**August 2020 Board Meeting Recording Transcript**

Lucy Joffe: [00:00:00](https://www.rev.com/transcript-editor/Edit?token=853ZQcocB6A-BJRwNOZJl1Krd4-_WECIfTOHYbUG5-Qvh7WdKOJaR51AAN3n1TacUkkA-5oS1tjoHJveIw2-u8CwXsc&loadFrom=DocumentDeeplink&ts=0.71) Welcome everybody. I'm going to call the meeting to order. And Gersh, could we go on-

Guerschmide Sai...: [00:00:13](https://www.rev.com/transcript-editor/Edit?token=zmLyrRnHwtAE54jqL3eR-6QGu2wuh0UUO03E7zOiDHzjaC5_2i0hOnYdyxe2-jfyBXOP73IVFgkF0EGrRQNZk4DSeqY&loadFrom=DocumentDeeplink&ts=13.11) Grid?

Lucy Joffe: [00:00:13](https://www.rev.com/transcript-editor/Edit?token=pN7pqf_BrKYWg-Og1_-ohwBK-cHVG211zvKfpFS-HYZZm2MGXOOzMIiszKm88uThloBhUna8UjqbZqgj_BY-41UIBAw&loadFrom=DocumentDeeplink&ts=13.95) ... the viewer... Yeah.

Guerschmide Sai...: [00:00:21](https://www.rev.com/transcript-editor/Edit?token=Z-bxZYqHuW1DpZOYErxm5y3DdlcsicSXtSySbBE1pxweXx-LjASyR1pIuj2viIF6qwunfZVUMFpxalDvGXzmTyVboFQ&loadFrom=DocumentDeeplink&ts=21.08) There you go.

Lucy Joffe: [00:00:22](https://www.rev.com/transcript-editor/Edit?token=RYsIBXW19Q3P0x0lselwdi46GJ4k1oYUFRtFaER1B_uT6AqaoW2SMhVBC4UUq5mcPuWfJg-8iKKXED6HM59i2VDPXCA&loadFrom=DocumentDeeplink&ts=22.59) Okay. Hi everyone, it's good to see everyone. We'll start there, and want to do a little bit of a around of introductions. We have two guests who are joining us, which is great perspective board members. Damira Rasheed and Nikki Caroll. What I would ask is can we do, everybody says their name, their role at La Cima and how long you've been here for. I'll start.

Guerschmide Sai...: [00:00:55](https://www.rev.com/transcript-editor/Edit?token=_szIj7X9fqbr1GmKZ0KMNFgGRGdHI6jEGo-faBq9m3RtnC2OTgcIJpA6Z9xUtBLLMJopIx-dHtzfuvZFKMsp9g_K9xA&loadFrom=DocumentDeeplink&ts=55.27) Lucy. Just a quick ask, because the grips don't appear in the same order for everybody, if you could just tell folks based on how'd you see it, when it's their time.

Lucy Joffe: [00:01:05](https://www.rev.com/transcript-editor/Edit?token=4vncAJPTVKiqPZm_PIot7KEFg6Wco_p65Ww1nza_oHCtr5F5JsAs0n2wpDyZepFn0jjlUU-68frVGurEoaDYzNwH8Z8&loadFrom=DocumentDeeplink&ts=65.56) Yep. Perfect. Okay. So, I'm Lucy Joffe. I am the Board Chair and I think this is my eighth school year. And I'm going to go next to Gersh.

Guerschmide Sai...: [00:01:19](https://www.rev.com/transcript-editor/Edit?token=9Mrvb3t14YYVHyL5zBahZGEDHexIM41e6QBRC3Wr5OyP4TnS4-i3fP8ZMTOU682-bJWFmY7EdsBqVEFlzFeL6Fdp2zY&loadFrom=DocumentDeeplink&ts=79.05) Hi everyone. I'm Guerschmide Saint-Ange. I am the Executive Director at La Cima and I am starting my third school year.

Lucy Joffe: [00:01:28](https://www.rev.com/transcript-editor/Edit?token=6OghZP4dbkE_cnAGqgyVryLoePJBY8BV8S9vMxusXL2apMtt0gZmt9MSXj9Nn6AM479AxqZg6-dunaQBVnGvMkfMIhY&loadFrom=DocumentDeeplink&ts=88.68) Robin.

Robyn Milliner ...: [00:01:30](https://www.rev.com/transcript-editor/Edit?token=zK-WKUSCeTXzwVeEBWtcOXGVuMjD1C2JS4NwcY7nGSESL3I3COIS0qbWbJl4rvX9O0vjpE3pIx62319GKrRHSq6uMUo&loadFrom=DocumentDeeplink&ts=90.44) Good evening, everyone. I'm Robyn Milliner Johnson. I'm the Assistant Principal at La Cima. And I'm going into my, and I'm going. The school year has started. So I'm into my second year.

Lucy Joffe: [00:01:44](https://www.rev.com/transcript-editor/Edit?token=mjS_AdyAcpFPmTkwrXXttRZEQvSVobO5TABTxBrDeUD7kSYznCGrDDkDR9-zZtcJ7GfrLtM6CJWW6TQ0qprM31uD42s&loadFrom=DocumentDeeplink&ts=104.71) Letta.

Letta Belle: [00:01:44](https://www.rev.com/transcript-editor/Edit?token=wxTcpZ0i-Cl1AGHXRk7zPUphQvsMun8RZDhkj7BWCkwPCDd6ZpJCiZ7Do3JmDQblRma_ZSIlhdwqyPyH-Rsk8MqDmzE&loadFrom=DocumentDeeplink&ts=104.88) Good evening everyone. My name is Letta Belle and I am the Principal of La Cima. The proud principal. And I completed my first year in July. So going into my second.

Lucy Joffe: [00:02:02](https://www.rev.com/transcript-editor/Edit?token=ttnuUGzQz2OPcM6EbzjwRJlWuelhz9SPjR-zbbGIuAWpmxx7o1fiTxjE-cw8htYMmSgPTXE7QgxG5lbAQjWhxuc9qQw&loadFrom=DocumentDeeplink&ts=122.22) Damira.

Damira Rasheed: [00:02:04](https://www.rev.com/transcript-editor/Edit?token=ICm4jFW7XKRlcMNzUHXd8g3bCjy5Z93FeEAhDaIiHZrz73c6-jvPj_PlowDf_6QZqtQJnERsmEjEDp9G-FXspWiEu9o&loadFrom=DocumentDeeplink&ts=124.39) Hi, everyone. I'm Damira Rasheed. And right now I am a Director at the House and Preservation and Development. Lucy and I work together. And I'm interested in joining the board for lots of different reasons. I live in Bed-Stuy for one. My first passion is education, and just really finding out how to be a change agent and making the lives better for people who look like me. So, this is an opportunity to get governance experience, which I haven't had before and then to also be back in the realm of education and helping and working to improve the lives and add to the lives of children.

Lucy Joffe: [00:02:52](https://www.rev.com/transcript-editor/Edit?token=YFe11o0PvmHf_fcV0OAtIWLNcAoirFv1hll1iX_tFMJLqYmocsen7cxCAmoqTdhblcQtHyts0--SCDNKGDqt5c5mZns&loadFrom=DocumentDeeplink&ts=172.02) Great. Thank you. And thank you for joining us. Capri.

Capri Tenis: [00:02:59](https://www.rev.com/transcript-editor/Edit?token=GxHfjSdyl2TPmXj-Pk1UAnkktV3IJB4lFhedykts4K6OZO7aPrU1vLyRrjZmGutGt-wowT1Ot0yybihml3J7L1Ed4YE&loadFrom=DocumentDeeplink&ts=179.1) Hi everybody. My name's Capri Tenis. I'm the Special Populations Coordinator at La Cima. This is my sixth year.

Lucy Joffe: [00:03:08](https://www.rev.com/transcript-editor/Edit?token=8CaGLDVORbdJsSUWsSk6YFiaf4ZYId1NSb7YFcp6E0y106s36SvCDASrwrgpEocGwTpwZoaELeXW2X5A30Kl27_R8Y0&loadFrom=DocumentDeeplink&ts=188.35) Thanks Capri. Kristen.

Kristen Briggs: [00:03:13](https://www.rev.com/transcript-editor/Edit?token=CHpR41pIU5gjRCIVtpXfrL-zN6GWYgAzqWcyzo8sZiKfIK4qhozd38-f3TTO6ZIc-wCCJJIwchGZv7mv1aEfo9fsaIQ&loadFrom=DocumentDeeplink&ts=193.05) Hi, I am Kristen Briggs. I am currently the Director for Partnerships at an education nonprofit supporting schools with implementing high quality instructional materials. And I am at my fourth official month on the board, but just shy of a year since this whole process started. And joined the board because I'm passionate about it. I'm a lifelong educator. It's what I've done. I'm a special educator. And, it's been really exciting to be a part of La Cima journey as they are. I'm kicking behind the ticket names.

Lucy Joffe: [00:03:50](https://www.rev.com/transcript-editor/Edit?token=OGqXmOF5owrHXvUQxiSQmHVaSTQs6PZhQj_frfJc99Zpvm2ei45OtBnMsDuqZfLEbNZk2Rbg7XCtk4vHnJM5-uqnybQ&loadFrom=DocumentDeeplink&ts=230.13) Norah.

Norah Yahya: [00:03:51](https://www.rev.com/transcript-editor/Edit?token=ekREDyjaY64If-FwiWEvcKkcZoBICihwcLJ1ZdxchZkbQtkY-B81_uhz4IIqfdPueAKtvPIcGoD3SouVDR3dH9-sQLk&loadFrom=DocumentDeeplink&ts=231.89) I am Norah Yahya. This is I believe my fifth school year. I'm the Chair of the Academic Committee. And I'm a lobbyist for nonprofits across the city. And it's been an amazing ride with La Cima.

Lucy Joffe: [00:04:08](https://www.rev.com/transcript-editor/Edit?token=qQXH0tna4WQxq70ZuxqiJ_ysxZ5KnX7etIuPLNT2iK9e1bl4pwWXpk-t_96blybfXgdOKAAre5g32u8DYlsAq8br2zQ&loadFrom=DocumentDeeplink&ts=248.41) All right, Deb.

Debra Mack-Glas...: [00:04:10](https://www.rev.com/transcript-editor/Edit?token=d2-HHv3hUHfRMxxByca0vs7sMxVNgG5Tu8XU3a1kQPe_7EK-_illlD8YWFK3FilY_qZyZXLzA6EOOyZt4G14UysnbCU&loadFrom=DocumentDeeplink&ts=250.41) Good evening. My name is Debra Mack-Glasgow. I'm Director of Workforce Development. And we entreat and a Bronx nonprofit organization. I think this is my fourth year at La Cima. Starts to lose count here. It's been an incredible ride watching its changes and developments and growth. That's all I have. Thank you.

Lucy Joffe: [00:04:37](https://www.rev.com/transcript-editor/Edit?token=Pf-YdmTlrgu3U5xKxVwCsjM2WHj5lObDskD9SMBzcA8udzkLPfkooGEst7k6_L_Mcy06RhM_5y6t20_MUyak6ZA0-OQ&loadFrom=DocumentDeeplink&ts=277.38) So, for those of you who thought that I'm purposely prioritizing all of the amazing strong women associated with La Cima, this really is how my grid is showing up, but we do have men here. So I'm going to Ray McGill.

Ray McGill: [00:04:50](https://www.rev.com/transcript-editor/Edit?token=OvT_p5v-L-BufkJvnWnlM6o_eKgnADAD2Mv_6OZbBJb0axJYsyuKvzgKBkagNrT4zFFRs11s9wgef1O7bIZ7UJU8vpk&loadFrom=DocumentDeeplink&ts=290.38) Thank you for the wonderful segue. I feel so encouraged. Hi everyone. I'm Ray McGill. One of those males that Lucy referred to. I've been on the board for three years. I'm the Treasurer, and I work in real estate on the finance side.

Lucy Joffe: [00:05:09](https://www.rev.com/transcript-editor/Edit?token=6s68Ai7ASR2IelE2ImCENnD6b-bSPJm-uVcaJ2I52jJMeOSeOjGU1xbSMS7zNygrsvar4WbtvcDEhaR-HxKwtIXZxjk&loadFrom=DocumentDeeplink&ts=309.89) Thanks Ray. Amira.

Amira: [00:05:13](https://www.rev.com/transcript-editor/Edit?token=EnXrUYSmwY-PrFF58q4npNfqonY6np6wCzmOnJ6SKhWFpBs3YdRrr05a0ryKho1cbDypZQK_blOPkFcuYSUiCzPcVDw&loadFrom=DocumentDeeplink&ts=313.74) Hi everyone. I'm unable to show my camera, but this is my third year with La Cima, and I'm the Academic Operations Manager.

Lucy Joffe: [00:05:22](https://www.rev.com/transcript-editor/Edit?token=n1pw17Rj6K-XsREhECU24ACEwxqfSzNKBs7UNLwhRibJ72SPt-L33gsOmicJZrHv8Yf3geLeLmB_FIuPuV4gXMqw68Q&loadFrom=DocumentDeeplink&ts=322.97) Great, thank you. Zach.

Zach Heller: [00:05:26](https://www.rev.com/transcript-editor/Edit?token=vOPeMRjTcDZvkVB5JN6FzKaDgs9QXKS9SRf5Mm-JlwGW4TJAOvqsvEkzzXZ_K1tV91zr_NZ0Xa7qqjtaNhBa_XbdZgQ&loadFrom=DocumentDeeplink&ts=326.45) Hi, Zach Heller. Board member. I believe it's been three years, although it could be four at this point. I'm with Debra on that one. And I am currently on the academic committee.

Lucy Joffe: [00:05:41](https://www.rev.com/transcript-editor/Edit?token=iofWKDNULaV3nxWo_hRu4anbsJihIyzuNHUUf2OoTyjQ-GgcrnynG9YUkpCWSNU4N3QvxZJiCvgwnIRy3EOYABWGrk8&loadFrom=DocumentDeeplink&ts=341.79) Jen.

Jennifer Njugun...: [00:05:51](https://www.rev.com/transcript-editor/Edit?token=Y66LhsxJtiizxlklc3U2s_5tT4vuWAIRI2NlmYlQuehS3L5W0VkKvrBWV4FocMoqst29OMBbMfviH32fXKUSKLaW6AA&loadFrom=DocumentDeeplink&ts=351.18) Hello. Was trying to see if my video came through. Hi everyone. I'm Jennifer Njuguna. And I've been on the board, I think for a total of five or six years now. Most recently for two years, I was previously board chair. Earlier in Lossiemouth history, it's been an amazing ride and journey. And I am on the governance committee and I'm a nonprofit attorney.

Lucy Joffe: [00:06:19](https://www.rev.com/transcript-editor/Edit?token=wnr_W9snQhpf87ZnF9C0O2YX1L28OfC_hnAyV-6qhodvLzhrWXaJyBGCe5G0kBejfryLIwUirqYJwGCUCodR_LkX4bw&loadFrom=DocumentDeeplink&ts=379.67) Great. Nikki.

Nikki Carroll: [00:06:24](https://www.rev.com/transcript-editor/Edit?token=blIUTcrrnDuwwXE0NpKEFLvKiQJ_kZgc8g_ID6-aHioxaa6S5hBkYInUtM8gRSGor5GRZtkr4hBxxrgcOZZuGQTESSg&loadFrom=DocumentDeeplink&ts=384.36) Good evening, everyone. My name is Nikki Carroll. I am currently a consultant at Deloitte Consulting, focusing on financial operations. And I am heavily involved in education. I'm currently the Treasurer of the board of a charter school in Brownsville called Key collegiate. We started about three years ago, and spent roughly three years of my career working in education between charter as well as district schools. And so I'm looking forward to learning more about La Cima and how I could potentially get involved.

Lucy Joffe: [00:07:00](https://www.rev.com/transcript-editor/Edit?token=9loINzY_cUVcDjdZZ_AqqYX54VFKKjQdhdueNsaY_J-tcoy_w88hEliPDtqscNsQHG-Vw_nukoLF89hY4zaoBSEMUIU&loadFrom=DocumentDeeplink&ts=420.72) Great. And thank you for being here. Atiba

Atiba Edwards: [00:07:05](https://www.rev.com/transcript-editor/Edit?token=qLLJhFxyUCQMwc55j4HVxa2BSy6DQYpfH8UD15jUjjE8rRiwk95hsK7bp2zfQ9X0s5rBpd0LyJo3pn-YCpfQmy1rnvU&loadFrom=DocumentDeeplink&ts=425.03) Good evening everybody. Atiba Edwards, current Vice Chair of the board. I've been on La Cima's board for five plus years. I am the COO and Executive Vice President at Brooklyn Children's Museum.

Lucy Joffe: [00:07:22](https://www.rev.com/transcript-editor/Edit?token=UYKRVe-q3TUR39gZmsvhEwG82Lf4aTQX9m-ePEFT5oK2YAug-bEXBUY8UTsm2eB7DiCN8zl7Ob1vygROUrBniu9XAh8&loadFrom=DocumentDeeplink&ts=442.6) And Tristan.

Tristan Mitchel...: [00:07:22](https://www.rev.com/transcript-editor/Edit?token=x5Ps6eydne05M9RtBTG8heDX0Eazgg9LwkTd08VR0Z7URrWKnCSyoyhoblUSm5mMZhjJ1sS7gE8ariAlZLgqD8O7gKc&loadFrom=DocumentDeeplink&ts=442.63) ... everyone. Tristan Mitchell. I am Director of Client Consulting and Services at GMR Marketing, an experiential marketing firm. I'm focused more specifically on sports and entertainment. And I've been on the La Cima board for about three years now.

Lucy Joffe: [00:07:38](https://www.rev.com/transcript-editor/Edit?token=XDFXOaYiJKLb_Bmeqsk1gqBb9xI42shR-C4LjP112IJnhj9AbB1OmHfvuKPsUgi7L8rrg8cQgQeQflonOaNIoMcCHI8&loadFrom=DocumentDeeplink&ts=458.28) Great. Thank you. And Ray for notes purposes, you got everybody's names.

Ray McGill: [00:07:44](https://www.rev.com/transcript-editor/Edit?token=cEczYMDEs7TcZwNXuFnRPX8TFCtgOxe3LAwm1b1CG2xTOj4eqGNv62gGcZL82ZzjK9xgLraGGlDdNGCYOTIPYjIULOs&loadFrom=DocumentDeeplink&ts=464.55) I do.

Lucy Joffe: [00:07:45](https://www.rev.com/transcript-editor/Edit?token=Bmpp8lyLGRjr9ZYrHQquXkQS5vcaKq6vjSuR6ho9gqDjJxQdrUjfyQTOs7UF45cvdFoDhJPZE8CMr9qtCsG-UWzlzEs&loadFrom=DocumentDeeplink&ts=465.94) Great. Okay. So can we go back? I'm lost without the agenda. Okay. So the minutes. If we could open up the minutes, hopefully everyone got to review in advance of the board meeting. Okay. Any questions or concerns before we move to approve those? Hearing none. A motion to approve the July meeting minutes.

Group: [00:08:23](https://www.rev.com/transcript-editor/Edit?token=sXZcwRdiBVaJsDu2qZyM4Ch_s8-MeLOTNvCEzW85Bcx6X_HAaBaNkRpQurx7S4MM3K_PkPKl_MDCiMydyvesALvO9Xw&loadFrom=DocumentDeeplink&ts=503.28) Second.

Lucy Joffe: [00:08:25](https://www.rev.com/transcript-editor/Edit?token=fiYED2WjbdzfeyHlcfWsN4rNCRgrYkrhxkoDJ60wKfjUYOa6DWqz4KWYwKmmS_ODf5hCuM4GQW26AAaLJcyJJp6WhNU&loadFrom=DocumentDeeplink&ts=505.12) All in favor.

Group: [00:08:27](https://www.rev.com/transcript-editor/Edit?token=JLU1YSSMdhi1hTQr086xUNtrmfO8zR-ZOLR0-krf9WjWyjpISUy7qJnLP9Ma33_I7EG8hq80LH_lZudZqrNo0rzrvlg&loadFrom=DocumentDeeplink&ts=507.04) Aye.

Lucy Joffe: [00:08:30](https://www.rev.com/transcript-editor/Edit?token=1UfRS5BG6VG3MTZHpvO85E8UVwK2dvSx9CXUA2sRpOmGrXS6QPysaTIC8wNldEVqrvvdutDjq0JWogalSku_23hCQUU&loadFrom=DocumentDeeplink&ts=510.5) Any opposed? Okay. I continue to forget also, but if you second, let's say second and their name for Rays benefits. So that way, to make that a little easier. Okay. Great. So, I think first up we have the public portion of the meeting. This is an opportunity for anybody who is not a member of the board to make comments to the board if you would like. Is there anybody that wants to make comments to the board?

Lucy Joffe: [00:09:11](https://www.rev.com/transcript-editor/Edit?token=975sg7e9hO-x6HS6ht1Lm0AeZq5TUFKPmABvfjRJVOgZEeKvy7rJCJea3uHbeF2inaY3ZZD5gH2SxMs_vuxtJ7O8EVk&loadFrom=DocumentDeeplink&ts=551.64) Okay. Hearing none, we will move on to the board chair update. So want to start by welcoming our new guests. It's exciting to have Damira and again, I think we got a little ahead of myself. I know you guys were hoping that you want to be new people on our board. But thank you for joining us, and for being here at the meeting. it's great to have you guys both here.

Lucy Joffe: [00:09:42](https://www.rev.com/transcript-editor/Edit?token=mU6oH9asOwIv2dAQw6Z8w1SNnxSnuNgnoJoYA5_Myry7h7cw9SXGUcKrZzLiSKSmj6kTYIIoYnq2VZY0Xa76-Cdum7A&loadFrom=DocumentDeeplink&ts=582.03) I also wanted to wish a special thank you to all of our school based team who are back at school for another school year. We talk about this every meeting, because I guess it just continues to feel difficult to imagine that this is what school looks like now. But I was reflecting a little bit on it today, and with something that I was listening to.

Lucy Joffe: [00:10:03](https://www.rev.com/transcript-editor/Edit?token=D3Y6twE1LgKl3OmAiiIU_E_DwZPD-a5Ehb4rzVV36OCbSOdN2KYSg2bHn_NWIuXNa7JUXaa9w85HeufIq9S41rWmE64&loadFrom=DocumentDeeplink&ts=603.55) Ray, we talk a lot. There's a lot of talk about essential workers and that term is used and misused and performative in a lot of ways, but really thinking about our teachers in the central roles that we're asking people to play. And obviously acknowledging that this is a topic of a lot of fraught discussion across the country.

Lucy Joffe: [00:10:29](https://www.rev.com/transcript-editor/Edit?token=jBP4PcC3n1OVy9szp6z5P3EW1fjWrUlPZVb1NJX_A-ItnBQRFbE39PCS5Ph7REKpJLuSvYtRtrG1b6ZnbEgw6xNuqvc&loadFrom=DocumentDeeplink&ts=629) But I want to make sure that you all hear from us every time possible, how much we appreciate all you guys have done or doing and will continue to do throughout the course of the pandemic. For not just our scholars, but also our families and our teachers and all of our staff.

Lucy Joffe: [00:10:48](https://www.rev.com/transcript-editor/Edit?token=F--XGfJZZ43aGxGUBkSwH4ggo9t8zEFuPAytjOTvX8w3lJDMKyLNXDeHn-h4DGDDWu1eqvJEY6XnaYXQ6lzWMJTYDxI&loadFrom=DocumentDeeplink&ts=648.27) So, thank you for all of the various central work that you guys do. This is now we're entering also a new school year for the board, I have a couple board notes. One is, as we do in new school years, we'll be having elections. They will be in November this year. As we've talked about over the course of the year off and on as many of you or all of you know, we have lost Ray to the State of Georgia.

Lucy Joffe: [00:11:28](https://www.rev.com/transcript-editor/Edit?token=RB8z9sIt-0KwVegGbOYAoRfSxZS7hl4c6nWNS0LzALfcKD1I1hWZTcjxeOSMHWfN15kA8UUH-KqgsdhilS1BC3oPqUA&loadFrom=DocumentDeeplink&ts=688.59) So while he is here with us for so long as we are remote, when we are no longer remote, he will likely be rolling off of the board. We also are expecting Atiba to be leaving us sometime soon. And as you all know, Len is on leave. So those of you doing some very quick math in your head, know that that is most of our officers. And I'm not going to be putting in for being chair this year.

Lucy Joffe: [00:12:01](https://www.rev.com/transcript-editor/Edit?token=TTNuITmmxUdGDVydGyjsvo81DGY710pwzubPyW_kvBMBduN2aHjII40luL8km0_VeTrHHnlek9wSjs9e9qt8lRrwoyo&loadFrom=DocumentDeeplink&ts=721.74) I just want to put out a call to action that I hope you're all thinking really excitedly and deeply about wanting to be officers on the board. So, got a couple of months to think about how great it's going to be and ask us all these great questions, and to get excited. So please do consider putting your names in the hat for that. Any questions or comments on that before we move on?

Norah Yahya: [00:12:30](https://www.rev.com/transcript-editor/Edit?token=OypZMiqixu3Eeh3YxRCkBlLKwcdVWRyCR2eDONADSYNCi2SxQXVqp2Z5gf3ElbXJJbCFcXXdNmayXTchx0fpbwy3J1M&loadFrom=DocumentDeeplink&ts=750.14) Does that mean that Ray will not be with us at our next board meeting since we are in person?

Lucy Joffe: [00:12:37](https://www.rev.com/transcript-editor/Edit?token=MjUZT8yBnzWH84Md-sK2QU4_zoiMpaZVKxlGRtBFWkgR8r2Ylbd-QZKKWnDiIu_0EmBi7Ft6WX_Iu5uaoLQJUOL1r8c&loadFrom=DocumentDeeplink&ts=757.53) That means that Ray will not be with us if we're in person. Some of us are feeling more optimistic or pessimistic. I actually don't even know which optimistic or pessimistic sounds like in this context, but some of us are disbelievers or believers, I guess, as to whether or not this will really happen in September. But to the extent we have a board meeting in September in person, we are talking about what Ray rolling off would look like.

Lucy Joffe: [00:13:03](https://www.rev.com/transcript-editor/Edit?token=iPPl_ThQdgEO7_e6IIAR2C03U4JVxN5OXUCMJCHyoyvplHB9zQpYEMXPCP6YRKJrI5pYKHWbAREaLaGZRMuGN-e30SQ&loadFrom=DocumentDeeplink&ts=783.88) Whether we actually do it before that board meeting, we want to ensure a smoother transition and support for the school as possible. Gersh and I have been talking about this for awhile, and we feel really good about our ability to transition this. So we're in a play about your mode.

Norah Yahya: [00:13:21](https://www.rev.com/transcript-editor/Edit?token=vEscdqMmXdKVX7vcNMkYXVA-1IIZ_G7xn1wxPCXt7HEIohUOMXyoD-F2zevk5ZZZJ6d3gpaR5avZXN5Y8zZ2AYwblJU&loadFrom=DocumentDeeplink&ts=801.39) Okay.

Lucy Joffe: [00:13:22](https://www.rev.com/transcript-editor/Edit?token=9naoBXhYM8u7HKZcjvGJzHGGs4gBDH6b31r-DLx-Pt4XReW7UPFEA_2lHkzjPoHsIhAMeOgw3PZuKiIIqVCvhP9oaLw&loadFrom=DocumentDeeplink&ts=802.81) Which Ray has kindly agreed to.

Kristen Briggs: [00:13:26](https://www.rev.com/transcript-editor/Edit?token=H1NXCr9vTYlI5h6u4lYSKiE1OO_lnrw01wk91IapDoI9M8y0Ra4rkjuvLnBGFXG2sI2nyI25dVR6uchmYnsTKrSvo8c&loadFrom=DocumentDeeplink&ts=806.67) Can I ask a follow up to the [inaudible 00:13:28] here though?

Lucy Joffe: [00:13:29](https://www.rev.com/transcript-editor/Edit?token=qHZ3rwUylf2LVeAJhYFybozyk4QwNFcm27cWYm11YAlLVGm68qdXoBLS2gG2Rz4CKuxzf34hAVpHrHI3MUEdhlwgrcw&loadFrom=DocumentDeeplink&ts=809.21) Yeah.

Kristen Briggs: [00:13:32](https://www.rev.com/transcript-editor/Edit?token=liFJX455dP1aR4Od39cbwSk0Zq4MPaQNZHlzDr82yn2XvKYt8j9AnBInQSHd4o2WMu-joOBUP6ztPq9fUZ2a1W4y2Oc&loadFrom=DocumentDeeplink&ts=812.44) Has Ray also been doing secretary stuff for us and Lens?

Lucy Joffe: [00:13:36](https://www.rev.com/transcript-editor/Edit?token=N0zUgU6_zBproKi-Tg5125HAuXabDUc_7xK7FCO0Z-xGVWeiAqrZEQbp-vH_hzvJSiN6AbS7Ksc5lNtf2HtSJbMmNTY&loadFrom=DocumentDeeplink&ts=816.68) Yes. [crosstalk 00:13:40].

Kristen Briggs: [00:13:41](https://www.rev.com/transcript-editor/Edit?token=Qkw1MgS6_L4Hp8q06qfP2390kqJwJCY4hErLQqEt3Xmm9FZvc7AkytRrKIJPUdDDKsBBbofXGtubJv2iF4A5r82gvAA&loadFrom=DocumentDeeplink&ts=821.74) ... okay if Ray is also standing in for secretary?

Lucy Joffe: [00:13:45](https://www.rev.com/transcript-editor/Edit?token=EpawVOtCAn_sU9bR8TSHDgSGV58SWBrN9-EaFtczm04RdgQVzf_QqdwoT-PqrCdFyYc2DxvyEa47CG-RH5VL8Pvuqx0&loadFrom=DocumentDeeplink&ts=825.63) Yes.

Kristen Briggs: [00:13:46](https://www.rev.com/transcript-editor/Edit?token=tuZ5L9d-STresgnHscjAZdv4pQehlsWLuRcJbRWikwGk3wdh27eZfXPWM21t6kzeTjdBOQfRLzyERv0FAmA7Ost0i-M&loadFrom=DocumentDeeplink&ts=826.26) But if something happens, and it's like, "Oh Ray, we are doing in person." Because New York city just likes to keep us on our toes. Those are two things. I don't think it has to be that a whole believer conversation, but just having a contingency plan for those two slots.

Lucy Joffe: [00:14:02](https://www.rev.com/transcript-editor/Edit?token=KpJhwQpXD-2lM5BsX8lHvy9v4wJqrOpfNI_EACdT4ui4SSF5JivoK4tijtg1KMRH9-_dtaXAKkIFRhrGbwstNaOpk-M&loadFrom=DocumentDeeplink&ts=842.08) Yeah. And Gersh and I we've been talking about this and I think our perspective initially, and certainly open to board feedback on this was that we might not need to sub in an interim person, if we're going to be having elections as soon as November. We will need someone to take notes. But that we might be okay so long as we have chair and a vice chair and someone performing those roles.

Lucy Joffe: [00:14:27](https://www.rev.com/transcript-editor/Edit?token=fAxjUX3eYVm1G5w6KcUCnIdKDym-4GnT2mwbe_9vtIL5MiSU6CbyNzt7HzCELaWG7bOU0AdLu6hTTbfvF2g7mVzMxKw&loadFrom=DocumentDeeplink&ts=867.64) So, and Atiba was formerly the treasurer. So he can also perform the treasurer roles for the February and October months if we need that. Which Atiba and I didn't get to discuss before this meeting. So, hopefully he doesn't disagree with that.

Atiba Edwards: [00:14:42](https://www.rev.com/transcript-editor/Edit?token=cpHtjnCiQnzK74toY6IkLgY-uEg0lGw0nOJuvHCW68QuYkuabEE4n-2E0juiLAqhjRsrhA8FoALBmfXjzh2YOeYOuuQ&loadFrom=DocumentDeeplink&ts=882) [inaudible 00:14:42] I can't now.

Jennifer Njugun...: [00:14:43](https://www.rev.com/transcript-editor/Edit?token=rJDnj_QsanOq6JhCBVIJTQV7ZsoM578iQreaxq0MIzmAWXY9LN29-w3QgVsWmEpSimEZz7DryDKM1gWw_nCeHQXsxVM&loadFrom=DocumentDeeplink&ts=883) That was going to be my question.

Lucy Joffe: [00:14:46](https://www.rev.com/transcript-editor/Edit?token=VI8r6TRUGcw4LTO3VuWUVrZlvSQCXmx2aTrVlUKUfFONyHwEO-1XYEIX_o_Atp8YacNRM-R_cHS5FuJiEi6TWZL12w0&loadFrom=DocumentDeeplink&ts=886.59) Otherwise everyone's fully looped. Okay. All right. So, keep that in mind. Also a quick housekeeping note about committee meeting times. I guess we received some feedback that having committee meetings starting at different times is confusing for people, and having the same committee or having the same time for everything is important.

Lucy Joffe: [00:15:13](https://www.rev.com/transcript-editor/Edit?token=DCGCV96vXu67gv1ErLCb0XSHjEv17yUpqcqDVI8_PR3-v8PKOxBOY_hSvGMvgs2JoyIV6bZ8hzL3fgi8q2LHHv0-LJI&loadFrom=DocumentDeeplink&ts=913.48) I'm personally finding it a little bit challenging for the 5:30. I don't know if other board members feel that, if 6:00 would be an option for people. Because I do hate being late and not holding up my end of the bargain. If people find that earlier is better, we can keep it and I can do my best, but I'm just wondering if folks might find that 6:00 is a good start time for them as well.

Debra Mack-Glas...: [00:15:38](https://www.rev.com/transcript-editor/Edit?token=Aum_WLQvUUXuxDy2PWRUDIrnFYodwChi_uU_g44Z1DFT3wRsn0yqp4cgcVnoroxCpT7zv3c9w4Hfw5fMkBBCBmXhCp8&loadFrom=DocumentDeeplink&ts=938.85) Well for me 6:30 is better. It's just work.

Lucy Joffe: [00:15:48](https://www.rev.com/transcript-editor/Edit?token=hUCe4LYdk4hyI11ffERLtJmkogQidRJ-ahb_qMu0szuCqT2qa4uypy2NlQ8zDti-ttuIKBbdGbQwIoV3sxZJ7-E2gyg&loadFrom=DocumentDeeplink&ts=948.08) Okay. Thanks Deb.

Norah Yahya: [00:15:54](https://www.rev.com/transcript-editor/Edit?token=I7yT5bLST_jaOgYNbx0C8B9vWWDft2Hs3VhGf4ledh3VZhtGRpzbcjsXk9YDoaf7y2gAtDX7tiToPbFsgixqHwsnJzs&loadFrom=DocumentDeeplink&ts=954.75) I think 6:30, I would prefer 6:00, just because dinner, but also I think earlier, the 5:30 worked because people were still in their offices and they weren't commuting home yet. And 6:30 was just a weird time if you had to work late in your office or where you were. So, I think now there's a lot more flexibility, but we'll want to go back to that when we returned to our offices in 2022. Probably. So yeah.

Tristan Mitchel...: [00:16:26](https://www.rev.com/transcript-editor/Edit?token=APHVqPqtK9-eMwfDUi8m2o18HpZjZAlb2i1NCkctB9Cy-oLZiR46JUH_JXSXAGVJcwEt-R5Uf_BlqdGAgOtglxbIBkM&loadFrom=DocumentDeeplink&ts=986.91) Yeah. For me, if I was still at the office, well, I'm all over the place. So, if I was in the office, 5:30 wouldn't be a problem.

Norah Yahya: [00:16:38](https://www.rev.com/transcript-editor/Edit?token=L3ulTuHJjQ59hG6_MX37Ya0R9r1FOYnEplyZN47P_uqpNAhK5_EqEhnpuwag6SaTQV9IFbrVX3ybkeVBLoixZTAqksI&loadFrom=DocumentDeeplink&ts=998.54) Okay. Do I hear... Sorry Kristen, go on.

Kristen Briggs: [00:16:43](https://www.rev.com/transcript-editor/Edit?token=U-w62TLd2sHdHzxObHkeUrSz3Tu9llSpyLrQVGSlx73ZEiv3c8eVnM6owAq24Cky5CT4BAje6au1JOTUKeoPUBwYRdY&loadFrom=DocumentDeeplink&ts=1003.09) I'm agreeing with Norah, I prefer 6:00, just because 6:30 just starts to creep a little bit, but 6:30 worked. We would just want to be sure that we do our due diligence to make sure that if we agree to 6:30, we were actually here and ready and present at 6:30, so that we can start and handle the business and honor time.

Norah Yahya: [00:17:02](https://www.rev.com/transcript-editor/Edit?token=EokW3PBSSHTFU1Ix9N9G8CUH1gZrX8Wwh0pZq7R6C6i4ItVnknI6ryIyDkw4MmiINOeycCX_pKFSBM6dStp6D2JXW_E&loadFrom=DocumentDeeplink&ts=1022.13) Yeah. Okay.

Jennifer Njugun...: [00:17:05](https://www.rev.com/transcript-editor/Edit?token=2ET3qgD2U-23rxfxTejcNP-tktSig-QGlqjlEKe5xen8ioJQ8qM2xNQvgnzBW2EyzKOU6FOXr862pgL5goDpHtlSiUg&loadFrom=DocumentDeeplink&ts=1025.11) For me, the 5:30 has worked. My next preference would be 6:00 as opposed to 6:30, but maybe even at 5:45. For 15 minutes, if that's an option.

Lucy Joffe: [00:17:17](https://www.rev.com/transcript-editor/Edit?token=OhQJaCsjM2yAbpYby9VPoyZ4lx6s_bYfd9jzjOTo8IBo-Z1ha15kpCg3Rkti_HSYBHpPTzsz7FqzkG1Yr04pWnRYtd8&loadFrom=DocumentDeeplink&ts=1037.69) So, how about this one? What if we send out a survey and people can fill in, and since there's not clear alignment and we'll try to based on that figure out what works best for most people. And we won't view it as locking ourselves in if, and when we all go back to the office at normal times. We can certainly revisit this and change this as appropriate. Does that work for everyone?

Group: [00:17:38](https://www.rev.com/transcript-editor/Edit?token=xkV5Tndga9ivZko5AeguihIzgaOhQthMLzV855t4OzulaztsSwf7z-5pDuvv_qeRkC8pS6FEP2s9rSrLpG3uCgxpEEo&loadFrom=DocumentDeeplink&ts=1058.92) Yes.

Lucy Joffe: [00:17:41](https://www.rev.com/transcript-editor/Edit?token=Mp6G8WxZHx7rqPKgDIiix68tQ9FQ8xSVN5sSZzmvtuOgs2G20rA40rhNu4bfmpL8D1qz0TJpTZqZmDiqw6MFe26wwfQ&loadFrom=DocumentDeeplink&ts=1061.18) Great. Okay. And the last update in my board chair update, I wanted to talk about was, some of the new school year supports, we had our task force meeting with the school leadership this morning, running through some of the reopening highlights if you will, and I'll say highlights because there was a lot of really good information about ways that we're supporting our entire community.

Lucy Joffe: [00:18:17](https://www.rev.com/transcript-editor/Edit?token=azZ8pTha2XPihCnFwpZkRVeb6yzJGf6b70z6p3pCptszdj2kBHlcD9_CCPSc0uBfQLVypx6g8qz9LS6ZPv8hqAzq770&loadFrom=DocumentDeeplink&ts=1097.12) Gersh shared with us information about continued and sustained anti-racism training that's going to be happening at the school, support that we're providing around trauma for our staff and also for our scholars. We're also going to be supporting staff. We have had available the employee assistance program, but that's also available to help staff who are navigating the world at the moment. But the AP is pretty broad in what they will cover and they can cover some sustained mental health support as well as resource provision and pointed people in the direction of other resources.

Lucy Joffe: [00:19:03](https://www.rev.com/transcript-editor/Edit?token=i7hh1gOLNF52uX4tpy3lJLNNOeh7qL8YG7qasWo-4GHdmYrG36KYsmkIwj4cUvmGHP1C0PPbLai82fcljQeVenljQHc&loadFrom=DocumentDeeplink&ts=1143.41) Also supposed to be providing some, I don't know if anyone's gotten to join the, there's been a series of town halls focusing on housing, what was the most recent? Sorry.

Letta Belle: [00:19:16](https://www.rev.com/transcript-editor/Edit?token=YjuUJ6aN64L-xLtom9B0CJZ17kcgj2Wt1HOlYpkzZPIDlSbpwxNE2fQYeSvDkwzGmK_E4DpSjS7iGYpkpzwSSMi8rHQ&loadFrom=DocumentDeeplink&ts=1156.92) Immigration in the age of COVID, and tomorrow it's trauma and loss.

Lucy Joffe: [00:19:24](https://www.rev.com/transcript-editor/Edit?token=C9auUt5GLU0vKIVQVDwmQtNSkrB-mqLHcfw4MdOZGEZlYXjSK9PraOManVW67GpfrUOgyhInbL99rug3hRA4JG19yLI&loadFrom=DocumentDeeplink&ts=1164.4) Great. And in addition to those, there's been some town halls for teachers and for families to provide feedback. Also a new teacher advisory committee, and a partnership with Qualtrics to really leverage some of their data collection resources towards assessing our organizational health.

Lucy Joffe: [00:19:47](https://www.rev.com/transcript-editor/Edit?token=EnpKeqNpdTL2ApeVN-UOMfttIYRczvjOMamujY389LNGgBmzDgHl_Rbi4AuWgX5DoIRKbLGfT2R7ujV5vlNgI8PZ1AY&loadFrom=DocumentDeeplink&ts=1187.55) So that's a lot, and we certainly can, if any board members who are not on the call want to ask questions about that. But, I did want to know that, often when you hear people talk about the way we do things, it's often in a exclusionary way or there is a way to do things and there's judgment around it. But to the extent that we want to say, the La Cima way. Right?

Lucy Joffe: [00:20:12](https://www.rev.com/transcript-editor/Edit?token=DxPsTwzKHu89VkeQb94XKKbBTqhnTTEpq30hJnf3x0kdv1rRNF48PNCQQxlx6M36OmvWoghECbFKS8XkEbX_ZuyQ_Q0&loadFrom=DocumentDeeplink&ts=1212.83) Has always been about supporting our entire community and supporting our scholars and our staff and our families. Right? It's really exciting and reassuring to me to see how much that our school has been able to do in light of everything that has been put on everyone's plates to still be able to put such amazing programming together. So, thank you all for all of your work on that.

Lucy Joffe: [00:20:40](https://www.rev.com/transcript-editor/Edit?token=N7GYG21Qvr6FyWRpZAM5-SmwFhr5z_z897jjz9djCzloVzwyb-3iAOPLxUWSlTli34Np1qCsnqYxKPOm0igyAXlz55c&loadFrom=DocumentDeeplink&ts=1240.98) And if anyone has any questions about any of those, as I said, those were the highlights of some of what I took from this morning, but there is more. And if people have questions about that, we can certainly spend a couple of minutes there, because I think it's really important.

Lucy Joffe: [00:21:01](https://www.rev.com/transcript-editor/Edit?token=s-xJk3xD6WWGDGjjrXEJ6nH5NsiQ5atQJFJSgO71e-PwLuSw1UPTVsRXxzwDajCqF2kP4UwZOPH_sNd3Y79IKhDq52g&loadFrom=DocumentDeeplink&ts=1261.39) If we don't have any questions on it, that's fine. We can move us into my update. We'll move next to your update Gersh.

Guerschmide Sai...: [00:21:11](https://www.rev.com/transcript-editor/Edit?token=pu5n1lrQnz9hWf7m8EA1J4oTOY4Z4FwWMRkk4IaWvyIuxe2Ywxh4iQZ-DhVRYHoZMuq1ZE4P6FTzFi1MkbsxJ1ren6Q&loadFrom=DocumentDeeplink&ts=1271.83) Right. Yeah. So as Lucy had shared at the start of her update, this is the first board meeting officially of the school year. School started on Monday for our K and 1 scholars. And then today was the first full day for our first through fifth graders. And so, did I get that right Letta? Or did I mess out?

Letta Belle: [00:21:37](https://www.rev.com/transcript-editor/Edit?token=Bjna4lYVv1xWZzIPQTLlk3CARX2gRsu65nUNA331Irp7vnv89EnsoqjacdW-hEJ_oKnTnxa6zysvppY6izjJ7ZxwxJ4&loadFrom=DocumentDeeplink&ts=1297.13) So, everybody had a half day on Monday and Tuesday, and then it's a full day for first through fifth. In kindergarten, we'll continue with half days until September 4th.

Guerschmide Sai...: [00:21:51](https://www.rev.com/transcript-editor/Edit?token=KWJa6nKaKbDwNu-Pl9vqiEwYZhqNGXV8Y5fRJvC_8ZlolhFjAHsx_UPz-h-h4C8LLY47TmjOgj5C_WjRVD9Cb0mu8QU&loadFrom=DocumentDeeplink&ts=1311.93) Perfect. Okay. So that was a change from past years, but that's why I couldn't get it right. But, school has started for the senior students, and I felt like it was important for us to really take a look at our priorities for 2021. And for every ed update I do try to have us look at priorities, so that we are always keeping them front and center, because there's a lot going on.

Guerschmide Sai...: [00:22:19](https://www.rev.com/transcript-editor/Edit?token=Dn3A1cKVqJRC68Xn3j04xyFZsG-VncircSebkeNm2HSpqMGwFN86RMv5kktBodYy8Qb7WlrbbpsfN7-nn9-YRx1cdgs&loadFrom=DocumentDeeplink&ts=1339.47) But before I actually get to the priorities, I wanted to share some good news that came through between when I shared my update and today. So we have the technology updates. As of yesterday, we only had two students without laptops. And, is there an update on that Letta or Amira?

Letta Belle: [00:22:43](https://www.rev.com/transcript-editor/Edit?token=-jbx76KfTZcVb4Z4AMSBwVx4yInFFaIlyJE-jVKrhtlwAsKGTuM0hbyRnByRlC4GJ9j0Z_1_tUQxFIOLGfpokzt4xgE&loadFrom=DocumentDeeplink&ts=1363.79) I can get it for you in a second.

Guerschmide Sai...: [00:22:46](https://www.rev.com/transcript-editor/Edit?token=hdeL0KJMqdzF-Z924IEOySQcf3eWn15msAH21KIJ4gBeCmmLtGuT8MPkMRolj77DRSgqOpw_fKyw__zXhuJJ4YXhMM8&loadFrom=DocumentDeeplink&ts=1366.65) Okay, great. So, as of yesterday, we had just two students who didn't have laptops and 30 students without wifi. And we had been able to now partner with Verizon to provide hotspots to those 30 students, so that we will have a hundred percent of our students with devices and a hundred percent of our students with wifi. And that is a really big deal. And we are really glad that we're able to do that because for us, it's not just a question of we want all of our students to participate in remote learning. Of course, we do. The larger, yes, here is how this is our way of really closing an equity gap. Right?

Guerschmide Sai...: [00:23:30](https://www.rev.com/transcript-editor/Edit?token=ljLJn4zGzV6TVDgMWM6b3GxEvKghCWOCdDlp6VDx3IXktj1IL8nW1xXqu8-qNxon1148f1qJqGRgAZv6hkP9l9Qm23E&loadFrom=DocumentDeeplink&ts=1410.51) The number of students that we had, who did not have a device at home, this now means that they get to engage at the same level as their peers. And that's incredibly important. Yes Letta.

Letta Belle: [00:23:41](https://www.rev.com/transcript-editor/Edit?token=dTMaWvzQhOdtRU6cJc6LGLKchfJgx9gT4MsWxtsGlb2orakOC6WrujL1NcKJ1CqreraSylco4cI1oPWiOeNpz72iglk&loadFrom=DocumentDeeplink&ts=1421.62) I have the information. So it's one laptop need, and 27 students without wifi.

Guerschmide Sai...: [00:23:48](https://www.rev.com/transcript-editor/Edit?token=DWW_gJXnzyY_FkaGs_Jcq8ghT27gshnHOEU_BjnGAdq6dputsdGXQjm93ckxEu_ueYjQbWQg53-m8Iv2iFRDHxyBc0M&loadFrom=DocumentDeeplink&ts=1428.29) Perfection. Thank you. So we'll continue to work on those numbers until we are at a hundred percent. And then the other bit of good news, these are upcoming items. We've applied for the ESSER grant, and that is a federal grant for elementary and secondary schools. And it's part of the federal CARES Act funding. And so schools are able to apply for this funding. And it essentially mirrors the Title 1 funding.

Guerschmide Sai...: [00:24:19](https://www.rev.com/transcript-editor/Edit?token=kG1S-GSxzPUpjefm3DPA9R97i6OjmJLLXvPfYtfjOJd3GsWV_MINbfomgdE302bW1hB3vA7S6NzwOAWtLnC7JFRJ-tg&loadFrom=DocumentDeeplink&ts=1459.62) We are supposed to be getting somewhere around $130,000 that we can then use as part of our COVID response. And so, there are plenty of ways that schools are responding to COVID. So we've earmarked $95,000 of that grant to technology. And then as you all know, he got the Brooklyn borough president grant awarded to us late last spring.

Guerschmide Sai...: [00:24:47](https://www.rev.com/transcript-editor/Edit?token=qeeqgxmZeVAqKVfeFMglamS-ZMGAwSJl77MW2wdcT4Xz4nIGm1RpPPs6_uO1c_-F2zj7R5PyhLodVNGKLcDoUpDaiQE&loadFrom=DocumentDeeplink&ts=1487.47) We did get our award letter last months or so, and that is in the amount of $55,000. So, between the 95 from ESSER and the 55 from the Brooklyn Borough president, we have about $150,000 earmarked for tech. And what that means is, we'll be able to use those funds to create a two to one laptop program. And so, when we are back in person, if there is any threat at all, that we have to go back into the remote learning, students will have their laptops at home, and they will have a laptop at school as well.

Guerschmide Sai...: [00:25:20](https://www.rev.com/transcript-editor/Edit?token=-uWbOrHdtiAfikLWdUAx5yFvoRLf0vWckpwp3iP0oxywvRgKZt0xibxtakc3PAFLKhrHhZqotQoQWyyV6hWECcibrUg&loadFrom=DocumentDeeplink&ts=1520.34) They will not have to shuttle that same laptop back and forth, which limits the possibility for damage, limits the possibility for theft while they are in transit to school. And obviously will mean that we'll be able to, even when we are a hundred percent back in person, we'll be able to elevate how we do our home learning. Right? And we'll be able to be not as limited, because before we used to do home learning packets, and now the sky has opened up essentially in terms of what we'll be able to do at home. So, that's incredible.

Guerschmide Sai...: [00:25:54](https://www.rev.com/transcript-editor/Edit?token=_7j1XpwcGPTKGDfiTPUo1dq2wAzQh-UktlHTovVgqEOzD0ZV5T1z3cIzos5hgPpF2JGm2juf1f6QSBE39RoyezachDk&loadFrom=DocumentDeeplink&ts=1554.04) And the other piece that's upcoming is that scholars, we just approved an online adaptive typing skills course. And so, when I say adaptive, think DreamBox. Right? Where kids are able to go at their own pace. There are 700 typing lessons. And so the students are learning how to type. From what I understand, they're more lessons for the younger. Students for our case scholars, but typing is not something that we traditionally teach in schools anymore ironically enough, but now there's obviously a real need for it.

Guerschmide Sai...: [00:26:28](https://www.rev.com/transcript-editor/Edit?token=DgIFU0d2gf9A_QRsh61_Kgfl6fUlb8W2wxQBZ8Obeyp4aazFJK2M-LEDZEjXoWGgEdKoKcDxcY-GiLMXRGEWshKmZIA&loadFrom=DocumentDeeplink&ts=1588.03) So, in addition to the fact that students will have access to laptops, we're also teaching them a very useful skill that they will use for years to come. And so I just wanted to share that bit of good news with everyone. Any questions or comments before I move forward?

Zach Heller: [00:26:46](https://www.rev.com/transcript-editor/Edit?token=BJDlxRLe9rWRTIznjE63v4JxFSjj32rza0NgX_079arKgcY-XmdRM6Ec5SXnrxnwONpjcIAEwcw9xFH6mnSocItbrmk&loadFrom=DocumentDeeplink&ts=1606.81) No, those are great updates. Love to hear it. And we're really happy the kids are going to be covered at school and at home. That's amazing.

Amira: [00:26:56](https://www.rev.com/transcript-editor/Edit?token=Y9jv9MyTQ65q8lWg-MNuzbIUjWCPTmMo9ixti7bkVXywxS7n8uStt6bbpWXBTtuRBJmKP7pvJGO3MRmMjLsRCH7xVZQ&loadFrom=DocumentDeeplink&ts=1616.21) Yes. This is very exiting.

Kristen Briggs: [00:26:56](https://www.rev.com/transcript-editor/Edit?token=G8M79p55M-_09LcnNQEOfpcbO6SQi515eFXstsiLDihWHrMqSu0nSe1Tiv2j1MuK2xPpCgod7gGd4pl6PSZZ3dWDrRM&loadFrom=DocumentDeeplink&ts=1616.24) I got a bunch of questions. Starting with, it's not a question. Just a statement. I'm sorry. Because I'm just seeing all the numbers, and then still out here in the atmosphere, I was like, and didn't listen to get the, what's the thing called?

Lucy Joffe: [00:27:16](https://www.rev.com/transcript-editor/Edit?token=TmuUjF-ct7h2CypHFZ186LY0SFLaRqlVHPOrB5XSMPGg50d9YJI7vGoZs1I6S_jP_3_r095U7JxQ8GTKeqbQ2cgIrKA&loadFrom=DocumentDeeplink&ts=1636.07) What?

Kristen Briggs: [00:27:16](https://www.rev.com/transcript-editor/Edit?token=gTCPqgv_DNQfImVEGTsj-dpoTLCxFijdj4aDdns8ZhTjavouc4nqLpcn7Y9lvdEwOzqeZosGF5N29kezHk4cNBEYOls&loadFrom=DocumentDeeplink&ts=1636.35) The PPP.

Atiba Edwards: [00:27:18](https://www.rev.com/transcript-editor/Edit?token=IlMkv7gCEziQg7oquQg8fSudn3yGOLwtg5synzmL-xBfwfEjJxHpOALvecsIiBeKFqZ71wJiNN9TKFm-VX1mEF-u6x0&loadFrom=DocumentDeeplink&ts=1638) PPP.

Guerschmide Sai...: [00:27:19](https://www.rev.com/transcript-editor/Edit?token=PILoJdgDZgv9_qGvXP3-_WZXoPEeBZu_dxid55CIeQvx_8nyhhWN6VA2c9QcR6f8fHaGmajUVLP9uPKVkofGHn8BQhQ&loadFrom=DocumentDeeplink&ts=1639.26) Oh, yes. The PPP as well.

Kristen Briggs: [00:27:22](https://www.rev.com/transcript-editor/Edit?token=IXCQNAoQGPmbxM1ska4Al3VpF0sTZaa8FioxX1FUBH0jAlKpr1nebtjWeM6m4nmiwP7HDGmR-BrG5GpaUWdV5i-Lsfo&loadFrom=DocumentDeeplink&ts=1642.61) Is there a world where somebody has that number handy of what this puts you at now?

Guerschmide Sai...: [00:27:26](https://www.rev.com/transcript-editor/Edit?token=YAGcM9jODshyWLWTvpcrEswrcdjTsFf4FK24OeJmtCUaLn1wIw7VwrRO4ESa5DfzXmYc6Y6hevjSIsn6nfdeZFfIs5Y&loadFrom=DocumentDeeplink&ts=1646.74) So that's 900,000. It's like one point something. Yeah. I think it's like 1.1, maybe a little less than 1.1.

Kristen Briggs: [00:27:38](https://www.rev.com/transcript-editor/Edit?token=FZOrIkpaPGjcICByJsXIqdy8OedClXYmXk9w6_dgd9NSxGD6xpIHy4RH4l0-TYwlRsYHgOD9n0q6q8OP_1mLTQ1NLOU&loadFrom=DocumentDeeplink&ts=1658.69) At a time when schools are scraping together pennies or have none to scrape together, they are like New York city is talking about laying off thousands, hundreds of thousands of teachers, no exaggeration. Wait, that's exaggeration. Thousands. That's no small fit. This tends to be a thing with listening mode, and I have my own theories about why, because as black women, we don't always collect our things. But this is a moment for you all to collect your things as a leadership team.

Kristen Briggs: [00:28:10](https://www.rev.com/transcript-editor/Edit?token=WuAxVEVVUQDn8JGpVYlHdVcsDAH65pqlxg7qvufjR0cL8CKnggFt1tHLhh3tvnTYAOjyhjcJdyMWyeuZaqVwubJ2-OI&loadFrom=DocumentDeeplink&ts=1690) [crosstalk 00:28:10] have such a surplus, to stay here on a meeting and say that you were poised to have students with a two to one technology ratio. And then not only that, it's like, but you all not going to be on tech and not know how to type.

Guerschmide Sai...: [00:28:22](https://www.rev.com/transcript-editor/Edit?token=p9JAqs5Ixjz1OUIgAya9uyMfsBtnopVX9hQIYwdH342UMBWvRyh3ZesW2LOUlt5PhWeO0mfWryWUf0Dme-1bbCnjoaU&loadFrom=DocumentDeeplink&ts=1702.05) Right.

Kristen Briggs: [00:28:23](https://www.rev.com/transcript-editor/Edit?token=h0U9-kTbOiI5mhdMtfhVgGKXyG6Zls8IpCGk24aoR9oJVBD7Rletp3leRJlwrfA3vUPQ5PHfPhBu7HWLuRW-e91hIx0&loadFrom=DocumentDeeplink&ts=1703.26) And Mavis Beacon teaches typing kid. That is necessary, and it's setting them up for something so far beyond just this time. So that they're giving you all the flowers and all the things. The questions I have. One is, what would be your cap for the wifi plan? Like right now, I know you said you have 27 kids who don't have wifi. Right? But I would imagine like that could fluctuate. So, have you all considered what is the number or have you considered over under might be of like we're planning for 27 now, but we can go as high as...

Guerschmide Sai...: [00:29:08](https://www.rev.com/transcript-editor/Edit?token=kg0TckLh6N3PhjJdDldKKE1z9oAHhrTy_4By7HDahM2J9VrCxQ9pZLgXa85H7UkBMUOrar79mbKHLLtLZ6Gk2CO4CWU&loadFrom=DocumentDeeplink&ts=1748.04) Great question.

Kristen Briggs: [00:29:08](https://www.rev.com/transcript-editor/Edit?token=Qgs2VaeNpSezfm-5wS3IYa-GMgXmmSrgHAIsP7hK8Q59_hbDNsO12TORSoZvL-P342zmKM58JTrp8jXVtXTjU-LgdYM&loadFrom=DocumentDeeplink&ts=1748.84) But have you?

Guerschmide Sai...: [00:29:11](https://www.rev.com/transcript-editor/Edit?token=8KG9l3Ek32LB4uh4hzYYWVP6ISMVwV-yewrZinPeybRuHb5FaTh-RusETKIkCDagiZhCftCk7Rb6Pxh3oNLP7LJ_Gtk&loadFrom=DocumentDeeplink&ts=1751.83) So, we've not talked about it as a team, I'll just answer off the cuff here. Usually Adele is on the line to reel me back in, but he's not here. So I'm just going to say what I need to say. So, we went with Verizon hotspots for now because it offers a lot of broadband at a pretty decent rate, decent cost. [inaudible 00:29:40] spot $40 a month, however, we were entertaining a company called Broad Sky, where they offer pooled clans, where you have a minimum of 200 lines that you have to essentially get activated in order for you to get the better pricing.

Guerschmide Sai...: [00:30:02](https://www.rev.com/transcript-editor/Edit?token=F2tTkqNBFpmNCkiAw1YOqO92x0ghP4dY7lz-RI48IkWCnQEy8H_Y9-lMkgmqNdZG6m1npsgQGx0XFi66HhiQXJFZv54&loadFrom=DocumentDeeplink&ts=1802.45) So, there is no cap. If we were in a situation where we were hitting a place where 200 students did not have wifi, then we would switch from the Verizon hotspots and we would start to engage with Broad Sky. And we would offer it to all of our students. Because ultimately, we can't have any of our students not have wifi.

Kristen Briggs: [00:30:26](https://www.rev.com/transcript-editor/Edit?token=Bn9vl2_03e02-FxfFzwR0OV-nzwVzL2HBAbrEGtP3ytgvp-LRAWER3auXrta4IqMCt4ktRX14oD0I3g6RMTFGtASIB0&loadFrom=DocumentDeeplink&ts=1826.81) Can I ask a follow up just popped up in my head? If it were the case that it was the Broad Sky set up, would that allow more control over access on the laptops? So in my head, what just started firing was like, okay. So if hypothetically it was something like Broad Sky, could it be the case that laptops from La Cima are just naturally wired for Broad Sky, and whoever the tech company is that La Cima works with could say like, "Okay, laptop actually can't connect to any wifi, but this one, I don't know.

Guerschmide Sai...: [00:31:00](https://www.rev.com/transcript-editor/Edit?token=9C-trxIOhHX860oFzD9cgQB8oMBKpdthkJSgfaWy1IG-So80G2tiHhC-TZ8smYXvyoTghmjDNrJasELXvIjAN630LOY&loadFrom=DocumentDeeplink&ts=1860.24) Yeah.

Kristen Briggs: [00:31:00](https://www.rev.com/transcript-editor/Edit?token=NKyxEbR7lg_X0PmhI2mtoiXNZ0YiMPkHTBlt-NkwN_Otnc9lEYaQn5QrD7MyuQEVxQ4lwb6NL7BbxlyDRbWqPJ1tRe4&loadFrom=DocumentDeeplink&ts=1860.89) And then that allows regulation. I don't know. Now I'm just [inaudible 00:31:03].

Guerschmide Sai...: [00:31:04](https://www.rev.com/transcript-editor/Edit?token=1UTOI4ktPFocLRW1ni1ZHrhZHX52AdzpeFhFxhdVOz3N-g2HwO-g_ogAg3YT34rFqNDigg5J3aj8j3fbapef1UsLYKw&loadFrom=DocumentDeeplink&ts=1864.47) Yeah. So, that's not how Broad Sky works. However, even with the hotspots, because the lines actually belong to La Cima, and not to the individual families, we're able to remote access them. So we're able to turn them off remotely. So, if for some reason we felt like a student was abusing their wifi access. We could have it turned off, have a conversation with that family, and then turn it back on. So those things can happen at on the centrally.

Kristen Briggs: [00:31:36](https://www.rev.com/transcript-editor/Edit?token=_PAia7sgwRHbGDDG61xrvr-2vremMtr9qEzYKrxdrz10eRnjWUjPGvjLfy4zq4LsJolRHIt30J7sLwmf48x0HCrVk_w&loadFrom=DocumentDeeplink&ts=1896.17) And this last question, is really just more so for you all as a leadership team to think about. And we've said this, but it's just true. You all have done such a phenomenal job with how you've implemented remote learning and just the plans you're putting together. And it's something that I think should be shared. People are craving information and guidance, recommendations, anything like that. And so I would encourage you all to definitely keep your eyes and ears open to any opportunities to present on what you've done, be it on how you did your SEL, how you've done your tech, how you're doing Work, your grant procurement, anything like that, because it just continues to spread your knowledge.

Kristen Briggs: [00:32:17](https://www.rev.com/transcript-editor/Edit?token=Rs3DCivXjq1XUpGFn3Ga82ZXa0OnYHiawq0AI678Yb-W8YII8XubF0v39z42BQEjQF4CkVAFI8fgn9VNSXWxn-Quv2A&loadFrom=DocumentDeeplink&ts=1937.67) It amplifies the profile of La Cima, which also can contribute to getting in the water, if you will, for other funders, eyes are in New York city for a philanthropic dollars right now. Because people know that budgets are really tight, and so the more you can get your name out there and what's being done out there, I just think it only benefits.

Guerschmide Sai...: [00:32:41](https://www.rev.com/transcript-editor/Edit?token=h7z8iIbgKQX4IHo6DJH0eKpqB-q-lCLKmBiHiAo69eP9VKWMvVwVCgvCi1nZscsWMhQDMkcbgdW5HJPbKhnmIEGdWds&loadFrom=DocumentDeeplink&ts=1961.97) Agreed. You've actually sent us some opportunities. So thank you for that. And if other board members come across opportunities, please send them my way and we'll apply for them. We didn't get the one that you had sent to us Kristen, but yes, I have been thinking about that quite a bit. We've done it in some informal ways, where each myself, Letta, Robyn, we participate in taskforce meetings in other conferences where we get to share what we've been doing with other schools.

Guerschmide Sai...: [00:33:12](https://www.rev.com/transcript-editor/Edit?token=M0-glJPJz5osrr5_ApaOwsZsk0Qadbnb3GdS6rS324hpMAT3BxC07KLVAiODMm_kvra5j_CwzvS2W0EVfi6bzeAsVPk&loadFrom=DocumentDeeplink&ts=1992.64) And it's helped to branch off another conversation. And I'm actually in conversation right now with Microsoft because, there is a possibility that they will be able to donate technology and that way we can use the extra funds for something else.

Guerschmide Sai...: [00:33:30](https://www.rev.com/transcript-editor/Edit?token=9IQ-72QIgIFfkNWjstltHXpH3xthCAzGQQUZGTspBr7g7YRgMma0Vkd4u_WQTT4w_L9cyW2jUEXTgooNvGi4DU-_vIA&loadFrom=DocumentDeeplink&ts=2010.54) It's been a little bit challenging with the Microsoft people. So, they're the plan B if you will, and this is the plan A. But if they do come through in the next couple of days, then we'll be able to shift ESSER monies to other needs. But either way, the students right now are covered for technology. And that's actually the big headline.

Letta Belle: [00:33:54](https://www.rev.com/transcript-editor/Edit?token=KImER46kkEPJcHZ8Wi6Jx3VmtHzdggKlLmuk8jov0Zk6-LDh6QRjaIvV6kY5LhM217WHlyTJ7MVI-IAtvI5UwMhs9ZY&loadFrom=DocumentDeeplink&ts=2034.22) As you were speaking Kirsten, I remember that in our conversation with urban assembly, with a facilitator, they're looking to do a culminating activity at the end of the year with schools that were using some of their trauma informed work, and really seeing what the journey has been, what the outcomes are, and we can present it to other school.

Letta Belle: [00:34:15](https://www.rev.com/transcript-editor/Edit?token=MJ--ndEux6BEDf2PKdE8qtq0zXtk3P7RZQoJSe_ayC02xja-BfDWSDCBk8Y3R6s6xwtfPqzXm0uTk7P25cXXmtFqt6o&loadFrom=DocumentDeeplink&ts=2055.75) So we did agree that we wanted to be a part of that experience.

Debra Mack-Glas...: [00:34:18](https://www.rev.com/transcript-editor/Edit?token=bZ6rTcIn0Q1TxwF1S26n89dbqAyf3GAVk6zBr_Oq_pTEWG_pUlU2MwaCI9keFtoowOSnU6CMxCRaazCcq3jnfwJ6azo&loadFrom=DocumentDeeplink&ts=2058.73) I have a question. How are you paying for tech support? Does that come out of any of these grants? Do you have a separate line of money for that?

Letta Belle: [00:34:31](https://www.rev.com/transcript-editor/Edit?token=Sy5GnSNh__YQx1YeftxQfIpGA6iTw0t0f5N-x5XK5jStp5uDHpdqfrqqLJag4Tx1RekLsOkNwklCu3Ju_iQohoz5iro&loadFrom=DocumentDeeplink&ts=2071.45) Separate.

Debra Mack-Glas...: [00:34:31](https://www.rev.com/transcript-editor/Edit?token=4H0w5I19FSxCcYq-Hn_h3iTSgJj0YBPh6lavGaih4LtLCAOZRIi5eIuYL-9TkxocLQ0H_UVh706EGDcolehToy54xes&loadFrom=DocumentDeeplink&ts=2071.58) Because that's ongoing.

Guerschmide Sai...: [00:34:32](https://www.rev.com/transcript-editor/Edit?token=sakhaUou8CdSNCOQASy4U71sb284dIPjxE8gtWVSzqR1yNbxp3j9TeqBXATpSGRwakTzO94aY3VsZw-uAj6yR8MmtVs&loadFrom=DocumentDeeplink&ts=2072.95) Yeah. So we work with Charter Tech, and so we've been working with them for years. So, they provide all of our tech support. So if there's a laptop that breaks down, we just call the Charter Tech folks. And then we have them. Their on site every Monday, exclusively to our teachers and to our scholars and families. And so, Amira has essentially set up a little bit of a makeshift Zendesk where both can set up time for remote access into their computer so that the Charter Tech folks can take a look at what needs to be repaired. But yeah, so that's paid for separately.

Debra Mack-Glas...: [00:35:15](https://www.rev.com/transcript-editor/Edit?token=8wCVXrkOXyzaQH0Y6yDw1ays2NNWpdTdYmF3e6Ok5ADoBe0CWJfjBZBdHXmpP2ialGG1xrN50AbkcAp7-_HtXrcOUOU&loadFrom=DocumentDeeplink&ts=2115.72) Okay.

Guerschmide Sai...: [00:35:16](https://www.rev.com/transcript-editor/Edit?token=kSpmBjWupzRuNB3isEv23nmg6bQpW5QnGV72G_dMIL0x62U14d3oswLI81vgpykys9cL7d5dPZ8ttsrKIyitTHSuEh4&loadFrom=DocumentDeeplink&ts=2116) Yeah. Thanks [inaudible 00:35:16].

Lucy Joffe: [00:35:16](https://www.rev.com/transcript-editor/Edit?token=8fqZkMeCUfW1hV9E8JrCiUeqFlZr6fk_eAHhWvDvziZ1BL8Cv-tA9TtyUODKQ7VMfUihIBq5Al9A_S7IKhhEW2EIvcg&loadFrom=DocumentDeeplink&ts=2116.2) Guerschmide, I meant to think Letta and Robyn and Gersh this morning, the task force, this isn't quite what you were saying Kristen, because it doesn't get us that credit in a different space, but I do want to thank you guys for being willing to share some of your insights with my research team, that is going to be doing some online training of, seems what's like similar to a census field workers. So, you guys have been willing to do it all. So thank you for that.

Guerschmide Sai...: [00:35:48](https://www.rev.com/transcript-editor/Edit?token=uAmXmH8PmOHkDED-vwf-cUe3K4qZFpUcVrFiCdDYYs6bM_M6oTHfN93NBMVRyWf2FdCdZfw7D5efq24d3hLJcoD4VPo&loadFrom=DocumentDeeplink&ts=2148.32) Alright. Any other question? Okay. So let's talk about our 2021 priority. Like I said, there's a lot happening. Right? So we are in the middle of a global pandemic trying to re-designed our school. We are in the midst of a school turnaround. We have a strategic plan that we need to keep pace with. And, to top it all off, we are in the middle of a renewal. Right?

Guerschmide Sai...: [00:36:16](https://www.rev.com/transcript-editor/Edit?token=GYfQ1sAcpM3Lz1Vdj-oxayiOZm2k4rYFnPEP-pswAMHXE1ZnalRDrhbUR1_BfiuNtKIwQPBxdSitqVRa8TzyC0VABhU&loadFrom=DocumentDeeplink&ts=2176.76) Literally I'm just like, we can't take one more thing. But the good news is that, I think ultimately, what we really need to keep our eye on is, what is at the summit. So you'll notice every year I have a different theme, right from my ed updates, and this year is climbing towards the summit.

Guerschmide Sai...: [00:36:34](https://www.rev.com/transcript-editor/Edit?token=lBjSRFdUE9bvdEWZvFmyMGoCU53Hsn0R8ZvdXUmkn7-yUNgs-0W6pu-W62pVE9dj_oipCcluQjYVQrDthQtSbFN3pAY&loadFrom=DocumentDeeplink&ts=2194.99) And Robyn did an excellent job during summer Institute training where she had to teach us both would exercise, about the difference between rock climbing and mountaineering. Right? And so what we do is mountaineering. We get up on the mountain and we climb. And sometimes we're hanging on for dear life, and other times we are moving up at a steady clip.

Guerschmide Sai...: [00:36:57](https://www.rev.com/transcript-editor/Edit?token=1WXp1n_rDkTozWn9yomWlJqbvTXTfwITArkHKuFYw4HhSMwfy3JVYwgbONtmU22vGPlmIfsY4qqD8Jjnr2YMnm79vMo&loadFrom=DocumentDeeplink&ts=2217.47) But the purpose really of our climbing is not just to reach the summit, right? What is the summit actually for us? And the summit for any organization is longterm sustainability. Right? That is what every organization is climbing towards no matter what sector they are in.

Guerschmide Sai...: [00:37:12](https://www.rev.com/transcript-editor/Edit?token=tbaj9YcXEDzMYE7ST2HAAxw2tIWn71KakrCn9bXewgNi-SahpGkTdJEGV9BXYWXyQ8TP1ygIMRmSeeqQZEIKVHftnek&loadFrom=DocumentDeeplink&ts=2232.63) So, the reason I wanted to bring this photo into mind, is because every decision that we are making, whether it's for the strategic plan for the renewal COVID response or for our school turnaround, is always going to have the long game in mind.

Guerschmide Sai...: [00:37:30](https://www.rev.com/transcript-editor/Edit?token=VjnGwPec2G5GRllUXdTYh7GRT4N0C-wNR5qU1P_xzMQ9x75hKBDfvKcwmLZs-jMhwmEibIiVD0iWPbtBjKvI7qp5T-o&loadFrom=DocumentDeeplink&ts=2250.76) Letta is probably tired of hearing me say this, other members of the senior leadership team already know that this is my mantra, that there are a lot of challenges that we're faced with. You can add a bandaid to anything. Right. But what happens over time is the bandaid starts to peel off. Right?

Guerschmide Sai...: [00:37:48](https://www.rev.com/transcript-editor/Edit?token=jOsIB-NWOLxkNi6F7n71xwnvi9hVwevTSUwQy3r8caeK90PLK9bv1IPJZY1FFWjw08RYc3eEdt_qb5ijDQemyH35Hh8&loadFrom=DocumentDeeplink&ts=2268.17) And you essentially don't have the same level of protection that you would have had, had you really tended to the wound properly. Right? And so every decision that we make, is always about the long game, even when that means, that the decision in the short term feels a little bit painful. I give you a quick example, on Monday, I think we had a teacher demo on Monday for a vacancy that has come up and the person was fine, but that's all they were, they were fine. And if we were in a different context, we would not hire that person. Right? But given that we are in the middle of renewal, and the middle of a school turnaround, all that, there could be an inclination to go ahead and offer that teacher a space at La Cima, just to plug in a hole. But we know that over the long term, if this is not somebody who is of the highest quality we're going to pay for that later.

Guerschmide Sai...: [00:38:44](https://www.rev.com/transcript-editor/Edit?token=Fp92a07oK3hz1U2Jej1WlyA3CZ34aJeRsYVOrKj0iCVZvZV1XTkCqxhplx50lqLuGqH_ITfFTR9Uk0zkThL3VqvOg_o&loadFrom=DocumentDeeplink&ts=2324.76) So, the leadership team made the difficult decision to say no, in terms of moving that person forward, I didn't get a chance to speak with them because ultimately we have to make decisions that are going to support our students, but are also our longterm viability. Right? So just wanted to bring this up to sort of remind everybody what our strategic focus is for this school year. It's organizational health and longterm sustainability. In the coming months, you'll hear me talk more about organizational health and how we are taking a deeper look at our organizational health and what are the metrics that we want to take a look at that will let us know the health of our organization. Are we running a healthy organization right now? There's a lot of good news, right? So I don't want to take away from that, but we also want to be able to look the cold truth in the face and really ask ourselves whether we are as healthy as we need to be. And if we're not, then the good news is we've at least acknowledged it and we can put some plans in place in order to secure our health in the future.

Guerschmide Sai...: [00:39:53](https://www.rev.com/transcript-editor/Edit?token=GNO6HqaHwc8ID1lukwHbW7aMYVdZCQmWlICm7SIkMMZ8cfTtKO19T8YFP4YofKwJVn1HpPhkN0NlGvNemApqotYUxjs&loadFrom=DocumentDeeplink&ts=2393.23) We've spoken in the governance committee and in the academic committee at length about our renewal strategy. I won't go into it right now, but there is a larger strategy at play when the academic and governance committee do their committee updates, they'll share more about that. And our instructional priorities. You've seen these already. You may not have seen it in this context, but I wanted to bring to mind our 19-20 instructional priorities and some outcomes that we had from that. And I'll just highlight one piece in particular. So, we as a school took on data informed practices, right? So we wanted all of our instruction to be data informed or data-driven.

Guerschmide Sai...: [00:40:39](https://www.rev.com/transcript-editor/Edit?token=xQJOZi8JM2eUvwnfM0xp7gLTwNcEWy09hxBpJcxyvEMpvXFiT25p_iJGIFNnb3XAGuiZHfT4E5JVdvQHnhlyMxbYTQQ&loadFrom=DocumentDeeplink&ts=2439.85) Most of you have heard this term before. It was actually one of our key design elements at one point. I would say that, when I first came on board, La Cima had a bit of a data aversion almost, and maybe by the time that it came on board, sometimes I'm a little harsh, but by the time that I came on board, maybe we had a data orientation, but we certainly were not data informed or data driven. But I can say with a lot more confidence that our teachers are much better at thinking about, where's the data for this? Or actually looking at their NWEA map data on their own and drawing conclusions, right?

Guerschmide Sai...: [00:41:19](https://www.rev.com/transcript-editor/Edit?token=Yc_A4yipBfE1yMrQ1FnwWReKh-R34db3XF_o37KHms2K1LX4BHOMM_fXITxvNCWpemqgxcyQoxyGLyM_yLKZm45KzqI&loadFrom=DocumentDeeplink&ts=2479.59) It's still something that they need more practice in but they are certainly in a much better place now than they had been. Right? And then for 20-21 our instructional priorities are around increasing family engagement, ramping up our literacy program and collective teacher efficacy. These three things are pieces that are going to be really important in terms of how we are setting ourselves up for future years, particularly the piece about teacher efficacy. We're doing all of this within the context of COVID. Within the context of remote learning.

Guerschmide Sai...: [00:42:00](https://www.rev.com/transcript-editor/Edit?token=vfsqaikBwnHsWmrJ1jYQBff3xgmQgmSBVT5bswA2DseAP84_UP5RpX8iP40GRhFAOWB6DDCMhR9I8hp0O1RK-1rv0r4&loadFrom=DocumentDeeplink&ts=2520.68) What I think is very important about that is, we did not decide to abandon our instructional priorities and make the COVID response the priority, but rather to say, how do we continue to cultivate these instructional priorities even though we are not in person? Even though we might be hybrid. So we have our guiding principles around remote learning. And if you take a look at them, they're actually good principles for any type of practice, really. So even if we were in person these would be good practices, but they are critically important since we are remote.

Guerschmide Sai...: [00:42:37](https://www.rev.com/transcript-editor/Edit?token=pl2G9sFc6anuQFqR-tvPoj-PYfKxK4avWE3SfWJttxkNrSu3CLatr7PE5wH4HZDLEnqNbFND-mM1BQjDmlbN5T77gKQ&loadFrom=DocumentDeeplink&ts=2557.05) And so again, I can't underscore enough how important it is that we continue to keep our eye on the prize in terms of our instructional priorities, even though the way we are delivering our instruction is slightly different than what we had anticipated.

Guerschmide Sai...: [00:42:53](https://www.rev.com/transcript-editor/Edit?token=9Je2nkSeiq6I1-pbdaBZT7AJ7FG3YgXyogTKHrjLAo1zakfDPZqyj6W4fux-ir-lHC0y1Bly15zKvPLp-xfYXBhQqbQ&loadFrom=DocumentDeeplink&ts=2573.88) Lastly, in terms of our projects that are going on all at once is how are we grounded in turnaround, right? And so you've heard me talk about the fact that we are in a turnaround, for some time, probably since I started. The unfortunate thing is we don't have the state assessments for the 19-20 school year to give us a sense of how we've done, though we do have other data points that we can point to.

Guerschmide Sai...: [00:43:18](https://www.rev.com/transcript-editor/Edit?token=fymOyuxGL2_nKXNbEMwUqQSr6aIrueLPH2RWqU_JgwVjWKenKC6Kb4ts9GwoZyIAJNGBcFNTswJJrty5cFxvN6QZXJk&loadFrom=DocumentDeeplink&ts=2598.86) What you're seeing in this list is, year two and year three of the turnaround. I did not include year four, it doesn't mean that will be done in 21-22, but rather I think that there's a lot that we're going to learn about our school once we go through the renewal because we'll have a set of external eyes if you will, giving us feedback about how they see how our school is going. And we want to make sure that we're baking in what the authorizer thinks about the school and maybe how we're doing comparatively to other schools.

Guerschmide Sai...: [00:43:53](https://www.rev.com/transcript-editor/Edit?token=JEoARMTZQvC40KbrVKCcFwbmghp2zXDL9PlUVuRKGt2Sky6scPsoLmTGZB7ZFB3DGDmASbIKAb0o2nemYkyk9PH8x6A&loadFrom=DocumentDeeplink&ts=2633.03) We want to bake that feedback into what our plans are for the coming years. And so that's why I held off on sharing that. But, what you see in the green, for instance, are the new items that we've added as tactics for each of these years, because again, things have shifted and have changed and we want to remain flexible. Are there any questions or comments about what I've shared?

Jennifer Njugun...: [00:44:21](https://www.rev.com/transcript-editor/Edit?token=hGnJCBwwrNMk2wC-bzEZl3UDtz1IlwEIGaJ2aHvcpDcwBTiOjkS85Hies40sf9CRHAJ8NOlCA2viWlOFH76axb_2rVk&loadFrom=DocumentDeeplink&ts=2661.25) I have a comment. Thank you for sharing this and thank you for sharing the example you gave at the beginning. I wanted to say that I appreciate that energy of choice and being empowered to say no. I think that energy trickles down and I think students pick up on that energy because it has to do with how you act. Decisions you make and how you conduct yourself. And I just really appreciate you being in that energy and being a model of that kind of energy for our students.

Guerschmide Sai...: [00:45:04](https://www.rev.com/transcript-editor/Edit?token=mxVvntrA_CyO_gnx5lwb-aaZne7xZkvWYf2NX5tjCCDU7HvRVSx8MOeuLG7mlqLThXla_Y9BIGZ2uasJlco60RhSLE8&loadFrom=DocumentDeeplink&ts=2704.6) Thank you, Jen. Honestly, I certainly don't do it alone. I would say that the rest of the cabinet, they bring that same energy, which is the borrow that for me. It is helpful when everybody's aligned, right? When everybody has the same values around what needs to be done. It does make the work a lot easier to lift up every day.

Jennifer Njugun...: [00:45:29](https://www.rev.com/transcript-editor/Edit?token=dlfxxY0GYYurifCv5pCxiugZBG7S2uI6lqYXsfR56Ntht-_5RcCYIhPA4QnxbkgVouKvLzzE8XTWM-VYjF66fMqSgb0&loadFrom=DocumentDeeplink&ts=2729.64) Mm-hmm (affirmative), yep. I should edit my previous comments, you and the entire team.

Guerschmide Sai...: [00:45:39](https://www.rev.com/transcript-editor/Edit?token=8tmQiocvAhhWaPiativipVpaR-N0xvU1BqR6DIqRV69mfKlTinyCgCCyEOJAV5N_gWMF60TC9Efw329G963Tunb2HVY&loadFrom=DocumentDeeplink&ts=2739.25) Any other questions or comments? Thank you Jen. Okay. So moving forward, you've heard me talk at length about the priorities for the school and I wanted to share a bit about the focus areas for the board this year. We shared a bit about this a couple of weeks ago, I guess this was the June meeting. At that time we were talking about George Floyd. I did not anticipate that there would be a new name on the list, although, having lived in the United States my whole life I shouldn't have expected it, unfortunately.

Guerschmide Sai...: [00:46:20](https://www.rev.com/transcript-editor/Edit?token=so7gCcaAPM8Czoaf2uOZlYFWBkrZBCK9z1X3Ly-2ltT__4Ej4th-R9aYw_k64muaUDuEaBp6_uecvxfNw9NMBsCJR_A&loadFrom=DocumentDeeplink&ts=2780.37) So, essentially we have always touted that we are a social justice organization, and I do believe that we've always had the right spirit around being a social justice organization. What I want to make sure of is that we have a spirit that is lined up with behaviors and actions and culture and all of those things are in lockstep with one another, and that we are not operating in cognitive dissonance, if you will.

Guerschmide Sai...: [00:46:52](https://www.rev.com/transcript-editor/Edit?token=dIsEdEqUST3vpJqQ3f9Dy_weVsyVZFQfqmOoB7v6G8EqQDfNHXyw5F0w4vCS3M7WOshIEwY7OKhLRaU943zZxUvMFsM&loadFrom=DocumentDeeplink&ts=2812.37) Again, I shared a bit about this in June, so I wanted to come back to it and share, so what next? Right. We are in August now, in July, we had our board retreat where board members got to participate in an exercise facilitated by AppointMate learning. It was called the American Dream Game. The purpose of that game really is about, increasing empathy for others. People who are living an experience that is other than your own. And ultimately the way we are going to get at being anti-racist, every single one of us, is for us to increase our empathy for people who are living a different experience. Oftentimes an experience that is not as privileged as our own, whatever that privilege might look like.

Guerschmide Sai...: [00:47:44](https://www.rev.com/transcript-editor/Edit?token=qZGl8ql8GXxnhsudopCnMq5XS5aKRRRMgsSDhJnK4x8c0nyO_o06qvrSeBYfR-JPXdcBjyyVgUs80QOipnfc48Jmg4c&loadFrom=DocumentDeeplink&ts=2864.21) But, I wanted to share that that exercise that happened during the retreat is not a one and done situation. When it comes to being an anti-racist, it's like brushing your teeth. It's the sort of thing that you have to do every day if you want to stay healthy. Right? So, the board along with the school are going to be participating in some anti-racism courses put on by AppointMate learning. As well as some facilitated discussions to help to unpack what we see and what we hear in this course.

Guerschmide Sai...: [00:48:21](https://www.rev.com/transcript-editor/Edit?token=RNqZQ0_8ATgaB81TU2YMCdMB5Q8JipewcfSvCgjRki2_cYo1JBFYSUUDuHV7cK93_wxhrZQbmd6b8ccQvPbwObl5nIQ&loadFrom=DocumentDeeplink&ts=2901.3) I gotten some really good feedback about the retreat where someone shared, for instance, oftentimes particularly for black people or for black women, we participate in these conversations and we are the ones having to do the heavy lifting, while white people are doing the learning. And we are left bereft after that. We are stuck trying to figure out and unpack for ourselves what the heck we just experienced. And that there is a possibility that that may have been the feeling even during the retreat.

Guerschmide Sai...: [00:49:00](https://www.rev.com/transcript-editor/Edit?token=cf0pBCmfRsjs0fNpHbeOcEh-B50CP2XESRF4tIKztkKwXs35VVOlGv90w3sfyreIs73DqdYzi8W3VzxoKkEbR7H_rq0&loadFrom=DocumentDeeplink&ts=2940.8) So I number one, very much appreciate that feedback. But number two, just wanted to give the assurance that, it's not one and done. This is going to be a year long conversation and that it's not performative. Right? We've been seeing online and on the news a lot of performances. The removal of statues, but not the removal of statutes, and policies and laws that have kept us, as black people on the margins. And so I wanted to ensure that we are not just having conversations about race as a board, but we're also making commitments about race as a board.

Guerschmide Sai...: [00:49:40](https://www.rev.com/transcript-editor/Edit?token=5nMzs_Pxo4RNHCd6BvFRw_x4Fi9OslSlL-wbXzoZwkzLV69lr3AOPxsXSILu464tYHjtoe5NTZWJoqBNWhsdeoRbjI0&loadFrom=DocumentDeeplink&ts=2980.66) And so, one of those commitments in particular is an adoption of an anti-racism philosophy that then will guide what the culture is like on the board when it comes to decision making, when it comes to how committees are run, because racism is everywhere. If we believe that racism is everywhere out there, we also have to consider all the ways that may be showing up within our organization as well. That becomes like a hard truth that we get to stare in the face. And as soon as we stare it in the face, we can get about the business of fixing it.

Guerschmide Sai...: [00:50:15](https://www.rev.com/transcript-editor/Edit?token=JIwiXGdrLN4fxmpVe36mUzmHEZhWNvmjFqopjY9m9PLUiy1vzappqWT6ChdjKgDVPbIikiSCQRHGgXeahWaqvdQZrW4&loadFrom=DocumentDeeplink&ts=3015.62) The desired outcomes around that is an increased awareness of the challenges of racism and bias that exists not only the macro level, but at the micro level, in our organization. Memorializing processes and equalizing accountability across board members and across committees. And ultimately, what we want to make sure happens if we are committed to longterm sustainability as an organization, that means we're committed to attracting and retaining the highest quality leaders. Because of the fact that our kids are black and Brown, we are committing ourselves to having leaders that look like our students. So we want to make sure that we create a safe environment for leaders that look like our kids.

Guerschmide Sai...: [00:51:05](https://www.rev.com/transcript-editor/Edit?token=scaL4J8ILaBuKr4Pv2D67Isx9gKpyYuiHAaXbkRhyxlqQTzvj0KD4SfeBglgzUobDfBjngsuEDi_gBSK7zQuPvd1oR0&loadFrom=DocumentDeeplink&ts=3065.06) That's just a bit about the work that the board is going to be engaging in this school year. So I'll pause here to see if there are any comments, questions, or concerns.

Jennifer Njugun...: [00:51:16](https://www.rev.com/transcript-editor/Edit?token=9rMqScOo7EtZ0GEFH_ujSIZAjs2mnFmyexKhR_9THHafoLiJP6_0oWVPm0l9pQao8KCKOv2mi4Ezw9PpZ1L7qwu0m1c&loadFrom=DocumentDeeplink&ts=3076.97) So, I have a question. Thank you again for that. I'm wondering where there is a formal place for this work to sit on the board. To the extent that we are being active participants in this work. To the extent that we're creating guides, we're thinking about data, and maybe there's already been discussion about this. I'm just wondering, where, because I think it's important not to just do this work, but have it formally be a part of process with respect to the board. So maybe it sits with governance. Maybe it sits with, I mean, I don't know, maybe there's even a new committee. I'm just putting the question out there, how do we make this a formal component of our work?

Guerschmide Sai...: [00:52:10](https://www.rev.com/transcript-editor/Edit?token=wiE2VDNtIpsFUQZ8C02jTa4z5-CB5QuMC_q_AniUuhC_HAxnCjU-8mgYKM_oboy0xjVVUmgd4w6ZicD19CEFE8LFQM4&loadFrom=DocumentDeeplink&ts=3130.53) Yes. That is a great question. Were you about to jump in and ask something?

Kristen Briggs: [00:52:15](https://www.rev.com/transcript-editor/Edit?token=6beB0O9THsLbkIo8GgCFkMStlLbQ9f1V1kZ4q_VgJ4_Djx5_SJ5OLaG2WAA4dJCU0srmn7Kqrrxrgr-PkJTCjB-26vI&loadFrom=DocumentDeeplink&ts=3135.64) I just wanted to plus one on that in terms of where it lives and to Jen, when you were saying that, it's governance. It just landed in my head, that's governance, especially when we talk about adopting an anti-racism policy. It's been my experience especially in the nonprofit sector, that if we create it as a separate entity, it becomes something that you do. And it's like, "Oh, we checked that box. See, we had our DDI conversation." Whereas if it is so closely tethered to governance and just how you as an organization operate, it becomes who you are. It lives in your DNA. Then I think Guerschmide to your point, it is so inextricably linked, it's like to operate outside of that is actually operating outside of La Cima's method of operation, and what the organization believes at its core.

Kristen Briggs: [00:53:07](https://www.rev.com/transcript-editor/Edit?token=kr-SLF5VnOCcJb-BgFVkaD4KfkFvxtQ6ohMNXnCmFVBxsSGBrViq9-fJAEGEcPXpAjD9HOBLBid3XGdz-lhlRLuGfQw&loadFrom=DocumentDeeplink&ts=3187.03) I think that makes sense, and I'm excited to see how that statement gets crafted and how it can live.

Guerschmide Sai...: [00:53:15](https://www.rev.com/transcript-editor/Edit?token=0EbMxtLZSo2OHNcFKfEzRa6vijIR2mml4XHA-n_Y1-BqKSDOZ2XpPnZp7q3eoL9_yLSqA3T4J_DgIs1e5Xhw0yN_FLI&loadFrom=DocumentDeeplink&ts=3195.67) So, you know I love a taskforce, but, that's not what we're doing. The two of you are exactly right. Governance is where this is going to, I don't want to say where it's going to live. I'm going to say that the governance committee is the committee that will be tasked with holding the entire board accountable for doing this work and keeping this work alive. Because if you, again, if you make it a separate thing, then it becomes their work, right? That they can update everybody on, and actually it puts the responsibility and accountability somewhere else where people don't have to look at it in the face. And this is one of those uglies. We've got to just look it in the face.

Guerschmide Sai...: [00:53:56](https://www.rev.com/transcript-editor/Edit?token=-wO6HV3UVmq7sauPHYWqX51HTPBY5eoowyQv6WY1BTXwOenlC3AQyJKxFdM-pURx1I7rItKUMRfTOxwpYz3qNhAU8eI&loadFrom=DocumentDeeplink&ts=3236.3) Ultimately because we are talking about updating policies, changing policies, and in some cases creating policies, the governance committee just seems like the place where it makes the most sense. It also means that the governance committee may be calling on another committee to do something. To do something differently. It may be that, I'm just pulling this out of top of my head.

Guerschmide Sai...: [00:54:21](https://www.rev.com/transcript-editor/Edit?token=yMqCDirp9m2r480hBIA-6SlbRy2vD8htWzDzQDVz4gulUIpfTlUcxAGaAGMQXc8IP2phWpQuSYZTPivtKUFeb3CdJuM&loadFrom=DocumentDeeplink&ts=3261.35) It could be that the governance committee could ask every committee to take a look at their charters, and find places where this work is going to be interwoven into everything that we do. Because again, you want it to be the sort of thing where somebody can't just erase the bullet. It's got to be so interwoven into everything that you would have to essentially dismantle our work, in order to get rid of it. We're trying to build something new. So yeah, thank you for that question. Any other questions, comments?

Amira: [00:54:56](https://www.rev.com/transcript-editor/Edit?token=6Eu0qaqz3vSbZs2BuQ8qYa1PFdnyb5e9wlGoevUrOrAzDFIzYPSUB87xXOYfp6v1gyI4XH-tuF39uuevA3pT5gBVpL8&loadFrom=DocumentDeeplink&ts=3296.86) This is another brilliant area that you've come up with and some other schools are going to want to adopt this. Just this sets us apart. I think the work is brilliant. I think, how could we not want to do it, and attach it to everything we do? So thank you for that.

Guerschmide Sai...: [00:55:17](https://www.rev.com/transcript-editor/Edit?token=NH7F7KnBPi-fToACY3LIoJyCF25H8GE0D11fd_f1aKxqD1TMyjvjRNFryD-UvMDrxjCbCbBqKm721932_0kfJhMyO-8&loadFrom=DocumentDeeplink&ts=3317.78) And it's who we say we are. If you read our [inaudible 00:55:20] charter, what Andrea and Heather wrote, it's enough to make you...

Guerschmide Sai...: [00:55:25](https://www.rev.com/transcript-editor/Edit?token=KGOBKr2g45VIKRqer21nurxjKMvdG24C_iBRXiWLAMaazn_-a_DN-StXalSp7xKYLwirE2Oi0Dl5RHGHG_rn1x8we0g&loadFrom=DocumentDeeplink&ts=3325.54) It's a beautiful document and what they wanted to create, we somehow got away from it. And so this is really a way for us to really be the La Cima that they had in their hearts [crosstalk 00:55:37].

Amira: [00:55:36](https://www.rev.com/transcript-editor/Edit?token=t4BkAA3XELlaIziVWR77JTjSBz_hqs38cI9RXd37Fs_U0BoaQrK9rghKRXWaEn_usbL2u1eYiZaoACDxu6xJ3S9kHzk&loadFrom=DocumentDeeplink&ts=3336.64) In their heart and in their heads.

Guerschmide Sai...: [00:55:36](https://www.rev.com/transcript-editor/Edit?token=s_8xlvXgJnL5tX6hJNWTuvB4z9Q56QUeUTE16WFhtbHTsu2wAahmqNoVN9GjIzC-uVP_dLMSNChcWtWxC6W29dbwCKY&loadFrom=DocumentDeeplink&ts=3336.64) Yes.

Amira: [00:55:37](https://www.rev.com/transcript-editor/Edit?token=dVtBLwsXTKcsFW2FxTxnVD5o2nh5-vNL8yBOSQ62V_tENysR2axnhym039P53InkulVdozlDilxow7etmeeQlNaNdpM&loadFrom=DocumentDeeplink&ts=3337.3) Taking it back to the original, makes a lot of sense.

Guerschmide Sai...: [00:55:45](https://www.rev.com/transcript-editor/Edit?token=AWB7gM420xt8_Eh_y4T97qUKLXK2xCD5CFg2cvj_lTPCyczkI5iyKznT1dKIdrwaTPyPIny8scOl4suYyUoaP5lDygY&loadFrom=DocumentDeeplink&ts=3345.57) Yeah. Taking it back to the root.

Amira: [00:55:46](https://www.rev.com/transcript-editor/Edit?token=83aOd9M7-cSBz_uiJSh6S6HanS8ufQg671DBrCvml_DlSSpLMpUnTy1MzXir1WjQZ3FvR9lrQB_wnbGmXVhk81Vocs4&loadFrom=DocumentDeeplink&ts=3346.39) Yeah.

Letta Belle: [00:55:49](https://www.rev.com/transcript-editor/Edit?token=MC6YukN25Ca838A_2c4g21spg03tB3hT6b9XbICxLQmOeDeDbCo6xls190ALTOaGPpedilcJCVPBsLWBpF7n7GX2EKg&loadFrom=DocumentDeeplink&ts=3349.77) Can I just share something that came to mind? So, naturally I did not watch the Republican National Convention, but I heard some of the highlights from it and someone said, and I quote, "America is not racist."

Guerschmide Sai...: [00:56:06](https://www.rev.com/transcript-editor/Edit?token=yZMJGV8DwRnDmR2WItjnhMz_K6nRm1uYuctNWPbbYgUUwjebbrS8QEPij9IPdX5EWOTjK2GaCMOcJ1WB5jkCovaxkBo&loadFrom=DocumentDeeplink&ts=3366.48) Nikki Hayes.

Amira: [00:56:07](https://www.rev.com/transcript-editor/Edit?token=-guzjOvIdOqH0-wghbeAOo1Z5XEkrmDAwUbr1CxX2_X3rkUMpCFs-Hugh1z_Q-kVHRvgOitejMMnJdwgvjV7LO8K674&loadFrom=DocumentDeeplink&ts=3367.24) I know, I couldn't believe it. I was like, did she just really say that?

Letta Belle: [00:56:13](https://www.rev.com/transcript-editor/Edit?token=hd5ARw4Q-R5bXLfGjPUqAaU-Z-ANkDuTPUDRuQrQoZ7qJ14E0igNmGzAKw8uAgpEE1QYw2sPLFWYL1T_WtKIHaTbh9I&loadFrom=DocumentDeeplink&ts=3373.61) Mic drop.

Kristen Briggs: [00:56:14](https://www.rev.com/transcript-editor/Edit?token=-NALSS8C8Nmeiooh0K3p5-JpwIrvhMfBNkO0PYHYHGX_atTZcMRA6vyeKoWZTcBgwmU0E3oOpbvLS1ZK4BNWYl6TyPA&loadFrom=DocumentDeeplink&ts=3374.93) Yes.

Amira: [00:56:15](https://www.rev.com/transcript-editor/Edit?token=rO8vDwo80Kx5_eQaML5Z4SZrLe-Fj5C6W9f78uEfeOIy640MGaX6DfRbNylTF32c6S1Jfddt5kDJkWVE5a727wVYct8&loadFrom=DocumentDeeplink&ts=3375.24) Yeah.

Guerschmide Sai...: [00:56:16](https://www.rev.com/transcript-editor/Edit?token=uTf2Q5yUPCDG5G6KNPE8GuTdsCs-wSHC9c6Po9yqhkGOiboAWeNZX-45_Fng9IKjkj7T_DIKbGQWR0z4yVmQYdeAM_U&loadFrom=DocumentDeeplink&ts=3376.24) That's ridiculous. It's not just in our systems, it's in the air. It's like a smog that we're all breathing in. Sometimes we inadvertently do things even as black people, sometimes we inadvertently we do things that recycle systems of oppression.

Amira: [00:56:38](https://www.rev.com/transcript-editor/Edit?token=Vgm92m1CfKy4WRwJ_ti8M0bLYVNrOzSHH3VFfBha5Rsd8sBkJCvqBVlwke-y_MzV8BWmzt5dPkYO_RTw-fZDmAeS-Fg&loadFrom=DocumentDeeplink&ts=3398.76) Absolutely.

Guerschmide Sai...: [00:56:39](https://www.rev.com/transcript-editor/Edit?token=AxcJmxrTY7xqDBZqRkTEs8OqxxxkKl-pOz2VbUtRnoBlJjeOPAIPEQNlofYoy20D0-bUMz9oQQ1TBJPQ4dd-8-YMUuc&loadFrom=DocumentDeeplink&ts=3399.17) There's some white supremacist values that we have even sometimes as staff members and as leaders that we need to just check ourselves.

Amira: [00:56:48](https://www.rev.com/transcript-editor/Edit?token=pQKk550PkwpdGIyLmZ8aKWkS8rowwMqb1_rX5BxITuq_KCOBjJDK5PEMpjoSqjDRlX203r62BKMEBTf_GrnUDfGoB0s&loadFrom=DocumentDeeplink&ts=3408.04) Absolutely.

Kristen Briggs: [00:56:48](https://www.rev.com/transcript-editor/Edit?token=8cFTb_hxRPwfXwc8mQuvEg2WPzr7SXU6I2jsJhtuqidEic1Ah2z_Q5WYLtNfEYpu38Y5TEXmbUhzbycdYIJYawxo598&loadFrom=DocumentDeeplink&ts=3408.24) Very true.

Guerschmide Sai...: [00:56:48](https://www.rev.com/transcript-editor/Edit?token=hLyoafb0LEPQTEmNBFOF1BLnTNUCcvPh6WdTVRSplvDpd8jQZpH6mmU_sKTsFFBKHtYbikjblWaeXdu7R6C8D9N8z3w&loadFrom=DocumentDeeplink&ts=3408.95) This becomes an opportunity for us to do that. I know that I've gone over my time, but I did feel like this was an important topic for us to discuss. The last thing that I'll say is, I am sharing our trimester one family engagement webinars. What's great about this is that because they're all remote, you can come to all of them and remember you are asked to join at least two school-based events. Because we're remote school base is at your house.

Guerschmide Sai...: [00:57:25](https://www.rev.com/transcript-editor/Edit?token=LwgBtG7EKGCvxiX6YODLGASWQxQlTaInpuwkQqGvgXm5yXKSP_YSNfiRtW5SWwLDlkrHRcu6-AfuNCeDjvR4FL4e4qc&loadFrom=DocumentDeeplink&ts=3445.22) So I'm providing you this list here. The first two webinars were absolutely excellent on how [inaudible 00:57:33] we'll continue to share the links with all of you for you to be able to engage here. But, I really just want to shout out the scholar support team that is led by Capri, as well as the rest of the cabinet for what I think is a really amazing calendar for this school year. Again, I just shared with you the first trimester the full year is, it's really inspiring actually.

Letta Belle: [00:57:57](https://www.rev.com/transcript-editor/Edit?token=-7CBAS6rHT5BkJ8uMfaTu7vYb4XEUFzNU71Tke2d6p_ZA5V-TEvmD4v996cE586RNIivIyUK8NunwTWkpS_JPTDyFOQ&loadFrom=DocumentDeeplink&ts=3477.91) Can I just interject to make one correction? Because we wanted to make sure we had the most captive audience of families that the English as a New Language Meet and Greet has been changed to October, is it 25th Capri?

Capri Tenis: [00:58:12](https://www.rev.com/transcript-editor/Edit?token=k5T3-ntkRsM6YQJ6bXNx6OYPLZrHu_7GGRGZUEy5JP5i617tmtfBzTuYTiM_WQl2LiRONRxYBjZ3mpR_qL2Kp-K7Nq4&loadFrom=DocumentDeeplink&ts=3492.07) I believe it's the last Monday in October.

Damira Rasheed: [00:58:21](https://www.rev.com/transcript-editor/Edit?token=TzXrRr8QcMOo71pE68uX5gG5j-sTJdn_tYzcMydRKqiyyuYaOhO7hDZ1aF6WACg55DnX2gw-N7iLJrTbcrQWO5E-j58&loadFrom=DocumentDeeplink&ts=3501.62) And what time are these? I'm sorry if you said it.

Guerschmide Sai...: [00:58:23](https://www.rev.com/transcript-editor/Edit?token=cTDYg79FSFqymBMWl5Ie7LszxIaiNAOn7I7QdA5jZ453MRd_f8RbUR0XVNiwCd7dzj65hi5XpRcLSIZ7OlzCP3tV8Rw&loadFrom=DocumentDeeplink&ts=3503.34) I did not say. What time are they taking place?

Capri Tenis: [00:58:26](https://www.rev.com/transcript-editor/Edit?token=RA9UjfBRkPCDioj5-hwU9-2mPWiALEKbTnG2UMZD9-VaR6dYad97eh-2Rq0UAjrxD7xuE1FDAD6nndk5Ie2USza1V3k&loadFrom=DocumentDeeplink&ts=3506.1) They're usually at 6:00 PM so that families can make it, but I'll ask to make sure that you all are invited and received the link of though.

Kristen Briggs: [00:58:37](https://www.rev.com/transcript-editor/Edit?token=vxCGiknWgBAVoOF6d1RAGnmqaUg_3QJTbur9r3H8cg1LCPooYgkCt8-19HnrNCayReRhHf_BU-EwVITI6C34nheRmd8&loadFrom=DocumentDeeplink&ts=3517.6) Thank you.

Lucy Joffe: [00:58:37](https://www.rev.com/transcript-editor/Edit?token=9G0Ud8aydrDkMRwO2BkiGJbv75Ik04mse9a9ZY6p75_K8l2DI6uZo1w7hTPDR3Pj77YqG8BoK_GxYfR1ORdMNcX_sIw&loadFrom=DocumentDeeplink&ts=3517.6) Also I think, I don't know if this is true for all of them, but the two earlier workshops are still available. They were recorded, right Gersh?

Guerschmide Sai...: [00:58:45](https://www.rev.com/transcript-editor/Edit?token=YyxHo-w85IKBNU_i6swNMTuFEL3cHMKZwH_Em1e6yuQdqRheI4xR9_hAGQNVKvs_IG1qdLyoGTzO7eYfxcs4Nj4k4Zk&loadFrom=DocumentDeeplink&ts=3525.55) Yes. So, the first one was recorded. I don't think it's posted yet. The second one was recorded, but because of the security clearance that the attorney has that we use, we're not going to be able to post the video, but we have the transcripts and we have all of the materials that she shared.

Amira: [00:59:06](https://www.rev.com/transcript-editor/Edit?token=5q-mDeGaJjdCgBI2X35_ozs6Qalbp9jPge8ngmg6tDeZCXsInQa816BQKGVdRTSkon4HdZgOxpkBjvTsZifAgSYYcdQ&loadFrom=DocumentDeeplink&ts=3546.79) Okay.

Kristen Briggs: [00:59:08](https://www.rev.com/transcript-editor/Edit?token=oPs8cPHvTlahf5sh5_3GeOTd8_jrf36E17CFf3zbDzBwsoFNpisz031En9iv_KxQjcfkVdzZ2rQDipAYtl1yb5QGZRE&loadFrom=DocumentDeeplink&ts=3548.24) La Cima has Instagram, right?

Guerschmide Sai...: [00:59:10](https://www.rev.com/transcript-editor/Edit?token=ZQKFJk9dnQGHdvkMn5KzurCYt8_VznU4QONYwj1yR2-s4bZ_5T2abuag_Z37CCcVkktOifTGqhvYEhN8HGmY0OuGnGo&loadFrom=DocumentDeeplink&ts=3550.84) Yes. And Facebook.

Kristen Briggs: [00:59:12](https://www.rev.com/transcript-editor/Edit?token=Ow6-x3lOpq4Ou6agLXVhfZBRNZwUYQCD5m3dJNLjHocHnBDrYbYMcN8GXAU_FwCQG9OdEYrv4s1t2D-Mb7tqaV_kqlg&loadFrom=DocumentDeeplink&ts=3552.73) Definitely bump it on those. The things that can't get posted and can't get cleared.

Jennifer Njugun...: [00:59:17](https://www.rev.com/transcript-editor/Edit?token=hWv9P6g4nDw6IZt-1rZGSR-EjLFaFqHCBqyyUspoeLOXl_CnypZAHAPLUSEkNStJIuORvBj21G3SPXYrQOLW0yjDZNo&loadFrom=DocumentDeeplink&ts=3557.31) Yeah.

Kristen Briggs: [00:59:18](https://www.rev.com/transcript-editor/Edit?token=JJQa1GL6KS8nJl6FU9LOuZFumfHA7b0KtLJkTUUutCL_pmn7g--FddEneks5szb7XUGE6yDCKg8b6OZ40vxJrFEsl1Q&loadFrom=DocumentDeeplink&ts=3558.29) Get that out there. If you can get it out there especially on Instagram, I could pick it up to my professional Twitter, and push it out to some districts.

Guerschmide Sai...: [00:59:33](https://www.rev.com/transcript-editor/Edit?token=J6tqPXdI5gzjVyP0pfPGuVxlmn65qRLh9vpU86pDMZsywLKvtpga8qaDl7QsTS_ozh7mj2Ky0I4tFvQEjou69BoJE4c&loadFrom=DocumentDeeplink&ts=3573.07) Amazing.

Capri Tenis: [00:59:33](https://www.rev.com/transcript-editor/Edit?token=dJnX-we2rP7ZIz1jKyIGBtz-apBchzWGPdTgv5M42jKSrMqisuWcj6-K9n6mNQBs9ckEVJf99HDS9gr-c3CPTA9VS-Y&loadFrom=DocumentDeeplink&ts=3573.19) Please.

Guerschmide Sai...: [00:59:35](https://www.rev.com/transcript-editor/Edit?token=7weG9KE6Sg8x9CqVOcTedKrPFehW1fXlloQPocJzg-ycT_I5BKsb0wZINwUA38sj0fqakMKNmChyhP8jcQcoxXAkK54&loadFrom=DocumentDeeplink&ts=3575.1) Okay, great. We will get on that. Thank you. All right, thanks everybody.

Norah Yahya: [00:59:43](https://www.rev.com/transcript-editor/Edit?token=_APLdky4_n443bHVDK5gy7cLsIoOl4eiWaWfOH5M3tFCCL4vMomp1Ptdg2xQNFsc0uOgPg1bgrbHWXoNw_uV79uHJ4w&loadFrom=DocumentDeeplink&ts=3583) So, hi everyone. It's time for some updates. I'm definitely going to need some support with some numbers. But, I would say that our meeting was pretty powerful and really talking about our approach to renewal. I think one highlight that I walked away with that I definitely wanted to share was the achievements of our scholars without homes. We have done, I believe an exceptional job, in supporting them and I just want to share the exact statistic. I can't find my word [docker 01:00:20], so if you have the number that'd be great.

Guerschmide Sai...: [01:00:22](https://www.rev.com/transcript-editor/Edit?token=nv8tIfKe4of61fBkOUcg-0a2WTle35HNcLoVGNBL35_cHxAkVyTCf8LcZAt3RzwvcYqA2P_7y7gtslo8gfEF6mHMOd4&loadFrom=DocumentDeeplink&ts=3622.79) Yeah. So 18% of our students are considered homeless, and that makes up 12% of the students who are homeless in district 16, are La Cima students. Those are two numbers to keep in mind. Then in terms of how they performed on the state exam, for both ELA and math they achieved 50% proficiency. They've outperformed all the other subgroups at La Cima and additionally outperformed the district of location, the city and the state.

Norah Yahya: [01:01:03](https://www.rev.com/transcript-editor/Edit?token=pROIwVVSb5Hb9hX9MS4mdQ4PsPMXaZZFzoQ8oxkFmDm8JthZYCO9pHF54tgKag_Y9IQrocH8wZHUB8YGl3ca35trS98&loadFrom=DocumentDeeplink&ts=3663.16) Right. I'm looking at Kristen's face. I'm like, yeah.

Kristen Briggs: [01:01:06](https://www.rev.com/transcript-editor/Edit?token=MI2CreSyE37n6Wunbhz4CH3MSSteMQhx531VXJe4B3GgM5QSQ4x38M3Qm2XC5V2eCN-wU2DXp7ChdnT7qPUCFD4TOJ4&loadFrom=DocumentDeeplink&ts=3666.91) Yeah, amazing.

Norah Yahya: [01:01:10](https://www.rev.com/transcript-editor/Edit?token=CWa0nVFmuv607ppbd72wgph_63WPIn-tzFUzBddAjZzxz1qJmwBzSqsvm-PKTjptJybfIBilnJfwLFlzKR6Y9p1fqjU&loadFrom=DocumentDeeplink&ts=3670.44) It's just astounding. We have 12% of a school districts, homeless population in our school. We are not a large school. So to have that and to have the achievements that we have, I think that's something we need to shout on a mountaintop.

Norah Yahya: [01:01:24](https://www.rev.com/transcript-editor/Edit?token=Ul133g0LGU2LuaRJwiRgyIxr-P1IRicYmI_C4_KtgWOykQ4qdIN72zYx6BYUN0otaU0qM7syAA1ZFK-zfY1Ns2WpGLo&loadFrom=DocumentDeeplink&ts=3684.19) To the point earlier about being able to share best practices, that's definitely something that we want to highlight for everyone, because I'm sure there are other schools that are dealing with similar issues who do not have the same achievements.

Norah Yahya: [01:01:38](https://www.rev.com/transcript-editor/Edit?token=ROIGr2us7oRQfE42Lhcm0UYMx-UUu0FY5yAzAv9qs4B4NiRszL2pS_Fk_IT7YtEZBgtfh139eAcvJnP6N8XyN2fGzzM&loadFrom=DocumentDeeplink&ts=3698.58) And just the work that we're able to do is I think profound. Also, that we are working to recruit and prioritize scholars with needs. Whether it be our ELL scholars, or those with challenging learning abilities. We've had an issue in the past from our renewal saying that's the area that we need to focus on and increase our numbers. It's not in a vacuum, it's an area across charter schools.

Norah Yahya: [01:02:08](https://www.rev.com/transcript-editor/Edit?token=qTt_t7-jzYQMtT2FJwWee5wey9kJD32g2J4yP8ET0UJc9pN_iTeFs7qUHqMka7JoFlQ2tohWQEjNoZgIQA9OXT9OsLY&loadFrom=DocumentDeeplink&ts=3728.81) A lot of reasons for that, but I think that we're going to put in the effort. We are putting in active effort giving priority to those scholars so that we can make sure that that isn't an issue for us in our renewal application. And then finally, we have chosen to do a cover letter highlighting some of our achievements in our application, just because we know they're not going to read all. What is it? 300, 400 pages.

Norah Yahya: [01:02:35](https://www.rev.com/transcript-editor/Edit?token=LkRehnuYCvjohBHfEgeMkj74GLR5ZnQa06A4tQw-w-Ht6lJe--4N5A0gnOPNGg_53uMXP7YHmjLC2nUGqCMAxWNnzec&loadFrom=DocumentDeeplink&ts=3755.74) So, really working to make sure that we stand out and that we're elevated to the front, and that they're able to see our achievements without having to look through all 400 pages. Am I missing anything else Gersh? I know we're going for our five year, is that covering it? Okay.

Guerschmide Sai...: [01:02:54](https://www.rev.com/transcript-editor/Edit?token=YHyEtjvolXcDJMp041jaNzyJoIoS-YszFXyLzEmIo9oqVsIDYRQlKAsc5IuOMACERb9VyzrvOjPOmCa8ijr8YUNfRL0&loadFrom=DocumentDeeplink&ts=3774.81) Yeah, that covers it.

Norah Yahya: [01:02:56](https://www.rev.com/transcript-editor/Edit?token=ZUX_WUi2nM04DFdzCNBBv758I19sjYKLxVlgntJX7294hq4BJltX3Kb09-FuQr8xIMnihB4copav5h1CHlItQkdf5rQ&loadFrom=DocumentDeeplink&ts=3776.71) Yeah. So I don't know if you guys have any questions, reactions, anything that you want to share to that? No. Okay.

Group: [01:03:08](https://www.rev.com/transcript-editor/Edit?token=fvFZXyWBRpl9Xoetqi_onIOam6UAxbvhZMA2zo3Nrz1YyKyeClyxpL1ztIo6Zn2Clsn2B5HzOHOIDlVB9XSBRIQuuw8&loadFrom=DocumentDeeplink&ts=3788) [inaudible 01:03:08].

Guerschmide Sai...: [01:03:12](https://www.rev.com/transcript-editor/Edit?token=5jFp6-Wuvs0AFYFFpj_eC4zCULEfnctHYd9015blMS6igK5N5BYincfobfFJ7-j98O_nPXRTtukDHapC8TAS2ESL7Vs&loadFrom=DocumentDeeplink&ts=3792.49) Governance, but there isn't anything to vote on by the way. So this is probably a carry over from the prior meeting.

Ray McGill: [01:03:22](https://www.rev.com/transcript-editor/Edit?token=igd-tI3-RSRdOH-KND0BxODPlyKCriIZ_JFiGtlWW6VJJ4wQFAQ4cEqmGvQHg2jGeQZNmB04Ct7baNEBAUQZahXSnC0&loadFrom=DocumentDeeplink&ts=3802.13) Okay. Gersh, you want to bring up that Excel document? You guys remember last board meeting, Dell and Gersh actually walked us through some scenarios where we were showing different funding. Percentage reductions, from a per pupil rate, amount. And at that time we were also unsure about the PPP loan status. So here it's confirmed and shown in this document. Again, nothing to vote on. However, this is really a good data point to show you two things I think importantly.

Ray McGill: [01:04:01](https://www.rev.com/transcript-editor/Edit?token=LohQBjqN1fgJpzdaKWRZjaqx7C1P0sf3WRMKQV5gI6z_fjcmfydmQjH-NLtsNFxyMzSvhJmDd1631kz50SoPa8X4a1Q&loadFrom=DocumentDeeplink&ts=3841.66) One, continued surplus, which is good from a budget perspective. We want to stand on that. And also, the slight change in the number of enrolled students and Gersh you can probably speak to this in terms of dates and when we're seeing these numbers. But you could see here on, what is it, row three, enrolled students where we were previously at 315 projected, now we're showing 300 in one case and 285 in another. If you scroll to the left, you can actually see the budget in column B. There you go, the 315.

Guerschmide Sai...: [01:04:40](https://www.rev.com/transcript-editor/Edit?token=FHUtiCYWN5UbB4px5nMK4lfuznx4-LASsGIsSz1ih--YnGUuCUvp01ZGjbUEhovzuVncDJRHovAFO3IEcPTpyfBF4g8&loadFrom=DocumentDeeplink&ts=3880.28) So, to say a bit about enrollment, I was saying this to Lucy, this feels like the steam is albatross. It's the one thing that even though we've been spending a lot of time and effort and energy on it, for some reason it's not getting better. I'm still hopeful that we are going to get to that 315. Really hoping for a 330 but could settle for a 315. Right now, we are at 268 or 266 in terms of number of enrolled students.

Guerschmide Sai...: [01:05:13](https://www.rev.com/transcript-editor/Edit?token=uZbCIK5cRUiURN2XFMfkrZqszqdJDq_QufciX3E3d6Xo4qtJ8e7SFzJTsoZ418tscGuksK5Gptl7N2lDnO74tkQfd7Y&loadFrom=DocumentDeeplink&ts=3913.91) However, we continue to get applications and Amira has been very diligent about, as soon as we get an application making the offer and then getting the family through the registration process. I'm also curious about what will happen with enrollment in terms of, as we get closer to the September 10th, school start date, whether or not school actually starts, maybe families get started and they feel uncertain about what's happening with the OE. Does that drive some applications as well? It's really uncertain.

Guerschmide Sai...: [01:05:47](https://www.rev.com/transcript-editor/Edit?token=DxT4cG7P_W95dzB9NMTSzfU8hvhCQlg94ruBG2qUnY6R8XZVpO0n4guxjdPqtm-LJGUDyVWThoWjdVpypLRrMduaReM&loadFrom=DocumentDeeplink&ts=3947.73) But ultimately, even as low as 285, we're still showing a surplus, but I would really prefer us not to be that close to 285. I want us to be closer to the 315 number. We're continuing to work on that and I'm hoping to schedule an enrollment task force meeting for sometime in the next two to three weeks.

Guerschmide Sai...: [01:06:12](https://www.rev.com/transcript-editor/Edit?token=zjtk9iiiXt5K58dbxw9ahlSSVch1PNRFn7yyha0tttudvmAHT22XrTdZK0qhDoJZQlK0qTNIbVeB9NkB0pvuEPc2cyg&loadFrom=DocumentDeeplink&ts=3972.8) It's just been a little bit hectic with the start of school and the renewal application, but those will be resuming as well for us to discuss specifically the things that we need to be doing differently to get these numbers up.

Ray McGill: [01:06:27](https://www.rev.com/transcript-editor/Edit?token=7_Xvz2fVpQ0uqGQiCHnRQ8i4073Q3_p0Z2ydbaBfN47OjiqSGKYylAe7CbFqQhNxWy5xBoYHTRWe87qAObcZmAyMWCE&loadFrom=DocumentDeeplink&ts=3987.46) Yeah. That's been a focus. I think that band of an enrollment category for a while now, with the taskforce and other committees in terms of where we should be? What's a really good done and range. And I think historically we've seen numbers creep up towards, even into the school year, right? October and November even, in many years before, the numbers have increased a lot. That's not beyond the realm of possibility that we'll hit those numbers. So we'll have to wait and see on that approach.

Guerschmide Sai...: [01:07:01](https://www.rev.com/transcript-editor/Edit?token=x9Be26OuWX7EzSRIA57WT0BiwXbGvH9r0kS8bsJmWFk_ZATCw83d7Ts61e6WAYMkYodzyoHdE3a3ChmzILSW2rlaLGI&loadFrom=DocumentDeeplink&ts=4021.6) Yeah.

Ray McGill: [01:07:03](https://www.rev.com/transcript-editor/Edit?token=lHSiyylHa7PFW_EbU5J7AMi9rXl9A6qDQZBTvX6HaAzRfLLw1R2rN_eYuIMAB4Pnl5G10y8qH5opzJD-X0akLiR-zXI&loadFrom=DocumentDeeplink&ts=4023.98) The other thing I will mention and Guerschmide correct me if I'm wrong. Hope I'm not mistaking here. But, last meeting we spoke about a reduction in expenses that were non student centered. Expense reduction that I don't believe is implemented here. So we did not have to go through for the time being. We had those earmarks, we went through the exercise of identifying, was the cost of $400,000 in expenses that could be reduced in different areas that wasn't particularly focused on students.

Ray McGill: [01:07:36](https://www.rev.com/transcript-editor/Edit?token=NkCghyYLw3KUVDgyNCM7KB0Fz6cAhRygOMLnSB5yjflnZFYZWbybQC5BzAxJMCtvLkj5xQ8DEFuPvexYT464X07aT0Q&loadFrom=DocumentDeeplink&ts=4056.02) So I think some of those, maybe the travel ones are in here, but some of the other ones I believe are not. The majority of it I would think is not in [inaudible 01:07:47].

Guerschmide Sai...: [01:07:47](https://www.rev.com/transcript-editor/Edit?token=WiISWtx9uVe72Loc8fOoKx7cm0_SzGTbn4xslhrufEGWFaDYzUN1sKFIwmG2MEYimwrWjSlGmyYtlqTBoRoM-ummBxU&loadFrom=DocumentDeeplink&ts=4067.95) Yes.

Ray McGill: [01:07:49](https://www.rev.com/transcript-editor/Edit?token=qzDI9CJZbGz4QJ0_N7N-8aHFGhVVzfRrHkNDWVipzxbjJN7yO3P_xGY_nzbw0NHIlfPYelKy3oqROqaK9Uh-a0oknFE&loadFrom=DocumentDeeplink&ts=4069) [inaudible 01:07:49].

Guerschmide Sai...: [01:07:51](https://www.rev.com/transcript-editor/Edit?token=20R_SHkSElq21rD7Atw854OBYR9Q1qqZGNyzOSv4yN1-bK1qSJ05yHXMzn-NixQS48LviaC4zKDkH8brqAi5a8GkVMk&loadFrom=DocumentDeeplink&ts=4071.09) That is correct. Based on the last piece that we looked at, some were already implemented, some were not. We were trying to figure out where we might land between the 315 and the 300 to say, definitely we'll remove these items. So yes. Based on my memory, that is a correct statement Ray.

Ray McGill: [01:08:11](https://www.rev.com/transcript-editor/Edit?token=x5EiNFN46HiRUU9aY5K7RX9_-VNIYlJQqgx_GwXN8245KGYhDkAaa1DOsXR-oQjWdBRlqMRX24CrjWfWRvpGVwWMtO8&loadFrom=DocumentDeeplink&ts=4091.66) Okay, good. The other thing that I think Adele put in this document, if you scroll down to the bottom, was just a look back at historical surplus and deficits. It wasn't until earlier today that I realized I would think about another different way of looking at this also, but I'll present this one and then tell you what else I was thinking.

Ray McGill: [01:08:36](https://www.rev.com/transcript-editor/Edit?token=cJwJ6aHvtttxl61qXVwcsGmvXVkMOI3NWmX9kdXeE3y3ohEqzUwhaN6pemJKrKoAWeFtcFiw0h9mhA-5QOegjGcVKBo&loadFrom=DocumentDeeplink&ts=4116.02) This is basically showing back since 2018, sorry, 2008, what the surplus or deficit was, and the total for those years. The last eight almost to the most recent three, and bringing us now to what's our projected surplus showing that we'd be in the net positive across all these years.

Ray McGill: [01:09:00](https://www.rev.com/transcript-editor/Edit?token=qgPe_ktRNGLHTL7Junpx8cYS6EmZvkZXahwYfCbFHxm3ZPsK-snURtNXFMHVmwBcsjQ83gBhMJ864cBFl3ktNPOiBMg&loadFrom=DocumentDeeplink&ts=4140.04) Because we had a couple of deficit years starting in 2016, which he outlined in separate years. Now, the one thing I would caveat here, which I've been saying often, and we added it to the budget up above, but this is inclusive of non-cash items. So I would say from a cash perspective, the situation looks a lot better than this because each of these deficits include the depreciation expense that isn't really an actual expense, but, we do have it included here showing both ways and the budget.

Ray McGill: [01:09:34](https://www.rev.com/transcript-editor/Edit?token=3W2wh6UmJlFiRyLZNIfPNaJv-cbIp6r3s5pAiIqE2pXi4G_EwXQzHSIb0da0AUZb48EX7wFX4sppDQmRDVkmn4fG8wM&loadFrom=DocumentDeeplink&ts=4174.92) I look at this as a measure of showing where the school has gone in terms of the turnaround from a financial perspective, and that story is even more pronounced in a better situation when you look at it from a cash perspective as well. And that's even before we get to the 2021 surplus that we should see for this year.

Ray McGill: [01:10:02](https://www.rev.com/transcript-editor/Edit?token=2wT2t6uLwXhsocAjqEDpnATHMlIyWkby4BHyMxJwxIl7lRVX4JupcLQy3qFdoxqlBN-uTiwtDKHSaN7qXwUmC3WcgTM&loadFrom=DocumentDeeplink&ts=4202.92) And given where we are with renewal and given where we are with all the things that are changing at the organization, I think you and Adele are right to look back a little bit and show historically where have the finances of the organization laid out year end. And this is a good look of snapshot of that information.

Ray McGill: [01:10:28](https://www.rev.com/transcript-editor/Edit?token=6TNS5XeJHt5uwi52io1KXGyyMZgPXTS-dXievEix9734yt486ED3QdAT78By9mbUulREz-_BUF_PDUBIb6CENBlWIYI&loadFrom=DocumentDeeplink&ts=4228.53) So we don't have to actually vote on anything. This is just more of a good update I should say, in terms of the PPE loan and all the other adjustments. Any questions or comments?

Lucy Joffe: [01:10:53](https://www.rev.com/transcript-editor/Edit?token=VHhM7Nlj0FbMgVCkus4Ig1HqN-3rqYOrnIqceCzrh-di2Psy8aTt14LRLqT-PMpOUQslUb-p2ArXKzUj4Hxg-v6J4g8&loadFrom=DocumentDeeplink&ts=4253.31) Thanks, Ray.

Ray McGill: [01:10:55](https://www.rev.com/transcript-editor/Edit?token=XCqMByDOo9iRzc3zgtbxcTY-pGA_u2U5OVVlY3XjGI6QyUsO695txdyhGfqihfn0hnwmNdBSIi4ncs_lZzgXZcTECCE&loadFrom=DocumentDeeplink&ts=4255.75) Okay.

Lucy Joffe: [01:10:58](https://www.rev.com/transcript-editor/Edit?token=Tn3RQeDK8nfBWfeRnVAg5qLWuEeoheTZJs4sEjaPijP7_aqkbsL_Xsvs5W3wTzFm5pjdYOW4tNdT1Xo9U2gJtQiti0c&loadFrom=DocumentDeeplink&ts=4258.12) Jen on the governance.

Jennifer Njugun...: [01:11:11](https://www.rev.com/transcript-editor/Edit?token=sUyaM_OmyTETXLkzrDI4E528xEzrpz8fiERc27bM6_lrGk3m1CtcztylNCQpS22cp6CIifg3DASdtKDFEPK1JA0nUgI&loadFrom=DocumentDeeplink&ts=4271.29) I don't think I should be, I think this is a carry over.

Guerschmide Sai...: [01:11:16](https://www.rev.com/transcript-editor/Edit?token=uHsZnlKVOC-zJ1y21ziIXIYDZ5lC6zVMYfm51tARmAGofTUJr1UN9KU6TUBlfUwW_s5uqbEB1lCg20hLhPDdk0exfAo&loadFrom=DocumentDeeplink&ts=4276.37) Yeah, this is a... I'm sorry, this is a carry over. Jennifer, were you on the governance call this past... I think there was a mistake or something.

Lucy Joffe: [01:11:28](https://www.rev.com/transcript-editor/Edit?token=RhLPedXC3H5Y8Js5tAvLuzmfgEtdwovgxez6ftF3mM9s5XMBh3PO5ZHoYILrmCqIgjRQwxDMi4z3ziM32AN-VnYJd8E&loadFrom=DocumentDeeplink&ts=4288.12) That was executive.

Jennifer Njugun...: [01:11:29](https://www.rev.com/transcript-editor/Edit?token=k7qvbSshHMy2xuLKu0IUWHWM4ifJWp6ZJeKUmZhdsqWctKBJr5V-IpNOQjOeKHSR_FLTDwMV32KgdciY57l87dwis40&loadFrom=DocumentDeeplink&ts=4289.16) Yeah. That was executive.

Lucy Joffe: [01:11:30](https://www.rev.com/transcript-editor/Edit?token=2tQcI2RwkHQjg8GJnBxe9veX_nNMYz94GWt4B0ld1UguWabMex-XU-FaGB1BQy9OdMpgtN8aJSU1aA8QLMjgbu6Q5i0&loadFrom=DocumentDeeplink&ts=4290.62) Okay. [inaudible 01:11:32] on governance system.

Guerschmide Sai...: [01:11:34](https://www.rev.com/transcript-editor/Edit?token=8iC3qKvwC2J__QMjSiUWreUOdHcnCH4Rq8Lfb5SULy0PhKKaGFFr8xuiQ9FDLudZYTmGdEezacxaDzzvs97VsnVDdjc&loadFrom=DocumentDeeplink&ts=4294.84) So, it was the renewal strategy conversation.

Lucy Joffe: [01:11:38](https://www.rev.com/transcript-editor/Edit?token=siX3de1DkYS7sGKrLOyWy0GeE00-WJo22T9rjmoZRSHgujs-Nz-gLq8va6Gw6Fyk_2_naktSidkWk-2xzPOuL0RActc&loadFrom=DocumentDeeplink&ts=4298.07) Okay.

Guerschmide Sai...: [01:11:38](https://www.rev.com/transcript-editor/Edit?token=0Gkq3aulfZCFClAdqg2NdinyLbPTl4juBpdrSfoemEBblEUd_F3yIZDOdQJ3KSCMHza6wJrD-8EasacbbEtE4RJstis&loadFrom=DocumentDeeplink&ts=4298.08) Yeah.

Lucy Joffe: [01:11:43](https://www.rev.com/transcript-editor/Edit?token=19VlU7q0oRXOCkNvLLlkh8Bu5GGfnsSElfN7htmzo0cWolVb6qvKqaW-3uNcMXiyMsg8gRkDxtnft1guHbwa-05KLKk&loadFrom=DocumentDeeplink&ts=4303) Gersh [crosstalk 01:11:43].

Guerschmide Sai...: [01:11:43](https://www.rev.com/transcript-editor/Edit?token=BXr-UG26tAC2jhoBc7ZhLdbXD0mFlmVSlIwPbWbYTFvZB4WcGqxbmMawYAouNeQeU3CwquZo09NpSIAhUtpVDXi_Rgc&loadFrom=DocumentDeeplink&ts=4303) ... additive.

Lucy Joffe: [01:11:43](https://www.rev.com/transcript-editor/Edit?token=tj7vjuKp80QTqtJSzjuf070vEOu-Qqa32TLkc7tE9F6S9hR63sRJVm15jAA5_453FgaaLNRGyV9vtK2vN19Wqt8yW8w&loadFrom=DocumentDeeplink&ts=4303.07) Yeah.

Guerschmide Sai...: [01:11:45](https://www.rev.com/transcript-editor/Edit?token=L6MF2NfyB69834gGiLy2ftbDp2kBNRY_CmulpNq_qb9FNHufLfDIdXP9uMY82m6vpWM6cIrlJgQk2Wg9NThPERiWm-A&loadFrom=DocumentDeeplink&ts=4305.5) I don't think there was anything additive from what Norah had shared about the renewal strategy. So, unless folks had questions about that, I don't know that we need to spend more time on that.

Lucy Joffe: [01:12:00](https://www.rev.com/transcript-editor/Edit?token=GTI_Vxp1Ja4wx5PeZQJTO38COUzEeA6lkkMiFRN4bqsixUQ-_6NRJIgk83K2hPQAY4ZdoAVYmfNdGBI6Tgh3WRwc_ng&loadFrom=DocumentDeeplink&ts=4320.62) Great. Okay. So, executive committee, we had a followup. We're continuing to work on improving our executive director evaluation process. We talked about as a board in previous meetings and Gersh alluded too earlier today. Right? That part of our work as a board is not only supporting Gersh but supporting Gersh in her role and thinking about it towards attainment and a really important part of that work is through our evaluation process.

Lucy Joffe: [01:12:47](https://www.rev.com/transcript-editor/Edit?token=A00eehw8gdiFnSUH19DSuspi-BHeAvsSljWpyiByRCnQZ6VTPnQnek-G8DYBSmAuatLSKW2Dge0hOSyecSDguWeH1mk&loadFrom=DocumentDeeplink&ts=4367.87) So we've begun debriefing and planning for next year. So we can like the school continue to improve upon all of our policies and all of the work that we're doing. Committee membership discussion. [crosstalk 01:13:11]

Guerschmide Sai...: [01:13:10](https://www.rev.com/transcript-editor/Edit?token=9WsRtsurcUIFaSOqS4MNjVIXDWc7AI42NA_7uRTIFmcyUsc55OnCt-3oqLAViMEZzOOtCjJkbXkjehCTBNn9N1p71Jo&loadFrom=DocumentDeeplink&ts=4390.77) I've got a frank question on the executive committee update.

Lucy Joffe: [01:13:19](https://www.rev.com/transcript-editor/Edit?token=hHrrnGTUmSYxiRhHBmYoZRimeNf3tJ1pzcFuMiRrHWDCdhq8Ae-2z4E2EOxE0nm273bRF_i2JvFKckdbvUnZKCXZ0Cs&loadFrom=DocumentDeeplink&ts=4399.44) Yes.

Kristen Briggs: [01:13:20](https://www.rev.com/transcript-editor/Edit?token=tQJsatZvGZFoIKjZyKgF9v48HEtf4IUPzqWpYY3LPoISg8rOV_Q9Hl1OyzDhoFrXPck2gol2U071DZuZd7ex0htuhUs&loadFrom=DocumentDeeplink&ts=4400.24) Is the specific information just being held for executive session to discuss that in greater detail, like where we landed in the executive committee?

Lucy Joffe: [01:13:28](https://www.rev.com/transcript-editor/Edit?token=hipe3nq0cciJfin7dQlu_N7EY7mv-7v8Z_wahnxNbSLxBL42l9BSpVJNlmUrET_FeqfBD0uegWFVwsHyKprygCnYXJU&loadFrom=DocumentDeeplink&ts=4408.45) I guess I thought because we had not yet landed it and we're having a part two in the next [inaudible 01:13:34]. I wasn't going to go into more detail also. Yeah, I think that was something that we can probably discuss more in executive session. I think it's appropriate to reserve more detail on personnel matters for that, if that's okay with other people. Okay.

Lucy Joffe: [01:14:03](https://www.rev.com/transcript-editor/Edit?token=8z8cg94oDLQjQ8eybE7oyeIol9ieHoCIqR4UETawnqBbOAsWm9KKHANyQ_RMV2LHVPCwZwPd68vFgH8qNefx7PPGsbY&loadFrom=DocumentDeeplink&ts=4443.79) Gersh, I don't know if the executive session piece is also a carry over, but I did want to make sure that we also talk about a family matter in- Okay, great. Okay. So, if anyone has anything else or does anyone have any other questions, comments before we wrap and move into executive session which is just for board members?

Lucy Joffe: [01:14:33](https://www.rev.com/transcript-editor/Edit?token=5UhlJObqWNuw-zRwBhPpysMv9olpg_1Cw8fhYSGOGqgXdsjh7Gth9DSSXcxYvXXJZOUSoAnMonsbVNyjxoLI4Wy2les&loadFrom=DocumentDeeplink&ts=4473.27) So I want to thank Nikki and Damira for joining us. I Thank all of our guests for doing this in particular, Nikki and Amira. Thank you guys for coming. It was great having you. We will be following up with some of the next steps we have. Our governance committee leads our recruitment efforts. So we will be following up there.

Lucy Joffe: [01:14:54](https://www.rev.com/transcript-editor/Edit?token=QK2t9E4EO20gdY4uC6rqNt0F7PDIX0VO1dobQCk21GQs-CbGR3GrUJvYbMfgmk_yKF8OHwlCOsrLgwRPevl8GRnkMgI&loadFrom=DocumentDeeplink&ts=4494.89) If you guys in particular have any questions before you go or want to share anything with the board? I want to pause for that for a second. Just in case.

Damira Rasheed: [01:15:07](https://www.rev.com/transcript-editor/Edit?token=0pei-x4rtIzydXccRdQwocjSPNmXZZLPKFhUtB9kOI6L-oxJ5EM_VY8rKAubxy7Tp9MekaC4LpOC1WoGgJrRF8IT7jg&loadFrom=DocumentDeeplink&ts=4507.56) Just to say thank you for letting us join.

Lucy Joffe: [01:15:13](https://www.rev.com/transcript-editor/Edit?token=-QhuqbGmScY_JZRCURmITOHtW8MICRiSiq4y8s6MLKXfyiYQBm8036sFtw4JmCxFtxGX48DNIrQ91TG0VCTnQAgOyjU&loadFrom=DocumentDeeplink&ts=4513) Great. Okay. So with that, thank you to all of our guests, all of our staff, everyone have a great night and I'm going to motion to move to executive session to discuss personnel matters and ask that board members and Gersh hang back.

Zach Heller: [01:15:32](https://www.rev.com/transcript-editor/Edit?token=ptnx7tSnG9KHmOQjdG1txPcccrzSLm0o4t_UJ3PMxgFeqS0ZrFrpEmgSz2vfoq-LU597Ww9IRPtAjnENjgZzEjY7pXw&loadFrom=DocumentDeeplink&ts=4532.46) Second.

Lucy Joffe: [01:15:32](https://www.rev.com/transcript-editor/Edit?token=YOqYyPDBDHop3GMVsw9SB5lXC_HdxpO7FCV0bwkx7Co_Nk6E5CviB2nI1U8QXFCkMx-gp7rWLRwMsPSggO-7RJURN78&loadFrom=DocumentDeeplink&ts=4532.51) Thank you.

Letta Belle: [01:15:34](https://www.rev.com/transcript-editor/Edit?token=TxuM7pH5eBJrpsp0AosAnCKcRW0dPzV3Ky2UgzoMw8QzxUm5rJ1-k9YCQgBXnkNQZC5DmlaXEL3ndkb4GFJKH33NFkg&loadFrom=DocumentDeeplink&ts=4534.09) Have a good night everybody. Thank you so much.

Lucy Joffe: [01:15:36](https://www.rev.com/transcript-editor/Edit?token=XVTbx3NIH0nylYyIrlgvfuZnFP6por_r9RAkvMMCohqLg7f8H07npz278biUHp-W6AXX3TmIwuOFYs8ppUbseKIyIJU&loadFrom=DocumentDeeplink&ts=4536.2) Good night. Take care.

Jennifer Njugun...: [01:15:36](https://www.rev.com/transcript-editor/Edit?token=-Vt6uiNI7j-7bweg6k9-FAQDR_7OLjPfqjXcS_JRAaWDoOEZqczvSyskbOlKMW7kSewpf3Aef-pJpjOPGVthjns3mwc&loadFrom=DocumentDeeplink&ts=4536.62) Bye.

Group: [01:15:36](https://www.rev.com/transcript-editor/Edit?token=uuvvpImMEyB9SqjXXCEevrkLjCsXHWgMmSOTRQicIrdpzd7jG7gBUHka1qVs_y_w8zaaEp896Qfz9HDAL4WAHfnDuh0&loadFrom=DocumentDeeplink&ts=4536.68) Bye.

Lucy Joffe: [01:15:37](https://www.rev.com/transcript-editor/Edit?token=VTDkve9hZU-HEcpTDFAL4z6Kg66DmNzEOmtoHVFLiYbViIoCXprZN9XzAIetnew-KWJQHosnWmluFZGyV2Zv3_6FWSk&loadFrom=DocumentDeeplink&ts=4537.79) Thank you guys.

Ray McGill: [01:15:52](https://www.rev.com/transcript-editor/Edit?token=PClNvcuxqsbUsRLkulPns00Zk125OHLRw13ZaNG8ETTCHKmynuyvIj8t1LxtIGKu6XDWd7bHUUL1BS_h-uZ9VAZNEo4&loadFrom=DocumentDeeplink&ts=4552.49) Thank you. (silence)

Guerschmide Sai...: [01:15:54](https://www.rev.com/transcript-editor/Edit?token=RJc0UTBqfqg2RGvcnGaMFJo3zGulj65YpIsXw7JzEAJOn4s5ikLLrLthIoceLTsBaOek2KT47yl3UNINsuhl6ukRtrg&loadFrom=DocumentDeeplink&ts=4554) I think that's everybody.

Lucy Joffe: [01:16:02](https://www.rev.com/transcript-editor/Edit?token=uuXw3mt0NHZf-TknYXsw4s5k4VhXVQqjPF7SAfFAAC35OdvkRBKY1HD43Uh_Id17_wBVxrYnsew4Dk7o1a127asukbc&loadFrom=DocumentDeeplink&ts=4562.39) Okay. So, a couple of topics that came up. We can talk more-