



October 23, 2017

Commission Meeting Minutes
Alex Rorabaugh Recreation Center

Commission Members Present

Paul Tichinin	Jeremy Mann	Sandra Applegate	Jim Flaherty
Lucresha Rentería	Dan Hamburg	Ben Anderson	

Commission Members Absent

Tammy Moss Chandler Bryan Lowery

Public Present who signed in

Ruth Lincoln

ITEM 1 **WELCOME & INTRODUCTIONS**

Commissioner Tichinin called the meeting to order at 1:04 p.m. and welcomed visitors. Commissioner Tichinin acknowledged staff and Commission services to children and families during the fires.

ITEM 2 **PUBLIC COMMENT ON NON-AGENDIZED**

Commissioner Tichinin asked for public comment.

Executive Director Ibarra thanked all staff for getting together and having strong leadership during the fires that the community experienced. She thanked Menaka Olson, Communications Manager, for realizing the shelters needed pack and plays because they were not equipped for infants. Andres Alvarado, Maritza Villa and Samantha Bond continued follow up with the shelters to ensure they all had diapers. The ARC staff set up an indoor play area for the community while maintaining their usual programs.

Executive Director Ibarra introduced Bonnie Boek as the new program assistant for Raise & Shine to the Commission. Bonnie introduced herself.

Commissioner Hamburg arrived at 1:08 pm.

ITEM 3 **CONSENT CALENDAR (ACTION)**

- Meeting Agenda
- Draft Minutes from the September 25, 2017 Commission Meeting
- Approval of Resolution 02-17 Endorsement of Measure B for the Mental Health Care Act

Motion made to approve the Consent Calendar

Motion/Rentería, Second/Applegate (all ayes, no nays) Motion Passed

MAXIMUM EFFECTIVENESS AND EVALUATION

ITEM 4 **FISCAL REPORTS (ACTION)**

Executive Director Ibarra stated the County closed in June. As of June 30, 2017, FIRST 5 Mendocino (FSM) had \$364,902 and had their Savings account and their payroll account at \$454,162. On page 4.43, it lists the final totals through June 2017. The reports do not factor in the reserve money that was approved to be used to bring them up to the full \$750,000 for Prop 10. For this current fiscal year, they are to receive \$654,000 from Prop 10 and the Commission approved to pull the remainder from the reserves; \$87,000. They also had outstanding invoices due from Title IV-E which will bring them to a balanced budget for 2016-17.

Executive Director Ibarra continued to go through the Revenues & Expenses by Class report by class to familiarize the Commission with how they balance the budget, including use of reserves and administrative indirect for grants. She discussed Children's Action Committee (CAC) and that is where they are capturing Community Resiliency Model (CRM). They are also receiving grant money as well as co-sponsorships for CRM. Commissioner Tichinin followed up regarding the mentioned items and carrying into FY 17-18, he inquired if what has been budgeted will be sufficient? Executive Director Ibarra clarified that with 30F-ARC Family Resource Center (ARC FRC), in terms with the revenue and expenses, they are regularly over budget but FSM can support them with the savings in some of the other classes. Commissioner Mann suggested looking at the individual categories because each should balance independently.

Motion made to approve the June 2017 fiscal reports

Motion/Flaherty, Second/Mann (all ayes, no nays) Motion Passed

ITEM 5 INDEPENDENT AUDIT (ACTION)

Executive Director Ibarra started the independent audit on p. 5.11 to discuss the overview of how funds are distributed, as well as the final budget. Their revenues had increased, and expenses had an overage as well, but they are within their 3-year plan. They started out the year with \$736,000; all the revenues received throughout the year was at a total of \$1.7 million. Total expenses were \$1.8 million. The audit factors in outstanding invoices from the prior audit. The income (\$62,026) that belongs in 16-17 has not yet been received as of September 30, 2017. Commissioner Tichinin inquired about any invoices they were concerned about receiving. Executive Director Ibarra stated there were supplemental Title IV-E funds that may not come through, but those funds were not originally anticipated from the grant.

Raise & Shine Nonprofit was included as a component unit. On page 5.19, under "*Accounts Receivable and Grants and Contract Receivable*", it discusses what was due as of June 30, 2017. Prop 10 was received, and a portion of the other revenues are still outstanding. Commissioner Anderson asked who owes the remaining balance; it was made clear that Title IV-E represented a large portion of the funds that are due.

The auditor mentioned that there were improvements in "Recording and reconciliations" for this year but there were also many entries that were required regarding classifications between funds and timing of when the county closes. Executive Director Ibarra stated that the audit the status on the previous audit findings shows as corrected.

They moved onto the Raise & Shine (R&S) Nonprofit audit which did have findings on page 5.39. Those findings are that the nonprofit does not have written fiscal policies and procedures in place, however the nonprofit by default goes by FSM policies and procedures. The other audit finding on page 5.40, is that the auditor had indicated that it would be best and in their interest to have an accountant level person to look at the books before the audit. They are going to have Robertson & Associates look at them since they are currently contracting with them for the FSM side. Executive Director Ibarra agrees that there should be an accountant looking at the books because it is closely linked to FSM books and that it would be in their best interest.

Executive Director passed out the draft letter to the State Controller in response to the findings in the R&S audit. The content of the letter lists the findings, the corrective action and the status. They are in the process of drafting policies and procedures for the nonprofit and are going to have their accounting firm review the R&S books.

Commissioner Anderson pointed out an error on page 5.54 under "*Note 11 – Subsequent Events*", it has the date of December 16, 2017 which has not yet passed. Executive Director Ibarra commented that it will be corrected in the final version. Commissioner Flaherty asked if this is the same auditor they have used in the past. It was clarified that they have used this auditor for several years but would be taking bids for next year's audit.

Motion to accept the draft audit, including the draft response

Motion/Renteria, Second/Flaherty (all ayes, no nays) Motion passed

ITEM 6 2016-17 ANNUAL REPORT (ACTION)

Jenna Flesch, Administrative Fiscal Manager, presented to the Commission the total expenses for 2016-17. She

mentioned that it falls closely with the audit and all the numbers for their revenue and expenses were pulled from the audit. Actual expenses totaled to \$1,847,960 and revenues totaled to \$1,732,302 with Prop 10 at \$654,925, Grant Revenue at \$740,287, Miscellaneous revenue at \$334,018 and investment/interest at \$3,072.

Improved Parenting

18% (\$325,817) went into improved parenting; serving a total of 4,647 children and 965 parents. They served 62% of the eligible population in Mendocino County with Imagination Library (IL) where those children received at least one book. 398 Kits for New Parents were distributed to the parents through providers and 193 (0-18) children from Mendocino County were served through Pediatric Initiative Dental (PDI). 124 parents participated in Triple P with 63 having children 0-5. They did see a decrease in all three dysfunctional parenting styles throughout the fiscal year; laxness reduced by 20%, over reactivity reduced by 21% and hostility by 40%.

Decreased Substance Abuse

4% (\$82,700) went into decreased substance abuse; serving a total of 21 children and 19 parents. They served 35% more parents than in 2015-16; 68% of the treatments were successful. The cause for the increase in success was not available at the time of the meeting. They served one pregnant mother and five fathers.

Policy/Shared

50% (\$915,741) went into policy/shared; serving a total of 359 children and 1,420 parents. For FRC's, 88% of their scopes of work were completed. 701 providers were trained with Title IV-E funding totaling to 540 training hours. They trained in Triple P, Community Resiliency Model (CRM), Children's Mental Health, Secondary Trauma, Evidence-Practices and Trauma Informed Care, Indian Child Welfare Compliance and Motivational Interviewing. They served 10 FRCs, 3 county agencies, 4 Child Welfare Agencies, 3 Child Care facilities, 5 Medical facilities, 6 Tribes, 5 school/school districts and 4 community based organizations.

Demographics served was presented; total children served was 5,158 and 2,404 parents. IL demographics were removed because they cannot collect that data for that program; totaled to 90% to unknown. They did serve 87% of the eligible 0-5 population. There was a dip in the beginning of 14-15 and continued to 2015. Potential reasons are that both Nuestra Casa and Anderson Family FRC both closed their doors in 2014, VISTAs were lost in 2015 and there was a dip in Triple P due to staff changes in 2015. The potential reasons for the increase both this year and last year is that Triple P saw a large increase in parents due to the reorganization of R&S and IL saw almost 10% increase in children served due to involvement of Rotary and Woman, Infants and Children (WIC).

Mid-year presentation will be presented by Samantha Bond due to Jenna taking maternity leave.

Motion to accept the 2016-17 annual report

Motion/Anderson, Second/Applegate (all ayes, no nays) Motion passed

ITEM 7 ELECTION OF OFFICERS (ACTION)

Commissioner Tichinin clarified that there needs to be a Chairperson, Vice-Chairperson and two additional members for the Executive Committee (EC). He will be staying on as Chairperson. They had hoped the have Commissioner Moss Chandler as Vice-Chairperson but has been moved out of her current role and is now in charge of all the activities and coordination with the Federal State Government around the local fires. She has requested to stay on the Commission but cannot continue with the EC. Commissioner Applegate has agreed to be on the EC but not as Vice-Chairperson. Commissioner Hamburg will be the Chair for the Board of Supervisors (BOS) so he is unable to be Vice-Chair for the Commission but will remain on the Board.

Slate of officers proposed are Commissioner Tichinin as Chairperson, Commissioner Rentería as Vice Chairperson and Commissioner Applegate on the Executive Committee.

Motion to adopt slate

Moved/Hamburg, Second/Mann (all ayes, no nays) Motion passed

ITEM 8 COMMISSION MEETING SCHEDULE (ACTION)

All meetings are schedule for the 5th or 4th Monday of the month with exception of December. This calendar year,

they will be having the April meeting in Anderson Valley, the Planning meeting at the ARC and the July meeting in Round Valley.

Motion to adopt the draft 2018 Commission Meeting Schedule

Motion/Hamburg, Second/Anderson (all ayes, no nays) Motion passed

ITEM 9 **EXECUTIVE DIRECTOR'S REPORT**

Improve Parenting

Executive Director Ibarra reported out from the EC who reviewed the draft contract that FSM and University of Queensland in Australia to do a research study for a pilot of Triple P Transitions. Mendocino County Youth Project (MCYP) currently has the contract for Supervised Visitation (SV) and Parent Apart Workshops (PAW) but are not offering PAW currently. FSM was approached to potentially be the contractor and offer that service but as of right now, PAW does not have an evidenced based curriculum. Their thought is to continue the work they have been doing for years, to blanket the community with Triple P and utilize Triple P Transitions that is tailored for families that are going through separation and divorce.

Triple P Transitions is a 5-week course and PAW is a 4-hour workshop. The challenge is to condense the material to 4 hours which is why a pilot is needed. The contract will be for one year (Dec. 2017 – Dec. 2018) with the cost of \$20,713. Title IV-E will provide 50% of the startup and are currently in discussion with the court to provide the remaining 50%.

They are going to be requesting that the Mendocino County Board of Supervisors approve a proclamation to proclaim January as Positive Parenting Awareness Month. Currently, Santa Cruz is doing this too.

Advocacy - Local

The State of the Child has been postponed until after the new year. The goal is to bring 0-5 to fore front and to bring more people to the table such as the business community and other new child advocates. Their intention is to as FSM, be focused on brain development and their local data, but also want to be partner with other child advocates.

Advocacy – State

First 5 Association of California (F5AC) and First 5 California (F5CA) partnered to help counties impacted by the wildfires. Prior to the fires, F5AC partnered with Sesame Street and produce the Care, Cope, Connect workbook for families; for children but for parents to use with their children. They have realized that to use the workbook effectively, they would need to be a conversation with the parents. Their intention is to use it with CRM families. F5AC created the Generosity Site for First 5 Wildfire Recovery Fund to benefit the Sonoma, Mendocino, Napa, Lake and Solano County to inquire what the individual needs are, i.e. Childcare home, structures that need replacing. There are no restrictions on the fund unless F5CA provides funding, there may be some limitation on how the funding can be used. Camille Maben, Executive Director of F5CA, and Moira Kenney, Executive of F5AC, have drafted a letter that they will be sending to major funders such as the Bezos Foundation and the Bay Area Early Childhood Funders.

State – First 5 Association

F5AC is advocating at the state level to include 0-5 in Prop 64 prevention efforts as it currently targets school aged children. The most recent release in the case studies to encourage other commissions to engage with their local government on these issues. Santa Cruz and Humboldt have secure funding; Mendocino and Sonoma are in discussion.

First 5 Network

Executive Director Ibarra and Menaka both attended the First 5 Summit and the purpose was to discuss the shared vision and mission that the First 5 Network is moving toward. The rationale behind that is as their revenues are declining, First 5 is going to be engaged more in doing advocacy work. The challenge they found was that they are all doing common work but differently. F5AC hired a consultant and created a mission statement. The common mission statement is “First 5 builds effective and sustainable systems to support early childhood development in California” and the vision is “Our hope is that one day through these efforts, California’s success will be measure by the wellbeing of its youngest children”.

Maximum Effectiveness

The approved May Commission Meeting minutes have sent to the State Controller for FY 2015-16 audit findings. Commissioner Moss Chandler has transitioned from HHSA to a temporary role as Director of Recovery. Anne Molgaard will be putting in another recommendation for HHSA representative.

Raise & Shine Non-profit

Currently have 35 children enrolled with one vacancy. Out of the 35, six are foster care children, four are private pay and 31 are child care subsidies. The Sandbox submitted the Food Program Application and are in the final stages. They participated in the Ukiah Co-Op Back to School Week and raise \$334. They are planning a Halloween party on October 31, 2017 and will be having their Playground Ribbon cutting on November 7, 2017.

Pediatric Dental Initiative's (PDI) Make Kids Smile Awards dinner has been postponed due to the fires

Wednesday, October 25 at 10:00 a.m. – First 5 Association of California Meeting in Sacramento

Thursday, October 26 at 10:00 a.m. – First 5 California Commission Meeting in Sacramento

Monday, December 11 at 1:00 p.m. – Next Commission Meeting

ITEM 10 LONG TERM PLANNING FOR FIRST 5 MENDOCINO

The focus is: what is FIRST 5 Mendocino's direct service role? They currently function as a funder, educator and connector between communities, organizations as well as an advocate. In comparison to the First 5 Network and their strategic plan, they fit well unless the Commission sees where they may be a conflict. Thinking about what they do right now that is direct service; Executive Director Ibarra feels like there are many people in the community that are confused on how FSM functions. R&S staff does Triple P Groups, Seminars, Workshops, 2nd Cup of Coffee, answering the warm line and potentially will be doing PAW. Long term, they are thinking about Parent Training Institutes for R&S. FSM is the main funder for IL, but they also do the admin side of it. Staff will collect the books, does outreach events and sign ups. The ARC FRC is mostly direct service. They do Early Start, VOCA, playgroups and Differential Response.

The questions to the Commission: Should they do direct service and if so, to what capacity and under what umbrella? Commissioner Flaherty said in terms of the budget, it seems like the answer lies in what is going to replace Prop 10 funding. Commissioner Rentería commented that historically, they always looked for another organization to take over IL and because of the large price tag, they have not found someone. The question is, by competing with community funds, are they putting other nonprofits at risk? Do they want to segregate those direct services from the advocacy work? Commissioner Anderson likes the idea of fostering ideas for others to adopt and keeping the ones that are not taken. Commissioner Tichinin commented this is a discussion that they will need to keep on their plate as the community understands them as a direct service provider. Commissioner Rentería said they have this discussion and understand what their services are, then they can track their dollars more. Commissioner Anderson commented that direct service increases liability. Commissioner Mann asked when they started using the reserve funds; it has been slowly used since 2013.

Commissioner Tichinin said the next phase for the supplement for Prop 10 dollars is unknown. Commissioner Moss Chandler had potentially figures out how to fund IL through county funds. He continued that this conversation will be critical in the next few months. Executive Director Ibarra said they will bring to the Commission in the new year about what the development is of the services. Commissioner Flaherty said he would like to consider reviewing an additional implementation plan.

ITEM 11 RESPONSE TO LOCAL FIRES

Menaka Olson, Communications Manager, reiterated Executive Director Ibarra's sentiment to staff regarding their response to the local fires earlier this month considering they were not prepared for it. As soon as it became apparent that there were homes that were lost, they instantly thought it was very important immediately to evaluate shelters to determine if they were capable of handling infants. They went to the shelters to observe what they had, and they only had cots which are unsafe for infants and they also had a play area with very tiny toys which are a choking hazards. She purchased Pack & Plays (porta-cribs) to allow for safe space for infants. Andres and Maritza

helped her take them to the Ukiah High School shelter and provide them for the families in need. They were also able to communicate with those who spoke Spanish and were able to explain how to safely use the Pack & Play.

The Ukiah High School shelter was eventually moved to the Mendocino Community College and Executive Director Ibarra provided another Pack & Play. The Elks Lodge had a home like environment and were very thankful for the supplies they were given. Overall, not as many infants were in need at the shelters as they thought.

Mendocino Coast Children's Fund (MCCF) immediately donated everything they had as many people evacuated to the coast to avoid the smoke. The Alex Rorabaugh Recreation Center (ARRC) started an open gym as a safe place for children to play out of the smoke. The ARC FRC staff really pushed and worked hard to pack the entire day with activities for the families. Social media appeared to be the place the community was receiving their information although a lot of it was false. Sheriff Tom Allman was encouraging people to listen to the local radio. F5M was able to use Facebook to report on unhealthy air quality; it was shared 759 times and had almost 63,000 views. They were able to share shelter updates as well as information about speaking with children about the fire.

Townley updated the Commission on CRM. There were 22 people that were trained, and they called upon a few of those to visit the shelters for several hours to engage, de-escalate and ground people. They are working on another training for November 6th either at the ARC FRC or at the Redwood Valley Grange to train new people. They are going to outreach to new areas who are already vetted to volunteer such as the Rotary Club, Boy Scouts of America, etc.

They would like an "After Action Review" to discuss what was working and what could have been done better, such as direct translations available in Spanish. Additionally, there was a lack of communication outside of social media except when KZYYX was able to disseminate information from press conferences. There was not a lot of public discuss about how this was affecting children and families. Internally, checking in as a team was helpful to all staff because they knew everyone was safe and they were able to share information as it was happening. There was a draft Crisis Communication Plan to update and discuss in the event of a crisis, but it had not been finalized or discussed with staff, so it will be a priority moving forward.

Commissioner Hamburg was curious about how much the break down in communications due to the fire affected the efforts such as 911 was not working, cell service was unavailable, internet was not working, etc. Menaka let him know that this was discussed with staff. The radio was working partially but there was not a lot of information, Ukiah Daily Journal would report things the next day, text messages would go through sometimes but not always. Commissioner Mann thinks it is very clear that their job is to advocate for children 0-5 and even though there is wonderful energy around the crisis plan, it is not their job to create the communication system. The Commission agreed that while it was great that F5M was able to provide the Pack & Plays and anything else that was needed, they should not be the ones covering those gaps. They should be asking for others to help provide those needs because then it will become as if they will need to contact F5M for those supplies in any future emergencies.

Funding for CRM providers are being considered for the November 6th training because they will not be able to volunteer their time forever. Commissioner Flaherty said the Emergency Medical Services for Children program has a list for every need for every age during a crisis.

ITEM 11 PRESENTATION ON HEALTHY FAMILIES AMERICA

Moved to item 9 since presenter, Ruth Lincoln was present.

Ruth Lincoln, Director of Nursing and Deputy Director of Public Health, introduced herself to the Commission and provided a background on Healthy Families America (HFA) and how it was brought to Health and Human Services Agency (HHSA) Public Health (PH). HFA was brought to them as remedy for the issues they are having with child maltreat and prevention of child abuse. As Deputy Director PH Nursing, they also engage in maternal, child, adolescent health and a home visiting (HV) program. HV program helps pregnant woman and parents of newborns get their children off to a healthy start. It is nationally credited, evidence based, strengthen based, family centered and is in 38 states with over 600 sites. It was founded by solid research and it started in 1992. The focus is on overburdened families (children at risk for ACEs), earliest years of a child's life and early nurturing relationships promotes child well-being and prevents child abuse and neglect through home visitation.

They believe this program needs to be in every community in Mendocino County. They started it in Ukiah and PH knows how to set up the program such as read 152 best practices standards that apply to all 600 sites and to adhere to standards due to high regulations. It is based on 12 critical elements. It is about service initiation; they want to be in with the family when the mother is pregnant. The goal is to have a relationship with the mother at least 2 weeks before the baby is born. The first home visit must be done within the first three months. It is a strictly voluntary program that has a standardized assessment tool that identifies families most in need. They are concerned that there is going to be a major increase in referrals and managing them. PH can accept only 60 referrals per year; with 1100 reported births in Mendocino County.

The services are long-term up to three years following some defined criteria for changing frequency. They must follow the material on when services can be increased or decreased. It is culturally competent while supporting parents, the parent-child relationship and child development. It took PH a year to be trained and be able to start providing services including ASQ's and 4 P's Plus screening tool (funded by F5M) which will be utilized three times with each family. The impact is to improve stronger parental efficacy, reduce parental stress, etc. It will improve birth outcomes, access to health care, birth spacing and outcomes, lower educational costs, family self-sufficiency, reduce maltreatment, empower families, promote healthy family relationships, healthy children and a healthier community.

At the end of the presentation, Ruth went on to describe the effect of the impactful reaction from families to this program. She provided demonstrations on activities done with families to show impact and effectiveness. Discussed making toys with families and how to engage with babies.

They trained a total of 10 people and are getting ready to launch this month. They have families and pregnant woman they are considering. They would have started in October but due to the fires, they were not able to. They visited shelters to provide support to displaced families. They will take CPS cases only if the mother agrees since it is a voluntary program with strict rating criteria.

Commissioner Tichinin inquired about consideration given to using AmeriCorps or other employees or is the training too intense and time commitment for a one-year commitment. Ruth stated that it is a big commitment for an organization, but community based organizations can run a program for less money than the county. Commissioner Mann asked about the means testing; it is at for at risk women and Mendocino County is doing it because there are so many women below the poverty line that are at greatest risk for child maltreatment and not having access to resources. Commissioner Mann also inquired who HFA is looking for since it is limited; it was clarified that the county is looking for first time moms. He continued to state that it should be all mothers who are using drugs and alcohol, not just those who are under the poverty level if the goal is to decrease FASS. Ruth agreed that it should not be skewed to a certain demographic or a bias.

Commissioner Anderson inquired about referrals from CPS and wanted to make sure that all the social workers have been trained on this resource and have been made aware of its availability. Commissioner Flaherty wanted to ensure it was appropriate for F5M to participate in this program. Ruth commented the other F5's that participate and are very successful such as Yolo County. PH would be happy if every FRC was running this program in conjunction with F5M. Commissioner Flaherty stated there are a number of logistics for implementing within the FRCs; it is an interesting idea, but research will need to be done with other F5's to see what the concerns would be.

Commissioner Rentería stated that they had discussed this when Anne Molgaard was the Executive Director for F5M. When it was first brought to the Commission, it was determined that there was little money to put toward it and it was very complicated due to county bureaucracy. Commissioner Rentería continued to engage with Ruth regarding the early days of bringing HFA to the county.

ITEM 12 COMMISSIONER REPORTS, ANNOUNCEMENTS & ADDITIONAL MATERIALS

Commissioner Mann shared that today is his last meeting as he is resigning from the board. He and his wife have sold their home quickly and have moved to San Francisco. Since he is no longer a county resident, he can no longer sit on the Commission. However, sitting on the Commission has been one of the happiest things he has had the

pleasure to do.

Commissioner Flaherty commented that they were closed on the day the fires started because the smoke was so bad. The clinic was a staging center, but few people showed up and those who had appointments did not show up either. They 50 cases of N95 masks that were used very little even with advertising.

Commissioner Hamburg had a couple of frazzled weeks, especially the week of the fire. The county has been very active with shelters and he had been going to those places. The BOS is going to do their best to act as quickly as possible, but it is going to be a long road.

Commissioner Anderson commented that MCHC worked at rallying the troops, but with the closing of school staffing was hard. Many people surprisingly kept regular appointments.

Commissioner Rentería got a call at Mendocino Coast Clinics (MCC) about burn supplies to Anderson Valley since Hwy 20 was closed. They gave the supplies for Ukiah Valley Medical Center. MCC saw many patients coming through that had to leave their medications behind and they also worked to cut down barriers to people needing emergency services without requiring them to see a provider.

Commissioner Tichinin acknowledged and thanked the staff for their response, communication and team work.

ITEM 13 **CLOSED SESSION – PERFORMANCE EVALUATION**

Per Gov. Code 54954(b) the Commission will conduct a performance evaluation of the Executive Director.

ITEM 14 **RECONVENE OPEN SESSION**

Commissioner Tichinin reconvened in open session. The Commissioner voted to approve a salary increase for Executive Director Roseanne Ibarra, to step C of the approved salary scale with the 5% bilingual incentive.

Commissioner Tichinin adjourned the meeting at 5:10 p.m.