

## **BOARD OF CHIROPRACTIC EXAMINERS**

### **MINUTES**

**DATE:** April 17, 2025

**TIME:** 8:00 AM CST

**LOCATION:** Poplar Conference Room  
665 Mainstream Dr, 1st Floor  
Nashville TN 37243

**MEMBERS PRESENT:** Cole Hosenfeld, D.C., President  
Jason Hulme, D.C. Vice President  
Dale Blackwelder, D.C., Secretary  
Curtis Damien D.C., Board Member  
Kara Birdwell, D.C., Board Member  
Stephanie Lazenby, CTA/CXT, Board Member

**MEMBERS ABSENT:**

**STAFF PRESENT:** Noranda French, Unit Director 2  
Mary V. Bennett, Board Manager  
Sabrina Craig-Boyd, Board Administrator 2  
Anahi Ramos Juarez, Board Administrator 1  
Michael Varnell, Office of General Counsel  
Barbara Granum, Office of Investigations

**GUESTS PRESENT:** Steve Darnell, Administrative Judge  
Haley Grossman, Court Reporter  
Tiffany Stevens, TCA

### **Call to Order**

With a quorum present, Dr. Hosenfeld called the meeting to order at 8:35 a.m. A roll call was initiated by Sabrina Craig-Boyd. Excluding Dr. Jason Hulme, all other board members were present. Dr. Hulme joined the meeting at 10:35 a.m.

### **Board Meeting Minutes January 16, 2025**

Dr. Birdwell made a motion to accept the January 16, 2025, meeting minutes as presented. Dr. Blackwelder seconded the motion. The motion passed.

### **Office of General Counsel**

Michael Varnell, Associate Counsel presented the board with the Office of General Counsel report.

### **Conflict of Interest**

If you have a personal or financial interest in the outcome of any issue or matter before this board which may suggest a bias on your part, you are asked to state that interest on the record so that a determination can be made as to whether there exists a need for recusal. You are reminded that it is the duty of this board to protect the health, safety and welfare of the citizens of Tennessee and that the administration of this solemn responsibility is dependent upon avoiding even the appearance of impropriety.

### **Rules/Policies**

The Office of General Counsel has one rule change in process, the DC Telehealth rules, project # 18-0164. A rulemaking hearing was held on August 8, 2024. The project is currently being reviewed by Attorney General's Office for legality.

### **Litigation Matters**

There were two cases set for final hearing at this meeting.

- Thomas, Lee Michael, D.C., License #2354, Memphis TN
- Dolan, Kristin, D.C., License # 3010, Knoxville TN

### **Appeals**

There were no pending appeals from Board disciplinary action.

### **Civil Suits**

None.

### **Pending Complaints**

The total number of **Chiropractors** being monitored for discipline is 14.

The total number of reprimand is 7 with terms.

The total number on probation is 3 with terms.

The total number on suspension is 1.

The total number that has had their license revoked or surrendered is 3.

The total number of **Chiropractic Assistants** being monitored for discipline is 0.

### **Legislation**

Discussion on HB0164/SB0128 regarding Animal Chiropractic.

### **Consent Orders**

Paetria Morgan, Senior Associate General Counsel, presented the Board with with consent orders for ratification.

Waters, Bryna DC3184

## **II. Stipulations of Fact**

1. Respondent has been at all times pertinent hereto licensed by the Board as a chiropractor in the State of Tennessee, having been granted license number 3184 on April 9, 2019, which currently has an expiration date of October 31, 2026.

2. Respondent allowed two employees to perform duties of a chiropractic x-ray technologist without a certification. Specifically, Respondent allowed two employees to expose x-rays without a certification.

### **III. Stipulated Grounds for Discipline**

The facts stipulated to in the Stipulations of Fact are sufficient to establish grounds to discipline Respondent's chiropractic license. Specifically, Respondent has violated the following statute and rule which are part of the Tennessee Chiropractic Practice Act (Tenn. Code Ann. § 63-4-101, *et seq.*) and the Rules and Regulations promulgated by the Board and recorded in the General Rules Governing the Practice of Chiropractic (Tenn. Comp. R. & Regs. Chapter 0260-03, *et seq.*), for which disciplinary action before and by the Board is authorized:

3. The facts stipulated in paragraphs one (1) and two (2) constitute a violation of TENN. CODE ANN. § 63-4-114(a):

(4) Immoral, unethical, unprofessional or dishonorable conduct.

4. The facts stipulated in paragraphs one (1) and two (2) constitutes a violation of Rule 0260-02-.13 of the TENN. COMP. R. & REGS., which states:

PROFESSIONAL ETHICS. Immoral, unprofessional, unethical, or dishonorable conduct shall include, but not be limited to, the following: ...

(9) Unlicensed assistants – Licensees shall not allow staff personnel to perform procedures or services in the clinic for which the personnel do not hold the license or certification required for such performance. This includes those services for which certification as a chiropractic therapy assistant or a chiropractic x-ray technologist is required. Violators will be subject to a civil penalty of up to one thousand dollars (\$1000.00) per month for each employee found to be practicing

without a license. Failure to pay any assessed civil penalty may result in additional disciplinary action.

#### **IV. Stipulated Disposition**

5. Respondent's license to practice as a Chiropractor in Tennessee, pursuant to the authority vested in the Board under TENN. CODE ANN. §§ 63-4-114, shall be and is hereby **REPRIMANDED**, beginning the effective date of this Order.

6. Civil penalties are hereby assessed pursuant to Tenn. Comp. R. & Regs. 0260-02-.15(4) and Tenn. Code Ann. § 63-1-134(c), which states in particular:

(1) Civil penalties assessed pursuant to this section are final, due and payable as of the date shown on the certificate of filing below;

(2) If the violator fails to pay an assessment when it becomes final, the department may apply to the appropriate court for a judgment and seek execution of such judgment.

7. Respondent is assessed two (2) civil penalties in the amount of one thousand dollars (\$1,000.00) each for a total assessment of two thousand dollars (2,000.00). This civil penalty shall

be paid in full within thirty (30) days from the effective date of this Order.

Dr. Blackwelder made a motion to accept the consent order as presented. Dr. Damien seconded the motion. The motion passed.

Worthington, Jared DC3083

#### **II. Stipulations of Fact**

1. Respondent has been at all times pertinent hereto licensed by the Board as a chiropractor in the State of Tennessee, having been granted license number 3083 on January 26, 2018, which currently has an expiration date of May 31, 2026.

2. The Board issued a probationary license on January 25, 2018, to the Respondent. The Board placed the Respondent's license on probation until the resolution of his court proceedings, which covered a driving while intoxicated in Tennessee charge. This Board lifted the probation from the Respondent's license on October 17, 2024.

3. Respondent voluntarily entered into a five-year monitoring contract with the Tennessee Medical Foundation ("TMF") on February 10, 2023. Respondent completed residential treatment on May 15, 2024. On July 6, 2024, Respondent pled guilty to a reduced DUI 1<sup>st</sup> offence. Respondent currently has TMF advocacy.

### **III. Stipulated Grounds for Discipline**

The facts stipulated to in the Stipulations of Fact are sufficient to establish grounds to discipline Respondent's chiropractic license. Specifically, Respondent has violated the following statutes which are part of the Tennessee Chiropractic Practice Act (Tenn. Code Ann. § 63-4-101, *et seq.*) for which disciplinary action before and by the Board is authorized:

4. The fact stipulated in paragraph three (3) constitutes a violation of TENN. CODE

ANN. § 63-4-114(a):

- (3) Habitual intoxication or personal misuse of any drugs or the use of intoxicating liquors, narcotics, controlled substances, controlled substance analogues or other drugs or stimulants in such manner as to adversely affect the person's ability to practice chiropractic; and
- (4) Immoral, unethical, unprofessional or dishonorable conduct.

#### **IV. Stipulated Disposition**

Now therefore, Respondent, for the purpose of avoiding further administrative action with respect to this cause, agrees to the following:

5. Respondent's license to practice as a Chiropractor in Tennessee, pursuant to the authority

vested in the Board under TENN. CODE ANN. §§ 63-4-114, shall be and is hereby placed on PROBATION, beginning the effective date of this Order. Respondent's licensed shall remain on probation for at least three (3) years.

6. While the Respondent's license is on probation, with respect to the TMF, Respondent must:

- a. Respondent shall maintain TMF advocacy and comply with all conditions of his TMF monitoring agreement and any extensions;
- b. Respondent shall immediately notify the Board's disciplinary coordinator if at any time Respondent no longer has the advocacy of TMF;
- c. Respondent shall cause TMF to notify the Board's disciplinary coordinator in writing of any violation of his TMF monitoring agreement and any extensions; and
- d. Respondent shall cause the TMF to issue quarterly reports regarding his compliance with the monitoring agreement and his advocacy status.

9. Respondent is assessed one (1) civil penalty in the amount of five hundred dollars (\$500.00). This civil penalty shall be paid in full within thirty (30) days from the effective date of this Order. Failure to pay the civil penalty as assessed will be a violation of the terms of this Consent Order.

8. Civil penalties are hereby assessed pursuant to Tenn. Comp. R. & Regs. 0260-02-.15(4) and Tenn. Code Ann. § 63-1-134(c), which states in particular:

- (1) Civil penalties assessed pursuant to this section are final, due and payable as of the date shown on the certificate of filing below;
- (2) If the violator fails to pay an assessment when it becomes final, the department may apply to the appropriate court for a judgment and seek execution of such judgment.

Dr. Birdwell made a motion to accept the consent order as presented. Ms. Lazenby seconded the motion. Dr. Damien recused. The motion passed.

### **Agreed Order**

Jessica Turner, with the Office of General Counsel presented the Board with an Agreed Order for Sara Taylor.

Taylor, Sarah CXT875

## **II. Stipulations of Fact**

1. Respondent has been at all times pertinent hereto licensed by the Board as a chiropractic x-ray technician in the State of Tennessee, having been granted license number 875 on May 25, 2022, which currently has an expiration date of April 30, 2025.

2. In or around May of 2024, Respondent failed to submit proof of completion of the annual continuing education requirements to the Board's administrative staff for the calendar year of 2023.

### **III. Stipulated Grounds for Discipline**

3. The Stipulations of Fact are sufficient to establish that Respondent has violated TENN. CODE ANN. § 63-4-101, *et seq.*, for which disciplinary action by the Board is authorized:
4. The facts stipulated in paragraphs one (1) and two (2) constitute a violation of TENN. CODE ANN. § 63-4-112(c)(2):
  - (A) When requested, licensees shall provide the board satisfactory proof of the licensee's attendance at a chiropractic education program or programs conducted by either the American Chiropractic Association, the International Chiropractors Association, the Tennessee Chiropractic Association, or any other educational program approved or conducted by the board which consists of the minimum number of hours established hereunder for the period beginning the preceding January 1.
  - (B) Each chiropractic physician must retain independent documentation of continuing education hours attained for a period of four (4) years from the end of the calendar year in which the training is received. Such proof must be produced for inspection and verification, if requested in writing by the board during its verification process.
5. The facts stipulated in paragraphs one (1) and two (2) constitute a violation of TENN. CODE ANN. § 63-4-114(a):
  - (4) Immoral, unethical, unprofessional or dishonorable conduct.



### Chiropractic Therapy Assistants:

License Type: 1122 - Chiropractic Therapy Assistant

| Complaint Activity        | Dec 2024 | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | YTD |
|---------------------------|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| New Complaints Opened     |          | 0   | 0   | 0   | 0   |     |     |     |     |     |     |     |     | 0   |
| Total Closed Complaints   |          | 0   | 1   | 0   | 0   |     |     |     |     |     |     |     |     | 1   |
| 9 - Complaint Closed      |          | 0   | 1   | 0   | 0   |     |     |     |     |     |     |     |     | 1   |
| Currently Open Complaints | 1        | 1   | 0   | 0   | 0   |     |     |     |     |     |     |     |     |     |

### Chiropractic X-Ray Technologist:

License Type: 1145 - Chiropractic X-Ray Technologist

| Complaint Activity        | Dec 2024 | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | YTD |
|---------------------------|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| New Complaints Opened     |          | 0   | 0   | 0   | 0   |     |     |     |     |     |     |     |     | 0   |
| Total Closed Complaints   |          | 0   | 1   | 0   | 0   |     |     |     |     |     |     |     |     | 1   |
| 9 - Complaint Closed      |          | 0   | 1   | 0   | 0   |     |     |     |     |     |     |     |     | 1   |
| Currently Open Complaints | 1        | 1   | 0   | 0   | 0   |     |     |     |     |     |     |     |     |     |

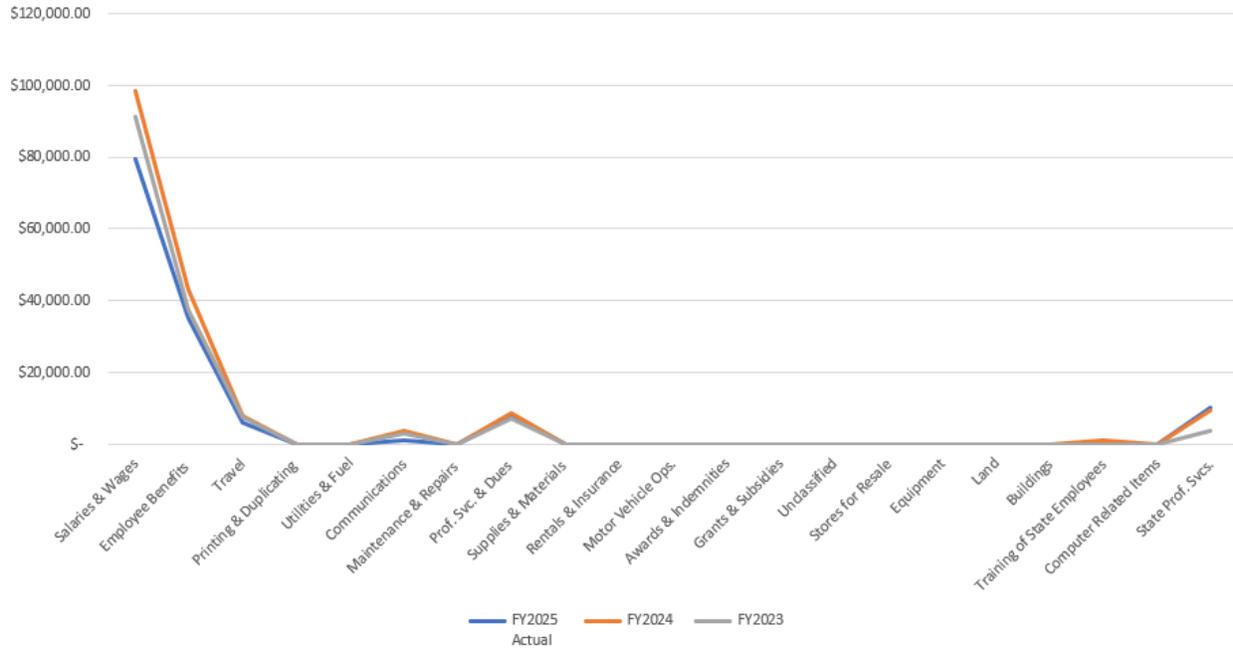
### Health Licensure and Regulation

Ms. Noranda French presented the Board with the mid-yr fiscal report as requested by the Board.

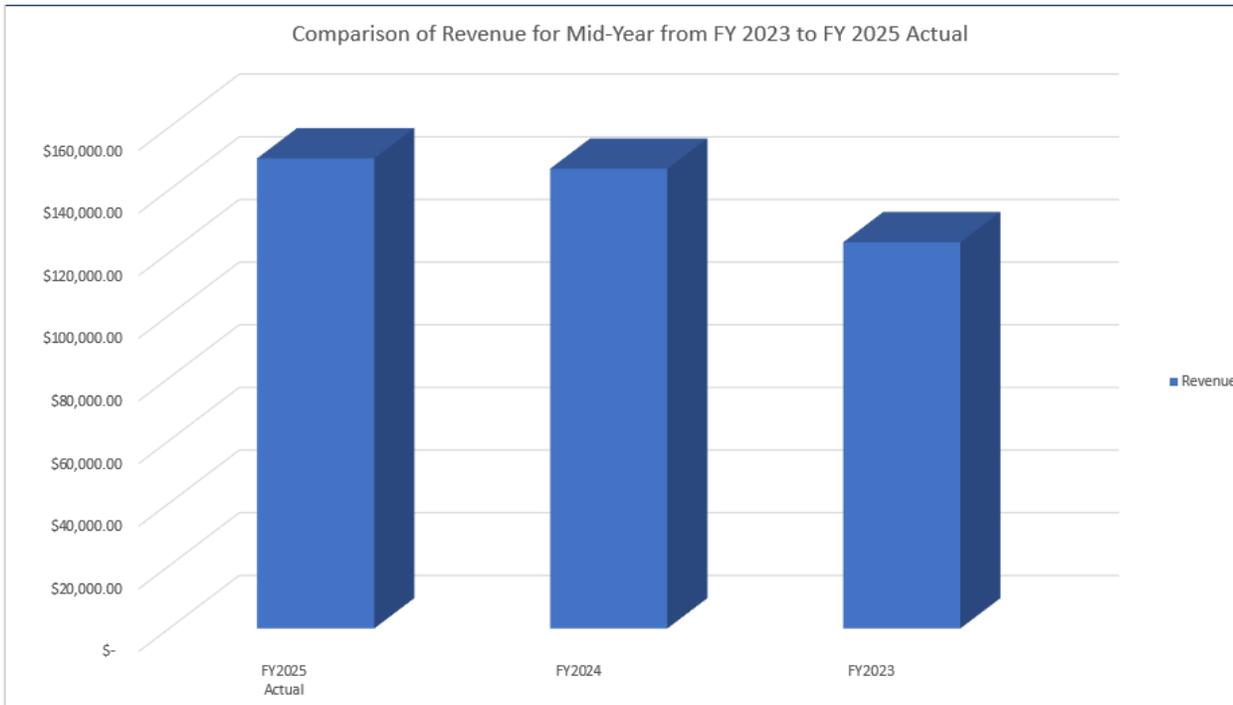
**Tennessee Board of Chiropractors  
Actual Revenue and Expenditures  
for Fiscal Periods July 1, 2024 to February 28, 2025**

|                                    | <i>FY2025 YTD Actual</i> | <b>FY2024</b>        | <b>FY2023</b>        |
|------------------------------------|--------------------------|----------------------|----------------------|
| Payroll Expenditures (701-702)     | \$ 114,779.77            | \$ 141,777.77        | \$ 128,661.84        |
| Total Other Expenditures (703-725) | \$ 25,125.06             | \$ 30,626.81         | \$ 21,062.47         |
| Total Allocated Expenditures       | \$ 81,667.99             | \$ 174,029.13        | \$ 113,360.38        |
| <b>Total Expenditures</b>          | <b>\$ 221,572.82</b>     | <b>\$ 346,433.71</b> | <b>\$ 263,084.69</b> |
| Board Fee Revenue                  | \$ 150,061.95            | \$ 315,788.85        | \$ 315,963.83        |
| Change in Position                 | \$ (71,510.87)           | \$ (30,644.86)       | \$ 52,879.14         |
| Reserve Balance                    | <u>\$ 596,886.39</u>     | <u>\$ 668,397.26</u> | <u>\$ 699,042.12</u> |

Comparison of Direct Expenditures for FY 2023 - FY 2025 YTD Actual



Comparison of Revenue for Mid-Year from FY 2023 to FY 2025 Actual



## **Applicant Interviews**

**Honea, Leslie CTA and CXT**- Ms. Honea's applications for licensure were presented to the Board for approval. Dr. Blackwelder made a motion to approve her applications for CTA and CXT licensure. Dr. Damien seconded the motion. The motion passed.

**Brian Carrico DC** - Appeared before the board due to adverse history in practice in the State of CA. After reievw of Dr. Carrios' licensure history and criminal background history, the Board voted to offer a **contingent-conditional license**. Dr. Carrico failed to meet the deadline to sign his contigent-conditional and his application was set to be denied. However, Dr. Blackwelder made a motion to rescend the denial letter and approve Dr. Carrico's application for licensure. Dr. Birdwell seconded the motion. The motion passed.

## **Board of Chiropractic Examiners Ratification List January 3, 2025 – April 2, 2025**

### **Newly Licensed Chiropractic Physician**

Antonoff, Ashley  
Arstikaitis, Aidan  
Beckman, Samantha  
Di Iorio, Shannon  
Etheridge, Eric  
Flowers, Erin  
Franks, Rachel  
Fritz, Devon  
Guerrero, Makayla  
Harder, Joshua  
Harrison-Spears, Meredith  
Holdridge, Christian  
Johnson, Grayson  
Lamb, Logan  
Lotka, Kenneth  
Mueleman, Rosalie  
Moore, Loren  
Morales, Victoria  
Orr, Lucas  
Peterson, Helen  
Provencial, Bethany  
Puetz, Matthew  
Roller, Like  
Smith, Daniel

### **Reinstated Chiropractic Physicians**

Burchard, Larry  
Hasenbank, John  
Milonas, Matthew  
Palmer, Meghan  
Smith, Matthew

Sunshine, Abby  
Tablak, Sarah  
Weil, Jordan  
Williams, Emma  
Wood, Scott  
Yaroma, Gregory  
Yocca, Kathryn

**Newly Licensed Chiropractic Therapy Asst.**

Arnold, Gracey  
Bandy, Madison  
Beaty, Erin  
Benveniste, David  
Bogan, Sherri  
Chaisson, Hannah  
Clarke, Chasity  
Dudley, Melinda  
Duerr, Avianna  
Edde, Lauren  
Fewell, Bethany  
Garcia, Guadalupe  
Gocha, Yvonne  
Grooms, Madison  
Harris, Lorianne  
Hatchett, Madeline  
Huffman, Natalie  
Jaynes, Pamela  
Justice, Aaron  
Lanius, Kailey  
McKenzie, Brooklyn  
Murphy-Blair, Breana  
Williams, Kelsey  
Wood, Breanna  
Yates, Maria

**Newly Licensed Chiropractic X-Ray Technologist**

Chavez, Marissa  
Dalton, Deborah  
Huffman, Natalie  
Justice, Aaron  
Kameh, Hannah  
Mansoor, Rebekah  
Privette, Elizabeth  
Simmons, Tonyda  
Tipton, Crislyn

**Reinstated CTA**

Gentry, Rebecca

Dr. Birdwell made a motion to accept the full ratification list as presented. Ms. Lazenby seconded the motion. The motion passed.

Ms. Sabrina Craig-Boyd presented the Board with the Administrative Report.

**BOARD OF CHIROPRACTIC EXAMINERS  
ADMINISTRATOR REPORT**

**April 17, 2025**

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This is an administrative report from Sabrina Craig-Boyd, Board Administrator. The information contained in this report will keep the Board aware of all essential activities pertaining to licensure for Chiropractic Examiners.

**STATISTICAL DATA**

As of April 2, 2025, the Board of Chiropractic Examiners has 1541 active Chiropractic Physicians, 397 Chiropractic Therapy Assistants, and 144 Chiropractic X-Ray Technologists.

LICENSURE STATUS TOTALS FROM THE MONTHS OF  
January 3, 2025 through April 2, 2025

| <b>CHIROPRACTIC PHYSICIAN</b>          |                           |
|--|---------------------------|
| Total applications received – 220      |                           |
| New licenses issued – 31               | Renewal Total – 155       |
| Reinstatements –5                      | Online Renewals – 114     |
| Temp Licenses/Externships- <u>0</u>    | Paper Renewals – 41       |
| Licenses Retired – 9                   | % Using Online System 74% |
| Failed to Renew/Expired Licensees – 11 |                           |
| New Acupuncturist- 0                   |                           |
| <b>CHIROPRACTIC THERAPY ASSISTANT</b>  |                           |
| Total applications received – 63       |                           |
| New licenses issued – 25               | Renewal Total – 30        |
| Reinstatements – 1                     | Online Renewals – 20      |
| Licenses Retired – 9                   | Paper Renewals – 7        |
| Failed to Renew/Expired Licensees – 16 | % Using Online System 67% |
| <b>CHIROPRACTIC X-RAY TECHNOLOGIST</b> |                           |
| Total applications received – 27       |                           |
| New licenses issued – 9                | Renewal Total – 4         |
| Reinstatements – 0                     | Online Renewals – 2       |
| Licenses Retired – 3                   | Paper Renewals – 2        |
| Failed to Renew/Expired Licensees – 5  | % Using Online System 50% |

**CEU AUDIT**

CE Audit closed on CE Broker on April 15, 2025. Agreed citations for non-compliance will go out in certified mail the first week of May.

**Upcoming Board Meeting Dates**

July 17, 2025

October 23, 2025

**INTERNET**

The Board’s internet website is an excellent location to find valuable board information for licensees and applicants. Please visit the site at <https://www.tn.gov/health/health-program-areas/health-professional-boards/chiro-board.html> . Should you have any suggestions or comments, please feel free to contact the Board at 615.741.3807 or [unit2hrb.health@tn.gov](mailto:unit2hrb.health@tn.gov).

### **Agreed Citations**

Dr. Birdwell made a motion to accept the list of names issued agreed citations as noted below. Dr. Blackwelder seconded the motion. The motion passed.

|                         |                |
|-------------------------|----------------|
| Burchard, Larry DC2028  | Lapsed License |
| Milonas, Matthew DC3455 | Lapsed License |
| Smith, Matthew DC2921   | Lapsed License |
| Riggins, Deena DC3524   | Lapsed License |

### **Correspondence**

Komoll, Monica - Requested extension to complete CTA intern hours. Ms. Lazenby made a motion to allow Ms. Komoll until February 28, 2026, to complete her intern hours and submit her application for licensure. Dr. Damien seconded the motion. The motion passed.

Scruggs, Kayle - Requested extension to complete CTA Intern hours. Dr. Damien made a motion to allow Ms. Scruggs until October 3, 2025, to complete her intern hours and submit her application for licensure. Dr. Blackwelder seconded the motion. The motion passed.

### **Legislation**

Senate Bill No. 128\* House Bill NO. 164\* Animal Chiropractic

Dr. Damien made a motion to appoint Dr. Kara Birdwell as point person to consult with Advisory Counsel to promulgate rules for Chiropractors regarding Animal Chiropractic.

### **Rulemaking, Rule Amendments, and Policies**

Mr. Varnell presented the Board the Retrospective Review of the amendments to the CTA and CXT rule changes.

| <b>Chapter Number</b> | <b>Chapter Title</b>                                     |
|-----------------------|--|
| 0260-03               | General Rules Governing Chiropractic X-Ray Technologists |
| <b>Rule Number</b>    | <b>Rule Title</b>  |
| 0260-03-.01           | Definitions  |
| 0260-03-.02           | Scope of Practice  |
| 0260-03-.03           | Necessity of Certification                               |
| 0260-03-.04           | Qualifications for Certification                         |
| 0260-03-.05           | Procedures for Certification                             |
| 0260-03-.06           | Fees   |
| 0260-03-.07           | Application Review, Approval, Denial, Interviews         |
| 0260-03-.08           | Examination  |
| 0260-03-.09           | Renewal of Certification                                 |
| 0260-03-.10           | Supervision  |
| 0260-03-.11           | Retirement and Reactivation of Certificate               |
| 0260-03-.12           | Continuing Education                                     |
| 0260-03-.13           | Professional Ethics                                      |
| 0260-03-.14           | Disciplinary Actions and Civil Penalties                 |

| 0260-05            | General Rules Governing Chiropractic Therapy Assistants |
|--------------------|---|
| <b>Rule Number</b> | <b>Rule Title</b>                                       |
| 0260-05-.01        | Definitions   |
| 0260-05-.02        | Scope of Practice                                       |
| 0260-05-.04        | Qualifications for Certification                        |
| 0260-05-.06        | Fees  |
| 0260-05-.08        | Examination   |
| 0260-05-.09        | Renewal of Certification                                |
| 0260-05-.10        | Supervision   |
| 0260-05-.12        | Continuing Education                                    |
| 0260-05-.13        | Professional Ethics                                     |
| 0260-05-.14        | Disciplinary Actions and Civil Penalties                |

Dr. Blackwelder made a motion to accept the changes to CTA rules as presented. Dr. Hulme seconded the motion. The motion passed.

Dr. Blackwelder made a motion to accept the changes to the CXT rules as presented. Dr. Hulme seconded the motion. The motion passed.

### **Old and New Business**

Mr. Bradley Guye, Business Development Manager with Ethics Boundaries Assessment Service (EBAS) joined the Board meeting via Teams to share a brief PowerPoint presentation outlining EBAS services to the profession.

Roger Russel with International Academy of Neuromusculoskeletal Medicine provided the Board with a letter requesting greater oversight and regulation of the use of the term "Board Certification". At this time, the Board took no action.

Dr. Damien presented the Board with an update from the Task Force working on the CEU policies.

### **Contested Case**

Kristin Dolan DC3010

The Honorable Judge Steve Darnell presided over the Contested Case of Kristin Dolan, DC3010. Dr. Dolan was not present at the hearing. Dr. Hulme made a motion to hold the hearing in default with Dr. Dolan's absence. Dr. Blackwelder seconded the motion. The motion passed.

Jessica Turner with the Office of General Counsel presented the case in default. Dr. Hulme made a motion to accept the Findings of Fact. Dr. Blackwelder seconded the motion. The motion passed.

Dr. Hulme made a motion to accept the Conclusions of Law. Dr. Blackwelder seconded the motion. The motion passed.

Dr. Hulme made a motion to accept the Final Order. Dr. Blackwelder seconded the motion. The motion passed.

Dr. Hulme made a motion to accept the Policy Statement. Dr. Blackwelder seconded the motion. The motion passed.

### **Adjourn**

Dr. Hulme made a motion to adjourn the meeting at 1:45pm. Dr. Blackwelder seconded the motion. The motion passed.

**THESE MINUTES WERE RATIFIED AT THE JULY 17, 2025 BOARD MEETING.**