



**Tyrone Area School District
Athletic Department
Resocialization of Sports Recommendations**



This guidance is preliminary; as more public health information is available, the administration may work with impacted entities to release further guidance which could impact fall, winter, or spring seasons.

INTRODUCTION

The COVID-19 pandemic has presented athletics across the world with a myriad of challenges. The COVID-19 virus is a highly contagious illness that primarily attacks the upper respiratory system. The virus that causes COVID-19 can infect people of all ages. Research from the Centers for Disease Control, among others, has found that while children do get infected by COVID-19, relatively few children with COVID-19 are hospitalized. However, some severe outcomes have been reported in children, and a child with a mild or even asymptomatic case of COVID-19 can spread the infection to others who may be far more vulnerable. While it is not possible to eliminate all risk of furthering the spread of COVID-19, the current science suggests there are many steps schools can take to reduce the risks to students, coaches, and their families.

The TASD will take the necessary precautions and recommendations from the federal, state, and local governments, CDC, PA DOH, as well as the NFHS and PIAA. The TASD realizes the knowledge regarding COVID-19 is constantly changing as new information and treatments become available. These recommendations will be adjusted as needed as new information becomes available in order to decrease the risk of exposure for our staff, students, and spectators.

RECOMMENDATIONS

Recommendations for **ALL LEVELS** for Junior and Senior High Athletics

1. Athletes, Coaches, and Staff will undergo a COVID- 19 health screening prior to any practice, event, or team meeting. The type of screening will be dependent upon the available resources and the Phase level. The purpose is to check for signs and symptoms of COVID-19. The screenings could range from a verbal/written questionnaire to a temperature check. Temperatures at 100.4 or higher will be sent home.
2. Promote healthy hygiene practices such as hand washing (20 seconds with warm water and soap) and employees wearing a cloth face covering as feasible. Hand Sanitizer will be available for team use as resources allow.
3. Face coverings must be used as per Local/State Government and Department of Health guidelines. Face coverings must be worn unless the activity is outdoors, and social distancing can consistently be maintained or if athletes are actively engaged in workouts and competition that prevent the wearing of face coverings. Face coverings must be worn on the sidelines, in the dugouts, etc. and anytime that social distancing is not possible.

4. Intensify cleaning, disinfection, and ventilation in all facilities
5. Encourage social distancing through increased spacing, small groups, and limited mixing between groups, if feasible
6. Educate Athletes, Coaches, and Staff on health and safety protocols
7. Anyone who is sick must stay home
8. Any person with positive symptoms reported will not be permitted to take part in the workouts, practices, or games and should immediately contact his/her healthcare provider.
9. Regularly communicate and monitor developments with local authorities, employees, and families regarding cases, exposures, and updates to policies and procedures
10. Athletes and Coaches MUST provide their own water bottle for hydration. Water bottles must not be shared.
11. PPE (gloves, masks, eye protection) will be used as needed and situations warrant or determined by local/state governments.
12. Identify staff and students who may be at a higher risk of severe illness from COVID-19 due to underlying medical conditions and stress the importance of social distancing and other mitigation measures. (See - CDC "People Who are at a Higher Risk for Severe Illness")
13. Concession stands or other food, when permitted to operate, must adhere to the Guidance for Businesses in the Restaurant Industry.

CLASSIFICATION OF SPORTS

High Risk: Sports that involve close, sustained contact between participants, lack of significant protective barriers, and high probability that respiratory particles will be transmitted between participants. Examples: football, wrestling, cheerleading (stunts), dance

Moderate Risk: Sports that involve close, sustained contact, but with protective equipment in place that may reduce the likelihood of respiratory particle transmission between participants OR intermittent close contact OR group sports that use equipment that can't be cleaned between participants. Examples: basketball, volleyball, baseball, softball, soccer, ice hockey, tennis, pole vault, high jump, long jump, 7 on 7 football

Low Risk: Sports that can be done with social distancing or individually with no sharing of equipment or the ability to clean the equipment between uses by competitors. Examples: running events, cross country, throwing events, swimming, golf, weightlifting, sideline cheer

** High/Moderate Risk Sports may move to a Low risk category with non-contact modifications. Team Activities should be limited to individual skill development drills that maintain social distancing.

LEVELS OF PARTICIPATION

Level 1 (PA State Red)

Team Activities: No In-person gatherings allowed, Athletes and Coaches may communicate via online meetings (zoom, google meet, etc.), Athletes may participate in individual home workouts including strength and conditioning.

- All school facilities remain closed as per PA State Guidelines.
- Athletes and Coaches should abide by guidelines set forth by the local and state governments.

Level 2 (PA State Yellow or Green - once permitted by PIAA)

Team Activities may include: team meetings, open gym, kick around, weight training/conditioning, running events, cross country, throwing events, swimming, golf, and sideline cheer, etc.

Pre-workout Screening:

- All coaches and students should be screened for signs/symptoms of COVID-19 prior to a workout. The screenings could range from a verbal/written questionnaire to a temperature check. (See Appendix for COVID-19 Screening Form)
- Responses to screening questions for each person should be recorded and stored so that there is a record of everyone present in case a student develops COVID-19
- Any person with positive symptoms reported should not be allowed to take part in workouts and should contact his or her primary care provider or other appropriate health-care professional. A clearance may be required to return to play. Coaches should immediately report an individual with positive symptoms to the Athletic Director so that district administration can be notified, and current reporting protocols enacted.

Limitations on Gatherings:

- No gathering of more than (25 Yellow - 250 Green) individuals per group including coaches per practice area.
- Controlled non-contact practices only, modified game rules
- Social Distancing should be applied during practices and gathering areas.

Facilities Cleaning:

- Adequate cleaning schedules should be created and implemented for all athletic facilities to mitigate any communicable disease
- Athletic Facilities should be cleaned prior to arrival and post workouts and team gatherings, high touch areas should be cleaned more often
- Weight Room Equipment should be wiped down after an individual's use
- Appropriate clothing/shoes should be worn at all times in the weight room to minimize sweat from transmitting onto equipment surfaces

Physical Activity:

- Lower risk sports practices may begin
- Modified practices may begin for Moderate and High Risk sports (practices must remain non-contact and include social distancing where applicable, activity should focus on individual skill development)

- Students should refrain from sharing clothing/towels and should be washed after each practice, including pinnies
- Athletic equipment that may be used by multiple individuals (balls, shields, tackling dummies, shot put, discus, pole vault, etc.) should be cleaned intermittently during practice and events as deemed necessary
- Hand Sanitizer should be used periodically as resources allow
- Spotters for maximum weight lifts should be stationed at each end of the bar

Hydration:

- Students **MUST** bring their own water bottle. Water bottles must not be shared.
- Hydration stations (water coolers, water fountains, water cows, water troughs, etc.) should not be utilized

Level 3 (PA State Green - once permitted by PIAA)

Team activities may include: basketball, volleyball, baseball, softball, soccer, ice hockey, tennis, pole vault, high jump, long jump, 7 on 7 football, etc.

Pre-workout/Contest Screening:

- Any person who has COVID-19 symptoms should not be allowed to participate in practice/games and should contact their primary care physician or another appropriate health-care provider. A clearance may be required to return to play. Coaches should immediately report an individual with positive symptoms to the Athletic Director so that district administration can be notified, and current reporting protocols enacted.
- COVID-19 Screenings (Questionnaire and Temperature Checks may continue as per State and Local government recommendations)
- Team attendance should be recorded

Limitations on Gatherings:

- As per State and Local Guidelines
- When not directly participating in practices or contests, social distancing should be considered and applied when able

Facilities Cleaning:

- Adequate cleaning schedules should be created and implemented for all athletic facilities to mitigate any communicable disease
- Athletic Facilities should be cleaned prior to arrival and post workouts and team gatherings, high touch areas should be cleaned more often
- Weight Room Equipment should be wiped down after and individual's use
- Appropriate clothing/shoes should be worn at all times in the weight room to minimize sweat from transmitting onto equipment surfaces

Physical Activity and Athletic Equipment:

- Low, Moderate, and High-Risk practices and Low and Moderate Risk competitions may begin (As per State, Local, and PIAA Guidelines)
- Students should refrain from sharing clothing/towels and should be washed after each practice, including pinnies.
- Athletic equipment that may be used by multiple individuals (balls, shields, tackling dummies, shot put, discus, pole vault, etc.) should be cleaned intermittently during practice and events as deemed necessary
- Hand Sanitizer should be used periodically as resources allow

- Spotters for maximum weight lifts should be stationed at each end of the bar

Hydration:

- Students MUST bring their own water bottle. Water bottles must not be shared.
- Hydration Stations may be used but MUST be cleaned after every practice/event.

Level 4 (PA State Green - once permitted by PIAA)

Team Activities include: Low/Moderate Sports may resume. High Risk Sports (Football, Wrestling, and Cheerleading Stunting) may begin full person to person contact and competition.

Pre-workout/Contest Screening:

- Any person who has COVID-19 symptoms should not be allowed to participate in practice/games and should contact their primary care physician or another appropriate health-care provider. Coaches should immediately report an individual with positive symptoms to the Athletic Director so that district administration can be notified, and current reporting protocols enacted.
- COVID-19 Screenings (Questionnaire and Temperature Checks may continue as per State and Local government recommendations)
- Team attendance should be recorded

Limitations on Gatherings:

- As per State and Local Guidelines
- When not directly participating in practices or contests, social distancing should be considered and applied when able

Facilities Cleaning:

- Adequate cleaning schedules should be created and implemented for all athletic facilities to mitigate any communicable disease
- Athletic Facilities should be cleaned prior to arrival and post workouts and team gatherings, high touch areas should be cleaned more often
- Weight Room Equipment should be wiped down after and individual's use
- Appropriate clothing/shoes should be worn at all times in the weight room to minimize sweat from transmitting onto equipment surfaces

Physical Activity and Athletic Equipment:

- All sports may resume normal practice and competition
- Students should refrain from sharing clothing/towels and should be washed after each practice, including pinnies.
- Athletic equipment that may be used by multiple individuals (balls, shields, tackling dummies, shot put, discus, pole vault, etc.) should be cleaned intermittently during practice and events as deemed necessary
- Hand Sanitizer should be used periodically as resources allow
- Spotters for maximum weight lifts should be stationed at each end of the bar

Hydration:

- Students MUST bring their own water bottle. Water bottles must not be shared.
- Hydration Stations may be used but MUST be cleaned after every practice/event.

OTHER RECOMMENDATIONS (replaces section in original document)

Transportation to Events: These potential modifications will be determined by the school district, bus companies, Department of Education, state and local governments.

- **Tyrone teams traveling to away games:**
 - Host schools will be contacted regarding Tyrone Area's policy on athlete/coach covid-19 screenings.
 - All Tyrone Area athletes and traveling coaches/volunteers will be screened prior to traveling to away games.
 - Coaches must provide documentation for host schools of pre-travel screenings.
 - Coaches and athletes must be prepared for a second round of screenings at away schools as per that school district's policies.
 - Teams will bring their own medical supplies.
 - Coaches will have their own emergency action plan in place if someone begins to show symptoms while adhering to guidelines provided by the host school. (who will contact parent/guardian, how will athlete get home if no parent present, how will they safely isolate athlete)
 - Tyrone Area staff will ask host schools to provide their own policies and procedures for game day ahead of time.

- **Teams traveling to Tyrone Area facilities:**
 - Appoint an administrative contact for away teams: name/email/cell
 - Away schools will be contacted regarding Tyrone Area's COVID policies and procedures prior to traveling to our campus. This will include proper instruction if an away athlete or staff member starts to feel ill.
 - The Tyrone Area athletic office will request that screenings of traveling athletes are performed PRIOR to arriving at the Tyrone Area facilities. If this is not possible, a qualified Tyrone Area staff member will provide a screening for all athletes/coaches upon arrival to Tyrone Area campus.
 - Hand sanitizing stations will be provided for all away teams
 - Tyrone Area staff will coordinate with visiting teams to ensure that they have safe access to water for their participants.

Overnight/Out of State Events/ Events in COVID-19 Hot Spots

- The TASD will evaluate each event and follow all local/state government guidelines on a case by case basis. Every consideration will be taken as to not expose students to unnecessary or potential high-risk exposure.

Social Distancing During Contests/Events/Activities

- Sidelines/benches: appropriate social distancing of 6ft will need to be maintained on sidelines/benches during contests. If social distancing is not applicable, face coverings will be required of athletes and coaches/staff/volunteers.
 - If an athlete is subbed out of a practice or game, they may keep their face covering off as long as they maintain 6ft between other athletes and coaches/staff members. When they are physically ready to return to their teammates within 6 ft, a face covering is then worn.
- Coaches will adhere to the guidelines set forth by the PIAA for their individual sport.

Who will be allowed at events?

- At the present time (August 2020), sports-related activities at the PK-12 level are limited to student athletes, coaches, officials, and staff only.
- According to the Preliminary School Sports Guidance document, "the addition of visitors and spectators will be contingent upon future health conditions within the state and local communities."
- Spectators should not enter the field of play or bench areas.
- Nonessential visitors, spectators, and volunteers should be limited when possible, including activities with external groups or organizations.
- Should spectators eventually be permitted to attend contests, it is anticipated that such attendance will be subject to some important limitations that are also included in the Preliminary School Sports Guidance:
 - Seating areas, including bleachers, must adhere to social distancing requirements of at least 6 feet of spacing for anyone not in the same household.
 - To assist with proper social distancing, areas should be clearly marked.
 - Adults must wear face coverings (masks or face shields) at all times.
- Changes to seating capacity and social distancing may be necessary for each venue facility and will be determined as more recommendations are released by the local/state governments.

Group people into tiers from essential to non-essential:

1. Tier 1 (Essential) – Athletes, coaches, officials, event staff, medical staff, security
2. Tier 2 (Preferred) – Media
3. Tier 3 (Non-essential) – Spectators, vendors

** Only Tier 1 personnel will be permitted to attend events until state/local governments lift restrictions on mass gatherings and spectators.

Officials

- Officials will be screened (temperature taken and screening questions) upon arrival at the host site.
- Officials should be as fully uniformed as possible upon arrival to the host site.

- Officials are not responsible for monitoring safety procedures and protocols to be followed by athletes and coaches (ex. social distancing on the sidelines, monitoring of symptoms, etc.).

Considerations for Parents/Guardians: (A family's role in maintaining safety guidelines for themselves and others):

- Parents/Guardians should monitor their children of any symptoms prior to any sporting activities. Children who are sick or showing symptoms must stay home. (If there is doubt, stay home).
- Parents/Guardians and coaches should assess levels of risk based on individual athletes on the team who may be at a higher risk for severe illness.
- Provide personal items for your child and clearly label them.
- Disinfect your student's personal equipment after each game or practice.
- Be prepared with face coverings for members of your family if permitted to attend events.
- Inform coaches if your student-athlete has been exposed to someone who is known to have COVID-19.

POSITIVE CASES AND COACHES, STAFF, OR ATHLETES SHOWING COVID-19 SYMPTOMS

What are the signs and symptoms of COVID-19?

Symptoms may appear 2-14 days after exposure to the virus. The symptoms may range from mild to severe. (See CDC Fact Sheet in Appendix). Symptoms may include:

- Fever or chills (100.4 or High)
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore Throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

What to do if you are sick?

- If you are sick with COVID-19 or think you are infected with the virus, **STAY AT HOME**. It is essential that you take steps to help prevent the disease from spreading to people in your home or community. If you think you have been exposed to COVID-19 and develop a fever and symptoms, call your healthcare provider for medical advice.
- Notify the school immediately (principal, athletic director, athletic trainer, coach)
- It will be determined if others who may have been exposed (students, coaches, staff) need to be notified, isolated, and /or monitored for symptoms

- If a positive case of COVID-19 is diagnosed, Contact Tracing will be implemented with the assistance of local health professionals and the CDC/PA DOH. (See Information in Appendix)

What to do if a student or staff become ill with COVID-19 symptoms during practice, event, or during transportation to or from an event?

- Students should inform coaches IMMEDIATELY when they are not feeling well.
- Every effort will be made to isolate the ill individual from others, until the student or staff member can leave the school or event.
- If student, parent/guardian will be contacted immediately, and arrangements will be made for the student to be picked up.
- Ill individuals will be asked to contact their physician or appropriate healthcare professional for direction. Coaches should immediately report an individual with positive symptoms to the Athletic Director so that district administration can be notified, and current reporting protocols enacted.
- If at an away contest, coaches will make sure that the proper primary point of contact is immediately notified.
- If a positive case of COVID-19 is diagnosed, contact tracing will be conducted with the assistance of local health professionals and the PA DOH.

What if my son/daughter fails his/her COVID-19 screening or starts to feel ill at an away event? What if a traveling athlete fails his/her COVID-19 screening or starts to feel ill at our campus?

- If a traveling athlete fails the COVID-19 screening, he/she should not board the bus/van to travel with the team to the event. Parents should be contacted to pick up their child.
- Athletes should tell coaches immediately when they are not feeling well.
- Every effort will be made to isolate the ill individual from others, until the student or staff member can leave the school or event
- A parent/guardian will be contacted immediately, and arrangements will be made for the ill student athlete to be picked up.
- An appropriate authority figure on the host campus will determine the proper plan of action for that athlete and will also determine whether or not team competition will continue for that day.
- All necessary school personnel from both participating schools will be contacted.

Return of student or staff to athletics following a COVID-19 diagnosis?

- Student or staff should have medical clearance from their physician or appropriate healthcare professional, determined to be non-contagious, fever free (without fever-reducing medicine), improvement in respiratory symptoms (cough, shortness of breath), no vomiting or diarrhea. This documentation must be presented to the primary point of contact.

EDUCATION

Staff, Coaches, Parents and Athletes will be educated on the following (through posters, flyers, meetings, emails, phone calls):

- COVID-19 signs and symptoms
- Proper ways to limit exposure to COVID-19 (hand washing, cough in your elbow, disinfecting touched surfaces, social distancing, avoid touching eyes, nose, face and mouth, no spitting, gum chewing, etc.)
- No Handshakes/Celebrations (high fives, fist/elbow bumps, chest bumps, hugging), etc.
- The content of this Return to Sport Guidelines Document
- Any pertinent COVID-19 information released by state/local governments, NFHS, and PIAA.
- Students should come as dressed as possible for activity.
- Limit indoor activities and the areas used. Locker room use is limited. Facility showers cannot be used.
- Student Athletes should remain with their assigned groups during each workout and during daily workouts to limit the number of people with which they come in contact.

APPENDIX

**Tyrone Area Athletic Department
Athlete and Staff COVID-19 Screening**

Name: _____ Date: _____

Grade: _____ Sports: _____

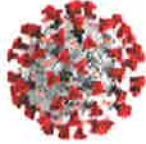
Students/Coaches should self-report as deemed necessary prior to each practice/event. Temperature may be taken from a designated trained individual as needed. The other symptoms should be marked as “N” – NO or “Y” Yes answers.

For the column - “Close Contact” - the answer should reflect the following question:
Within the past 14 days, have you had close contact with someone who is currently sick with suspected or confirmed COVID-19? (Note: Close contact is defined as within 6 feet for more than 10 consecutive minutes, without PPE equipment.)

If any responses are “YES”, students will NOT be allowed to practice or compete, and will be asked to leave school grounds. Temperatures at 100.4 or higher will be sent home. Parents/Guardians will be notified.

DATE	TEMP	Fever/ Chills	Cough	Sore Throat	Short of Breath	Loss Taste/ Smell	Vomiting Diarrhea	Close Contact ***

What you should know about COVID-19 to protect yourself and others



Know about COVID-19

- Coronavirus (COVID-19) is an illness caused by a virus that can spread from person to person.
- The virus that causes COVID-19 is a new coronavirus that has spread throughout the world.
- COVID-19 symptoms can range from mild (or no symptoms) to severe illness.



Know how COVID-19 is spread

- You can become infected by coming into close contact (about 6 feet or two arm lengths) with a person who has COVID-19. COVID-19 is primarily spread from person to person.
- You can become infected from respiratory droplets when an infected person coughs, sneezes, or talks.
- You may also be able to get it by touching a surface or object that has the virus on it, and then by touching your mouth, nose, or eyes.



Protect yourself and others from COVID-19

- There is currently no vaccine to protect against COVID-19. The best way to protect yourself is to avoid being exposed to the virus that causes COVID-19.
- Stay home as much as possible and avoid close contact with others.
- Wear a cloth face covering that covers your nose and mouth in public settings.
- Clean and disinfect frequently touched surfaces.
- Wash your hands often with soap and water for at least 20 seconds, or use an alcohol-based hand sanitizer that contains at least 60% alcohol.



Practice social distancing

- Buy groceries and medicine, go to the doctor, and complete banking activities online when possible.
- If you must go in person, stay at least 6 feet away from others and disinfect items you must touch.
- Get deliveries and takeout, and limit in-person contact as much as possible.



Prevent the spread of COVID-19 if you are sick

- Stay home if you are sick, except to get medical care.
- Avoid public transportation, ride-sharing, or taxis.
- Separate yourself from other people and pets in your home.
- There is no specific treatment for COVID-19, but you can seek medical care to help relieve your symptoms.
- If you need medical attention, call ahead.



Know your risk for severe illness

- Everyone is at risk of getting COVID-19.
- Older adults and people of any age who have serious underlying medical conditions may be at higher risk for more severe illness.



US19MS1 0419.2020

cdc.gov/coronavirus

BACKGROUND

Contact tracing is the process of reaching out to anyone who came into close contact with an individual who is positive for COVID-19. Contact tracing helps monitor close contacts for symptoms and to determine if they need to be tested. Contact tracing is a key strategy for preventing the further spread of infectious diseases such as COVID-19.

WHAT DOES THIS PROCESS LOOK LIKE?

- In contact tracing, public health staff work with a case to help them recall everyone they have had close contact with during the time they were infectious.
- Public health staff then inform individuals who have had close contact (e.g. “close contacts”) that they have potentially been exposed to COVID-19. Close contacts are only told that they may have been exposed to someone who has COVID-19; they are not told who may have exposed them.
- Close contacts are given education, information and support so they understand their risk. They receive information on what they should do to separate themselves from others who have not been exposed, how to monitor themselves for illness, and are made aware that they could possibly spread the infection to others, even if they do not feel sick.
- Close contacts will be asked to quarantine themselves and are encouraged to stay home and maintain social distancing through the end of their infectious period, which is about 14 days, in case they become sick. They should monitor themselves by checking their temperature twice a day and watch for any other symptoms of COVID-19. Public health staff will check in with these contacts to make sure they are self-monitoring and have not developed symptoms.
- If a close contact develops symptoms, they should isolate themselves and let public health staff know. The close contact will be evaluated to see if they need medical care. A test may be necessary unless the individual is already in a household or long-term care facility with a confirmed case, then the close contact would be considered a probable case without a test.

WHAT TERMS SHOULD I KNOW WHEN IT COMES TO CONTACT TRACING?

- A **case** is a patient who has been diagnosed with COVID-19. A case should isolate themselves, meaning they should stay away from other people who are not sick to avoid spreading the illness.
- A **close contact** is an individual who had close contact with a case while the case was infectious. A close contact should quarantine themselves, meaning they should stay at home to limit community exposure and self-monitor for symptoms.
- A **contact of a close contact** is an individual who had or continues to have contact with a close contact. A contact of a close contact should take all regular preventative actions, like washing hands, covering coughs and sneezes, and cleaning surfaces frequently. A contact of a close contact should be alert for symptoms.

RESOURCES:

NFHS: Guidance for Opening Up High School Athletics and Activities (per update on May 2020)

Centers for Disease Control and Prevention

Website: [cdc.gov/coronavirus/2019-ncov/index.html](https://www.cdc.gov/coronavirus/2019-ncov/index.html)

“What You Should Know About COVID-19 to Protect Yourself and Others”,
“Schools Decision Tree”

PA Department of Health

Website: [health.pa.gov](https://www.health.pa.gov)

“Coronavirus Symptoms”

“What is Contact Tracing”

“Phased Reopening Plan by Governor Wolf”

A Guide to Re-Entry to Athletics in Texas Secondary Schools

By Jamie Woodall, MPH, LAT, ATC, CPH and Josh Woodall Med, LAT, ATC

**Guidance for All Sports Permitted to Operate During the COVID-19 Disaster Emergency to
Ensure the Safety and Health of Employees, Athletes and the Public**

<https://www.governor.pa.gov/covid-19/sports-guidance/>

Concession stands or other food must adhere to the Guidance for Businesses in the Restaurant Industry.

<https://www.governor.pa.gov/covid-19/restaurant-industry-guidance/>

Athletics Health and Safety Plan Governing Body Affirmation Statement

The Board of Directors/Trustees for **Tyrone Area School District** reviewed and approved the updated Athletics Health and Safety Plan on **September 1, 2020**.

The plan was approved by a vote of:

Yes *8 - 0*

No

Affirmed on: **September 1, 2020**.

By:



(Signature of Board President)

Rose A. Black

(Print Name of Board President)

