
1	Brad Burgett	✓		✓			✓								
2	Cathie Carothers	✓		✓			✓								
3	Kevin Cory	✓		✓			✓								
4	Clinton Crawley	✓		✓			✓								
5	Melissa Cress		✓												
6	Earl Dalke	✓		✓			✓								
7	Brent Franks	✓		✓			✓								
8	Selena Franks	✓		✓			✓								
9	Patsy Guess		✓												
10	David Hawkins	✓		✓			✓								
11	Andrea Henkel	✓		✓			✓								
12	Sharon Jernigan		✓												
13	Vickie Leathers	✓		✓			✓								
14	Sandra Meeks		✓												
15	Dwight Satterfield		✓												
16	Leah Savage	✓		✓			✓								
17	Wade Scott	✓		✓			✓								
18	Les Shumake	✓		✓			✓								
19	David Smith	✓		✓			✓								
20	Vicky Wade	✓		✓			✓								
21	Craig Young	✓		✓			✓								
22	William Smith	✓													
23															
24															
25															
26															
27															

ADJOURNS
 11:54am

(4)