**June 2020 Board Meeting Recording Transcript**

Guersch: [00:00:22](https://www.rev.com/transcript-editor/Edit?token=cMLLZf7I-eqqNiL1HSgYZnw2z0v_9yUUPzW0a79GLXM8QlXwfMmkBCqNFDSs2_MFf44jEBywHI2VNcvzGjeEEmXoNKc&loadFrom=DocumentDeeplink&ts=22) [inaudible 00:00:22]. Hi everyone?

Speaker 2: [00:00:22](https://www.rev.com/transcript-editor/Edit?token=UqsV7TpLGfQGlM9N9oNLW-MqG6FCJFMeRQhkcHf_ICtkbRfZmzYssxY4Iq4dpkxSIOmUaMnNHqHoJdv_h2z6KPsnrSg&loadFrom=DocumentDeeplink&ts=22) Hi.

Guersch: [00:01:16](https://www.rev.com/transcript-editor/Edit?token=FOlHFeK9S1Um56YzOK1JNXS8XK-42k8PodM5hfJljJv9diec9PU9XXcla79OXwFewau69v9RRSDVBSymwJWqPPb4OTA&loadFrom=DocumentDeeplink&ts=76) [inaudible 00:01:16] Okay. Good evening folks?

Zack: [00:02:51](https://www.rev.com/transcript-editor/Edit?token=61ujjhQAVLW3PoMSzU4LZtl7iokrpjX0FkKcpnAtcfN1tz_-hlfZvlfO6MEAmcdbg6KMUxFGO_xed3bl3s7UVGh3uuc&loadFrom=DocumentDeeplink&ts=171.81) Hello.

Lucy: [00:02:57](https://www.rev.com/transcript-editor/Edit?token=Ny8kg-D-igi2xGp2gM0QuJ4Sv1-11FWgMbwYBpLYy_CMRgSCCz9hdOL30qP78ujj4r10d3pHNq7IlGRKJvbn05L4fkE&loadFrom=DocumentDeeplink&ts=177.42) Hi everybody?

Speaker 2: [00:03:00](https://www.rev.com/transcript-editor/Edit?token=yIz4IqPAiCr1JHI85Uhjyz0xhgE5buwXGU63_OqedC4R52ESX3xlL5DBSKaDdsj6Sw5fdAhizp2VLCG7cDvrNiQHtpQ&loadFrom=DocumentDeeplink&ts=180.62) Hi.

Speaker 4: [00:03:09](https://www.rev.com/transcript-editor/Edit?token=RzB7fi1fNTsSxdBCzhRhDi4gr-SCTPSRZdu4lhnVn3Dewf9Qq3PJkJO-mHFm6YvRlIxnXth3khnLd-gyaD9nfaCui0Q&loadFrom=DocumentDeeplink&ts=189.14) Hi.

Guersch: [00:03:22](https://www.rev.com/transcript-editor/Edit?token=sw0K5EaVSwRTnoe5CdHDWod1eWJzRKip4c_lwK4dbiYhaf8xz6lHF-Hi_Qw8O_L-47Rg15EZfurdTnRR4eGyBSeWMQg&loadFrom=DocumentDeeplink&ts=202.23) Lucy I'm not sure if you had heard from anyone who may be absent or late?

Lucy: [00:03:35](https://www.rev.com/transcript-editor/Edit?token=tSPaaGLJ9i0SUxhU95OnccohhQ6a8R3On1JEaFWNT6hB6bE_bYOdBqPtkYgsNpogF-QaR-h8CFyjEp41TNl0QVYZrhc&loadFrom=DocumentDeeplink&ts=215.8) Yeah, [Tristen 00:03:36] is running 10 to 15 minutes late. I didn't hear from anyone else though Jen just chatted that she's on but her... No, she's joining by video shortly.

Guersch: [00:03:49](https://www.rev.com/transcript-editor/Edit?token=oGuFMoQDn8H0k1FrUKKfr1F1pNOrnSwkQQvpk4HHlKWyxwya0nA7nV5MrCmrHAeawnceMAiencLwaPCqVuWm9WSLTj8&loadFrom=DocumentDeeplink&ts=229.9) Yes I can see her. So then, is that everybody then? [inaudible 00:03:59]. [Norah 00:04:02] is [inaudible 00:04:02].

Lucy: [00:04:05](https://www.rev.com/transcript-editor/Edit?token=mPKLMKIwFZOA_YY8HKUpsq5U8fw9EdtvGiWDig0exj25euS4Yrhvwkzl3IR6uNZHcDogGiFmErPubVQdumIZWb1t0I8&loadFrom=DocumentDeeplink&ts=245.19) Sorry?

Guersch: [00:04:06](https://www.rev.com/transcript-editor/Edit?token=LtYzsfKQ2RbwXKl46zHt1Lf1rL1GTykJ8JnLwZga8TcVKeNqsgkWZodUlcc8jVw405ZI7RcdpaZf8U2Rf4uOPHbd1WI&loadFrom=DocumentDeeplink&ts=246.16) Norah jumping on right now.

Lucy: [00:04:08](https://www.rev.com/transcript-editor/Edit?token=zBfL9TESccFH6cXXeD3dfANsOk7Pos1egDJH3cg2XRqVYSkDDzN0RROITif3itNuDWWiU1R305VJITh_pKlmxyOxQro&loadFrom=DocumentDeeplink&ts=248.4) Okay and Norah and Ray, we're still missing.

Guersch: [00:04:12](https://www.rev.com/transcript-editor/Edit?token=fBCsMMRwB9GjdYuR8y3uYHDKgGDSxf8o8PEurMUGQAkJH3Nax-lvlP9SPawGjet31LMCP74fjIOwBWXGGpRDbl2MvNk&loadFrom=DocumentDeeplink&ts=252) Mm-hmm (affirmative) okay.

Lucy: [00:04:13](https://www.rev.com/transcript-editor/Edit?token=-2Z0NBst0_oyL0WLoNeG-qweIziJuEkyO_nD8cWXZaT5LK94OJkH_gYWLCIKmWmP_yVxBhHhafpiuTsI9uBb6tlcSWk&loadFrom=DocumentDeeplink&ts=253.29) (silence) Now when we have quorum should we go ahead and get started? Okay, oh [inaudible 00:05:14] Ray is our note taker. Okay.

Guersch: [00:05:23](https://www.rev.com/transcript-editor/Edit?token=DA3bUBg0Nla6uS54QVSoVXW5ZQ_pBA1jIA7KusuUSWSUadLMyr6NjOjjYR7jbzJYQRYax62oOvzyFGjANbz7qqveWI8&loadFrom=DocumentDeeplink&ts=323) [inaudible 00:05:23] take notes?

Lucy: [00:05:26](https://www.rev.com/transcript-editor/Edit?token=3SQlrbufAefeDK3-LkJFp3UBDAyLlUr_-VYvhCI7vj9GwigL7OnA5gbrlpc4qRyyIag9TXgMd9czTd8L8_COF-f70Ec&loadFrom=DocumentDeeplink&ts=326.12) Yeah, It's slim pickings at the moment but I will start by at least taking notes to get us going, I'll text Ray also. Okay, so I'm going to motion to begin the meeting or call the meeting to order. Okay, we have the May board meeting minutes to approve. Assuming that everyone has gotten a chance to take a look. Let me know if not, we can open them up. And then I'm going to make a motion to approve the minutes.

Zack: [00:06:31](https://www.rev.com/transcript-editor/Edit?token=DrlO6kljpYceXIDUbckvo46Q6-CQ8BVWKJb-oxZ6bVGuVlw2My5PBsO3McPEte19n9QwLCmPlvrpyX9U_KJzvj5t84s&loadFrom=DocumentDeeplink&ts=391.2) Second [crosstalk 00:06:32], this is Zack.

Guersch: [00:06:39](https://www.rev.com/transcript-editor/Edit?token=RyFwV3MAUWjuablE-vRbiutVS5NkvHY-Qh4Oa4pxybZZb5qH1GhdXCYy_wC-GtxpaUfzT7ghofIWcLaYVzOotgLbTqE&loadFrom=DocumentDeeplink&ts=399) [inaudible 00:06:39] to look at it.

Lucy: [00:06:43](https://www.rev.com/transcript-editor/Edit?token=J8AkkxATUZwmap7kSJBA9P4S-YdZ8r7k9xxBSUOhhkmQiaRVcq7-5nmW2U70JSzCjrTle8K71rBzRNrqlJt2Ik7plFA&loadFrom=DocumentDeeplink&ts=403.63) Since we heard pure nothing I think we're good. So, all in favor?

Speaker 4: [00:06:53](https://www.rev.com/transcript-editor/Edit?token=WheL8nyl-xt8KhHSlObgg5AptvLMueBgkqp1wNGNvyEqbG4iQnhBM_N3Yp46TcC2wfXxdALNNe6pcJ75j_Uq1Kh3oZM&loadFrom=DocumentDeeplink&ts=413.44) I.

Speaker 2: [00:06:53](https://www.rev.com/transcript-editor/Edit?token=wtheM6vMgh3dGm2dRqOMIVnDAuaNt7TMhPJATRYNK-0BJEMjs0OQBR3LFDRCroe6d3r-ZcaVlolp600ZJb_aDRhHgNQ&loadFrom=DocumentDeeplink&ts=413.92) I.

Norah: [00:06:54](https://www.rev.com/transcript-editor/Edit?token=5LJTf1X-I78xzFzZL42emxp8y0RGLY37pab2uBCKJ9edbffbUxnqIPeODMOeuAvHXr_ZWJ5b3HVLoJFNQMjf0Rm8JlY&loadFrom=DocumentDeeplink&ts=414.31) I.

Lucy: [00:06:56](https://www.rev.com/transcript-editor/Edit?token=5roIpzDsa083k8ZjBZujWbDM6Onu91oPxueBAg_kVbAlgQCYKc3_HfVlWIZF5JI2_d65lbc2ZU_Y5qyQfuc56dzvLU8&loadFrom=DocumentDeeplink&ts=416.54) Any opposed? Okay. Public comments. Do we have any non board members that would like to share during our public comment period? Okay. Ray says he's joining just about now so we should have him momentarily. So hearing nothing on the public comments, we'll go to the board chair update, which is me. We have obviously just concluded the 19/20 school year. In a way that none of us could have imagined, I can see fish's face I guess all of us can see the same [inaudible 00:08:06] faces at the bottom of the screen. I'm sure they're equivalent faces made by all school leadership and other staff members who are on the call. So, we've taken time over the last few calls to shout out all of you and your flexibility and adaptability. And I guess now that we're in a almost sort of looking back phase, it's worth doing that again. We all... You all survived.

Lucy: [00:08:34](https://www.rev.com/transcript-editor/Edit?token=ikGdwDQWbzeO4nGItBtPDJKgwcUe-kZ5czGJq6Lt8DN-cax12L4iN39Dv4WczUgqEP45AlzpA-ePd-s1Aj-ye9cYsUo&loadFrom=DocumentDeeplink&ts=514.37) We've all made it past this immediate hurdle. And we don't know exactly what the future is going to look like, that is a little bit uncertain. But I think, what I feel really great about knowing is that, this too we survived. And we not only survived it but we handled it, even better than I could have hoped for and you guys have just done an amazingly impressive job and so I know that the uncertainty has got to be quite difficult for everyone in the [inaudible 00:09:05] community. But, I know that this was the major hurdle and I'm thrilled and pleased and encouraged and impressed. And know that, next year, whatever punches or whatever comes our way that we will continue to roll with the punches so thank you all.

Ray: [00:09:27](https://www.rev.com/transcript-editor/Edit?token=DxZMMEOgRdIbwYUremTDlYAId604Vk5yCgkJk8xLm78QuWCDgSKo6enO585fRQ8nM2OpsQUGjvMxdpX4G5PmCnj6DhI&loadFrom=DocumentDeeplink&ts=567) Hey [crosstalk 00:09:27].

Lucy: [00:09:29](https://www.rev.com/transcript-editor/Edit?token=DY55b6agjMMPc_b0iNKQAnSUeHKfKw8Xvctp82OU781Ugcxwiky6YHvmHVTs3u5N22ygpgWYJrFCfovE5-jaIS6_hmA&loadFrom=DocumentDeeplink&ts=569.68) Hey Ray.

Ray: [00:09:30](https://www.rev.com/transcript-editor/Edit?token=9zblzM1nV0yAkCkhzoY7ZzUqfJExgx7xdyvb7CArPolkz0lVEcpGG7wB8pRmkUALZl6xieSoIIEn_um1vMnCzEu1UHE&loadFrom=DocumentDeeplink&ts=570.57) Sorry about that. I was in a different zone.

Lucy: [00:09:35](https://www.rev.com/transcript-editor/Edit?token=f4TGht9TJ7u75SZGcNpaJmu84U5YKjAsgKovPIrIr1l2mqWtrolfjXrUIqpP5mhrlUEScOq4u7ovk8Tsrtv87JK1kTQ&loadFrom=DocumentDeeplink&ts=575.48) No problem. I'm going to turn politely the note taking responsibilities back to you. And I'm just going to note that I motioned to approve the minutes and Zack seconded. And if you could just make sure that in the minutes we have the person who seconded. And-

Ray: [00:09:50](https://www.rev.com/transcript-editor/Edit?token=vs6FREcRFgJVo-6SHy_-7euQAiolf5jfQMGxUpS8EQaaBlXDESpR5_a-GrSQWy-_p4NRXh7tQWb8iSOB6StDfGkruWk&loadFrom=DocumentDeeplink&ts=590.06) Yes.

Lucy: [00:09:51](https://www.rev.com/transcript-editor/Edit?token=b_2k9B26FBGSUux0ZebfbV4_jUgx5xhBnlaUOl5I4ZvJUedRnLNla1m2A6SV6pNudlfzcQsrY2DbCdArbcyo5gXmq9E&loadFrom=DocumentDeeplink&ts=591.64) Sorry?

Ray: [00:09:53](https://www.rev.com/transcript-editor/Edit?token=rsuMJjkZdnokzwAa1cMup5aIk-KRHp7vCEmFbuVzWvB8F1BJzEwb5j5kLOzaCfv9dyOUMpnaNJk3tOSCyQeZIx_ex8k&loadFrom=DocumentDeeplink&ts=593.1) No, I was agreeing with you. I heard that.

Lucy: [00:09:56](https://www.rev.com/transcript-editor/Edit?token=Y4sWVC96N3K-gpDZn6jp5gmmDjIXGNzTHRjEmhK1VlrYCah--f6SMpqxog77Nnwt7MxwxFtbGI7Gizz5X9g4WsNsNlQ&loadFrom=DocumentDeeplink&ts=596.01) Yes. And whether the vote was unanimous, which it almost always is but that's makes it easier for us to then go and add the notes in the back end. Okay so additionally I wanted to use a little bit of my board chair update time to acknowledge that we had a good governance call with Paul O'Neill, who is our school attorney now. For as long as I've been on the board and maybe for the school's history, we had relied on pro bono counsel. We were certainly very appreciative of everything that we... All the services we got through that and it was a huge help over the years but also when it's pro bono, not necessarily people aren't able to dedicate as much time. And so I think that this is great, that we now have [Paul 00:10:55], so it's a great change that [Guersch 00:10:57]. And so, one of the big first revelations of that change is that in going through the by-laws, Paul was generally quite complimentary of most of our governing documents which is great. Including the, was it Guersch, the new family handbook that he was particularly complimentary about.

Guersch: [00:11:21](https://www.rev.com/transcript-editor/Edit?token=uP95Q8t43otybtNTQKoM4Fxf0cXjgr5xTac0cXZz2X3gmH_5B5hAb4Gz-erCjaQ0nX5QCk7JJYM4jODBSj-RXZzFCwc&loadFrom=DocumentDeeplink&ts=681.32) The student discipline policy.

Lucy: [00:11:23](https://www.rev.com/transcript-editor/Edit?token=lhuwjKanIV-ng6SToIC0i2pEEPVSzgGVh6eMsx8vtACBh0YUdoeuvoi3zrRu7ppZP0WbESNNXWt2o2JMG6CDWMPhnM0&loadFrom=DocumentDeeplink&ts=683.63) Thank you. The student discipline policy. One area where we do however have some work to do is our by-laws. We seem to have inherited a number of by-laws that disproportionately grant me maybe too much power. And while we might have a lot of confidence in my ability not to wield it unnecessarily, that is something that we should address. And so we will. And it's so not necessarily in super obvious ways but there are things that reserve decision making authority or disciplinary action might be too strong, but to my sole... To the board chairs sole discretion, not to my discretion; but to the board chair sole discretion. So that's an area that the committee will work with Paul's recommendations to address.

Lucy: [00:12:13](https://www.rev.com/transcript-editor/Edit?token=lC_2UGMkOlBV9xbOSOTBhtGy7Qs7K6M0kE7szuVJQqmU-Oq9V94qraTGfM7MyxTojRb8ntnM06Tru5JbwA_TYBMFe6c&loadFrom=DocumentDeeplink&ts=733.5) A few other things that came up in the by-laws, were that, for a long time the board had the understanding that committees were not public meetings under the definition, for the Open Meetings Law. So long as you didn't hit quorum. So all of our committees we thought were supposed to just have less fewer than quorum or fewer members on the committee than the full board quorum threshold, right? So for 11 member board, six members is quorum. And you can't have more than five committee members so that you don't trigger quorum and therefore trigger the Open Meeting Law requirements. Apparently that's not a thing. You are... all of these meetings are open meetings under the Open Meetings law and therefore subject to the requirements, whether or not we hit quorum.

Lucy: [00:13:10](https://www.rev.com/transcript-editor/Edit?token=91h5Bhkee1PdcHDHWgjb2h_WgUzEbwg3ZhrnMD2rSmZnE6HJDKPUjxxyugw3P_Kzwwl2jrGzQMzGWowrehYwBHvHGWI&loadFrom=DocumentDeeplink&ts=790.6) So that tells us two things. One, we have to adapt a lot of the policies and procedures that we've been using for the board meetings, for example, like notice and the agendas and minutes to our committee meetings. Which shouldn't be a radical shift. There's, some of those things were things we were trying to do anyway, we just have to be a little bit more diligent about it. And I know Guersch will certainly help us, in scheduling the committee meetings, making sure we're setting ourselves up for success. And Guersch and I are available to consult as necessary if there seems to be other adaptations that we need to make. Another revelation that comes from that is that whereas the Executive Committee-

Guersch: [00:13:55](https://www.rev.com/transcript-editor/Edit?token=zQx6x5aQM_En0lfGl2EzBrkOGlAGXP2Qhnnyv5qLakLXxrcgp83v2IszvoLzTUcTjULVa29vfS88Cy3PSzJFz-MrDpk&loadFrom=DocumentDeeplink&ts=835.74) Sorry, Lucy. So if that's the case now, was the suggestion that we increase the number of people on our committees? Or was he just letting us know that?

Lucy: [00:14:07](https://www.rev.com/transcript-editor/Edit?token=Vvq7J6LBpaR9NIicQbxjnhSsP4fkVakkgBo3E-maMhyb4pLDLtfPLgQr5lgPRenTyBnK_a6iFXwwDuOdbdLEDgc-_Wk&loadFrom=DocumentDeeplink&ts=847.41) So, very interesting question that transitions to the next point. It for most of our committees, It just is a FYI, right? If we happen to have a lot of people that want to be on finance, we can let them all on finance. The biggest implication is just that we need to do the procedures differently except for the Executive Committee. Where we had apparently under the law we have to have five committee members, which we've never had. Though I think at one point there had been a stray reference to it in the by-laws, that seemed to be a mistake. Because it didn't align with all the other things we knew and understood. And we'd always had on the Executive Committee just the officers and we've always had four officers.

Lucy: [00:14:48](https://www.rev.com/transcript-editor/Edit?token=EpSkjvzz541_d42GS3ukb0TxXvCITslPtBYUA4QiLnNOXMCHJQZzAIyVGP1Op_62V9uNJz92ht_gyLxUsRgkuTpksro&loadFrom=DocumentDeeplink&ts=888.73) So as far as back as I know, Executive Committee has had four members and that's not in accordance with the law; we need to have five members. So that's the only... Sorry adding that we can have more than quorum and adding that we're supposed to have five members on Executive Committee means that we need to change to Executive Committee. So I emailed you guys the other day and we need both somebody to step in for Len in his absence because Executive Committee is going to be working over the next couple of months to finalize Guersch's end of year feedback, and evaluation.

Lucy: [00:15:25](https://www.rev.com/transcript-editor/Edit?token=7RE240t6vFlWoAKnQApXx4ormVEyrSPo0pkiSsEAna1ervxUqz7Mee7xiGTraI5XxjPAQZEQZdg349DUgi2br7jKHMA&loadFrom=DocumentDeeplink&ts=925.99) And Jen has agreed to step in there, which is great because she obviously has some experience with this process from when she was board chair and part of these processes. And Kristen has agreed to step in as the fifth procurement member of the Executive Committee. So we managed very quickly to get fully staffed up and actually had our first fully staffed Executive Committee meeting last night. And we as a full board will be talking at the end of the meeting and Executive Session a little bit about some of the next steps there. So that was a lot, a long and extended monologue, Norah did I answer your question and do other people have questions about any of that?

Norah: [00:16:06](https://www.rev.com/transcript-editor/Edit?token=8_7f2kSRY9MGbqtMJVr21p56g3BBZlR_rOWBMojr7Rluzrd_MkPNGX73ykrCnjJAQpvRSnMNw4NUGGMtConu1GeEwWA&loadFrom=DocumentDeeplink&ts=966.51) Sure did.

Lucy: [00:16:08](https://www.rev.com/transcript-editor/Edit?token=zQcEevBBf7PFqpXC32x0_YWhjMv0PMSzNG9GaoVyGpD70Te8SsegBEJYwa4NAFRtZCHkwiy3gF5dKGz5Mi2Kr568J4I&loadFrom=DocumentDeeplink&ts=968.36) Great. Okay I now see my time for the board chair update back to Guersch as it's for the Executive Director update.

Guersch: [00:16:22](https://www.rev.com/transcript-editor/Edit?token=YTN7NUb_cydUnoMEQ8jRqTfRo1XXDeVkNCtD0lsqXZ_FZAgHrF1kUVSdVq_lp9S3wmR6oomnMrbZmZl41Wsq3g8FRpc&loadFrom=DocumentDeeplink&ts=982.43) Hey everyone? So I'm sure that all of you had already seen my updates which I sent last week. And I do want to say because we have some members of the Cabinet on the call, congratulations on this being the last day of school and your last official meeting for today. So I just wanted to give a huge shout out to the team who just has done a beautiful, beautiful job not just throughout the school year but during this COVID crisis and this race war, quite frankly, that we are in. And as a matter of fact today, we had a conversation full staff that was facilitated by an organization called Point Made Learning. Until one of their facilitators came in and we had a real conversation about race and systemic racism. And it will be the first of many conversations, as well as readings that we will do.

Guersch: [00:17:30](https://www.rev.com/transcript-editor/Edit?token=W_A31RxO4IAY2FvMwikMDkItBCi0DtWJV5lHKLzXk8vVMjYkAkksqT7ejkjwg8k6IIU8jtRwq7YLQPgnox4v3pl_P_A&loadFrom=DocumentDeeplink&ts=1050.3) And so I start my ED updates with this really beautiful mural that was done in North Carolina. This is Charlotte, where the city commissions 17 artists to each take a letter in Black Lives Matter and create a piece of art around it, which is why all the letters look different. So it created this beautiful mosaic. But it is so clear that we're not just in a race war, right? Even though I did just say that. James Baldwin has a line in his essay, A Talk To Teachers where he says that, "Truly it is that this nation, is in an identity crisis." Right? There has been this belief over time that the United States as a country has been superior and that more specifically that its white citizens are superior to its black citizens. And we just know that that is not true, right?

Guersch: [00:18:32](https://www.rev.com/transcript-editor/Edit?token=w3ZeYc0Og79A4TyHs9T6IJMoxtqhNNuFkSJ92mZpTBEstBF3ChNWcMUjd0SkDchKSNjB3UT52hJZsvZTFATi-bAlxsw&loadFrom=DocumentDeeplink&ts=1112.81) And now, the US is having to come to terms with that lie, that they've told time and time again. And so, how... Why does this matter to us? It doesn't just matter because we serve black and brown children. It doesn't only matter because all of our leadership teams are made up of people of color. It matters because the way we undo racism is through education. The first thing that was taken away from African people when they came here was their ability to access reading, right? Their ability to have access to quality education. So, the way that I announced my protest as a black school leader and as a black person, as a black educator, is to ensure that the school where I lead and learn is one that is a high quality school for all children.

Guersch: [00:19:30](https://www.rev.com/transcript-editor/Edit?token=iCBS6wsaBF6MJkPGJ9Ojzu3Xc8TDMU3dtTte7Qw5hKTb3AI3EFqQagyUYWjPCYAfghTE8j79pSIwb3ZK9ZBV55oxdcA&loadFrom=DocumentDeeplink&ts=1170.34) Because that is the way in which they will be empowered to have agency and advocate for themselves when the time comes. And unfortunately for black people, that time typically comes when they are an adolescent. There are so many examples of children that have been victims of lynching themselves, across our history and as recently as last week. And so I think that ultimately, there is a reckoning and an awakening that is happening for not just black people but for white people as well. And I think for the most part, there are people who are decent and can say with conviction and certainty that what the officer did who murdered George Floyd was absolutely reprehensible. I think what is necessary for us to talk about as an organization and for you all to talk about as a board is that, while we see that as reprehensible, we also need to understand that there are all sorts of microaggressions happening across organizations. And people are calling those organizations to test right?

Guersch: [00:20:46](https://www.rev.com/transcript-editor/Edit?token=au-8PfAcSSCeKeoI6P_v-cEiKrdiKYJ2B-aVe9dqnae_TbmheeaH48Xo_iwYmch7BCHikyNC7bEgtUKnA6Ypc2xWzlg&loadFrom=DocumentDeeplink&ts=1246.53) And so, while there have been all these organizations putting up their Black Lives Matter stances and their hashtags, there are staff members of those organizations and other black people who are saying, "Okay but can you show us what your leadership team looks like? Can you show us what your board looks like?" Or people who are saying, "Well when I was a black staff member here, you did not treat me like my life mattered." So, I wanted to make sure that there was space here to say that Black Lives Matter is not just about life and death. Black Lives Matter, even though it comes up in terms of, the life and death of black people, it's about the quality of life that black people get to have and enjoy.

Guersch: [00:21:30](https://www.rev.com/transcript-editor/Edit?token=f8CL82F0hYLkwQ4WuXy-Qj9lpKz-digz1rc8x4MILYuqxLYMa6GO2xPXM-OXjT7U9Prtg45EQagKRd_CF86nLV2z6Y0&loadFrom=DocumentDeeplink&ts=1290.4) And so, all of us have a part to play either La Cima or at our respective jobs if you don't work for La Cima. To ensure that Black Lives Matter, not just in your Instagram posts, not just on Facebook but in your emails as you are sending messages to black co-workers or your black direct reports or your black managers in the ways that you are respecting their voices and the way that you're including their voices and honoring them as people who matter and matter to you. And so there's this piece that I added here the revolution will not be televised. I'm sure many of you are familiar with that rap song from it's like, the early 80s. Where... And I can send you the link, if you've not heard it.

Guersch: [00:22:22](https://www.rev.com/transcript-editor/Edit?token=Hdt0TE7KCSitc4Odm2ZIFpsw4rCIUiGZ7QMZd6HelCNKfhOUirgz7X6-zb6RahJ4zi4FhF1Qa__wJZEP6NeS5-9wxBg&loadFrom=DocumentDeeplink&ts=1342.73) But the revolution will not be televised means that the revolution that's happening is not just the protest that we see in the streets. It's not just what we see on the six o'clock news. Revolution is the changing of hearts and minds. And that is we have a real opportunity to get to that place here. And that was part of what the conversation was today, with our staff members; is that how do we change our hearts and minds so that everything we do oozes with black lives mattering right? And that it oozes in the way that we teach our students, it's in the way that we treat our families and it's in the way we treat our staff members as well. So it's not televised, because the changing of hearts and minds is what happens in between protests. It's how you are treating people around you who are people of color, who deserve better than maybe what we have given to them over the past centuries.

Guersch: [00:23:22](https://www.rev.com/transcript-editor/Edit?token=qQCUxkE-67M9OvOdUm-rGCq6ok_rOzqF46Rtwk89chz3DsjzXND69fem76y2ujZwX49mUHQ-iKLIbHu0plL5g8ttrZY&loadFrom=DocumentDeeplink&ts=1402.75) So, I wanted to make sure to name that and to name that as part of the work that we do in this turnaround effort. That what spurs us on and when I say us I'm talking about the school leaders at La Cima is that black lives do matter to us. And it matters in so much that we respect our children enough to give them a high quality education. So that takes me to our priorities and the progress that we've made in our priorities, and that every-

Speaker 2: [00:23:52](https://www.rev.com/transcript-editor/Edit?token=-hEdEyDFGSSq2hLJCVJ_oWitrcLpw8oPlvs0wISv66BEemsxbEKaZbaaZbcBTGq5FYQpClkf0A4cV-aTj08WJLveFB4&loadFrom=DocumentDeeplink&ts=1432.12) Actually can I interrupt and ask your question?

Guersch: [00:23:56](https://www.rev.com/transcript-editor/Edit?token=hPm3P0GHwGfedwc1aZ-1IcLWNXSuXyDt5Iv4JABDTwNmqjjXZgq9v61JUW9EZjKliZlsvST6N10xyHXhnrVa5GMLX5o&loadFrom=DocumentDeeplink&ts=1436) Sure.

Speaker 2: [00:23:57](https://www.rev.com/transcript-editor/Edit?token=xUEeOJYJyCkqhOYpT9gHpqfkSlkJCC197BG-DAp2Px9AARekeh2U8DdLchYMW_t9GYelB5yysTEkAnEUPMq7AtmIENI&loadFrom=DocumentDeeplink&ts=1437.48) So thank you for that. If you remind me the name of the organization you're working with again and I wonder if there's a conversation for the board to have, maybe with that same organization. I don't know if at our retreat or something separate, but with everything that you're saying is really important. And if... I may have missed certain conversations, since I'm just coming back. Also to the extent this is redundant I have apologized redundant I have apologized but definitely would like to be part of those conversations. And just as a board member, be a part of that process. I think it's very important to grapple with that, I mean with everything.

Speaker 2: [00:24:38](https://www.rev.com/transcript-editor/Edit?token=XgxCRlf_FSP1gsFHhShtrGYy2T5SgO4FlW3QM1VHCMGUjTIR-OzklOfF8upCZV3pKpmWhxBg5Ta49pmJrie4PglWN3o&loadFrom=DocumentDeeplink&ts=1478.71) I think I heard someone say, "This isn't necessarily an inflection point. It's a crescendo with everything happening at once; the disparities with COVID-19; the murder of black and brown people on one end of the spectrum to the micro aggressions and other disparities in corporate offices; to police being called on black and brown people for doing nothing other than existing." So I definitely think it's just something to really grapple with at the board level as well. So I put that out there.

Guersch: [00:25:19](https://www.rev.com/transcript-editor/Edit?token=6N-cu26DtPX-TNnzaj2b4b80LyX86Ln6BqcAD2q-CyBB1Ds9enQogmj4dBOg-LLizTBVMkXMoq29wqPnCi4QvAxpzN8&loadFrom=DocumentDeeplink&ts=1519.34) Yeah, thank you for doing that. It is not only noted but timely because yes, the board's time is coming and so at the July 29th. I know we moved it maybe 30th. Whenever the-

Lucy: [00:25:34](https://www.rev.com/transcript-editor/Edit?token=t-We7V1Oy_F7Rz4DWMpmN57McA20DC34Mp63CF75dIztWpLMYrXrpiSLj1mgvHXGxOcWgJGrIdffRaADcjKfk8axygM&loadFrom=DocumentDeeplink&ts=1534.29) 30th.

Speaker 2: [00:25:34](https://www.rev.com/transcript-editor/Edit?token=jwJh5ym9lTdc2YuU1ZLqUjxM2ywNan7uZLYpF0AmCsFGyCZSo5kcKeEjg3sTxw7DacUFa-c5d7sJV7HZkmkKSvzAcik&loadFrom=DocumentDeeplink&ts=1534.29) The 30th yeah.

Guersch: [00:25:37](https://www.rev.com/transcript-editor/Edit?token=urFU1Gx6qoPeU9YBR5YjNLOy7rpHYx3dWW-DCk6ifrov405KgUo0-AzKTUKhUiTkKynHAAMNqE55LOt1UrmtexiavGI&loadFrom=DocumentDeeplink&ts=1537.02) There is a conversation that will be had with Point Made Learning as well. And so we'll send the details around that. Thank you for-

Speaker 2: [00:25:44](https://www.rev.com/transcript-editor/Edit?token=afCTvfftwBrAyhpUQ4VZSijZvZACO7fT9nEkV3Q4G2lTOO7x9XSN6JKKA6-K9NF7oKaJODgVqQBDrsXY4kKwDGGTWSk&loadFrom=DocumentDeeplink&ts=1544.4) Okay, great

Speaker 4: [00:25:46](https://www.rev.com/transcript-editor/Edit?token=-GbXav15Fv8TSWRsquEQq41-PUm13tDQGbi7wHrhLiUF90L7jj0_NdWBtYDciLqTY0lYPMZZ3pJwWvnRldGVkdP3mKo&loadFrom=DocumentDeeplink&ts=1546.34) There's one thing.

Speaker 2: [00:25:47](https://www.rev.com/transcript-editor/Edit?token=FbmNitXMjIOacc5mOs_q3hMsC_ly4hUTJk9C8jzYnMEQF3SEVdpJChGClDXqE0pQ0PoTDfpKvhFu0a97vr1llsNDzF4&loadFrom=DocumentDeeplink&ts=1547.41) Yeah.

Speaker 4: [00:25:48](https://www.rev.com/transcript-editor/Edit?token=w87Kt_0awUi8080pHKQHyz66KGoSCVPB2v1bEa39UdnIKfoOVUERp5faSFD7Xvy7lnGwGQcYyysmqdOothFBHmirTnY&loadFrom=DocumentDeeplink&ts=1548.4) The Revolution Will Not Be Televised is by Gil Scott-Heron, 1971. So I'm going date myself because I have that privilege and all.

Guersch: [00:26:00](https://www.rev.com/transcript-editor/Edit?token=ix-zbwUNHagiGaRY3-Zqpgf83PsKfkNFQOzYSnnMFSgHNI_7hCdhMWGJzOnZR_QHSVZjno_4o--Mbqa7rzYrKrcUsoc&loadFrom=DocumentDeeplink&ts=1560.26) You know what was interesting is, as I was thinking about it I was like, I know, Deb. [crosstalk 00:26:05].

Speaker 4: [00:26:05](https://www.rev.com/transcript-editor/Edit?token=T9LclVPExumIGCg4mIjCoxYOSrmivX_BtnGYMaDv_v1_YABqCgcoDdenZFToM3rqjx_nIm7s0HbwQqeTEsBaixFNbUA&loadFrom=DocumentDeeplink&ts=1565.71) I was like, no. No, 80s. But I am... Michael no. So, thank you.

Guersch: [00:26:12](https://www.rev.com/transcript-editor/Edit?token=W5Lc0E2g_ZfV01ot15exwA8t0h-pMk1nas-ynyN_SlTrsEb9HKmxwb0iIpg1_ZGUQdzoqWesTmWfqTwUwC0OnQeeKcw&loadFrom=DocumentDeeplink&ts=1572.56) Yeah. I'm going to send the link to it [crosstalk 00:26:17].

Speaker 2: [00:26:17](https://www.rev.com/transcript-editor/Edit?token=Urk_RdU1f346Gj2O_Wt5SRLRKFei8Asu0POf2A1zqsiSzKCLXdJvEgR1Q3mwXLnkvcwKPnRVd71X1Vhw-d0bt_smHz8&loadFrom=DocumentDeeplink&ts=1577.11) Mm-hmm (affirmative).

Guersch: [00:26:18](https://www.rev.com/transcript-editor/Edit?token=beEOq5Y5_yzfpX5kf9EuL1_bK950T4n0oJ_oyWWCFv-0nN5a6Y9nYYBVSY1jS2MkRhI2_RaUICLjQy2wmv0wrr-9AjI&loadFrom=DocumentDeeplink&ts=1578.66) Along with some other readings.

Speaker 4: [00:26:20](https://www.rev.com/transcript-editor/Edit?token=OFK36cHFtqL-hvABIr_hhnoUeXZCBHFCHZ7U5B9_gW1Sjv7O2IBcRowLWD3STaRP8-DX4u4wCB6c7lKLYyn2nCmmyOk&loadFrom=DocumentDeeplink&ts=1580.37) Okay.

Guersch: [00:26:21](https://www.rev.com/transcript-editor/Edit?token=m9jC1nzrMmecq7Ami9GIrnBo9wDfwFWoCwuADeAXOEdFIFfN6aR0kNMFUfJzeEv_2tMJKo3vSiypKGr6Rno5TkcaTfY&loadFrom=DocumentDeeplink&ts=1581.02) Yeah. So it in terms of the priorities and progress, just so that we're clear, I'm not pivoting away from the conversation. It's actually, all of this as part of that larger conversation around Black Lives Matter. Because every bit of success that we've seen, is a success for our scholars. And is part of how we are making our school a high functioning school that is run by black leaders for black families, right? And so these were the priorities that we had for this school year from our strategic plan. So the two areas of focus for us were operational soundness and increase community visibility. I'm not going to go through all of this because we've talked about them in previous board meetings. But these are just some highlights, right?

Guersch: [00:27:10](https://www.rev.com/transcript-editor/Edit?token=Qpeq4PlZZE15F0ZfE8B9UHfgdIuP1uK_xLoT9T9iGwdmSPxnVzhqfYuw6807taB_D13Jki4AO4GV1j1-cQ7f3BvGuqc&loadFrom=DocumentDeeplink&ts=1630.95) With the last highlight, I just added being a virtual visit that we have today with InsideSchools. And so InsideSchools is an organization that does profiles on schools and many of the times it's the first interaction that a parent has with your school online. And so, they had some information about La Cima from 2011. And a lot has happened since back then. So we were able to have a conversation with them, get them updated on all the new things that we're doing. Also share with them what our COVID response has been, and they were really lovely people. They'll be updating their website and to ensure that everything is up to date. And they'll be sharing their profile with us in a couple of days. And I can share that with the board as well.

Guersch: [00:28:00](https://www.rev.com/transcript-editor/Edit?token=qsKg7Nmh0zGIyVWeR79HPe5urgBnVFrA9b_RmOf0YBvz2vyFXknOIOkDhYYOwMFu2dAywlGQcqEAQqZEpW2mlqBwkLY&loadFrom=DocumentDeeplink&ts=1680.95) So looking ahead to 2021, so our main focus obviously is securing our five year renewal. And with the two focus areas being organizational health and long term sustainability. And how we define that in the strategic plan is around these goals and these proposed tactics. And the areas where I actually want to pull your attention is on the academic goal, which is up here. And so, back in 18-19, I had shared the strategic plan that shared, that we would, fully implement a new math curriculum; as long as there was a constructivist approach to that curriculum. And then full implementation of online instructional resources such as iReady and Dreambox. And what is great about this is that we've already started that work, right?

Guersch: [00:28:55](https://www.rev.com/transcript-editor/Edit?token=OgOEefRslvWb_2hLKTQfBc5HLcCQvRTkIzSQTI1kXMHcQ22r4szn_MKQtNQPyFIZT6VbZxFrV2p-6nkk8dVttM_2IO0&loadFrom=DocumentDeeplink&ts=1735.82) We actually did the full implementation of Dreambox in this school year with the school [inaudible 00:29:03] designed. So we're already seeing some traction in the work that we are doing. And I would say that that's the case across all of these different pieces. There is one area for instance where I said we might want to consider [inaudible 00:29:16], preference, right? And so all of the work that we have been doing so far really have been in service to our future vision for the success of the school. Any questions about the strategic goals for 2021?

Zack: [00:29:40](https://www.rev.com/transcript-editor/Edit?token=vWdDhUIb4hiQ2n3rMwFnnkNsUIyNmK-wY3fk4v2wAnCIZLWfkUCOnslUBjKOzi-0xuy3hEQgWYMnbyTpx9opmHHMxt0&loadFrom=DocumentDeeplink&ts=1780.3) No.

Guersch: [00:29:42](https://www.rev.com/transcript-editor/Edit?token=c79c0q4PvHpgHNb1Lb4DcnIbeUBh9YBM0Jmmq65O4zCxHeqwGnI3WX1g7Xvw9aNYDLQFTLxPAovp8GARiT27rEN6njE&loadFrom=DocumentDeeplink&ts=1782.99) So, several months ago, I think back in the October board meeting, there was a presentation that [inaudible 00:29:51] had led for us about our turnaround efforts, right? And we wanted to give a little bit of a long view of what we plan to do in this turnaround. I think one thing that can be challenging about turnaround is, turnaround is incredibly context specific. So there really... While there are some frameworks around turnaround, it really is about like how well does your specific school or your specific organization respond to each of the tactics that you're putting in place?

Guersch: [00:30:24](https://www.rev.com/transcript-editor/Edit?token=SPNcxtuepmpeWFQt6Fhmieb4yT-e1-6v6cE7jbwRa0FAhZpdgyceriTfcKMwNaHilgRskVeGpcRO2zk-1jB5oJuM8Ko&loadFrom=DocumentDeeplink&ts=1824.04) In some places it takes very quickly. And within two or three years, you can see the turnaround be completely successful and other places it takes a longer amount of time. It really does depend on what you find and how much groundwork you have to do in order for the for all the tactics to take root. So you might see for instance that for year three, we're a little bit light on the number of items that we are talking about taking on. But that's really because we want to be grounded in the data that we are finding from the 2019-20 school year, 20-21; and then be able to say with more specificity, what would happen in year three, which technically would be year four because year zero was 18-19.

Guersch: [00:31:08](https://www.rev.com/transcript-editor/Edit?token=SfFhgv76aK-LmjfDXsAiWYi38asURqFmWMcJntelgEz4r5QAbrd0ViqDNWYSs7wcXUPyQlc3CVoTBdsf2USjV0uvWf8&loadFrom=DocumentDeeplink&ts=1868.92) But I think something that complicates this, right? The elephant in the room is when we have this conversation in October, we did not foresee COVID-19 closing our schools, right? We did not foresee a virus. And we certainly even when the virus was in New York City, we did not foresee that schools were closed and that it would close for the remainder of the school year. So that challenge complicates an organization that was already on tenuous ground, given all of the turnaround work that we were doing. So one thing that you may be thinking is, so then what does that mean right? Like we're having to figure out what the heck is going on with these closures. When do we get back to the building, and we're having to manage a turnaround at the same time.

Guersch: [00:31:59](https://www.rev.com/transcript-editor/Edit?token=xogjRqZqigvI3_Ke5jFa8Y9-mE9_mihf_yowRKAH-re6kwAG0F43xeiNPq7isp0_dsm46qeF3Kw4I-B8BH2mZ0673tc&loadFrom=DocumentDeeplink&ts=1919.48) And so allow me to reorient you into this framework that everything that we do to reenter the building in 20-21, in our response to COVID-19 is actually embedded within the work of the tunnel. So why is that? If we are reentering the building and we want to do that with a high level of quality, that's serves the purpose of the overall turnaround work that we're trying to do anyway. So at the center of what we want to make sure we have accomplished, every action that we take as a school needs to be centered around student outcomes. Well, that's also the case with the turnaround, right? So that's the overlap there. And so we have identified four key areas that we want to make sure we do incredibly well as we reenter the building for 20-21.

Guersch: [00:32:57](https://www.rev.com/transcript-editor/Edit?token=1EIOeMpcARzqaBoDgVK9hCsSBdxdT0F_wduB5g3EB0tixkjXwe1aY6l5-TatoQ0Iy_4gZK03WzU4fnBaiOU6R8hEVY4&loadFrom=DocumentDeeplink&ts=1977.08) And it's possible that we don't enter the building but in terms of how we frame our thinking, for the 20-21 school year. So number one, we want to make sure there's operational efficiencies. That there is the health and safety of our staff if we are in person, engaging of the La Cima community and the social emotional well being of our scholars and our staff. And you'll notice I was very deliberate with this particular graphic in showing that each of those circles actually touch student outcomes. Because one of the mindsets that we are having to shape and shift for all of our staff, is how their work impacts student outcomes. And so there was a time when there were these different departments that existed in the La Cima and each of them worked within a separate silo, with their own mission and vision, their own set of goals that were not at all connected to each other, and not necessarily connected to the larger mission and vision.

Guersch: [00:33:55](https://www.rev.com/transcript-editor/Edit?token=LcGBz13zi5tJviiIebhnnps0X_176X45odxTxJDnFCMEmjd_Y-qZf6ZhrNAtutz9MwSQdOYMWK9ZUrhLplxnxcVFGqA&loadFrom=DocumentDeeplink&ts=2035.24) And so the way that we are engaging in the turnaround work for 20-21, we started in 19-20, is how do you change the hearts and minds of people, while also helping them to understand what the real work is, right? And so part of that mindset shift is to say, that even if you are on the operations team, you work in service to student outcomes. If you are on the scholar support team, you also work in service to student outcomes connected to social emotional learning but also connected to the academic environment, right? And so this is really going to be a shift in the way that people think about their work, when we enter 20-21. Which I think will serve our turnaround really well. So I've said quite a bit, I want to pause here to see if there are any thoughts, reflections or questions about this.

Guersch: [00:34:58](https://www.rev.com/transcript-editor/Edit?token=-84gciAevCnk6hjsRZuokNK6F2Yhb27sgXFCrd_OxAQwusyvA-4Fq1177F_3fjGxT4YoZ8XDbncbm5s_YvRjFipIVxk&loadFrom=DocumentDeeplink&ts=2098.54) Okay I'm not seeing anything in the chat either. So I'll move on. So the next piece is about board action items for 2021. And many of these are actually things that need to happen now in service to the 2021 school year. And the first is for everybody to take note of the meetings that we are having. And So I sent this earlier, late last week actually, and in my last ED update. So you should already have these dates. I have not heard back from anybody that any of these dates do not work for them. So after this meeting, I will have [inaudible 00:35:41] plug in these dates for us and board on track so that everybody can lock them into their calendars.

Guersch: [00:35:48](https://www.rev.com/transcript-editor/Edit?token=cg7_B8kZ6QBPvwGm1XeNaeIvEL6NGpVEsKwcmRNVpBuR2KPKMQhwziSewyxxtWiYKM1l70NhIjgfTNtVShmauTB0P9o&loadFrom=DocumentDeeplink&ts=2148.93) We have also changed the board meeting for July to the 30th. And we will also be holding our board retreat on that day. Okay, so just wanted to flag that that was a change, we were originally going to meet on the 29th. And then, finally, just giving you an update on where we are in terms of our renewal and the policies that we need to approve for that. So this evening, we have the Handbook, the Board Bylaws and Code of Ethics as well as the Org Chart Vote. We will not be voting on the Fiscal Policies and Procedures.

Guersch: [00:36:34](https://www.rev.com/transcript-editor/Edit?token=9WNk90rbRooubYYqxo8vJ6vYS8SE0ZHhmU8yyaZQwIE2fwh5KO2GXrFvyJOeDmsR3nOtVW8OlFgyCoP-tYRo81400dY&loadFrom=DocumentDeeplink&ts=2194.67) There was one more set that we wanted to make sure we got right before giving that over to the board and so the Finance Committee is going to do another review. And we will talk about that at the July meeting when we voted into the renewal. And the family handbook is not yet finalized. And so we will also vote on that with the [inaudible 00:36:57]. Any questions? Great. So the final thing is our draft Renewal Narrative is ready for board review. And so I've put together a schedule for how we're going to attack this together, because the application is pretty large.

Guersch: [00:37:22](https://www.rev.com/transcript-editor/Edit?token=xmGvN_3LVBAEp2NgHNcMCspGsoLjDUFJip3d6WFPzCHoohHl9ABYLKcT8Kcx09SuGqpKJyGMMrs4mIgYFO6wUq-V_QE&loadFrom=DocumentDeeplink&ts=2242.83) Just so you know, as far as attachments, for those of you who have done this before, you know there are a ton of attachments that come with the renewal application. Throughout this past school year, you've been reviewing the attachments in your committee meetings. So there really is not a need for us to go through those attachments again. You voted on many of them as well. And the ones that typically don't require any board oversight would not be included. So for instance, the master schedule, which is something that the cabinet puts together, and we typically don't need to vote on as a board. But please make note of the fact that at your upcoming July committee meetings, the expectation is that you would have read the benchmarks that are connected to your committee. And if you go into my ED update that I emailed, there's a hyperlink that takes you directly to the narrative. So that you're able to review those specific benchmarks. You can either put your comments directly into the document or your suggested edits.

Guersch: [00:38:25](https://www.rev.com/transcript-editor/Edit?token=NAEPtYJg4rucCGzuNrp76i3Zc33RVGO2GUmPOSXnC_eQwbYg2qf47jiBQp74zv1wGYT_tV3cJf6FZrb-fHh17e6GEhE&loadFrom=DocumentDeeplink&ts=2305.73) So I ask that you don't edit without making it a suggestion just so that we can keep track of any changes that folks are making. And then at that upcoming meeting, we'll discuss the benchmark. And then that way, we would have read the entire renewal application across all the committees on the board. I also will be reading all of the entire renewal application, and then members of staff that are [inaudible 00:38:52] to any one of these sections will also be reviewing. So that by the time we get to the board vote, the application for renewal would have been reviewed at least three times. Any, thoughts or questions about the process for reviewing our renewal application? All right everybody's good. So that, is all, so I'll take us back to our agenda.

Lucy: [00:39:33](https://www.rev.com/transcript-editor/Edit?token=TVGnrMQ3d8WXokbN-CSUKFtFXQBfyFXCiLJD5uhvUwf13sTYK5U7W3udmDfW1nWBHG-jP-knWn4TYvLPnHIJnjFwW3I&loadFrom=DocumentDeeplink&ts=2373.44) Okay. Thank you so much for that Guersch. There was a lot there, nobody has any questions? Okay, if you do-

Speaker 14: [00:39:47](https://www.rev.com/transcript-editor/Edit?token=YZupv-MhzabGYJbs5GIXD2_OThJhUhiFIDBmi4-u4kyvj7Wb0bEcZvx5OObqf6OJFb-bnyku1tlFFMTSPWXa7Vd2jeM&loadFrom=DocumentDeeplink&ts=2387) [crosstalk 00:39:47] my update and then ask the questions because there- [crosstalk 00:39:51][-

Lucy: [00:39:50](https://www.rev.com/transcript-editor/Edit?token=spJTMiYm5eArO3ItJsQKxNl-EtArP300tdBykdufy4kKZuckzQOhZJB6WOZaXTSt_UW4AzMPIwCYrHpqdq1IbuaiMO4&loadFrom=DocumentDeeplink&ts=2390.67) As I said, [inaudible 00:39:51] can't be ignored can I have any [crosstalk 00:39:53].

Speaker 14: [00:39:56](https://www.rev.com/transcript-editor/Edit?token=AQuBwPa8eK5qVsAQ42rjIfD-K_0C5-Z3OP3GTiTbtOltGa1Jqrwcb0TlBl9HNwwXG3wIai_h55FQlSP87TnwKLgqsSA&loadFrom=DocumentDeeplink&ts=2396.94) So I'll jump in and just get into the update we had. Our call last week, our academic committee call... Sorry for all the background noise guys. It's like 4th of July here every night so you'll hear that, endless amounts of fireworks. Anyways, we went through the end of the year data and it's concerning, levels, I would say grades kindergarten through first and second, they had a stronger performance. But third, fourth and fifth grade, both struggling in math and ELA. It's about a three to 16% proficiency rate and they didn't have the opportunity yet to disaggregate the information, to really determine where are the areas that students are struggling most with.

Speaker 14: [00:40:47](https://www.rev.com/transcript-editor/Edit?token=0Oj3tjdULb9IqmFlMx1cyy5qUsV7-sx2g3j45F4C3W6i4unaaNwTMBAfy1DjK1bxs4l5Jgc9knPrlsxs8KOpGY4lTx0&loadFrom=DocumentDeeplink&ts=2447.88) But it seems that we can, hypothesize around what and why this is happening, right? Obviously, we know that across the country students are struggling with having virtual classrooms. But also, what we were told from school leadership is that students need more supportive reasoning, through texts and reasoning skills with mathematics and comprehension struggles. And so that will be a focus moving forward. But I wanted to share that with us because I think we've made some great strides and we've really been able to make some progress. But clearly, there's still a struggle between grades three through five. And in talking about black lives mattering and obviously wanting to have the best academic experience that we can provide for our brown and black children in [inaudible 00:41:40]. Really holding true to the rigor and not letting go of that and holding firm and really requiring that our scholars meet us there.

Speaker 14: [00:41:49](https://www.rev.com/transcript-editor/Edit?token=ZbDSBH-vmxdumZ2KONcaUnyOvsXpOe7LiuaWDPCTTTB-Cihb9mqwNYYCq3UivUeNFk9ufY0ed8FNwo879GCXaFoyl8E&loadFrom=DocumentDeeplink&ts=2509.66) And so I just wanted to share that and see if there were any reactions and if Guersch, anybody else wants to lead in. I think it would be helpful to have that conversation.

Speaker 11: [00:42:03](https://www.rev.com/transcript-editor/Edit?token=5-XzkfhSWXDAcWwG8FJY3klnHoAfliXIBuWIPhrbcGJlOaSNw-QwZROhRHef9TZuYrzSQsaRySnkOxsgGNY8CnHZCfk&loadFrom=DocumentDeeplink&ts=2523.66) I just want-

Guersch: [00:42:05](https://www.rev.com/transcript-editor/Edit?token=j6kAFJIWU3TXM8-hYxgIxMaEDjxY6JOo07FCuHCsK462JzQ6OSXq3KswIIXS-hSLVQXNe_W5wvFcnyWIi2gEY3zCMec&loadFrom=DocumentDeeplink&ts=2525) [crosstalk 00:42:05] to you [inaudible 00:42:10] so go ahead and jump right in.

Speaker 11: [00:42:12](https://www.rev.com/transcript-editor/Edit?token=eGYldzXBvBIFirsYYpsAYTYFrgVPzAxSMc9P-jOzvWfw5Iaqrtv2kNAOKdKBomlfeCdJSotyc6WHCJe88n__iwcP35Q&loadFrom=DocumentDeeplink&ts=2532.19) Yeah. Hi, everybody. So I wanted to share that, given the data and what we see with three, four and five, well five is leaving us and we're left with our third and fourth graders; who will be fourth and fifth graders next year; that Robin and I have given a lot of thought to a strategic plan that is going to shore up improvements in growth in both the reading and the math achievement for those scholars. And part of that plan is Robin and I are going to get involved directly with instructing and supporting certain of those scholars because of our background and expertise in moving struggling students to levels of proficiency.

Speaker 11: [00:42:58](https://www.rev.com/transcript-editor/Edit?token=OOrCI5FCdBnXSB5fgIepQno0NaZE1KQWv13fz2eTkiS10iPrH0sQfLy3q_GXZT47TmTrd06wvBOrewFzE8b0AH2V0Z4&loadFrom=DocumentDeeplink&ts=2578.33) So we'll be working directly with students as part of intervention plan. And we're intending to loop in other members of the instructional leadership team as well to offer that direct support. The other thing that we started to discuss yesterday was... In trying to disaggregate the data, we started that work so that we can see where our students are in terms of the range of ability levels, so that we could be more intentional in the support for those scholars. And really thinking about how to have guided reading in the virtual setting if we find ourselves in that place.

Speaker 11: [00:43:37](https://www.rev.com/transcript-editor/Edit?token=SqKU6Kcl7REHXoio3AQ5QMYqWVT8hsQfbmyLLZnpqdYZVdmuHblZPm-1YFyaVzZORxVY85yd3ioB9FVmf_6z4fZQKgI&loadFrom=DocumentDeeplink&ts=2617.05) We've spoken to the vendor who offers the reading program to discuss what these tools will look like virtually' with us implementing CKLA. And there is a component, I forget the name of it, that we're going to be piloting with some of the students this summer, specifically in those grades. Specifically, in fourth grade just to see what impact it will have for the purpose of possibly using it in the fall. So we've started that deeper dive I should say, into looking at the data to figure out how we could land more intense support to those groups of scholars, while maintaining the expectations, the rigor for the scholars who are coming up. Kindergarten first and second grade who have a stronger showing in terms of their performance.

Robin: [00:44:32](https://www.rev.com/transcript-editor/Edit?token=EtXSlZzRPm6yCBe5Zs8HE5BDr0FgefOnctzh9RlQi4JTGBA26HNRJ_a017q0y3MJhpL3PZ7SoM0YHCAuizmGNXL1EgY&loadFrom=DocumentDeeplink&ts=2672.86) Yes. Can I just add on something? Can you guys hear me?

Lucy: [00:44:39](https://www.rev.com/transcript-editor/Edit?token=Zk3CRXblqbW7pQ5BuMmmU7TQAAJPMQV9KoLZr3ezsJkEcj7T6hRByKbxbRC-kw3ed7X66hITz1bt8JLT_dC0XjkboYs&loadFrom=DocumentDeeplink&ts=2679.1) Yes, we can hear you Robin.

Guersch: [00:44:40](https://www.rev.com/transcript-editor/Edit?token=4t5xYfm2qzlSD9s7IuF7fV_t_8YEwuhn4UhkW68n5TOO7NOv27f6JBAhW3uvBt1BUQfmqSDPrVw9VbcgIMmUXDeY_yw&loadFrom=DocumentDeeplink&ts=2680.81) We can hear you Robin.

Speaker 4: [00:44:41](https://www.rev.com/transcript-editor/Edit?token=q3FTJrdxBEvcjHdVrJLos6wcETfzDv8zd_nW2iRBAGa98HwVTp-XwGlC-PiM9lgo65hEkwWclwpZr5YPdA7Qs-YTmsY&loadFrom=DocumentDeeplink&ts=2681.39) Yes.

Robin: [00:44:42](https://www.rev.com/transcript-editor/Edit?token=JUPptsJCJ-FqJ8eFf7w1s_5BnGVzseskzBN3Wej_DQsxDcGzpIlI4Fe2wcw69d_PD_HDA3DyaaDTK8JBDELoa1Nf3TE&loadFrom=DocumentDeeplink&ts=2682.12) Okay, sorry. I'm operating in my car trying to pick up my daughter. But one thing that I want to add on, I think one thing that has been very helpful in our conversations as well is a lot of the curricular tools like [inaudible 00:44:52] said, they are already thinking about this academic learning loss. Like Norah said, many students across the nation are facing it. And what has been helpful in speaking to those vendors is that many of them have put in built in structures to really provide remediation or small group intervention support. And so like [inaudible 00:45:12] mentioned, core knowledge and their program around, they call it Amplify Reading, to provide students with another layer of reading support.

Robin: [00:45:20](https://www.rev.com/transcript-editor/Edit?token=b_uXVj__UgVlC8Qz_Cc9TNfgXRCCgNnR_JZD-9zlda1PUbMhs5BTdNwVbqHa-Kg-O3Ykszc8BnVVTgDUnY65Fv1MwhI&loadFrom=DocumentDeeplink&ts=2720.9) And we also have reached out to our consultant at mathematics, Eureka Math and they also have some built in measures to pre-assess students in terms of standards; to make sure that those deficits or prerequisite standards are covered in the instruction. And they also have some other independent work tools that students can work on to really help them fill those gaps. So one thing that I would say has been really helpful, is that we really chose the best curricular tools and that those curricular tools and the companies that produce and publish those curricular tools are also thinking about the same thing that we're thinking about.

Speaker 14: [00:46:02](https://www.rev.com/transcript-editor/Edit?token=AGlvdKRw2ulDZs7hnjbrw_SMCh0IuKQlGH9ggUjCDqYuo9MsdY1gHEZdOg6E9BT_gRAf5MdrsVtnLqbCm_UzvAnXzhY&loadFrom=DocumentDeeplink&ts=2762.15) And I don't know if any other board members had questions or wanted to chime in but I do know that they're working diligently on this and we had a really thoughtful conversation last week; and that we're going to continue to move the ball forward. But I did want to leave an opportunity in case people had reactions because I know it's something everyone really cares about.

Zack: [00:46:26](https://www.rev.com/transcript-editor/Edit?token=Sjd-GtMv2sEJgo1C1CHlHCkCmEM3uA92SVRM5QaVhwN1xe7jBSwLvIQ6aAwqsOf_jpV_ixZDdI3ydC8aAPyI0q3onzU&loadFrom=DocumentDeeplink&ts=2786) [crosstalk 00:46:26] quickly say [inaudible 00:46:30]. Can you guys hear me? [crosstalk 00:46:32]-

Kristin: [00:46:32](https://www.rev.com/transcript-editor/Edit?token=phFd_Qo4ZKMNd5JtZvIlm6wYqTFbIdIqPBkXfR2fv9ybMZdpmDwfBQNPUpWK7JBmVYkQPnHvnDCWjbSHOclun3QsV9s&loadFrom=DocumentDeeplink&ts=2792.54) No

Zack: [00:46:34](https://www.rev.com/transcript-editor/Edit?token=8hI6ZgcYgPGEzHgFHtWAQ4wxjbauwoRcfwql90QxTbiNocA9DLSzxy27JGsgHMVWlSjPhkmHY2eC-YGaui_4rb2Vq-E&loadFrom=DocumentDeeplink&ts=2794.49) Okay.

Kristin: [00:46:36](https://www.rev.com/transcript-editor/Edit?token=kpcjUEJUH2s2WnQvBwXMw9d1gZ_8dOY_izgL070Mk9tLYYpAHIplJHmY8dHgaGDl90FNCbOrZv75bN9Rw0ZDpl70xeY&loadFrom=DocumentDeeplink&ts=2796.36) So, two things. This is [Kristin 00:46:39], one is having had the opportunity to do the virtual visit. Was it last week now? I don't even know the day [crosstalk 00:46:47] together. Was it last week?

Guersch: [00:46:48](https://www.rev.com/transcript-editor/Edit?token=gq6ISGeXCANoPuExGvkhu5tkYEtCzS6-r75N6GgQBbEpGd0_Kg8cPkN3W78HsZ0s0duRXGV6zq1N6bkfd4aKOum9Mp4&loadFrom=DocumentDeeplink&ts=2808.61) It was last week.

Kristin: [00:46:49](https://www.rev.com/transcript-editor/Edit?token=V90jNocySNmhCDQIZGaF9Qm3lfDkRfPgzSXKoMS5hIlWB-e37vSckWI23w1diNh8N8ISmFBIru_SNAjheZfLD3ywHg4&loadFrom=DocumentDeeplink&ts=2809.98) Lord, and I shared this with the leadership team but I was thoroughly impressed with just the fact that instruction was up and happening. And at one point I said, was like the fact that I have feedback on instruction says something. Because when you think about classrooms, many times you struggle to even get past classroom management to get into the content that is being taught. So that's one thing that I think is a testament to the work that you all have done, even in the virtual space.

Kristin: [00:47:21](https://www.rev.com/transcript-editor/Edit?token=U17qhPwH-qmrvnDD8OdF-yqfvC4RVO3rsGbQDx88PmRC9oaATI20GNY6SH9vUX2uG7WBBi9XlqVg9gnCIpfrTYDLD1I&loadFrom=DocumentDeeplink&ts=2841.63) The second is to underscore what Robin... I believe it was Robin that spoke to this, around the selection of curriculum. That's key because what also happens when students struggle, when they have unfinished learning is, we have to make sure that we don't sacrifice the content based literacy instruction that's necessary for college and career readiness, to solely shift to fill in gaps through skill. And that can be a tendency. And so to hear that the approach is to marry an effort like guided reading with a strong curriculum like CKLA makes absolute sense. I think that is incredibly smart. I look forward to seeing how it plays out, especially, how you are able to adapt that to remote learning if you need to. And I'm excited to see what comes of it. And if there's any way that any of us can support or anything like that, please let us know. This is my wheelhouse. I do this all day every day with ELA.

Kristin: [00:48:30](https://www.rev.com/transcript-editor/Edit?token=RWKlHkg08ILAm0Frvvl7Ergx_L4T0WNbiRujCwaQ3o3CbVTlrvN7Xfy1MQzuSEYjBuYNb_ZQUb7S197rouzuqRt_XgA&loadFrom=DocumentDeeplink&ts=2910.05) So I think that you are absolutely in the right direction. It's hard. It's a hit. I know it hurts when you put that much work in but keep going, you're headed in the right direction. I think so.

Zack: [00:48:44](https://www.rev.com/transcript-editor/Edit?token=_vcrrTh2zp6p5PkRpITHJLAyIXvh5gNLNE45Xj4wDyOofPaylGlbv2NVFmKWhwdqeuULxbKFyYNUgrqG02TX2Mtolb4&loadFrom=DocumentDeeplink&ts=2924.64) Well, hopefully my mic will work this time. Just following up on what Kristin and Norah said. Was really impressed with the school visit, all things considered, right? Nothing's going to be perfect. It's a challenging space for everybody, from the leadership team all the way down to the teacher. And just appreciate you guys. The time you put in and working through some of the kinks, right? Because this is a point especially where we are in the renewal that unfortunately the kids could fall behind. And that's not really an option for us right now. And just knowing that there's such a focus on... There are some areas obviously for improvement and everyone's working on it. But knowing that you guys have a plan and making the necessary adjustments as we continue to move forward. Just happy to see the way that we're approaching this in a situation when nobody really has all the answers.

Speaker 4: [00:49:47](https://www.rev.com/transcript-editor/Edit?token=b1SeduHuc03RKYnZ9JqE43nJQKjD335n9Ssza38t21FzRdYjiNM14-3CUmYdxVgNRzq6FGFp5exJxjEOCu9trl5rWdk&loadFrom=DocumentDeeplink&ts=2987.13) I was just wondering Guersch, is there any plan to track some of the new curriculum over the summer or you're going to wait till they start the new school year?

Guersch: [00:49:58](https://www.rev.com/transcript-editor/Edit?token=VgVa-2KIhXjNeXHbzJYskej6dhl7-X6o3PM85S13hC2XpGP35_AShUW1sAZauZRfsSu5RZrRUfSF4TyBaOlPuNArtv4&loadFrom=DocumentDeeplink&ts=2998.69) Yeah. So you're asking whether or not the students are going to be engaged in summer work?

Speaker 4: [00:50:04](https://www.rev.com/transcript-editor/Edit?token=2bqmHPXRy6_Kk874tihkoFZytwkQ5FciUFWGkMfznULRdQpHafXFo3GON-JifE_5TAULqZmsCql3tHVgmwhLvl8X5wI&loadFrom=DocumentDeeplink&ts=3004.28) Yes.

Guersch: [00:50:04](https://www.rev.com/transcript-editor/Edit?token=-CId5CcFqRN1SQohbgomTM0YTRLv7kHz4jhBri1SlcQ6PAVHqvTMGASwESJbGNdNtKZLWjHJFadOFxw1RCzgJEn10N8&loadFrom=DocumentDeeplink&ts=3004.46) So the students will be engaged in summer work. I can have [inaudible 00:50:11] speak directly.

Speaker 11: [00:50:11](https://www.rev.com/transcript-editor/Edit?token=yCDKfPAC0zjR2VvLqex3a1TEZ6_5jAzS-M_H4gez0255cVr7oFxem-x3rlCCWaMe8PTyFga_1SuqSW_XlKGdaObelLc&loadFrom=DocumentDeeplink&ts=3011.39) Yeah. So there are some asks, some must do's for the summer work, one must do is that all students have to register to get an electronic library card for the New York City public school. There are assignments related to books that they would need to read. The other is that, for the students who are within implementation of the CKLA curriculum, the assignment is related to the first domain that is going to be covered once the students return. So for instance, in first grade their first domain is Fairy Tales and Fables. So the summer assignments that they have to read are related to, connecting them to that domain so that they're ready to hit the ground running.

Speaker 11: [00:51:02](https://www.rev.com/transcript-editor/Edit?token=xEOTDEKW3FFquzJI4zuhEFHNh3zGscogxVbR-HFnCVwvo5lmHyzI2LWspRyLmIZisNE4hb5DKyGUq-Ol0rVbsTTDmf8&loadFrom=DocumentDeeplink&ts=3062.95) In addition, there are expectations around Math work. They have projects that are... There's project-based learning I should say, that they would have to complete. And as well as students are asked to do work on Dreambox. And writing assignments are related to the readings that they do as well. So every grade level has a summer assignment that requires them to read certain number of books to respond and writing. And they're required to complete both assignments as well.

Speaker 4: [00:51:42](https://www.rev.com/transcript-editor/Edit?token=xENuaHOmVffcHXkk4irXo8lRqbAHGFarELKP_wa2CdL9aDW6lAvjrXoCPCEjdGOYpDH5ms-3zVYl_OaKG6UF9PGlXPs&loadFrom=DocumentDeeplink&ts=3102.24) Thank you. You guys are doing a great job. Thank you.

Guersch: [00:51:47](https://www.rev.com/transcript-editor/Edit?token=IcbqkhSULbiRox3cRQ3TvAQHknLkHaUPyMKYAT3taxg4jjHGuUA63Jrl-qY8uNIQ09E42MUHvj8a6Xsd7uD5rJ32xkY&loadFrom=DocumentDeeplink&ts=3107.07) Any other? Robin, are you talking, we can't you hear?

Robin: [00:51:53](https://www.rev.com/transcript-editor/Edit?token=3kUUedhruJsCPbPl_pq52E77gZWtnwY9O8W1o8gp1PanfFgSo9X_4JL_STEc6VPvRUGBRisQ24fJiaf_oIM0nrtvI80&loadFrom=DocumentDeeplink&ts=3113.14) Can you hear me now?

Guersch: [00:51:54](https://www.rev.com/transcript-editor/Edit?token=P0q82evNOI7tovFUhqRsZrJwtSTj8ptHjAAX704SVARqD1EikQQRBCYYwH8aiwd898Tub8aMd5cySTtV7v6P3gGoKgs&loadFrom=DocumentDeeplink&ts=3114.12) Yes.

Robin: [00:51:55](https://www.rev.com/transcript-editor/Edit?token=INaSM5c8FUWZJQAGcR45BH1XBB_Lj8IZ9YbxzVCLrh5IGa2IM-8YgHTvpUUk5sGvxuQE-mjKY9ZePAJcVir46h7Ttm4&loadFrom=DocumentDeeplink&ts=3115.14) Okay. I have two things, I've got the bluetooth of the car and iPhone going, sorry guys. I was just saying in terms of how that will translate into the school year, a lot of our vendors really want schools to know that we're not doing reteaching. Like a lot of schools want to sit down and say, "Okay. Well, the students are in third grade right now. When we start fourth grade for them, we're just going to go back and reteach all those standards." And so they do not want educators to do that because that is not a really good practice. For example, in our Eureka Math curriculum is broken up into units of studies called Modules. And so what Eureka Math has built in are these pre-assessments to pre assess those standards that are prerequisite standards so we can have an assessment of students' performance.

Robin: [00:52:36](https://www.rev.com/transcript-editor/Edit?token=pSAD3OJ1u3IT8KSKpAYvhJfcSdbt9VlobTZFFdKUkiJebyQSyOzPJKzNnOaNQEoC32gMvvjJP8Qm6B0NRg3WPPtXnyw&loadFrom=DocumentDeeplink&ts=3156.51) And then Eureka has also given teachers a protocol on what to do with that pre-assessment so that they can continue their current grade level pacing, but fill in those gaps from what the students may miss even when they do summer assignments and summer work.

Speaker 4: [00:52:53](https://www.rev.com/transcript-editor/Edit?token=qvauKmyIEEQiJr0NVkrUEIUbE6PNqdf8_z0U_fW9t1o9eqovGHO7umA6zCkAPF44Y9tXoHAyzbF62MP4A2g0eUyVpHM&loadFrom=DocumentDeeplink&ts=3173.06) Thanks wow.

Speaker 11: [00:52:53](https://www.rev.com/transcript-editor/Edit?token=aXByckNc69UY3ZnudaihWzBsmxPpJG-TPU7G8zNTWgAAcIy9hp6T9alfB5TPK-39Rw9mBi7IYKIq6nsf-4AmvfMltP8&loadFrom=DocumentDeeplink&ts=3173.52) There are two other things that came to mind; one for incoming kindergartners, we're going to administer an assessment that is coming to us by way of the NWEA map, where we're assessing them on pre-kindergarten skills. So we're expected to do that in August for all of our incoming kindergartners so that we are better prepared to make a plan for their learning. And then the other thing is, a little bit before our call this evening, we were able to connect with a vendor, I believe it's Urban Assembly [inaudible 00:53:30]. Who will likely be facilitating RSL work and training our teachers. It's a training that they're proposing for trauma-informed instruction. They also have a curriculum for sub-learning that we're going to be vetting for possible use in the fall.

Speaker 2: [00:53:53](https://www.rev.com/transcript-editor/Edit?token=4UC-uOZJTuLAu1EO6phvEZdkr59rGJtvFTleY2tfz9JAn5aq7stm9iXTMbe4C2112jXKmjX6VUA4hpgNDk0y3HnXsfk&loadFrom=DocumentDeeplink&ts=3233.09) Yes, it's Urban Assembly.

Guersch: [00:53:57](https://www.rev.com/transcript-editor/Edit?token=lDSk2Pl8_i1jevEnosLaNjtPUz-c6-qUgb7Z5Nycnce9kKrUTZbPlmCNQTDmqvrd7UYz4r0g414EC2kvwKQwqWPG9PI&loadFrom=DocumentDeeplink&ts=3237.99) Any other questions?

Lucy: [00:54:13](https://www.rev.com/transcript-editor/Edit?token=0r2YGWdqVq94JyBVTp1CkY98pDmYCIkNJgB1tNvTqtOCXH5ADjG_oLeOsho5gaIcXcXxd1CMGn4fsf1zOlAt9AviEds&loadFrom=DocumentDeeplink&ts=3253.09) Actually sorry I have one. We've talked about this a bunch of times. I don't think it came up on this call. It's more general and maybe this is just that I am not [inaudible 00:54:21] as much on the education side in the news; but we still don't know for sure what's happening in fall. We're just operating on the assumption that we can be ready. Is that a fair assessment of the status quo at the moment?

Guersch: [00:54:33](https://www.rev.com/transcript-editor/Edit?token=05tUS6JSgxLnFTyUrKSKqUyHURcle8kGVF3LBqbCfzs-Js1Oj7WDq6BW_A5oSJPv1L-R25PDupqsxBbnJwg1ytHUea4&loadFrom=DocumentDeeplink&ts=3273.2) Yeah so we don't know. So we are planning for three possibilities. So plan A is, we are back in the building at 100%. We know that wouldn't be in August, right? So let's say that might be October, let's say that might be January. But that there's a possibility that at some point we could be at 100%. The B is that we are completely remote, 100% at home, right? And then Plan C is that there is some sort of hybrid that occurs where we'll be asked to come back to the building but at 50 or 40% capacity. And so those plans have to be planned out both operationally and academically. What does that mean? And what does that look like? So all three of those scenarios.

Robin: [00:55:28](https://www.rev.com/transcript-editor/Edit?token=hG9OIMIY-EOL5Jh44Yh9ZxiB5Xf2l2LhQRWBzNlqKAkHwnQwqp0WCYKjXrgB_LxyKlDoWYW209FbSyXP_WOspwOGMQ4&loadFrom=DocumentDeeplink&ts=3328.48) And just to add on to that Guersch, we are also exploring two different blended options. Two scenarios under the blended option.

Lucy: [00:55:43](https://www.rev.com/transcript-editor/Edit?token=1ZKmwrUHqJlG-DlEbU4riVCO4SYUkBJ6BikWM3GMBYtHQampVCIPaZ-TU5UW-ROSwWc8Z1X8lUl8y27uU22dlJufsBs&loadFrom=DocumentDeeplink&ts=3343.05) Great, thanks guys for update.

Guersch: [00:55:46](https://www.rev.com/transcript-editor/Edit?token=aMI0Qd4R7l7qidzhmBEo5W3dfKrH5yRxg0xAE7hOkWsdyjgAWOSYG987U3EWLDc4DIPOClJHBLcRngt8iYsrZgp6kLU&loadFrom=DocumentDeeplink&ts=3346.18) Any other question? Sorry before I move on, in terms of our re-entry, in July we will hold a taskforce meeting to discuss our reentry plan with the task force so that we can appropriately update the board during the July meeting, about what our plans look like. And hopefully by then we'll have an even clearer picture from either the state or from DoE about what our time in the building might look like.

Speaker 11: [00:56:18](https://www.rev.com/transcript-editor/Edit?token=ewydECId6rCz3nFUG-0APVyA7KOwwiRe7XCt9Uvx_In6xAzIu8sIGzhyK5Icvqq6Bo60QXoE9Uaif4PtJ0qX0OdmuuY&loadFrom=DocumentDeeplink&ts=3378.24) And I'll just add that, in anticipation and in wanting to inform the plan we did send out a survey recently to families, where they're giving us feedback about their remote experience generally as well as presenting the scenarios. And really trying to get a sense from them. What would work best for them and what some of the sort of obstacles, could be. Including whether, if we are in person they're comfortable and willing sending their students to school at all. Right into the building.

Lucy: [00:57:01](https://www.rev.com/transcript-editor/Edit?token=ILYKo8dqxbJo63rLAFpDq3dyOKBfhLbzAWGAL_D4v9qJj-bzWfCS-Om7hdXufNqB8zNmj5-bYCm6Qikg9ADVT5S0Elc&loadFrom=DocumentDeeplink&ts=3421.44) Okay. So, Ray should we move on to finance?

Ray: [00:57:06](https://www.rev.com/transcript-editor/Edit?token=t1rn7Z9ZO-r-5Ixb3v-NCs1hk-CgrA3VrgHtd0S_31be2Uo8C7edxhWdh1XqoN_vdB0D0hPu7onp-CNzv-CF0EBJV1E&loadFrom=DocumentDeeplink&ts=3426.1) Yes. [inaudible 00:57:07] you can open up the May financials' attachment. Okay. So here... And Guersch, you guys can jump into, if I miss anything or if you want to add anything. But I think the main takeaway here was, similar to the last forecast that we had; we're showing a minor surplus of 13,000 in May and now for the June forecast is slightly down to 6800. And the primary reason for that is lower investment income. Which we see is trending lower given to all the market volatility that everyone is aware of going on with the crisis. And then some of the other items here I think were miscellaneous. Other bigger items were miscellaneous expenses. But overall, not major movement from the prior forecast in terms of students' revenue and expenses.

Guersch: [00:58:32](https://www.rev.com/transcript-editor/Edit?token=Fp_co1tXnzS5_fkSpLSCvLbU1addURGVPeiQe-pH-W14Q-Rpf0hDHOVqLXEAGdSIid1ROKrPNKMWBWL2iYAuwOnWpZs&loadFrom=DocumentDeeplink&ts=3512.36) I don't have anything to add to that by the way.

Ray: [00:58:34](https://www.rev.com/transcript-editor/Edit?token=iY2Y_Hmtan1MiARku8nayvW09I_bQJC3k49QbQaxSJSW-ZZOGZi3RclG-5zjZmCAmifECrQM3zz7CDNO3T70Ml_hOC0&loadFrom=DocumentDeeplink&ts=3514.79) Okay. So if anyone has any questions about these May financials, [inaudible 00:58:43] showed you forecast? Otherwise I will motion to approve these financials.

Lucy: [00:58:54](https://www.rev.com/transcript-editor/Edit?token=kC7BlZfE8EhfYZsdTR5Nv0oQRpgcAyCSrnYWRtiOyz_caNP8eHc5BoYNkNeoef6cb7qTzP-FLKgildi18AZbMSYHG3E&loadFrom=DocumentDeeplink&ts=3534.63) Second, Lucy.

Ray: [00:58:56](https://www.rev.com/transcript-editor/Edit?token=qOaxjvVmVo42GJq26xisuEWJ-E98DmEndMdkAbyUCejGLuFPn8jjHLlf53NDIT0VncYTUH7FWxHNLs5wG7_7ADyLrJo&loadFrom=DocumentDeeplink&ts=3536.89) Lucy with the second. Thank you. All approves?

Speaker 4: [00:59:03](https://www.rev.com/transcript-editor/Edit?token=p6cX4vYMJG8lz_Hc9Xa9ORwps9XyCuDyX-UTTQEzthofwVflxAOfaeSIGYFeDSoFQB8DXBV04cWVyTpzsuuItu65gOw&loadFrom=DocumentDeeplink&ts=3543.55) I.

Speaker 14: [00:59:06](https://www.rev.com/transcript-editor/Edit?token=86ODXmkdZTZhdTf5hneaSxo8di-a4xChW3ejqAIOJA2OkfKk5_DOaqnWgRneRh3X57Qi1ZTuCClGwbqT2xYCnWK2HuY&loadFrom=DocumentDeeplink&ts=3546.31) I [crosstalk 00:59:06].

Ray: [00:59:06](https://www.rev.com/transcript-editor/Edit?token=f6vi3dKOyHpdgSPSR1V2vIPUXd_MvACcVcvuseTMlZhnsYcWRbHVsVWiFAJ-hOuD7m6xqN5aQ1lfDRhy5OV_ahDlU08&loadFrom=DocumentDeeplink&ts=3546.39) Any opposed? Okay. Unanimous. The budget draft. So I believe [inaudible 00:59:22] correct me if I'm wrong and Guersch as well but this is our final.

Zack: [00:59:28](https://www.rev.com/transcript-editor/Edit?token=nJhjMP-VS_0MKZMxwSzUjkuY5N1o8jxfKulFYz64xS2tx-0Rss4zTVGAJMN0Cx8YGTqYNUot6R_Zr4JSx1LLdUXOwCE&loadFrom=DocumentDeeplink&ts=3568.83) That's correct. This is our last version but we still have to go through some [inaudible 00:59:35] scenarios.

Ray: [00:59:33](https://www.rev.com/transcript-editor/Edit?token=955LVU2GbRLf4zaEY1OEi9ZpjQ4NZx781ZiIMyMhe-GHklRcwuZMvlDO4NCO6sM3z8pjrtZfc8niC8KMV7z1xrsjOhU&loadFrom=DocumentDeeplink&ts=3573.39) Yes.

Zack: [00:59:37](https://www.rev.com/transcript-editor/Edit?token=ruePPK9gVpqtWiUynxUAekjwBrPGKuz4FESlEc-601OsMNlXU7JYd49IKXpaE5WV0eut3AHo5M7_v91_1YJw26nwv-4&loadFrom=DocumentDeeplink&ts=3577.46) And then what we know from the state of possible [inaudible 00:59:40] you guys, the next week. So let's close. Final.

Ray: [00:59:49](https://www.rev.com/transcript-editor/Edit?token=ct5h8Nc-25ARBaM2Rkpjh5sz0SDp9UC0Vp3_aC_FgpR0DhwZ1LomGyBhPkoGTdLSSpFY73YEWgW_LQlhRTs5neln2-M&loadFrom=DocumentDeeplink&ts=3589.47) Yes.

Kristin: [00:59:50](https://www.rev.com/transcript-editor/Edit?token=hmgAaXlsduIxauG4kSbiuMXcibtOZkNzccAtBrMKhoM3fZnfqUDzLg7auknipcBmk2pzhuOU7zQWRxQKR1lE-NMYG2o&loadFrom=DocumentDeeplink&ts=3590.32) Sorry. I'm clarifying. Are you saying that it's still... I think it was Norah that asked for the 20% cut projection; is that what you're saying is still missing here?

Ray: [00:59:59](https://www.rev.com/transcript-editor/Edit?token=Z9IJds7sVO-BVMpv50v7ptThhwncTCNmwNaT-I5AvoaormVXuNVgIQJ5zV9D4KGOqg-Q3bTuCNWFQVu1iMy35Q2eaFY&loadFrom=DocumentDeeplink&ts=3599.82) No. We're going to be working on [inaudible 01:00:04] still working on identifying cuts to the expenses.

Guersch: [01:00:17](https://www.rev.com/transcript-editor/Edit?token=MY8i2e3OEF20XRWVmR7G_9AlbfnB8S5KU5Dk-i2krfDTV3XeiOHmxbQbCf83GHCCiP6QCLGha6H7vFXmgHm0mOuGqe0&loadFrom=DocumentDeeplink&ts=3617.79) And just to provide a little extra context, I was on the authorizer call this morning and there was a conversation that was had about the reduction. That we should certainly be doing the scenario planning but that, for the sake of what budgets we submit in the renewal or what we are approving in terms of these conversations. That it's okay to still assume the 16112. I think what they are trying to avoid is, our schools not having an approved operating budget. Waiting for them to make the decision. Waiting for the state to make the decision around the budget. So it's okay for us to move forward with voting for this. And then still planning for what may come. In case there was anybody who felt any sort of urge or anxiety around voting on this.

Ray: [01:01:18](https://www.rev.com/transcript-editor/Edit?token=e1oAuJX7JJCHthhmWQum8IPdH5varbP54P7Lo2FKEN8c7hddt4XjIzgwix9nrlGwkOh1uP67Wzo5LNq-IGl9F5uI0bI&loadFrom=DocumentDeeplink&ts=3678.54) So I'll highlight a couple things here. Similar to the prior draft, you can see here the change between this draft and the prior draft is relatively small or very small I should say. And it's, the majority of the changes and expenses category. From an income perspective, we just marginally moved up investment income. And that's just from the total annual perspective. Not to be confused with the previous downtick that we had for the prior, May financials and the June forecast. But here you'll see adjusted wages for compensation, so minor uptick there but then savings in the expense category. So all the changes really revolve in that last column where you see those the negative 24,000, 11,000, a bigger ticket items. Which were adjustments that we made in this most recent draft but not a major change since the prior you guys saw. I don't know, Adele or Guersch if you wanted to highlight any of these in particular.

Guersch: [01:02:41](https://www.rev.com/transcript-editor/Edit?token=OI1PC7Jrw1QFnAxtR4V7VmRJKA11odDTOGHXaNfBd0Vm3ZiergXECZ8_hLe0tFCNhwWs4UyFGHW6IRNj9BIgKyYy-TM&loadFrom=DocumentDeeplink&ts=3761.31) I mean, I think the only thing to highlight is that the remote setting particularly in the fall because we know we will not be in the building in August. That that really is part of what's driving the cost savings. So you'll see for instance, the adjusted student transportation line. So I guess that is one operational benefit to being remote. So that's the only piece that I would have named for folks. Then also the lower sub-fees. So we have found ways to decrease the sub-line from 17-18 to 18-19 and even more so with the 19-20 school year. So this has been trending downward for the past two years. And so we see that continuing to trend downward in the future.

Ray: [01:03:44](https://www.rev.com/transcript-editor/Edit?token=Ps1sWregTJkC4t4Qqi2MNrwZEE5ZpQk9Zwe_wocGvJ7WHbzVdQ12Z7pdzZMSTfR3vqWHStM2Y-bGWGilOcTHbHij_wQ&loadFrom=DocumentDeeplink&ts=3824.89) Any questions on this budget? Okay. So we do vote on this to finalize this budget, right?

Lucy: [01:04:09](https://www.rev.com/transcript-editor/Edit?token=VaNWkBaBlJ0R1hxrARKmiJZNEpANBLjNtL0Qv6w7p4oPmJwM-L7Lj3f-XujgqXYi31T6d410XxHyCK4Nxnm1dR2oElc&loadFrom=DocumentDeeplink&ts=3849.87) Well, normally we vote in June. But because we have the edit coming, I guess we still vote on this. And then to the extent there's not data when we vote on that as well, right Guersch?

Guersch: [01:04:19](https://www.rev.com/transcript-editor/Edit?token=69DyZFnzKHGIZ-5HwdSv1UZ95F30ivqXassVlAl_m__VfMk7VV3WZ7BUJD2KAyDBHH-bG7cUZyQc2Iw_CeawKoXq88E&loadFrom=DocumentDeeplink&ts=3859) Mm-hmm (affirmative) we can make an adjustment later after we learned what the [inaudible 01:04:23].

Lucy: [01:04:24](https://www.rev.com/transcript-editor/Edit?token=gK5fpvtZgh6hl_n0VicOiSFtqyNpDwflcnJXjTSo1dTQFjAHH0tx6xajKD3KMFbPeZzu4IR38VXTdfwxhva6ZSKj05A&loadFrom=DocumentDeeplink&ts=3864.22) Yeah. Okay. So then yes.

Ray: [01:04:27](https://www.rev.com/transcript-editor/Edit?token=Q9IywN--4Wj_6CA-XUaY8_JYtq8tQSzMOl9E_HpSET6tuzJu4Vm7RRBRJ3LUN9J-LDL2OxxipPoZ-C4HlbeOsebxe7s&loadFrom=DocumentDeeplink&ts=3867.36) Okay. So I'm going to motion to approve the 2020-2021 budget that you see before you with a surplus worth of $72,000.

Atiba: [01:04:42](https://www.rev.com/transcript-editor/Edit?token=LLQlPi-bV-DW-km1I6RRc13lUL6IPi5lvhkp4bxIlE_MUUnJ7V66Y4YwGGV3QC72QiYYm_mvUeX3PAUXYOEWwOauGa8&loadFrom=DocumentDeeplink&ts=3882) [Atiba 01:04:42] second.

Ray: [01:04:43](https://www.rev.com/transcript-editor/Edit?token=rt_AEu1ZLy8rzBy3Z5cCdv9reuQqCCSCN8upVNbzHyVcp8wJoXuEQgG3Bh5WYP355gP_QbpqaDzIQuVQFnfLrWKA51w&loadFrom=DocumentDeeplink&ts=3883.39) Thank you Atiba. All approved?

Speaker 4: [01:04:47](https://www.rev.com/transcript-editor/Edit?token=13n8wtN0NruB3VP7H6Kfm-E36O0ovWoRAiICI_kAPOk5e09rq9FX3B7uKn3FPqtpGvlZ5YRLrRrHQTnnJrXwDdEa-OI&loadFrom=DocumentDeeplink&ts=3887.85) I.

Speaker 2: [01:04:48](https://www.rev.com/transcript-editor/Edit?token=7hiIefCLkkNDkw2vksfcZEbKarHlYWT6QpToT4poWhJjgBKwuztDOxBd9PbUWkisIsv5nRgg2J2e2eJkvq0G87fkm14&loadFrom=DocumentDeeplink&ts=3888.25) I.

Ray: [01:04:50](https://www.rev.com/transcript-editor/Edit?token=YXOOofU24l9N8oVsofd1obOS0bC_k152ZdMY_qQ-cqhVl9iD2mrtlFTTnUhG-ZhhcIr5qU308uPnVsLRtC3QQ_jtT4k&loadFrom=DocumentDeeplink&ts=3890) [crosstalk 01:04:50] Any opposed? Okay, hearing none, budget was approved unanimously.

Lucy: [01:05:04](https://www.rev.com/transcript-editor/Edit?token=_j3GyX5urxteClrFs7Gnfg_EGddnBsun50ESyxxIb7gB7lsfGStXcfUr5Q5CKdFvVgvujArFB4usTDu8CF7kKYtjhVs&loadFrom=DocumentDeeplink&ts=3904.05) Great. And I think we commented on it at prior meetings but obviously for the record, very exciting that we are trending though we have some uncertainty. But I know that a lot has been done internally to get us to a place of feeling like we're operating within our per pupil allocation. So thank you guys for all of your work on that. And hopefully, we get the best outcome in light of whatever we could hope for, for the summer.

Ray: [01:05:37](https://www.rev.com/transcript-editor/Edit?token=ZalqYQ6FMVS2Jmwue2-DrgfFve4B5eWiT25sxBnRRLkbc5o9nkaU9eeQtnudSDAi6rkHSB9eePSFPkYAHl0ATF5XlrQ&loadFrom=DocumentDeeplink&ts=3937.99) Can I add one more thing before we close out the Finance Committee updates?

Lucy: [01:05:42](https://www.rev.com/transcript-editor/Edit?token=XTEVhAF2P1AjG8_p3KBULsgNzleujB7qO5q1Mz0uPXkKzJL0ryVuCTe4dBYYJdYfELzKdz9iFS97Qh5RvFDhUP-HPzw&loadFrom=DocumentDeeplink&ts=3942.56) Yes.

Ray: [01:05:43](https://www.rev.com/transcript-editor/Edit?token=V2RCqqUc5Dd-8RsqHdtRS4L8TL64tkA6_Vjo9lQTfc6o5MCBzpBtb3tc9oi9gC-X6IwAmd3WvmMlcn0jB0C4dJFN96U&loadFrom=DocumentDeeplink&ts=3943.44) This is more of a mini update and Norah you can chime in if there's any further update. But I know you guys, we mentioned before we were looking to get a line of credit. And then also some funding through The Cares Act. And I think that we're still waiting on those things are in process. And I think we should probably hear more later at the next board meeting if I'm correct?

Zack: [01:06:08](https://www.rev.com/transcript-editor/Edit?token=nP6C5laqfjgSD8HuRHT9XsaJmGXGcp2SPBdt1sgCCgH2RVPbHJ4HtLMBZr78SZUoUyfdSQtluVaGjCFaPh_MU1OIxbs&loadFrom=DocumentDeeplink&ts=3968.82) That's correct. We're still waiting on our credit application and waiting on the [inaudible 01:06:16] application as well.

Ray: [01:06:20](https://www.rev.com/transcript-editor/Edit?token=0N4YBvnrczsK9KaRhRhsD1yIs75ALkMMFPcKUKKCSSNRDpyBT7PFgZe_qfiAlNL5pbQOAnnLXXrgFjRMz0FN2V-FBz4&loadFrom=DocumentDeeplink&ts=3980.74) Got it. Thanks. Just want to call that out.

Lucy: [01:06:30](https://www.rev.com/transcript-editor/Edit?token=JOGzZoFdX9nCamnFa4uxDYhxvD_nroxxcTaHXWZFRxA6GsgGE5ZNwQFz4zx5konOSpQZaCusrteue5of46tj8cHg1ds&loadFrom=DocumentDeeplink&ts=3990.46) Okay great. So we're going to governance now; some of which we covered in the board chair update. I think mainly now it's going to the individual voting items. Is that correct, Guersch?

Ray: [01:06:46](https://www.rev.com/transcript-editor/Edit?token=RmFktuzBCQNoS0iwv3aO25A23N4Z3tTDW_TubPDiXTgN0aEAcpjQvP_6SDjyDQOZRdnm6ve0M3QEBi72xWUv9mOCemk&loadFrom=DocumentDeeplink&ts=4006.98) Yeah. And if folks don't mind, I won't open each item. Hopefully folks have had a chance to review. I can open it if there's a particular point of discussion. But just for ease of technology and time maybe we could just go through each item without opening it.

Lucy: [01:07:06](https://www.rev.com/transcript-editor/Edit?token=PbceZh3a14_uSD0I9tmWhRkKyqmegxuGLh9mGG4o-ZnnNFxjwJjs-xdTHv2hUNhlTdJxaEnRuNSMn6rpvD9Yl6ZCtlc&loadFrom=DocumentDeeplink&ts=4026.36) Okay. So before we move to a vote, any questions, generally or objections just moving through it? Okay. So motion to approve Addendum A Board Bylaws or of the Board Bylaws.

Atiba: [01:07:26](https://www.rev.com/transcript-editor/Edit?token=9uqF4UvfdrqVIZA3mqVM4_DsrITCS5_DsCNg_FZtZUuUAp3ii7eni7xqW9SEm-8G_uZ9KTD6jSKv45kqFzz184J3h_c&loadFrom=DocumentDeeplink&ts=4046.08) Atiba Second.

Lucy: [01:07:27](https://www.rev.com/transcript-editor/Edit?token=rWfUaeA8TqBW5m9462bLlBV53xjRf9gn5jjZCYB7I5PVNhcc1HKMNGaAa5BuOQLDTykrvxfCgQsQVejAhwLzUsOzMok&loadFrom=DocumentDeeplink&ts=4047.46) All in favor?

Speaker 4: [01:07:28](https://www.rev.com/transcript-editor/Edit?token=6FPw31ju046LDnLdk5gB_8Do0gHfEt9bNRjJFmXLAgNHicoa_kJ7lXH1Ro4viLVoIC7HWzJtVdMicTq6Es_aDdQuCOo&loadFrom=DocumentDeeplink&ts=4048.78) I.

Zack: [01:07:29](https://www.rev.com/transcript-editor/Edit?token=-mPpQ8gILmGROqASHvq48hiEzNtr-KCZEsv8JHTJFSSTUb3MuIZTKCZQw4Zp1iYh9hroXU4CVY4ZKmm7XLeFNLn8wZc&loadFrom=DocumentDeeplink&ts=4049) I [crosstalk 01:07:29].

Kristin: [01:07:29](https://www.rev.com/transcript-editor/Edit?token=-L9KlU0lodo0QJwVVwIIRjspf9LUBN3jE5Nt2g9y3QamvrOObtmOEb7pO-FMYmXFEN43jrZkCQkp1Aa_r13mrtr1BSw&loadFrom=DocumentDeeplink&ts=4049) I.

Lucy: [01:07:32](https://www.rev.com/transcript-editor/Edit?token=kO4eL7yUcsETeYXnZEOL9FCJIpe-xJgBnY_o1Q9mKzfxzBFYkGBohMaexDvVFledxYH_rfK6V4B35I9AK5hUwMoSzcA&loadFrom=DocumentDeeplink&ts=4052.86) Okay. We're skipping B correct, Guersch?

Guersch: [01:07:41](https://www.rev.com/transcript-editor/Edit?token=iOe51HJIvUCLum4mC4UX7mjDqbsEKRSlULh5jYXwZBZuMRlMJeCH1jwgnQaf4PvajZ99jtHZSCXJwV0OmTaGOBa89Fw&loadFrom=DocumentDeeplink&ts=4061.33) Yes, we're skipping that you can go to the [crosstalk 01:07:43].

Lucy: [01:07:45](https://www.rev.com/transcript-editor/Edit?token=9ITRcAzRH3ni9mnM1k2zNqHJQ5nGjE6i6epSImgfyEcO8MstBXATDsXv38Gk_6bGvmesNJ3VbUEiYf2aF1ilJodZC9Y&loadFrom=DocumentDeeplink&ts=4065.36) Okay. Motion to approve the 2020 to 2021 La Cima Org Chart, with names.

Zack: [01:07:57](https://www.rev.com/transcript-editor/Edit?token=ph936sz5YgM0RRiBT0Ocs_ddjR0wihSwe8tKDoKrqQxNCtahL-tKCerQVz-_JFQl_obH84qersO6c0yhCQAlyF7WmGY&loadFrom=DocumentDeeplink&ts=4077.23) Zack seconds.

Lucy: [01:07:58](https://www.rev.com/transcript-editor/Edit?token=QrVvRNdV5--JljoVWaRjK7jusos6VvGiq2aItbMeXZouAVQmJD5bbelxYsR1ZpTwJWrPYpaw8SGhYmrglumj_i4rcJ4&loadFrom=DocumentDeeplink&ts=4078.89) All in favor?

Speaker 2: [01:08:00](https://www.rev.com/transcript-editor/Edit?token=6lE6lm4hJZe_sx7AZj0lxC_dFj4_CVUCnlMpKQm_ovUYFBZ2Jl1aGnHi51WOjKVfRcOq5BNWd6bdIWgmfi2mFLHsEwg&loadFrom=DocumentDeeplink&ts=4080.18) I.

Atiba: [01:08:00](https://www.rev.com/transcript-editor/Edit?token=2nOMxYO-CesqOzIUCtHfk2R3Nk375pqdXaufqjBG7KmbWiz-eRz7ocIDDyH8wJZ8GSW8A30_ERmXnl-5lIlPzGkGikg&loadFrom=DocumentDeeplink&ts=4080.5) I.

Kristin: [01:08:02](https://www.rev.com/transcript-editor/Edit?token=hU0ofe9K7byFOIcVU_sS9kJeZ2ugZoi2zjb8kDf-CGkY4NQXGwywVUGJsM2IOJfznZUDmGvH_P-0sjVPfdHhIy4H_uA&loadFrom=DocumentDeeplink&ts=4082.39) I.

Lucy: [01:08:02](https://www.rev.com/transcript-editor/Edit?token=pv13FCdmJnn6Xtmwdp32qItk4BQ7CstI5hVyelgRrQ13fnXAMdh1i3-058pzLQFpuvpt3hLuor5lNSIuBnX1fispB7s&loadFrom=DocumentDeeplink&ts=4082) [crosstalk 01:08:02] stingy with the seconds here. Okay. Any opposed? Okay. Motion to approve the La Cima Bylaws. [crosstalk 01:08:19]. Thank you. All favor?

Speaker 2: [01:08:22](https://www.rev.com/transcript-editor/Edit?token=Fk_x1lVwCU00KEgM9e5zTTN0ayHxm_FKvh2W5OHwOxa-pdHmfb7VOwBsWDrGl7M-IjJlnppMxkSrAD6NCW5ulDkc0Bw&loadFrom=DocumentDeeplink&ts=4102.9) I

Kristin: [01:08:24](https://www.rev.com/transcript-editor/Edit?token=D79152cCKaxvOb4OP9oBwGibBmle3yGURsWjp5iGP7zpriASXlwHTxk44M8-qaxc-d8I0ZjIHWPgBc2lLSCcogQbVuc&loadFrom=DocumentDeeplink&ts=4104.38) I.

Lucy: [01:08:26](https://www.rev.com/transcript-editor/Edit?token=hp2AMCHm7qgfVQiQJ7hxM3y8tUJ7fJYD55HO4xnQOVPuoOxJcrmNhXc6iYdHTyZWTcigPW1jPD7nB6TmsHvTjLTZjDc&loadFrom=DocumentDeeplink&ts=4106.52) Any opposed? Motion to approve the La Cima Code of Ethics.

Speaker 2: [01:08:36](https://www.rev.com/transcript-editor/Edit?token=xPIkhHkMv3c2_S9fL60C46Huf1dI802JAdxFCrr0wh3Aq__Ygvm5lT7yLDUgrCMQsJQE24r0Dh66kyULYlVw-CUx7Hw&loadFrom=DocumentDeeplink&ts=4116.07) Second.

Lucy: [01:08:38](https://www.rev.com/transcript-editor/Edit?token=4sAe8-vMQV7Ez2SKkUxAPz9fZ35ic42RuWXCTGFQheGHQVIIXYcDGp6RQMicmEmj2l7Fpbg95RWdiNzQr2jTUHeuMjQ&loadFrom=DocumentDeeplink&ts=4118.56) All in favor?

Speaker 4: [01:08:39](https://www.rev.com/transcript-editor/Edit?token=hfgQAQCHr84qkt3_Tf0UQ2OEbj-uQGvOueDY9Ryy_z6D4vVrUR8dQN3Fy8VabnVhPxW4qQcfQALk7EsnVEHoBMLrVvo&loadFrom=DocumentDeeplink&ts=4119.28) I.

Zack: [01:08:40](https://www.rev.com/transcript-editor/Edit?token=EMUj8gIAi_7DN_bjawnsH7k4DTdCHuJPj5WkxFh8faJw7JvMnSad4FJovaifvCuuHSur9PWWvtRqwcgP1Mkxdy5He1s&loadFrom=DocumentDeeplink&ts=4120) I [crosstalk 01:08:40].

Atiba: [01:08:42](https://www.rev.com/transcript-editor/Edit?token=Vk9zo-Ryr6RZSzlsQzwZWAkOX92DEf-dH5jUv3FmaLGM54g_AiuRnJqx2RewoMBevweAlEtuyS57_opx1eM89gn2aDY&loadFrom=DocumentDeeplink&ts=4122.08) I.

Kristin: [01:08:42](https://www.rev.com/transcript-editor/Edit?token=dbhoWGMhUTUsjHasH6gjVvICiDM-rPjEMnik0zLi2I9Iwi09eMOQLweMt0utJG0adnhkbr1wfNHbWhrMO2dXb95rlZk&loadFrom=DocumentDeeplink&ts=4122.16) I [crosstalk 01:08:42].

Lucy: [01:08:43](https://www.rev.com/transcript-editor/Edit?token=FQtXIFkkIOYG8jn7U3OjUPErQu42PWxgblxkk0JkDHXNzA1XeY3aFrzOkCxkAAgBJsuIuGbZiJog50mKhWCxvWvEYFs&loadFrom=DocumentDeeplink&ts=4123.23) Any opposed? Motion to approve the 2020 to 2021 Team Handbook.

Speaker 2: [01:08:52](https://www.rev.com/transcript-editor/Edit?token=BeholhvfcAJ8O3ampIXx8T9wUdXWMso5G7ylbYd6j2MijD63qj0-qXlJL-8S_vpnak4GwrbtXoVeSNre3hKrnNNQ59A&loadFrom=DocumentDeeplink&ts=4132.69) Second.

Lucy: [01:08:54](https://www.rev.com/transcript-editor/Edit?token=Cyh3cRvG_Y7irlTmVmgi1ZoAwuvAJC3cj5i-t0fQ5pWhrFonKNK6_PqDhUm2PNcddnsoH06i59hyLTOH7AFrX8T79Kw&loadFrom=DocumentDeeplink&ts=4134.24) All in favor?

Speaker 4: [01:08:57](https://www.rev.com/transcript-editor/Edit?token=Xcntu3-vbvlPL6sOSFuyq31Yf4ZglD-WQ79sz03XAH8t0qGgHzVpPa17ub6K1EtiFvy9wi6x6ZyXRuE1DvlzIPKojIg&loadFrom=DocumentDeeplink&ts=4137.12) I.

Zack: [01:08:57](https://www.rev.com/transcript-editor/Edit?token=emUcbycuDoRWwqYQU8QBN36QHjrclADLM1bSsrSD3r7t2vpNZ-7fJZG_xoLEuQrxxNo4Vx3C61kSn07eQHaVKSjt8AA&loadFrom=DocumentDeeplink&ts=4137.21) I [crosstalk 01:08:57].

Kristin: [01:08:57](https://www.rev.com/transcript-editor/Edit?token=M7ZWNX4ai9vakeanWWb1gctc7nMwbIAkd8VmLf7p4SNIycU4wGjEi-EtlYvEEkHG7MbJ8V6YPKLcNM46V-zuY7GGtd8&loadFrom=DocumentDeeplink&ts=4137) I [crosstalk 01:08:57].

Lucy: [01:08:59](https://www.rev.com/transcript-editor/Edit?token=JCkrVaoNgKkLN8kd7ZayZw-EiFBeqi6mP1aFxBMUcx1ix8Ubp2GTjmI3ZCXOXiRHHyjxhRoXMQb-YUmEIcdyMEUOwqE&loadFrom=DocumentDeeplink&ts=4139.3) Any opposed? All right. That was a big scoop. So thanks guys. Executive Committee. We also made some reference to this, I think in the board chair update. But we're going to spend... The Executive Committee met last night and we're going to be working on... We want to be able to submit the 2020-2021 evaluation, nope 19-20 School Leader Evaluation as part of our renewal package. So we will be operating on a quicker timeline than normal which is facilitated in part by the fact that we're not waiting on test scores, which we normally are. So we will actually be beginning that process officially with the whole board tonight and collecting some... We're having some discussion about what that's going to look like in Executive Session shortly. Committee membership discussion. This was just the things that we discussed earlier, correct Guersch?

Guersch: [01:10:05](https://www.rev.com/transcript-editor/Edit?token=2eKch3L8zXmWUwdReTycmz_fQNbDY5djz0QoUQThOuTCqNTTlKEEUHu1iXDQqgnjYVcXmquxsi7anu5mlLnZg2uufhI&loadFrom=DocumentDeeplink&ts=4205.97) Yeah.

Lucy: [01:10:07](https://www.rev.com/transcript-editor/Edit?token=aogBC5H0YzZarme4xfBclm01l5ZGFNmPrmikS2U9jaxKHMlh4FNXwD37_4DaAQVfzBy3c2vt8sv5s0yo1tu0_O4ayKw&loadFrom=DocumentDeeplink&ts=4207.06) Okay so I think we're covered there. Unless anyone has any questions or comments or concerns about current committee membership alignment. Nope okay. We'll keep going then. So we're then going to move to Executive Session. Before I motion to move into Executive Session just want to thank everybody, all of the staff [inaudible 01:10:35] on the call. Congratulations on, I guess the last official day of the school year. It's been great having you guys on all of these meetings. Looking forward to continuing to work with all of you guys. And I hope that you all are taking some well deserved time off.

Speaker 11: [01:10:55](https://www.rev.com/transcript-editor/Edit?token=GHOdJpAlyyzwTj4PGWqZZq5S6Qve8ded5pMknif0H26lc6qIkjpTRmVpasouqRNrKtkVUfD5etyRitWw9H32bIxKntg&loadFrom=DocumentDeeplink&ts=4255.29) Thank you Lucy, thank you everyone.

Speaker 4: [01:10:55](https://www.rev.com/transcript-editor/Edit?token=v9i-O7V4Ya2A4003e-r5dDxXqvkrhNbqFD-9D3z5WfPV-TUkG3zaEDONA77GKzxhrJfeZ0CIZneUKLuWb8A6WWVcbIk&loadFrom=DocumentDeeplink&ts=4255.72) All right have a great-

Lucy: [01:10:55](https://www.rev.com/transcript-editor/Edit?token=HDsZhbLJ8E2SKz8YLAeMC73Nw7S4XUHEyXkvbJrRcG2qSntoWuGb6GOkoBktvAY4gZTB4Cq78K9THepv2kDRQw8pzIg&loadFrom=DocumentDeeplink&ts=4255.72) Have a great summer.

Speaker 2: [01:10:55](https://www.rev.com/transcript-editor/Edit?token=MZEDoyAaP1Vjz4rex5-X91KhIcPM84FuRdCZz6GANUBuGvAXYdFd-GeuoFoBWoWBHvLpCia_Y4UcMl0FY81xvqeKEdI&loadFrom=DocumentDeeplink&ts=4255.72) Thank you.

Ray: [01:10:55](https://www.rev.com/transcript-editor/Edit?token=pMS-KttjR6dDg2GJEtVQn5qE3nD6U57Rskp0EtvHNogFCFkcRYCgUZPY6kdEupMhrJZkyV9tCR8U8WHv0ckoRLfwUfU&loadFrom=DocumentDeeplink&ts=4255.72) Enjoy.

Speaker 2: [01:11:06](https://www.rev.com/transcript-editor/Edit?token=TnB4p3wziyMTc-q9y0JqmSkyY8rPinTRHULNapw9oCnD5UMYmMEEHb6FcRhhKUyIkSMxnb4xxAzcLBFZ7w1aRdMPZrc&loadFrom=DocumentDeeplink&ts=4266) [inaudible 01:11:06] before you leave, might you actually make Atiba the [inaudible 01:11:11] session... No session host or whatever it is. Atiba are you mad if I say that?

Atiba: [01:11:19](https://www.rev.com/transcript-editor/Edit?token=0wfuDq7QUy-GCH2c-55YYBv_TwPuNt0YR9c6scgiCqn17ZqG2h8pstlOdT8BqmnOu6jUN-NwECaLBK_a6US7BF62vlE&loadFrom=DocumentDeeplink&ts=4279.13) No, not at all. At the time I'm restarting my computer, get my video back up and running but didn't want to [inaudible 01:11:28].

Lucy: [01:11:30](https://www.rev.com/transcript-editor/Edit?token=uzmzg77p3v8VnLdq4XlwWWvwMC5E4AP3_iavURyRgE8c4ecbNAaxSqYBQmodD2uUuNKm-IGde5ez_fbOlZ2rjs6eCHE&loadFrom=DocumentDeeplink&ts=4290) [crosstalk 01:11:30] Yes.

Guersch: [01:11:32](https://www.rev.com/transcript-editor/Edit?token=YFdr_HaTPUOP50zZR1h96avq39mDnG8h7d2FLli3cxBL8kQoZXbEKNbRCFbAu4VJFjMKK5_bmB1HI26e3cSV-kQVJYM&loadFrom=DocumentDeeplink&ts=4292.75) Because I'd already made you the host you would actually have to him the host.

Atiba: [01:11:42](https://www.rev.com/transcript-editor/Edit?token=d-4QPR_f8iI3b6LgvLfLF3scuo-Dkx9KN5FC_qRhKLu6C0f96ormL3P8iCPkL1oCdY6mU4vRtquJ7cK1D4fhIuG4Jek&loadFrom=DocumentDeeplink&ts=4302.64) Okay [crosstalk 01:11:43].

Lucy: [01:11:44](https://www.rev.com/transcript-editor/Edit?token=l4iT-hwse0m57BcPeNge5xFrVJlPAqADPVU8ij14frvWc1Eesqd2NojUwqfeEr7Qnd2sK9fa3SuGitD-25fKYilGiCQ&loadFrom=DocumentDeeplink&ts=4304.02) Let me figure out first whether, which one I can figure out first, how to share my screen or how to change the host? So [inaudible 01:11:52].

Guersch: [01:11:54](https://www.rev.com/transcript-editor/Edit?token=zevDdhLG7N1sQcxcA8caCEsEmnZdSgbdPg34ut-0jUZvHCjJPQl1W0ROvO4NH9giNKxaJvYbaoiwfARzxlsnMT8XF1w&loadFrom=DocumentDeeplink&ts=4314.28) Well share screen as a green icon at the bottom.

Lucy: [01:11:57](https://www.rev.com/transcript-editor/Edit?token=Aq6ITJ_jO-wAtmNg03hYu5CWt6RmTs8kZtksaBNrVBd3YGuZWkqh017eiRDT3DSnBXp92yQmfGaQfRioAMgfHamdUNE&loadFrom=DocumentDeeplink&ts=4317.87) Share content thing?

Atiba: [01:11:59](https://www.rev.com/transcript-editor/Edit?token=Q44nJv2e9mpbQqLMd2D358amqoNeSDuAlxg96cIEOsCAozxESHHsr-OtdwrXswSdWZdPHiVZHwMBo2OccG453ay8m1U&loadFrom=DocumentDeeplink&ts=4319.39) Yeah.

Lucy: [01:12:00](https://www.rev.com/transcript-editor/Edit?token=nLi_7nX_Ohg2tDtdcVs2mTwy_Pb3tvi9fEzJuk0CxWOjzIvhosU4vqQJKGovD6FwFXXloK4LVija-uPdv1tRM1nPnTw&loadFrom=DocumentDeeplink&ts=4320.48) Okay I got this then. Atiba you're good to [crosstalk 01:12:02].

Atiba: [01:12:03](https://www.rev.com/transcript-editor/Edit?token=vFDvu2RfYlcL4R880c2K4VtEMOxEA2mLney6NoH5jHLPmoZLy2lzJ7wpRe8SWP_ui1CmSNNIieE9WrkeMZFjN8IWmbs&loadFrom=DocumentDeeplink&ts=4323.23) All right.

Lucy: [01:12:05](https://www.rev.com/transcript-editor/Edit?token=w7XWfVAjb_3aCWoS3xHS5Av5PQeSiOMc3W7QtPAmVBP2CDWzZf55Hx97M-kitID6AyVGcc90W_DcqtNTddbU3UAQ3VA&loadFrom=DocumentDeeplink&ts=4325) [crosstalk 01:12:05] Thank you Guersch. Have a great few days of your mini vacation and I [crosstalk 01:12:16].

Guersch: [01:12:16](https://www.rev.com/transcript-editor/Edit?token=KfR93sGG9L5Fqm8-3PKR7wPyUreWB6iCliih_FisoPy4e-gGmFmwaZQ5F6Tbq5YFFW4pMKyRuahQYiuFBWZfMQrkBcQ&loadFrom=DocumentDeeplink&ts=4336.74) What was that Ray?

Ray: [01:12:20](https://www.rev.com/transcript-editor/Edit?token=h2fySpoAktWbrcUFsJ55wbqXhBHH1ajONhrps7fBmmkSyHilM9Q-pPX86iS_i9hRw4w2Q0j-WaAvE7ZyeugJSwiFT9k&loadFrom=DocumentDeeplink&ts=4340.63) I said you better enjoy the time off.

Guersch: [01:12:23](https://www.rev.com/transcript-editor/Edit?token=JVjIPQZ_3k6t2Jn5fK23xXOgmNCaw6VQiE-9xN2h5fpIYusEsSAkfilgEYc99MzcIyF0JuwctyvpTSSfe5f2QiKAf-M&loadFrom=DocumentDeeplink&ts=4343.13) I will try.

Kristin: [01:12:26](https://www.rev.com/transcript-editor/Edit?token=Gu06A5s7NhuXZ7qUx0rwLTPQjnQH5PaCKRwCWXvzJfaoKih8Gt1wA0ncTlTQwAuvA8-_0iGUa9XUsKE1lrdzVfoBRAs&loadFrom=DocumentDeeplink&ts=4346.02) Well, I wonder if, can we keep Guersch on for like two minutes just to talk to you, at least the timeline with everyone from last night and then... Sorry Guersch I'm not trying to hold you from your break girl. Hold on.

Guersch: [01:12:36](https://www.rev.com/transcript-editor/Edit?token=AkSZ-GGbhOKI0gZI7bQM3Uiv2ZRUm51qvVmqkh6nBRTqj91otO_igxUTWeC7wA0fjDBY49Mdpoli8O6I-WtwE3DSru0&loadFrom=DocumentDeeplink&ts=4356.32) It doesn't officially start tonight.