**December 2020 Board Meeting Recording Transcript**

Lucy: [00:00](https://www.rev.com/transcript-editor/Edit?token=TBzFw-YiuUF5ExylGSTFStI6AnAGJpj5RvS3FGVXvCU9nugHMno6gjNf9yEc4I_-NqzBVRP4X2nBByZyY1C6mo_yk90&loadFrom=DocumentDeeplink&ts=0.58) ... to stay on track here.

Gersh: [00:02](https://www.rev.com/transcript-editor/Edit?token=PvBkoiPUPk4yZbXWINDdcVHT6VFgrZOknH0sNpkDgIeW4t2Gi13AYuj3441V2Iv0CE48do2tibk12CDJEClyvYZgd4k&loadFrom=DocumentDeeplink&ts=2.76) Yes.

Lucy: [00:04](https://www.rev.com/transcript-editor/Edit?token=ibQR60vmXa-1Q-9lve-z4UGDGAMyWjn73cX81XstbhP3WlQ_e3suInPt1YMYQyMgDFhN3iEKKbVDMoDLjqSJT1MzyDs&loadFrom=DocumentDeeplink&ts=4.97) Okay. I motion to begin the meeting. And Len, you're back for note taking. We don't have to have anyone else do this and screw it up and not respond to Josette's emails on where the notes are or which I'm two months behind on. Len, please confirm you're taking notes?

Gersh: [00:25](https://www.rev.com/transcript-editor/Edit?token=3Ud5fifQUp-3RWsN1PyftW17H5pMnd5kTMW2pA7IQGUOQNKi1SwF1BIgGn0v0KNQtjxEEVqiM5V4FYYst03Cv-TFcmE&loadFrom=DocumentDeeplink&ts=25.71) We've been having trouble hearing Len.

Lucy: [00:27](https://www.rev.com/transcript-editor/Edit?token=O_p-cqXk3qQoi_fDjdf2yAgK5upJFYKQN_MWuULMvByTNE41j0CZAcY2m9bg9z4D9k2f8uBzpawLidhuIN9YmCFHYXo&loadFrom=DocumentDeeplink&ts=27.73) Oh, got it. But he can hear us?

Gersh: [00:31](https://www.rev.com/transcript-editor/Edit?token=2W37pjomHu6U68iCjg3hklvV_tu-r8dZuyQfTfOMHE1Cmw1BNzYGIuReerw_sz-u8k0fzAUavKH--HSPZl6mbF-dNlE&loadFrom=DocumentDeeplink&ts=31.25) He can hear us.

Speaker 3: [00:32](https://www.rev.com/transcript-editor/Edit?token=5ZdOOOPF58ift9cGtL-36cB-cYKuT-flwhozquSlVhD1Ca81lDPMIK3WN1-1NzkoSwy0nRcQZx3a2fBDI8XMPqNixj8&loadFrom=DocumentDeeplink&ts=32.98) Yeah, he can. I think he can hear us.

Lucy: [00:35](https://www.rev.com/transcript-editor/Edit?token=eOWrBPnYejtM-_Y2Ds5kgDA8ZC98d20wBtcZxeuGU_Wrc7lutK5XSHGZSa5GS5IWFPIzYdaehY6LAPMNFdjFZFMCsf8&loadFrom=DocumentDeeplink&ts=35.36) Okay. If he can hear us, he's taking notes then, right? Len-

Gersh: [00:37](https://www.rev.com/transcript-editor/Edit?token=DRa9V0d0sjzw03SsDp6VoY0CFLGT2vfvc5oupMDqgQvXeEZONLvaziCeOwsYkSYLJKG1u-dZK0nv7RjRW0g5L8zyFFk&loadFrom=DocumentDeeplink&ts=37.46) [crosstalk 00:00:39]. Yes.

Lucy: [00:39](https://www.rev.com/transcript-editor/Edit?token=86P4nGm-avGfwlF9F-b15nd8nGrYpRcW6Dv7f2pxwSBe1gkmkc3_W-ZjEaDt0pTUunvnqnnYbxe5utWb6vK_Bn-jB2o&loadFrom=DocumentDeeplink&ts=39.71) ...blink twice if you're taking notes. Okay.

Gersh: [00:46](https://www.rev.com/transcript-editor/Edit?token=RdfoOzd8xLEKIR2qVts6hEhQBMP1aglSwF9t7D8JIsngfcDyo5IMDptrwYxQjw8ll2BIItaUPigrbxQOhMIh0ZgZ1WQ&loadFrom=DocumentDeeplink&ts=46.69) Just another quick thing about the notes is that we'll need them pretty much right after the meeting because we need to submit them to the state for the renewal response. I just wanted to make that note. Thank you [inaudible 00:01:01].

Lucy: [01:14](https://www.rev.com/transcript-editor/Edit?token=TpRD9z4UzbgQppZcpHAbWH0B5NvqYPjw0ddhb1teCTGYbWgVBAPn1vBZ0nxCKIv4KvlWYLys4viU4mX6blRA9YV-ZNk&loadFrom=DocumentDeeplink&ts=74.12) All right. Can everybody see my screen? [inaudible 00:01:18].

Speaker 3: [01:18](https://www.rev.com/transcript-editor/Edit?token=hS_kTbIdCU8ur1M-F66uGWsTCRe3cd76qDnyq-WmVlzUbaSeq-Ig5mymg_42dCpWsIF0N_0a-Bwn4YxkgiUzW_s-a2Q&loadFrom=DocumentDeeplink&ts=78.84) Yes.

Lucy: [01:19](https://www.rev.com/transcript-editor/Edit?token=f6MgSd84zxpPjjrMZeQPkWINpTM_w9sTVq4svQGrXB6ndfxUAvkTK0OIAqoB-riZ7sij-jmj_GZFO6Rj_e9EpapSPoY&loadFrom=DocumentDeeplink&ts=79.4) Great. Okay. So we're doing ... Everyone probably knows. This is an abridged board meeting, so we will be doing rapid fire. Len, just let us know if you don't have all of the guests. We'll move on to the minutes. I'm going to motion to approve ... How do we have ...? Oh, maybe they're just not in the right format. Okay. Motion to approve the board minutes. The board meeting note minutes from November 2020.

Nora: [01:58](https://www.rev.com/transcript-editor/Edit?token=eO1NN8ob9KA2zIoYGj8wppQi5Jy6mFDH6O6VTrY7F_bpXPnWUykt7MgReWbX1aLa148c-O6_UGoRhvT3Knwh7IoO97s&loadFrom=DocumentDeeplink&ts=118.89) Second.

Lucy: [02:01](https://www.rev.com/transcript-editor/Edit?token=WJFDI_oRWxz84g5z63Gp3uKJ6TOXkmnItxU5scQoe5xJnOlf_H2ok1MbxW7XeulI2636ftpriK5zDgTBoblqNDp3XP8&loadFrom=DocumentDeeplink&ts=121.52) Can you say your name when you second?

Nora: [02:03](https://www.rev.com/transcript-editor/Edit?token=Rc6K1x6FLy50wUvk3_T6ElKZELPjvtH4ViKFJ5MRH8C9e_bw2Aw71KNucVPjK_9OsOV9y2WwrW5I8VboSe_UigP9J4M&loadFrom=DocumentDeeplink&ts=123.55) Sorry. Nora.

Lucy: [02:05](https://www.rev.com/transcript-editor/Edit?token=oSOL9MOSwe6Fm1SfRTFy2t_7k1FXRuUaoBvMj5qzar4Zw4AlhynYNhn1AfO9fftB66xD3nVrgK_bF40CaA4lsFnlxRE&loadFrom=DocumentDeeplink&ts=125.83) All in favor?

Gersh: [02:07](https://www.rev.com/transcript-editor/Edit?token=6YScFdhAPlgmhlSepTJPt8oQH_epJNUc5Y0uWHoOcNeAl-5r8npkdIeMfBnC6ePmPGRRUq9vR6UX6rwnA7x7iHpae20&loadFrom=DocumentDeeplink&ts=127.63) Aye.

Chris: [02:07](https://www.rev.com/transcript-editor/Edit?token=mJyQ-qkfJH5hpvmKCzz_iv70rPV6FV28A6hmjMqaba7wexvrzpQTtAR4R1ktwPKtWzaZmKKobQcEefHoIr5AfjCxQWU&loadFrom=DocumentDeeplink&ts=127.82) Aye.

Speaker 6: [02:07](https://www.rev.com/transcript-editor/Edit?token=WTh22KTN-QYBLX_9aAc4wHiQrRRjzibh-mTI74kTFdIjnrv-_gPlHePfnY284MEJdv3KSNSH5w9Y-f08rcATTmJ8fzU&loadFrom=DocumentDeeplink&ts=127.82) Aye.

Lucy: [02:09](https://www.rev.com/transcript-editor/Edit?token=gIC9DzX7fSWEgWbneXi4XI4YMnTely0SCSXl1x32FWf7_YPbW1MCNq2dv127b4IApyREy45t9BegTwnVgqZSZTsOjPQ&loadFrom=DocumentDeeplink&ts=129.91) Any opposed? Great. Public comments. Do we have any non-board members who have anything they would like to share? Okay. I'm going to move on to the board chair update. As everyone here probably knows, the board is going to be embarking on, I guess it's for part two, of our anti-racism work starting tonight with modules one through three from Point Made Learning. So this is similar work to what the school has done and is a priority for the school as well as the board. So we're looking forward to that.

Lucy: [03:07](https://www.rev.com/transcript-editor/Edit?token=b14Jjo5n-jX13cBqgHb2pkmebJxVuRyeS4W1A8QhKZ293FPojI07exCwIwpfcpZDoazsfWGbHyaupZEWQKFLs64dN04&loadFrom=DocumentDeeplink&ts=187.69) Elections updates. As we discussed last meeting, we are going to be having elections in January. So stay tuned and you will be getting a survey just to collect information about your committee related interests as well. And so we'll be looking to realign committees coming in January. I think that's all I have for board chair updates. So with that, I'll move to Gersh.

Gersh: [03:44](https://www.rev.com/transcript-editor/Edit?token=WtIlFeAEp4WmYxCXLCWlLDu1Wpq-EwIjnv82CtxromzqGDmUaetNlA2UKtWsTMblW4jmyRctBu-_tHPA-aNG3nNWn7E&loadFrom=DocumentDeeplink&ts=224.16) Hi everybody. So you received a pretty lengthy email from me to discuss the updates that we got from Paula. So essentially she's reviewed all of our revisions for our charter renewal and she had some feedback for us. So for all of these items, we have already voted on them or at least the board has already voted on them. So these are not items that are new. You've already reviewed them at one point or another over the course of our renewal application preparation. However, she did have some tweaks for us. I'm not sure if folks can still see the agenda. If you can see the email that I sent ... Is it the email or the agenda?

Speaker 6: [04:34](https://www.rev.com/transcript-editor/Edit?token=8K-O4wtqjI_OAu5Lpq36d8mnlL86MbbJH3fl9mwjqABHP6X8rMD-VcFCzoGzIX8Zrvj1Qx9kRY4c608eJ6I4Cn_lGKw&loadFrom=DocumentDeeplink&ts=274.06) It's the agenda.

Gersh: [04:37](https://www.rev.com/transcript-editor/Edit?token=Q5MSu1OnzL59L8ndV5-7uCH3L3nwd14EsEuH1p0eoGLYCtGKvbX3499cLcsNQqH0uCrQuwR42SlWgjdqPZOMeT7Oaf0&loadFrom=DocumentDeeplink&ts=277.06) The agenda. Okay. Does anyone need me to open up the documents or everybody did their review? Perfect. So what we'll want to do is essentially walk through each item and have them be voted on. I just want to share briefly what the change was for each thing. So for the enrollment policy, we made some changes to clarify precisely how we generate our waitlist, how we decide on when the lottery will take place and that we properly notice the lottery as a public meeting event and share additional details regarding the preference verification so that we have preferences in our lottery.

Gersh: [05:21](https://www.rev.com/transcript-editor/Edit?token=9PXWstH-AGL9v6zgjPsatDQF0lDbC7YulvgtSJcPiV1XSZB59-oQlpv5kgF4jIZ-ZssYqgP52Lb67wGXUMMM05qxBMQ&loadFrom=DocumentDeeplink&ts=321.82) Additionally, we had erroneously stated that children of staff do not need to have an address, a New York state address. But in fact, we can't do that. So we'd clarified that. So those are the changes to the enrollment policy. So there are no questions about it. We can move to vote for it, but Lucy, you'd have to make the motion to vote.

Lucy: [05:50](https://www.rev.com/transcript-editor/Edit?token=Uo7nzoJVCERAQVCdZeD0gnyzU4I2WymPbDx5CT-TTUFMzfvxLUNgEZnbJaUJqwoofNr3LirGUuXswm3-2nEdl8yHFlg&loadFrom=DocumentDeeplink&ts=350.12) Motion to approve the new enrollment policy.

Jennifer: [05:54](https://www.rev.com/transcript-editor/Edit?token=G0h_zjU9FlFp8XNJqjbeKlXbmlDXun8YCLKGUhM7iXefDz0NzCUTWsOllq7-0erP1GQBgTCj5ndr2oY1zIRFB-Rcu28&loadFrom=DocumentDeeplink&ts=354.78) Second, Jennifer.

Lucy: [05:58](https://www.rev.com/transcript-editor/Edit?token=vofdrzKWrvBZ5STc3rRp3tJOIGVGstfg_CAzmfUL17Sstdt3mN-9YRgUeylDei9uYy_4Nc5UqSrXxb7YPYRpUcDW1vs&loadFrom=DocumentDeeplink&ts=358.23) All in favor?

Speaker 6: [06:00](https://www.rev.com/transcript-editor/Edit?token=qpGrLLwOUhDlGA06SjlCxSs4rsrNGtPqtyPjnW8VBQdrhdSuLysEZBicsZreZt36YBBbkNPk3RPWErwcQHS038lgY-o&loadFrom=DocumentDeeplink&ts=360.64) Aye.

Gersh: [06:00](https://www.rev.com/transcript-editor/Edit?token=Z5HjTmBilN0sdLdhdscTMp-VPA1-e40XCaYI8oTpCW4RyffCqD9EyZ_Xj1a7U76YsobGCEZectzIAKwvY07SzoIxaQg&loadFrom=DocumentDeeplink&ts=360.91) Aye.

Speaker 3: [06:00](https://www.rev.com/transcript-editor/Edit?token=b8bZuMcl6nzZja5piY9ex8i2hRRGdlrTERX6Ek8NfJ2mhXRhaj_q3Ht83cogbZO_l7pVM9HFex4BSQNIPMrZ5XHsuow&loadFrom=DocumentDeeplink&ts=360.91) Aye.

Nora: [06:00](https://www.rev.com/transcript-editor/Edit?token=tzmOsva3QfBZf3ecgAVd2qRATlsie9Xb7D2QkcPcHpAyQiSlTDM27yBrqZBosjP9KCXJn86pAu0mKf8szwXrUeINfkc&loadFrom=DocumentDeeplink&ts=360.91) Aye.

Adel: [06:00](https://www.rev.com/transcript-editor/Edit?token=3USuxeItZo-2nECEXZ87RuPukiHcoZLmDQZ284oWhVz0BN1pH7xhOkvCp3g1eMUTFwTXJGH4z-DmkN6Xo2qTcipNRmE&loadFrom=DocumentDeeplink&ts=360.91) Aye.

Lucy: [06:02](https://www.rev.com/transcript-editor/Edit?token=7sM3uIyfc8i3THRCiEyqpznJ8MZaobrFT-9yHpWSN-DZ-qm6_eFM6Hf4SJOPq9-tICm5M6dQVENDxW4qMRtdSC78GTY&loadFrom=DocumentDeeplink&ts=362.83) Any opposed? Great.

Gersh: [06:09](https://www.rev.com/transcript-editor/Edit?token=ayJ56EU6MD700LtvZjQkYmRk9jkFG9Bandjp71KMZVF7gAHhuxZG37M-gNIvoO08NU89sLx1duiRvxI91QHopaSB2Bg&loadFrom=DocumentDeeplink&ts=369.38) Okay. So the next item was the board bylaws. The two changes were when board members take leaves of absence. They actually will count towards quorum, which essentially the impact of that will be that it's incumbent upon the remaining board members to make sure that they do attend the meetings regularly since we would have a board member not be there. So that was the first change, and the second change is the addendum that talked about our COVID-19 protocols. Now includes a paragraph about the governor having an executive order that allows for remote meetings. If there are no questions about that, Lucy can make the motion to vote for the board bylaws.

Lucy: [06:53](https://www.rev.com/transcript-editor/Edit?token=A_Bj0iApzP547iDsWPCc3wtcVagHJkdJELSd1G5Joky8sgxp3rtJE5Lg8bZ_alAQ49bEcE0UGaGMvRys_yzquzIWDHE&loadFrom=DocumentDeeplink&ts=413.26) Motion to approve the amended board bylaws.

Jennifer: [06:59](https://www.rev.com/transcript-editor/Edit?token=mClcQfvploAAl0DLRM10-I8P91m3gT2VvxN8dhBH87Fmq6dFIDvU6BTKjAF3MvMjvaaFHjGWw-NLTWkkG398Jy-MtIE&loadFrom=DocumentDeeplink&ts=419.3) Second, Jennifer.

Lucy: [07:01](https://www.rev.com/transcript-editor/Edit?token=bmtUdFooRnMMwUK6UtYxofQMHe1dmnp2PdHuV2bZfBPfJcWvDYBWn-uWI4sN4uqifIQhJP3N2HDv4hTA3hl4lf4KMr4&loadFrom=DocumentDeeplink&ts=421.65) All in favor?

Speaker 3: [07:02](https://www.rev.com/transcript-editor/Edit?token=wpg0idxnmtLZkPm-neO0uFuydpeebgZUsouUTcBTY_JIrFmtasPYHFqqiFjfShShGkVrISbBxHDrwp-50YdOG1qdQWc&loadFrom=DocumentDeeplink&ts=422.65) Aye.

Speaker 6: [07:03](https://www.rev.com/transcript-editor/Edit?token=tnhKe6W3J7j-WyniZK6RXgLbcjX3rUcAz_jNhmAc-rNrb-_Otvlkl6hZdVjtPG-Apo9bE6FymrFjUZEGtWLOrFUcqFw&loadFrom=DocumentDeeplink&ts=423.7) Aye.

Gersh: [07:03](https://www.rev.com/transcript-editor/Edit?token=TQp3T-jW0DnyWnD6l0wohPpXz9N57Ya9M6f13v2R-N0bo18KVK1n49UmVoc6cte1cV_YUEeoTJ7T1gw-OCE93ACyCzg&loadFrom=DocumentDeeplink&ts=423.94) Aye.

Chris: [07:03](https://www.rev.com/transcript-editor/Edit?token=_IvCUIyissdBbaIJGx8CyrytxPeOEFsIKBXulJyKHOdDniNwK1735y_2mX6UWAvKk97Sw0NA40TS4qygpj8_7bZBLXo&loadFrom=DocumentDeeplink&ts=423.94) Aye.

Nora: [07:03](https://www.rev.com/transcript-editor/Edit?token=X2X0GUWXJnA27cpbsLfYG-r671CHaYTf1Ougd3WQTYHT0QBz8vFKqBQ96UfI8089FxKvbnTiu5nAewc3tVQewpgN8bk&loadFrom=DocumentDeeplink&ts=423.94) Aye.

Lucy: [07:06](https://www.rev.com/transcript-editor/Edit?token=jy3o9NhdUlnU7L6ZZcaiJEdGljLWThzCDxTojrN1tC9d67CdE4dEAjt8eHq24p-xAcAgRHb6lkCpwfAKEzOp6cxn3YQ&loadFrom=DocumentDeeplink&ts=426.14) Any opposed? Great.

Gersh: [07:13](https://www.rev.com/transcript-editor/Edit?token=5iPkSVCY5aGo8tiOk5kVq6mpBdBjsxrb8FmAlsR3kaP6boihhqFObjqlRL9eUaKoKtzoyw8DxPmKd5Xuky4JXnchgJc&loadFrom=DocumentDeeplink&ts=433.51) The next two items were actually typographical errors. So in the complaint policy, we had an additional paragraph that referenced the authorizer, and then another paragraph that referenced the board of regions. But as you know, the board of regions and our authorizer are one and the same. So we removed the paragraph, mentioning the authorizers so that it did not seem as though there was an additional step that people needed to go through in order to put in a complaint. So this was a clarification that we made, but either way we do need to vote on that change in order to adopt that we made the update. Are there any questions about that change? Okay. Lucy.

Lucy: [07:59](https://www.rev.com/transcript-editor/Edit?token=JCSRI6Zq2rHRJG2nwH41Nfud6y3YlHxYTi8taGF3CtWMPsmN07JWytJXP66gBffeu4URQ6ELaBI0xYhns3_7agNYxok&loadFrom=DocumentDeeplink&ts=479.94) Motion to approve the amended complaint policy;

Jennifer: [08:04](https://www.rev.com/transcript-editor/Edit?token=Q1rQBsWzIzCT_NfyVGgi9KjyKxlj--Uv8_xU9rCOAdkd7mteI6VryachpCq06YiowQD_f7ZfM6KS5U7BqxKNQt8oscI&loadFrom=DocumentDeeplink&ts=484.68) Second, Jennifer.

Nora: [08:07](https://www.rev.com/transcript-editor/Edit?token=6dhBcwnW9tnaVC2g5ucW6-WCkjW-PMFFk6VxU5jJcQ7AaRqHbT0_Vdjp3_7SEYkoSV9mgZeDypbRFL4GTxUFmCWT7kA&loadFrom=DocumentDeeplink&ts=487.9) Second, Nora.

Lucy: [08:08](https://www.rev.com/transcript-editor/Edit?token=9kSxdmY-9xR4G5GR1nLjHZ0GlXOhfY6u_5EEyuKf8A-SBt90JePM6NZgv4TmggbSJywll5-RysHBBTf1JJt35LldirY&loadFrom=DocumentDeeplink&ts=488.63) All in favor?

Gersh: [08:09](https://www.rev.com/transcript-editor/Edit?token=X_T18xL5Ija90BDSPsaUo5hfkVCR0xeMY58zX6U7RR1qYKFO2OaOJTIDktqZjxhdx4H58WNHQsm8IoeJ3lTKBWQywAs&loadFrom=DocumentDeeplink&ts=489.83) Aye.

Speaker 6: [08:10](https://www.rev.com/transcript-editor/Edit?token=hti1MYCgdvUCW4JzpAHDULgTeQuWb-Ya8j0LQE-eDMg7SZrKOXYhRhX--3_Zx_VYPA8p9w5kuMPdmF4G_92Mejy7-1U&loadFrom=DocumentDeeplink&ts=490.08) Aye.

Chris: [08:10](https://www.rev.com/transcript-editor/Edit?token=iGcd8CUMS6YP4W_eHKJLrlHpKTZ5W_yG2dzi3TsIQxqK3v2NtxLH4banO9ulQgZ4yFgimhPZr7ehcCe5Lda-BBeH9S0&loadFrom=DocumentDeeplink&ts=490.08) Aye.

Adel: [08:10](https://www.rev.com/transcript-editor/Edit?token=PB99Ne1Eq5_dhtklIAvqcK673eLkz0s43fgUluAcjJKqn9jYZSz1KZR4CGYWOgjq30y0eDHidNdfBpnAYvGF1_G812M&loadFrom=DocumentDeeplink&ts=490.08) Aye.

Lucy: [08:12](https://www.rev.com/transcript-editor/Edit?token=sl5PW2ago1VOic9ldUaqP-zDFjZzs8QZpTlUoRJ5fZwR4KR-mibXT2Gbk5Q9PpchLmCK5dvH5vDgJOFFYljt8GGd0OQ&loadFrom=DocumentDeeplink&ts=492.4) Any opposed? Great.

Gersh: [08:16](https://www.rev.com/transcript-editor/Edit?token=y_FDCZVlH8BmuLRBPlvWhWWVz05H6vtjPIuJZTL1b_Ivn7g33Y_WCv5dcB787BokGkZ9Y2qCu4AkewdTVoICrJvRoa0&loadFrom=DocumentDeeplink&ts=496.72) And so the last item is the code of conduct. Also a typographical error, where on page 29, the level four misconduct table mentioned a DASA violation as one type of misconduct and then it mentioned bullying as a separate type of misconduct when in fact, an instance of bullying and DASA violation or one and the same. So we made that clear in the table in order to limit confusion. So that is the only change to the code of conduct. Are there any questions about that? Okay. [inaudible 00:08:57], Lucy.

Lucy: [09:02](https://www.rev.com/transcript-editor/Edit?token=hxyBiS_nF-iB79tkv1jistZFYL8hmuWjlvZT9ndJZrEKsT1V3L0T_3r7GKJk3JtZHTuYzh8HlUdRPx3m0ZN6FxtgaAw&loadFrom=DocumentDeeplink&ts=542.04) Motion to approve the amended code of conduct.

Jennifer: [09:06](https://www.rev.com/transcript-editor/Edit?token=3UZUTxyqUjMtAm1wqhaYHMSHGDImEsRbjjhkNpo5ru_YYhBHEfbC5nvaNOeQKyUT08Dn7Ad7AIz2r791r4RCCuuCppw&loadFrom=DocumentDeeplink&ts=546.97) Second, Jennifer.

Lucy: [09:09](https://www.rev.com/transcript-editor/Edit?token=vKPFo9JZCbDTn6XxBlQKjz8S6B7M8U8uXK3jImFT-DjCKmWpAneYxfVLrSV1y-F72KWoHxQ8_KTdwdOlP9DbPGs-9OI&loadFrom=DocumentDeeplink&ts=549.69) All in favor?

Gersh: [09:11](https://www.rev.com/transcript-editor/Edit?token=bmvVwwCrxnCkbyvM4uDGbLiJ45iidGTEyd3GA1fu7-oh4gzuNmNTJtPqaAERG8ZQGbxy6i4_vfYr98Bo58IpVoHHMbA&loadFrom=DocumentDeeplink&ts=551.21) Aye.

Speaker 3: [09:11](https://www.rev.com/transcript-editor/Edit?token=lgmzmif_8x84m_EJwnvAvqQ6F6SOc5GLTycwpABtKNcLHu3vjI9KwKXnJX-gaCEvyyoPOTT_qbirKKzde9qISFm7w-8&loadFrom=DocumentDeeplink&ts=551.47) Aye.

Speaker 6: [09:11](https://www.rev.com/transcript-editor/Edit?token=777v0NuqSs9fnthKM5pdpe4XQvx94SMlMAPPNV0-5tbszMdlRFjUha7cBoH3LKT12Ou5Ar31XXNxG1Ft9nzI5DKrMAw&loadFrom=DocumentDeeplink&ts=551.47) Aye.

Chris: [09:11](https://www.rev.com/transcript-editor/Edit?token=RDhmiVawwqqZ19mZDR0Y1hyVSj2Cs-AMTgB5ZleECiBPIf1mqIYoDJTD0KxoReXWZuXk9RJ7km09oKjnQaR8GSoBO8E&loadFrom=DocumentDeeplink&ts=551.47) Aye.

Adel: [09:11](https://www.rev.com/transcript-editor/Edit?token=vq2A9RdC6vle9V8-d0657lB2nfJQb1ylaBxgwA-stOkNBVDq3FCuPo2XUFP-XSjCKsRw69LU7_mnRKmvY89ZZ0c5M5Y&loadFrom=DocumentDeeplink&ts=551.47) Aye.

Lucy: [09:13](https://www.rev.com/transcript-editor/Edit?token=L3t_KIR95u_qfkrCaW_UHrg7nso7-I0hLJe1l5bpAJ8o1_8IJOV_SXMsCYl6IeNjjdm8BV7_-ALa0lPZGT2jEAiVayI&loadFrom=DocumentDeeplink&ts=553.36) Any opposed? Okay. So that's it, Gersh, for your updates?

Gersh: [09:24](https://www.rev.com/transcript-editor/Edit?token=hILGvaGFlmESW4JRXCHA8LY9YPylvIBvcdNadOVmbuy-7P7WDRM_uOmgCrgIIBxCNZcyysN15G-YVGkNtzl45oOu7xo&loadFrom=DocumentDeeplink&ts=564.27) Yes. Fastest ED updates ever.

Lucy: [09:29](https://www.rev.com/transcript-editor/Edit?token=3qQUXeistdPHllihMeRI56HqlFWKfu0VjVCQWoUvxkQIj_XwwYsuuEpGkK6C9Fk4aQ1zUdEvG3Ax7AvpTztEwNdhtSA&loadFrom=DocumentDeeplink&ts=569.34) Okay. So we'll go to Nora for your speed round academic committee updates.

Nora: [09:36](https://www.rev.com/transcript-editor/Edit?token=UPfZAPu3AUMTIDSznn4P8HO-yEj0Xu5u6lRNiZJXca7xC4jdSi2vDAQ-xjNJ8BuRyv71nAjoZ_KITZXDIhaKigbC_zA&loadFrom=DocumentDeeplink&ts=576.19) Oh, I will try my best. Okay. Academic committee, feel free to chime in or ask questions if any of this is confusing. We Started to departmentalize instruction. So for example, based on NWEA scores, there will be an instructor who will teach all of math for a grade, or all of ELA for scholars in the grade based on how well they performed for on the exams, right? So there's no disconnectedness across school classrooms. Everyone is getting the same instruction.

Chris: [10:14](https://www.rev.com/transcript-editor/Edit?token=OQnZiGrJKXSQ4uoNn3QC22iRy3z-5uwT55vQgMgqpVjJbhZyf6Aa5SPWYdtUwrsel9rRa_N96SHdk003YE9fbV3jj-g&loadFrom=DocumentDeeplink&ts=614) Specifically, to quickly add, so fourth and fifth grade specifically.

Nora: [10:18](https://www.rev.com/transcript-editor/Edit?token=gFmLnpZZQTnsoTfABI0nr5dJg2Lt_jQL783BJrWcK0UhNo6DlVFNNw_CoMpI1hxlsGiVGNBywgtqG8YOciKWEQFmc1g&loadFrom=DocumentDeeplink&ts=618.91) Okay. Fourth and fifth grade specific. I was just about to say, feel free to correct me if I'm getting any of this wrong. We implemented a new K screening ... which is kindergarten ... checklists. So the instructors know the level of understanding as they enter [inaudible 00:00:10:34]. You get a better understanding of where each scholar is and their knowledge. And then we also are studying why some scholars are not performing as well with literacy, almost as if they start to get weaker in their literacy.

Nora: [10:54](https://www.rev.com/transcript-editor/Edit?token=i7nIeEQcCtkLCK2Yze63VQ6Dkk_rPfWQVAApyvsScj5_oHlywIMRLnpBwQ9f53YunjZ7gNpccxb2nyBcjgYhQ9bH_FQ&loadFrom=DocumentDeeplink&ts=654.31) So fourth and fifth graders are struggling in particular. They are paying attention to instruction, and developed a professional development alongside that. I'm sure there will be some instructional tools that they will be interested in implementing in the next school year, which we will have to pay for. So heads up there. And then also they are hiring individuals who are more skilled and can really match the rigor that we are requiring now, as we move into this school year. That makes sense. Right. Okay.

Nora: [11:26](https://www.rev.com/transcript-editor/Edit?token=Kgyd2ywJ8Gkk77u3Eije3OBggb6YMSwaoy-qsrV80OSZcq9zqGjh-lf6TC3TFEpk_7ThAe35pr5iYgZAcMld0VjCINI&loadFrom=DocumentDeeplink&ts=686.62) And then we are in the 89th percentile for attendance online, remote. And for those who have chronic absenteeism, they've implemented an action plan that has been super successful so much so that some kids who had chronic absenteeism are now doing excellent in their attendance. So we've had a lot of good news and a lot of work we're doing on really making sure that [inaudible 00:11:52] can match the rigor that the board has been wanting for some time now. So I'm excited to see that it's happening.

Lucy: [12:04](https://www.rev.com/transcript-editor/Edit?token=P2zcoLKydwSGxqElPyWVp97OegkrMLLQsYVkbV5K93YYqHlhfKiIIhn7oxjNIUj-68_0Om9Ho_SjW_cKdxw-glTWJOw&loadFrom=DocumentDeeplink&ts=724.24) Great. Okay. Anything to add there from the school side? Or should we move on to the finance?

Gersh: [12:16](https://www.rev.com/transcript-editor/Edit?token=bwG0lKQI3Pg-XDrPqLulNmuT0E9auvhMrk0nSE0I3EFsBZQQA3Br_f6rfm0B3thAsgw12lG4ynm4LlkiKRoewmLtL_I&loadFrom=DocumentDeeplink&ts=736.74) That's it.

Lucy: [12:17](https://www.rev.com/transcript-editor/Edit?token=AptaBgj8VTYTFAdhI8BOOsktCr36YCV3ogJkUu9MsacqetKXa9OhsSJow_T17A9hfpDZvm18QQVimAIRfqJ1w7mtMQc&loadFrom=DocumentDeeplink&ts=737.53) Okay. So let's move on to finance. Since we don't have Ray and we don't have Atiba who normally, they cover for each other on finance, I'm going to look to the other people on finance to see who's volunteering themselves. Adel will help you if you're ...

Speaker 3: [12:33](https://www.rev.com/transcript-editor/Edit?token=b80lFgozUa4U-n1k0nuDknS1bHjvHuMCSkLMh_TyyxO_cWR-VGIyR7-jDEunAD3tyZ-8Ecym93hPr6bBLfNvnBn7ns0&loadFrom=DocumentDeeplink&ts=753.14) Adel, I will need your assistance, but I took notes.

Adel: [12:38](https://www.rev.com/transcript-editor/Edit?token=MU4VPp-1Z_Rpbi_blTzgHz3sXDDGxHRVvraP1jKeC_a1qIliJWhSoWGU9NaKc7uEX-wg_td6IPEYAca4EP3QnPv6COk&loadFrom=DocumentDeeplink&ts=758.41) Go for it.

Speaker 3: [12:40](https://www.rev.com/transcript-editor/Edit?token=89l6eIIbMi1-7uaIlg1Nfx7VB7Ly-twcyn7p9ojG_jIXNcuBDJmlQufnACV0kpx8TwlSPywLezpAxGwTQpt5Cz25O1Y&loadFrom=DocumentDeeplink&ts=760.49) Oh, I'm going to walk through the spreadsheet. Okay. We've increased ... Actually, Chris, you can chime in too. It was an intense call with the two of us. We've increased special education services. So it's allowed us to recruit about $60,000. So you will see that in line 13, column I, that is what you see there. I know this is brief, but I don't know if you want to chime in, Chris, on what that means, why there's a slight increase.

Chris: [13:18](https://www.rev.com/transcript-editor/Edit?token=cAFgM9WiwRzel91ST5V1WSAaMZ16YnIC5juSvD0XRRb4lDq37TZLh8aXiM9VA56K0Ad56uIv8Xa56elXqMQRvWag4zI&loadFrom=DocumentDeeplink&ts=798.86) Sure. So there are a number of students that are in the child study process, which is a part of the child find, determining students who have additional needs and potentially could go into the process of evaluation for special education services. And so as that process gets going, that's where we find more students coming into the pipeline and our numbers increasing based on where they fall in the percentage of service delivery.

Chris: [13:52](https://www.rev.com/transcript-editor/Edit?token=lQqPAoG7cy1qlCgYfspqPMyp0VLCowYMzuPoV3KfWKL6Gf93-1NR9dYe6x_bITigUS6h7WTxnCtPOHEnar_ufb8rOjI&loadFrom=DocumentDeeplink&ts=832.47) So for example, if they fall in anything above 20%, that actually contributes to the budget, because then we start to be compensated for the services that they're receiving from the school.

Speaker 3: [14:04](https://www.rev.com/transcript-editor/Edit?token=oHRze5OMYsEF8MoVNpH7Ldkcw7hNiohfDnlqsJryNgz9MPl1Joc2iN8e2ySFFOhueruU_d-Me5Fz7EQ9PnytKYeTp04&loadFrom=DocumentDeeplink&ts=844.2) So you'll see towards the second chart there, when Kristen said the 20%, the SPED student percentages that shows the revenue impact, with the more services that we provide, the more funding that we receive as a school. Per student. Okay.

Speaker 3: [14:24](https://www.rev.com/transcript-editor/Edit?token=dJ7TGdDfuDv5cmPiUJlu_z_4ok_F3sToPw6Tx7obmp9pVhuKNfG9bV2yDYKDAuy6K86FVYfc24kovussv-m_vRuSnqo&loadFrom=DocumentDeeplink&ts=864.56) Then the line 20, column J, we were able to also have some savings due to pending hires. That's pretty self-explanatory. For the folks whom we have not hired yet, we're saving each month a percentage of funding. And what was the other one?

Kristen: [14:47](https://www.rev.com/transcript-editor/Edit?token=QvdQvB0zNpPbM5n9Hm8ZylvMTWAO02-19YPz53CkJI3iqRVpGNEkc53MH6i-JJQq9TL_3D4nXrP9L1oX2mj2xqgEx78&loadFrom=DocumentDeeplink&ts=887.61) The construction.

Speaker 3: [14:50](https://www.rev.com/transcript-editor/Edit?token=1n_waXI_5X3D1F5JNUdxCgjo_ArruikGvOcgXjBekc_GNuMi3cP-TvMCNQ-GV4LN5WDOHBoT6F96LuVOe6-yMAhBako&loadFrom=DocumentDeeplink&ts=890.19) Yeah, we're not there. Oh, PPP. I know this is something Ray always cares about, or starting the forgiveness application for PPP. Obviously the rules continue to change every month. Hopefully we get a better understanding, but we have started that application. So that has definitely helped us stay in the surplus and not the deficit. So paying attention to that, and then we will have a vote that we'll need to do, which Kristen just mentioned about the construction. So I don't know if you have another doc you want to go to, Adel. Do we have to approve this budget first?

Speaker 6: [15:25](https://www.rev.com/transcript-editor/Edit?token=yVfSbtZ4VNfxjoCBFIB5OwOe1uHAssfM7TpNT-8FuGvnLj2e0oTsyNd4Ol253de7IqV39XJGl_TqnFCuDJMbrI6cdho&loadFrom=DocumentDeeplink&ts=925.05) Yes.

Lucy: [15:25](https://www.rev.com/transcript-editor/Edit?token=So1BjBvFEhIyml0AaU-sJ4NVB9iMFMCDnEuadsgVBUmg6Phg_rB5fWqkDQFevXI7r0_r8_5R6oS-Cmg76iS_2Xfr3p8&loadFrom=DocumentDeeplink&ts=925.53) Yeah, we'll do that first. Okay. So I make a motion to approve the December financials?

Adel: [15:31](https://www.rev.com/transcript-editor/Edit?token=knoNdZgXh4fNu2V6w40LjkRUZBMUz6xluhx29F1qw7T2RzUbdsu290bK9Jk6CARiC5LtmWtU_Le3Q0_F_wqqSWccDJA&loadFrom=DocumentDeeplink&ts=931.95) November.

Lucy: [15:33](https://www.rev.com/transcript-editor/Edit?token=83cPPwW-ro9_Fi-J8tXIob7GSsxqf3qXKYqplN1R2SCqv5tF-DDQyMTYCZJIlcp5Wia-ttepve4J_qlnzPFZyccA-cw&loadFrom=DocumentDeeplink&ts=933.58) November financials.

Adel: [15:36](https://www.rev.com/transcript-editor/Edit?token=AWtyctibnZngQtIVV_eEV2Dx3WblOywvvdgyb7qGw0H_HQLUrQHXs8qL6FFw4Ca-o73c1h2nb4Y-DqHuwxJT0Rend9E&loadFrom=DocumentDeeplink&ts=936.69) And updated forecasts. Yep.

Lucy: [15:40](https://www.rev.com/transcript-editor/Edit?token=_tvDBE483r6kPcCQlpp-wexbd3NQI5DdBsPaIx2VYyHIh__ZEqbDBtcEfHZO_HPTMDivwX8PmQZz2xWU6TXnW8S7Z8A&loadFrom=DocumentDeeplink&ts=940.34) And updates forecasts. Anybody want to second? Anybody?

Jennifer: [15:42](https://www.rev.com/transcript-editor/Edit?token=-M_1kvMMCAmIujS2pemAGqMmQbpgaHfePnNUZnfWORXtnaNb-CbuTkUfoFPj-n3EzzEWR0a4RU2mxc45hqc8AkA8nsY&loadFrom=DocumentDeeplink&ts=942.65) Second, Jennifer.

Lucy: [15:43](https://www.rev.com/transcript-editor/Edit?token=BPQrsQpHt9C1NlBz6gRUq8RdYeEDohwUiU9egZfur83UcKG2m1alBYbriY_JdcbPcCPJskrzU4_36abkDvzhzfJDC1o&loadFrom=DocumentDeeplink&ts=943.36) Okay. [crosstalk 00:15:43]. All in favor?

Gersh: [15:46](https://www.rev.com/transcript-editor/Edit?token=Vic6W3shoh2LWofED_DCcGbUL7bfNMcTVXbhyAlpsdXDO2TKcyomChPtZs2gDSamBsDGVnCBN2rBQIPD-zb3UszE0G4&loadFrom=DocumentDeeplink&ts=946.47) Aye.

Speaker 3: [15:47](https://www.rev.com/transcript-editor/Edit?token=OH8LrsbHIRghkN6Kv47SjqVxBokn2B2ivvvrNN-82hofKiCwW5QCZ7PQxY3MzZSFCu5QUFdemo41bbuiCEu72ZeNMvw&loadFrom=DocumentDeeplink&ts=947.66) Aye.

Chris: [15:48](https://www.rev.com/transcript-editor/Edit?token=MOo3TGUppC6Oua3ebN-YVys1IFoMcZiLLGQe-YtkDuRikpoaeO9fcrCKvG9BGH6HqthkzIoqXOBhySvuN95WYgsji_s&loadFrom=DocumentDeeplink&ts=948.01) Aye.

Gersh: [15:50](https://www.rev.com/transcript-editor/Edit?token=eJHp02QH1erHbabKQA_2fEScrABaHIb4aRJhB6LHCGFrgpRyHWyXGzyLRjGc0ezs8md4NekJxJ-WhtCi1e9DowIeYUE&loadFrom=DocumentDeeplink&ts=950.26) You did that thing, Nora.

Nora: [15:51](https://www.rev.com/transcript-editor/Edit?token=WO3LJRfim-_rl77v8fAukkETCc3tQXe-cXZ-aXa_I3c01vriQskyEUdiVhlzFNIBVskYgOggwhLWJB4nPZL03Su9DC8&loadFrom=DocumentDeeplink&ts=951.63) Thank you.

Speaker 6: [15:51](https://www.rev.com/transcript-editor/Edit?token=t0hrdixSBW7zqo8jlxS8c2llc4pGtUuNKLgdrgu1o2e1wmPsk6HrSUapkM4AeHtpBU0tlbrj26IXsJ3a3CIfPeERi-A&loadFrom=DocumentDeeplink&ts=951.82) Yeah, good job.

Lucy: [15:53](https://www.rev.com/transcript-editor/Edit?token=Tzpmt-OI7F83hjfifZ7Vn2glJziZYDgppeHU_u1I17L_7tAtTG3WjfwWtcxp_A7joNR73LhZ3ywSz9DT-UrPsTMtGMk&loadFrom=DocumentDeeplink&ts=953.14) Do I hear new treasurer in the house?

Speaker 3: [15:55](https://www.rev.com/transcript-editor/Edit?token=GoovooZm60yE5VGeO3bASrXyZXT5gZnJ1jQbMy5XP7oLvAMMYFtB1MjCOjikhI6u0BnvAEDJmkDPCJz4yAZLKNndhsM&loadFrom=DocumentDeeplink&ts=955.3) Oh no, no, no, no, no, no, no.

Lucy: [15:59](https://www.rev.com/transcript-editor/Edit?token=4-bR-w3env_eDBgvH9dDSC9t20mk9WYBDkZHD64Z4GLPdUkSaAymTMVCW-PtxxBo6CUQB3m9eUD3bgMgXrLxYz2OzOE&loadFrom=DocumentDeeplink&ts=959.11) I was just going to say, I feel like this is a great advertising for how much fun everyone has on the finance committee and how important and fun a role the treasurer is. So yeah, everyone, you see, you too can be treasurer.

Jennifer: [16:11](https://www.rev.com/transcript-editor/Edit?token=45fjFyMPruYd0R5pC94lD-CYO-5BRyp4vHwUxRg7mlgqm6Zt172RDljYZxwZL9a6yKfAHq2r6OA5zlHqMQbpswgj8-I&loadFrom=DocumentDeeplink&ts=971.83) But she did it so well.

Lucy: [16:14](https://www.rev.com/transcript-editor/Edit?token=g1OwSNRE4w2pQdMXJZ8bb7GagUaGue4ajqbgNe1VrCUuJaT0Qbt0u45a7FsQku2MgjwoPtA4Ra-WZ6LB_SSu1L081VM&loadFrom=DocumentDeeplink&ts=974.69) All of the exciting information.

Gersh: [16:16](https://www.rev.com/transcript-editor/Edit?token=SvFNKoHy912p48FIOG0Y_7bwP7ZqmPkDvZ_d2_a03LrCC1tgwl_Mgd4uFGfFM9HJWHyH5TZn7TpjLeNlIyuf8vpENGU&loadFrom=DocumentDeeplink&ts=976.25) She did really well.

Speaker 3: [16:19](https://www.rev.com/transcript-editor/Edit?token=dDQy_dXWS2fpmR6fwKPmKdSqnbvBemuCvTuD7X191xr0hnFUt1H6PmwP6MUL3CICvf1LS1aimYGpYhpeu7L72SnRvbY&loadFrom=DocumentDeeplink&ts=979.27) So this here, we have to vote on a construction request. So this is to add touchless points and to upgrade all the bathrooms. Originally, it was for scholars ... Or was it just for staff? I believe it was just for staff.

Speaker 6: [16:32](https://www.rev.com/transcript-editor/Edit?token=Px38vrrdvcqzHwZasD34HZf0G6wJibWOxKBWhCum6SPZzUhM3-oVqgkS_HfD_DlUaiD21-zFpIyQ664XeQIZo4nJC3Y&loadFrom=DocumentDeeplink&ts=992.16) Staff.

Speaker 3: [16:33](https://www.rev.com/transcript-editor/Edit?token=Asjdqw8Dlm4Ijtwa6FgM7i0egwTucK37xtY46LeJAfi9v4YyklgwdslO2k-6X_6L2jAPb_7GM_mkHcDhhmEEkqCMstw&loadFrom=DocumentDeeplink&ts=993.77) And then decided obviously with this pandemic, there are definitely some upgrades that need to be made. So they are doing a full upgrade on all bathrooms. It costs $99,000. However that cost would be spread over 15 years, also known as depreciation. You see? So we won't get the hit all in one fiscal year. So this is just a vote to approve this construction. I don't know if anyone has questions first before approval for this 99,000 construction plan.

Gersh: [17:04](https://www.rev.com/transcript-editor/Edit?token=EUTCWcR3nGipNeze4nGOmjfGH3b3xgN55vPotaW5SpBvrNza2xM8li3zFWy0yX1pzLMLt_dYiWQ2HaIyVocdg-gTZsM&loadFrom=DocumentDeeplink&ts=1024.88) Can I just make one addition? We did, because of the cost of the bidding process [inaudible 00:17:11] we did include the other bid. The third bid that we attempted to get, that construction company ended up dropping out. They had some challenges with their vendor license with DOE, so I just wanted to let everybody know that as far as our fiscal procedures, we did attempt to get three bids. We have two live bids right now and where we would like to go with the construction project. That's the 99K.

Speaker 3: [17:41](https://www.rev.com/transcript-editor/Edit?token=qhbUYFZioe49sLK_5BcruHOcDp-KIkaHHa0fheyYK3xlM3luVFeMnhDFA8UJWth4Q3-1MS4tAbykE7wq9qObtvclac4&loadFrom=DocumentDeeplink&ts=1061.94) Any other questions from folks? I think it's pretty self-explanatory. We understand the value and the need. Okay. So with that being said, I'm going to make a motion to vote to approve the construction project for $99,000. Need a second again, y'all.

Jennifer: [18:00](https://www.rev.com/transcript-editor/Edit?token=bffeQzRnD8GirxspjBaOuC50T6vxsvdixXQozMYqNiu-Z97nbLqFyxBSMVRzLsWm2znYw99EMclL5PykSwvjK4lRm4k&loadFrom=DocumentDeeplink&ts=1080.91) Second, Jen.

Speaker 3: [18:03](https://www.rev.com/transcript-editor/Edit?token=YpvyxvXTN95AQDIntazX8gtrzy9bW8cClaZPUNZ6S5qbA5huS5LxHdgxoPEHKxxCdsWHjrvoTTMiCx6MHdyzslOPP0U&loadFrom=DocumentDeeplink&ts=1083.53) All in favor?

Adel: [18:05](https://www.rev.com/transcript-editor/Edit?token=QdZlhHqsVxWqHrPHeaS0qfdBdQ_Rpg8dvv9xybFaOUDO9bwHEo0ZcHJhMbaVkDGbOCchCrNoUBW9kYDplQ3kwM2ErbE&loadFrom=DocumentDeeplink&ts=1085.13) Aye.

Chris: [18:05](https://www.rev.com/transcript-editor/Edit?token=-QLKBBt8Z-3LZOd6lToEQUjA-uWjKvse99F3ly5nhaqaa4-EVdowGiXICCfRoEG_NCypOxn91D8Jg-FtglPm48Je-MU&loadFrom=DocumentDeeplink&ts=1085.52) Aye.

Gersh: [18:05](https://www.rev.com/transcript-editor/Edit?token=XAt6pDeYZSUpplykqBrZU4dinohrkX60HhuE6Vu00I30a-hWixmxlqYU3nOeorckhy7J4DCYtD_oklM4PquFbjnIvSs&loadFrom=DocumentDeeplink&ts=1085.52) Aye.

Nora: [18:05](https://www.rev.com/transcript-editor/Edit?token=XUWmZaQz9pNAs7Ly9CIXTnyN7qFT9CEOQE0O1iNRPmxQIhy7cG-X2Y5N7vA4jeqZFHA3S5Gy-KDqyo1C9G--Lqg6OLE&loadFrom=DocumentDeeplink&ts=1085.52) Aye.

Speaker 3: [18:06](https://www.rev.com/transcript-editor/Edit?token=8UVMCUYbxe9Vc6DrYfZnyb8MxzUOpnH5il4IM0kOK1znWU951wuE07BmxFGNJonsq3PNiRuM4zw75rAIkzyKZd49NGo&loadFrom=DocumentDeeplink&ts=1086.91) Any opposed? Great. Finance done.

Gersh: [18:13](https://www.rev.com/transcript-editor/Edit?token=FeA0jEEe1bML4Y1j1CvWJ9rCuX9TrluxgqMNADPY8pcBqaYkxgPOQDLyfQ5oMxDNAZmqyV8MRwYCKkMh_0kssVa4MMU&loadFrom=DocumentDeeplink&ts=1093.32) Great job, Nora.

Speaker 6: [18:14](https://www.rev.com/transcript-editor/Edit?token=C7H4d99Hnfi0GQKDsyqlq6AIXNxTLlq_hj9R7HjDJYnlqIg9Dkgvkp2gZhT8UVTqlxodx0JSJngaGZW2CxfAvz-tDQk&loadFrom=DocumentDeeplink&ts=1094.98) Yep. Good job.

Gersh: [18:18](https://www.rev.com/transcript-editor/Edit?token=RhMo8h3fj2hYD0RUqUQKeyuO0PrkILKa_Ky_3EyL1f8NVU9AvWqiEUSXVu-Yw4MORZG12dAe7nOgyTj4mFPhA87rSIE&loadFrom=DocumentDeeplink&ts=1098.29) Can you all see the agenda again? Perfection.

Speaker 6: [18:21](https://www.rev.com/transcript-editor/Edit?token=yHB19RkLWL8ZuFBdQpbZcagLCfyz_6izHsYVTRZ0Ri8bRMt7Dx0E-Yt6fVJefzceBAyYshrjUvJy3WeGkxjqVoEDUmU&loadFrom=DocumentDeeplink&ts=1101.59) Yes.

Gersh: [18:22](https://www.rev.com/transcript-editor/Edit?token=m6k5Bc53p1AnlzhS4OmefFnWfF5i6K5CwMDJtYkmSVArPis2BB8CK4gJENztL5iaA_gIX-4jKokPH1jUL94ee7d-kUQ&loadFrom=DocumentDeeplink&ts=1102.18) Okay.

Lucy: [18:28](https://www.rev.com/transcript-editor/Edit?token=VExYD5sMBMVw_pqSN_3zuRXModAivO_zqmuHtswnRJ-kNsgd7r30BdjDA6mzcwzBLoN2TrbUUqcHHb6butwJBLbG_s8&loadFrom=DocumentDeeplink&ts=1108.48) Okay. Governance committee. I think we've covered all of the governance committee updates based on the reminder about the upcoming elections and the review of the updated board documents. So I'm going to cede my governance time to executive committee, and executive committee doesn't have significant new updates from the last time that we touched base on this. We are continuing to look at the executive director evaluation process and we'll be circling back to the board for some discussion on where we are on things when we have more time in an upcoming board meeting.

Lucy: [19:19](https://www.rev.com/transcript-editor/Edit?token=h8fd9FE4GYKcFc6af4We9yQl0C0adnZg3eW9bzKAtDChMG6lSVChHkBWS3FGsv7iDSWAQTrlkoAmu099EiSDSnratFA&loadFrom=DocumentDeeplink&ts=1159.43) Oh, I just put myself on mute, but okay. I guess with that, we will ... Anything else from anyone before we move to executive session? Okay. I want to thank all non board members for being here. I enjoy whatever it means to be in a snow storm in 2020, when you might not have been leaving your house anyway. And I'm going to motion to move to executive session for board development purposes. So thank you. [crosstalk 00:20:02].

Gersh: [20:03](https://www.rev.com/transcript-editor/Edit?token=h_5e1Tgd5Wd7VVlKr9Q0GZ15gzqkUoa2U-OWG3ju4tnL8hQOJwWHtje1GqUO-pOvCYouPpsnuWwseuPhfsseTJHydIw&loadFrom=DocumentDeeplink&ts=1203.54) Have a really wonderful break, everybody. Enjoy the holidays.

Lucy: [20:08](https://www.rev.com/transcript-editor/Edit?token=77_NOBrf-CkIAGiE6wdmofwiSRZUO8nSNWJeGSiWmHTgq81AIH3cYaEQ-pjrzccgJG1WooHWnyMVRu6LPJmcKwj48N0&loadFrom=DocumentDeeplink&ts=1208.58) Have a great holiday.

Gersh: [20:08](https://www.rev.com/transcript-editor/Edit?token=Mdb_ETy2gOFsgKGW2eMFCT_0jmljeSDq-yEep_ArzcUCWwFpUF3enCZO9MyCGcj2RbxFXCjly3_va3GEgeN5zd97uQA&loadFrom=DocumentDeeplink&ts=1208.96) Bye. [crosstalk 00:20:07].

Speaker 6: [20:08](https://www.rev.com/transcript-editor/Edit?token=x56Kd9W6JqLPCgnIxoRG8RBqEzyeAlwC_t6Oll_GxQddkZP6eE2KWOE1XDazZT3D3NleAAQgq4ws3h6odJzq9Qffmkc&loadFrom=DocumentDeeplink&ts=1208.96) Goodnight.

Chris: [20:08](https://www.rev.com/transcript-editor/Edit?token=xcJRmZk_6hUoLXM-hxI09SAR05NYPqlHl27tD6soJnn3R4VyDn_PIre1ZUXzUc4MrGVWQSp_mDp9_RE1FL_haW-8CHk&loadFrom=DocumentDeeplink&ts=1208.96) Happy holiday.

Speaker 6: [20:10](https://www.rev.com/transcript-editor/Edit?token=icwERwngE6iQYraaHRn5cU_nXAHfGoZ0_c6TcKelfMWZyseOIjhZ9ipNuVTywqT8ww6F7WPvqCJck1bQGWevftcqT_w&loadFrom=DocumentDeeplink&ts=1210.46) [inaudible 00:20:10].

Speaker 3: [20:11](https://www.rev.com/transcript-editor/Edit?token=R0Z4y9IaN-dZXi-tSvhyYsoZH5TqD-VWL_OD7Y21zITLyux7UMJzGO3NCeS7_uRbKgwGu25QsKzB-brkGUY4mHK4aHw&loadFrom=DocumentDeeplink&ts=1211.98) Happy holidays. Bye.

Speaker 6: [20:12](https://www.rev.com/transcript-editor/Edit?token=nYApuFXIg786opCExMtYTizz8Y586m-4ARTgYFwpyj3orQg3Z5aopqjsKFqcC1HgmPbpLgEizf6ty4zO5HsyQLKFiG4&loadFrom=DocumentDeeplink&ts=1212.56) Bye.

Gersh: [20:17](https://www.rev.com/transcript-editor/Edit?token=FhdCVWC1mvmgLg_soamHtnS_3qD9EiFI1AFy2Y9pujGcoBd4SzbPP9dG0hnI33ASYJEA-wPQ2JyuCe3BnDjRtllJO8I&loadFrom=DocumentDeeplink&ts=1217.01) Hi, everybody. You all did great. We have about seven minutes before we need to hop on the next Zoom link. So did everybody receive the second Zoom? I did get some acceptances. Yes, we're good? Okay. So take a bathroom break, a water break, and get back on at seven o'clock. The other thing is, Andre sent a short survey. If you did not get a chance to fill it out, we can use the seven minutes to do that, but otherwise I'll see you on the next link in about seven minutes. All right. Thanks guys.

Kristen: [20:48](https://www.rev.com/transcript-editor/Edit?token=MGyADskuGVlk6Oau_L_tEzcsIG2TeFOC-sof1v1ufSyujFo2DCk29dzEOqisVH3eY2dMafcOYwwoheeiWPJI78oKRpA&loadFrom=DocumentDeeplink&ts=1248.16) Look at us with time to spare.

Adel: [20:49](https://www.rev.com/transcript-editor/Edit?token=tWN2q72QIplM1-fs2tieDfr8fnmFcPVcOQU49-UnDlRx-MuH_sZjO9jOGQcY_eDifoukOI5-LEWilXo8xzph4Xh71qg&loadFrom=DocumentDeeplink&ts=1249.81) Thank you.

Gersh: [20:51](https://www.rev.com/transcript-editor/Edit?token=b6TXimiK8wSBFX0cqXX9DrYUGTJcA_IrlFyS8zOp0H9F-1EHzgoDQrYlq1O8MsP9t-jZZKJ7Ze4DGb2hVAoWhi7AymQ&loadFrom=DocumentDeeplink&ts=1251.62) So proud of you.