**July 2020 Board Meeting Recording Transcript**

Adel: [00:10](https://www.rev.com/transcript-editor/Edit?token=3s64Lo68xkE7rcK6g1svYRKl7EATgXlIxsYmWKneB0XSBOPvc4fkeG4wcm2hc0bXirP6m2jQd6Ob2K25ByQlNIVVcmk&loadFrom=DocumentDeeplink&ts=10.97) Hello.

Guerschmide Sai...: [00:12](https://www.rev.com/transcript-editor/Edit?token=HCec_1cEyY9j0FL6NGnmgoeonJ-aVUPBVjnD842A8yvEu40wEbFGzh7b511hJI6kO8luuG3dSFl8gLTgbuLfMYc4Wpc&loadFrom=DocumentDeeplink&ts=12.13) Hey, Adel.

Adel: [00:12](https://www.rev.com/transcript-editor/Edit?token=qTTGk4b9xr4ykEWsw_YDufk9B_t6WNx5CWHZmNdFDv5f7ooJ4aRxh7BkOCt2klFi3c5XBI5-IeMK17ubPUFGDE1SHAA&loadFrom=DocumentDeeplink&ts=12.3) Hey.

Letta: [00:15](https://www.rev.com/transcript-editor/Edit?token=mzVQegpbPsDF1KHiqiv2rzK_wDsA5WS758RajV1oOKhzSo42g2O1IQPtIvxdyRR9PSIkY2KGMASudfGZk5kRtfWMNQI&loadFrom=DocumentDeeplink&ts=15.71) Hi, Adel.

Adel: [00:15](https://www.rev.com/transcript-editor/Edit?token=55uI4vzZQXzbha1dnDwpgNSNlZfpP8FOQLYnWHJ4e8frGNqk0QcjUOdsF431yAPJbk6wBex5cUHwZLSmXYMWEMZOpc8&loadFrom=DocumentDeeplink&ts=15.82) I've got to get one of those partitions. Nice.

Guerschmide Sai...: [00:21](https://www.rev.com/transcript-editor/Edit?token=LEva_RZV8auM7YogwN11zATgwRUHQDXt8bsn1HZBjmeqHoq5BT8ld_NtQXFA-q3ZnPA5JpNiKB1AYIorO-kTuGDzIC8&loadFrom=DocumentDeeplink&ts=21.99) Yeah. I didn't realize my partition was going to be such a big hit with folks.

Adel: [00:23](https://www.rev.com/transcript-editor/Edit?token=bEr8Ul18uwHmP4gN17hMvFW2ki997FHEKlXeYHYgXRJ1iOWzEr4FeLReGJyM3NOiJ7fcPXrXKAmCAag2yo0RePlTpBI&loadFrom=DocumentDeeplink&ts=23.92) It's catchy, and trendy.

Guerschmide Sai...: [00:27](https://www.rev.com/transcript-editor/Edit?token=nl3HTbWzcvI2JX90qhriDMmVB5FP2-eOcBdV2QqjaLOFg2i7nUqVdlC28HrbWCQa9_4m9VbNuLVzWfHlhv2QwovIaWg&loadFrom=DocumentDeeplink&ts=27.07) But you know, I try to be on trend.

Adel: [00:31](https://www.rev.com/transcript-editor/Edit?token=p3HqCjQEGZhFWcfmfT8E6gy0PFWVE8qCTqWoHuhcYyV3iBjMd8bvXjSMmTKVWNUsnNesLGaWxXL2VgQmZ7Cay_HDVOk&loadFrom=DocumentDeeplink&ts=31.78) Uh-huh. All right.

Guerschmide Sai...: [00:32](https://www.rev.com/transcript-editor/Edit?token=hWIihBT8MpmWazEhYo9_ZKIwtub415leuEEgAy1KlGymUkLKSmIvaT97EdK6ohOoNJsIM85ARTMGu41CN8Y9cspzZEI&loadFrom=DocumentDeeplink&ts=32.09) That's not true at all. [inaudible 00:00:33]

Speaker 4: [00:33](https://www.rev.com/transcript-editor/Edit?token=3YwfDkLRRDsl7izw6gT_FNtJ-6hg4u93JK80zaXfTuwR8g1tz9_0Mq_d_UAHa5Ypz9tV5ZXD9LRdYYjTQtseO3omQhM&loadFrom=DocumentDeeplink&ts=33.74) Are we talking about your background, Guersch?

Guerschmide Sai...: [00:35](https://www.rev.com/transcript-editor/Edit?token=SgvTRCn48wnZZNkrzSSnBGgkmuokxu-_mkqMQ2pXV6Ok--5AjBzjyzENzkbhDxddiDSkH_rnIQrWBa0kYZZpSSRnA0g&loadFrom=DocumentDeeplink&ts=35.25) Yes.

Adel: [00:35](https://www.rev.com/transcript-editor/Edit?token=o7L7oFxto-J8pjqFT3kjdd6Opn5gKFafIxGmvG7tQ7FSf9LrW2fFJ0kJLZBG1mr-wPft30VuIUuDZIxDJp6PVUnodqE&loadFrom=DocumentDeeplink&ts=35.3) Yeah.

Speaker 4: [00:37](https://www.rev.com/transcript-editor/Edit?token=t1HzpWahbY7gst-PSAtO0ZMQw2OwloFutzPXWt1j9bhCKxaOKR_mO8_8wHCzb17oGrHcYbr-LF33EKCzW9Zv4VvO1v8&loadFrom=DocumentDeeplink&ts=37.27) It's so cute.

Letta: [00:38](https://www.rev.com/transcript-editor/Edit?token=TMzuXLgeBJUs8MtBilprJCQrPhA7YQQYVnRWmlYB9JVSDDid4UbgPCatj0olzGZgTkiPuWZlPNzLkMgWxWgU7A9lhAs&loadFrom=DocumentDeeplink&ts=38.8) It is. Lovely.

Guerschmide Sai...: [00:53](https://www.rev.com/transcript-editor/Edit?token=tQJSXPH4dxuaRNggCj_Wv0z5jon_UgR3lNjOSweH1NoumDZN0lRlpd2HGovMJiV2BVvY7Bbaaqb3rnlObOC5ykPUBnM&loadFrom=DocumentDeeplink&ts=53.97) Okay. All right. So, we have Nora, Ray's coming on, and Atiba. Hello, folks.

Adel: [01:03](https://www.rev.com/transcript-editor/Edit?token=kxKlCT8h44Ium0eNCmfx05V-yYTAZlmTLqep90IZqF6VLVFP4QEUJAPGvS70H0ZbJnzbvAVM9IZsoqNP5XtdIxvlgIg&loadFrom=DocumentDeeplink&ts=63.97) Hello.

Speaker 5: [01:08](https://www.rev.com/transcript-editor/Edit?token=U_QDp0dFV-hbXVksfx2rqqe7sakHLNDX-tD78n_a5HNPrqQPrN9T2rm2GBP6fGzVKFpmBJgwKN89qnQ2zKGy5qHQ9MI&loadFrom=DocumentDeeplink&ts=68.72) Aw, man. No, it shows up as her...

Lucy: [01:15](https://www.rev.com/transcript-editor/Edit?token=4ydqw1G9REKUOY6wCfQ9HEQvHxSwUXAtbfyanGg3DZCaIMS49potFoL61c1NPyoBZNZxm-S6ctKLcZDcgzUdsVmPNfU&loadFrom=DocumentDeeplink&ts=75.21) Liberty Mutual customizes your car insurance, so you only pay for what you need.

Speaker 4: [01:17](https://www.rev.com/transcript-editor/Edit?token=hc-PRh0emgDaA4ewC59OD6D6D-lgvxkNzInVp5eXnTTMRyA4OVF4PDxbFETeZzgNT7zx1-k4HvOgxD1yqX-iDZBNDMw&loadFrom=DocumentDeeplink&ts=77.58) Mute myself.

Lucy: [01:20](https://www.rev.com/transcript-editor/Edit?token=oQSiCZb6ytX2jniRRWNkyxDKWa04Sx67ObnEikX04RYz1SVvXLr83hMXSSOmatFAZDVvAE6U08CC_aLSCiSw9p7ZOUo&loadFrom=DocumentDeeplink&ts=80) [inaudible 00:01:20] Lifestyle might be perfect, pen and some paper. [inaudible 00:01:27].

Speaker 4: [01:27](https://www.rev.com/transcript-editor/Edit?token=afq8LHQCerdtGgeS0B-EAJA0JEoZuowZlkUCu_tbFC1wAdnPyCBUZilBToVaQq33zheuBzcjGdUL8K4JC3z_sN1d1oo&loadFrom=DocumentDeeplink&ts=87.27) Probably. [inaudible 00:01:32]

Lucy: [01:38](https://www.rev.com/transcript-editor/Edit?token=Re18Z2yoJetoRy8oSkC0s5o7t653G4zEujOTtAqyGRp9r4P4sh8ZGUH1l3QXqfeB8fqv7_tOThWyT7ndDsFr0BhEbD8&loadFrom=DocumentDeeplink&ts=98) Because I can't [inaudible 00:01:38].

Speaker 9: [01:37](https://www.rev.com/transcript-editor/Edit?token=i46DZsSw-2Yf9jJ1tz6MHJhLEid0Ge_ElACvmZ6_mcWvwCRDy2BC4OyLqp94BGo3NCLJTVUUJC77Nnu3H_W3xvr_dB4&loadFrom=DocumentDeeplink&ts=97.54) What do you mean, her picture? Her name?

Lucy: [01:39](https://www.rev.com/transcript-editor/Edit?token=vX_fI4JgjzL959lQn0vS-ZJOkhGjq6fOBBaG15GXbhbkGOcgX2_Jn0DoYDbXJ33T9FC0eKg3gtfb6Uhr7xyGXaBBM8M&loadFrom=DocumentDeeplink&ts=99.02) Yeah, it shows up as [inaudible 00:01:41].

Guerschmide Sai...: [01:39](https://www.rev.com/transcript-editor/Edit?token=xB_HqMg1rpOALY_YA6oTyEoP-n_LxAa9SLApKgNi-xu8NcJTYWoR7K_Kmfayn5TqZdL8uI0by12vN7Zog4-P7_MEM1c&loadFrom=DocumentDeeplink&ts=99.88) Can you all see the Board Agenda?

Ray: [01:49](https://www.rev.com/transcript-editor/Edit?token=glUC_hGO9mqwya6R20aPRHG3pRwbozDkQsLRsyz0f1ms_-QRibxYTo-mSQSbVJOD7Plwkg059DkITzJpx4KaIND3NfY&loadFrom=DocumentDeeplink&ts=109.81) No. We can see your calendar.

Adel: [01:53](https://www.rev.com/transcript-editor/Edit?token=Lzxq_GrlaOJ_sXrAljLz1HANA6vdShjQ_KxpTcB4Pdi_muizszeUOvHF4x5kUjdxIBIS45u22gxQ4VeRRxz0vpi5gZM&loadFrom=DocumentDeeplink&ts=113.69) Yeah.

Ray: [01:53](https://www.rev.com/transcript-editor/Edit?token=aiJ_wXEtLmNDa9NcoBRhMcTIcP8YZwMq3VjDXDH4f8VFCVbvSYl1m0u6u1ODYy3EjSX5tENhEAcpDwH6CiIPXQ6oz9w&loadFrom=DocumentDeeplink&ts=113.72) Google. I mean Outlook.

Guerschmide Sai...: [01:55](https://www.rev.com/transcript-editor/Edit?token=rYtQSdMMM7yPllxULSbYxkPnUXRMbjY--76RWHF6X-rQ5UOkX0YgdOXL77txAVjgvK-GDFPinTVI7BngmYc5EthdtA8&loadFrom=DocumentDeeplink&ts=115.19) Okay. And now?

Ray: [02:11](https://www.rev.com/transcript-editor/Edit?token=xTbrnlLukEfH43pk1N0ycoZVX5hgv6Iv6r_bcVkh3oxi_DD6Cp4lUSFYs7kiwVTmAk8WB6idhw6E2BX24V4GmlsZgj4&loadFrom=DocumentDeeplink&ts=131.26) Now we can see it. Yes.

Guerschmide Sai...: [02:12](https://www.rev.com/transcript-editor/Edit?token=tl6WpNb-ECxVw4qoii57_i14BYRwZgfdwAjoyJKMfGAoAqiSvQbmnUKqIpOQFZaXAngME3ap35ZK8aeNaJhPKBGsPmY&loadFrom=DocumentDeeplink&ts=132.39) Okay, great.

Jen: [02:18](https://www.rev.com/transcript-editor/Edit?token=jda7vE9bqgrA2g3LnOpm5PAZ_OHVljRYI0ZaPRJdXNAiUL8tEuwMVkH6xhBx9nxhIBuzb82Zm3YTHx9l9CgQv50peis&loadFrom=DocumentDeeplink&ts=138.1) Hey, everyone.

Ray: [02:21](https://www.rev.com/transcript-editor/Edit?token=J-hCpxZNOHDUqCB41VbPD9LYq9UBSoq-RdWYCjS9AGrBNfo_w4FyfPnplWeqSF0bxPqmi4IBsUk2CXRb4UnwRSxmlHY&loadFrom=DocumentDeeplink&ts=141.82) Hello.

Guerschmide Sai...: [02:26](https://www.rev.com/transcript-editor/Edit?token=SDhdkjrX1jx8eFJ56yP_uobaxTHzO4vGMyoY0vnVU6w4Pz7zWDjOtQl8nOmndPeo-foREYxdGGY0AoKwdbryxxM8Fj0&loadFrom=DocumentDeeplink&ts=146.51) Hello.

Jen: [02:29](https://www.rev.com/transcript-editor/Edit?token=Ctw3Uc6jlQ4egVFZd6VL3rhkE1QnmonInRoFNKqoa8pz8yZ9DBo1i1l8HlaGw89lLD52Hj1n0sBTz2EXDGRf_jHnrJE&loadFrom=DocumentDeeplink&ts=149) [inaudible 00:02:29] With this new background. [inaudible 00:02:33].

Guerschmide Sai...: [02:34](https://www.rev.com/transcript-editor/Edit?token=04gOL_oTC8aPDa-efsaa-BhWye9gB65wzIAgQp_8BUY5TsD-bTLZfZtFIc9Vddtmwq01Dn6CYB4WR_C8LBvU3tBj3Zo&loadFrom=DocumentDeeplink&ts=154.54) I was just saying my background is a hit with everybody. It's a partition. I got it from Amazon.

Jen: [02:43](https://www.rev.com/transcript-editor/Edit?token=L2E9QrJ9mYw33vN-ugkZKGDMJzyWf9MCIl5TWRdkFaf2M0qO_lDHXXwPxP5RtMABcgkjBsFUL9de2B5uWNGykCp2Lo4&loadFrom=DocumentDeeplink&ts=163.34) Can you text me the link? Because I want one.

Speaker 5: [02:46](https://www.rev.com/transcript-editor/Edit?token=WWrYyxDtYdjLOkYyKIFFwKFk4At0tZX1t5cOBya4ANzo2PlYTEcC4Bv6_0-gnqOzNSh1S8NililG54UcwDHN4HxEIOs&loadFrom=DocumentDeeplink&ts=166.32) Right?

Jen: [02:46](https://www.rev.com/transcript-editor/Edit?token=GY20afCdOyD7jNxied7Ax8bKiIG6v7fv1YWC3Tdp4qr31BkNV7oUMWCK-9eBEtAGlfK9wXG_DSY870XUgcWdi5w5MBs&loadFrom=DocumentDeeplink&ts=166.54) Thank you.

Deb: [02:48](https://www.rev.com/transcript-editor/Edit?token=pSHKGn3cb8n3E1uHamDl2PmfsOnhZ_79Zl0LA_pSp4MNNltJuKrTgOYn72Hm_h24foNUHEe45cbhksGLVzLk6umLVLI&loadFrom=DocumentDeeplink&ts=168.98) That's very cute.

Guerschmide Sai...: [02:50](https://www.rev.com/transcript-editor/Edit?token=qY9lgEdL61wSa1r5WTW3RPLd7PkoUe0jH3q8xTUuyQCOtZPOOAiDD0qHtz6Itx7VL9pI_VHjmBgsQbTSP_ticBdwHl4&loadFrom=DocumentDeeplink&ts=170.29) Yeah. It comes in almost like three pieces, I guess you could say, so it's the actual partition itself, and then the shelves that you put in.

Speaker 11: [03:02](https://www.rev.com/transcript-editor/Edit?token=ltpFRi-tH1k_ZwMiJcKsKyuCg8wLsk1JIXZstTQnArnCFNpMpuPAm8FnejheB9-yLoNJ5qWqZSx0APu5MBXx5oBfgqk&loadFrom=DocumentDeeplink&ts=182.07) Can you just text all of us the link? [crosstalk 00:03:04]

Guerschmide Sai...: [03:06](https://www.rev.com/transcript-editor/Edit?token=vHwUeAxlqgtjk_KHTjvkNj0ThL7MDE90UN8Xvnd9IKHzjXeNPyBNyWUzC9YIQl1_dsJoHUq66Lk5Z9fiEV2MA80K01k&loadFrom=DocumentDeeplink&ts=186.36) Yes. [crosstalk 00:03:06].

Speaker 11: [03:06](https://www.rev.com/transcript-editor/Edit?token=EG1w1GaOOdFHNCsOrgnHZOWVnutIj_DYKG1XHYHF64jUeYpJXtcBmkG9bP5TisxCMbSNuiAQdt--p2D9o0PJaZjEnJ8&loadFrom=DocumentDeeplink&ts=186.4) I need this in my life. Thank you.

Speaker 9: [03:07](https://www.rev.com/transcript-editor/Edit?token=LQdb0fb_NqeMOa_2R6uami8DP7-7gg03D4Nc-4wviVglF23krwc9ZJWKvlbIhdkhcLbNxZ5ZYA937P6FwU2VAnduZjw&loadFrom=DocumentDeeplink&ts=187.79) Yes.

Guerschmide Sai...: [03:07](https://www.rev.com/transcript-editor/Edit?token=MGk7LGBgt_7e6i2G6VznduXxhkuMylVDPdGNOqgUKi5Mkx_fF1phVvT6EQs4eagL663bd-BB9O90RK5IbqiKCO9LZGE&loadFrom=DocumentDeeplink&ts=187.79) That's funny. All right. So we have... Let me see who else we've got on. I think... It doesn't seem like we're missing anybody. Lucy, maybe you want to a quick scan? Oh, Tristan I don't see.

Ray: [03:37](https://www.rev.com/transcript-editor/Edit?token=g03I4eolIqaAZ6bN-8VVN26k_QeHxnrdSo0IYN37Fr8f3kvYQnLuR0ftfD17npUtk-KkuTBgJifoyiwwZdJZCHrY98M&loadFrom=DocumentDeeplink&ts=217.59) How about [Lenworth 00:03:38]?

Guerschmide Sai...: [03:40](https://www.rev.com/transcript-editor/Edit?token=rZw2XubBGfILcud8wrL1l1xtd6SeBS8nFSVNzkSvztvzfDkGEB-D7KGpbLM8sV8ey15MgQ5Z9sJmEjwsE2U0-8RBbAA&loadFrom=DocumentDeeplink&ts=220.11) Lenworth is not going to be in this meeting. Lenworth and Zach are going to be absent this meeting.

Ray: [03:45](https://www.rev.com/transcript-editor/Edit?token=fuTCSnqPqAaocOrZvbIQmKQjYEYdNWKKmKM5ObX7vpzFLv2jrFAcNWFABtEAktUaGLdjkJryUCfNkHQ-5REfQTosAhs&loadFrom=DocumentDeeplink&ts=225.19) Okay.

Guerschmide Sai...: [03:46](https://www.rev.com/transcript-editor/Edit?token=RcTlwhquY7MuUIyQ8f-kWXTSQERFa-__veSpmjHQfa2-f6gufvYNbwOl_oYVLPq2VbiESU3QDJU01RuEIlsxh6JkwXU&loadFrom=DocumentDeeplink&ts=226.47) Yeah. I can text Tristan. I think I can. That's not true. I don't have his number. I have his email address. Do you mind texting Justin? Lucy?

Lucy: [04:06](https://www.rev.com/transcript-editor/Edit?token=IC13Q5b7kBV6hwPM-P8cjU4OlsvyQHdSw0QM2p8LEDp9oO1fgtG0weRSYX3MZZ5wfnRRa4AZ7_jXDOQjdg--dbOOL1c&loadFrom=DocumentDeeplink&ts=246.94) Yeah, sure.

Guerschmide Sai...: [04:15](https://www.rev.com/transcript-editor/Edit?token=mWkYcIvA87H9TcgkF1sSVV7xxyvIUnaBnIasDQrfkhTRwyZkeEMtqtGIQJzDdbIpZNzPStb7GWAd6ueKCjiDV9rEuIM&loadFrom=DocumentDeeplink&ts=255.12) Okay. Okay, so while Lucy is doing that, I'm just going to do a quick check. Is everyone... In terms of everyone, I mean board members. Do I have all board members on a laptop, or a computer? Thank you [Atibo 00:04:30] for the thumbs up.

Speaker 9: [04:31](https://www.rev.com/transcript-editor/Edit?token=2YgiQ1SJ8Oex7FwYE9MHrowe16t716XW98VhnDngzjnRDo_-NDh7x7kRbKa0bKT04g707vxXwOn2ZkSG253pt-dYrC8&loadFrom=DocumentDeeplink&ts=271.87) Yes.

Guerschmide Sai...: [04:33](https://www.rev.com/transcript-editor/Edit?token=Erf5ckZkBj81CvgDYzuOKrXWftw8sp4HImLh645qlefPnhkkLtWNlea1fIsY35_fABAFEIlrGwxF5PjiJQbvMPF9gds&loadFrom=DocumentDeeplink&ts=273.59) Okay, good.

Ray: [04:34](https://www.rev.com/transcript-editor/Edit?token=OWye8fFfxxFdFVz3uTy7_CIUPr6A7L4_bsFdo3IbsTYjlDo4XpGSDb-t19eNthPHw3KDFrKtmXgcd38YEHHgueFSzEc&loadFrom=DocumentDeeplink&ts=274.43) Check.

Guerschmide Sai...: [04:36](https://www.rev.com/transcript-editor/Edit?token=PhmW85hlfDTUbRlj5buMRP5WJKA75Gn7z1UNq2GDkCr82H6FT66PhiawhmVwj__DT9K6RZLCCtYJpkk760DKhpZsULA&loadFrom=DocumentDeeplink&ts=276.66) Perfect. All right. Cool. If Tristan is all that we're missing, Lucy, I believe we have quorum, then.

Lucy: [05:16](https://www.rev.com/transcript-editor/Edit?token=C4-li1M4qdp6ngvk6mGuG_ZJRf8xShQL3xnVhmGtABk_r4ajvHAz7_bXHtN_gklxou3HJb4hztMATKprOmNK3zKs5h4&loadFrom=DocumentDeeplink&ts=316.2) Yes.

Guerschmide Sai...: [05:17](https://www.rev.com/transcript-editor/Edit?token=MXZXlyaTJ9OISeZE7chGlBjvmZHLqyiUwUP1h9LqVzasH4JLj-XlveGUP4gpPXHVlYqu6TRk-UtP8bmHkW6bdLZPuaQ&loadFrom=DocumentDeeplink&ts=317.05) Okay.

Lucy: [05:21](https://www.rev.com/transcript-editor/Edit?token=Jq9nTOEUg-VBqmrqLxRzmX1Y_lO8Y9KkwsVxrRxmwoV95uMDkUbymz07bzNJ9_vQp4Fi8_gPtA6jqxgQrGah6GLKJaM&loadFrom=DocumentDeeplink&ts=321.57) He says he's on a call that's running over, but he'll be on in five.

Guerschmide Sai...: [05:26](https://www.rev.com/transcript-editor/Edit?token=tt72bxbw5k6ke3ivT2oqjtg4m0VFor_TRtJ2EAH06PGHcZBsdiM62YH7hRGbZbYMxbkvpjb9LSvo_ShovjKVgBJ_mTM&loadFrom=DocumentDeeplink&ts=326.67) Okay. No problem. So, we can get started, and then he'll just join when he can join.

Lucy: [05:38](https://www.rev.com/transcript-editor/Edit?token=S8Z0vOOGb3lqF4FBCEJqOitFSW3kl0fEppD8gSM4uXG6Ye4LYzlVqTLO3SkGYyxZcG59ibbdSmlr9c-KwJZjeSSUm3E&loadFrom=DocumentDeeplink&ts=338.18) Okay, so I'm going to motion to call the meeting to order then.

Speaker 4: [05:46](https://www.rev.com/transcript-editor/Edit?token=pnV9GIDBYQYVYP-4kLd0bYgRY9ohrs-Ni49DK58gIRZnKj4CM-GaeWbI6DaN1g72wV0G8mttjET2OtYzuNoxLPU-2VQ&loadFrom=DocumentDeeplink&ts=346.81) Second. Atibo, for your records, Ray.

Ray: [05:51](https://www.rev.com/transcript-editor/Edit?token=Tm1giGPdygDHScQUS8Z2hqNvtfxHUjtLNcpPD6VhNzKhQJJHVBo373BcW2_KC0sks8pDNuWZZWqYc4Ueq68KqSNcRyQ&loadFrom=DocumentDeeplink&ts=351.83) Thank you, thank you.

Lucy: [05:52](https://www.rev.com/transcript-editor/Edit?token=uJfXn8vlCY_xQDx2xgVv2JAMxkRhgOtcS5aIdb9Yg7GuOVeJF3tgN18ptEFH2bML7q75X-5sEEhFBYbnm55w-15uKXQ&loadFrom=DocumentDeeplink&ts=352.99) And then we want to approve the minutes from last meeting.

Deb: [06:01](https://www.rev.com/transcript-editor/Edit?token=xugesFFkuY7grIwaRqABYnW7dwNh778YZpnTLmjCZobTMHGytofC7asX1kHT1y785Qc3QhGb4PLjhunnsnhJrFeaQ4w&loadFrom=DocumentDeeplink&ts=361.04) Second.

Lucy: [06:03](https://www.rev.com/transcript-editor/Edit?token=Boh1B5wR1zBhrjxN_XjT4p7Qd_qZdds5oE6CrhcvA6tnXhROgYVWoyuuXhsxxoriXlbxZYhLpBhzFvf5L5D34P7Wj1g&loadFrom=DocumentDeeplink&ts=363.5) Oh, [inaudible 00:06:05]. I don't know if I framed that correctly. So, I'll keep Deb's second. But I'll say it as, I'm motioning to approve the minutes from last meeting. Deb second, all in favor?

Group: [06:18](https://www.rev.com/transcript-editor/Edit?token=mxcUKYBEUZUus6hoSZI2IOV5WSD0E5p_dQtvp--WhwqXTxBu-I_0Uyxps7h3XlfeAZyfbcqms9T1_M3tV9KAVI2bL6A&loadFrom=DocumentDeeplink&ts=378.95) Aye.

Lucy: [06:21](https://www.rev.com/transcript-editor/Edit?token=XUYiXaYwp-tL2_EjEORdDNYqGJlcAEZIKx2RQdJMdHH_p_5FQdMwI5L3OezfVk2vzNJPYu-vL7eZs9Dh2Q6aE4riKJo&loadFrom=DocumentDeeplink&ts=381.12) Any opposed? Okay. Public portion. If there's any non-board members who would like to share anything with the board? Hearing none. We'll go on to the board chair update. We'll make it very quick, since we got a lot on the schedule for today. But, it's summer, welcoming back all of the school leadership staff who's with us today back from break. I hope that it was a restful and restorative break.

Lucy: [07:05](https://www.rev.com/transcript-editor/Edit?token=dDkWXShdgE15I-g5bNP3434Bykg3GP1lCFjI8Vw75t7BtOOCdlUeNp8u5nwuu-LvUbUgnqa8Su4uQGJbxkypDHLTbDE&loadFrom=DocumentDeeplink&ts=425.41) We've talked in individual meetings, so I won't sort of belabor that point. But, finished out 2019 to 2020, which was quite a doozy. Not what any of us expected. That could be the understatement of the century. But, here we are, back and raring to go. And hopefully, just a little bit more prepared for what is ahead of us in 2020 to 2021, and I will omit all political commentary from the moment. And that's it. With that, I'll turn it over to Guersch.

Guerschmide Sai...: [07:40](https://www.rev.com/transcript-editor/Edit?token=Jqg2Tx8ZOGDKCmoLdwpjiExHYfNpJN-iwX1KNL71VSfsVMT8-va50kcTnlTJmgsrubBjU6scRkeFOanK9fC7Jnd6q5A&loadFrom=DocumentDeeplink&ts=460.05) Okay. Thank you, Lucy. So, as Lucy mentioned, 19 to 20 was a bit of a doozy. I submitted to all of you, for review, something quite different from what my typical ED updates look like, because we need to submit a reentry plan to the state, well, to our authorizer, and to the Department of Health, so that they can ensure that how we are reentering the building in 2021 is safe, and is aligned with all of the DOE and CDC standards.

Guerschmide Sai...: [08:16](https://www.rev.com/transcript-editor/Edit?token=zEGW6QgSx1UwvUa5Ntq84RfGIGzHAdDU3MMsNblnGP7ec3J4szBw0-P_KeW5qGr0x9297T7QrtT8kGkTqKjX3x0xyQc&loadFrom=DocumentDeeplink&ts=496.32) So, one great thing is, we did decide as a leadership team, and we spoke with the taskforce about remaining remote until November. And the reason we chose November is because that is the end of the first trimester. So, it's about the first week of November, is our first trimester. We felt like number one, we had a fairly strong remote learning program last trimester, that we know with some tweaks, we can make even better for our students.

Guerschmide Sai...: [08:49](https://www.rev.com/transcript-editor/Edit?token=uidFtjQML_A_XWSIj6_AcoWaV14uBKqUqzpGCnFxaWuMCAnvUvTQqR-foxCWEZClW3rsMdP8blrGTOQ7ObtS0x7fGBY&loadFrom=DocumentDeeplink&ts=529.88) And just given all of the data that we currently have, with all of the unknowns, we just didn't feel like we were quite ready to go back into schools, right? And so, you all have been following the debate about whether to reopen, or not reopen. And I think one of the benefits of being a charter school is that we do have the autonomy to make the decision to not reenter the building, even if our district of location has decided to do either a hybrid model, or a 100% in person model.

Guerschmide Sai...: [09:23](https://www.rev.com/transcript-editor/Edit?token=WSpoLLFUnpEbh0RicFGcR3BEXvn4G4eOiZPjmyFKZBNM_LANfPQ8ER-nqbl7xbg2sEFSTOwOz1IQ9DoxtXESB178Enc&loadFrom=DocumentDeeplink&ts=563.24) So we decided to stay remote because we think that will be the safest for all of our families, all of our students, and all of our staff, and will allow us because, of the length of the trimester, will allow us to essentially take a look at how reopenings are happening across the city, and whether or not that creates an additional site.

Guerschmide Sai...: [09:44](https://www.rev.com/transcript-editor/Edit?token=4ULFedExrXavCNHFSGqrneQ6sekDF6WUuuu1L6SIz5N6tF-bSUs7SBesoltnaxcRUJ6b9i8_ELVk8FSl667Yw086uR8&loadFrom=DocumentDeeplink&ts=584.36) So, we are planning to, sometime in mid to late October, run another assessment to see if we should be in person for the second trimester. And so, there's more to come on that. So, what I shared with all of you is the actual plan itself, and I can share the screen, but you should have seen it in my update.

Guerschmide Sai...: [10:10](https://www.rev.com/transcript-editor/Edit?token=t6ubu8fmi-WwuoYQ1_4FehK6gp0ZzhlZZMn8ctfPI6KCaAiIVfcFbHm82yylogeo6nVM7gAUKvzXepFdGK9wXw6bfy0&loadFrom=DocumentDeeplink&ts=610.97) So, just wanted to first see if anyone had any questions about the plan itself before... This is something that we will have to vote on, Lucy. So, once we're done with discussion, you can make that motion, but wanted to see if folks have questions first.

Ray: [10:30](https://www.rev.com/transcript-editor/Edit?token=QxMDnsZQeyJq7xUm0xFTWyt3SuOLsfjplFQC2ffbLBt7TEUVJqBwnXT2Qv9rYplwt1AS4-5EHeox1oRkUYvQYdcCxqc&loadFrom=DocumentDeeplink&ts=630.63) I can start. I thought it was pretty thorough, thank you for putting together. I did just have a question in terms of what other school leaders you may have spoken with that kind of have similar ideas, or that used some of those thoughts, or conversations to help develop it.

Guerschmide Sai...: [10:48](https://www.rev.com/transcript-editor/Edit?token=OOrHqYcmtsVxfDmiMPpovGlbZB5zne88nkJMiALN4OkYnEKw8WoCz5CQr8Jiz17dv3G8zvMVJmvS38iqthHBdalqXEw&loadFrom=DocumentDeeplink&ts=648.65) Yeah. So, the thank you really goes to the full team, I should say, because they did a lot of work putting this together. This, alongside the social emotional learning plan, that you have not yet seen, but we will share shortly. In terms of what other schools are doing, I did have some number breakdowns, most of them are looking to have some sort of hybrid model.

Guerschmide Sai...: [11:15](https://www.rev.com/transcript-editor/Edit?token=KuRMSq_mZW-UFk4PnomQEeUvQtKcd53RiwHS3oPQTaw97jAiJLLXs4t7o13MrMC3kKpgsFYcF9LmEUOv35RyeJ-6_eI&loadFrom=DocumentDeeplink&ts=675.13) And when, in my individual conversations, anecdotally I've heard from some schools that say that they did not feel confident about the work that they did from March to June, in that many of them did not do remote learning. What they did were packets, and they did not feel like they could sustain that any longer. And so, they are really pushing to be back in front of students, and in person, as much as possible in September, so that they don't lose any more time.

Guerschmide Sai...: [11:47](https://www.rev.com/transcript-editor/Edit?token=YjVIODeQLd1ERbtDTQr5CsdVkQefDZjyLAZSfZhqiUhoqZLunnnoUf6eFXhvSwJJeIgCjutEjuPvHibKawy-OJ4o0_E&loadFrom=DocumentDeeplink&ts=707.64) And so, in the conversations that I've had with other charter leaders, they are actually looking at the La Cima's plan to say, "Oh, my goodness, I wish we had thought about doing it this way." This is not to prop up the team, but maybe to prop it [inaudible 00:12:02] a little bit. But for the most part, we have found that many leaders who are staying remote, it was because of what work they did in the spring that was really robust. And then I'll see if I can find those numbers for you, Ray.

Robyn: [12:17](https://www.rev.com/transcript-editor/Edit?token=8YlLD_6DmAcGo9PWq4CLF6h-dyrQwYSEISNGLso_RufB8DbawEbMeWNFh7Rk22am0qu8ymyNswvsaGvaDvfvVH7-mCU&loadFrom=DocumentDeeplink&ts=737.9) And also just to speak to the point of which leaders, or what professional circles we participated in, [inaudible 00:12:28] and I participated with the consultant that partners with the DOE, and she facilitated a two day Task Force for school leaders to think about everything that needs to be considered, if we were to open, whether it was a hybrid, or a full brick and mortar schedule. And that task force was very informative, because they broke all the school leaders into different groups, such as health and safety, protocols, school culture, teaching and learning.

Robyn: [12:57](https://www.rev.com/transcript-editor/Edit?token=SQ0zTMmIkyPy5R3wHU-kZgMB2AG8CTvjbEuvNTgXFR3iWiQI1AAOMDjM_J7_TKg5xwoXOleH_rWse8Pike3Ojzs27i4&loadFrom=DocumentDeeplink&ts=777.87) And so it allowed us to really just bounce ideas off of each other, and also possible scenarios. I know, I was in the Health and Safety Committee, and it was very interesting, we had a lot of conversations of all the health and safety measures that would have to be taken, and all the protocols that would have to change in order for us to go into a hybrid situation.

Robyn: [13:18](https://www.rev.com/transcript-editor/Edit?token=NemDwcdJQ7ySZC8BecA93gYKinamalljmoJt-SS7ntrs2d2tOdD_wHpcrokZDVu3g0iOHax7mrkYkqCpROuwT3x_gc8&loadFrom=DocumentDeeplink&ts=798.07) And one thing that we found in our group was that there would be a large amount of time allocated to maintaining the health and safety, that would definitely take away from the actual learning time that students would receive in the building.

Robyn: [13:30](https://www.rev.com/transcript-editor/Edit?token=8wtDcP5UwsYITqFfcMhsNzroz9GQvbd-Td5uKV5Jg-GaL5YLd9BqDIW-L_wLOAXha2aC2ZN-odTgDe5MZ31ZVH3Ph7w&loadFrom=DocumentDeeplink&ts=810.41) So, us participating in that task force really, besides, in conjunction with other private conversations with professional colleagues that we've had over the years, all of those conversations definitely informed the collective decision that we had as an ILT with FLT to make this decision, and to ultimately write a plan like this.

Guerschmide Sai...: [13:52](https://www.rev.com/transcript-editor/Edit?token=D7kOCwYOBQuT7m0q37VsAdVrCtf61UASKWE4M0qdmEgkxXvXlpZ8LZm3A55fAZUP41RJ1-L8FpjXDxB6CG9jQ9eqLNg&loadFrom=DocumentDeeplink&ts=832.13) And I have the numbers here, by the way. So, this was from a call that we had with the authorizers, the New York State Charter School Association has been holding weekly calls. And I would say most charter schools in the state have been participating. So, this is a good representative sample. So, about 4% of elementary schools across New York State have already decided to be fully in person. 46% are going to do a hybrid model, and 21% are going to remain fully remote.

Guerschmide Sai...: [14:25](https://www.rev.com/transcript-editor/Edit?token=kGZAe737NMq-c2QHS44IRrPuXQt9xDRUb7E7UoRPcPql_rHxBXklimD9zYzwuHtYPSwlNbjyp052VUP3qg2wT3Bmg7A&loadFrom=DocumentDeeplink&ts=865.49) And the numbers are a little bit off, because they asked everyone this question. So, there was also 29% who don't have elementary grades. So, if those folks were removed, then you'd see the numbers drop, but it seems that hybrid is the most popular option, and fully remote being directly after, being the second most.

Lucy: [14:46](https://www.rev.com/transcript-editor/Edit?token=TlpfBXr5K6LFtfsxrN6axEMgqRt_7I9gtKvjUGcnipoStVXJU_CVmKTImK-csECNXuWLsjKCH1PKaz6j3PdFfhr2ooA&loadFrom=DocumentDeeplink&ts=886.65) I guess that was only... That was a survey of only charter schools, or all [inaudible 00:14:52]?

Guerschmide Sai...: [14:52](https://www.rev.com/transcript-editor/Edit?token=iOznQMARVynIZAznqbJrC76vlwc-bsK8ra973qLiQzghOt7MCPPaAOcTWwsVRr4MVsUHwM4Bvw17vjZOD9VvSzIyo4w&loadFrom=DocumentDeeplink&ts=892.65) Yeah, only charter schools were on the call, across New York State.

Lucy: [14:57](https://www.rev.com/transcript-editor/Edit?token=ghNcP7e17xqFGQ-zH6aMmKCuIs7psXxp6EzvxORtO29BI2LPfNQJJYkYmgFCIwZgo9bXxkzUnQSRT1JDVF0Ppziq1XU&loadFrom=DocumentDeeplink&ts=897.12) Yep.

Guerschmide Sai...: [14:58](https://www.rev.com/transcript-editor/Edit?token=s3D_OEhBR8OQdU8sNh5qcjQLVS8X94I_IxGjLnV0Kn4MbhYuVjifaFx3PHrYR7PvndEXUFTKSmNZgY5yNPsjXlZJyG8&loadFrom=DocumentDeeplink&ts=898.15) Yep. And, we actually will have, I don't know if you all recall back in the 18-19, we had visited Hyde Brooklyn, as sort of a Blue Ribbon School for us to visit, and get those practices from. We actually are going to have a call with their counterpart in the Bronx, because they would like to learn about what we did for remote learning, so that they can have a more equitable program for their students, around giving out laptops or what have you.

Guerschmide Sai...: [15:31](https://www.rev.com/transcript-editor/Edit?token=rVBOFPv4N-Oq-h-y_BFpFjxj9N_YS2UswL0xlyEEF--ItAH37Nf5c8EYPxgQTw5VtOYvq4UVKCUeiaCdZDNMV93w6_4&loadFrom=DocumentDeeplink&ts=931.04) They had decided not to do remote learning, because they felt like their students didn't have the technology. They didn't have the devices, and they didn't have the savvy. And so they felt like, from an equity standpoint, they didn't want to do that. So, I shared with them that we are on the opposite end of that. So, they are going to speak to us about best practices around that. Any other questions? Any other comments or reflections?

Ray: [16:01](https://www.rev.com/transcript-editor/Edit?token=qzZm23q0h_UFppHEQnJRk5Ortw_gcJ8WJXZph6taHyOxQKu5gZ4aX5JCy5cphrMkOoj_v8v3tfnq3x6xEQrPfRE7i0Y&loadFrom=DocumentDeeplink&ts=961.27) Yes, can I jump back in?

Guerschmide Sai...: [16:02](https://www.rev.com/transcript-editor/Edit?token=1AbR_Kq1NHZuUYhm0qONOziI_hq48a8T3Fjd_TAWD5ofdH4FZPGmtsrZIK7mLYrhdOVMoXExWQ9iQCdc5Na9c3HK-Tw&loadFrom=DocumentDeeplink&ts=962.62) Yes, of course.

Jen: [16:02](https://www.rev.com/transcript-editor/Edit?token=msVFDwbZMqbJbOrMifsWSUbeTw9ZWc_Ohe88_vi-2IJ1GbFZiAvGZJ4AsPO1QWxvzRTtS6uiwKitlXlOUhDYuIPUsHg&loadFrom=DocumentDeeplink&ts=962.81) Yeah.

Guerschmide Sai...: [16:05](https://www.rev.com/transcript-editor/Edit?token=HvZSbuJqExTGDCAkX1wvaPPTfllsyz51PyOaMeNT3hKBn6GVnncz8AW6iYbhNs9ux2CSCg1fuhJvpgzTYxcJjfjCY_8&loadFrom=DocumentDeeplink&ts=965.77) Ray, or Jen.

Ray: [16:08](https://www.rev.com/transcript-editor/Edit?token=A2xlKE4aoBGQbpb0ilWq7PR7wlEYtWF6OlcC7fBZUBAw_QWl2JJT9rTeSnp5aSCy6hMbJnTEQz-5_ryOMp-lU5LIHfw&loadFrom=DocumentDeeplink&ts=968.18) I'll be quick, Jen. I was just gonna say, Robyn, how did you guys get selected for that task force? Because that sounds like that was really helpful.

Robyn: [16:16](https://www.rev.com/transcript-editor/Edit?token=31s55R4njUk79dYSR4eMQLGirZ_lPfQGgGpeLrcVo1TyWWvtdMt3zeSMMGggfUAfhyeWzJ10gmpzFqsPZR4hyy1zB0M&loadFrom=DocumentDeeplink&ts=976.39) So, that was all [Alleta 00:16:17] and her professional connections. Letta, you want to share with them about it [crosstalk 00:16:21]?

Letta: [16:21](https://www.rev.com/transcript-editor/Edit?token=6YRwlMGaQLJBk3WsFO5dNo-5Lxa2WvUkN8utSJur57IaJY6XREOME3aUorpTA5fY0diKW6PyJHsn3CUAMHyGAQQW6oo&loadFrom=DocumentDeeplink&ts=981.76) Yeah, I belong to a group called the Black Girl Collective. It's educators and Black women who are unapologetically Black, and beautiful and amazing. And so, the superintendent of District 16, is actually a part of the group as well. And Dr. [Soma 00:16:41] Bartholomew, is the woman who facilitated this. I met her when I was at the DOE, and she invited me, and a few other school leaders to participate. And it definitely proved to be very fruitful for us. It reinforced a lot of things about our practice. And I mean, like Guersch said, I think it is okay for us to kind of have some... To brag a little.

Adel: [17:10](https://www.rev.com/transcript-editor/Edit?token=zXqZKXUywHdvD6crfNPcQbPdIZgrI1LKNwEdUhB6O-zI-a_d1Ju4Z_6u9_36LLNYUTCCbig09mzc-yfWJIRJBTbXT5w&loadFrom=DocumentDeeplink&ts=1030) Absolutely. Absolutely.

Letta: [17:11](https://www.rev.com/transcript-editor/Edit?token=zVlOzteYwlmnEAWLObqzUWJ4z485UtPp45RwVPa5I_ozRsnCRm9mRDsIP7rPSAwQzEIeZlLdgE622Sz_UMs1eI7VsmM&loadFrom=DocumentDeeplink&ts=1031.88) And it did get us thinking, and ideas percolating about, what will it look like for us, when we go back in person? A lot of considerations, and Robyn said it very beautifully, that the time that is going to be set aside, and the involvement around just getting the kids into the building safely, and having them exit the building, and the fact that they're starting later, several of these schools are starting three weeks later, we just really thought that given that we've gone through this process of doing a pretty successful remote learning program, we could continue in that way, and use the time in the interim to plan for a very effective, in person reopening, that is super efficient, and allows us to spend most of our time focused on teaching, and learning. So, it's the Black Girl Collective.

Robyn: [18:01](https://www.rev.com/transcript-editor/Edit?token=LFzNLWvDaGL5TRHqREihRII2DGTU7fSHpzFnfzZybsWA76L9wYMLR6XC5UjwX8N4VrQTm76ZQCc6sNDZOdfsMVYoFUU&loadFrom=DocumentDeeplink&ts=1081.78) And one more thing I didn't add, we also participated in Success Academies webinar for school educators, before they kind of went back on their plan, when they had a full plan of going hybrid initially, we participated on that webinar, just to hear some of their best practices on what they planned. And one thing that was very interesting on their public webinar, was the response from the families, and how scared they were, and how resistant they were to the plan that they were showing publicly.

Robyn: [18:30](https://www.rev.com/transcript-editor/Edit?token=ZOKdPG3pMvVDpr9R-gK7uU4Xi5ysqEzv9YRz6d6VHxfjVrZoLb_xtEGQW9DL9osSyE-kcq_h3OMlTYmBFPP_QwhBJYo&loadFrom=DocumentDeeplink&ts=1110.23) And so, I think it's really interesting that even Success Academy went back on their plan, and chose to go fully remote at the beginning. But that was also very informative, to get a sense of what the public thought in terms of family perspective, in regards to a hybrid plan.

Guerschmide Sai...: [18:46](https://www.rev.com/transcript-editor/Edit?token=vs5P69CvZu-6HqeaQCCf7dv3FevsLFy8dg3qQ_j1lI3_KNjTyKigv29KuE1rRuWK_keoIsD5s0v5vnFxbFDNjvNc8mY&loadFrom=DocumentDeeplink&ts=1126.8) Jen, you had a question?

Jen: [18:48](https://www.rev.com/transcript-editor/Edit?token=1eHct-c2JS5CZh2yQRs6UwXlfSq1Fj-qhgZa-_VUO_uYES2kNP81P9S2Dz1zOxhnZ4thGwxzO7fOT7wuLPAZtO2jbIc&loadFrom=DocumentDeeplink&ts=1128.03) Yeah, yeah. I mean, this is jumping the gun a bit, because I know part of it will be reassessing once the time comes, and we don't know what could change. But, with the scenarios about some of the in person classes, it looks like students would be on a rotation, for any of the scenarios, but not teachers necessarily. So, I'm just wondering what the response has been to that so far, particularly just because there's been a lot of national conversation, specifically around schools and teachers. So, I was just wondering what the thoughts were about that.

Guerschmide Sai...: [19:31](https://www.rev.com/transcript-editor/Edit?token=OXOjYii3HisABtXli1AaNyiFEc-cy0a9hkNJ_J0L5U12Xfzsx5wTJNI_WlxE1iQI8qlhU_tUz3SHaD3FNG-Qq-uGFqs&loadFrom=DocumentDeeplink&ts=1171.03) Just to clarify, we've not shared the hybrid options with our teachers yet.

Jen: [19:38](https://www.rev.com/transcript-editor/Edit?token=X4mB9E7KVX0jWknWVMXlpo9vfh3vnSh7QR-ExunvVBa851MA73478jwCei84Tw-IVG639T6aw4vFlL9g5CFogsQMHlk&loadFrom=DocumentDeeplink&ts=1178.41) Okay.

Guerschmide Sai...: [19:39](https://www.rev.com/transcript-editor/Edit?token=fPoXEpmfJ5LEp56T5lmgucgXOd83AoDg67o46H6CWJGcipRzl8EKL9foPS-dah0XhVXAOI-H-Pi9mfWF5teU2B7p3R4&loadFrom=DocumentDeeplink&ts=1179.47) What we've shared with them is that we're planning to be remote for the first trimester. And then in October, we'll let them know what will happen for trimester two, and what in person might look like, because I think, part of it is we don't want to make anybody nervous, or lean towards any one piece. We want to make sure that our choice around which hybrid model we choose is rooted in facts, and is rooted in data, and is rooted in what's most feasible.

Guerschmide Sai...: [20:11](https://www.rev.com/transcript-editor/Edit?token=VmQArPrVtmSI1wtRRCDivDxcjG4IvIweJ2NbvAZEbQ9_M5bCy1423ItTZGoTyyVVGvfzmRAc2WN3FxqNc0sskq9uIEQ&loadFrom=DocumentDeeplink&ts=1211.52) So, we've not talked about letting the teachers vote on it or anything like that. I think we're, as a leadership team will make a choice about which one makes the most sense for our population. And I don't know if Letta, or Robyn wanted to jump in, and add to that.

Letta: [20:25](https://www.rev.com/transcript-editor/Edit?token=u0EWbTWDgi0W43-kLglQyH4m6pOGPh8y7J26WP2olYaochNzZ5Fr2YoALkLABYD5SJ5gAKq7kOKQHe5hcBJy9EaO4Xo&loadFrom=DocumentDeeplink&ts=1225.35) I think what you shared make sense. This decision was made by us, based on the current information that we have, and we definitely feel that it's the right decision, and our teachers are not apprehensive to share their thoughts, or their concerns going into what in person teaching would look like. So, we have the opportunity, and the window to connect with them, and get their feedback about what their thoughts are about the different options that we can present for hybrid learning.

Robyn: [21:02](https://www.rev.com/transcript-editor/Edit?token=LkgbKL-elTjm39nyI4d3LpBui2KAc4lm2zU9r34fgVlKapl40LQS-A6QYp_-ia3M8duk2lX3mejglfpSmeY1KDt3j8E&loadFrom=DocumentDeeplink&ts=1262.44) And one thing that I will share when I was on the task force, talking about health and safety, the protocols that have to be put in place for health and safety require additional staffing. And so, that's why I would assume that many of those schools, that's why they're requiring for the teachers to still be there five days, just because there are a lot of additional roles, such as temperature checking, such as monitoring the streets to make sure the kids are socially distanced as they transition into the school building.

Robyn: [21:28](https://www.rev.com/transcript-editor/Edit?token=4rTqgBg4do6-VPwlJRHJ2Xoot_9bYtOz4serN8w8OrVAuob_cwWYkx4mDeeSRCWUnUdpYkNy9VtL472i6Nsxt_-uDcc&loadFrom=DocumentDeeplink&ts=1288.52) So, that is definitely something that we have to consider once we get to that phase. But, I think what will be really important is that we'll have a lot of examples, if the governor says that some schools can go hybrid, we can definitely look at those schools and see what they do. One thing that was helpful in that task force, we were on the call with a lot of DOE principals who have limited staffing.

Robyn: [21:48](https://www.rev.com/transcript-editor/Edit?token=oJTZHy2Zl-IYnLH72ndxxTlfS9vtFwHl6EHjvSx-H58_TnnowhVTQLowbGt5nzwu5eeysQkyW0ZPxuEx-glhSvKg4UQ&loadFrom=DocumentDeeplink&ts=1308.87) And so, that was a major concern of those school leaders, of who is going to do all of these additional roles? And so that's something to consider, as we watch some schools potentially transition into the hybrid setting. Staffing is a crucial part of it, in a fine balance with adults health and safety as well.

Jen: [22:09](https://www.rev.com/transcript-editor/Edit?token=tcFUfHc6ds2ArvP4J2noAFb33AXEx9DysxjSBBsBhje6Fa1qR67fLXn7uvEijTqYKl6_dQrPovkLjm6gbYYUUo_XuSM&loadFrom=DocumentDeeplink&ts=1329.97) Got it. Thank you.

Deb: [22:12](https://www.rev.com/transcript-editor/Edit?token=PmLCfrbQcykbO_7YGeO3nT-dvkr_cXjQ_xQhFmh798UpIT33RWKAacMwQ7-5GYe4IBv9-5wK969UhYeyBa_6PvhJdF4&loadFrom=DocumentDeeplink&ts=1332.14) I have a question.

Guerschmide Sai...: [22:12](https://www.rev.com/transcript-editor/Edit?token=ygQM2FjyJpDFOk-SgQGcvTXB4RMNBLQTQNC9L8xEOmrjcsbiNXxdtAwIiSiSTv6s7ZCInunbqr8Vh3E009O9erMtB3Y&loadFrom=DocumentDeeplink&ts=1332.96) Yes, Deb?

Deb: [22:14](https://www.rev.com/transcript-editor/Edit?token=NZETjqifx5vB6GwwIG50be0wU8LcG7h8-2YeZbz-Y7cSSrlinX6BtrXs63_RmJ_A4E436AeviwvLJVVbRyHuQg_ULvo&loadFrom=DocumentDeeplink&ts=1334.38) How's the temperature among your parents? Have we should any of this plan of action, or thoughts around it? Some parents might have to go back to work. How are parents feeling?

Guerschmide Sai...: [22:32](https://www.rev.com/transcript-editor/Edit?token=H866EF41zs2VcJV_4vAIdQhfDGHe3a1FMpdBIhSMt7mn2qQJf9KMPtpcq73Td1UdIL6qFzGre6H39LdeEFDlbghWywQ&loadFrom=DocumentDeeplink&ts=1352.92) Letta, do you want to take that?

Letta: [22:34](https://www.rev.com/transcript-editor/Edit?token=LGEIfPtt2Yy3O92UcWOBhhedHeoMWrDTZMUlaHGLnGWXWO4vWAMKLTwr3G1T71NQr7T8-YFEI5A6ems8M0eZD1qUnQY&loadFrom=DocumentDeeplink&ts=1354.16) Yeah, sure. So, the plan did take into consideration input that was provided by parents. I believe, did we talk about... We shared some of these stats during a meeting that we had, right? I think Lucy, the task force meeting. Yes.

Letta: [22:50](https://www.rev.com/transcript-editor/Edit?token=qK6c9SZMxKM25_sHb0UzFG3m99wtu1xHeDndlR5TLWRBDdsfeSEivW4hwbYPW16Sjc-cMuqOEaiNwWsJ7069bhCfyNk&loadFrom=DocumentDeeplink&ts=1370.6) So there were we, as part of the task force, where we shared that we were going remote, we had surveyed our parents before the close of the school year last year, and we did ask questions around a number of areas related to the possible return of school, and the sorts of considerations, or concerns parents would have. And we found that overwhelmingly, parents would prefer in person instruction. However, they were very much concerned about their child's health and safety as a very close second.

Letta: [23:24](https://www.rev.com/transcript-editor/Edit?token=BbRXiH2-m8u-S74TKAb41YqJSxhTVunVX2rvMDsG2Jep1YO-n09jvX_nXoVIwaS6pQ7VRK3F1Hl-J7RX_Vg-0B3Q9M8&loadFrom=DocumentDeeplink&ts=1404.7) So, we had 71 survey responses, or 72 survey responses, and I think it is enough of a representative sample for us to abide by it, or make decisions based on it. We did ask questions about whether childcare would be an issue, and for most of the parents, they did indicate that they could finagle something if we were to stay remote.

Letta: [23:52](https://www.rev.com/transcript-editor/Edit?token=QsFtUMDcRkeFT5W9nMRSjvHH77z89OWrH0sCGF9R4QxvSjKJKH7kJp4lFvHLOOcrbfyYSqdyZLxUfCGe-uq1RWOcCXs&loadFrom=DocumentDeeplink&ts=1432.62) We asked questions about if there would be any transportation issues with families, and most of them indicated that even if the district would not provide bus service, that they could get their students to school. So, the survey did impact our plan, ultimately, as well as our decision, and it's landed pretty well with most of our families so far. I haven't gotten any feedback otherwise, because we did survey our families to inform the plan in the first place.

Deb: [24:26](https://www.rev.com/transcript-editor/Edit?token=EriKxlrzvnuPUTrtTAtM-tiJVZ3ytkPUd33FGAb-Kw0YtnU6I8NL058MCDi_9hmHiN_zT-zbNxTJeGKk2TCLisciZLk&loadFrom=DocumentDeeplink&ts=1466.35) Thanks.

Robyn: [24:28](https://www.rev.com/transcript-editor/Edit?token=vYZITtFZmOXx2ZU9dJQ7o5jEoqtRbrk3zi-g7pwDBwqeU535jR7BqVLu6PX4dElewSbrl_2oJrrbE0nm2jwVBqvocDs&loadFrom=DocumentDeeplink&ts=1468) And information is posted on the website as well, for their reference.

Guerschmide Sai...: [24:33](https://www.rev.com/transcript-editor/Edit?token=smHwVMQCi7O0eiAPKKQEiBIvazWNuSTDGVdEHGOwdaRkshJ81F0LaGLCV7_f7n-nDMZmFobwkeZkuOjZ5c6EpzuAf28&loadFrom=DocumentDeeplink&ts=1473.38) Any other questions or comments for the team? Okay.

Ray: [24:42](https://www.rev.com/transcript-editor/Edit?token=YJHFoWK2mzya1ZKZth3DCkvPy4CX11JWr0CJLPVl_xea3sXV1p_fLV0VSPBs5qjiPiV4dQ-58cEfZe3Zu2HLBqofXXM&loadFrom=DocumentDeeplink&ts=1482.61) There was one question, have you, or has there been in discussions around billing, and how that may or may not change as relates to sets, and all the in school services?

Guerschmide Sai...: [24:56](https://www.rev.com/transcript-editor/Edit?token=3don-bBsFTxqdkHRbUwSo-LUc_v0jcFF8YOP7seRkLXVqoWbTVOibTZoo7icWBrG53B12ErIFtfpR_fDtOf0zkhLeAM&loadFrom=DocumentDeeplink&ts=1496.29) Yeah, so there have been a lot of questions. And a lot of discussion about billing. We've not been able to get an answer, or an update from the DOE. Now, we did get our first per pupil. However, what changes may come beyond that, we don't yet know. So like I said, we're on the calls every week, and that's a question that every charter school leader is asking. So, we're just waiting to hear back from [Anyelli 00:25:28] and team, what, if any changes, may come up. So, we'll certainly keep the board members posted, if we learn more.

Deb: [25:42](https://www.rev.com/transcript-editor/Edit?token=Epn9aG1H3w4OcxMyEZ1sKo0CtY5QIMpP60QUI_GVlGC1yvxvgxy-5ZUuA_yjoFphuDy17-doBHVvcByoM2BbS1BESsY&loadFrom=DocumentDeeplink&ts=1542.31) You guys pay rent, right?

Guerschmide Sai...: [25:44](https://www.rev.com/transcript-editor/Edit?token=5MizqLloUPgC6UDQvfd-D0gawLwn1vkfyOaxzh1HdQcEtPUNn7PjlhO2v91zOydUHsAmjrXSO84vqnfpw2DoZXtE5ds&loadFrom=DocumentDeeplink&ts=1544.49) No.

Deb: [25:45](https://www.rev.com/transcript-editor/Edit?token=Yoa_k392zTvZ6_kJA_1IwDl0auq37F_pRidbIaCfJjmzaPVJdvalxfGsMiDg04JLlM-b9IyA-JtOE2vJA5vGH7nk37A&loadFrom=DocumentDeeplink&ts=1545.42) No? Okay.

Guerschmide Sai...: [25:46](https://www.rev.com/transcript-editor/Edit?token=PE3fdR4HgTd6ZbDkk9VbS4mBS4tLfBXosMVqCHCv7tLeZz3_S7ndpoYMje3klZuehZ_nV_6BOMy3nlWj22C-D9ZKxx8&loadFrom=DocumentDeeplink&ts=1546.62) No.

Deb: [25:46](https://www.rev.com/transcript-editor/Edit?token=PoFyUbzCuVMAmWwRWupTN9PsJBw5v8nrkC75LCrJXeiWq-Ih2sBs3FSl74UcVRsiGcxM9uIAD951gOQ8tuVrVnou2kQ&loadFrom=DocumentDeeplink&ts=1546.73) I was just wondering where that money would go, since you don't have to. Okay.

Guerschmide Sai...: [25:53](https://www.rev.com/transcript-editor/Edit?token=HMWjUNeS4M3_PdFWAgoJjP-V7HXjuEliL8zOdtTW2NiCg03tPBxp4L4j6P2j4h1cnTcP_ua7_aKGjEU-FG5x8UtNot8&loadFrom=DocumentDeeplink&ts=1553.89) Any other questions? Okay. So, as I said, we do need to vote on the plan, so that we can submit it. So Lucy, I'll turn it over to you.

Lucy: [26:11](https://www.rev.com/transcript-editor/Edit?token=lB5pZ0wSr77X1wnXP2X0sP_Bm-8UuwMWx0UivPpqzY04_1x_MKLXLwMrNovmzhCg4igm9z7-c4PzZITnvq1LD4rv4AU&loadFrom=DocumentDeeplink&ts=1571.46) So, motion to approve the La Cima Reconnection Plan?

Jen: [26:17](https://www.rev.com/transcript-editor/Edit?token=ePtEpZp4wydCTvfGvwAcsgAmaW5UU76pp5ohwmZZo2c7oG4EgCLojxgUf0KmOi1NrdGUfYhu_f2uZvmnGJ2tseOb6-w&loadFrom=DocumentDeeplink&ts=1577.39) Second,

Lucy: [26:18](https://www.rev.com/transcript-editor/Edit?token=lx1-Gm93Qsa1-UlvQUivSaJFrAvjLyxaSShYOrooWGIj1Tot9z4Vs6MFWVyUSP4K7-INFK0nDHtwhZObm0yyZ2KYN7Y&loadFrom=DocumentDeeplink&ts=1578.81) All in favor?

Group: [26:19](https://www.rev.com/transcript-editor/Edit?token=ps2tSPCD5k8r1E6N2aIHUKJyfvvDFQ2HwNIu5wAtOme438FLEIv0i7PYkz9X3gOCWJ9d9We7x_2uuQfKIyW_mcT6cUY&loadFrom=DocumentDeeplink&ts=1579.68) Aye.

Lucy: [26:27](https://www.rev.com/transcript-editor/Edit?token=0HFCeFP13HhSOHa5iqD1wbB6xqC_f11vKi6C3C-8F4EBRPVLS55iAwWvolb9eK0qEgFABzMINgvPx1G6gB4OukPhnPw&loadFrom=DocumentDeeplink&ts=1587.52) Any opposed? Okay.

Guerschmide Sai...: [26:30](https://www.rev.com/transcript-editor/Edit?token=c9v4dOl2JvLbBz7B3Lk9GxFBVsoUrcrtONNoJnFs2ZYgplRxndobz4EDOs7sMoGr3Uf_ksGsdG1fClzTnyUugXHZYX8&loadFrom=DocumentDeeplink&ts=1590.73) So, I wanted to share too, that this board meeting is going to be a little bit different, obviously, because we have our board retreat today. But typically, there are committee updates, and I checked in with the committee chairs. And so, instead of having each committee share updates, we're going to run through the items that need to be voted on. And the ones that pertain to that particular committee, they can answer any questions about it, or provide any additional context. And so that way, we can move through the items in the agenda pretty efficiently. Okay? So, [inaudible 00:27:11] I'm going to... Hold on one second.

Ray: [27:15](https://www.rev.com/transcript-editor/Edit?token=9q5xk9IbbLDZa1qaqPzByIpBtWDY-32UJTm3uvZ76nJ_G7JgB4dIbJUmKZBzUJ-iCQv2DgW3zBwp8uKFDP2RwafcVmE&loadFrom=DocumentDeeplink&ts=1635.86) First up is the fiscal manual.

Guerschmide Sai...: [27:24](https://www.rev.com/transcript-editor/Edit?token=ogpbggRIkhIAxyGSb6c7xfCPn0xypnT_NgjP3N-7v7z-WEF9zEmKEsGmajgnoERqEk3-uqAFZFgFF1ge9AQexYqHWtA&loadFrom=DocumentDeeplink&ts=1644.66) Yeah. There are just so many items open.

Ray: [27:36](https://www.rev.com/transcript-editor/Edit?token=VTffqhR1lOB6bXuWF1785oGp6a2E_r94A25LfKA3esBJQYvC84Xm9SFwtlv3NX7hlpmQyQksluN8ER73QeqeWIvE08M&loadFrom=DocumentDeeplink&ts=1656.44) We talked about this a little bit last time, in prior board meetings, kind of giving everyone a preview of where we were, and the process, and I think the last part we had left everyone off with is that we would double back with the auditor, to give them a review of these policies, and procedures. And they came back with minor, very minor comments. [inaudible 00:27:59] I don't know if you wanted to chime in on anything, or Guersch, I don't know if you wanted to introduce us. I just started talking, because I assumed you wanted me to say something.

Guerschmide Sai...: [28:15](https://www.rev.com/transcript-editor/Edit?token=MQRW5tSGL1WRYqLg6vkhW-M6cMfYJHoaNLinWPmUWtSWuihM0wt8kw9aLeU7OUbRoocfe-b4nBDSLzJmDRfCdLsb8NA&loadFrom=DocumentDeeplink&ts=1695.01) Nope, you're all set, Ray. You're good.

Ray: [28:17](https://www.rev.com/transcript-editor/Edit?token=CtH92Jev5T55IGkooRMS_mZVh0ywi25wVWpvKSIzk9jII558qY4t9Xf68cLaVfArgkTdVpySPhIu5d4fG8zY3T5VO8Y&loadFrom=DocumentDeeplink&ts=1697.28) Okay. Okay. So, I think the finance committee has made several edits, or requested that several edits be made that have been incorporated in this document, and we all feel good about it. This is a very, very comprehensive manual that I don't think we've had like this before in the past.

Ray: [28:41](https://www.rev.com/transcript-editor/Edit?token=RszvWR9F_y6qiYmgF2Zoi8h8lki2dY2_w7NDb1JsHkNt3jEB-RK5FkUnoj5NdzRI-wnmzMm6OHgi14mF1EgOv9ABtug&loadFrom=DocumentDeeplink&ts=1721) So, I think Adel's team, and Guersch's team, and everyone can feel like at any point, that someone needs to know something in terms of how we typically run a process, or do something, and even as we go into renewal and things like that, we want to see things more formalized in print, this is it. This is a prime example of that, from the finance perspective. So, we have to vote on this unless, there are any questions, leave it open for folks to ask a question or two.

Jen: [29:12](https://www.rev.com/transcript-editor/Edit?token=jAbOYLJzSDctmvf6MXWKQKwkvE1VCtQIt5lvstaB5usmFQEj4bnkIiRZJKTQ5PkwJUXIve7P_wyfaeahGTR4Q4uEu50&loadFrom=DocumentDeeplink&ts=1752.9) No questions. Just a comment. I just really like the chart, the Appendix A that lists out all the responsibilities.

Adel: [29:21](https://www.rev.com/transcript-editor/Edit?token=RVPwC1skOmtEjVbyE4yPNMYwE4LUBeDJexGic2sjl9zSqNGwDhofWKzGEUV5L8ndD7UWqLXvQK4PGSLf1G8EUqJ6rkU&loadFrom=DocumentDeeplink&ts=1761.29) Great.

Ray: [29:28](https://www.rev.com/transcript-editor/Edit?token=G20qzPKoYQ6IlNkrV2qFi-MbjFreNvaOSd5RhWbQJF6tVD7J64UFKEdTZdVLq6cyKg8s-9gh8aAcBvjCHYTyHgrxcZ8&loadFrom=DocumentDeeplink&ts=1768.13) Yeah. Great. Well, then I will make a motion to approve these, Financial Policies and Procedures Manual.

Lucy: [29:39](https://www.rev.com/transcript-editor/Edit?token=ongwImw2Oplu_RGiYrlaNTSgYPHEN8bsnVWJQNotfbmMkaMN44-uvNhxCzKUmMbHnAesi0LGxpuzSumxMb22JcWi8Xk&loadFrom=DocumentDeeplink&ts=1779.13) Second.

Ray: [29:41](https://www.rev.com/transcript-editor/Edit?token=KX4c2Aw4MaDnDcPG43fyRmAn9BU8eTlyr_tbrHuMWUawYUseLjuQNo1YIfjN0KdroGEmDXUD7na8nqzoIiAzZukk1Kc&loadFrom=DocumentDeeplink&ts=1781.95) Thank you, Lucy. All approved?

Group: [29:47](https://www.rev.com/transcript-editor/Edit?token=dhlZ9Mpcj2Amm75iFJGtTY76WEOGqI9fkyVuzz85MBzLueU11sl_3wcOpwrxoD7fLPrZtol2QfTIOk_dZwAbmQ_-tN8&loadFrom=DocumentDeeplink&ts=1787.89) Aye.

Ray: [29:51](https://www.rev.com/transcript-editor/Edit?token=7JBNUsn8nfBW3bz8bxCetNevxGpaRUzxLH2YagGWv5p1pShKa1pbJFBZw1yaHeOQLV6sa8TAxamOVqnxESsF9AqNGfE&loadFrom=DocumentDeeplink&ts=1791.09) Any opposed? Okay. Go to the retirement match. So here, I think, and Adel and Guersch, you can correct me if I'm wrong, but this is the last time I think we're going to have to... Or will be running this process like this. I think we decided in prior board meetings that future years, the match will be based on the number of years that you've been with La Cima.

Ray: [30:32](https://www.rev.com/transcript-editor/Edit?token=TUNQCuMznArodbaUjg24yHmSlDoLX0EUVFOsT7wGwvmJDfwUID4MrH6CpsJ3sN61sMx0f2dxjrjqPgzpIITnQtWooUE&loadFrom=DocumentDeeplink&ts=1832.59) So, this is kind of under the old policy still. And I think the highlight here is that we'll be going with the 2% match that would total up to a max of this $45,481, which was incorporated, or contemplated, I should say in the previous financials, kind of where we've been for that dollar amount. Any questions on the retirement match program, or the percentage to be selected, and voted upon, 2%? Hearing none, I'll make a motion to approve at 2% 403 b match for the 2019 and 2020 school year.

Lucy: [31:23](https://www.rev.com/transcript-editor/Edit?token=B3CBFZF6rI9QEZu8HnmTfHhNETGy6U-vk9WRrXWRhjh2QpdLpgW0YC-87wd_T3xrAtMElo7SMVL2g67vtukE5ln9t3k&loadFrom=DocumentDeeplink&ts=1883.07) Second.

Deb: [31:23](https://www.rev.com/transcript-editor/Edit?token=D8pDR8373aNKErMU_vE73ovAJwtXyBu5nkco5VzgKNLkQ1I-wlli8NCYHvkbJa9tgPKK_s2ksPJFdeitUBGqBWrB3-I&loadFrom=DocumentDeeplink&ts=1883.18) Second.

Ray: [31:26](https://www.rev.com/transcript-editor/Edit?token=VtrMYx0Gi9AzPHBD5Vp60ThnqKhPDIxW1tQgyM_SSEiuj9P0ZI6dONpPXzE8wn5XjxBaGa_dZXnIbGhljhLScQnsV-w&loadFrom=DocumentDeeplink&ts=1886) Thank you, Deb, and Lucy. All in favor?

Group: [31:30](https://www.rev.com/transcript-editor/Edit?token=R8Pyxl1OVlFbxos6mHUdbkTmVhDI9aIHfckT3DY4ERa6SdQH1MU8ONrATIuRGlo1gJB6RZupb_oEGN6LNgOSBPgFVEw&loadFrom=DocumentDeeplink&ts=1890.11) Aye.

Ray: [31:37](https://www.rev.com/transcript-editor/Edit?token=b6mbIJFfh4KO0YmmUpNnqTQICuk9SLAVv3YwFWh-RVS5PLxZ4R3QB89irWIK4jVltK7yj8V3NEzjA4jah3xAre9CIX8&loadFrom=DocumentDeeplink&ts=1897.41) Any opposed? Okay.

Guerschmide Sai...: [31:42](https://www.rev.com/transcript-editor/Edit?token=Vf5fCH0Oz3X09dtlrs1QKyHFS6aGWsF-YM2ffaH-gPgb0ng4IOS1i_W4cZovEvm84JtxyGj1D1iBhOSN2Et--X_eEJg&loadFrom=DocumentDeeplink&ts=1902.03) This next item is the five year budget for the renewal application.

Ray: [31:52](https://www.rev.com/transcript-editor/Edit?token=dXhF1TJKL-wi7Jpv-r3-sIFIios9BToWy_T40rdfNwXZPLbtd2k_5-Xq11B8LA4l7li2vw45xy1aCE3xEONNHfXY5YE&loadFrom=DocumentDeeplink&ts=1912.09) Now, this one, Guersch, I think... Go ahead.

Guerschmide Sai...: [31:57](https://www.rev.com/transcript-editor/Edit?token=SADFpkmXW1HlKvbilbAkvGzibnrYbCF4sO5uJ6XlmTgqlV2nhCJPJ9mVA9POvGha8AdX9nrbkwm0uha7qCELpdIpnA8&loadFrom=DocumentDeeplink&ts=1917.09) Oh, did you want me to just go ahead and introduce it, then?

Ray: [32:00](https://www.rev.com/transcript-editor/Edit?token=L3FI2Xw5E-jwLdaawdRowuG84mF-GFypf273mAGr2_DI6mEugfx-r8jgCojKJCQYoH96SdyNF-ywxu8JHnwmivFMsVE&loadFrom=DocumentDeeplink&ts=1920.64) Yes.

Guerschmide Sai...: [32:01](https://www.rev.com/transcript-editor/Edit?token=pwysgyUAKFDsDHOFOPvQtk6TaCaYbiEnDMr5psN2B6ZzKU2fcMiDIe8Zz4Bo29fdIJrjKU99FLo8HA9LLjswx6s9RZE&loadFrom=DocumentDeeplink&ts=1921.25) Okay.

Ray: [32:02](https://www.rev.com/transcript-editor/Edit?token=onatfITmHghEFmAM7KMC9Ce_4UDwMNxeQsQod480bMyMH9yeh-GiVdSE7BzbJEJ16vEOT6svz5EYAspLv7tNP4_UnN0&loadFrom=DocumentDeeplink&ts=1922.02) Please.

Guerschmide Sai...: [32:02](https://www.rev.com/transcript-editor/Edit?token=ucUddKCZkcxEsp1UIlvjD46eiSSPsEnQrnPnA54btfWQq0dX-AwvBYNSzPPWq9_Lz0KR4ZLVGLXtpcfxXg7H5KHD8dg&loadFrom=DocumentDeeplink&ts=1922.5) Ah, because I realized as I put it up, I was like, "Oh, we didn't talk about this in that committee." So, apologies.

Ray: [32:08](https://www.rev.com/transcript-editor/Edit?token=vlveoukpc0q74ctCzWPUYIMOZT0qH5YZJD6CUybU2QhtXPoLrdWcfXfcm4IXpgusGWSB7W5lN19PjKSYihWJt_QAzlY&loadFrom=DocumentDeeplink&ts=1928.14) Yeah. Yeah, no worries.

Guerschmide Sai...: [32:10](https://www.rev.com/transcript-editor/Edit?token=RNoVzPK9N1yUaGQbFnx1BiZz8BOUuwV0XZ4X153OoKyHV6cbyOLka61ypzssX5NJ2t4PUg3zFLoQ99n0ID7wgrtUcPc&loadFrom=DocumentDeeplink&ts=1930.2) Yeah, so the renewal application, we are required to provide to them our five year budget. And so, there are certain assumptions that we put into play, for instance, we put certain assumptions in about what per pupil will be, not knowing what it will be, but we keep it constant at whatever the current per pupil rate is. And we make assumptions about our enrollment, what we believe our enrollment would be.

Guerschmide Sai...: [32:35](https://www.rev.com/transcript-editor/Edit?token=Mx70EpX_txGqhgsb9ZCKUGvlWjK9-RwzGW798k8S3MpsgzaIIp82i4ex0KnGTjw29cSxUtEDoZPtLZlSt94X57rI0f4&loadFrom=DocumentDeeplink&ts=1955.84) So we went with a more conservative estimate of about 300 students, with our hope being that we will be above that number. And so essentially, this is our five year outlook that we are going to put into the renewal application. We want to vote on it separately from the renewal application, just as we voted separately on other items. And so, that's pretty much that unless folks have questions or, Adel, if you wanted to highlight something that I missed.

Adel: [33:07](https://www.rev.com/transcript-editor/Edit?token=cREu1HBsr5x1skjt-CM_jWqABi75xIJ2nknNJ4GJvEfJB5P0pN0HvFaRG0EF3Ge1bdztuLlf4x_4IDeQFZldVYKTjGA&loadFrom=DocumentDeeplink&ts=1987.85) No, I think you captured everything like Guersch said, [inaudible 00:33:11] students across the five years. we are forecasting a downward trend in the per pupil rate for the first years of the renewal period, not knowing where things are going to go, we're just going to forecast a 3% decline, 2%, and then 1%, and then we start to recover in the third, and fourth, and fifth years of the renewal period. And we're also showing surpluses across, and one interesting, if you scroll all the way down Guersch, to the bottom.

Adel: [33:51](https://www.rev.com/transcript-editor/Edit?token=Q7v2_WYHBuoL8bNnMD_j0Ds0OmJMLY8J9LHKRwv6vcrVlKYOnoR40i-Ab0GtR_lORa-7uGJv4QKfAdy7nSeS5s0tT8U&loadFrom=DocumentDeeplink&ts=2031.27) Let's see, keep... Nope, all the way up. All the way up. Okay. So, right across row 70, as we enter the first few years of the renewal period, our cost per student, we're forecasting is lower than where we exiting this year. We exiting this year at $19,079. But we are forecasting lower expenses across the five years, and also considering the current students across the five years. So, that's pretty much some of the highlights.

Guerschmide Sai...: [34:28](https://www.rev.com/transcript-editor/Edit?token=veixYFVRq7KyTIKVGXEJLUhWSUyNgdWu7_GpOHvzUcGcahM1rFOpKHo-uJj4tIbN2KA3L5w6aA3xPRF30NtPI_wJLCE&loadFrom=DocumentDeeplink&ts=2068.31) And so, since we didn't get to discuss this in committee, if folks wanted to ask questions, this would be the time to do that.

Ray: [34:43](https://www.rev.com/transcript-editor/Edit?token=WYAUEm7-OrkurC1cta0nRrlLHqfIttWAktGodH4wLby3ohAIzPPvZnpy0c0yLYM1aZcjaDupkX2NKQdRwKoO8KMtGco&loadFrom=DocumentDeeplink&ts=2083.3) The only question I had was actually on the screen here. The investment activities. Now I know, let me preface this, [inaudible 00:34:51] step back. This is probably the first five year budget I think we've done where the number of actual students doesn't increase, where we're taking a more conservative approach on per pupil. So, I can appreciate the fact that maybe when we go through renewal, that will be taken into kind of light, and consideration as you're thinking about the overall school environment, with regards to this budget.

Ray: [35:14](https://www.rev.com/transcript-editor/Edit?token=kv7DnQnwEE5IafSYItcRaQ2Tw8MwG9mFr4kVAm3JDrTm5yLMiNm-Y_2zpmsCid72P90G0XyAkKkTDd8m6yK6b1vgTnI&loadFrom=DocumentDeeplink&ts=2114.63) But I did want to, just trying to get some color on what was the rationale behind the investment activities, for I think this is year four, or year three, rather, where it's like $70,000, in the first year, 40, and then zero, and then 70, and 40. So it's like every two years, I think it is, I can't recall is that like laptops?

Adel: [35:38](https://www.rev.com/transcript-editor/Edit?token=_mOwbrjP6757gvw91hGxyXIOfSXhWt_ayIcHnrOmcb8y8ktFnM4hFYtd-9axXQB9QHFoEh_2PB0tm5rfZkoKl4YHQSU&loadFrom=DocumentDeeplink&ts=2138.02) Yeah, that'll be the turnover of laptops, smart boards, considering the lifecycle of these equipment. And leaving the middle of the five years no purchases.

Ray: [35:52](https://www.rev.com/transcript-editor/Edit?token=d2xuP2aVxMRC5UmxvswiycG0B7qL36AvUJeOQr0kSay4Ne-hz2Q7cRWxMBEHXZauzqbOvaN9a6BZGzSnFfh6Zf4CZEo&loadFrom=DocumentDeeplink&ts=2152.61) Got it.

Adel: [35:54](https://www.rev.com/transcript-editor/Edit?token=MfmMXF8BG1VdbOnkOR5yxgdQb4126yS8waNLVblDykAOKSP-_oOmr5Ob58qKMI-WvnanzOrATNh49V9ph-caNxjP8GM&loadFrom=DocumentDeeplink&ts=2154.7) Both student and staff equipment.

Guerschmide Sai...: [36:06](https://www.rev.com/transcript-editor/Edit?token=ubTO_EVQfznBcd3E5jYE6qYediH9uqH4qoZLBPBv_s7564yr575ChLqg7XM09H35mw4SCcVnoTvVgLVvTxbBGpeL-vE&loadFrom=DocumentDeeplink&ts=2166.86) Any other questions?

Ray: [36:13](https://www.rev.com/transcript-editor/Edit?token=Rjok7h_GEmfsstJRNgiJvz2t2J_MMzkmSr8CIq8pTk4PyR_KrDZBC6R53pXjORbep8JqHlWdID88DfbUHJc5tMAnDPI&loadFrom=DocumentDeeplink&ts=2173.48) Well, I will make a motion to approve the five year budget to be submitted with the renewal.

Lucy: [36:21](https://www.rev.com/transcript-editor/Edit?token=NqQQ-Nu6gCrAeYMcMbCvg-ePuWKuFV1U3L9w0Np2hjGk_xPB-O3Jntz96sm0p2cFEpfb2gb6y4wvqVMlkhNR4wEZwak&loadFrom=DocumentDeeplink&ts=2181.72) Second.

Ray: [36:23](https://www.rev.com/transcript-editor/Edit?token=87rpBdkY4yGroxBVuiW04fJDW8Hp2bvFETkJHDk-GvPb5XSwGz3exPtsMacCnEzennCnp3vnxTDbc29knKzzTCXkaHQ&loadFrom=DocumentDeeplink&ts=2183.65) Thank you, Lucy. All in favor?

Group: [36:26](https://www.rev.com/transcript-editor/Edit?token=-ZyC35odiumUVTxN8S1LK95hvgc9hm23qpsmFSAKtANNEn9APvNKvt2vEO8xfEal6j4PW2eB8W03N2T2Sz8jq-maSwQ&loadFrom=DocumentDeeplink&ts=2186.5) Aye.

Ray: [36:30](https://www.rev.com/transcript-editor/Edit?token=nv0Ezx1fQ0-fmsNY-L2p39KNWujuRnch8cagkLhXs76qVhsXxudeUHHIqCOG14vxhm25TZJI0HtZ61FHpAehtgmSwwk&loadFrom=DocumentDeeplink&ts=2190.45) Any opposed? All right.

Guerschmide Sai...: [36:39](https://www.rev.com/transcript-editor/Edit?token=wYl1XUrXfz4s4OQeTLOW7WGpnPWmWnQwG6678b3aOKQ9bhNfs2nhcKdf-7YUPBd2T3IZfHSxkPoOmCNoQ6xCKL3B1uc&loadFrom=DocumentDeeplink&ts=2199.63) Okay, and I'm going to keep it rolling with the finance side of things. So we'll come back to the renewal cover letter. And so, I will... Or, [inaudible 00:36:56] say, I'm going to make this a bit smaller. Are folks okay with this current size?

Deb: [37:01](https://www.rev.com/transcript-editor/Edit?token=EYLNpJ1xn3cV2wu5kvJuOzpKRvuEpJxdLzmBo4ZgNJB5mJZ6Rp3Zik-zo3PYo_153EYEeADzdywVo6yUvSRWUdXrzyk&loadFrom=DocumentDeeplink&ts=2221.66) Yes.

Guerschmide Sai...: [37:01](https://www.rev.com/transcript-editor/Edit?token=0AnFvo5weDvrPOxfVco4L-95N90gFaEeT9oIPuxIhuVAxwqK1xMEQRCGMHmjfDn-KxSVvqPSO6USVBxaIJne2OwlcYE&loadFrom=DocumentDeeplink&ts=2221.69) Should I make it larger? Yeah [inaudible 00:37:04]. So, what we wanted to point out here were the different scenarios. This is not a voting item, actually, it's just an FYI. But, the reason we wanted to put this in front of board members, is because we've been in conversation in the finance committee, and on these charter calls, that there is likely to be some sort of per pupil allocation reduction.

Guerschmide Sai...: [37:26](https://www.rev.com/transcript-editor/Edit?token=vEXGl_ONrTjJ7zw7se0uxo8qzBaM8yEja7p2RZAUCf5ffujenfV6NDeuCCXpHjmwa-AGiibCqB5uC333Y17fjFA0tpo&loadFrom=DocumentDeeplink&ts=2246.74) We don't know what the amount will be. We've been asked to consider budget scenarios that take into account a reduction as high as 20%, possibly as low as 5%. And so, we wanted to share with you all what that would look like, between 5, 10, 15, 20% PPA reduction. So as I said, we did receive our first per pupil allocation for 2021. They did keep it at a flat rate of $16,112, which is what they had shared in the spring.

Guerschmide Sai...: [37:59](https://www.rev.com/transcript-editor/Edit?token=SJkDbFZXp29q5SuoouRqnTE41xyssIF5oHWLyyU7ipbMXXwNaDNWCVZazmqaXD2GnmN3naEHOD3Q0gnVlJsFewfjfiw&loadFrom=DocumentDeeplink&ts=2279.76) So, it's possible that for the second, third, all the way up to the sixth per pupil allocation, that that's when the reduction will come. There's just at this point, not enough information for us to know more about it. So, as a way for us to be forward thinking, and forward planning, we wanted to at least get a preview of what that impact might be. And so, Del, I don't know if there was anything else you wanted to add, or a place you wanted us to go before we take questions from board members.

Adel: [38:33](https://www.rev.com/transcript-editor/Edit?token=bmw1l7HtqZzyfpxFj3yoMvP5Mv5W9INDx9tSmGiJvMlcXssWDHb4ka5v2uyXAymPkwnIQbELoYf5AiaPzOMDvutrGjk&loadFrom=DocumentDeeplink&ts=2313.07) No. I mean, there's a lot of information here. One big highlight is we are showing, should we go into these scenarios, we are showing deficits across, that will be offset by the PPP loan that we're currently applying for. So, hopefully they'll counter a lot of this going forward. What else? [inaudible 00:39:00]. I think that's it. This is just a range of options, and possible cuts, in the event that we are notified of these reductions. And these expenses here on non-centered student outcome expenses that we could easily adjust. So, we have already discussed this with an SLT, on the committee calls, and we just keep this information, and scenarios ready in the event that the reductions taking place.

Guerschmide Sai...: [39:33](https://www.rev.com/transcript-editor/Edit?token=4aX8K7MK0PruDe_fVxYCYCzjJTKDBIxYD876DcxNGbG636oZGHWg-d_uyjTl1hsYAUSL-Klg5W_DRJDaJfDP8EM03Z4&loadFrom=DocumentDeeplink&ts=2373.7) And so, what Adel is mentioning here, is that we wanted to make sure that, number one, there weren't a significant amount of cuts that we would need to make to the budget in order to soften the impact of the per pupil allocation reduction. But we wanted to be mindful that we didn't want to make cuts that would compromise our program, our educational program.

Guerschmide Sai...: [39:57](https://www.rev.com/transcript-editor/Edit?token=5iMkiShfngwz9Ag8lFLDX4fN6ssBTb30TmZu_uj3TYOyWT0c-kNMDRYs20QaXOil-UWTWnASbJkQ9CcqKMaP_kZuuqE&loadFrom=DocumentDeeplink&ts=2397.21) And so, that's what he means by, these are almost non-student facing reductions, right? So it's mostly items that would impact staffing, and probably staff more so than students. So, you'll not see any curricular items here, you'll not see PD being sacrificed here, because we wanted to make sure that the same way we want our expenses to demonstrate what we value, so we spend more money on educational programming than anything else.

Guerschmide Sai...: [40:27](https://www.rev.com/transcript-editor/Edit?token=dAdIlmIntQeP0_Rlsl4rzfkqzIW3S4KXjS7fEO3-2jYpaK0u82Px2Tw-lxyonmlJa4DgLN7RGRBS2ggiRvI-CUPoN9s&loadFrom=DocumentDeeplink&ts=2427.71) We also wanted to make sure that anything that we cut from the budget also demonstrated what we valued. So, we tried very hard not to cut things that were curricular in nature. And this we did discuss in the committee, so if there were committee members who wanted to add any more context or color here, please do feel free to jump in. All right, if there are any other questions from other board members, you can certainly ask those, as well.

Lucy: [41:13](https://www.rev.com/transcript-editor/Edit?token=-dwFS5EDDQIJnp9gsco_MPSynKKN3klAyXt_1G6bBUR5w2SoNxxdULoaCwdU2rabz6j_ByUEMNaCG57_O1nzhKt3YTI&loadFrom=DocumentDeeplink&ts=2473.05) What is the transit check GSA as the adjusted amount?

Ray: [41:18](https://www.rev.com/transcript-editor/Edit?token=tqf25h_dTWU2mwi-W7QUSUwPS3a2CV07BtulRkHl8Eoqm9JxFrVoAohj_a97LpcExkiAzQArOpwWbJOC03iZfARphYY&loadFrom=DocumentDeeplink&ts=2478.75) That probably shouldn't be there.

Adel: [41:19](https://www.rev.com/transcript-editor/Edit?token=OBDks-a30Aq9EBbGCGLDqh_O8Qrw_EzNy1Fdcx0-yrQLVEO7uq1koQHURCn327ssd1cMsHbORV8s6BJiczkigeDiQ9k&loadFrom=DocumentDeeplink&ts=2479.52) Mini joke.

Guerschmide Sai...: [41:23](https://www.rev.com/transcript-editor/Edit?token=Xeb0c0vB5Lwrvy_SAlS-hZcwDcuiBdQuv-EQSGEoHa5KFOlcypB3GZa6Nx47wXAp2a7JRhpbtO9u-wXBuFFkzLFz0vQ&loadFrom=DocumentDeeplink&ts=2483.17) It's an inside joke, that's got [inaudible 00:41:24] public [inaudible 00:41:25]. This was a benefit that we were offering, that we were paying for, and typically transit check is not something that the organization incurs any costs off of. So, this was the allocating Metro cards, monthly Metro cards to school aides, when we were paying for them ourselves, as opposed to just offering them the transit check benefit.

Guerschmide Sai...: [41:50](https://www.rev.com/transcript-editor/Edit?token=FeHhCEuO9o-B922OcVB4dnCNRmcl-Pp8Rpz9GpUo34ot5wc78Vslei5j3vXuSapIM4zb2SoIBhY0AaaH3oRsIKXB-Qw&loadFrom=DocumentDeeplink&ts=2510.53) And so, we decided as an SLT, that if teachers are not able to participate in the benefit in this way, then really nobody should, right? It didn't seem like the right way to engage in transit check for the school aides. So, school aides may be able to participate in the option that is free for the organization, where they can get it taken out of their paycheck, pre-tax, but we will no longer be paying for their monthly Metro cards every single month. And so, that's... So I said, "We are not doing this ever, ever again." And so that's what the GSA joke is about. You're not bringing it back.

Guerschmide Sai...: [42:31](https://www.rev.com/transcript-editor/Edit?token=r9anAkpSQznyJlfx_SLef6kSfJPyDv-LYHKM6DJsrtRMNEbguGJ-jap58g5oW-Jbf0NtznNPVRIS5bwiMykMEoXdTXA&loadFrom=DocumentDeeplink&ts=2551.18) There is a possibility, though... That's a good question. There's a possibility that some of these we will bring back, if it turns out that our forecast looks a little bit better. So for instance, we have a recruitment bonus that we offered to our staff, we decided to reduce it. And hopefully, if the blow is not too impactful, we can bring something like that back, or even performance bonuses for our staff members.

Guerschmide Sai...: [43:01](https://www.rev.com/transcript-editor/Edit?token=6sawl5JRwy4g1PYSWSwvjpoN3alwVbDMJ731fAX0aKW9WIZtc8GgWmm8pNr8WVwa1ngPf_347fnIqTzc3e2MWx0Jvwo&loadFrom=DocumentDeeplink&ts=2581.58) Any other questions? Okay. Like I said, this is not a voting item. And so, we can now move to the renewal cover letter, which is for the renewal, which is a voting item. I will... Can you all see the cover letter? Great.

Adel: [43:48](https://www.rev.com/transcript-editor/Edit?token=SkA9w22hyHiPf1SXL6VxK0r_DlNLfzaq9uGEuPzhwE4Ip9UMzcUiA8uGK7eOOGv7zHaxeDMwOo43Fx2x62kVOrF3Y1k&loadFrom=DocumentDeeplink&ts=2628.17) Yes.

Guerschmide Sai...: [43:49](https://www.rev.com/transcript-editor/Edit?token=9C_hkFIeR2IJ4Ch8aBBRkYKIBpT4L0dCpX-Ah2rHCXLgH5cW6orvGgGVc61UcoAmglpcGk8feCYU6jYRog_1yVr_gKc&loadFrom=DocumentDeeplink&ts=2629.52) So, not sure if anyone had any questions about this, but this is essentially the letter that goes alongside our renewal application. So, by way of process, both Nora and Dan felt it important for us to vote on the renewal application, and the cover letter separately. So, I'll take any questions folks have about the cover letter first, and then Lucy, you can move to vote on this. Okay.

Lucy: [44:27](https://www.rev.com/transcript-editor/Edit?token=jUmPwBFhmyR3aTOa73f14zs8lLKhWJwuijLRc7YDCwrQg5nmBhJGhbSSG8BN4lW3Fkfgq-LJAncsdQkuO5SudIo71tM&loadFrom=DocumentDeeplink&ts=2667.38) Okay. If there's no questions, the motion to approve the renewal application cover letter?

Speaker 4: [44:35](https://www.rev.com/transcript-editor/Edit?token=VJyKazcEOinR1mNc7xtHOebcVgamqm3msw1bmWv-fjxrBcc-UHRyqkh9A3hJ_hi3PHzId8XpLiVGtrbsAnkGeQdWITU&loadFrom=DocumentDeeplink&ts=2675.66) Second, [Atiba 00:44:37].

Lucy: [44:37](https://www.rev.com/transcript-editor/Edit?token=q5w80-EmroINY3IZ28Zik-g8zn9MGlyW0Hpa2HaPHGxwwjnIdj1smfZOhXf6lzjmRd1HbRr5Ib7QnjH8dL7yAb4gIto&loadFrom=DocumentDeeplink&ts=2677.61) All in favor?

Group: [44:38](https://www.rev.com/transcript-editor/Edit?token=mtzLYXFgk_McSxs1q4JDswcL77_13qjdD5U800ZrqdoI1PHKJuVn__PiGuQqARwMCygzqoMMeYVFhk-oymUyepn0XFw&loadFrom=DocumentDeeplink&ts=2678.48) Aye.

Lucy: [44:41](https://www.rev.com/transcript-editor/Edit?token=PiwHvfMtxlgqKRf0WAIIjaiDe80LtlZIGNT3OiSHx87gLMya94sUAfZCyLgjCcF5hi2vkp_Kf4R6JY_pkkFibGyxAtM&loadFrom=DocumentDeeplink&ts=2681.98) Any opposed? Okay.

Guerschmide Sai...: [44:46](https://www.rev.com/transcript-editor/Edit?token=6fkZOwCvKUQKwvFDzTZxUSdrXt-KPJYL0DCdVeTZYrFlPeLs3TJ4ImemNCN68kexbmiJ25kYf43ITTgMVN2YLtCOHIo&loadFrom=DocumentDeeplink&ts=2686.43) All right. So then, the moment we've all been waiting for, which is for the vote on the renewal application itself. So first, I just wanted to thank all of the committees for the review of all of the benchmarks, and all the wonderful revisions that you offered up.

Guerschmide Sai...: [45:06](https://www.rev.com/transcript-editor/Edit?token=wr8x8emoju3qOHz_wY2kb_cxnEW8sHPr8O6AjKwkvMmxERTCbh5zivkD6rYYYq52VL9LslilSb-52J_3m54O1NucrQM&loadFrom=DocumentDeeplink&ts=2706.5) For the most part, there were just minor edits here and there. So, I'm really grateful that this was such a smooth process. If there are no other questions, I'm not sure if folks wanted to discuss more. But, if there are any questions, I'll take those now. And if not, then Lucy, you can move to have us vote on this as well.

Lucy: [45:31](https://www.rev.com/transcript-editor/Edit?token=oS5WQkKtl-yicI-9ZsAMTMEL6Tc92xD_8ch-eWNZ68MKXUNWmSwl-UDIY80IizI_9zfvuYpiOo3aJwXAvhGL3ewTKg8&loadFrom=DocumentDeeplink&ts=2731.64) Guersch, could you just do a quick rundown for everybody, a high level rundown of the timeline again? I know we talk about it at other meetings, but I think it's good for people to have front of mind.

Guerschmide Sai...: [45:39](https://www.rev.com/transcript-editor/Edit?token=3mQyXHuRfsu97oWd5eG14TF8iIrOf8zmqnzu-aHWkJ87Jv5V47pv1kUvvEalsXHhB4NM77a5xBNk_517MqND0pYoabI&loadFrom=DocumentDeeplink&ts=2739.8) Absolutely. So, the renewal application is due on August the 14th. So, about two weeks from now. So, it's great that we're actually ready to submit once we've done the vote. And so, once that is in, there will be a review by the authorizer. They will then schedule a visit to the school. It's going to be a virtual visit, regardless of whether schools are in person or not.

Guerschmide Sai...: [46:05](https://www.rev.com/transcript-editor/Edit?token=ZYHNiKbqzOT3r5YeaWFaZQGOTk0ePnp7QNqAC7eDSPjmTZoMFKRl8Ylsw1Wu-GY9PFS_XwyXVvKjragVzZ5dUDA9DJA&loadFrom=DocumentDeeplink&ts=2765.62) Prior to that school visit, there are a couple things that will happen. They will ask us for some documents, some prep documents that we'll offer to them. And then the board meeting directly before the visit, we'll do a bit of prep for the board, which I don't think you all need much prep, because you know what's happening at the school.

Guerschmide Sai...: [46:27](https://www.rev.com/transcript-editor/Edit?token=3pBWUtUP9JC1UMaUcYwPdthl-MfAswtm2owOmAyxGR7VSf-yUFSMDmc_5jiPfUkxsJvMCVdnI-Wrj6T3eBf-C4rucDs&loadFrom=DocumentDeeplink&ts=2787.07) The visit can take place anytime between September and December. So, the fall season really, is when you should be thinking about that visit. The board meeting directly after the visit, we'll sort of debrief, and discuss what strategic plans we need to put in place, based on the feedback we get from the visit.

Guerschmide Sai...: [46:48](https://www.rev.com/transcript-editor/Edit?token=gNbf8eS_6OVin2V-gJX-uazOmcTHDWXE-lVy-UXUk2Q_4yEu16QUzH8N9Q9Vw7yikEkJ9RRnrlJSzccU00Q94yYp3aU&loadFrom=DocumentDeeplink&ts=2808.6) The liaison will then write a report. We may, or may not get it quickly. But then that report is going to include the renewal decision. It's not clear to me whether they share what their decision is prior to sending it to the Board of Regents for a vote, but there's a possibility we can know what they're going for, for La Cima.

Guerschmide Sai...: [47:10](https://www.rev.com/transcript-editor/Edit?token=1bTC9NdHnT2f3u6BcV8_hsPLAoIo-qRvxMswgdcM2ndUjeOWrQdFJANv6ad5kdQrAw2KAmAv9sMPyZADpkU9hvDkTs8&loadFrom=DocumentDeeplink&ts=2830.23) We're applying for a five year, but the liaison may decide that it should be something else, or they'll agree with us. The Board of Regents will then vote on it during a Board of Regents meeting. Those meetings take place once every 30 days. So, we will likely be in front of the Board of Regents anytime between, as early as January, that would be very early, as late as June, which would be considered very late. So, more than likely it'll be between February, and May. Anything else that I should cover? Any questions?

Letta: [47:44](https://www.rev.com/transcript-editor/Edit?token=wCAJrnFZ8Wuee8QQ6tEv4-ijYryQoIBtSZrXmZlcroWZ9dtAR5u1eZP8twhYcAtfe1wlu8N10YcHz57ajHXg1RBx13M&loadFrom=DocumentDeeplink&ts=2864.09) Guersch, would you mind sharing? You shared it with me, but I thought it'd be great to hear if you haven't, the feedback that you received from Paula, based on our mock visit?

Guerschmide Sai...: [47:55](https://www.rev.com/transcript-editor/Edit?token=4slyyvdKniNhbEgRmc_MDvDu03B8kavnv5oJJ5UDuG3DBeNW7fVFsR1_vxrHGBNj8vsJ9bKjkbt9fQnSxHOXBmDNqSg&loadFrom=DocumentDeeplink&ts=2875.97) Yeah, so thank you, Letta, for asking about that. So, you all may remember that Paula did a visit on the 27th of May. She has a report that she's going to put together, to share with us. It's being reviewed right now.

Guerschmide Sai...: [48:11](https://www.rev.com/transcript-editor/Edit?token=Yc4nK-vd-i8gWUJB5QnaZ6X3-f4ILREnJHLNy4OWiu0JFq4N3y8gz6ZOhdbeWA0FKThGmdkPBPl1gWW4eFH3Uf2lJOQ&loadFrom=DocumentDeeplink&ts=2891.78) I happened to call her about something different, and she did share, "Your report is on the way. I know that you would like to see the report so that you can add whatever feedback we give to the renewal application, in order to say that you've addressed these challenges." And then she said, "But there really wasn't much by way of adjusting feedback, and so there really isn't anything that you'll need to address in your renewal."

Guerschmide Sai...: [48:37](https://www.rev.com/transcript-editor/Edit?token=r-TgwhmhUSJBioZv-0PtA4Wrjj06uuwZOi5s1dJ8fD4ZR5uGxrZOe9rC1jbSxDVFYDDm2CoZVFJDKKs2c5awwA3oAu4&loadFrom=DocumentDeeplink&ts=2917.7) She said she felt that we were making all the right programmatic decisions, both remotely and in person. And that we had adequately addressed all of the feedback we were given from the first report from 18-19. And so, she said she was very pleased with the progress that she saw, when she did her virtual visit. So, that's pretty good news. So, hopefully, we should get that report in the next two weeks, or so.

Lucy: [49:08](https://www.rev.com/transcript-editor/Edit?token=eB_q8XGlpzoQDzqH808vZPCLzNK5UAyP9HmjE_6SIVMePXD3JzXum1DpeALpHKxIZdyLWluJbQeQphsYi1XNDqXVj5U&loadFrom=DocumentDeeplink&ts=2948.64) That's really great.

Ray: [49:12](https://www.rev.com/transcript-editor/Edit?token=_OLp9RsoeCjdFIYn6ZjPgmydCfMuLVtgy2fw4C_XL3DoGBxQbwCwS1-loN--iT3O0cWX64Hq77mzdzHhiHr47H6FSfE&loadFrom=DocumentDeeplink&ts=2952.64) Great to hear.

Lucy: [49:12](https://www.rev.com/transcript-editor/Edit?token=Y3kriDy5LoXP1buikZFwgX3xPxU8kZ01HtdxMCMtSbwioFoxPIXee40QyBRnNRsDDoGuFWZDyAboiTiovxtXaW5Z2NY&loadFrom=DocumentDeeplink&ts=2952) Yeah, I know [inaudible 00:49:12] a lot of time talking about what a great job you guys have been doing, pre, having to move remote, and moving to remote. But it's great that it's great timing to get such great affirmation of everything that we're seeing. So, thank you for sharing that.

Guerschmide Sai...: [49:23](https://www.rev.com/transcript-editor/Edit?token=yDAQuNhaaZryk0KM8vmbA7iAnSKMoCvdl5Ny4dP_jjl72sTCi9QahgsrirNWPC6kK7doLisDnW3bN6V0skr27J5OERg&loadFrom=DocumentDeeplink&ts=2963.81) Indeed. And I think to what's promising is that, even though it is unfortunate that we didn't have the 19-20 assessment, what's great is that we saw so much growth between 17-18, and 18-19. And she noted that as well, that particularly for our subgroups, she saw a lot of impressive growth that she wanted to congratulate us on. Okay, any other questions [crosstalk 00:49:53]?

Ray: [49:54](https://www.rev.com/transcript-editor/Edit?token=4lOQKcKWAiPp5dvsGwZ8uBcO9iPk3fZh1iqxU0kGYEfclAAOtp9Skj_ENs-hI8nJ4NdW2m_4u2r5MYi4YfkJigZHTUs&loadFrom=DocumentDeeplink&ts=2994.64) Yes, I don't know if I missed this, but I can't see it in the agenda. So, I'm not sure when we write up the notes, if they'll be able to add it as a voted item?

Guerschmide Sai...: [50:08](https://www.rev.com/transcript-editor/Edit?token=9vSKrVoDcdh0Brz2pTI5kLy3u_-zWBXdhP0Xl9cp2EUezfjjj4b0l6-8F4a8XILicGiHoi9l6PCFbuKOk-NSZuUlFTU&loadFrom=DocumentDeeplink&ts=3008.55) What's that?

Ray: [50:11](https://www.rev.com/transcript-editor/Edit?token=eAqsUpgXeNIjWQhQ7HuUhco1yKndklo_31EMHzm7UkVofSrGBH1fd4EaDgUw_1Q7U1v5s2TpQy4rwEgP3YYJFWqqLoE&loadFrom=DocumentDeeplink&ts=3011.24) This part, narrative?

Guerschmide Sai...: [50:13](https://www.rev.com/transcript-editor/Edit?token=YNxuMmEd20sM1PpAbAZ_L37Vueg-AY8oJS-jIwEFtKFGWKAjhx4Hg9-txpOeX0ykfHftNOT1wKOVXuTQJCLpLmrt2P4&loadFrom=DocumentDeeplink&ts=3013.27) Yes, it's in there. It's just not linked, but it's in there as an item.

Ray: [50:18](https://www.rev.com/transcript-editor/Edit?token=-Ef2VVQm6RQAJF-9b0Ea4I2GW9NO5gi67MG67Mp8EXFkWuv5o23zz0L2a_u6d4LZiFHhh6fBjWO1-shDUwKwdMLWFeY&loadFrom=DocumentDeeplink&ts=3018.93) Okay.

Guerschmide Sai...: [50:21](https://www.rev.com/transcript-editor/Edit?token=uVQ8z552JIHCwlmDV0VSfa0YFF1WtRMccSlXdIeYkNyfUqfvESgqeGJujqHgkj819h6YX4Zyi2IWLzAw6PXPTk7_WIg&loadFrom=DocumentDeeplink&ts=3021.18) It's right here, Renewal Application.

Ray: [50:23](https://www.rev.com/transcript-editor/Edit?token=V2g5rQIXuXZdFdFFX9OleQKa1kMiPU3OoyYD2g9P4dwGfCtlntadAyViLcMxR9qMhx2kVK6DZnS5TIa2f9ARmdBA0Tc&loadFrom=DocumentDeeplink&ts=3023.64) Got it, okay.

Guerschmide Sai...: [50:27](https://www.rev.com/transcript-editor/Edit?token=ZSk65hwV0a8AIY9NVsiZ-8HrQS1sZsGK_9DrDUkYETq3-lcy16o_pyjp53Ku0Fap1k8iq2vVGfG_VwKgOPBMyeJwuts&loadFrom=DocumentDeeplink&ts=3027.05) Okay.

Ray: [50:27](https://www.rev.com/transcript-editor/Edit?token=hV8MugPVGEoAgIduvlJVq3VmDnD3m_800JErSJPD9wpFiobvyT8nRMoJz7cBycVbCy_8454OGnPTPfu7Ks3qf143QQc&loadFrom=DocumentDeeplink&ts=3027.07) All right.

Guerschmide Sai...: [50:29](https://www.rev.com/transcript-editor/Edit?token=EroYJy5IBTRdgzHIwZw69cJDYa7gnSAi6jtBDH6p3vQOfiqbWMlYtJo9obN1idWHowxYMJ1cErN1suwLWAt1CSex9Mw&loadFrom=DocumentDeeplink&ts=3029.35) Yep. Any other questions or comments?

Deb: [50:31](https://www.rev.com/transcript-editor/Edit?token=gKPfqPnr6CxNBfYbBhhONcqH3LFzjMD1jeRjznVZEy02s4VqSIqfJdVMiD0EVGDjCDlLNZHVbTFIPq25Ry-8hMGvnnM&loadFrom=DocumentDeeplink&ts=3031.7) No.

Guerschmide Sai...: [50:32](https://www.rev.com/transcript-editor/Edit?token=dJphRjCce97oYWFKY_xdssgu-n9ZFVCGYG_iG8_DRHElGGZ-IW0yRYbpqpz2mnwXdlTDSvvWTltccEKx_bt_s3rt_70&loadFrom=DocumentDeeplink&ts=3032.99) Okay. So, Lucy?

Lucy: [50:36](https://www.rev.com/transcript-editor/Edit?token=_LeqQwVQg_kCsZXJ8hNAQtshnKpNJ6GDIErdHJzGT-I8eduNPk-FQ2kIYNIfhQ8-4msNUBJXzrOFWNi5D0aiKPyvn9Y&loadFrom=DocumentDeeplink&ts=3036.71) Feels like an anticlimactic way to cap a very long process. I'm sure that feels very real for Guersch, and Letta, and everyone [inaudible 00:50:47] more so than us. But, with that, I will motion to approve our charter renewal application.

Tristan: [50:54](https://www.rev.com/transcript-editor/Edit?token=zHU_kw9NjKMk8p1Mvt82EbI_tDzXAIGO2xttE2-0KAOCMPEIfrSSCTVyzDSEN5ITUBlJvzJnMFxtCVyqMONPFRl-1V4&loadFrom=DocumentDeeplink&ts=3054.7) Second.

Lucy: [50:56](https://www.rev.com/transcript-editor/Edit?token=R3vq5VfqkP3ObHN1mKtNnpPI5pvDpQb4ALMb5DO4J_MwZFrVW7crRytnla7edXIclGYEbT9QUe9FMSLolhmTYOUhy-k&loadFrom=DocumentDeeplink&ts=3056.84) Second Tristan. All in favor?

Group: [51:00](https://www.rev.com/transcript-editor/Edit?token=Jg0l3RbrWVRmI1z54d_8bWgVuz5FvvBs3Fy83UmP6fAa-8oJRSTqvEDIe7dsuO95wPq_sojcVkWUL8mtYgnVwhGgmXQ&loadFrom=DocumentDeeplink&ts=3060.74) Aye.

Lucy: [51:06](https://www.rev.com/transcript-editor/Edit?token=nDK2cyGYOIP0tvdd1-bkU73MSXQa-PLvnWfbgl-RNKg-qcIqCWhfSHIp1AKRNo7tnO6rXtkWxDcoPkViZvdJMUN8voI&loadFrom=DocumentDeeplink&ts=3066.4) Any opposed? All right. Congrats.

Deb: [51:11](https://www.rev.com/transcript-editor/Edit?token=iliVHLpBn2pRm_nsAZtq8edAjk_YfuaGI1Jen6eramo2KA8OgEnpWKrM--dShlAvCbBE3BmzCXLcSRCfds0rlVQ6UYY&loadFrom=DocumentDeeplink&ts=3071.95) Great job.

Guerschmide Sai...: [51:17](https://www.rev.com/transcript-editor/Edit?token=wi6nuLp-sI2Q4YNIJEvK_fdvbGx-HhY5BkZlYiCkckpBECceM6UZW_MgbS0tuNiD8FCNwCeGApO6bpc5Sq1cN59XsWc&loadFrom=DocumentDeeplink&ts=3077.49) I'm actually very thankful that it was anti climatic, and not eventful at all, because that means things have gone right. All righty. So that was all for the voting items, Lucy.

Lucy: [51:30](https://www.rev.com/transcript-editor/Edit?token=vwzpB63rBUxft7fKyEPEaK9MtP1gupXfoHtW1yc1d4MdAHHste3MaHHD3PUNrXN0iRECFjWGvP43urQQ25oXCvf5xhE&loadFrom=DocumentDeeplink&ts=3090.21) Okay, we also were going to give the heads up about the PPP resolution, right? Was that a separate item, or am I supposed to do that?

Guerschmide Sai...: [51:38](https://www.rev.com/transcript-editor/Edit?token=mNmc6myOSwEfvE1tSmxgpy6LxH66QYagVR8AvdINkeH9MX5ALWRHKN-2uPKg2aVb6_QLtA0x0gne6bcbAsWszFo78DM&loadFrom=DocumentDeeplink&ts=3098.23) Oh, thank you so much for naming that, because I did forget to put it on the agenda.

Lucy: [51:45](https://www.rev.com/transcript-editor/Edit?token=hiriYTKJ-UuXWiQUCZ7v-YoGxwBi6Zqh0ixJtED6bLXwlZlawV2wMvK1QZQrIV9poF_1xFDhQZyXBtyiUV3ikfg1nVw&loadFrom=DocumentDeeplink&ts=3105) [inaudible 00:51:45] There, yeah.

Guerschmide Sai...: [51:46](https://www.rev.com/transcript-editor/Edit?token=wSZxwoQqcaILLRclhGi2XZDM4xctMjHrET88nPXqzk7YtCcPoZfSEQfZLleI_mgR9UKNaFbB0eCPsPuhUKBZESKIzYk&loadFrom=DocumentDeeplink&ts=3106.36) interestingly enough, though, we've had quite a few challenges with our PPP application. And so, we were working with PayPal to get the application done. PayPal has since withdrawn our application. So... And let me go back. So, as part of the application for the PPP loan through PayPal, they had asked for there to be a board resolution that was basically giving myself and Adel the permission to apply for this loan.

Guerschmide Sai...: [52:23](https://www.rev.com/transcript-editor/Edit?token=jfdjeCar2g5PUdRaDa3y_43dZY5w3SCHLzf777lDwyum1tIA9E983HWdJ3hYDvGjZ-eMCmjegT7MY5y7v_UWF7Va5ok&loadFrom=DocumentDeeplink&ts=3143.43) We spoke to the task force about it, and it was approved there, Lucy signed off. And then we submitted everything. And then PayPal, for some reason, rejected our application. So we're in the process of trying to figure out what happened there. But in the meantime, in between time, we've decided to reapply with Chase instead, because we've had so many challenges with PayPal. And I'm not sure if Chase required that resolution. So Adel, did you have to submit the resolution for the Chase app?

Adel: [52:59](https://www.rev.com/transcript-editor/Edit?token=7QDYfmxn3mB17VPveD4_MuQ--0zfA6E2V8W1oywtx6ATfYk6GqJqnLO8ZVpA33lBvaPXAnhJpDSI3lcuRANTc06M8jM&loadFrom=DocumentDeeplink&ts=3179.14) No, they didn't ask for it at this point. I mean, they took whatever... I submitted whatever they asked for, but not the resolution.

Guerschmide Sai...: [53:07](https://www.rev.com/transcript-editor/Edit?token=rvNM52MdnuCCTv3hYc2pNhPAArjCA7ylRCBgGh0XfL6VbW3AjojGDbJ0ZrZ7IOcOar-DreOCtBxA4FdRflY11OuSVFg&loadFrom=DocumentDeeplink&ts=3187.05) Okay.

Adel: [53:07](https://www.rev.com/transcript-editor/Edit?token=zL79cnb0g3MiimMmkk5D7YIdTRA3oQuyi3SeMuarro1vLgAzERHtkO6AsItL0LjX2wXZ-ptJMI3TYEUshjGX8UqaWSo&loadFrom=DocumentDeeplink&ts=3187.41) And I think the difference is because the application is going through our Chase portal login, and credentials.

Guerschmide Sai...: [53:16](https://www.rev.com/transcript-editor/Edit?token=qhA9Q4bhrBbjQAn8ofXbqav2y6xXqUP_-phJAml0-137wD1TlSuY1YGS9Iq77In31dKv7pGIOXDsc5F_v00ji-ieyK4&loadFrom=DocumentDeeplink&ts=3196.32) Yeah.

Lucy: [53:16](https://www.rev.com/transcript-editor/Edit?token=cPdGwTiB6Bkq9T1AuW208Y-OFh_aCZWocRonSY9U3u_RmtXBTQEGgU0J71kYdX19GIBMaAXr5xdh7Lr_GLrcXzZGhD0&loadFrom=DocumentDeeplink&ts=3196.46) Adel, I have a Chase Online secure message, which as you remember, I used to get when I was the signatory. I didn't... I just got today, to 2:25. I didn't forward it, [inaudible 00:53:28] realizing what it was. I don't know if you still need me to forward those when I get them?

Adel: [53:35](https://www.rev.com/transcript-editor/Edit?token=6YfSo5JNLCmuun2cgOs5ZifxsfgK2yjFY0fdbdfpPWksRQrOw6PRwdLltHqPR9aFOR_mnVSIvPA2eKC68pxdeFAUxY0&loadFrom=DocumentDeeplink&ts=3215.6) Yes, please do so.

Lucy: [53:38](https://www.rev.com/transcript-editor/Edit?token=00q0jrnzZYr-sEO0RFIFKd32hgNENTeJujuWC4k2xP0dRaH-2pme8K_1mWSJRQ6qBBpc0BZm2TAhnE05SbWzcVY1Kvw&loadFrom=DocumentDeeplink&ts=3218.09) Okay, I will.

Adel: [53:38](https://www.rev.com/transcript-editor/Edit?token=ZtsUWmFn26AEUYEysVyTVeWZOeV56VA9EQJDseka8h_apWPnvROwVOXhMMsu51kUEycmtxqYBXWvEGIwTEsbssxNy_g&loadFrom=DocumentDeeplink&ts=3218.34) Thank you.

Guerschmide Sai...: [53:41](https://www.rev.com/transcript-editor/Edit?token=L2erndtwaVYwSChwuFkG87eKJKevsh7HA_0_71fcXyE7JdjlK-8oe1AVs24fOsKTjItebYdJbLAbV39dUchi2prIl5E&loadFrom=DocumentDeeplink&ts=3221.13) I apologize for that oversight. But it turns out that we may not actually need to use the resolution after all.

Lucy: [53:47](https://www.rev.com/transcript-editor/Edit?token=j2CSC_R5hIBIoizzNCX6WpVB21oNkHIT4FsrrHYvztc4S8xVNyOJ_C87aszUm43jOse7HeilFymEivivKcrry-doKvw&loadFrom=DocumentDeeplink&ts=3227.24) Okay. For the rest of the board, you guys may remember that we authorized, I don't know, a couple months ago, that the task force could approve emergency related pandemic items when they were time sensitive, and we couldn't wait until the board meeting, and that we would then update the board at the subsequent board meeting. So, just Guersch's reference to have it having been brought to the taskforce, the resolution for this was brought, the taskforce approved, and I signed off, and we would have been letting you know anyways. So, just to close that gap for anyone who doesn't remember the discussions about that. But otherwise, I'm sorry to hear about the PayPal loan, and hopefully, the Chase process will be smoother, and yeah, just keep us posted.

Guerschmide Sai...: [54:43](https://www.rev.com/transcript-editor/Edit?token=X227_tC_kAMl60um3qoqTPE2tgOQmx4XxNhXR2q0Lw7MfbUX7Mz-PXR8Ek7Amjps9-JXfYwOojhRFzkO5VBqcOvhQYk&loadFrom=DocumentDeeplink&ts=3283.5) Yeah, everything happened in the last 24 to 48, so you're getting the latest, and the greatest now.

Lucy: [54:50](https://www.rev.com/transcript-editor/Edit?token=vSQ8n02lMHjVgSmDBmhGnLx8yzQsBhwYkvxtLy7Yr8ufMD0acZC1LcK2YvWOMbUGCgwZyHBr2kYv-JCMB-HucbxA-cs&loadFrom=DocumentDeeplink&ts=3290.2) Yeah, okay. And if there's anything obviously anyone on the board can do to support, let us know.

Guerschmide Sai...: [54:55](https://www.rev.com/transcript-editor/Edit?token=Xhw2AZkCQNzLjIdp6ECKduMgCZF4f-F4oh8HHU0U5i8sKdyLebMK_R7pJDeO5bvrG3qkFDjnwEG3uvopUyKuYp7yfvk&loadFrom=DocumentDeeplink&ts=3295.8) Indeed, we will.

Lucy: [55:01](https://www.rev.com/transcript-editor/Edit?token=dIEi9Qq7-Y60rBh7l31kA1pVl6iu3i7hYbz-K-wfpLQwhTj2huBrxC1na2Gfd_Tl5PLEG6onCEsmuEFTM5I1rWchEEA&loadFrom=DocumentDeeplink&ts=3301.47) Okay, so now I'm going to motion to move to executive session. Guersch, what order are we doing this in? Personnel matters after, or first?

Guerschmide Sai...: [55:17](https://www.rev.com/transcript-editor/Edit?token=eg1vhfRU0ZaMrgJKaGCLY-IC7yySRkWf2E_m-bYlkvHXwqO7URArPqXtwgm9P8NzQUDFCxzUH3ZrpYWZLbUXh7xX8o0&loadFrom=DocumentDeeplink&ts=3317.52) First, and I'll ask for Robyn, and Letta to stay on, and all other staff can hop off.

Speaker 10: [55:26](https://www.rev.com/transcript-editor/Edit?token=BBo80DgMG4T9W9QsJCbnK-qNLuy5recDg-eg2_xitC1Muzzla_z1WchBs-eOA1wmNe4URlyIVHl9kDdnolNfJoE4UPM&loadFrom=DocumentDeeplink&ts=3326.47) Bye everybody.

Lucy: [55:33](https://www.rev.com/transcript-editor/Edit?token=OR22rNZMqJhZKGSVjQh7PXH_tGWTDNxyZq3XH7xGwzCWGXRB8zTp8JSqhKHBS2jTG7pdWnqpXMqbDVSVMdJDqZV_E2E&loadFrom=DocumentDeeplink&ts=3333) [crosstalk 00:55:33].

Ray: [55:33](https://www.rev.com/transcript-editor/Edit?token=sLGIXK9kO5omaLr-avYuNGa_t0lZI5v_k3cuAg-SKSZIr5sYCwKv93O02rtFHKVYBWRU4DW0mBcNoVb0fMxMWqQGB0Y&loadFrom=DocumentDeeplink&ts=3333.64) Bye-bye.

Deb: [55:34](https://www.rev.com/transcript-editor/Edit?token=EC6Uje13cp4iJMe-iiJjhwfZH4JcZPZIkXQKnoaLIfoUWgnnhNf_Useotn3y713U3ifH3qiXS31RvWXhX491XszbcKc&loadFrom=DocumentDeeplink&ts=3334.55) Goodnight.

Speaker 9: [55:34](https://www.rev.com/transcript-editor/Edit?token=XeAqvh7dj489YKVE0fOJDqREKIAQbARcfcxcBbyrBGRX6iQq40oL7rh1hluL6f7TvuZS0yD4uHvEoflSuI1oHz5qYxI&loadFrom=DocumentDeeplink&ts=3334.66) Goodnight.

Guerschmide Sai...: [55:38](https://www.rev.com/transcript-editor/Edit?token=aSoykb802diC-sEezsan_Z-XdY-fSbGEZyIoDuqSoggE0gxsXPnQpL_ZtQSgkMK0NkDkkIAChuww4RuQncaJ7DykJZM&loadFrom=DocumentDeeplink&ts=3338.2) What was that, Lucy? I didn't catch that.

Lucy: [55:39](https://www.rev.com/transcript-editor/Edit?token=3ANg5uyCkn2HX5kcAYNBtIx7ySo5uZuetlfo06OwqCxSVNFxQ-p5jRa4ZTL0yc2szwd3oOgOqPVL-tXVUvXHYw7_Zpc&loadFrom=DocumentDeeplink&ts=3339.56) I said, "Thank you."

Guerschmide Sai...: [55:41](https://www.rev.com/transcript-editor/Edit?token=q2vr-wgK4fmoSQr1HhWCL0L9Pxag6Y22DSljxf5P7-3rXqdrivTk_T-tbcEnHEA0ekuwDY7nAkC5A0dpgMUYBM9m4iI&loadFrom=DocumentDeeplink&ts=3341.44) Oh.

Lucy: [55:41](https://www.rev.com/transcript-editor/Edit?token=pHWx65kMpQMSrjJ_Q2n1BF4sG4OtJinnWPwxeNxeo1h2TdqiTm3-gjjsWeaDg71jHUWAuGJJauYmwJfmcglXtc1gEew&loadFrom=DocumentDeeplink&ts=3341.44) To everyone.

Ray: [55:46](https://www.rev.com/transcript-editor/Edit?token=pOij_BFyUtzTvWlxt_PfO3M5xRlBAueqxJe2BznXWdapyi-Rt6zkQFNRNdogWnI_I602kUx0heS3dBNZr6l8GjfZz9w&loadFrom=DocumentDeeplink&ts=3346.69) Thank you, Lucy.

Lucy: [55:48](https://www.rev.com/transcript-editor/Edit?token=6IER0730Eh_DmDV63PJcUDd574DQAl4mSAiMR3sN6Tqd87-5rtnbWF5BHPrEPLriUIICqM0wPt_SDmxWdNUH3ttOTdQ&loadFrom=DocumentDeeplink&ts=3348.56) I wasn't thinking you, Ray. You're not leaving, but okay. You too.

Deb: [55:54](https://www.rev.com/transcript-editor/Edit?token=CQGBtfTW9OGqA7JV1xhlBiB5O_idrsU7g7roNrq2Wwsnznq6DFrBMmqU15gQ1kdkB1zpN3RCKDtuAGMMNgDN7a0VCso&loadFrom=DocumentDeeplink&ts=3354.25) Oh, you kicking me out?

Lucy: [55:55](https://www.rev.com/transcript-editor/Edit?token=UJpYNp_vFFTAw_T8lTFQZMNuRgG4kEJNXgen5dWgMaWwJL5GpdGodCITdgjIkLSZzzlbGhlZeHVglvRO2pj6BuvCWJQ&loadFrom=DocumentDeeplink&ts=3355.9) No, no, Deb, don't go. This is non-board members, you were thinking, who are leaving.

Deb: [56:03](https://www.rev.com/transcript-editor/Edit?token=ouFuiwHZSoRN1Rjt4u2k_BqVqn3Zh7_MpekctUf2-6yF6TsMDWDKK3LojE1jzZDUNeSAsjm-lbdSroyMHrlBPvuc_DY&loadFrom=DocumentDeeplink&ts=3363.49) And [inaudible 00:56:04] Ray started it, too.

Ray: [56:05](https://www.rev.com/transcript-editor/Edit?token=KbzJitNREE55ygPvepuswlxdmVXXmzHGLGaVmABTcfzVdvVMdVZ4-KDJoI3_W9MSwzV7N5xISh8oQERIQJeW4jqUK94&loadFrom=DocumentDeeplink&ts=3365.95) Yeah, you're right.