

**SOUTHTECH CHARTER ACADEMY, INC.
SOUTHTECH PREPARATORY ACADEMY, INC.
SOUTHTECH SUCCESS CENTER, INC.**

September 17, 2019 Minutes of the Regular Governing Board Meeting

1. *Call to order by Mr. Notter at 8:05pm*

2. *Pledge of Allegiance*

3. *Roll Call by Ayesha Edmond*

Present: Aram Bloom, Dan Heller, Diane Heinz, Suzanne Nicolini, James Notter, Ayesha Edmond, Russ Feldman, Jonathan Flah, Robert Kesten

Absent: Roger Dunson, Carl McKoy

Quorum

4. *Open Public Meetings Act Statement* – The meeting has been properly noticed.

5. *Public Presentation:* Ken Smith, Auditor from Keefe, McCullough & Co., LLP gave a brief summary report to the Board, saying that everything went very well and that the information was given to the auditors very timely. There were no unusual findings in the audit dated June 30, 2019. The financial statements that are produced internally are very accurate. In addition, there is a single audit required with regards to the Federal money received (over \$750,000) and it was good. He asked the Board if there were any questions, and there were none. Mr. Kidd thanked Mr. Smith for the help he has been to SouthTech in doing the audit, and that he will miss working with him. Mr. Smith said it has been a pleasure working with him.

6. *Approval of the Minutes for the STA/STPA/STSC Regular Governing Board/SAC Meeting August 8, 2019:*

Motion: Mr. Kesten Second: Ms. Heinz

All in favor. Motion carries.

Approval of the Minutes for the STA/STPA/STSC Special Board Meeting September 5, 2019:

Motion: Mr. Kesten Second: Mrs. Nicolini

All in favor. Motion carries.

7. *Treasurer's/Financial Report:* Mr. Heller reported that the STA/STPA/STSC Finance Committee met prior to the Board meeting, and recommends approval for STA Items C-1 through C-4, Emergency Item E-1; STPA Items PC1-PC4, and Item PE-1, and for STSC, Items SCC-1 and Emergency Item SCE-1.

8A. *Superintendent's Report:*

New Facility: Mr. Kidd said that to those who could not attend the Groundbreaking Ceremony, he could not have hoped for it to go better, and it could not have been set up or gone any better. He commended Kathryn, Ginger, Jennifer, Tonya and Debbie Buchholz for arranging everything. The contractors footed the bill for the event. Mr. Boggess and Mr. Kidd received golden shovels that he hopes will go in the trophy case. Mr. Kidd said that it was a good gathering, and there were many good words spoken about SouthTech and it was a good way to start the project.

Charter Negotiations for SouthTech Academy: The negotiations are still in limbo and the District requested an Extension until December 30, 2019, and we agreed.

Prep Facility: Mr. Kidd said he is meeting with Rich Moreno at the Prep school tomorrow morning to tour the Facility and to discuss a two-year loan to get the finances straightened out, and then to go back to the Walton Group. They suggested that we wait a couple of years. As soon as we know something on that, we will get word back to the Board.

Special Board Meeting: Mr. Kidd said that at the Special Board meeting, due to rushing the agenda for that meeting to get it out, Barbara Fraga's name was not supposed to be on the Board agenda, and it was an error and miscommunication with staff. Mr. Kidd said he emphatically told the group that there was no way that he would recommend her for dismissal, based on 15+ years of loyal service. It still ended up on there and Mr. Kidd said he did not catch it, and it showed her going out when Mr. Kidd did on 9/30. However, she is actually going to be on the payroll until the end of October. There should be a smooth transition of Board records and the Board should have had more say in this. He said that both Barbara and he work for the Board, and half of her time is working for Mr. Kidd and the other time is working for the Board. Barbara will be here through the October 10th Board meeting, and will be leaving after that. It will impact the budget a little, which could be adjusted the end of next Spring in the amended budget. Mr. Kidd wanted this information on the minutes for the record.

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8B. Deputy Superintendent's Report: Mr. Boggess addressed Mr. Kidd on behalf of himself and the staff to the Superintendent, saying that there is no one present who has not been recruited and hired by Mr. Kidd, from the Board to the staff. He is the Vision, the Founder, the Leader of SouthTech in the brick and mortar since 1991. He is a Legend and has been a pillar in this community for 35-40 years in educational leadership and servant leadership. Mr. Boggess said he has never worked for someone who was, not only a mentor, but a friend, a colleague, someone he could bounce ideas off of and vice versa. When you step into some really big shoes, there is a lot of responsibility. He said he takes a \$15M budget very seriously and the responsibility that comes with it – 1800 students, almost 200 employees, and the nearly 500 adults that we serve in the community. In doing so, he told Mr. Kidd that he wants to honor him in everything that he has achieved, everything he had vision for, and had executed during his time at SouthTech. He told Mr. Kidd that when he founded the school in 2003, he probably did not think it would someday be a system of schools, or that we would be posting a 98% graduation rate, with 96% of those students with college and career accolades, but perhaps you did because that is what vision does. The chart that you have mapped for us, we will continue and the strategy in place. This team is mission-centric, not leader-centric, that Mr. Kidd impressed upon us. For five minutes, Mr. Boggess proceeded to go through the last four years of the Strategic Plan for the Board, showing a Power Point with the SouthTech successes and how we are fulfilling the strategic plan (recording available upon request). Mr. Boggess said he would be coming back to the Board at the next Board meeting with a 90-day strategic plan. He said that he has been working with an attorney, an organizational strategist, and a Wall Street Financier, who are all friends. Mr. Boggess said he is confident they will right the ship, and he is confident, not only in his leadership, but in this team's leadership, this staff's leadership. This system will be around, just like 1976 until now, but it will be here in 2070, because it will open in 2020. When you lose a top-tier leader, it shakes everyone, from the students to the Board, and it will take time to recover and restore some of these pieces, but it is doable. He asks that the Board have confidence, not only in him, but in who has produced this, who has created the strategic plan, and who has executed every step of the way. There are things that must tactically change, but the course chartered for us will not change. We are going to re-define public education, not just for SouthTech, not for Palm Beach County, but for an entire nation. Boasting? No, confident. We have 1118 students at SouthTech Academy and 527 at Prep, and 110 students at SouthTech Success Center. We have now built budgets that are not only congruent with trends and attrition, but also what is approaching us in nine months in moving to the new campus, and setting up Palm Beach County's Premier Career and Technical Center. Mr. Boggess said he would not give promises that he could not uphold, but he promised to give everything that he has, because under Mr. Kidd's mentorship, not only is he groomed and prepped, but ready and eager to take on this next level challenge, and to lead at the highest level possible to continue to serve SouthTech Schools and all of Palm Beach County. Mr. Boggess said he gives it to the Board and to the staff as his pledge.

Mr. Boggess said that the remaining members of the team would not be giving reports this evening.

8C. High School Principal: None.

8D. Middle School Principal: None.

8E. SouthTech Success Center: None.

8F. SouthTech Adult Education Director: None.

8G. Committee Reports: Nominating Committee met on September 5, 2019 to discuss Board term renewals and Officers' Elections.

9. *Public Comments on Agenda Items – Five (5 Minutes Maximum Each Person)*

SouthTech Academy – None.

SouthTech Preparatory Academy – None.

10. *Introduction of Consent Agenda for SouthTech Academy – Mr. Kidd introduced the Consent Agenda.*

Old Business

None.

Administrative Items

Administrative Items

- A-1** I recommend that the Board approve the donations for the period from August 8, 2019 to September 17, 2019.
- A-2** I recommend that the Board approve submitting the names of personnel eligible for the Best and Brightest Scholarship Program prior to the deadline on November 1, 2019.
- A-3** I recommend that the Board approve Policy 1.02 Governing Board revision.
- A-4** I recommend that the Board approve SouthTech Academy's Active Assailant Procedures SY19-20 draft.
- A-5** I recommend that the Board accept the resignation of Jim Kidd, Superintendent of SouthTech Schools effective September 30th 2019, and waive the contractual one hundred twenty days' notice of notification of contract cancellation.
- A-6** I recommend that the Board consider filling the Superintendent vacancy created by my resignation immediately to prevent the operational disruption usually experienced during changes in high-level leadership positions. Appointing Mr. Jay Boggess as interim Superintendent of SouthTech Schools effective October 1, 2019 through Board approval at this meeting will ensure continuity of leadership. Pending approval of Mr. Boggess' negotiated contract for employment as Superintendent at the October 10th Board Meeting, the interim position will convert to the Superintendent of SouthTech Schools position.

Personnel Items

- B-1** I recommend that the Board approve the Personnel actions for the previous month.

Financial Items

- C-1** I recommend that the Board approve and ratify the monthly Charter school bank account reconciliation for month ending July 31, 2019 as required by the Sponsor.
- C-2** I recommend that the Board approve and ratify the Charter school monthly Disbursement Report for month ending July 31, 2019 as required by the Sponsor.
- C-3** I recommend that the Board approve and ratify the monthly financial statements for month ending July 31, 2019 as required by the Sponsor.
- C-4** I recommend that the Board approve the audited financial statements for the fiscal year end June 30, 2019.

Emergency Items

- E-1** I recommend that the Board approve the application for the SouthTech Academy Bridge Loan and authorize the Board Chair to sign the application.

11. Poll Board for Items to be Pulled for Comment or Questions:

Mr. Kesten pulled Item E-1. Ms. Edmonds pulled Item A-4. Mr. Notter commented on Item A-6, that a contract for Mr. Boggess will be needed for the October 10th Board meeting agenda. He also said that Mr. Boggess is not an interim Superintendent, but the Superintendent.

12. Approval of SouthTech Academy Consent Agenda with exception of the items pulled:

Motion: Mr. Kesten Second: Mr. Bloom

All in favor. Motion carries.

13. Approval of Each Pulled Item (Item-by-Item):

- A-4 I recommend that the Board approve SouthTech Academy's Active Assailant Procedures SY19-20 draft.**

Motion: Mr. Kesten Second: Mr. Heller

Mrs. Edmonds asked if there should be something in the Assailant Plan for students who have cars as to what they should do? Ms. Edmond was told that it is a good question, and there was discussion on the Hide-Run portion of the plan. She asked if it had been discussed on what the kids with cars do. It was said that the gates are locked from the time the kids come in for the day, so they really could not go anywhere in their car. Ms. Edmonds said that at Prep the parents have the Remind Ap and asked if it is the same at STA, so the parents know what is going on. STPA does not have the same construct communication as the School District, and we are lumped in as STA to that Parent Link control. Mrs. Stewart said that we are in the process of implementing the Remind Ap across the system and that it should be up and running soon. Mrs. Turenne spoke about how STA has been using the Parent Link and it has been good in communicating to

parents up to now, but that they do see the value in having the Remind Ap. Mr. Heller asked if the Board members be given any link in this communication, other than email, as the Board should be aware of any crisis going on. Mrs. Handy told Ms. Edmond that in the past, parents had to sign up for the Remind Ap, but now they are automatically uploaded, based on the information that they supply to the school when registering, so all parents will be connected to Remind.

Mr. Notter said Mr. Boggess needed to get an answer to Mr. Heller's question. Mr. Boggess said they would create a Board Group. Mr. Feldman was concerned on racial profiling when the students could be running down SW 30th, and asked if the students know that they must stop for the police, if they are told to, to avoid an unfortunate consequence. Mr. Boggess said he would make note of Mr. Feldman's concern. Ms. Edmond said that it is outlined in the plan.

All in favor. Motion carries.

E-1 I recommend that the Board approve the application for the SouthTech Academy Bridge Loan and authorize the Board Chair to sign the application.

Motion: Mr. Kesten Second: Mrs. Nicolini

Mr. Kidd said that to help with cash flow, they have discussed several times getting a Bridge Loan for Success Center for \$500,000, but it was never consummated, and even though the Board approved it, we did not proceed with it. We are going to make a recommendation for a Bridge Loan for \$700,000 that can be used at any one of the three schools. He asked Mr. Kesten what he would like to add as to the terms of the loan. Mr. Kesten said that based on the terms of the loan as on the term sheet sent to him for review today, it is a one-year loan that needs to be paid in full in one year; there is a minimum amount that we must draw when we seek to make a draw, and that is \$100,000. We would actually be entitled to seven draws, if we actually end up needing it. The payments are going to be on a monthly basis, interest only, and the interest rate is 6%, which is pretty much in line with Bridge Loans of this type. The closing costs are for \$3,000, plus an additional one point, as points on the loan, so the total is going to be \$10,000. He thought it was a little steep, but after it was explained to him that consists, not only of closing costs, but in addition to that, the points. Mr. Feldman asked if our budget is designed to absorb these payments. Mr. Kidd said we would have the money to pay it off, as long as we stay in budget on everything else. Also, the cuts that have been made across the budget are going to assist in doing that. Over \$400,000 will come in for our Industry Certification Testing, for this year and we will get paid on it next year. Mr. Boggess said the intention is to not touch that money. Looking to move a campus of this side, not knowing cost of furniture, equipment, some big ticket items, it is fiscally responsible to take this measure. Mr. Feldman commented that the primary purpose is to meet payroll every month. Mr. Kidd said that payroll is Item #1 and is not in jeopardy.

All in favor. Motion carries.

14. Public Comments on non-Agenda Items: None.

15. Introduction of Consent Agenda for SouthTech Preparatory Academy – Mr. Kidd introduced the Consent Agenda.

Old Business

None.

Administrative Items

PA-1 I recommend that the Board approve submitting the names of personnel eligible for the Best and Brightest Scholarship Program prior to the deadline on November 1, 2019.

PA-2 I recommend that the Board approve Policy 1.02 Governing Board revision.

PA-3 I recommend that the Board approve SouthTech Preparatory Academy's Active Assailant Procedures SY19-20 draft.

PA-4 I recommend that the Board accept the resignation of Jim Kidd, Superintendent of SouthTech Schools effective September 30th 2019, and waive the contractual one hundred twenty days' notice of notification of contract cancellation.

PA-5 I recommend that the Board consider filling the Superintendent vacancy created by my resignation immediately to prevent the operational disruption usually experienced during changes in high-level leadership positions. Appointing Mr. Jay Boggess as interim Superintendent of SouthTech Schools effective October 1, 2019 through Board approval at this meeting will ensure continuity of leadership. Pending approval of Mr. Boggess' negotiated contract for employment as

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Superintendent at the October 10th Board Meeting, the interim position will convert to the Superintendent of SouthTech Schools position.

Personnel Items

PB-1 I recommend that the Board approve the Personnel actions for the previous month.

Financial Items

PC-1 I recommend that the Board approve and ratify the monthly Charter school bank account reconciliation for month ending July 31, 2019 as required by the Sponsor.

PC-2 I recommend that the Board approve and ratify the Charter school monthly Disbursement Report for months ending July 31, 2019 as required by the Sponsor.

PC-3 I recommend that the Board approve and ratify the monthly financial statements for month ending July 31, 2019 as required by the Sponsor.

PC-4 I recommend that the Board approve the audited financial statements for the fiscal year end June 30, 2019.

Emergency Items

PE-1 I recommend that the Board authorize the SouthTech Preparatory Academy Board Chair to sign as Guarantor for the SouthTech Academy Bridge Loan, as required for the loan application.

16. Poll Board for Items to be Pulled for Comment or Questions:

Mr. Kesten pulled Item PE-1.

17. Approval of SouthTech Preparatory Academy Consent Agenda with exception of the items pulled:

Motion: Mr. Kesten Second: Ms. Heinz

All in favor. Motion carries.

18. Approval of Each Pulled Item (Item-by-Item):

Item PE-1 I recommend that the Board authorize the SouthTech Preparatory Academy Board Chair to sign as Guarantor for the SouthTech Academy Bridge Loan, as required for the loan application.

Motion: Mr. Kesten Second: Mrs. Nicolini

All in favor. Motion carries.

19. Public Comments on non-Agenda Items: None.

20. Introduction of Consent Agenda for SouthTech Success Center - Mr. Kidd introduced the Consent Agenda.

Old Business

None.

Administrative Items

SCA-1 I recommend that the Board approve Policy 1.02 Governing Board revision.

SCA-2 I recommend that the Board approve SouthTech Success Center's Active Assailant Procedures SY19-20 draft.

SCA-3 I recommend that the Board accept the resignation of Jim Kidd, Superintendent of SouthTech Schools effective September 30th 2019, and waive the contractual one hundred twenty days' notice of notification of contract cancellation.

SCA-4 I recommend that the Board consider filling the Superintendent vacancy created by my resignation immediately to prevent the operational disruption usually experienced during changes in high-level leadership positions. Appointing Mr. Jay Boggess as interim Superintendent of SouthTech Schools effective October 1, 2019 through Board approval at this meeting will ensure continuity of leadership. Pending approval of Mr. Boggess' negotiated contract for employment as Superintendent at the October 10th Board Meeting, the interim position will convert to the Superintendent of SouthTech Schools position.

Personnel Items

SCB-1 I recommend that the Board approve the Personnel actions for the previous month.

Financial Items

SCC-1 I recommend that the Board approve and ratify the monthly financial statements for month ending July 31, 2019 as required by the Sponsor.

Emergency Items

SCE-1 I recommend that the Board authorize the SouthTech Success Center Board Chair to sign as Guarantor for the SouthTech Academy Bridge Loan, as required for the loan application.

21. *Poll Board for Items to be Pulled for Comment or Question:*

Mr. Kesten pulled Item SCE-1.

22. *Approval of SouthTech Success Center Consent Agenda:*

Motion: Mr. Kesten Second: Mr. Heller

All in favor. Motion carries.

23. *Approval of Each Pulled Item (Item-by-Item):*

Item SCE-1 I recommend that the Board authorize the SouthTech Preparatory Academy Board Chair to sign as Guarantor for the SouthTech Academy Bridge Loan, as required for the loan application.

Motion: Mr. Kesten Second: Mrs. Nicolini

All in favor. Motion carries.

24. *Public Comments on non-Agenda Items: None.*

25. **Governing Board in the Capacity of School Advisory Council (SAC) for South Tech Academy.**

School Improvement Steering Committee (SISC) Report – STA SISC – Mr. Feldman, Chairperson; Suzanne Nicolini, Alternate Chairperson. Mrs. Nicolini reported that it was a successful meeting and that they are going to start a PTO at the SouthTech.

Introduction of the SouthTech Academy SAC Consent Agenda – Mrs. Nicolini: None.

26. *Poll SAC for Items to be Pulled from the SAC Consent Agenda for Comment or Questions: None.*

27. *Approval of SAC Consent Agenda Except for Items Pulled: N/A*

28. *Approval of Each Pulled Item (Item-by-Item) – Introduction by Chairperson: None.*

29. **Governing Board in Capacity of School Advisory Council (SAC) for South Tech Preparatory Academy.**

School Improvement Steering Committee (SISC) Report – Ms. Ayesha Edmond, Chairperson reported that it was a great meeting and that many parents attended. There are many good things going on with good parent involvement.

Introduction of the SouthTech Preparatory Academy SAC Consent Agenda: N/A

30. *Poll SAC for Items to be Pulled from the SAC Consent Agenda for Comment or Questions – N/A*

31. *Approval of SAC Consent Agenda Except for Items Pulled: N/A*

32. *Approval of Each Pulled Item (Item-by-Item) – Introduction by Chairperson: N/A*

33. **Governing Board in the Capacity of School Advisory Council (SAC) for South Tech Success Center.**

School Improvement Steering Committee (SISC) Report – STA STSC – Vacant, Chairperson

Mrs. Nicolini reported that the STA and STSC SISC are going to be merged, and that at tonight's STA meeting, there were more Success Center parents present than Academy. Mr. Boggess said there would be two different agendas, but one meeting. Mrs. Nicolini will be the Chairperson.

Introduction of the SouthTech Success Center SAC Consent Agenda – Chairperson - None.

34. *Poll SAC for Items to be Pulled from the SAC Consent Agenda for Comment or Questions: N/A*

35. *Approval of SAC Consent Agenda Except for Items Pulled: N/A*

36. *Approval of Each Pulled Item (Item-by-Item) – Introduction by Chairperson: N/A*

37. **Board Comments:**

Mr. Kesten wanted to reiterate, as he said earlier, that as a family, are going to miss Barbara and Jim Kidd. It is a bit overwhelming and they will be sorely missed by all in this community, and thank you for everything you both have done.

Ms. Edmond said she came in a little nervous after the last Board meeting, but she feels that there is a great

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Legacy and all the kids know who Mr. Boggess is. There will be success and she said that, as a Board Member, although she is new, she needs to pay attention and do the best that she can as a parent, and to help and support the students. She is excited to hear the Strategic Plan, and it makes her want to be a better teacher.

Mr. Bloom said we all said what could be said about our valued leader and Barbara, who are leaving, but on his and the Board's behalf, he told the new leadership group that they have his full support and can count on the Board. They will have their 100% support and look forward to working with them in moving forward with Jim's vision.

Mr. Heller said he would like the revised agenda to be re-posted to include the Emergency Items. Barbara said she would do it. Mr. Heller said that he has been on the Board for seven years ago, when there was only one school. Mr. Kidd shared his vision of having multiple schools and an LEA to grow us into the model that we are, and that it was a conscious decision to bring Mr. Boggess on board. We will meet our goals and be supportive and move forward regardless. You will be missed, but we will move forward. He wished Mr. Kidd the best.

Mr. Feldman piggybacked on Mr. Bloom's comments, and said that when there is a significant change in a system, there is anxiety and he understands that anxiety. He said there are those who are anxious about their future, but from his perspective, and he has worked with some, that they are a valuable member of this team, and he believes in them, and we will move forward. Life is about change and change can be good and change can be sad, and in this case, that is what it is, but we will get there and get there together. He said he has full faith and confidence in Jay's staff assembled here.

Mr. Flah said he completely agrees with what Mr. Bloom said, that we are a Board that works together and can always find ways to approve our abilities. He commended everyone for what they are doing and we will support Jay Boggess.

Mrs. Nicolini said that she left last month's meeting very upset and it was emotional, but she likes what she is hearing today, specifically, the strategic plan that Jay came up with. She said she likes that we have a leader coming in to follow in Mr. Kidd's footsteps, but she wanted to elaborate on the fact that we need more communication to hear details on the financials. We need more openness on that. She said she needs information in order to make right decisions. Mrs. Nicolini said she knows the staff is nervous right now, because they did not know what was going on, but now she is hearing that we have a chance to succeed. We have a good thing here. She hopes they will work with the Military with her.

Ms. Heinz said it will sound like she and Mrs. Nicolini have colluded, but she never violates the Sunshine Law. She believes that this Board is so full of talent and brains and commitment, because of the leadership here. Back in March, we knew that things were not getting in a good way, so she is hoping in the policies and procedures, that the Finance Committee report fully and completely the financial health of SouthTech, and trust that we will keep the ship afloat because we have brilliant leadership on both sides, because of the legacy and ministry of Jim Kidd. She said she does believe in Mr. Boggess. She believes that as Committee members, we are to report timely to the Board. She says "ditto" to everything that was said. She told Mr. Kidd that it was a ministry and that he showed everyone love.

Mr. Heller wanted to thank Kathy, Ginger and Tonya for the spectacular work they did on the audit. As far as the Finance Committee, if you are not on the committee, you can attend if you want to be involved on the intimate levels of discussion. He said they would figure out a better way to communicate.

Mr. Notter wants to be sure that all present tonight would take the message they are hearing tonight back from the united Board that we are here to continue to provide opportunities to do all the great work that you have always done, at least in the seven or eight years that he has known them. This is the ability to build a succession plan. What you have here is just another sliver of the great family that is here at SouthTech. Having said "the great family", no one exits the great family and you are always part of it. The door is always open. As a matter of fact, there is no door for the family. He told Mr. Kidd that he appreciates him and Mr. Kidd returned the same.

Mr. Kidd thanked the staff members who turned out for tonight's meeting. Let us look to the future. In any way he could be of service, he will always do that. He is not running from a financial problem, but trying to help the problem. Mr. Kidd told a story about his fishing days on Lake Okeechobee, and told everyone that, as you navigate, do not forget to look back to keep your bearing. He thanked everyone and told them he loved them.

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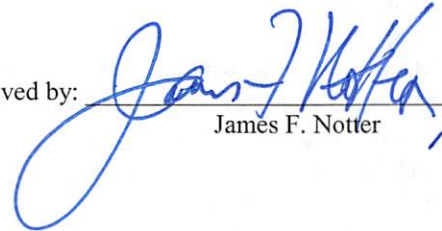
38. *Motion to Adjourn:*

Mr. Kesten motioned to adjourn at 9:15pm until the Annual & Regular Board meeting on October 10, 2019.

Minutes Prepared by:


Barbara J. Fraga

Approved by:


James F. Notter 10/10/19