



**Waters Elementary School  
Local School Council**

**Meeting Minutes - APPROVED**

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| <b>Date</b>                  | Tuesday, September 15 2020   |
| <b>Meeting Type</b>          | Regular Meeting  |
| <b>Time Start/End</b>        | 6:33pm/  |
| <b>Location</b>              | Google Meet  |
| <b>Chairperson</b>           | Jason Rieger   |
| <b>Minutes Prepared By</b>   | Lydia Milman Schmidt   |
| <b>Attendees</b>             | Present: Peggy Ballasch, Chris Brannan, Greg Foster-Rice, Ari Frede, Titia Kipp, Zach Koutsky, Jason Rieger, Lydia Milman Schmidt, Erica Smith, Rielly Wall, Mark Williams |
| <b>Minutes Approved Date</b> | October 20, 2020   |

**Welcome/Review of Meeting Procedures - Jason Rieger**

**Actions**

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| <b>Approve Agenda</b>  | Updated numbers for budget approvals have been sent out.<br>MW: Move to approve agenda<br>GFR: Second<br>Unanimous approval |
| <b>Approve Minutes</b> | AF: Move to approve<br>ZK: Second<br>Unanimous Approval   |

### Public Comment

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| <b>Parent (via email)</b>  | Positive shout-out to Mr Wall and 2nd Grade team!   |
| <b>Parents (via email)</b> | Thank you Mr Wall and Mr Orlov  |
| <b>Parent (via email)</b>  | Thank you for a great first week - 5th grade team   |
| <b>Parent (via email)</b>  | <p>Thank you 8th grade team for a smooth transition into school. When is the call for parents to share initial feedback and concerns?</p> <p>Mr Raman: Plan to have recurring meetings with parents. They will start after curriculum night.</p> <p>Parent: Question about music curriculum in middle school.</p> <p>TK: Will come on curriculum night. Teachers will be sharing information or reach out directly to teachers. It should have been emailed at the beginning of the year.</p>   |
| <b>Parent (via email)</b>  | Thank you kindergarten team   |
| <b>Mike Fourcher</b>       | <p>Father of a 6th grader. Regarding Ms Garcia. Changed from teaching drama because CPS found out she was not endorsed. Garcia is known among students as the worst teacher in the school. They, and other parents, have submitted formal complaints. His child was singled out and bullied. They pulled their child out of Ms Garcia's art class. Last week Ms Garcia was 40 minutes late, told children to make sure parents weren't in the room, took attendance and ended class. Requests that Ms Garcia is removed from Waters Elementary. Questions whether she is teaching a full-time position.</p> |
| <b>Parent (via email)</b>  | Thank you 8th grade team.   |
| <b>Parent (via email)</b>  | <p>Is Ms Murat (5th grade) a permanent member of the team?</p> <p>TK: Will discuss later.</p>   |
| <b>Parent (via email)</b>  | Thank you, teachers.  |
| <b>Robert Sebanc</b>       | <p>Shout out to 6th grade team and Ms Walsh.</p> <p>Last week Ms Garcia was 40 minutes late to art class. Was shocked and dismayed to hear Ms Garcia twice ask everyone else to leave the room. Felt it was creepy, given Ms Garcia's reputation and past conduct with students. Will be paying very close attention to her classes from this point forward.</p> <p>Today there was a virtual learning bomber who hacked their way</p>  |

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|                           | <p>into the class and showed pornographic images and used racial slurs. Ms Walsh handled well and communicated to parents. There was no communication from the administration, which is shocking. Why have parents not heard from admin about what they are doing to handle this situation?<br/>TK: Will address in principal report.</p>  |
| <b>Parent (via email)</b> | Thank you kindergarten team for patience and hard work.  |
| <b>Parent (via email)</b> | <p>2nd grade parent. Homeroom is going well. Clear expectations communicated at the beginning of the week would be helpful. Transitions between meets are unmanageable for 2nd graders. JR: Reach out to 2nd grade team.<br/>Ms Soto: Agree about reaching out to the teacher. Adjustments can still be made to schedule. Teachers and parents are partners in this process.</p> |

**New Business**

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| <b>Parent Rep Vacancy</b>                                 | <p>We need to fill the parent vacancy. With new community rep, we opened a window for anyone who wished to be considered. Those who already submitted their applications do not have to be considered. We need to vote on the window for parent reps and schedule an executive session to decide and vote publicly. Parent rep would then become immediately eligible. Window should be about one week.</p> <p>JR: Motion: Open window to accept new applications for parent rep from September 16-23, 2020. New applications will be in addition to those we have from April. Documents need to be turned in to the Waters office by 3pm on September 23, 2020.<br/>CB: Second.<br/>Unanimous Approval.</p> <p>Executive Session and public vote will be <b>September 29, 2020 at 6:30pm.</b></p> |
| <b>Budget Transfers - Salary and benefits adjustments</b> | <p>Transfer \$4238.02 from 25781 115 51300 29001 000575 to 25781 115 51330 29001 000575 to clear negatives on salary and benefits line.</p> <p>TK: To clear negatives based on benefits, lanes and steps, teacher pay increases, etc.<br/>Scheduling a budget training meeting for LSC members to learn more about salary and benefit pointer lines.<br/>JR: These have always been ongoing, but LSC has not been</p>  |

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|  | <p>approving all of them in the past.<br/> TK: Yes. Adjustments are being made by central office.<br/> AF: Clarify - This is a cash flow issue?<br/> TK: The negative here came between Friday and Monday.<br/> Central office makes these on a regular basis. Salaries change as staff move around.<br/> CB: The two lines it's going between are a regular position pointer - a salary line - to a benefit line. When you have a small adjustment you can throw things out of whack. It's not really overspending, just an estimate.<br/> The number from the Oracle report we received on Friday was slightly higher. Just want to confirm that that is the final, correct number to move.<br/> TK: As of today, yes. That is for the salary and benefit adjustment lines.<br/> CB: The Oracle report from last week was slightly higher negative amount, so it's reduced a little bit.<br/> TK: Assuming we may see other adjustments throughout the school year.<br/> JR: Motion to approve transfer of \$4238.02 to clear negatives on salary and benefits line.<br/> RW: Second<br/> Unanimous approval.</p> |
| <p><b>Summer clerk transfer</b></p>    | <p>Transfer \$4495.75 from Early Birds IAMS account to 25781 124 51320 29001 002239 clear negative for Bucket Number # 568406</p> <p>CB: The second item is moving funds from internal accounts into the CPS accounts. This is revenue that's been generated by the school's Early Birds program.<br/> LMS: Clarifying that this is due to clerks working summer hours that are outside their regular contracts.<br/> JR: Move to transfer \$4495.75.<br/> ? : Second.<br/> Unanimous approval.</p>   |
| <p><b>Opening teacher position</b></p> | <p>Request to open a teacher position using Oracle and/or IAMS funds.</p> <p>TK: We are short-funded a staff position, so I am asking the LSC to move funds to open a position for a homeroom position. Funds would come from internal accounts or Oracle, or a split, or all internal accounts.<br/> CB: Can you explain why this has happened? This is an increase in the number of homeroom teachers?<br/> TK: Correct.</p>  |

CB: The plan is to have 25 homeroom teachers this year compared to 24 for last year. The student enrollment is only slightly higher than last year.

JR: We anticipated higher enrollment.

TK: Yes. We were in the range of 670, 680, but at the last minute a lot of people left. We are still projected above 641, but not by much. We are still offering lottery spots for families. If we don't add a homeroom, we'll have to create grade level splits and condense classrooms. Want to continue with smaller homerooms and hopefully we will get some reimbursement from the district for enrollment over projections. Approximately \$31,000, which is not enough to open a position. If we wait until after the 20th day, we'll lose that teacher.

RW: If the money is reimbursed after we transfer funds, what will happen with that money?

TK: It would go into a miscellaneous line, and Ms Kipp would come back to the LSC to share what we would be able to do with those funds.

CB: If we are expecting roughly \$30,000 more, we would need to spend roughly \$70,000?

TK: Reached out to HR to do a simulation based on lanes and steps of the teacher I want to make permanent. I have not heard back exactly what the full amount may be. Ballpark figure is \$100,000, which is usually higher. This may be closer to \$95,000 for salary plus benefits.

CB: My concern is whatever we do now has an implication on what we do in the future. If we spend money from internal accounts, we don't know what will happen in the future. Other options may not be great, but should be considered.

JR: It's a question of money versus what's best for the kids. We haven't allocated Waters Today money.

TK: This is a very unusual year. CPS anticipating budgeting projections for next year will be inaccurate. Anticipating that students who left the district will come back next year.

Currently roughly \$97,000 in Internal Accounts. With today's transfer, that goes down to \$92,000. We'd have to split funding between internal accounts and Oracle.

About \$21,197.56 as of yesterday in Oracle in a pointer line. A little more than \$50,000 in non-personnel for materials and supplies.

JR: The \$50,000 for non-personnel is something that could be covered by Waters Today. They're currently paying for half of a music position. They have the ability after paying that to pay for consumables if we need them.

TK: Waters Today funds are more flexible.

CB: We are expecting that the level of fundraising this school year will be lower. We have about \$160,000 available. Assuming we get roughly \$30,000 back from CPS, that would leave us with about \$70,000, which is not a large pot of money for other contingencies, especially given uncertainty.

Do we have the numbers by grade level?

TK: Yes.

Kindergarten - 67

1st - 82

2nd - 73

3rd - 72

4th - 56

5th - 81

6th - 57

7th - 77

8th - 81

CB: Smallest class sizes are in kindergarten, but if we combined classes that would be 33 and 34 kids in each class.

TK: We would be in violation of CTU contract.

Ms Soto: The number is 28 in kindergarten. If you go over that number, there would be required aides, which are CTU teacher assistant positions.

Ms Soto: 31 is the class size limit in middle school.

JR: I understand the desire to not drain all of the money, but the idea of putting more kids into Google meets doesn't seem tenable. It would be unfair to the teachers and the students.

GFR: Confirming Chris' math.

TK: Salary would be about \$75,000 plus \$25,000 in benefits.

GFR: That would leave us with \$100,000 in our budget. In the middle of a pandemic, we want to make sure we have plenty of money for subs. Can we clarify where sub money comes from during that time?

TK: The substitute line is one we've created for when we've done professional development in a regular school year. We haven't really touched that line except that we have somebody working right now as a sub until we have a position or don't. That is a 124 line directly connected to internal accounts. The money set aside by CPS per union agreement is that substitutes are funded separately when teachers are out sick.

GFR: Thank you for that clarification.

JR: After making transfers for this, we will have \$100,000 left for the rest of the year. That doesn't seem untenable.

TK: Yes, but that includes a potential \$30,000 from CPS that we may not receive.

CB: Concerned about what that means for next year.

JR: We've consistently had more money than we needed to cover expenses. It's plausible that we'll have more money again

as things adjust from year to year. In a full year we will likely be able to go to school in person to some degree, which will bring students back to public school. We are in a fortunate position to have these internal accounts. Being able to ensure a better education for our children is a good use of internal accounts, in my opinion.

AF: All of these are funds-in-hand, correct?

CB: Yes. The \$30,000 back from the 20th day adjustment is the only thing that isn't.

GFR: It is very awkward that we are in this position. I know it's difficult, but it's difficult to make decisions with this timing. Would like better planning so we aren't put in this position again.

JR: We don't have a specific amount to open up. Motion to authorize the transfer of funds from Oracle and Internal Accounts to cover the cost of an additional teacher position.

TK: Second.

CB: Are we going to vote on the essentials position as well?

JR: The vote I'm going to call is the request to fill the homeroom position. We can discuss the potential impact of the essentials teacher position.

LMS: If we approve this position, we won't have enough money to hire a new essentials teacher.

TK: Not necessarily. The \$30,000 may be low. I propose we hold off on any other openings until after the 20th day. This one is urgent. An essentials position, we would hire someone with minimal seniority, so cost would be less. Our budget is very heavily salary-based due to the experience of our staff. Turnover is very low, which is a good thing.

CB: Could the current extra essentials teacher cover a homeroom?

TK: No. The homeroom teacher would be working with that grade level. They can't provide an essential and daily homeroom support.

LMS: There is an essentials teacher who could theoretically cover a homeroom.

TK: Yes, but that would create a lot of upset in the programming that has already been established. Given the circumstances with remote learning, it isn't the best option with the interests of the children in mind.

PB: We've been putting a lot of planning into back to school week and trying to create a sense of community virtually with students. If we shift people around at this point, you're upsetting at a time when we need a sense of stability with kids. To shuffle people around is going to disrupt what we've been building for the past two weeks.

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|  | <p>JR: It would affect a lot of kids in a negative way. A comment from the chat, would it make sense to put a cap on that position? Since we know the approximate amount and it's a specific teacher who we want to hire.</p> <p>JR: Move to authorize the transfer of funds from Oracle and IAMS in the amount to cover the salary and benefits for a Gen Ed Homeroom position.</p> <p>TK: Second.</p> <p>Roll Call Vote:</p> <p>AF: Aye<br/> PB: Aye<br/> RW: Aye<br/> TK: Aye<br/> ZK: Aye<br/> GFR: Aye<br/> MW: Aye<br/> CB: Abstain<br/> ES: Aye<br/> LMS: Abstain<br/> JR: Aye</p> <p>Motion passed: 9 Ayes, 2 Abstentions</p> |
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**Reports**

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| <b>Chair Report</b>     | <p>Thank you to staff and admin for a strong start to remote learning. We've been enjoying the school year so far. For new parents, the LSC meets the third Tuesday of every month except around holidays. We will be meeting virtually as long as remote learning is going on.</p> <p>There is an LSC election coming up in November. They are reopening candidate applications through 3pm October 2, 2020. This is for a term starting January 10, 2021. Forms can be found online or at school. Forms must be returned to the office in person with two pieces of identification. The CPS LSC main page has all the info. Elections are November 18.</p> <p>[Reads letter from OLSCR]</p> <p>TK: Clarify that if somebody withdraws their candidacy, please email Ms Kipp.</p> |
| <b>Principal Report</b> | <p>Thank you, LSC members. It's getting late. The start to the year was like none other. Positive comments have helped lift staff</p>  |

morale. There's been emphasis on SEL, which is directly related to CIWP. Should be embedded across curriculum. Make sure students know we are trying to be in tune with them, listening and displaying empathy.

[Attach Principal Report]

Have created ILT, SEL Committee, Bilingual Teacher Committee, Arts Leadership Team, Tech support committee, MTSS committee.

Added "Genius Hour" for 6th-8th grades. Students will be meeting with Ms Vecchioni.

Planning virtual events - high school, DL meetings, holiday performances, other exhibitions.

Mr Leki is working with staff starting this week to provide ecology lessons virtually.

Staff are going to discuss picking up materials from school.

Nature play space - Still not moving forward due to family illness with vendor.

Town hall for new families Wednesday, September 16.

Google Meet interruption today - Following protocols. Asked that Ms Walsh send an email to parents to let them know admin is in contact with Office of Student Protections. Ms. Kipp is in contact with the principal at the other school so they are aware. Concerns about ensuring these things don't happen - we are looking into it further in terms of supports needed to make sure classrooms are locked down and safe. Can't 100% guarantee that a meeting can't be hacked. It is important that we are communicating with students, making sure students aren't sharing links. Saw the video from MS Walsh's classroom. She handled it well. Have reached out to Ms Bricker and social worker. Reminder to parents to make sure students aren't sharing information. This was a premeditated situation, and there were email exchanges between students. We know who they are and we are following up with families involved.

ES: Can you speak to recording of meets by teachers?

TK: All synchronous meetings that CPS teachers conduct must be recorded. Sent a reminder to staff to make sure they're

recording. Can keep recording during asynchronous time as well. Meetings are archived.

LMS: Can you explain decision around rearranging essentials? Also, what is Genius Hour?

TK: That's still in process. Ms Vecchioni can speak more to the genius hour experience if she's on the call.

AV: We are embarking on design thinking. Genius Hour is part of that. Genius Hour starts this week from 6th-8th grades. Looking forward to new projects and innovation.

TK: The visual arts program, with the information that I received from CPS - Reads a statement from CPS: "There are some questions in regards to endorsements. The staff member is endorsed in visual arts in grades 6-8, which is currently assigned. Due to the recent expansion in ISBE's licensure in the arts, CPS is working to ensure that teachers are working toward endorsements. We are working closely with CPS Department of Arts Education to ensure all of our arts educators are giving quality instruction in the classroom.

LMS: Is there a plan to bring the drama program back?

TK: That would be the goal, but finances are something that we're trying to work through. It would be nice to be able to bring it back.

ES: To clarify, Genius Hour is the 5th essential for grade 6-8.

CB: Is there a 5th essential for grades K-5?

TK: Ms Bricker and Mr Leki are providing supports. It's a space made specifically for Mr Leki because remote learning because schedules are tight.

PB: Mr Leki is doing some instruction during class time, and the other part is getting students out to places they'd normally go on field trips.

TK: That's with families, not with Mr Leki.

CB: Does that constitute the equivalent to drama? Is an art essential a requirement? If K-5 are now having more time with Mr Leki, are they getting the right amount of arts-type education? They've got visual art, but this is a substitute for drama.

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|               | <p>TK: They have music also. The ecology program is currently replacing drama.</p> <p>CB: Does that constitute arts education in the context of CPS?</p> <p>TK: Ecology? No.</p> <p>LMS: The reason for 6th essential is to cover prep periods. Mr Leki can't do that alone. What is the thought process behind Ms Bricker or Ms Garcia co-hosting preps and what is the long-term plan?</p> <p>TK: Thought process is to be able to provide essential time per union contract. It is what we're doing currently to provide time per contract. We will revisit after the 20th day of school.</p> <p>JR: Has the reason for the movement been covered? I don't think it is clear for everyone so people can understand.</p> <p>TK: There were certification concerns that came into play and based on the certifications, we were asked to change the position for the teacher. I'm concerned about going into personnel conversation during an LSC meeting because this is not the scope of the LSC to discuss personnel. If there are concerns, please reach out to me. When it comes to anyone's concerns regarding any matter, I am taking those things very seriously. This is not the forum for that conversation.</p> <p>For years that was an area that the state didn't have an endorsement for -- I think I'm done talking about it.</p> <p>GFR: My general concern is that this is the second year in a row that we've had an abrupt, unilateral shift in our essentials program. We don't seem to have a long-term plan for how essentials fit into other classes.</p> |
| <b>Budget</b> | Minutes of the 9/14 meeting will be posted once they are approved.  |
| <b>PPLC</b>   | RW: Describe PPLC and roles. There were a lot of PD opportunities, especially in Google Meet tools. A lot of staff attended Googlepalooza. PD in Reading Street online tools, MyPerspectives for 8th grade. A lot of the focus has been on executive functioning and organization, and getting back into the  |

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|                                 | <p>routine of school. Parents have reached out, and looking at ways to modify expectations going forward.</p> <p>PB: SEL curriculum started with Brave New World. It is up and running. Almost all staff is finished with the three-hour training. SEL team is up and running as well.</p> <p>RW: For new parents, we're going to plan PPLC monthly that will be led by myself and Ms Ballasch. Those are open meetings if you would like to join for a portion of the meeting.</p> <p>AF: Curious if SEL program was well-matched to the meet bombing that happened today.</p> <p>PB: I wasn't aware of that until just before this meeting, but the teacher addressed it at the time. How to address and name feelings and move forward. Practicing not to stay in that negative moment. We want them to learn and grow to change the world for a better place. That will probably lead to good discussions in this classroom.</p> <p>ES: Has there been an opportunity for staff to do collective PD outside of the 3-hour training?</p> <p>PB: Ms Bricker and I talked about it. The 3-hour training takes you through a lot of it as yourself. We are looking for more opportunities for training for staff to help take care of ourselves. We expect the staff to model what we expect from the students.</p> <p>Ms Bricker: We've talked about the importance of working through the PD as a staff, as well as the lessons at each grade level. We will discuss in upcoming grade level team. This is a great opportunity for me to fill the essential time slot and reinforce Choose Love. Look forward to going into all K-5 classes. Will continue Lunch Bunch in 6-8 grades.</p> |
| <b>CIWP</b>                     | No update.  |
| <b>Fine Arts Committee</b>      | <p>[Attached].</p> <p>AV: The theme for the year is innovation. Please reach out if you'd like to be involved.</p>  |
| <b>Facilities &amp; Grounds</b> | The nature play space process should begin in October.  |
| <b>Principal Evaluation</b>     | ES: We are still working to schedule a feedback session from Principal Evaluation. It is unclear what will replace spring MAP   |

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|            | <p>scores for principal evaluation.</p> <p>Template for reports.<br/>Scheduling a check-in following 20th day of school.</p> <p>CB: For budget report - Waters Today allocation we discussed last month, we are going to wait until the 20th day to finalize what is happening and what the total level of funding is so we can make educated decisions.</p> |
| <b>BAC</b> | Skipped.   |

**Public Comment**

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| <b>Sam Kaune</b>     | <p>Thanks to Mr Wall and Mr Orlov. I also have a question about drama and certification, but I now realize that's off-limits, and I respect that. I will submit my comment to Ms Kipp and I'd appreciate a written response.</p>   |
| <b>Robert Sebanc</b> | <p>I wanted to follow up. I know you said conversations regarding drama and the redesignation to art were off-limits in this forum. My opinion is - and I know you're not going to comment - I know that this has been addressed to you in the past. In my experience emails aren't answered. I think you owe the Waters community an explanation. You had a teacher who taught for years in an area where they weren't endorsed. We don't understand why Ms V has taught art for years in all the grades and now she's not. I think you owe the community an explanation as to why these decisions are made. Communication is so poor. I think this is a great forum for you to address it and talk about why these things happen.</p> <p>JR: It is outside what the LSC has control over. We can't participate in personnel issues outside where they pertain to the budget or CIWP.</p> <p>TK: I can reach out to the departments in central office so I can make sure that I am addressing the concerns that have been raised. However, personnel matters are not the jurisdiction of the LSC. I am following BOE policies and protocols. I can follow up with individuals based on guidance I have from central office.</p> <p>Ms Soto: There are protections in place for teachers, so there is a limit to what can be shared.</p> |
| <b>Erica Battin</b>  | Shout out to homeroom teachers. I agree wholeheartedly that a  |

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|                         | last-minute change to essentials does have an effect on our CIWP and budget. No communication regarding changes to how our children are being educated. It is my understanding that personnel are hired to fill positions, not to keep teachers.  |
| <b>Karen Soto</b>       | Shout out to parents and teachers for doing such an awesome job during remote learning.   |
| <b>Mike Fourcher</b>    | To recap: Ms Vecchioni was moved out of 6-8 art and is now teaching a sort-of art class. Ms Garcia is now supervising Mr Leki. Either she lied about her certifications or her lack of certification was hidden by the administration. The LSC members are allowed to ask questions about anything they want, they can only vote on certain issues.   |
| <b>Darian Martyniuk</b> | Thanks, teachers. The union is correctly standing up for their member. I would like to know from teacher members, who is standing up for my kid who is being abused by a teacher? Who is standing up for my kids, who have multiple complaints to the OIG, principal and Mr Segovia. Who is standing up for our kids against a bully?   |
| <b>Stuart Lange</b>     | I understand Ms Kipp's desire to not discuss personnel matters. Teacher certifications are a matter of public record. You can find them on the ISBE web site. There is a budget issue because there is a desire to open another essentials position. Why do we need six full-time essentials positions this year when five were sufficient last year?<br><br>TK: We are not voting on a potential sixth essentials position. This is something that is still a discussion. Nothing has been voted on. I'm still working with central office on certain items. Yes. All certifications are public and listed with ISBE. Still working with HR. |
| <b>Ms Bricker</b>       | I want to reiterate what Greg said earlier about this being revisited on the 20th day. For now, I enjoy meeting with K-5 for Choose Love.   |
| <b>Jason Rieger</b>     | Kindergarten class had full attendance, which speaks to hard work done by the kindergarten team to ensure that every parent got on.   |

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| <b>Adjourn Meeting</b> | Motion: MW<br>Second: ZK<br>Yes: Unanimous |
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**Action Items/Next Steps**

| <b>Action Item</b> | <b>Owner</b> | <b>Due Date</b> |
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| <b>Next Meeting Date &amp; Time</b> | Exec Session: Tuesday, September 29, 2020 6:30PM<br>Regular Meeting Tuesday, October 20, 2020 6:30PM |
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