**May 2020 Board Meeting Recording Transcript**

Zach Heller: [00:08](https://www.rev.com/transcript-editor/Edit?token=X79lowt3OtBGaKPsqz5V7sXVV_Y7WOgUSDDOy_SLueuokxv5iQysD0JqFF0P7WbcAzetIU2M7yxoQFBvTuA8FHR8DT0&loadFrom=DocumentDeeplink&ts=8.48) Hello.

Goersch: [00:49](https://www.rev.com/transcript-editor/Edit?token=v15i36q80srHT2SaQOB1jj2PSTmCDzZyhbG-OHWU4BSpUE4G7sLpQI8ngaGEJuUI6DXzf1_mdahCGyCPS_28RBgCIsY&loadFrom=DocumentDeeplink&ts=49.11) Hello. Okay. Everyone see my screen okay? You should be looking at the board agenda.

Zach Heller: [00:54](https://www.rev.com/transcript-editor/Edit?token=cIR6R-1LEeSB_1go-VCJX2uVCDSb7p-S0IBiWAGPdtHPXoD6D2qdk1LJjPsBu7N0FWmBh4b6UAGWqcPJMAuPBhi49ho&loadFrom=DocumentDeeplink&ts=54.77) Yup.

Ray: [00:55](https://www.rev.com/transcript-editor/Edit?token=nU89kUIpVeDT7jiWCion-efaMO_THQ2adEJe9esEiWv4QY8w7LJiW9QZyRECdrMA83rbYB9kBHcb72b9H-OzeOfPyNA&loadFrom=DocumentDeeplink&ts=55.26) yup.

Lucy Joffe: [00:56](https://www.rev.com/transcript-editor/Edit?token=cYVcbxySGPtwhHwgCEQH4OFastwNll8ZXQRxouv3zUp0hcSOETEXZ0FHC_Bm6PuHP-wY1950rfmqyfo2g2nW4dER2EE&loadFrom=DocumentDeeplink&ts=56.11) yup.

Goersch: [01:01](https://www.rev.com/transcript-editor/Edit?token=2Y9BMjqUL7FCArOm2qFfw3nHJ9ixo21apqcGByL0rCt4t0xqOqWYQPBMGf2sMu7i9WNxZ2PcZXP-kDCIsAkOjSE7BMk&loadFrom=DocumentDeeplink&ts=61.36) I just got a text that Tristan is going to be late. Lucy, I don't know fi you had heard from anybody else about attendance or lateness. I know that Atiba has to leave at 7:15 I believe it is.

Lucy Joffe: [01:21](https://www.rev.com/transcript-editor/Edit?token=Uc6WLKWolyAaXknDv47lB9u7Uw7XVhTkwy0TUklh3T-nGvzHAtKs7UyuoJkzze-XDk_zhqQm1ryZnBnqTLKtsHr1mAg&loadFrom=DocumentDeeplink&ts=81.61) Yup. I did not get any other information about others being late. I think we have a quorum.

Goersch: [01:28](https://www.rev.com/transcript-editor/Edit?token=2JXuju9kgkbGuMtzl7UWYGLPMfzKE7tEp_-RUBWolzSW7SNvEYoAuFHiq9QoAjIsdnMiwrAM1Zz_gIX5iVLsmYF5374&loadFrom=DocumentDeeplink&ts=88.65) Oh great.

Lucy Joffe: [01:32](https://www.rev.com/transcript-editor/Edit?token=-BxbV1uuYbrJBJhzF6ATiMBfrgbJ16UEvN4OKfOHNER1v8fLKvQS1tfphJ6-3Ma66_1FHCz8F5F3x5Jjq-Hp344UODE&loadFrom=DocumentDeeplink&ts=92.94) One, two, three, four, five. Yes, we have quorum, so we could go ahead and get started, given that we have a short meeting and Atiba has to go.

Goersch: [01:45](https://www.rev.com/transcript-editor/Edit?token=h1vZ7xK5JD5UlaUULs6BSYM4H7E_-UySBQvUaFYum0DziU24YHDsjZeOxPsQfpWGlH-SiOOW-1oeYK8mucHA4rx-pV0&loadFrom=DocumentDeeplink&ts=105.33) Great. Perfect.

Lucy Joffe: [01:56](https://www.rev.com/transcript-editor/Edit?token=XDEl_iZFSaH_C3DrYTrGM7vWMPKlRN3wLw7t8yuV_j9F_FVGUOQD_3_-ls7-jln8Z68qz2PF66ujdNk-mCkpA4Leeds&loadFrom=DocumentDeeplink&ts=116.09) Sorry, you need me to motion the meeting to order, don't you?

Goersch: [01:58](https://www.rev.com/transcript-editor/Edit?token=MG2wZNZQWxEv7Fb98OIFxht4l4VriuReCTkovTAkvYlmyDcwgs_PE4kG49tjuvmv43Lk9ijjMT-A51CBZkndq2dBIV0&loadFrom=DocumentDeeplink&ts=118.78) Yup, because I'm not on the board.

Lucy Joffe: [02:01](https://www.rev.com/transcript-editor/Edit?token=UAieBO3GrwLNCwlaZE9Kyw98HkkXaTGC5azIX0U3lgBGFNUllc1Ru-Z0-qC65kOKuv97yquLh7vWDdnwPsW-T-BCBGk&loadFrom=DocumentDeeplink&ts=121.1) Yup. Okay. I was just going to try to stop the teakettle from going, but I realized you guys were waiting for me. Okay, a motion to ... Is Len here?

Goersch: [02:12](https://www.rev.com/transcript-editor/Edit?token=Hwc0QBE_6zob1IiYvS0AzbiaAk--DXXNg1khEJa-u2jkajPnd27w_9p-61HWIoSHuxhpkNvpCAaoIr9FwKWsZjXiU1Y&loadFrom=DocumentDeeplink&ts=132.41) I don't see him.

Lucy Joffe: [02:13](https://www.rev.com/transcript-editor/Edit?token=pZqESj4fBwyAI88l1CnHhHh-MZlG9jdVu5NbRN7owgE6OTElphr04lDwkPArqWp-35Vd_7Dp8bx15Lhbm4zrrVd_quk&loadFrom=DocumentDeeplink&ts=133.53) Uh-oh, then I don't know what we do, because who's taking attendance? I guess-

Goersch: [02:19](https://www.rev.com/transcript-editor/Edit?token=ktaHnjTclHVIdBJKXMP6Lri6JP0BC9aMNoqYmtMZpWyWResIxuvi6Djiqh2VILS99q7UKTO5fClHdiamOJ-WgwGmetY&loadFrom=DocumentDeeplink&ts=139.95) Was he on the interview?

Lucy Joffe: [02:22](https://www.rev.com/transcript-editor/Edit?token=Nw30w7xH3wQvjMOrYaowCteZm7creVxXZ-MVWgUIIe4JgNxP6vVJJ86ZA3yjEM53q3MReITC3Z6LtYvHABlK7GamRi4&loadFrom=DocumentDeeplink&ts=142.7) He was not, no.

Goersch: [02:24](https://www.rev.com/transcript-editor/Edit?token=vC7vxHyyqv-m89SqtNwX8frGwT8TF81Rg9uBEbefNDr_xDSmV4PqqgAtt8RffZQTDfY_p9ESY8eJmIsYCx9n5tZ0ogw&loadFrom=DocumentDeeplink&ts=144.44) Oh, okay.

Ray: [02:30](https://www.rev.com/transcript-editor/Edit?token=zurxqedTZGOEqKG6dSbHDdqBfBou056UqOEvkNcB19r8DkfQr_z6sEq828P-_aKCq_ngYYsI43bgxaxPC3j-VpN00rU&loadFrom=DocumentDeeplink&ts=150.93) I can notes Lucy.

Lucy Joffe: [02:32](https://www.rev.com/transcript-editor/Edit?token=up9l009_TiTmYGfpqV01Am2X9vTHrSzV2MfHqEffmjaB8-gUe-12L1C3qyF5_TNu4cIdFf0zTMtyCD7M1hE9q_lpcAM&loadFrom=DocumentDeeplink&ts=152.87) Oh Ray, you're the best. Okay, Ray is going to take notes for us.

Goersch: [02:38](https://www.rev.com/transcript-editor/Edit?token=r1qpfScrc5fRS7HrgN5oKRO-KrKXmYQqWaSBeJ2n5oM_saZ5GRZWgY9Rj_sL4saco_zkWQHqOlvAdr5BW9ZxnHQ188A&loadFrom=DocumentDeeplink&ts=158.22) Okay.

Lucy Joffe: [02:39](https://www.rev.com/transcript-editor/Edit?token=P69wiG3r1SlPsPnRZBJA36GlYRaAesd3oewlNnQUrzstdDtHEWptPSTpQYmsOmLYiIt9CMZI4jrxXWxzmMMW79AHyS0&loadFrom=DocumentDeeplink&ts=159.54) Okay, so motion the meeting to order. I'm going to start with a motion to approve the minutes.

Atiba: [02:51](https://www.rev.com/transcript-editor/Edit?token=H9RHM94MedCDUNN2eD0iJi2M9PyWf1ferqnPKG99Mgcuw25SlokUcAh8e16jKPzTvGaepNrRsxOBcuCvQ6Irmj7odjk&loadFrom=DocumentDeeplink&ts=171.83) Second, Atiba.

Lucy Joffe: [02:55](https://www.rev.com/transcript-editor/Edit?token=d0VViaVd2kFwU371PEE6am-_KaAwV-kLQeC80wFwYmbklS1nLZV9BI_S0fRqRRcfKMcWwMieVjtmC-0j8224BkfHiFw&loadFrom=DocumentDeeplink&ts=175.26) All in favor?

Goersch: [02:56](https://www.rev.com/transcript-editor/Edit?token=dPACqQSh3bT9qubAnTG0a6Dy_woB6jmjzGQ6Tg72dBu-0tA5itZXxaiTY4gCfzdYH63D8AioLs6WFUyH9wYNLvyP27M&loadFrom=DocumentDeeplink&ts=176.29) Aye.

Norah Yahya: [02:56](https://www.rev.com/transcript-editor/Edit?token=2epjADMtuL28NQGfLMROo850VLMuCbHZOgeTIDR502luP0bp-uvvdcyBL4ls_MjCeaKiaM2Pc--3B-sVCWcA_I2Tbrk&loadFrom=DocumentDeeplink&ts=176.3) Aye.

Ray: [02:56](https://www.rev.com/transcript-editor/Edit?token=MkhVn-MzfuIWFNnzE1zDabcpVwgi13HN5HI2tfffOII5nHAAxKnREVnQxI4rfHixv-QYrcBsMKkblkPPFn4rcS3dsvc&loadFrom=DocumentDeeplink&ts=176.95) Aye.

Lucy Joffe: [02:59](https://www.rev.com/transcript-editor/Edit?token=ZaAIMYKrtPGIBa_DmQUOJDKpIG8jdymGnMbF98Udn4VCwkknYp_wcG-EEUf0DU1ZOg5aXWw84tNLoB0g5AXuGpoJN1I&loadFrom=DocumentDeeplink&ts=179.61) Any opposed? Great. Minutes approved. I'm going to open the floor now for any public comments. No public comments. Okay, so I'm going to go now to the board chair update. Members of the, I guess the executive committee or the officers just met with our authorizing representative who ... I'm deeply sorry. Can everyone hear that noise? No. Okay.

Lucy Joffe: [03:50](https://www.rev.com/transcript-editor/Edit?token=6TXk0pkY3BYZMmz5COHZxQAa4oMvCYjHV7DewIVyUvCiSd_4H53XTqzbHZw56YVLtABcX9sfBaux6gbpVinnkDxwPEg&loadFrom=DocumentDeeplink&ts=230.83) We met with Paula, I think is her name, she's our board representative. We had a good meeting, it was about half an hour. It was Atiba, Ray and me. She asked us some questions about the key design elements. [Goersch 00:04:04], you prepared us for that well. About board processes, how we organize our meetings, strategic planning, whether we've received complaints or engagement from parents, whether we have a parent representative on the board. I think all in all it went pretty well and she promised a, I think one month turnaround on our report, which would be a lot quicker than the last turnaround, if that was the last meeting that we had. Atiba and Ray, do you have anything to add to that?

Atiba: [04:45](https://www.rev.com/transcript-editor/Edit?token=9EpE7W3JNJVbaisaKdQ_2QtD-6zn8BVY3JokoEDIxl5c9U0r1-A8o9vrCKfq7CgNlaUkcSePyuTXZYzIbRFjs6svqoA&loadFrom=DocumentDeeplink&ts=285.9) I echo what you said. I think it was pretty straightforward and we felt well prepared going into it.

Ray: [04:55](https://www.rev.com/transcript-editor/Edit?token=9u66niNwU6wSQ5HBSL4Emf5CFvucNrFmSstZ1Y8Lc9_IsX1h1Hqusi3z8jIbx9us6LngLqWnfv3-HrbDPtopMsMPMt4&loadFrom=DocumentDeeplink&ts=295.62) I agree.

Lucy Joffe: [04:57](https://www.rev.com/transcript-editor/Edit?token=2m_BFofd5tH-TkAF3zOy0t3kMYvnrm5U9UENW6hfP1py86Jh5x2OiBmEk8ZOZk_0SOKpIs_i8jUBLezQPaYKthjtokQ&loadFrom=DocumentDeeplink&ts=297.47) Great. It feels like it's the, I don't know, for us at least sort of the kickoff of some of the long stretch of engagement around renewal and authorization, et cetera. It was a good meeting for us, and looking forward to engaging with the rest of the board, and the school, and school leadership, as we sort of enter the renewal season, if you will. That's all I have for updates.

Goersch: [05:24](https://www.rev.com/transcript-editor/Edit?token=2ZCK1xrduk2WYripqjPholMDO1tshxnvpqx_h-xtgjsxVR5Q39NuHnjS2EoDPCfjIThTB_S75cTidf1SSjNGWWGeELs&loadFrom=DocumentDeeplink&ts=324.61) Okay. I will start my ED updates. Can everybody see the PowerPoint?

Zach Heller: [05:40](https://www.rev.com/transcript-editor/Edit?token=-154QAL_sN6ON3GdduB3hqgcTiTw0OkQqlGGlQPrk5wuymaw2R8fjIlZhWP2Qp6lkMvIyME5YqIbapAhiU2j2RFru_I&loadFrom=DocumentDeeplink&ts=340.48) Yup.

Goersch: [05:41](https://www.rev.com/transcript-editor/Edit?token=Yg-mfM7Y7YQ8t7GJx51j_1cTD4w9HGYjsjJB8Xx1yDD_YXUx286J7BRLMVsaRD784MQR_dRA9L-c0sUuS6ay4WtcNpM&loadFrom=DocumentDeeplink&ts=341.16) Great.

Speaker 6: [05:41](https://www.rev.com/transcript-editor/Edit?token=P1eEmlg1iaGg2gRzfrNtY1uX6joiP81UIr-nygB8Tny7BIOYTXhg3zofcgfgB3T-2Lj4wf9QNiRnNhfvy3EYawkAAhY&loadFrom=DocumentDeeplink&ts=341.54) Yes.

Goersch: [05:42](https://www.rev.com/transcript-editor/Edit?token=t8GFlPwqdNSQ48Z5BkqmnB_wUgBfh-dA7pOl_cyVvvnHYnn4L8ggJIrEQDGELkHmCJe3SP_Dml1SilcoTkXl2_c_j0M&loadFrom=DocumentDeeplink&ts=342.94) I sent this ahead of time. I won't do a deep dive on every single slide. There were a couple of updates that I wanted to make you aware of. For one, the governance committee did take a look at the team handbook, or the personnel handbook. In light of some recent events, both the HR consultant that we are working with, and our attorney wanted to make some updates to the handbook, so the governance committee will do one more round of reviews, and we will vote on that in June.

Goersch: [06:19](https://www.rev.com/transcript-editor/Edit?token=OO7VAXXMx2NIVxRuk_WEervlUrQOfYRFKMvrQLwDFfXBbjy87doKZzA2YA5QFovzgWNqXjmQ8daNOw_D9or2KyfUjeo&loadFrom=DocumentDeeplink&ts=379.78) For today, we have the strategic plan and annual goals update as well as the student discipline code. Hopefully everyone had a chance to review those two documents so that they can be discussed today. In terms of an enrollment update, I wanted to provide you with some official numbers. What you received last week was where we were at that point, so I wanted to update the numbers once more. As of today we're at 304 students enrolled, or at least committed to joining La Cima next school year. This is a combination of both returning students and brand new students to us. You see from this chart here which grades don't have any open seats, are over enrolled, or we still have some work to do. Overall we have 26 open seats, with first grade and second grade I think being the biggest delta that we have.

Goersch: [07:20](https://www.rev.com/transcript-editor/Edit?token=Rq-K57_eYZa8HPxLhJW-xNAlTUaZoVvAHZ_m-ltWNzmTugdkV6Ic3-J7Kc7Fv4V43mEaTc3KXqTilFdZwkmOxQNy23U&loadFrom=DocumentDeeplink&ts=440.16) The other thing that I thought would be worth mentioning is just kind of contextualizing where we are this year as compared to last school year. Last school year our enrollment goal was 375 students. Just to kind of anchor everyone in the same information, 430 is our maximum enrollment, that is what the authorizer is holding us accountable to. In the upcoming renewal, we are going to ask for a decrease in that number because so long as we don't meet 85% of the authorized enrollment, the authorizer will essentially ding us for that.

Goersch: [07:54](https://www.rev.com/transcript-editor/Edit?token=ZglTUGzTfvBz9LZOgDWCl0zEMybcDCW2EXQqjVcWi1jMPjiJ6H-LCI2IN9wC4UVVY-XucdlqRmj5So_3r9sxGF09ZsY&loadFrom=DocumentDeeplink&ts=474.66) We want to make adjustments to that enrollment as per the recommendation of the enrollment working group, down to a number that feels more right sized for our school community. That number is 330. We are budgeting for 315. Our hope is that we are able to actually enroll to the 330 so that it gives us a little bit of buffer in the budget. Even if we're not able to do that, 315 is the floor of where we want to be for next school year, which would still allow us to end without a deficit. You'll see that in the financials.

Goersch: [08:32](https://www.rev.com/transcript-editor/Edit?token=O41ljKb6TB-oEWXbcAPDCzDSHgGgqiRd7XudCs4jGlHAiQOysM0qhBlab2ILOwizuA58qlcf1Aot0TcLj1pvieBLYVA&loadFrom=DocumentDeeplink&ts=512.43) In terms of comparison to last school year, we only had 287 students enrolled, or at least committed to coming to the 2019-20 school year this week last year. At this point last year we had 31 completed registrations, these were brand new students to us, so you can see the comparison in terms of how we did. We did increase our retention of students, and when I say retention I don't mean to hold over, but I mean students who are willing to come back. Last year it was 244. For next year it's 259, and so on and so forth. Now I did not make this one correction. We only have 26 open seats right now, and we are about 92% to goal. Versus last year at this time when we were at 77% of goal.

Goersch: [09:27](https://www.rev.com/transcript-editor/Edit?token=vIPoKs5fc5tPcDy-jmOncEaYiP9CJUMY-uHoaEL70L6TraE9edhVBpR_1fgd5sBoFx42UVc6oAYe-2SJUPs9ujMaFrM&loadFrom=DocumentDeeplink&ts=567.32) Are there any questions about enrollment before I move on to recruitment? Okay. Hearing none, I want to talk about our current student recruitment tactics. As you know, we're pretty limited right now since all of our recruitment has to be virtual. One thing that is a good thing is one of our stronger tactics has been around social media. We in the past over the summer have been able to run social media campaigns which have garnered quite a few applications. This year we decided to start the campaign much earlier. Typically, we run it in July, so the social media campaign kicked off on May 15th.

Goersch: [10:19](https://www.rev.com/transcript-editor/Edit?token=QvOq9jhMcYW50oxo7OltF1SDyCJqZaxJx73ozjFEzeVLnSVHhDzPHNVjJqDZhCAiRZ8GMfHeBuwLQoo4n3LTRxAeNdk&loadFrom=DocumentDeeplink&ts=619.81) We specifically wanted to market to families whose students have IEPs. The rationale for that is twofold. Number one, a new student is a new student. Number two, because there is this concern from the authorizer that we're not currently serving a comparable number of students with disabilities in our school as compared to the district, we wanted to at least demonstrate good faith efforts to recruiting those families. We've talked about this at length. This is why I suggested that we included the weighted lottery for the upcoming lottery, which was last month. Essentially this is all in line with the campaign to getting not just more students, but students with IEPs.

Goersch: [11:08](https://www.rev.com/transcript-editor/Edit?token=-tnus8heXog5v535wgFsRKZEtaJJOb8bIYvDqt7i7-wGMzgnoIGmnfeZHenFwU8ouN_zYkLxqawlFFAT5NTbH8VmsjY&loadFrom=DocumentDeeplink&ts=668.68) We also have a virtual open house. Typically, at this time of year we have info sessions and open houses where a parent can come in and get a presentation and tour the school. That is not possible right now, and so the operations team and the instructional leadership team put together a presentation that parents can watch online that takes them through a school day from the lens of a student. By doing that and posting it online, it really gives families a real feel for our school and what they will experience once they are with us in the fall. As a result of that open house, we actually got a few families who went from just being offered a seat, to accepting a seat, to eventually registering with the school.

Goersch: [12:07](https://www.rev.com/transcript-editor/Edit?token=VomeFmHcgE7go1ohoJxfd0p0vvh_QXku1jfJ_UGfGijrtp45ruG12wqUIF3PtgnBXvxV-YAGnLiqi8a9MzJmQbWmP3E&loadFrom=DocumentDeeplink&ts=727.46) We've also done some mailings. We have not found that the mailings are as successful as we had hoped. I think in the future we will pivot away from that tactic and just work on the tactics that have been the most effective in getting the most applications.

Goersch: [12:26](https://www.rev.com/transcript-editor/Edit?token=3b5CopXc5r59aBzJrLAISkKP7d5A5fR6BryzsaYIn7E2TeQDvaQjGiPyU6jmhOBXvDLuQGN-Et-fliuTZX59XbFzc0I&loadFrom=DocumentDeeplink&ts=746.87) Any questions about student recruitment before I move on to staff recruitment?

Speaker 6: [12:32](https://www.rev.com/transcript-editor/Edit?token=wqURBq_d1XgXAQ7TukIFUm3D1aUpgPLpX0_UalBiyeBloVOrkOQEjUGTdoF2Zhdo3reYzR_Hycqb4E5_g2k3_0l6zzw&loadFrom=DocumentDeeplink&ts=752.72) No.

Goersch: [12:36](https://www.rev.com/transcript-editor/Edit?token=JfPl3MY38UEIDxjZ-ZRmGD8LAqDdTIlQ--mGE38pwQQMaWy6AraD97mr1fexv3o5o2mYqy-o8YyszVX1bbyrPtauGuI&loadFrom=DocumentDeeplink&ts=756.63) Since we are in a virtual context, you might be wondering about what does this mean for staffing? One thing that's really great is we've already given out all of the offer letters. We've gotten a 100% response rate, even if that response was, "I'm not returning." We at least have every response in hand. We have at this point one teacher vacancy in the fourth grade. We made two offers since the last board meeting, and both of those offers were accepted. There was a kindergarten offer as well as second grade offer.

Goersch: [13:16](https://www.rev.com/transcript-editor/Edit?token=YiyA2snXRzjfvSJdC0qSmhxvOsak9HhlVnS43r_OvO-eGP4QOF2rDNi2b60Ea08VzVfL14Q6AFHBl9uS1MFTJ-kxw58&loadFrom=DocumentDeeplink&ts=796.39) We are still looking for a candidate for the fourth grade. How does that happen in a virtual context? We're still receiving resumes from all of the different platforms that we use, but there are also companies that are managing virtual staff recruitment fairs. This is actually the interface that we have on one of the virtual recruitment fairs where a candidate can actually peruse schools' profiles, and then decide that they want to engage with our recruiter around a staff opening. We've actually been able to participate in recruitment fairs even virtually, as opposed to being in person like we typically are.

Goersch: [14:07](https://www.rev.com/transcript-editor/Edit?token=3hgbwsjyGcJ2KyuvGrE9NihSbmMSsHGAXsc8LcXPQEfQG_hzRAN7e0S_29ow5rZczlYT5sc1omwQCoQson-nlnWSVIY&loadFrom=DocumentDeeplink&ts=847.2) We are in a much better place this year than we were last year. You might recall that last year at this time we had something like 13 vacancies, and we actually started the school year with about six teacher openings and a couple of non instructional vacancies. At this point, even without the school year being done, we just have the one teacher vacancy and no non instructional vacancies at this point.

Goersch: [14:33](https://www.rev.com/transcript-editor/Edit?token=jOV-WYLNy0ouCEfcmCIZmX9E0-0GK7ar0DrLN5ClUJlzWdSdJGVtxwAFmnKud0yN9KI8nfiZQvxipzyoxs4KjQB17nA&loadFrom=DocumentDeeplink&ts=873.7) Any questions about staffing?

Zach Heller: [14:39](https://www.rev.com/transcript-editor/Edit?token=nfRiP8b2j7GzmESiAmmYMbj4tLWsE10Op_cL60xT9Fub-M9CdpynDBEV8Mv9kL2CeVzPE23gxZIItdt0InV82MDHJoo&loadFrom=DocumentDeeplink&ts=879.61) No.

Goersch: [14:41](https://www.rev.com/transcript-editor/Edit?token=LvBPv6zj3-qovhiHvDNUgdjIooi092uhaBU4-KonAXdi_CEdcAGZsk2b9h3z5Vs_sL0e_dj-eyhKH4p-_lG76K_1pkM&loadFrom=DocumentDeeplink&ts=881.17) All right. Hearing none, I'll just move to the school redesign updates. The academic committee had quite an extensive conversation with myself and the rest of the instructional leadership team. You might hear some of this from Norah's update today, but I just wanted to give you high level information about where we are in terms of the school redesign.

Goersch: [15:06](https://www.rev.com/transcript-editor/Edit?token=XJ_EliRDWgbTfZ6xqRYZbWCXjzwddY5Z56obJTm_8o-8f1w6NOKF379-NTsHjyIFht35KrgmwAQ4VakLZQvfSHNJRRg&loadFrom=DocumentDeeplink&ts=906.91) Obviously we know that we're not going back into the school building this year. The last time we met that was still an open question. It is not clear even now whether or not we will be remote or in person for the fall. I think we're pretty clear that our start date of August 24th will not have us in the building, but we just don't have a return date yet.

Goersch: [15:28](https://www.rev.com/transcript-editor/Edit?token=YXJCps0N-TmoliTm4trareb3awZaMX6PXjlkbxtsYvEr9oZWJ0V6pzbcxSOpgXTxCe_8dFTQrsdxQKgkCMDoLLQj6N0&loadFrom=DocumentDeeplink&ts=928.76) In terms of our remote setting, I wanted to say a bit about scholar attendance. Right now our average daily attendance is somewhere around 77%. You might think, well when we're in person that feels like a pretty low number, but I would say that is a very strong number. There are some districts that are hovering somewhere around 40% or 50% attendance, so 77% feels like a strong number. Also, we have a really high bar for scholar attendance.

Goersch: [15:58](https://www.rev.com/transcript-editor/Edit?token=PYQS9mwk2R0VcmKQ4ZhqhOXKzhnu1uiaNZnCTNqKtwDA7m2ZpvrniF8rMCsp46rPyodItawJFPeI-wF7QZI2wPSrhIs&loadFrom=DocumentDeeplink&ts=958.11) Our bar for scholar attendance is not only does the student have to show up for their live Zoom class each day, they also have to complete at least 75% of their work in order to be counted as present. That is to say, do we have some students who are showing up for the Zoom lesson but not completing 75% of the work? Yes, but they are not counted as present. With that high bar, it demonstrates that we do have students who have some level of engagement, but not enough to be considered present. That's why I feel like the 77 number is a representation of high engaged, so that 77 is highly engaged students for the most part.

Goersch: [16:41](https://www.rev.com/transcript-editor/Edit?token=WhzzrfmnrpxLwNvGslp3b_Kp-J-A-g-R-C0bgXmX26GXRbegq9uipEiVQH1ykiDSFV9BjoV-XxFv9xKIEvXjHwWbryE&loadFrom=DocumentDeeplink&ts=1001.47) Then in terms of our technology update, as of today we have about two scholars who still are having some tech challenges. We're trying to figure out what the right course of action is at this point because we don't believe that distribution of laptops at this point to those two students would make sense. Possibly it's a DOE iPad that they would get, but there's still an open question about that. We are down to two students.

Goersch: [17:11](https://www.rev.com/transcript-editor/Edit?token=-h_GTa7weNeLxU8nFMiQ9zLOioGa19ItZU8QStV1aOagg5Yk4IEjWlwRwc6DaYTbVz1TlTyrUv4yprlfl2kP2HOMRB0&loadFrom=DocumentDeeplink&ts=1031.5) Then in terms of academic progress monitoring, throughout this time I've shared with the taskforce and with the academic committee that we chose platforms that would help us to monitor the growth and progress of our students even in the remote setting. Not only have we gotten those platforms, but we also made the decision to have report cards be issued for this trimester, and not pass/fail, but actually grades that are standards aligned, or standards based. Additionally, the students will be assessed.

Goersch: [17:51](https://www.rev.com/transcript-editor/Edit?token=U3J5LY73cPnmxkoXcoQQCG9A1ThuE4pFKyoESV3IrICqtugBvJdh04hCvYb_mcow_UX9TlBtjf4C6tl7NFqw9ZGu27k&loadFrom=DocumentDeeplink&ts=1071.79) There was a practice assessment that was given last Friday in order for us to kind of test out the technology around assessment. Then our bigger end of year assessment is going to happen on June 1st. The reason we think it's important for us to have an assessment is because we want to know where kids are. We want to know what growth has happened. We want to know if there is any regression, because that will help the team to better plan what the academic landscape will look like for the fall.

Goersch: [18:20](https://www.rev.com/transcript-editor/Edit?token=e8u9Rf0kUBb3rf-3QRL1T_FDcjEXkQ7OAdCgUgm5dPd5hXJPYIIjIXejwWw3Nby-w1MbNXgyYxhFUZo20E8fhiQdgd4&loadFrom=DocumentDeeplink&ts=1100.72) We just find it really important to have that information on hand. The reason I'm sharing that is because there aren't a lot of schools who have taken the risk of doing assessments or doing report cards with actual grades, and we think it's really important for us to maintain the academic expectations for our students, particularly in the remote setting, because our students were already behind. We don't want to create a situation where they continue to fall behind and we are blind to how far behind they might be.

Goersch: [18:54](https://www.rev.com/transcript-editor/Edit?token=TLffKrsFo5LUdtn08mdcyiDMYADLE6KthU5AqXtqmOjI0EhdbqMJZbycYyylC3uTdVrUFF4XB-dnFmuFw9tYeT7x4_s&loadFrom=DocumentDeeplink&ts=1134.19) Any questions about that before I move to teacher certification?

Zach Heller: [19:01](https://www.rev.com/transcript-editor/Edit?token=mfhuu0bbQIkhmn2dCT-l_8ChjATQwEJpXNm5Jb33dsVqdhZLbhv5S8gd-8tO50C17bS6B1dhR8-ehjQegRHqBK8BJkg&loadFrom=DocumentDeeplink&ts=1141.43) Nope. That's good.

Goersch: [19:04](https://www.rev.com/transcript-editor/Edit?token=0sYWkoZp6Dx3OnObkx9PTySE0Kyr2WgUjbnLs6jgDs8Rn_s3iyOYyyWtVZ7N1p9JeU6e_CLMxpOCpwO3iaIO08d9Y3k&loadFrom=DocumentDeeplink&ts=1144) Okay. Teacher certification is quick. The good news that I will share is that Letta and Adele have done a really great job of maintaining their focus on this, even in the remote setting. Our most recent worksheet demonstrates that we are in compliance with the authorizer mandate that we have no more than 15 teachers be uncertified. We are at 12 currently, and so we were able to get the news that La Cima is now in compliance with teacher certification. That's very good news, and we're very excited about that.

Goersch: [19:40](https://www.rev.com/transcript-editor/Edit?token=Y8IFuQMZIQv6v_RQlFBjGD7SgZmaPD46aiNJ5yVCm7To_942y3i2HewCYvtHA_du_uqkkInQdedoAfp9znbI1y2E9Xw&loadFrom=DocumentDeeplink&ts=1180.62) In terms of our 2021 planning, so obviously these are the things that are on our minds and are major priorities for next school year. We clearly have the renewal coming up, and so today was kind of I guess part one of this longer renewal conversation that we'll continue to have. The other thing that's on our minds is ops readiness, because if we will continue to be remote, the question then becomes, how much time will we have in the building to prepare it once we are back in person? What are the things that we need to do in order to make our school up to code with what the CDC is sharing are now new guidelines? We have to think about in person school as being maybe vastly different than what we remember, and how do we ensure that we are ready to meet that challenge?

Goersch: [20:37](https://www.rev.com/transcript-editor/Edit?token=L8qr9opFuxQ_61roXFq7Zu94sn2gNw7_yAEPVovxzCZ2_Y7wHtWtNiJYm8l_oxiacpVXiwL-Mzbuj_DmGrkCpqb8Gts&loadFrom=DocumentDeeplink&ts=1237.56) 2021 technology, as you know, we've given out quite a few devices, upwards of 200 devices at this point. One of the things that we were thinking about is how do we replenish our inventory of devices? I did want to share that we did receive a grant from the Brooklyn borough president's office for $50,000 to replenish some of our inventory, with the hope that there will be other grants that we receive this year and next year so that we actually have not a one to one model of laptops, but two to one. Because we're recognizing that remote learning, now that everybody's done it, may become a part of our reality moving forward. How do we ensure that kids not only have laptops to work on when they're in school, but also have a laptop at home?

Goersch: [21:28](https://www.rev.com/transcript-editor/Edit?token=I1r4zhoBWq8z3R_e6vp8b5VuFQ4aP3FELMUKu8ojQDUADfgiq70p1slfhbRSoyHktO90zo2uNEXr0XFTA0xpnJySSB4&loadFrom=DocumentDeeplink&ts=1288.82) We're really excited to receive that grant from Brooklyn Borough President Eric Adams, and that will help us to replace what we've already provided. Hopefully there'll be other grants that I can share about later.

Lucy Joffe: [21:45](https://www.rev.com/transcript-editor/Edit?token=kzE1xtqgC6XB4CyBJ1Mm-T4_EXAoI6KrF2e7nJKNfUsWtYVrSjKUvMRmY1rBa-q_QPp5JaA6Qx-MSikSRg8TaJguheo&loadFrom=DocumentDeeplink&ts=1305.45) I just want to jump in here.

Goersch: [21:46](https://www.rev.com/transcript-editor/Edit?token=eJKtGQtjwgi6aWqBR7b9tdqOtuJcnBrQdXM0p4KO52BABb0KQpv-OSqklpKPsL6aBnIYcCWX-Niz0DlHhb11tRvGRjo&loadFrom=DocumentDeeplink&ts=1306.07) Yeah.

Lucy Joffe: [21:46](https://www.rev.com/transcript-editor/Edit?token=CSN6ivLJT6HmvZHXhUoR0BEK0XiQxKTVUAo4CwzYm2kViijudGN3eWnpS0VSyDehU5Hkc_oNcHzjjhbtLJmXkHyiQKw&loadFrom=DocumentDeeplink&ts=1306.71) Yeah, I just want to jump in here because Goersch, I want to make sure this isn't rushed over, because you said that we received the grant. The first step was that actually we applied for the grant, which is incredibly impressive given everything else that you and your team have been navigating during this time, to have the sort of wherewithal to also go out and do something that we have not had, as a school, had a ton of success with lately, and under these circumstances, where lots of people need money, to apply for the grant, to get the grant, is really just a big deal. I want to make sure that's not lost in the presentation here.

Goersch: [22:23](https://www.rev.com/transcript-editor/Edit?token=11R7Mz5K_dOgIrci3cG9UZJqLzcGUAsnM79r_XBd1brlsPbXUB_QyS_Os1Rzh07-IgQ31_8WZ4ybVySzytW8Tdyz4iE&loadFrom=DocumentDeeplink&ts=1343.62) Thank you Lucy. Actually I do want to clarify that we were given sort of an award, but we have not received the funds itself yet. It's coming, but yes, to your point, we did in fact apply for the grant. We also applied for a Robin Hood grant that's also based on technology. Hopefully we'll be hearing back from them soon. Then we have a couple of others that are on our radar that we haven't applied for yet, but it has become a new sort of project for myself and for Josette, who supports me in this work, to go out and receive some grants because clearly there is a strong need for it right now. Thank you Lucy for slowing me down on that.

Goersch: [23:13](https://www.rev.com/transcript-editor/Edit?token=G789aKLthhOvL5FPz868Jk8ccljWLifxxoXpi5EL0_7uaPh2zu11MEGpXkcqW9WZ2cKUB0Z_ISQbAvcoPVo4kW0clbU&loadFrom=DocumentDeeplink&ts=1393.82) Then lastly, just reentry planning. I think that goes hand in hand with ops readiness. You know that ops soundness has been a priority for us this school year. While I'm elevating ops, there is a lot of reentry planning that we need to do, particularly as it relates to the trauma that adults and children have faced during this time. We want to make sure that our reentry plan is really thoughtful. It's not just about the transactional things that need to happen to reopen school, but what are the human things that need to happen for us to reopen school successfully? Those are just some of the things that are on our minds right now as a leadership team.

Goersch: [23:56](https://www.rev.com/transcript-editor/Edit?token=c3-ahfvfjr0NTBFKt0cGYE6Q-EMuZY5NeMH947BQaKwYIFfNuPV59qAz7lfnJx-dghsFbJp-2YfwmxNqkP2IXy5z8Ok&loadFrom=DocumentDeeplink&ts=1436.49) In terms of upcoming school events, we haven't had this slide in a while, but we do have two events coming up in June. We have the K stepping up ceremony on June 12th. Then we have the fifth grade stepping up ceremony on June 15th, where Eric Adams has prepared a commencement speech that he will send to us and we will play during the commencement event for the fifth graders stepping up ceremony.

Goersch: [24:26](https://www.rev.com/transcript-editor/Edit?token=K5K9bTIcMSJYdtxYHlFd5icjbMkLBvqeDPInk_YaCQoLRw63ujaU2S-7Nwk8rhEbJEkmPB5byy40lX2SErfL6WQ47zg&loadFrom=DocumentDeeplink&ts=1466.47) I think the last thing here was just in forward planning. Last year we tried to pre-schedule all of our board meetings as well as our committee meetings, so I wanted to share these dates with you now. During committee meetings over the next, whenever the next committee meeting is, we will talk about these dates, make sure that they work for everybody, make sure that folks have it plugged in so that we can have a strong calendar of committee events the same way we did this past school year.

Goersch: [25:00](https://www.rev.com/transcript-editor/Edit?token=sNKr176PK_BoxJmaPYxN3Op3IWXRWTyBPdx75YYoqoOjHBel8vzBjptNNLgkn02qx5DEmGeyiD-szgHeMal9O8-mcro&loadFrom=DocumentDeeplink&ts=1500.38) Those are all of my updates for now. During the academic committee update I think we can also share what happened during the visit today. Wanted to pause here to see if folks had any questions, or thoughts, or concerns about anything I shared.

Goersch: [25:24](https://www.rev.com/transcript-editor/Edit?token=-L0yf2agdrPLZxwuLTzDFa4IRiBYJtkq5qgz_mfajLncU7OCWVbYZMRjjKHoV9GBd80jnbf4tfxR2iWcDvcpWf91SSc&loadFrom=DocumentDeeplink&ts=1524.24) Okay. I will get us back to our agenda. All right. We're up to committee meetings. Norah, did you want us to start with feedback from the authorizer today, or did you want to start with the committee update?

Norah Yahya: [25:54](https://www.rev.com/transcript-editor/Edit?token=NNnaAjpv1db4Oa33_MfhK7A41CVAUduhrT9-FpqFqsItD5a7-uZ5OrcHbnmM51yxyQiB5Le27bqIcQWLdZ8u3wQcVGA&loadFrom=DocumentDeeplink&ts=1554.41) I'll start with the committee update because most of my highlights were mentioned, so I won't be that long. I do want to really highlight that we're in compliance with the authorizer for teacher certification, which is a huge deal, which she mentioned, I just want to bring people's attention to it. Then also just that we're employing DreamBox for being able to monitor virtual attendance. I just think that's something different. My other hat, working with DOE on other issues, it's been a really hard challenge for them to get attendance as high as ours. This is more so a praise report, if you will. Just that we have been able to be consistent in our instruction. Then also, if students aren't attending and it becomes problematic, even in that day they're calling families. The level of family engagement is super high as well, and being able to find resolutions for every problem that come up.

Norah Yahya: [26:58](https://www.rev.com/transcript-editor/Edit?token=C-JuPeBesTKhayHgzdS05FzDPHPDe0dALFwsHL6AyvQ-xY1zXThvxv8Adb7bn9KmgIMlt7CZ-Z-wlB9azBoCMb4ANAk&loadFrom=DocumentDeeplink&ts=1618.61) I think outside of that I did want to hear about the visit. We knew that was happening. Then we also knew, I think it was, was it last week that you guys did the first practice exam? I was curious to get a little bit more details from you guys as well about what the response was like there, both for completion and then if you all have had a chance to look at the data to see how they performed.

Goersch: [27:20](https://www.rev.com/transcript-editor/Edit?token=UZC8eM8q6sijwJQHO0ahXH_-mXHBj3rShDV1BWbtzmK7EZXxwUUO8fo9a4-wcsk4G5OYKCPZufjHcmOh9EDsFDAhyu4&loadFrom=DocumentDeeplink&ts=1640.81) I believe we were at 169 students who were able to log in and complete the assessment. I'm not sure what the data output has been from that. I can pass it over to Letta, who has more information.

Speaker 6: [27:37](https://www.rev.com/transcript-editor/Edit?token=_9gDCeex0TxIF7CeWbJ2a_vyC9u441YD3CESOqxN8GXG7JnVH1Ac9D0e7fWqd3Ed3PAfQMyj7-57rEHXkqQL3z6vLfU&loadFrom=DocumentDeeplink&ts=1657.56) As it relates to the DreamBox data, we're actually not going to spend a lot of time focusing on that, to be honest, because the intent of the administration of this assessment was a trial in terms of what are some of the potential challenges that we will have with younger grades? Are there tech issues that need to be resolved? Does it make sense to try to test everybody at once? After the administration of the assessment we did two groups, with K-2 being one, and 3-5 being the other, to do a post mortem about the experience. All of that feedback is going to inform our actual experience. We're not even going to look at the data, to be quite honest, because that was not the goal of this experience.

Speaker 6: [28:25](https://www.rev.com/transcript-editor/Edit?token=zZfh51VctjziQgb2SGBQqVNgo5JyR6aw9jRBjAEMyCWbHP77Eb_Ox0UNucHdyjqp9C5F8lcqrM4Dc7kg_TsrZHmWUjI&loadFrom=DocumentDeeplink&ts=1705.84) Just so you know, in terms of setting it up. K-2, they have three basic questions to answer that were on grade level. Then for our older students, there were just six questions. We really just wanted to make sure that kindergarten students, for instance, knew how to click and take advantage of the tool that would allow them to hear the questions, like the microphone and so forth. It was just a test, a trial, and as a result there are some major changes that we're going to be making to the actual administration of the assessment that will count.

Speaker 6: [28:58](https://www.rev.com/transcript-editor/Edit?token=i_IuOdnoJYPWnoVDzgO7RKIj__ES0lZST-vU3Yst5JnzWilke9kQqvu5aHUcEpKj28g6WnlzPHFQ79cybtwXcRkWD-U&loadFrom=DocumentDeeplink&ts=1738.39) I can guess that Robin right now is talking to Charter Tech in order to make sure that the facilitation of this is much smoother than what we had last week Friday. The praise goes to the team in the fact that we decided to take this sort of risk, and doing it for the purpose of finding a way to refine a process that we will likely be using in the future. Lots of great and useful information came from it in order to ensure that we have a seamless administration in the next couple of weeks, as well as in the fall potentially when we have to use remote tools for assessing.

Norah Yahya: [29:43](https://www.rev.com/transcript-editor/Edit?token=ltdGjnvCcl_tZp2wUA4JoSO-0fyD3iOsQqyAYEQIrQ4SyVZwPOBHbKVAlEV0gJ4Rz9Xv7kiKczwci6NWA-Mgn5xtt9U&loadFrom=DocumentDeeplink&ts=1783.98) Okay. Thanks for sharing that.

Speaker 6: [29:45](https://www.rev.com/transcript-editor/Edit?token=pBxy5X0cvQUyGvR6G1MG3Qrw-C4wiBQda6ReFIJc1ki-M8J8Af2HldKzwGdA3FFacHsVdrO7N6DW7qDF36Vf3XZjDSI&loadFrom=DocumentDeeplink&ts=1785.34) I want to-

Norah Yahya: [29:47](https://www.rev.com/transcript-editor/Edit?token=vSGlSU-aE9U32ag0eJm_HWxD1HKcbxPpzXbRILIYs_va8NLDRux3hJUi0ef7T7UJn6vWSjP7VyCXensmN0gTfE_wBSs&loadFrom=DocumentDeeplink&ts=1787.87) The visit, yes.

Speaker 6: [29:49](https://www.rev.com/transcript-editor/Edit?token=vGAGB_MDhPbeYX1b6xPbihB5ZA2Xy4DldKIIbVxTF9xPII7pAEty3rmD6ZT2C9BZoqC5U1SGH0fCat8o7vFMk3wA2dE&loadFrom=DocumentDeeplink&ts=1789.06) About the visit. Overall, I think the visit went really well. I am just so proud, and full, and just really excited and motivated by the work that the entire team did today. The authorizer looked at our team in four segments, the first being the classroom observations. She had the opportunity to visit three classrooms, both of which were integrated co-teaching classrooms, one on the first, and then the other on the third grade, as well as our L program classroom.

Speaker 6: [30:24](https://www.rev.com/transcript-editor/Edit?token=_JcKV7OJXwnfOI5iA4egfhHCcc5nPDzkohUl5NrNG_XPugdfx2LMZuPkNuoYADM3y8a3r0L-LbsUyR76KFFGWflvV48&loadFrom=DocumentDeeplink&ts=1824.48) She had very positive feedback to share about what she observed. It related to the fact that much of what she saw was not part of something that was orchestrated, or wasn't a dog and pony show. These are the types of practices that we've had in place. Students were attentive, they were dressed appropriately. Everybody had a pen or pencil and a notebook on hand. She even commented that she's gone on some of these calls before and she's seen students in bed, or boys with their shirts off. Just very things. She said overall our engagement was really high, and that is because, to start we make sure that at minimum the setting for learning in the remote setting is such that we're not worried about behavior, or having to deal with kids not paying attention, or running off to the bathroom, or doing other sorts of things.

Speaker 6: [31:25](https://www.rev.com/transcript-editor/Edit?token=x32yGLQHQ52tSp5FAVEtQtkelF-HPZKs-T2UiMNzZ12tKsOMgDfEZ1qDuiPIzr2Nup6bRvg5GGhJX3cIjUqy1soyfME&loadFrom=DocumentDeeplink&ts=1885.76) In terms of the instruction, in the ICT classes she was able to appreciate the co-teaching that was actual co-teaching. It wasn't one teach, one assist. It was really both teachers actively involved in the instruction. She did praise us for the fact that she has not seen a school that has included embedded translation in the content, so that if you looked at the lessons for third grade, for instance, the sentencing and the phrasing were in English and Spanish. As well as, when we set up our Google Classrooms, all of the instructions are in Spanish as well, because most of our students who are L students are Spanish speaking.

Speaker 6: [32:09](https://www.rev.com/transcript-editor/Edit?token=izBqOdrxbTLSrQLn-1qoQf0UlEmVWxTtA5BgWprjHbZ_Wm3d4UYZBO6FAX1elM2wwufMNyy188ImThyry1WCr4KENgQ&loadFrom=DocumentDeeplink&ts=1929.39) She also, she gave us a lot of positive feedback. I'm trying to think of some of the others that relate to the teaching. It was really solid. As far as an SLT team, when she spoke with us we were able to share a lot of information about our family engagement plan for next year. The fact that we are very intent on engaging families more so by creating a calendar, whereby in every month we have activities that are intended to cover a range of topics, from academic support, to social emotional support, around the response to COVID and what that means for some of our families. Things like technology and how to safeguard your children against just potential issues when students are using social media. She was happy to hear about that.

Speaker 6: [33:12](https://www.rev.com/transcript-editor/Edit?token=8mRuWl-7RIr36cNpjJoGrMqFSwkougMWLccrEJq7UVWvOpa-hFVjWtFEAai544Nkj8YPHFaUDADkByk7cvDhiuAhRJ8&loadFrom=DocumentDeeplink&ts=1992.66) What else did we discuss as an SLT? She asked about our, as far as the, I think it was the special education program. She asked about our special education program and the cell learning components in our plan for next year. She did hear a lot more from the scholar support team in the conversation that followed. During that conversation, I was not present in it, but she was able to glean some really useful information about the work that we need to do next year. In particular, this issue of the fact that we want to increase our students with disabilities, our numbers, so that they more closely match that of schools within our district. We just talked about our plan to refine our child find process. She was pleased to hear that there was a plan in place.

Speaker 6: [34:11](https://www.rev.com/transcript-editor/Edit?token=7EmZfbpFFemmg2oNQbuQubjzvK3QfvGSYeI8ne_5r0zdYMKl5FQHD_oR0ZCupLhrCht2VPEiQ7z33Tm8i1a9Mz0X6Jc&loadFrom=DocumentDeeplink&ts=2051.25) I don't know if there's anything else to add, Capri, from the scholar support portion of the meeting.

Capri: [34:21](https://www.rev.com/transcript-editor/Edit?token=c-f3AnmTOnOLRtlhLY3zhKzMfq2FRZGHxXYUjaunQPeSJor4W2S6vHm2LtklPN_gfe_DshIS_YZoc9aonBlisGUNvfc&loadFrom=DocumentDeeplink&ts=2061.35) No. We just talked about some of the resources we've been providing families, and the way that our guidance counselor and our school psychologist have been supporting families and scholars. We talked about the ways that we're including all of our English language learner families, and making sure all cultures are represented, and the ways that they're collaborating with all teachers, and going to planning.

Speaker 6: [34:49](https://www.rev.com/transcript-editor/Edit?token=sCEgTxp-YByFBeEZ_2oN4d-HxJw-k80mTlfrF7I2ZlZFxLRtNpkqqNIeTy92KjRcevxeebVHoAR6ZIeCnNOJ4caQziU&loadFrom=DocumentDeeplink&ts=2089.75) The last group that they visited with was our representative sample of our parents. We had parents from L families, general education classes, students with disabilities. They had rave reviews about La Cima. They even commented about how impressed they were by the remote learning experience. One parent I think shared that they had a student who was in a public school, and that child's experience does not compare to the one that is being had here. I think someone also mentioned that there's a student who's actually doing a little bit better in this remote setting because she generally gets pulled for services during the school day, and appreciated that most of the student's time was spent sort of in the classroom, more engaged in the work that was provided. It was really good all around

Speaker 6: [35:49](https://www.rev.com/transcript-editor/Edit?token=GoQU6UERRzz3isEDpc7WfijlYuBrlbb_LJuIxjvqkx8EtsZNk2XLwWui6zu4AhNcYIGRZF6j0EqqCxFPHbqesBA79iE&loadFrom=DocumentDeeplink&ts=2149.61) We debrief as a school leadership team, and we talked about some of the glows of course, and then discussed the grows and its implications for our planning for next year. Those were captured in the document that we're going to reflect on for next year. We have some very clear objectives and items to attend to in order to account for some of the areas that we identified as growth and some of the things that Paula alluded to in her conversation with us.

Goersch: [36:31](https://www.rev.com/transcript-editor/Edit?token=WhKf9nsncDNja5lJrFlesHcJYCKPFkLoKMLupq2bddlJyfnUsqsAPHNh-zlSSnyv9DHQOU6IhEx0QOEZqrjImPSRft8&loadFrom=DocumentDeeplink&ts=2191.3) Thank you Letta for providing that synopsis of the day. I echo everything that Letta said in terms of it feeling like a successful visit, despite it being in a virtual context, and that we might need to think about what this means for the possibility of the renewal visit also being virtual as well.

Goersch: [36:53](https://www.rev.com/transcript-editor/Edit?token=Ee7xpOTES7_X4I-CZUU7WX1bSw3TWMQ-SSVBQfBfnjBwogPyrYCJ8rEhRKrJAGgDqqWklhQVbMzXt3-mDpK7fwwwrKI&loadFrom=DocumentDeeplink&ts=2213.45) During my ED updates, I neglected to mention that we have a new team member on board. I think because we've talked about it before, but I wanted to introduce Darlene. Today's her first board meeting. She's been with us since April 6th. Darlene Alvarez is joining as our new director of operations. I think she's still here. Yup, there she is.

Darlene Alvarez: [37:16](https://www.rev.com/transcript-editor/Edit?token=RXQnc-F3Cw-DQXsY0qr4c7q6KGEH1E2wG-lrxNKcoNZh8YqBAB3vcTIh28Y8hesL8qUOFjepP3KUa8dolzn8_YxIovw&loadFrom=DocumentDeeplink&ts=2236.69) Hi everyone.

Speaker 6: [37:18](https://www.rev.com/transcript-editor/Edit?token=E0Koiyqp9Pg4Yr2wDxe2VXNx-W8UjNZntV_kK6F8TdGZGHhPxWiDRje3O1B2KzIpogO58gRTIpaPk0V8Y0XBeiX0lRg&loadFrom=DocumentDeeplink&ts=2238.79) Welcome.

Goersch: [37:20](https://www.rev.com/transcript-editor/Edit?token=5ohodzIPdHbJClydHcgCpIU4rP37GzBSadl-9umPsapaBUhSl93uwPDibUXZTaGTYCsTeKowIc4o665XD_gYv0mQeEY&loadFrom=DocumentDeeplink&ts=2240.01) Welcome to your first board meeting. Can we just go around and have board members introduce themselves? Lucy, I guess you can facilitate with that.

Lucy Joffe: [37:32](https://www.rev.com/transcript-editor/Edit?token=JotpGmvWTqC0DeJ2vBnq-o8WtlMZZ-aW0WOYTpaKAT05CO44Qa0hzjn33zAWZgtaw4gsSqoUbPKgCWBBQ9ZZklmVJA4&loadFrom=DocumentDeeplink&ts=2252.3) Sure. I'm Lucy Joffe. I am the board chair, and I have been on the board for I think seven years. I'm on the governance and executive committees. To make this easy, Goersch and I agreed that we're just going to go down whatever the order is on my participant list. Ray, you're up next.

Ray: [37:56](https://www.rev.com/transcript-editor/Edit?token=VIwBpqexcInSx5s1G7YKCeNCng-2RlcDn3g70f4mmfYRixSXfJdqQsGPuwK1u4g-ezHGRXNyV33Xk8RsJxlREjxQmAo&loadFrom=DocumentDeeplink&ts=2276.32) Hey. I'm Ray McGill. I'm the treasurer. Can you guys hear me?

Goersch: [38:02](https://www.rev.com/transcript-editor/Edit?token=GrOVSG5UXWc14XgX8tX-dtrQHTFlzdafeTtTFxrTshXWSpgs6jKy8x-VxsTuiI_z6Ezr6aidY-kd0RgRU2wQSCyAKqA&loadFrom=DocumentDeeplink&ts=2282.35) Yes.

Ray: [38:03](https://www.rev.com/transcript-editor/Edit?token=CdndNlug0227u9FgNqCAn6Ics7Yxsu1OSHgawKBqXqt1lqeGAMEXn8u38JWqh-0Uw_CNlyF5Jji6OHuQ8mwV4VA6Nb8&loadFrom=DocumentDeeplink&ts=2283.2) Okay, good. I've been with Cima for three years.

Lucy Joffe: [38:09](https://www.rev.com/transcript-editor/Edit?token=QOPj71mQ81pXK_3V4dgnCIWwVLqXy7Vb7O5ZxyElg1132vntCBYzRAZsPTjRDcbcZkdNVNoBn_LJXxHSi_QQJqyGnAE&loadFrom=DocumentDeeplink&ts=2289.49) Your committees?

Ray: [38:11](https://www.rev.com/transcript-editor/Edit?token=bBCQvnrS7nNB8Y72QdiOFjTEKKAN_UhkTbIvYFnpHLWcfxhiRzKhIz5PV_J_Nnzfggm14Ub9CDQFwZ_JwFngt_0Fjug&loadFrom=DocumentDeeplink&ts=2291.68) Yes. Finance committee.

Lucy Joffe: [38:14](https://www.rev.com/transcript-editor/Edit?token=WkXLlTY9-SyigNwE5pH7cF8vZVPgnTimrk7eKIzFGN0tZ6s_snHcQNHcps7aSrydAewjiWcYu4NOWC9HGlsDLWrVlSY&loadFrom=DocumentDeeplink&ts=2294.96) Great. Deb, you're up next.

Deborah Mack-Gl...: [38:18](https://www.rev.com/transcript-editor/Edit?token=ET1V4Nw7O-Ske_jg7wqF8nh5A8t_oo5A7uWUf4h-e4_eOk05PZakhnhM98L_uXFx8eMyY6YZJbGjvruHZ2qEVUoaTfo&loadFrom=DocumentDeeplink&ts=2298.89) Good evening. Hi. Welcome Darlene. My name is Deborah Mack-Glasgow. I'm on the board. I've been on the board for about three years as well. I'm on the committee for education and governance.

Lucy Joffe: [38:35](https://www.rev.com/transcript-editor/Edit?token=c3G57KnHPzB7iGNNfoK1Lb8s5CEn3fDkJT5RgOE8HWkeaMmd-mcN5RunAAt0UGol68cVUIJSOT29Yi-gcJ9FMLk9g3E&loadFrom=DocumentDeeplink&ts=2315.44) Thanks Deb. Norah?

Norah Yahya: [38:38](https://www.rev.com/transcript-editor/Edit?token=KRrN0uiqkuSOob9AC9bxU1hrCVcuYxd4NpvJ4kGPOdvZ2MWVE9rPpLr8ezaGrbnC-D9rFEVPRm0y61gEaJjOIe-wAIc&loadFrom=DocumentDeeplink&ts=2318.06) Hi. I'm Norah Yahya. I've been on the board for a little over four years. I'm the chair of the academic committee and I sit on the finance committee.

Lucy Joffe: [38:49](https://www.rev.com/transcript-editor/Edit?token=gPleSG-90WBHyia7k-Ux9ZUFl5llvVaDt2tJDeRzIRPIrZV1VShjEtfmYL7DwxuLXrAntu70ZUiDqJmt9uhCcE5QdFM&loadFrom=DocumentDeeplink&ts=2329.55) Great. Tristan?

Tristan Mitchel...: [38:53](https://www.rev.com/transcript-editor/Edit?token=mdgNOy7aFvqH7d41r7-203-n5eQuxqwBCTAWljWCEnZoQzw59Q-yoa8_m1Ol0juwe3HC1jAtYqZMw2CsdnDBrSV4VFY&loadFrom=DocumentDeeplink&ts=2333.62) Hi. Tristan Mitchell. I've been on the board for almost three years now, and I sit on the academic and finance committees.

Lucy Joffe: [39:01](https://www.rev.com/transcript-editor/Edit?token=hhH1UaNRPOYm5n6z3LRZImrlza2M-S2fTUVgfXpucJ6pMrbC_b7bZp94tAqwi0fqv1MsfTp7REXaQuioh9uHXjGEE2Q&loadFrom=DocumentDeeplink&ts=2341.02) Zach?

Zach Heller: [39:04](https://www.rev.com/transcript-editor/Edit?token=eaDOfbSB_kshyQ-26TFpVkHMzfF6zgACMR8HuTYRT4i9noJ2OfLmU0fcRwXICoD-PrfBsDGcFYud8Mhi4SqXSoiV5nY&loadFrom=DocumentDeeplink&ts=2344) Hello. Zach Heller. I have been on the board for I think three years, it could be four. At this point time doesn't really matter anymore. I am on the academic committee as well.

Lucy Joffe: [39:20](https://www.rev.com/transcript-editor/Edit?token=lF-0Wgb_6A8lpACxSLcs_f3k3VmrfpNWZEt_pLc0N5z9JvZ65rjZTWPRwweK58DY3TSvb7jxj4YAMYo2Kl_WV0woDcA&loadFrom=DocumentDeeplink&ts=2360.97) Great. Everyone's names move around when you speak, so I think I got everybody. Did I miss anyone? Okay. We previously had Atiba Edwards, who is our vice chair, but he had to leave early. We do not have Lenworth Stephenson, our secretary, or Kristen Briggs, who is our newest member and on the governance and finance committees. They'll look forward to meeting you next time.

Darlene Alvarez: [39:55](https://www.rev.com/transcript-editor/Edit?token=PqhsbnA0HtBProa_VCT7aAwtV7Cr6GIg1eZMNg5o98rK6U0iafJuNkOk0Tr2cAdJ-coxqP0rG5HJXUUyTdFx4bEELuQ&loadFrom=DocumentDeeplink&ts=2395.94) Thank you all. It's very nice to meet everyone.

Tristan Mitchel...: [40:03](https://www.rev.com/transcript-editor/Edit?token=58zgTVG7f-GPbuTOP5maF93pQzDVlAiXTXc11gpx49nwOl_ERfUB8nKfCOpeZ6fUZJa8n5dVdMf4ICtDXli0E8OuNMc&loadFrom=DocumentDeeplink&ts=2403.57) Same. Welcome to the team.

Ray: [40:08](https://www.rev.com/transcript-editor/Edit?token=MUsNQuRB9YokyvnHJzQ3D2SvQNxvB0oK6kVhcDM0JnuCYKmjQy91_9MvKQ_E8yLiQ_flLhzdpZHkfGqYuM8QbvS15t4&loadFrom=DocumentDeeplink&ts=2408.7) Now it's time for finance. While Goersch brings up the screen, we'll be taking a look at April financials, and then also second draft of the budget. There we go.

Ray: [40:26](https://www.rev.com/transcript-editor/Edit?token=T4tkT0o88rNmBoSrov6a2JwhxyA6PJzIjIX2JPnmeapmvVBXbGkCYBJiMLgvAhmPjrZQrNW5kjcLbudmifQZnPBtkpc&loadFrom=DocumentDeeplink&ts=2426.97) For the April financials, which if you can scroll down just a little bit to the bottom, you'll see the highlight here. In column J, where we're showing 318 number of students enrolled is what we had, and then we also had ... Sorry, can't read it. Zooming in here. Here we go. Thank you. The surplus of 13,000 before the depreciation line. This is on row 31. Another highlight there in terms of where we landed. If you scroll back up, we'll show you the adjustments.

Ray: [41:18](https://www.rev.com/transcript-editor/Edit?token=ZwyUjKshw2UH1ZAiZ8cK-XyPdErlScTbS7cz8lRhx4VBcQJ8ryByf_rXxhXvbf_yDZXHeEEPKZeSNeFiiBAeK-ym_uk&loadFrom=DocumentDeeplink&ts=2478.6) Yup. Primary adjustments, and Goersch talked a little bit about this, but employee transition, a little bit of savings there on the compensation line. Then the majority of the adjustments came across in this kind of school closure related expenses that were reduced, all in the yellow. I know there's a lot of yellow, but you can see the yellow box that says, "Adjustment closures and the corresponding expenses that were reduced." Totaling north of 130,000, at the bottom.

Ray: [41:56](https://www.rev.com/transcript-editor/Edit?token=3mJJJKu6HVmqLtXMHmC1amArzdZHTtSlhWqkuQBIUMczgaDgFDj8CZXXZBvvzMRX5mnfLBIj7rIIuzzsK4tPTfnydEQ&loadFrom=DocumentDeeplink&ts=2516.05) Adele or Goersch, did you want to add anything to that?

Goersch: [42:02](https://www.rev.com/transcript-editor/Edit?token=XuOQjGVY9lBdRRj3nwYQvuoq0EaWNbGMiUNvduWh1MixulOYj6BXnP6cOsrMnXo7S1G6XjvgQSPbI9MCS7M3cwj6V0Y&loadFrom=DocumentDeeplink&ts=2522.01) No, I think that covers it.

Adele: [42:04](https://www.rev.com/transcript-editor/Edit?token=NnusFZCKibc8uTGQLNjiL0nhOP7cTy2tIbOyb3lKpOsdzSZeJjp89vlubBrM7HAmnhmVaoA3wRuEANW11Yp9k2za4QI&loadFrom=DocumentDeeplink&ts=2524.91) Yeah, you covered all the main components versus the last time.

Ray: [42:18](https://www.rev.com/transcript-editor/Edit?token=G0pGMl7kn7v8xOT067t505kyuFqbL50wHXpkkzFMLizPz5z0VkLA69UJGX9pNW0VKbYsJXhhVi8PcHD-l1cpryhYiKE&loadFrom=DocumentDeeplink&ts=2538.97) If anyone has any questions for members or others? Then I will motion to approve these financials.

Norah Yahya: [42:32](https://www.rev.com/transcript-editor/Edit?token=SmSkTStEkBnwmDJ0mjDD-S__sRNNgN0oZhp2YYBmCO05EpVd5j13bMlsQvBVxft3S-dSvGKBv3_5CxDZ-xiH1mDcTxY&loadFrom=DocumentDeeplink&ts=2552.48) Second.

Zach Heller: [42:33](https://www.rev.com/transcript-editor/Edit?token=xyhjh76EQCNFUaj9VMHKAJaTBZ_vUT5fplM_meOcd1tiUZY_iL5eUW2zN16p_o1mb3Jw8PS1fjKJvwCNnLA8E9AvGG0&loadFrom=DocumentDeeplink&ts=2553.17) Second. Norah.

Ray: [42:35](https://www.rev.com/transcript-editor/Edit?token=QalILE3Rk3qkTAw4JXeuJLX6eeOVy289WAE4LW9wxhFy9DuEiKG0IUNiRIORwVrYr3E1aczclxMlub2zI5HF045TdRc&loadFrom=DocumentDeeplink&ts=2555.15) Thank you Zach. Should I put Zach/Norah? How should I do it? Thank you. All approved?

Tristan Mitchel...: [42:46](https://www.rev.com/transcript-editor/Edit?token=Jkt3ZKVQSVBHU5ZqisqK29rJwReAXJ9_W8iBeUqCAIWCgkXSGMvbKFZjQveI6IItT15DOMXb1ocZGDcHCEAV8X6Tyyc&loadFrom=DocumentDeeplink&ts=2566.21) Aye.

Zach Heller: [42:46](https://www.rev.com/transcript-editor/Edit?token=qf9VYvv8NWEr9BvVd8ilfAcpobKUPEWewoW0pOFnCBrc4YyDGgXA65plICQhLwYqnSXsAJ1kMSvHMYzxl0QjVj8TjBE&loadFrom=DocumentDeeplink&ts=2566.21) Aye.

Lucy Joffe: [42:50](https://www.rev.com/transcript-editor/Edit?token=OokP4XKPLBBQxNM7VP1xq-AuVpgYnFu9BG_wksBqlDsP7Mn3hzoe-NZbjk0JtjV9qj9cKs-C3J1pTHiDxxl89n6ZgU4&loadFrom=DocumentDeeplink&ts=2570.2) Aye.

Deborah Mack-Gl...: [42:50](https://www.rev.com/transcript-editor/Edit?token=_Uy4REB4sYHokBMPoFnUaITJ69OGg-pg523VybIgCM3px9GQvnEYBtIwhDOhNEQjhLGQlrqcNB5pBgPph1TkdcxwDi0&loadFrom=DocumentDeeplink&ts=2570.31) Aye.

Speaker 6: [42:50](https://www.rev.com/transcript-editor/Edit?token=VmxB0n4ttt1wFBpDEAsiOX1ZzL0Ezb_-4cDDdJ898hzpGQEDrlZzhmhfI78efmUU9a6C9iI0wUTw5fo42ZghJ9YXKoo&loadFrom=DocumentDeeplink&ts=2570.32) Aye.

Ray: [42:52](https://www.rev.com/transcript-editor/Edit?token=V5ZTIRKEacTDhrUChiSezVUr0wmIsk6Mf5c9ERi--jMCsbNxg5Q1lt5VHvzeBYp-9vQ-RUlH-Rij_GJk_QBGtIvFnZ8&loadFrom=DocumentDeeplink&ts=2572.28) Any opposed? Okay. They are approved. We can now move to the second draft of the budget, which doesn't need an approval, but there's good news in there. Goersch kind of gave you guys a teaser in the beginning, letting you know what the outcome was going to be. As you predicted, or I hoped you predicted, we are in the zone of a surplus now, column K. Column J was where we were before. Same number of students, 315, from budget number one, that's column J. Now in column K we're showing the 81,000 surplus before the depreciation adjustment.

Ray: [43:42](https://www.rev.com/transcript-editor/Edit?token=xFk_XJVjbonxyzDAJ8a7w1QnCiTh3so3EGVm0rnLItZX09DzhsGAwh-fNk3IUlXnKcUjoPNFZCa5Ih0eUBBrkrow-E0&loadFrom=DocumentDeeplink&ts=2622.52) The primary reason for this is staff reductions and some of the things that Goersch talked about earlier. I guess you guys discussed also in the academic committee.

Lucy Joffe: [43:57](https://www.rev.com/transcript-editor/Edit?token=D22Xyz1kNSdKjg8SKEEMlxTrexq_zQlhNn9Rclgr9M1OE-hnZbTa-uVuTI-J34jY1MbBh9X91OZa5hHeXWKoX28RLT0&loadFrom=DocumentDeeplink&ts=2637.51) Woo hoo.

Ray: [44:00](https://www.rev.com/transcript-editor/Edit?token=JCzyuWQQspalETDwd565dic7L4XNI2fBxLNAaD5MhSpjGkbBBdXfNkir2JYw7mus_bHCkii0IsTh8dDjVmT8GZrchjY&loadFrom=DocumentDeeplink&ts=2640.51) Yeah, there we go. What I was missing I guess was I need the audience clapping, a crowd button.

Zach Heller: [44:14](https://www.rev.com/transcript-editor/Edit?token=sEdPgVs3ClgC6KF105KWGd5NJ8vAN6ap_L2C8I-O1IIKAXWl55dT9IPi_VwTlzkZ1vax8bDkS1IH4Q-T8d8LOZQEOu0&loadFrom=DocumentDeeplink&ts=2654.1) Yeah.

Goersch: [44:14](https://www.rev.com/transcript-editor/Edit?token=NA8zCUquLseWCPdly-2r89BG1PMGAywI_w-g0gCEOpM-MOaQhmPdkPY9_loSyAj1SYtbBO33_RpQvkqQkYyu6mct7vc&loadFrom=DocumentDeeplink&ts=2654) [crosstalk 00:44:14].

Ray: [44:16](https://www.rev.com/transcript-editor/Edit?token=uO3-04q0KIZ_y0eSVS1AYd-tBPUYEk6MQkcCABRVxwKGI8sxW57TgfLXTrYIYwWXKBcZph2dH5RlXwWmsaHw3-GY36k&loadFrom=DocumentDeeplink&ts=2656.31) Goersch, Adele, you want to add anything to this, or make any comments?

Goersch: [44:21](https://www.rev.com/transcript-editor/Edit?token=gJNblIHOE2yyLr-h3iMwe4j1p_J4JCT69ApK1cBaQkoSEYe9u2lO0sEu9PErKU9Ctuiy1WHXe-DuuxHXN5FrOEzvjb0&loadFrom=DocumentDeeplink&ts=2661.66) Well, I guess the first is to just talk about some of the planning for next year. In past budget cycles, our planning has been to have the worst case scenario, best case scenario in terms of enrollment. Obviously we wanted to make sure to provide something that felt more realistic. 315 does feel realistic, because right now we're at 304, so that means we just need 11 more students to make it to the budget. I would say that's one thing, one practice that we've tightened up that I feel really good about. The one thing of course that's looming is just this question about, what does it mean for next year? Particularly when we hear that there are budget cuts coming, and there are some things that might shift in terms of per pupil. I want to pass it over to Adele, who can share more about how we are going to do the scenario planning and what some of the cuts might mean for us. Adele, did you want to take over?

Adele: [45:35](https://www.rev.com/transcript-editor/Edit?token=Qq1_J4cyGqhGh8rIkX6xR2i7EibGYTT13Eyhf4k4GwjTQ7Y4wktn-SwKajB3Y-Lih6KkTjfmYKYHLjjQqrWq-zgoiJI&loadFrom=DocumentDeeplink&ts=2735.13) Sure. Right. Given the governor's announcement that he will be looking for the federal government to fill in the gap for the education budget in New York State, we are going to create some scenarios that takes into account that 20%. Scenario one is 20%, what are we going to do? Maybe scenario two is 50%. 10% and then 5%.

Adele: [46:01](https://www.rev.com/transcript-editor/Edit?token=NACW78suKFpLf47wvBZyameftE4cRVZIhICdu3AdPd7AQcZukS7XwBBDG-oTuyZOk5wybYQVuO0nsIB7aZRJCYYpOtQ&loadFrom=DocumentDeeplink&ts=2761.37) We're also going to stay ahead with cashflow. Now we're currently working on the two applications, one for a credit line that's in the works, that's part of the taskforce, it was discussed there in the finance committee. We also recently applied for the PPP loan, the one that you've heard in the news, to cover our payroll. That in itself will cover somewhere close to 800,000 that down the line will be forgiven by the government. These are the things that we're working on behind the scenes. For the next board meeting we'll present updated information on the loans and the credit line, just to get it in the minutes also. Our auditors like to see this information in the minutes, and also scenario planning will be part of the budget. Stay tuned.

Goersch: [46:58](https://www.rev.com/transcript-editor/Edit?token=CPHnF7CPXvPLnsPXSthZGkRGSZyXFPnmGXX3ZnA3B73Tzd8g_nFKvfTdZ1H_726ZNbQRYutCEecRvA-oYbA3QenudtE&loadFrom=DocumentDeeplink&ts=2818.6) Are there any questions from board members about-

Kristen Briggs: [47:00](https://www.rev.com/transcript-editor/Edit?token=GNd1WK52NMkdjJTPjTe2kCv6aHjaLYAxC15-Pfi9LvROYuCC3cIKl9KwMzWCwx3LP0r50ZovAlubWeZkJldlaQFO764&loadFrom=DocumentDeeplink&ts=2820.57) Goersch, this is Kristen, I have two.

Goersch: [47:04](https://www.rev.com/transcript-editor/Edit?token=JmgMM4MA05WSU9v3f-EGNMmwg3mSU8YJcEwWlQ5mWEPTnjC3e64hiE8O-5u5ya10MyadkUt_V_bElIRkQCWGh573X7I&loadFrom=DocumentDeeplink&ts=2824.17) Okay.

Kristen Briggs: [47:07](https://www.rev.com/transcript-editor/Edit?token=M9lLEf4AqO8OuxudmiZ1r9vM2z39jnhYlTd4h8xE7QHRm5ERWYICMsCRaq86HKpbOuCNIAZeb-0CfcWNUOsWMy92Zj0&loadFrom=DocumentDeeplink&ts=2827.69) Can you hear me?

Goersch: [47:08](https://www.rev.com/transcript-editor/Edit?token=DEZMDRscxflORy5ZqaPuY5p3T6JwzWhYLX9kHzP44Kwj5u2nq6RoJnmBzDM0f5uJxPN94_DH_rhQZfioJJeJy6k72vQ&loadFrom=DocumentDeeplink&ts=2828.32) Yeah.

Kristen Briggs: [47:09](https://www.rev.com/transcript-editor/Edit?token=qpjIMR8pbDBej-UQNnQf8nK3q97qZduUM31uUmnHeP3drMnH7Vo71ZbUaUJt0lkoeJrfPRTOq-Vuw4jgtbTsvaG2jTI&loadFrom=DocumentDeeplink&ts=2829.5) Okay. Sorry. My audio was not working before. The first question is, I know on the finance call we were talking about that 20% and where it might fall. Have we gotten any insight into that? Then the second question, I'll just drop them both here. The second question is, I got an email today, I don't know if everybody else did too, from [Pasick 00:47:30] Consulting about Title I funding. It had a whole rundown of all the charters and the Title I funds they received. I didn't know what that context was for us, if any. Hopefully somebody else got it and knows what I'm talking about. Those were the two questions I have.

Adele: [47:47](https://www.rev.com/transcript-editor/Edit?token=GYXuKtPT8bAUMR9HUNKFGpx_clOua-VrD0axy69AuiTMOM5bu6Gi5CQRQgEIYFveA5RZ5yCLn6h7GQ7KEIkIKgtVXbM&loadFrom=DocumentDeeplink&ts=2867.56) Yeah. I haven't run into that email from Dan Pasick, but I'll be sure to be on the lookout for it regarding Title funds. On my end I haven't gotten an update regarding the budget shortfall from the governor, so unless you have something on your end.

Kristen Briggs: [48:08](https://www.rev.com/transcript-editor/Edit?token=kT83fL0TZM0NWy8pn7Boex3gnIO2Bq3b6ACbm8-gj2dsSVmLwAC93BFGodGl2p3uy7VbQgMfKFv3a69XWWPLAUqHgEw&loadFrom=DocumentDeeplink&ts=2888.51) No. I was just wondering if we had gotten any, because I know it was a question looming about where the potential 20% could fall. I just didn't know if anyone had any, if any information had come down about like, yes it most likely fall in this section of funding. That was all.

Adele: [48:25](https://www.rev.com/transcript-editor/Edit?token=8p49-OqP435jvpYZXD1Jf0ys4fN5am1JhIDErX-VIt48PrMPbv6lXvEREyNi7IVfvlZQqr8j2to-6IY9AM--38_fcdU&loadFrom=DocumentDeeplink&ts=2905.69) So far nothing, but we just got information to submit an invoice for our first per pupil invoice for the new year, which is good news. There was no mention of a reduction in the rate there, so fingers crossed right now.

Kristen Briggs: [48:45](https://www.rev.com/transcript-editor/Edit?token=Ej3xZ4t2rsCBvAOudvSNo9WGGYo_2chq2qmUJi6ASbxxSln7sWUrv4l3mczujCOnICZoBay1COP-T5hm36M07rBQrLY&loadFrom=DocumentDeeplink&ts=2925.75) Awesome. Thank you.

Goersch: [48:59](https://www.rev.com/transcript-editor/Edit?token=4w81_GvRgv2VroA8wKgY1-kD-1JpQp9VH3aVhNzD9V8uInzbhGNevEFe6ureivR7pDRdhHRJbB1fzcGXDk1W5CaNNE0&loadFrom=DocumentDeeplink&ts=2939.27) Anything else? All right. This is not a voting item, so we can move on to the rest of the agenda. Now we can move to the governance committee.

Lucy Joffe: [49:18](https://www.rev.com/transcript-editor/Edit?token=Spl_CDC-i1NKOHnEXNd4EOXEOEyfcjFyfGGved61lOSIJr9r0OH-Ny8Aogb0bbHhq8MpWrGZUHvsK7zOP59Cs5jB0Zg&loadFrom=DocumentDeeplink&ts=2958.52) The governance committee discussed the student discipline code, which we're going to be voting on, but I guess we have put a little bit later in the agenda. There were some changes to the code, and I think Goersch, if I remember correctly, you referenced this maybe in your ED update. I guess the code had been revamped a little bit with the help of our new attorney. Sorry, I'm having trouble summarizing the totality of the changes. I know the parts that we're focused on.

Goersch: [50:02](https://www.rev.com/transcript-editor/Edit?token=kiX5tGwvj2W9CqKeVgnJNFwlhY9hwI-Qjf1C8PtuDY9P-j0ZsHHWrfj1mFZ9r0ikeEwX51ehFO91l2PwEgoJxwOR5S0&loadFrom=DocumentDeeplink&ts=3002.32) Yeah. Do you want me to start there?

Lucy Joffe: [50:02](https://www.rev.com/transcript-editor/Edit?token=XGv-HJktm6HqwMfFL984Zj1zbiURnsp2R09058ItUd6jL8fowPSXpdRYo4nhCrqRYHGniEbBv76_s4GyueYa4qc0768&loadFrom=DocumentDeeplink&ts=3002.67) Yeah, that would be helpful.

Goersch: [50:06](https://www.rev.com/transcript-editor/Edit?token=PK8auX8lDY5osU0ju8w61Fp5r5OZT6IKdxhpe1DLU2w7DTb95qGaaH68wrX3bd40n3IAv8U4e8B--LivwLpoH9HDFRc&loadFrom=DocumentDeeplink&ts=3006.38) Yeah. I know that a couple of years ago there was a drafting of the discipline policy. Some of you who were on the board probably remember that. It was a strong discipline code. There certainly wasn't anything wrong with it. I think the only challenge that we had was many of the practices that were explained in that discipline code were no longer in practice at La Cima. There were places in that discipline policy that did not align with restorative practice. We decided to take a look at restorative practices and progressive discipline, and aligned the student discipline code with what is currently in practice at La Cima, and what we believe is best practice as it relates to restorative justice for students. That is why we decided to make those changes.

Goersch: [51:02](https://www.rev.com/transcript-editor/Edit?token=9bkupsq92cYeVRPt2NWSbnfkN7Wl1GLU_UtkXUhf4WdrQkZ9lc0QTsqkdLTbM5dg52dJYg73WD7ri98o9WvF76SVTMw&loadFrom=DocumentDeeplink&ts=3062.32) Then also, in discussion with the governance committee, we found that there were areas where we could tighten up our language around our processes for students with disabilities in particular. With the help of the attorney, we were able to get those updates made, and so that is the product that you see before you now that we're hoping you would vote on today. Obviously we want to make sure that there is ample discussion if folks have questions about the discipline code.

Goersch: [51:44](https://www.rev.com/transcript-editor/Edit?token=71cUZLufAxp1M9jo2VqThhlXJ826zZ6zcs3ukaIj0HNyYsR6hkGqf9PZf-0Lg3Zjm3V4R0fIH0-YxzewwQzx9Kib3FU&loadFrom=DocumentDeeplink&ts=3104.97) Hearing none, I'm guessing that means that folks are ready to vote on it. Lucy, you can take it from here.

Lucy Joffe: [51:50](https://www.rev.com/transcript-editor/Edit?token=dm7fKf7AJg69ALWtm_8CyMr4h_0vmkySPSHaSu1QniRZTycT280IjeAtn0iIe27BtzTNxtiD8TwCwp749jRBzYPRPaI&loadFrom=DocumentDeeplink&ts=3110.49) Yes. Motion to approve the revised La Cima Code of Conduct?

Zach Heller: [51:57](https://www.rev.com/transcript-editor/Edit?token=BNC8PqoT5ilb-li_WyrRYKUxPoG5z1oAQx2qUeA1lpeZTm306pCJeKTUekh35qBITvtsHQe_4M4T0I8PzWFfhWVEhRw&loadFrom=DocumentDeeplink&ts=3117.37) Second, Zach.

Tristan Mitchel...: [51:58](https://www.rev.com/transcript-editor/Edit?token=whDIOt9hf0Lt97QwuydRO7ewN963dudp7FB0_gl4dHmsdVI_3tGCrkpe8UvPfkzjR-8_3RUb8MVhKyzM5SxY8WDIU9w&loadFrom=DocumentDeeplink&ts=3118.43) Second.

Lucy Joffe: [52:00](https://www.rev.com/transcript-editor/Edit?token=xc7NHukSkH01jvXlYvYk01Db4NJTg2QAA16KjAMQhvjFTXNOdVTlMWY2JKdLN1Mn6SLE2CYD4B48Ello0RNN1oNR5qU&loadFrom=DocumentDeeplink&ts=3120.6) All in favor?

Tristan Mitchel...: [52:01](https://www.rev.com/transcript-editor/Edit?token=wuocxy3yJWM6MQzzOKFIjzG1-Z8RUSNboRPhdA5oI53SKIF1t6c0XRfe01bdeaohOtfxvdgmultnCq4QKfni1cEyR14&loadFrom=DocumentDeeplink&ts=3121.45) Aye.

Speaker 6: [52:01](https://www.rev.com/transcript-editor/Edit?token=0PY5jaiwqm-xeKCg2YSqDTKUp0TF0VTqpTAhYVCihL7IHvkz6E_gdiAsZwVw9EbJ0T5d2yG0tA3rlrqsAhHhTL_pDkw&loadFrom=DocumentDeeplink&ts=3121.46) Aye.

Deborah Mack-Gl...: [52:01](https://www.rev.com/transcript-editor/Edit?token=w9Vj6ALP30ROriNxoDegVIrc1TbBu2rlbkhC26b2c7C54mZGlOQyYLUKzTARCh27I9F1aNeuCHrbr9y13rQcMFoMFJo&loadFrom=DocumentDeeplink&ts=3121.46) Aye.

Ray: [52:01](https://www.rev.com/transcript-editor/Edit?token=U-2okmBB-IO__BW3DS6yOvknUbFqw4t51VUyUQt7uDj-NvfPGVgI9dtwQE7ZSC7G0amkjqAX4ko9UWQz7O8poz4wDf8&loadFrom=DocumentDeeplink&ts=3121.46) Aye.

Lucy Joffe: [52:04](https://www.rev.com/transcript-editor/Edit?token=rUham04jqvRWvbQxcR6vf8-ghmxY34dkqEBUBHk2yZK_D4k17o8xKaNqQfI6_kjVK3QvFAluKmZakDaVwebjaPTJgLQ&loadFrom=DocumentDeeplink&ts=3124.91) Any opposed? Great. Thank you for the assist Goersch.

Goersch: [52:13](https://www.rev.com/transcript-editor/Edit?token=ocyVPKRK6XAq5yD45ycEfXCQIK7aeU0y-hXo5RS_LeWOtnlTwPgY_hpuLsQk3GDcrjNZRYUY57W8G5P-sI6vw04vNTY&loadFrom=DocumentDeeplink&ts=3133.68) Can everybody see the strategic plan revision? Okay. I'll just talk about this too Lucy.

Lucy Joffe: [52:21](https://www.rev.com/transcript-editor/Edit?token=M_pMgPCQ9jLmull_ezb4NvAvNj2aN5m5ylOmps2SETw1eyjp7_rPFAO69vEPTzDc0GKp6t2t2b_QEs1gEi5_htbe-HU&loadFrom=DocumentDeeplink&ts=3141.83) Yup.

Goersch: [52:22](https://www.rev.com/transcript-editor/Edit?token=0Gmzam_gMtLdkbH0agwHZaWa35vg_UrJiHdij4PKun4lSfJWaRP5FFZgm-yQELFX1dqxMYBPifvXCeeXN8k7xBudSZM&loadFrom=DocumentDeeplink&ts=3142.29) Helpful. We created a strategic plan last school year. It's a three year plan. It included 18-19, 19-20 and 20-21 as the three years leading up to the renewal, with the hopes that once we go through renewal and we have a sense of how long our renewal would be, that we would create the next set of strategic planning for the next three years, the next five years.

Goersch: [52:51](https://www.rev.com/transcript-editor/Edit?token=HR8hConZleXSvpSwR6yC3ICZxw_o1jKnST7r1qFe066L1Ht6H3BiC30twM5tzjBXXc3A8XoyBqdOXQnVPOoGx6Y5gD0&loadFrom=DocumentDeeplink&ts=3171.36) All that being said, the reason I am bringing this before you now is because with the cancellation of the New York State Assessment, we did have a goal around academic performance, both a charter goal and a strategic planning goal that we wanted to update because of the cancellation of the exam. We didn't want to essentially come back to the strategic plan and just say not applicable, because our students are learning, they are in a school environment, even if that school environment is at home.

Goersch: [53:26](https://www.rev.com/transcript-editor/Edit?token=MwnfrPTs60GfRZzHSOmTyuk-X1tnt6cAICtesQ6C8MHSwTNaqBX5JzzYTzcffYYnLlIX0cg5D5KrLtF2Zqil0CsEh70&loadFrom=DocumentDeeplink&ts=3206.08) The taskforce spent some time thinking about what goals we could create that holds this team accountable for the learning environment that we are creating for students, even if those goals were not connected to the metric of the New York State Assessment. You might find that these goals are a bit different than what we typically do. Typically, you want something that is outcomes driven. These feel very input like, but the reason is because we also wanted to ensure that while we're holding ourselves accountable, we're also being realistic.

Goersch: [54:04](https://www.rev.com/transcript-editor/Edit?token=Ug_XQkbAtxUdPAXInFijdB6XN05fmyjEL6nScRRdDrp31OGRR83h8papwtt2aE_yEneyr5YSeinIHnMigMilXk5bOYY&loadFrom=DocumentDeeplink&ts=3244.13) This is a public health crisis, so having goals around growth for students or performance metrics really just did not, it felt like that would be tone deaf essentially. We wanted to create goals that felt reasonable, given that we are providing some educational continuity, and at the same time felt like we could reach at a very high level. That is the context for these goals. I'll stop here to see if anybody had any questions, comments or concerns about revising our strategic plan to include these goals.

Goersch: [54:55](https://www.rev.com/transcript-editor/Edit?token=J4BMPddMn8NckA_jW500V3xvDIZvdaAZmQYSjLO24Tu7HEOlzmN0mHOmIMnpSU8lyfO8sngkXPgFZfVd7A2TlGmUSUA&loadFrom=DocumentDeeplink&ts=3295.33) Hearing none, and we did talk about it quite a bit with the [inaudible 00:54:59] committee.

Norah Yahya: [55:00](https://www.rev.com/transcript-editor/Edit?token=ibcDiHH571Y2SO6dQNzDZBDAPueMw6ekuQ-i9K-0lBhc_cpJs3jAnJ67hKobxJW10LqfHNFrxQpCKc5zONId_uqd5EU&loadFrom=DocumentDeeplink&ts=3300.75) I think we mentioned it a little bit on the last committee about taking a look and assessing it. We definitely did a deep dive on each one of these goals, and I think we all agree that this makes sense given the context, and that we can re-address it and circle back around to these goals as the school year starts. If there's a second wave, or if we're in the same predicament, we're going to have to think more creatively obviously. Realistically, this made the most sense.

Goersch: [55:32](https://www.rev.com/transcript-editor/Edit?token=dIZQL63cKDgkrukPdRmTeez_EZ6TQGLMZAnhtHACctM_LjQPGAMMft-2_a6kxvU58wwmmHAmOE477ytOUld2IIrL-08&loadFrom=DocumentDeeplink&ts=3332.58) Thank you Norah. Are there any other questions or comments that folks have? All right Lucy.

Lucy Joffe: [55:41](https://www.rev.com/transcript-editor/Edit?token=v2Yupg1wNd7pL_iUnWUYOy5oFyRmYFbEs8l_bFDKoiF5JF5I0hJDjHM6FCYNl2k_vzumB9nF3fdCQcD6HN4oP5AsVbM&loadFrom=DocumentDeeplink&ts=3341.73) Okay, I'm going to motion to approve the revised strategic planning goal.

Deborah Mack-Gl...: [55:51](https://www.rev.com/transcript-editor/Edit?token=t-_Zssq1GBfkxN_m8Jf4lXqffLWytlbQbkRr7EC3h4wOFpXl5ydp10rP8z1g2GmTxeQ3asd1UHfRURYc2oYFqUtWTDM&loadFrom=DocumentDeeplink&ts=3351.97) second.

Lucy Joffe: [55:52](https://www.rev.com/transcript-editor/Edit?token=44VV4KJY338D74OjsW9SNO8ebikiwCxyi2Ba0m-0evg92oDGxvp8XCRXrffaMSlDgKW9F9qSC1dyosfEvcJgKVeNJ2c&loadFrom=DocumentDeeplink&ts=3352.49) I think that was second Deb. All in favor?

Deborah Mack-Gl...: [55:59](https://www.rev.com/transcript-editor/Edit?token=IoOm4K3hsuEQlkUflDHZJQl1sZHWf-5zmAXz2sONFeG3VcLum7BqAL2_mD49vJt-cekhtdDu4-wa62_iLfJvzThPE4M&loadFrom=DocumentDeeplink&ts=3359.75) Aye.

Zach Heller: [56:00](https://www.rev.com/transcript-editor/Edit?token=ERlX43N-22JSAW-9w2-UNWraFQy9_aJ5_elkevmBwsff7De6zhNM6KxLX0_0Hwi7zPpL6g2WSSqDOe9wHDQdD84pEeo&loadFrom=DocumentDeeplink&ts=3360.1) Aye.

Tristan Mitchel...: [56:00](https://www.rev.com/transcript-editor/Edit?token=9RbSos135Nmg8GVxkuc59gyvadzs3YNtycgU5-ATRqezyDmoY1C9fWz_M5I4g24HX7Aa7k25TMdaK3PK0fQPUqWh-2M&loadFrom=DocumentDeeplink&ts=3360.4) Aye.

Norah Yahya: [56:00](https://www.rev.com/transcript-editor/Edit?token=YNVm1GdxF8eJo8InqudF_e7qBIfKcnecynZF17ZT-tL3PAI_T94cFRyUWqWJARWcKK_dAxcYWMeF4zqptwllmBnuxrE&loadFrom=DocumentDeeplink&ts=3360.75) Aye.

Lucy Joffe: [56:01](https://www.rev.com/transcript-editor/Edit?token=kEjROL--JwGCuW6vw7RndSseWA2MK62GBGkZe0IRA-wapXv3gAQwNWPaXjImw8uxqcBoA9oaZ9fJaiZabUyFBt2Tki4&loadFrom=DocumentDeeplink&ts=3361.46) Any opposed? Great. Okay, so we are ahead of schedule, and it looks like we are supposed to be moving into executive session next. I am going to thank all of our non board members who joined us. Once again, thank you for all of your really impressive work. Your work today for our charter authorizer visit, and I'm going to motion to move to executive session to discuss personnel matters.

Speaker 6: [56:54](https://www.rev.com/transcript-editor/Edit?token=Gt2TNh1Mge3krHn6_jUuv3QcZ2w606L7CzGt6LD9i_jijkQy0Nb_wY8bC6GwrQ1YOT7kS29ESTG2DfOKkoaSFZSeBa0&loadFrom=DocumentDeeplink&ts=3414.07) Thank you guys. Have a good night everyone.

Adele: [56:55](https://www.rev.com/transcript-editor/Edit?token=i7VEFIixHvl37RNxhvetkqHoNktTGQ6yRqAMNeYjLLjhd_in3_HIFTtKCAPXUVXNkAdCm_9Xn6TBJLAwyVdme-mwADM&loadFrom=DocumentDeeplink&ts=3415.95) Good night.

Zach Heller: [56:55](https://www.rev.com/transcript-editor/Edit?token=Iqhka69kqM5UyRNYCGMWTEeCkBLmDjLyPHdDc7RC-VJJ2apzC7Zk-tOPrCQ4qXowb2jH_SaAR8UkYlRpYuH7BpeW-10&loadFrom=DocumentDeeplink&ts=3415.95) Have a good night.

Goersch: [56:57](https://www.rev.com/transcript-editor/Edit?token=IjCmPWqnu9NmidfXAYOyqu02Cej55j6v2IDyugIGTMcinbSlX2E4QmkUl0m2PUIyBV5JIq6h7EqHvLcz6m9B6NYaN4s&loadFrom=DocumentDeeplink&ts=3417.38) Good night. Thank you.

Norah Yahya: [56:58](https://www.rev.com/transcript-editor/Edit?token=-LcS9mfcpJH6QWmszqkFNYggYnO7Qb8gzuUgjTAOM-sNnNurdRylRFICzXOyxA5Wtie7NebhwNNtlCifGWcCc2OF3mc&loadFrom=DocumentDeeplink&ts=3418.2) Good night.

Capri: [56:58](https://www.rev.com/transcript-editor/Edit?token=Xqn36szvsyDnLq5yg004Fc6uvV2pdfhntW9JVBQ02G9GNBO5lMAHAobJxb3lQNpn_evhPvQoulec56eyY2bqdfr4Kyg&loadFrom=DocumentDeeplink&ts=3418.2) Good night.

Lucy Joffe: [57:04](https://www.rev.com/transcript-editor/Edit?token=LGt5xe8hhHAIkWs59GEdQKhev6MNP48wsOE8L3sMJs2HPO1BbS889__KNdhF4XPglj9SxaUoc5Gtl6fEOE4VlVhoxsc&loadFrom=DocumentDeeplink&ts=3424.11) Bye. Thank you all. Nice to meet you.

Goersch: [57:04](https://www.rev.com/transcript-editor/Edit?token=K2fVFaP1XG7bUYY3yk0cQSuRcrjTIAca63ODJ9kEenhe_jqiDzPEK9SUcIwgycu0KZbXiakOiidXgn2hlVpwVHN3rz8&loadFrom=DocumentDeeplink&ts=3424.9) Bye.

Darlene Alvarez: [57:06](https://www.rev.com/transcript-editor/Edit?token=tOvZa1p-GriGgSIro9lhZIH56AeqJGu0xLOs_fyvJow8fwmR_VfD5W1R4UrhfZh3dirGHgqjRJo-hFB-SAJn2HxWPC8&loadFrom=DocumentDeeplink&ts=3426.41) Nice to meet you.