**November 2020 Board Meeting Recording Transcript**

Guersch: [00:05](https://www.rev.com/transcript-editor/Edit?token=E6W1FWLVfduCMPj1-_42RnwwmuNtMwKBPzg-r31EVEKycjkn3KAMKb6Fhgcvj8b6_hBO3RRiI13zC8dSLZ7_W8c7Mvw&loadFrom=DocumentDeeplink&ts=5.32) So I think this is everybody that we are expecting, so we can go ahead and get started.

Lucy: [00:13](https://www.rev.com/transcript-editor/Edit?token=cRsWo0CPMsySkTAeaGisZunI0VFRwD1_7vaAbtIMZEgHMCIigGazYNFfXSdEPq8BTWWeXRptEMP-zA7XgAtgmTIZ9Bw&loadFrom=DocumentDeeplink&ts=13.34) Great. So I'd like a motion to call the meeting to order. I want to acknowledge and welcome Lenworth, we're very excited to have you back taking notes, but also to have you back.

Lenworth: [00:30](https://www.rev.com/transcript-editor/Edit?token=7et3h7-48uuMu4Iis4cEqTVeqNg4gEW-BafeAoHcqNM4UK-_Lp7hkMfPo_MKvqjw8PNSPDk84Q4NYPlU2ZuRdegWKOA&loadFrom=DocumentDeeplink&ts=30.08) You're welcome, good to be back.

Jen: [00:30](https://www.rev.com/transcript-editor/Edit?token=QMPfR0m3eJGD2tve3_Zp3fpUSVt87YIYr1pX8-8x9xxAo9nVk03bIHB6B0GbaFfz0sD3Kz4yD6vfMzKO_NGPJUW2Fl4&loadFrom=DocumentDeeplink&ts=30.3) Hey!

Lucy: [00:35](https://www.rev.com/transcript-editor/Edit?token=F9kC2oo3S2KCqrgmxQPbM8raMK3lwffpmMAEy6kay9Tc6VUm481MxXSR9jjPp2nBW3TgvN9iaqztn_OXSg7-t7ReEbs&loadFrom=DocumentDeeplink&ts=35.85) Everyone get ready to spell your names for Len, he likes to get them very precisely. So we'll do that at some point, Len you just let us know if you need anyone's name spelled okay?

Lenworth: [00:43](https://www.rev.com/transcript-editor/Edit?token=JeMYV9bSo6CSkp0hbG3M_blTC8FE_lcQcX3uEzOxwBMKmyuz3CvK20Icu3c6g7b2il5ajb5G5uBOKRVDUQoeJt6JsuA&loadFrom=DocumentDeeplink&ts=43.89) Okay, will do.

Lucy: [00:51](https://www.rev.com/transcript-editor/Edit?token=RwejtpOo_GdDvVmtIAiU6kYzse0soib7HrB02GL2yOKw7DKSu9NL5U4-4CMpEF4ZoY0QOZyMXft_NOTzpA8DxnujU1k&loadFrom=DocumentDeeplink&ts=51.73) All right. I'm going to motion to approve the minutes from the October 21st board meeting.

Lenworth: [01:00](https://www.rev.com/transcript-editor/Edit?token=ot6hjWUxLvO3OqWBasZ7MBdlIs0hFszJxu9o83SitQRJFMljDL8ZhvlM6KLw7IZzcQYNvY0KRnn45Z8HtRQ4DUyCEBQ&loadFrom=DocumentDeeplink&ts=60.14) Second.

Lucy: [01:02](https://www.rev.com/transcript-editor/Edit?token=fpucwQwt3VE99Nzivqo2pmwLBB8cfY1t525szvVoFlRU0TJQQtm4tSTJI1eHl9YVnd7BXwukXP2Zp5RrEGZep0nqyKY&loadFrom=DocumentDeeplink&ts=62.43) Just a reminder, if you second, can you say second and your name.

Lenworth: [01:07](https://www.rev.com/transcript-editor/Edit?token=6vB5A3vDxQ020oYeRB4QZJTbx5IKXKLiQ4cTqL6WOyp3NuRFb0gVjuc11ubRdu9M0-RBg4FIV32b2SAoZsPocWQWcsg&loadFrom=DocumentDeeplink&ts=67.17) Second. [inaudible 00:01:07].

Lucy: [01:08](https://www.rev.com/transcript-editor/Edit?token=IeRSAFybHJitQmgCSjuGQa6BpNVb66oKp9V4W7kYxmM_e7oAfziUT9RsS5PP3vIN5tIo2R30wqBr3zI8lmtIVpmv6QU&loadFrom=DocumentDeeplink&ts=68.16) Thank you Len. All in favor?

Speaker 5: [01:12](https://www.rev.com/transcript-editor/Edit?token=hT5XZQKAfSnQqDfM-h0oDaKap5NyYKR2PaHAglWn_MCiT7mdTn_4E-m_hZnfLlVzEeL6DMVeZKkOnyY7Qe4QeRyonak&loadFrom=DocumentDeeplink&ts=72.54) Aye.

Jen: [01:12](https://www.rev.com/transcript-editor/Edit?token=C3-nGcv3Pc8uBvsSDeaJCMzzf3m9hsHAaWCNd8Pc3CzeBQQlXbwFHzzbv_aNcuDcM3m51rVupAmMzbVmupyvZnxgeYI&loadFrom=DocumentDeeplink&ts=72.55) Aye.

Speaker 7: [01:12](https://www.rev.com/transcript-editor/Edit?token=J768utS1-sZu5u5R-9FcYq8ASJj8z7jWLFsInlTDz_fae-fY4GUGGcwFoZNSuCy8G9z2YMO33JWfPQ7gZfhCwd9cbEc&loadFrom=DocumentDeeplink&ts=72.55) Aye.

Speaker 8: [01:17](https://www.rev.com/transcript-editor/Edit?token=j6QkgJuXe6mw0nhWQmxFgoUZj4AAPEwHkzGprvEayJmuFyQ9w456hc4SU_blGaBn09T5lLnPGhZt4Zji3VIITyBN9F0&loadFrom=DocumentDeeplink&ts=77.1) Aye.

Lucy: [01:19](https://www.rev.com/transcript-editor/Edit?token=_2W8bGnqor52xmCLPFZ9KQWNOlm2mlcCaQAUzPVSBResXREY76l7BDaaSyZKoNLEz6vbmVwYhLiIfqPsmpwiIj3iye0&loadFrom=DocumentDeeplink&ts=79.4) Any opposed? Great. The minutes are approved. Public comments. I want to open up to any non-board members, if you have anything you'd like to share with the board. Hearing none, we will move on to the board chair update. I think that I came in, in the middle of a discussion of the news today about the public schools. So everyone, I guess, is up to date on that. Obviously we are not immune from what is going on around us, but somewhat protected, cocooned maybe, by the decisions that our leadership team made and the fact that we have been in the remote space and have been getting the hang of it, keeping the hang of it for a while. But obviously as we sort of navigate the city as new Yorkers and watch as the rest of the country wrestle with what we've been dealing with for months, it's a really difficult and uncertain time.

Lucy: [02:43](https://www.rev.com/transcript-editor/Edit?token=7nU9rJ576sj6bAP-SkTSprg4McWlJxpGhmP5uPwWnckz89kOqp5HXu97hjUxnGKD4GFySbnVMJ7gsIEIOrMThRumw3w&loadFrom=DocumentDeeplink&ts=163.63) And we have said this at the beginning of every meeting, but I think I speak for the whole board in continuing to express our support for everything you all are doing to support our entire community, from the scholars, to the families, to the staff, and yourselves, that is obviously of the utmost importance right now. So thank you for all you do and please continue to lean on us in all the ways we can support you. From the board perspective, we are also in the moment of good and sad transitions. One piece of news is that Ray had his baby and he has a beautiful boy and if you ask nicely, he will send pictures. So he is sending hello and saying everyone is well from Atlanta where, hopefully, I would imagine he is registered to vote.

Lucy: [03:45](https://www.rev.com/transcript-editor/Edit?token=5seeVMVRP_vYK52rgVv7vBdeQEyXeeeyPFFkUjNe9xlR76ypFAVNnc1LGJZzI0cpU5X11q6Kqxm7szI4q5yJ8QDplqQ&loadFrom=DocumentDeeplink&ts=225.53) So, I want to welcome Damira, we owe Damira and Nikki a bit of an apology for accidentally leaving them off the invite last time, but we will, like everything in 2020, they rolled with it very graciously and we appreciate you showing up this time.I mentioned it's exciting to welcome Lenworth back who is our secretary and has definitely been missed in his time away. And finally in probably what is a inappropriate display of emotion that makes him feel uncomfortable because he frequently reminds me that he is not an emotional person, I am very sad to reflect on the fact that this is Atiba's last board meeting, and I want to thank Atiba for, as a lot of you know, I've been through a lot in my time on the board over the last few years, and Atiba has had my back every step along the way, and when I needed to step away, even though you, Atiba, were also navigating a lot of transition and thinking that maybe scaling back was right for you, you agreed to step in for me and I so deeply appreciate that you did that and that you also agreed to extend your time through our renewal visit. And so thank you.

Lucy: [05:20](https://www.rev.com/transcript-editor/Edit?token=fx-B01URAU1Xq5B_y7W7hTskQL_e_p2UJtx4PgwEm75lCKlouz_hoFbpQzBm_7jegQZNvD4dxKLYNIAj4FiixP5UTFs&loadFrom=DocumentDeeplink&ts=320.68) A particular, thank you. I'm sure others can join in, so on behalf of the La Cima community, but from me in particular for being that vice-chair that was willing to step in each step along the way, so thank you. Okay.

Guersch: [05:40](https://www.rev.com/transcript-editor/Edit?token=mhAVpjw01x3x1nnsDxc-Qc-GOLSC5H5mAp7723ooDVQpN_76eaRlQjvQYltidijQRrFC8fRG8RLqLMQ9jPbFTfIMtIg&loadFrom=DocumentDeeplink&ts=340) [inaudible 00:05:40] Atiba.

Atiba: [05:49](https://www.rev.com/transcript-editor/Edit?token=cY8SAFCkPXU24jHXBspP4p84Xn0_Ns3z6kdPfLv5SM7QRXbbtMSNSgd-4_lLnuupkbDG6H6EY0sT7P-TKGwNiee6TNA&loadFrom=DocumentDeeplink&ts=349.72) I'm trying to restart my computer because the Zoom updates started to happen now, so I'm on my phone, but bear with me. But no, it's been a great five plus years and Lucy said everything so that's why this will be short. It's been a great five years. I learned a lot of it, super excited to see where the school goes in these coming years. I think I mentioned in an email just work has become a lot more demanding, trying to open a museum that's 99% touch, especially on the back of what's happening, so I wasn't able to give myself fully to the boards, I didn't want to under deliver for a high-performing school.

Lucy: [06:37](https://www.rev.com/transcript-editor/Edit?token=8M1pobjbqMcM8Eigupuv1lMSHSwIbkBpd_x-mmkqrTOBUHfflMwE0dS0tikQ8XTNbeQ1K2ZEPbYkNtJbyAD1X5tQ9Sw&loadFrom=DocumentDeeplink&ts=397.84) Well, thank you for that and for being characteristically direct and efficient. So with that, we will move on and I'll let, if any other people have comments or well-wishes for Atiba or want to give him a hard time or anything that you so choose, you can do so in your speaking time as we move along, we can handle it that way. So Guersch, I'm going to turn it over to you.

Guersch: [07:07](https://www.rev.com/transcript-editor/Edit?token=xxOBWPVWneuGaIQ8gmvFf1B8I3dr4LZAlT2ea1zigj70AnFHKHc9ZCRHldHCjdo17RhLDf6FFNvhHRaNY1DTOubRF20&loadFrom=DocumentDeeplink&ts=427.85) Okey-dokey. So first let me just say that I am clearly aware that people who decide to be part of the board are volunteers, so it's not something that I take lightly or the rest of the leadership team takes lightly. It takes up a lot of your time., this is an evening meeting, and so we certainly thank all of you for volunteering your time, so Atiba thank you so much for the past five years that you've been on the board, volunteering your time, and particularly for those times when you needed to step in and be even more supportive, so thank you so much for your service. And I don't think this is a goodbye, it's probably see you later, see you around, see you soon and don't be a stranger.

Guersch: [07:59](https://www.rev.com/transcript-editor/Edit?token=UkRV-GFgcCBZckPsAUMxrpf52kdsF44fQwa3oHlAo-RWFrpdFZ_RveOcFDv-HWknXx2LFSsNz6XbTdulEUP_KHeV878&loadFrom=DocumentDeeplink&ts=479.81) Okay, so I'm going to go ahead and transition over to the ED updates. Okay. And you all let me know if you can see the screen well. Are you seeing the slides or the presenter view? The slides, [inaudible 00:08:31], thank you. Okay, so. Okay, here we go. So we're starting off with some good news. Transitioning from the sadness to the good news. The good news is we did receive our fall worksheet and La Cima continues to be in compliance with teacher certification. I'd like to see some happy dances please because that was something. Thank you, Norah. Thank you, Atiba. Thank you, Robin. Thank you, Jen. So this is something that we've been talking about for the past two years, and when I first joined this was a bit of a challenge for us, but we've been able to maintain our compliance status.

Guersch: [09:13](https://www.rev.com/transcript-editor/Edit?token=JIYoERw24vqzfI7katSvtePm-0gV4wgxfK3CEhkGEw4DImaIA-0YkzDkKnR7nWsSwH3tcKuGCt9GjoW9DNn9lyNf82o&loadFrom=DocumentDeeplink&ts=553.69) I think the other great piece of good news is that not only have we maintained compliance status, but we decreased the number of uncertified teachers as well, so at one point we were right at the threshold of 15, then we went down to 12, and now we're down to nine uncertified teachers. And I think part of the reason this has been happening is in large part due to the great work of Adele and Leta who have been really managing all of this work, having conversations with teachers, asking them about their progress, tracking their progress, and really elevating the importance of being certified. And so although we are allowed to have some of our staff be uncertified, we certainly want to make sure that we are promoting certification as much as possible. And so we're seeing this also in the hiring process in that we've been a bit more, I would say a bit more thoughtful about how we ensure that the folks we are hiring are also certified so that we don't end up in trouble on the backend with having too many folks not certified. So that's our November good news.

Guersch: [10:22](https://www.rev.com/transcript-editor/Edit?token=QizTyYPuCMklIy6Dvxle4E-mgjQ30mTDh_3Ye9eg04Q6oEzWr2ojgExuSFeVewnutuKLaQwyrFRNj-jWc-NnSKD4PNw&loadFrom=DocumentDeeplink&ts=622.71) And so going into the priorities, renewal. So we had our renewal visit last week, I will say last month, it feels like, [inaudible 00:10:33] and yes, happy dance. So, I have to say I'm pretty happy it's over. It was taking up a lot of time so I'm glad that's kind of in the rear view mirror. We do need to wait for the decision obviously, but there were just a couple of highlights that I wanted to share with you all. Number one, the focus groups went really, really well.

Guersch: [10:59](https://www.rev.com/transcript-editor/Edit?token=5BMzxUTWT70DFwTVIsurxRU2s2uKFv1Sg5gXMQZc7pTIWcKOpIEKYUWsczIXSJyzP02Wzp_TTpVjiXk_X7jcNBBlUT4&loadFrom=DocumentDeeplink&ts=659.41) I think the two stand out focus groups were the leadership focus group and the board focus group. I received some feedback from the authorizer about those in particular and how thoughtful and really engaged the leadership team and the board are. We received feedback from teachers who joined the focus group saying that they felt really prepared and not nervous at all to talk to the authorizer because they felt so prepared. The authorizer even threw in some curve ball questions to the teachers and they were able to respond to them with accuracy, so I'm really proud of the team for that.

Jen: [11:38](https://www.rev.com/transcript-editor/Edit?token=59Axw4I94rCUv18i3yWl9abw6hOt_3e65k_CnXTHjsbVnF-hJiv67f88TF1nOE-W-NZ6rQi9i1xnlRfZdJZqz7nR4uM&loadFrom=DocumentDeeplink&ts=698.96) I just got to say me and Tristan, both were texting, and we were like this feels like a grad school pop-up quiz. They were definitely trying to throw some curve balls, so thank you for allowing us to be so prepared.

Guersch: [11:53](https://www.rev.com/transcript-editor/Edit?token=ggynQii6ZriGmfz0OHwrAEb7MnDJ_vn-4pZOdHoPnMEbAVbDgmW-6I0H6WKopUdM2YF4mFa5u9tgCCoZHGGG8Mx6opg&loadFrom=DocumentDeeplink&ts=713.35) Oh yeah, you guys, I was not worried about this group at all. You all are very engaged in the committee meetings, I think are part of the reason you all are so clearly aware of what's happening. I'm frozen for some reason, but you can hear me. But in any event, we thought it was a pretty strong visit, we haven't been able to talk to Dan in some time, like as a group, however, he did mention that because of the lack of exams, right? The New York State Exams, the visits do matter a lot more, right? And so the fact that we had a strong visit, I think bodes well for us. In terms of next steps, essentially-

Speaker 7: [12:36](https://www.rev.com/transcript-editor/Edit?token=8aXxaaP9CTXfdP4V721SC4Au2BuLugFYgN4qD2gHt1kaemxf2n2sFlRFwYyYn7_nQ5iPZQZtkd6YHEerP4CbxHaVKM0&loadFrom=DocumentDeeplink&ts=756.49) Sorry, before you move on I just want to say, I'm not surprised that the leadership team also did a great job, very curious if everybody got cliff notes or if that's just the board, but certainly all the board members deserve a huge shout out, but another big thank you to you. I'm not sure that most boards can say that their executive director gave them a cheat sheet, so I actually amend what Norah interest is, this is like an open book exam where we were all like flipping through very quickly and helping each other out, so thank you for that.

Guersch: [13:04](https://www.rev.com/transcript-editor/Edit?token=ppkpONsFd9XqsdoUd9iCisZus4OxcBRLoEmcrCefFe1nJvvvyL5QmeHxerqaAM9Ng3ZVp94XCF_3AD71-XcH8FgsL1k&loadFrom=DocumentDeeplink&ts=784.52) Of course, my pleasure. And so in terms of next steps, we should be getting a draft of the report, which will allow us to make what they call factual edits. Usually you can tell by the way the report is written in terms of like the tone and where they say you've met or not met benchmarks, you can get a sense of like, sort of where they're leaning, but we're not going to get an official report on where they are in terms of our renewal decision for quite some time. So, this can start from now until June, so just sit tight and wait. And so obviously as soon as we hear from them, we will make sure to share the news with everybody else. Any questions about renewal?

Guersch: [14:02](https://www.rev.com/transcript-editor/Edit?token=aTBhpHHCadFd2PdLWjcDOM4dlZHkZAn-2Ov4QkH3tPLl72sy-ccc2Q1RL_CkGe30AdNpPs-SApNfr6xQmnJRalPcbWM&loadFrom=DocumentDeeplink&ts=842.3) Great, okay. Moving right along. Okay, so strategic plan. So as you know, we are in our organizational health season. I shared this I believe in the October meeting, that we launched our first organizational health survey and we were looking to measure essentially these three items. And so I believe the questionnaire was about 13 questions long and we were hoping to get a hundred percent participation. We ended up with 95% of staff taking the survey, there were only two people who did not take the survey and so we feel like we have a pretty reliable data set because of the number of respondents that we had. Based on Qualtrics and Qualtrics is the organization that, they're the vendor that basically hosts our organizational health survey. They said that 95% for our first time out was actually very high, typically the first time out is about 50 to 60% of respondents, so I was really happy to see that we had such high respondent rates and so let's get into what we found.

Guersch: [15:15](https://www.rev.com/transcript-editor/Edit?token=3bL04WMmI3DJK9l2xWQJz25qhFedz0YII-B-XIMA0clUrGnw009itpniVq5igr67IAewHBA671eMesZHc7iAj9WmQJ8&loadFrom=DocumentDeeplink&ts=915.61) And so in terms of our numbers and how we did on each of those three metrics, this is where we stand overall. Just to give you a little bit of context or understanding how to read this slide, we are compared to other organizations that work with Qualtrics for their organizational health survey, right? So there are tens of thousands of companies that use Qualtrics as a way to measure their effectiveness, Chase Bank being one of them. And so that's what is meant by the global benchmark, right? And so essentially it's saying, based on how most of our companies are ranked on their work health survey, we are just below the global benchmark on engagement index, we are above on manager effectiveness, and we're above in terms of equip factors, right?

Guersch: [16:12](https://www.rev.com/transcript-editor/Edit?token=BncFPztWxFgwAHRuK4tek4qf_an7Lu2stfMFn5fAjt3r6SPPdM6QqmXR1oj7P5m8Xd-d76Jw8KATCh4jA24inoAQUfY&loadFrom=DocumentDeeplink&ts=972.11) Now, the global benchmark, even though I think is a pretty reliable benchmark, the fact of the matter is, we set our own internal goals around how we wanted to do on the survey. I would say that because this was a baseline survey, we were thinking we would be somewhere around 65% in terms of positivity ratings, right? Our goal is to be at 85%. At 85% we feel like that makes us a healthy organization if 85% of your folks are agreeing or strongly agreeing with the statements being made. And so that's what this is. So we were well above where we predicted we would be, and we have some ways to go in terms of our goal. But overall, I would say that this was a pretty successful launch. Before I talk about what we're going to do next, did folks have any questions about this data?

Guersch: [17:13](https://www.rev.com/transcript-editor/Edit?token=CiOvbRZTx5uJ9XUsz_ViGsd6-LwZdv1EV6UHxemAYAZFDLlDWGFChTcJBrVJzl7V_LmkLSo8CNyczREPSF8Ie9ibnWo&loadFrom=DocumentDeeplink&ts=1033.79) Okay, hearing none I will move on to next steps. So, one of the things that we obviously want to do is we're going to share this with the full team. What the full team will get is something that's a bit more detailed than what I just shared with you, because what we want to share with them also is how the cabinet faired as well as how did SLT fair, because what we see here is really the aggregate score of the entire organization. We want to be able to drill down to how individual teams scored on the org health survey because we want to see if there are pockets of health or there are pockets of, maybe a lack of health across the organization where we can we can address those, right? And so that's where these next steps come in, is that as we're drilling down to see the most effective teams and the most effective managers, we can create action plans with a differentiated approach for each team because not every team is going to need the same thing.

Guersch: [18:16](https://www.rev.com/transcript-editor/Edit?token=95nfpXzsf8IuMZBIdEvtCDJAgIHpoXHIdVo_898K1lz85xUvSr07QeXN5Of2VjdL7a_tyW-VXGZ7VOP3QWjanmQ0Mp0&loadFrom=DocumentDeeplink&ts=1096.24) And then in May, we're going to reassess certain pockets of the organization in order to see if our action plans actually had any effect, right? And so to give you a bit of a timeline, in December, we'll share all of the data with the team, with the entire school. And then in January, we'll start implementing action plans that will include focus groups, that will include maybe additional survey responses just for us to get some clarity on things that we saw in the org health survey. And then managers are going to implement their plan from January till about April. And then in May, we're going to check to see if our managers are getting stronger by reassessing those team members again. And that'll essentially be the organizational health cycle. Questions, comments, concerns?

Guersch: [19:10](https://www.rev.com/transcript-editor/Edit?token=YQRQcjExdsgpUMgZrVLoVBlSA-xQXzHcDy34zpBNWyGVaBmvZJKvEfKcFOO0VplQRgsKjmjmB2Ckg8wmM_1CqNXF7O8&loadFrom=DocumentDeeplink&ts=1150.33) Okay. And then the last piece was about just coming back to this conversation around anti-racism, and as you know, we have an online course that we will be taking. I'm working with Lenny from Point Made Learning to get us set up on the online platform. And we gave a survey and most of you did fill out the survey, I think about eight or nine folks filled it out. And it turns out that most folks were wanting to repurpose some of our board meetings, right? And so typically the December and the January board meetings are shorter and so I'm just giving you the heads up now that there will not be an ED update for the December meeting and there will not be an ED update for the January meeting, just so that we can get through the content a bit quicker and then get into the discussion of the modules.

Guersch: [20:11](https://www.rev.com/transcript-editor/Edit?token=xZu4z_volPo6d-56DiaPTAfFQi-EDH1kLJwf3gi--4OXJ1T0-pRw1VLVPYk9LTDUSwbcXnAwYxiQTrqM8fEyr9qhZBE&loadFrom=DocumentDeeplink&ts=1211.13) And then for February, this was the only one where we couldn't be repurpose the board meeting because the February meeting does tend to have more items included. So instead we're repurposing one of our committee meetings, I believe this might be a finance meeting where we will be able to get through the content of the finance committee and then do the actual module discussion at that time. Any questions about the schedule? What you should expect from me in the next couple of days is information about how to log into the online, I'm sorry, not online survey, the online course so that you can watch modules one through three, go through the course, and then we'll have our first conversation on December the 16th. Having no objections to my not having an ED update in December and January, I feel like you guys really enjoy these ED updates, so [crosstalk 00:21:20] have them. Yes.

Lucy: [21:23](https://www.rev.com/transcript-editor/Edit?token=IXp2K7fQcPibNNh9MdNiHXNwTYjvsZrnVtXWSoIp2g0C84ruCq0I8pOQmURPpPtYxCal0xg22Qyl_Z8E-6vTjc1_xI8&loadFrom=DocumentDeeplink&ts=1283.42) Guersch, these are seven to nine and 5:30 to 7:30?

Guersch: [21:28](https://www.rev.com/transcript-editor/Edit?token=IiflxQz1Nw_dGRhJadPTOYm_tA8yh2nuskU3ni0z_diI2W2oILEmr-F2CkCjk5xFVvk77HarIge1dEQNr4RTGWiiUCA&loadFrom=DocumentDeeplink&ts=1288.63) No, seven to 8:30, so it'll give us 30 minutes to get through our board items and then seven to 8:30, so that we still end at the same time we're scheduled to end. They're 90-minute conversations. Makes sense? Okay, great. And then the last thing is just our upcoming events, which are obviously remote, and so you are welcome to attend all of them. And remember that as board members, we ask that you attend at least two school events in the year. So we are done with trimester one, we're in trimester two, so don't let the whole school year pass you by before you join one of these. But this is what's happening over the next month or so. All right, that is everything.

Lucy: [22:27](https://www.rev.com/transcript-editor/Edit?token=eDmrlTfGybnBDH0VWX2RPtO4kIp6l1RbA5ONg-4fZkpU-jDCoTgjhx7G0Umb8t6WCYcbo6YfUOUARAgote4xLVvFLlw&loadFrom=DocumentDeeplink&ts=1347.68) Guersch, can you remind us the time these things take place?

Guersch: [22:31](https://www.rev.com/transcript-editor/Edit?token=1LGhbJngwsRrsKdi4lI52CDvfrgea9K4LvaIVRrZu2jAi0MpjQYhY8JWoYUBPnNBHjfaPAQgwbOgDFcc7sYMYy8hQbE&loadFrom=DocumentDeeplink&ts=1351.53) Yeah, so most of them are in the evening and so I will add the times to them, but if there's any one in particular that folks are interested in, we can include you on the invite. [crosstalk 00:22:42]

Robyn: [22:45](https://www.rev.com/transcript-editor/Edit?token=W63GxZL7FBk8kop7aQIg_GINHsm0SbtQi5XS4iUSE2J6hhDluFOlhJobZrJ7TqpJX-y0SsrkLxxd99qBjdj3Vx0BE9o&loadFrom=DocumentDeeplink&ts=1365.4) All of our family events are always in the evening. They always start promptly at six o'clock. We usually give them to about five to 10 minutes to join so the special education information and myth busters that's 6:00 p.m. and the family paint night, 6:00 p.m. And then the attendance award ceremonies always happen on that Friday morning during our community circle time, so from 8:30 to nine.

Kristen: [23:10](https://www.rev.com/transcript-editor/Edit?token=bthKJXOe-1MHtSlsuGN9oMsdk1H8ZqntAyH_sfUMLSXwSgfR65EQ9W_2JoEpcVOteYgcZkmW2z21cnF9fXXFLD8Vtuo&loadFrom=DocumentDeeplink&ts=1390.05) Can you add me to the one for tomorrow?

Robyn: [23:14](https://www.rev.com/transcript-editor/Edit?token=_XaTJEqumfyQFX7JmblYSRgpHQksKoHHCLjEnX1953nxks6I7eYesAFCsZzDPQO8uEtYx33tAS15Uzw0TKlaEq-XNFI&loadFrom=DocumentDeeplink&ts=1394.2) And just just as an update, we actually moved tomorrow's to December 4th, that was a recent change that we made this week. Sorry Guersch, we made it because we want the kids to close out. We want to kind of give them bonus dates for their hundred percent attendance and fully close out November so that they can get fully recognized with the totality of November. So that one would be [inaudible 00:23:36], the first Friday we return from the break.

Lucy: [23:39](https://www.rev.com/transcript-editor/Edit?token=mqA04sn3jtu6sbIsLvrBDnneNI4_iIgJIzFqs3gECYj8fp96EhYq5-vbquhTyTgyd1t0tzrJTSkiXi-dXSa-tYHh6i4&loadFrom=DocumentDeeplink&ts=1419.45) That's Friday that was moved, right? Not tomorrow?

Kristen: [23:42](https://www.rev.com/transcript-editor/Edit?token=WrNz-0iizY8_lVaafDWDqAMX1NOeUptw3cw8mf74j6gCDw3eabYYVm16q-PA_uhzbhe1TVoOQx9RMkNX9zzjMgcrd10&loadFrom=DocumentDeeplink&ts=1422.18) Yeah, I'm talking about the special education event.

Robyn: [23:44](https://www.rev.com/transcript-editor/Edit?token=xXEtGKwu1iD10gd9LrStcbrfCxDTvXdHAVocjgaff1wOPgluPwdShQzYHpCfu8-m-l5Wrcb6a_ZH8wZZSDaJJXCSwoA&loadFrom=DocumentDeeplink&ts=1424.62) Oh, sorry.

Guersch: [23:45](https://www.rev.com/transcript-editor/Edit?token=Nal4IUvcwv-6WG4fGwuuyhbNBeueMOvLGVkq94Sa6XF5vTaIM3VHO7og1pVQqWWrfjmbLLvjk6DiFw3-2oK9AcknPh4&loadFrom=DocumentDeeplink&ts=1425.8) Yeah. So the special education one is still happening tomorrow at six?

Lucy: [23:49](https://www.rev.com/transcript-editor/Edit?token=cbi3DYrtgg60RYeeR10euufe9BSiBW-WbGLKdkVJUGO6D3FJRY3vAjLiB2g0IftMI94GxfzZ6co2FadhTeju_h71Fr8&loadFrom=DocumentDeeplink&ts=1429.94) Yes.

Guersch: [23:51](https://www.rev.com/transcript-editor/Edit?token=pG7dyatS7hXzVnDt7IhKny3Y6Y7UbbOVSo36888xta3PHdqGgroaaNTVZRl8KE0z-0hjiHpEWmnR4veeyot7e2t1FS4&loadFrom=DocumentDeeplink&ts=1431.13) Okay, so we should add Kristen to that.

Kristen: [23:55](https://www.rev.com/transcript-editor/Edit?token=XjXf0xkKfDe2g1U879PQqjGZlgfd2UVspsfLx4D6mbF3ZZ6P0qp7e8ptOaMU4TglPg5ATp6X7Dxx72btGZCpPTTa8qQ&loadFrom=DocumentDeeplink&ts=1435.12) Thank you.

Guersch: [23:55](https://www.rev.com/transcript-editor/Edit?token=8b3o8Y6HvwYEG4I5vLorQ0BtQeO1882ItUj_hAjRt1AggEU3JtOdBLNGMBhHrY8LGpfcn6jr1pDb4GGCnyq2PpzCZmc&loadFrom=DocumentDeeplink&ts=1435.88) All right. Okay. I am going to take us back to, okay, can you all see the agenda? Great. All right. And while there wasn't much of an academic committee update because you all did the conversation with the authorizer, so.

Lucy: [24:34](https://www.rev.com/transcript-editor/Edit?token=vygdeyNHuiLP8t4nkqvfuDy4mq6OkuruIYsoOIK4vcF50Kcp12PBXGzFZ7TKpmnw3NNE5gvqHgsqEm52PfIt0baEh28&loadFrom=DocumentDeeplink&ts=1474.77) Right, that's all I was going to say, is that when we get more data we'll be able to share it out. And also if people felt like on that call with the authorizer, they wanted more details or background on some of the things academic committee was able to speak to let us know and we'll work through that.

Guersch: [24:52](https://www.rev.com/transcript-editor/Edit?token=RzKhyC_FhiYNm0LAqmDyvLcYemPkmJ2ohKk95HzwhnjCdEv4uVEn1duediSHStu6CJH00r4MQNACwTIbH2lcfwqPhh8&loadFrom=DocumentDeeplink&ts=1492.65) Awesome. Okay, so finance committee. Can you all see the Excel document?

Lucy: [25:06](https://www.rev.com/transcript-editor/Edit?token=tkHJucYncHv4dhv51_OSEnJUG4Qmmdb-ZNliHwY3W_YzdbC9Omz5FFSYUBD0WD6WecXwX7hyat3A2yZXAeyi7iCB-CU&loadFrom=DocumentDeeplink&ts=1506.48) Yeah, we have Ray on the agenda, inadvertently, maybe Atiba as your parting gift, you can step in for Ray and walk us through this.

Atiba: [25:15](https://www.rev.com/transcript-editor/Edit?token=v0dfjV_P7w1esK2mb4XOOJkfBTa811zPIKB_Daskya0t4aprzL3CE_p0Qx0CiNhEIj_2BLxe6_5hYmu0N2x9cYM5slE&loadFrom=DocumentDeeplink&ts=1515.38) Oh, I will try my best without his zest, if you will. All right, so if you can scroll down slightly, there's two, yep, right there. So overall, if you look at cell G33, we're still predicting a surplus slightly higher than our last forecast and the savings that we've realized, if you look at column I, you'll see the notes. So to summarize them, one of the things the team has been able to do is reallocate some money from field trips because those trips weren't happening this year, so rather than have that money sit on the books, they were able to reallocate that to team engagement. And what's that's doing is, again, just a testament to the team and the foresight, working remote for such a long period of time is a challenge and it's something that's been recognized, that's why that we have a pretty solid plan of touching base with teachers and supporting them, but there's always that extra touch and that extra swag or something you can provide so they're reallocating money from the field trips to really drive team engagement and make sure heading into the holiday season, they are able to have a strong touch point with teachers just to let them know they're valued, they're appreciated, we are excited for everything they have been doing and will continue to do.

Atiba: [26:36](https://www.rev.com/transcript-editor/Edit?token=SJ2LyWagAvb899LK-1MlvkM6ttbl_Qv6lusw4CaGt_MrJan7lZhV1lgeQFxDZv0RUzSklMK0cvHPjtypj1p0wSKv9Oo&loadFrom=DocumentDeeplink&ts=1596.52) So that was, you'll see those two big numbers. I just want to talk through those in case those stood out. So the $12,000 is reallocating from field trips into team engagement and just like a small token of thanks. In the compensation line, there is some continued savings from open positions that haven't been hired for and back filling is taken place, it's something that's definitely at the top of the mind, but to keep the great bar that's been set, it's not filling to just take a warm body to say we have a teacher, it's filling and make sure that person who steps in can step in and continue the level of excellence the school has been pushing for. So overall, savings, and that's just kind of I wanted talk through the two main points of where those savings are coming from.

Atiba: [27:22](https://www.rev.com/transcript-editor/Edit?token=hSxo6M4ACHFBhb-ScX7A-Y3W0Mfs8DHi07WiKeinOATZ6rOdft_qwpwrFhfm3Vu-7Z0Vh6zNpvK-Hv_16UzVaxqdoW8&loadFrom=DocumentDeeplink&ts=1642.51) And then if you scroll down a little, Guersch, to the enrollment impact, so you'll see right now the numbers in this billing are 263 but the numbers in the charter below are 257. So you'll see in the future financial, some reductions in the billing just due to attrition of students and it would be, the numbers were closely aligned to 257, so that's just one change when you look at next month financials in the enrollment impact on revenue, you'll start to see some of that translate down there as well. So overall, there's great and continued work being done and we're seeing some financial impacts, but also just some really great relocation of finances and expenses to provide a boost. Any questions on our financials for October? Okay, Len this Atiba, we'll keep our last line of jokes, making a motion to approve the October financials for La Cima.

Speaker 5: [28:26](https://www.rev.com/transcript-editor/Edit?token=OMLau7F76bRP4AN_Lxg1r1_z55wuoN_E0dIwdWWmDuIRlrSS_qAcH_FaFUgi1aRz-IhZReYZt3Uz8b8iS78htfcg9TM&loadFrom=DocumentDeeplink&ts=1706) [crosstalk 00:28:26].

Atiba: [28:26](https://www.rev.com/transcript-editor/Edit?token=HUMe8oZdZVV41SHzUfEdRBjv2J2u8fjQH_tWJ2Atw8FvvRuknogAxWOQmM9gcMtqKzfv48YPmAIynp7jtPtomf1BrRw&loadFrom=DocumentDeeplink&ts=1706.22) Second, [inaudible 00:28:26], thanks. [inaudible 00:28:31] All right, all in favor?

Norah: [28:34](https://www.rev.com/transcript-editor/Edit?token=vxyEv0T6qcfgXHh-SfTH_flAGs6suf0H1jmTCw8nrgLowA99FcZsMXWk9ClRFV8ytXhFJlUkClRb8uXiUXPbq2AIFaE&loadFrom=DocumentDeeplink&ts=1714) [crosstalk 00:28:34].

Atiba: [28:35](https://www.rev.com/transcript-editor/Edit?token=0vTMJ3o23dIGn2RTTAXyMfUwRxigJsltV2QdvR1bP0x0It46nis5nVCfaDzIsyIEc0v0uF4hU0w6iuQAn1z4gx9Usfg&loadFrom=DocumentDeeplink&ts=1715.96) Any oppose? Well, the October financials have passed unanimously. Then, yap, great. So the next document we're going to talk through also [inaudible 00:28:51] is that we touched on this in prior meetings as well, and kind of tying back to the executive director update, the fingerprinting process has now undergone pretty solid and comprehensive, step, by step, by step process to make sure that anyone who's coming on board has all the documents in place. One thing just to highlight where this would be, we'll see some changes of this is that if, let's see [inaudible 00:29:21], it's in one of these [crosstalk 00:29:24] five. As we're back filling, if that teacher was working somewhere else in the DOE or a place where we have their records, that's going to help accelerate because they can just request those records we transferred over.

Atiba: [29:37](https://www.rev.com/transcript-editor/Edit?token=a8is8f9P5UaSwWh_dX23PqjYhZQ_DbziVyX7aai7JwLJ69MkqOiTyqUCaI0fiZPZht_MOEm99c3b0FprWXW_IcmDUPE&loadFrom=DocumentDeeplink&ts=1777.61) Aside from that, as a new hire is hired, they have to through the fingerprint clearance and such. So this came up as well on our renewal visit. They had some of the documentation and I think overall it's a pretty detailed and very clear step, by step, by step, by step process so you just, as we go forward, have this very crisp plan to make sure fingerprinting is updated and recorded on our school books and our school documents, so. Any questions on the revised new fingerprint guidelines? Okay, hearing none, Len this is Atiba again, making a motion to approve the new hire fingerprint procedures.

Norah: [30:22](https://www.rev.com/transcript-editor/Edit?token=c9p4YbRmTVD21vk7zK-Rd2oinqOCO1vs0MMzUSrhUjypGrR6Jd9JCVFZ_mxCFaBCF_dzAqETsJfIo2FZco8MAf-oBkM&loadFrom=DocumentDeeplink&ts=1822.02) Second, Norah.

Atiba: [30:26](https://www.rev.com/transcript-editor/Edit?token=5aDuHQCUcJ1nkJHqxUBi8Wx4diu6ns_pCOyodelXYFOIc3dcuJGLCgUjrurHyogtStBdNonU8c8q541I36-VW1rKYSA&loadFrom=DocumentDeeplink&ts=1826.97) All in favor?

Jen: [30:28](https://www.rev.com/transcript-editor/Edit?token=k8BzRaBa_tSKSmhnaXhvuiLXQ1iwRFpnD832VHQVih3WKjjsqd4nnuCNCaz7pkoQl0SFPpOZmHqES_A8Jd_I0QhjKNs&loadFrom=DocumentDeeplink&ts=1828.59) Aye.

Robyn: [30:29](https://www.rev.com/transcript-editor/Edit?token=lotJcZTDfWeyR7NitBxfr8Dx98j9b_zOxR5iGwo6zh9zhct1CN_BCEejarnozm71vDZ3xrNfozDS2dONghN8Bu8Odj4&loadFrom=DocumentDeeplink&ts=1829.3) Aye.

Speaker 5: [30:29](https://www.rev.com/transcript-editor/Edit?token=ZH7fi-htZoJee6RJW-wTdY8VOGXSn7IkjvYJxPxkwk6CZBU6MUXqb3vyZSpH43AMnITUoMSSHiNMxgK6OtMHtL_kvLw&loadFrom=DocumentDeeplink&ts=1829.51) Aye.

Speaker 7: [30:29](https://www.rev.com/transcript-editor/Edit?token=T2i9P7hVn-J8z6th4fPk7MXVWO9GwnenpLE8LkMz3TdWF8BxilgJfAQgVqJAVNpqvzucR2L8kGwCTnS1mbYexT9QI1c&loadFrom=DocumentDeeplink&ts=1829.51) Aye.

Atiba: [30:31](https://www.rev.com/transcript-editor/Edit?token=ci0aDVqtgfGUoeVjdoj5KsHu9jz65Qig-UBQdRg-IzvIVzljnslOrob3MawWJH9wMDMgvxVA8uSC2jfk-JOpXLwmRQ0&loadFrom=DocumentDeeplink&ts=1831.07) Any oppose? Great, thank you all. It has passed unanimously.

Guersch: [30:43](https://www.rev.com/transcript-editor/Edit?token=0-QHWr39Ued6V-0rN3nqdFUtCpKGjumwdBNzHc-y8lFGyHe7fFA7v1sakn9F_c8vd2Ikv7M6Mvgt7vDBsGdr8HIOwMY&loadFrom=DocumentDeeplink&ts=1843) [inaudible 00:30:43].

Lucy: [30:48](https://www.rev.com/transcript-editor/Edit?token=AbS8ecBWv4T6cjZDdYnmZ8_aODxaCQH6FSvzRD9_62jrvHBnuKIt67s4FOcHa6it5-UCMerDuDIJuyVtlFVmXn_tKMc&loadFrom=DocumentDeeplink&ts=1848.35) Okay. The governance committee is continuing the work on the board book and spent a little bit more time this month on tables of contents. We expect to be able to share something with the full board soon-ish. I wanted to use a little bit of my governance committee time to talk about elections, which are somewhat of a governance type activity. As you all hopefully saw my email, we would like to actually put, or we are, because it's now November and we're not doing elections, we are pushing back the elections to January and then both elections and committee realignments, and so we're going to ask the governance committee in their next month's call to spend a little time thinking about process. It's not been a necessarily super process-oriented experience the last few years where we've basically all looked at each other and really encouraged other people to take the baton, but we're going to really do elections this year and they're going to be free and fair and there's not going to be any fraud. And so we're going to turn over to governance just to make sure on that.

Lucy: [32:12](https://www.rev.com/transcript-editor/Edit?token=75W_Tw1MOy5gL0US-PdegtKUfC_XfM90aepM1LTM4tN2naEsbgfRU7GgAqnkzS2FqviXJ7TUyCYRyQ-5parITLTdaBc&loadFrom=DocumentDeeplink&ts=1932.25) But, so I am going to ask that, I figure that the reason why no one has made clear they're intent to be an officer is because they don't know enough about it. So, I'm going to ask the current officers, and I'll ask Atiba to do double time as a former treasurer to give a couple of sentences about their roles. And then I'll actually also going to ask committee chairs to just give a couple of sentences about what their committees do so that people can think about whether there's different committee they want to be on and for our newest members for them to think about which committees they're interested in.

Lucy: [32:52](https://www.rev.com/transcript-editor/Edit?token=iFoStLo4III5rbHk5b4zV881gnYAX3bO4Y8ktlkj4-WwXALIjqY8SjGfz5eAfurF_0dMJU5y6QmxOwpkNJRQxGXslM8&loadFrom=DocumentDeeplink&ts=1972.13) I recognize this will take me a little beyond our budgeted 10 minutes, but it is something that Guersch and I intended, so I'll just sort of sticking it in here in this part of the agenda and I think we're making up some time other places. So, I'll start with the board chair role. So, the board chair as you all are probably aware is, I guess the chief liaison between the board and the executive director, making sure that information is flowing between both sides. Guersch and I have a bi-weekly meeting where the two of us run through the things on her plate and various updates. We do it Wednesday mornings at 8:00 a.m., but I'm sure she would be flexible to accommodate other times, if you so choose, maybe you're a mid-day lunch person.

Lucy: [33:57](https://www.rev.com/transcript-editor/Edit?token=laBufvBM7_v-lL5truD00O-AScvTRvJPZw5PJVMJYPSZxbSH1yt192J03GRU4i2Ly0dYC5iIuOkVOB442-HnOUHqNTU&loadFrom=DocumentDeeplink&ts=2037.31) In addition to that, the executive director serves on the executive committee and I think traditionally as chair of the executive committee. The board chair, [crosstalk 00:34:10], yeah.

Guersch: [34:11](https://www.rev.com/transcript-editor/Edit?token=cIUUzprq_agP-5D2vqpmnoQSShWAadaoGQmp_fNKLgtkM9CrAHpkAiyV1SApb6dN1pPd162XuOkmlFWi5yNI4YRi2SU&loadFrom=DocumentDeeplink&ts=2051.64) I'm sorry, you said executive director, but you meant board chair [crosstalk 00:34:14].

Lucy: [34:16](https://www.rev.com/transcript-editor/Edit?token=OG0mNS12BjvfzRLbZ4iEFlc9pEhQuRpj3tav8Fk56_hyuq6vakmp5Xr1WmAh6SCS4SmBbhDSBp_3rAeEyMWQfmNi1cE&loadFrom=DocumentDeeplink&ts=2056.14) Not to create confusion, sorry. The board chair serves on the executive committee and can be on other committees as well, but traditionally has been on the executive committee specifically. The board chair does not have any other sort of written in stone obligations, I think otherwise it really is sort of a coordinating function. I have attempted as many of you know to make it really sort of communal experience, so delegate often and try to include as many people as possible. And so I think that that can be something that if you're thinking about and have an interest in being the board chair, but think, well, there are certain tasks that I may or may not have time for or that may be not for my strengths, I think that creating a really strong board like ours with really strong committees and support roles in the vice chair and treasurer and secretary, we can get really creative with what that will look like and how we really support our next board chair. So, with that, Atiba, will you tell us about the vice-chair and the treasurer?

Atiba: [35:33](https://www.rev.com/transcript-editor/Edit?token=1ej_4AoZFlEJjHW6RG5QcuW53UVpc8hm8i90JphqiZhizoUuAlwOQ6XiDtO-dOo2J5uigfCGiu4lu6n7FQNlmAWUmlI&loadFrom=DocumentDeeplink&ts=2133.36) Yeah. Vice chair, you are supporting the board chair, but also serving on the executive committee and stepping in where you're needed to help as smooth and continuous as possible. You're a thought partner with the board chair and also at times the executive director, the board chair, and the vice chair may talk through some strategic conversations if you will, but ultimately that's just to have a brain conversation and then take it out to the large group. I've enjoyed it, it's been great learning opportunities for me, so the vice chair role is pretty straightforward, you're helping to support and grow. The treasurer, you are working with Adel and Guersch from a fiduciary standpoint to have the monthly calls, review the financials, have audit calls, but also just asking and thinking questions from a finance point of view, but with a lens of an academic school, meaning let's figure out what we can do and some things might be a new financial change, but it's also always done with the idea of, okay, let's think through this, what is this going to impact on the budget, and what is the academic drive to push this forward?

Atiba: [36:49](https://www.rev.com/transcript-editor/Edit?token=uTw7LQGIU5jk20_5OTCxRDHga7yTm7ltrb30QzOfedNy9qmHM9uuLNuL_Z1E1EqdvPh_72khMrBjySihhl_hCa96pbg&loadFrom=DocumentDeeplink&ts=2209.27) So, the main requirements are monthly finance calls, you generally are the head of that chair. And then I think it's something Adel and Guersch who can talk through and Lucy as well. You may become the signatory, if not the vice chair, you will become the signatory for expenses over a certain measure or a certain expense amount as well just to sign checks and have a great system now it's all electronic, so you're just helping to provide good governance from a financial standpoint.

Lucy: [37:22](https://www.rev.com/transcript-editor/Edit?token=3CbeyBTp27cRmpEuz-ACAakVpUTjDtivW9-d6Xc1BOSfKtejWNwN2qyMi94L16oaXykrq0hbFIFBMybaLnhv8C2PBUA&loadFrom=DocumentDeeplink&ts=2242.42) Thank you for that. And Guersch, you and I've talked about the fact that our treasurer role is a little different than some other schools, do you want to say one sentence about what our treasurer is not?

Guersch: [37:31](https://www.rev.com/transcript-editor/Edit?token=qg-GZd4iBFFkhkrwL-VNn8ruQVRlPXSCoXwIUG-QXjNkCmcWMlnJoB3c0u3X1MmlqwmRxJhEwcFah73CNhqwDHCirYI&loadFrom=DocumentDeeplink&ts=2251.26) Yeah. So, at other schools like their board bylaws state that the treasurer essentially acts as the CFO of the school and prepares the financials. But the difference here is that we have Adel in that role and so he prepares the financials for all of the committee meetings that we have. So, the lift there is very different in that it's less overlooked here than it may be at other schools.

Lucy: [38:00](https://www.rev.com/transcript-editor/Edit?token=R-XQ6V1KIk10-dvxBF5p-HC9K7oQGiPS4WpJimfPVnv4sBl9kvCz7ZMZZQRtLWle1_-XfdK7chK7dCCg_Rx8cW9YsQE&loadFrom=DocumentDeeplink&ts=2280.74) Thanks for that. Len, I'm going to ask you to give a sentence or two about secretary, not because I'm suggesting that someone's going to come for your job, but, the proudest secretary around, and we have a lot of pride in having a male secretary on our board, but Len you want to talk about what you do in that role?

Lenworth: [38:19](https://www.rev.com/transcript-editor/Edit?token=Y8Zr9vnRt3Bg4ke717KusKRozp77UiingrvJbNpJU4hHifamZoozmYqAWAjuhDf3PD1KIvbY1wkb0YRV4k1AnoUPqbk&loadFrom=DocumentDeeplink&ts=2299.56) Primarily as secretary of La Cima, I am responsible for taking all of the notations of the meetings. I try to get as much information as possible, try to present it online as needed, also I'm part of the executive committee as a secretary so as the secretary, I'm responsible for attending the meetings, being involved, and helping with some of the actual decision-making as we're moving forward, that's the primary responsibility of the secretary Currently as it stands.

Lucy: [38:54](https://www.rev.com/transcript-editor/Edit?token=yUu9E7EXGQXe6E3kotFBc7gtfbnKonOWj7lkAIjlfPh2GoCMvTA0Jf4FHG0oQroY7cCNX8L7ox0k8MlGiCq7L68Qjio&loadFrom=DocumentDeeplink&ts=2334.53) Thank you. I want to return to the committee chairs as well. Now, one change we made a couple years ago, as some board members may remember, is really trying to separate out our committees from our board officials, that way we had as many people in leadership roles, and we're really encouraging that level of engagement. We don't quite have that at the moment, but that might be something that the governance committee pushes again, or we could consider sort of making a push as we pursue our committee realignment as well. So, Norah, will you talk a little bit about academic?

Norah: [39:29](https://www.rev.com/transcript-editor/Edit?token=-9wH478_FOoCDGMDFCOGtnBaoQrZR3Jfn13630iWAwXYqJlr3ZbMsMnLubGfnfNQ8MDGGwPWXPh_-6Tzg6miWSdLVeg&loadFrom=DocumentDeeplink&ts=2369.96) Yeah, sure. So the academic chair and overall the academic committee, I would say, really work as a team alongside the ED and principal coming through all of the data, making sure that we're all aligned and informed. Honestly, it's not so much us, I would say giving suggestions to Guersch because she has them, it's more of us making sure that we're informed with everything that's happening. And then also if there are opportunities to kind of pivot and focus on some other areas, that's also where we come in and can approve that and give support in that way. So, making sure that we're aligned with our goals. I would definitely suggest everyone take a look at our charter book and take a look at our goals, they're hefty, and just really kind of being responsible for making sure everyone is on the same page when it comes to that and how the scholars are excelling.

Lucy: [40:31](https://www.rev.com/transcript-editor/Edit?token=nImdEb1G35G5jRFLsE01bDCXx4GvjQLn_59FaoLqHGVBteBix0AhbtsR6OEMywwhAOVa4yWvpYbQaN5clMN3Ql_HAow&loadFrom=DocumentDeeplink&ts=2431.22) Great, thank you. So, executive committee. The executive committee has historically made up of the officers, as some of you who are keeping track may realize. We realized this year that we actually don't have to just have the officers and we're actually required to have five members. I don't have to [inaudible 00:40:53] with the confusion about the committee open meetings law that resulted in that, but we have added, we now have five members on the executive committee and the executive committee primarily leads the ED evaluation process. At times the executive committee has also been used for different issues that maybe fall through the cracks of the other committees so it sort of can be pulled together. So historically we had all of the officers as members of the executive committee and as I said, we'll also be at minimum having one additional committee member ask that we need that 5% benchmark, but the ED evaluation process is something that is obviously really critical to our role as a board and it's something that we are continuously working to do better.

Lucy: [41:38](https://www.rev.com/transcript-editor/Edit?token=Q5xqzQU2IAsps51WFoRLvRS56yd6W1t8n1suksS3rnViZy4gjyoaWEDiowlxYwsENPW6vBvb_TGzuy1vKLAPV3thkdw&loadFrom=DocumentDeeplink&ts=2498.41) And so, as you know from some of the other updates, we're working really closely with Guersch to revamp that process in a way that really aligns with our values as a board, as a school, and with the rest of the evaluations that are done at La Cima. The governance committee is responsible for reviewing and updating our policies and procedures. It's sometimes been overlooked as a committee where you just have to read a lot of long legal documents, but it is actually in the last year becoming a lot more exciting and we're working on a lot of interesting policies, including leading some of our anti-racism work, updating our board book table of contents, thinking about how we better institutionalize processes over time. And as we started with, going to be helping sort of guide us through elections.

Lucy: [42:45](https://www.rev.com/transcript-editor/Edit?token=hgE7y5tHjrJGNsN_lOly7E1kmp-ZLHAOGAv1hdIiJhOoxDehIlSeTLnuWFdiAaxAYknrfu1r1NOUEuHO3HArWKLoEHE&loadFrom=DocumentDeeplink&ts=2565.59) So, governance is really at its core what the board is charged with, so it's the committee that sets that sort of the intersection of the rules and the practice for the board. Atiba, can you tell us finance quickly, even though we heard a little bit about the treasurer, but can you tell us a sentence or two about the finance committee? Okay, could we have a finance committee member step in for Atiba?

Norah: [43:27](https://www.rev.com/transcript-editor/Edit?token=TiVCRtUkHgcxWH5O2DPwAo2JqOmISFHJu49cprIIYJ3Ujqg9LWeyl2vYyNjXHoV2t2iIihnGo7UBh9bjdK1ckRdPX0A&loadFrom=DocumentDeeplink&ts=2607.47) Yeah, so we go through all of the financials month by month. I would honestly say, the academic committee is great if I could put in a plug for that, but also the finance committee, because you get to see a different side and really focus on how everything is happening and kind of how the sausage is getting made, so we have savings if we're in the red, if they make a decision to have some extra curricular activities because we have additional dollars, like all of these things happen in the finance committee. And then also just tracking, I think Ray did an amazing job of really paying attention to how the money that we have sitting is making more money for us in the future. So if anyone has that skillset, I think that'd be great, but it's super, super informative, and it also helps inform the other committees you sit on and you start to see the connection between them.

Lucy: [44:21](https://www.rev.com/transcript-editor/Edit?token=8MKWW-tCqzV4jL32YyGiXhUQxW0r0SuI4dxn6U24-PjaqNPQmW6Rx8NOmw7LfgP0tmdfygQbLkXKpDZyCLz_d9SzlbY&loadFrom=DocumentDeeplink&ts=2661.89) Atiba, now that you're back, anything you want to add to that?

Atiba: [44:23](https://www.rev.com/transcript-editor/Edit?token=7D_ZMa5XrvDrozFKG9QTDFqH4fADJrDUj1Xx3gEf2fm-8EzHUOKxgQiw9gsVyL_ReR3qBUzcLhTMSMHuemCgCBcaUiI&loadFrom=DocumentDeeplink&ts=2663.86) Norah did a great job. I would say one of the things sometimes that finance you feel like it's a prerequisite of having some finance experience and I think the school does a really fantastic job of presenting. If you look at the same spreadsheet we look at and when we have our monthly meetings, so the numbers are presented in a very clear manner. Adel does a solid job of walking through where this dollar went, we can track it all the way back to the start. So if you are interested, but hesitant because you feel like it requires some finance experience, it's an added plus, but it's not a prerequisite, I would say. So you also have a chance to really, as Norah was saying, learn a little bit more about school and school operations from a financial standpoint, because you get to see how [inaudible 00:45:20], there's a very specific spot of revenue that drives the school, but then it has to take per people aid and funding and spread that across so many areas.

Atiba: [45:29](https://www.rev.com/transcript-editor/Edit?token=NeJe81TNMhG7Sig0C21NNiJIQQAg0T8hKmru9k35Cz3IAUV1LkDAf5WYnYyzcMmMeVuF1eOZb6H63KOGXlgFG1CkZ5k&loadFrom=DocumentDeeplink&ts=2729.42) So I love numbers, and I think it's a great opportunity for you to just round out your skill set. We're all amazing. We can always be amazing [inaudible 00:45:37], that's a good word. So, academic committee let that slide, ELA let that slide, but I fully encourage everybody to take some time on school financials, because as Norah said, you start to really get a sense of where everything is connected and I think when you're all on the academic side, you miss sometimes where the dollar cost comes from, but I'm a big fan of it. I highly recommended it. It's a great solid team of folk as well.

Jen: [46:07](https://www.rev.com/transcript-editor/Edit?token=jLq3pOjKmizDDMd4OoD-6_p8F_e-obku-nw5Sf5fINoBx8tm0LPeQRzi_3T7gJiTxJla_ZCR9LFphH8zVCJG0F5_iJc&loadFrom=DocumentDeeplink&ts=2767.28) So I have a quick question, I'm just wondering, so for anyone who is interested in finance but maybe feels like they don't have that background or don't know enough, do we have any resources or trainings or information you can share with people to help anyone get up to speed? Are there any technical requirements that facilitate any of these roles? So, when I think of treasurer, for example, I think of someone with a financial background, can folks who just spoke, speak to any aspects of that, that may be the case.

Atiba: [46:46](https://www.rev.com/transcript-editor/Edit?token=gNv_h4w6nJ9MPV5NhHc99HTjV0ZW-D49UDqW-Jz97Rv9WRtFtwgYuBQNQvJj6p-gEJC_rm8ByjMyPtwHUzGrke_J4RU&loadFrom=DocumentDeeplink&ts=2806.88) Great question, Jen. I think there isn't much in the training world, a lot of it comes up, I would say you get, and I think for the team that the new members of the finance committee team, you can probably speak a bit to this, you get a crash course, that's really like five or 10 minutes and then you learn a little bit more, but it's a pretty straightforward world. And for the treasurer, the same aspect that you get, there's a lot of support to help you be successful in this role and the team at the school does a really good job supporting and setting up board members for success. I think if you have a financial background that might change some of the conversation because you're fast forwarding through some of the more nitty gritty details around like, okay, like if I'm looking at this like return on equities, et cetera, et cetera.

Atiba: [47:34](https://www.rev.com/transcript-editor/Edit?token=t6MzNRh8brichfcwbQC84fX4DnjfHgKn4fz5rsv6XLokVsmuSI-lrwJ5MHQAy0mwT4kcMSQxTQ_r17itjJK2kF2KORw&loadFrom=DocumentDeeplink&ts=2854.1) But we're also not, one of the things just to be clear, like the treasurer role, we don't guide the investments, we have a conversation with the, it's managed through Chase so we have a conversation with the folks who manage that, but we don't give stock and market advice, we just ask questions around, like, talk to us a little bit more about this discretionary use of, well not, sorry, talk a little bit more about this investment. So from a treasury standpoint, you are not making fiduciary level decisions and decision-making on the investment portfolio, you just can have some good questions and if there are things we're like, "Well, let's think about rebalancing where we have our spread," that's the conversation we have with everybody involved. So you never should feel like I need to also be a market manager as well.

Atiba: [48:23](https://www.rev.com/transcript-editor/Edit?token=100A4qm-lV34szRbWj2RXeIwRSZJrKDOaCo2f-ATG0i7AXoBpSCL9SXqU-jQWMZmKbAC3NFvVW5uUESwkbiKUkCNp1w&loadFrom=DocumentDeeplink&ts=2903.41) But yeah, I think big picture it's you get a crash course. I'll see if there's anything that comes to mind, but you get a crash course, but I would love to have the, if interested, the new members of the finance committee also talk to a little bit about how their onboarding was, because we grew and it's been great to have that number of people join.

Guersch: [48:44](https://www.rev.com/transcript-editor/Edit?token=EQZO3dBEnrqAZDwSgAl5G7wGtVW6EsMUFJT1DG-nsZe0ISmFpuFaODOsTSx80ZnUnLMOHz4goffK4WyZL4RRP5FpNhg&loadFrom=DocumentDeeplink&ts=2924.34) One thing that we did strategically, I believe it was last year, was add members of the academic committee to finance as a way to sort of help streamline the fact that there were times when, I'm talking to the finance committee about maybe adding an introductional role and they're like, "Yeah, that sounds great because the rationale is there academically." And then having to talk to the finance committee to say, "Okay, this is something we're trying to do and this is how much it's going to cost." And sometimes not being able to align both conversations from a timing perspective was getting a little challenging.

Guersch: [49:21](https://www.rev.com/transcript-editor/Edit?token=jwFdw5o_3l6Td7YBaoXoAbVuBE_JvMVSLUtocxG-H8NLcpYWz9Zq4xE8SEG_eGbhBDo3fLo2qYRLx2jQdlGbTLxKChc&loadFrom=DocumentDeeplink&ts=2961.66) So, adding members of the academic committee to the finance committee meant that we were able to have the conversation, yes, twice, but also with the same people in the room. And so this is just echoing the point that Norah was making, in that you don't have to have any sort of like finance degree or finance background, but it does help to round out how you see the school because you see how the academic decisions are then impacting the financial decisions and vice versa. So I definitely would recommend if you have any interest in seeing again how the sausage is made, that the finance committee is a good place to land.

Kristen: [50:00](https://www.rev.com/transcript-editor/Edit?token=Qln343gWtWhgpngcLU72DZZTxRkDAPc_UYZ3p92wdYOfzbRelivZmlU-G93Dj10UBS_tKNmELV_vUlVbdCfBoqUIOSI&loadFrom=DocumentDeeplink&ts=3000.2) I'll add in just as a new person who was not on academic committee, joining finance and as an English teacher, so I was sure wasn't coming in with a financial background, the ability to just come in with a critical lens, I feel like it was actually an asset that I wasn't coming in with that depth of knowledge, because I could ask questions and come at it from just a different entry point, and it felt like a welcome perspective to have on the committee. So it felt like a very well-rounded group of folks to Guersch's point into what Atiba and Norah both lifted up. I didn't feel like I had to get into the numbers and there were moments where I could defer it to like, that's getting into the weeds in a way that I don't need to know. But to just know, I appreciate the phrase how the sausage gets made, to just know how everything comes together for the school to actually keep the lights on, it was really helpful, so I appreciated the time.

Lucy: [51:02](https://www.rev.com/transcript-editor/Edit?token=9CiU_s8DVtqkSnGAGgYTCA6w-3itZ4pvlW2DLLEHA-wea0JaUT3Mu7aSMKIpj8UmxifYTe4FQu4gR0FhVbpdcjPLI7M&loadFrom=DocumentDeeplink&ts=3062.06) So I want to open it up to questions about other committees, because I'm hoping that committee members of other committees are going to sell as hard governance, academics, and executive. But I will say we are, as you well know, the La Cima community and as the board, we are constantly striving to live our values and along that theme of, you don't have to have a finance background, you don't have to show up to our board meetings in suits. A couple of years ago, we had a more stereotypical male-dominated finance committee and so it was, with intentionality and pride that we now have I think a 50, 50 split and I certainly hope that that will continue as we break gender norms here at La Cima. So, questions about other committees or does anyone want to give a shout out to why one of the other committees is amazing?

Jen: [51:53](https://www.rev.com/transcript-editor/Edit?token=KYTCe_6GxdmvS5LDiUuIVYiQ61aOgZweYHXVPMOD3hN69Rs8z8Og8R0Yod5nHno8N0yU4XD9TceHOogAw1trgFA6GlE&loadFrom=DocumentDeeplink&ts=3113.37) I'll just say you don't have to be a lawyer to be on governance.

Kristen: [51:58](https://www.rev.com/transcript-editor/Edit?token=xUC1mvysWb9nxjt3eCJlpSG_7sogLuBT2mHmdDXv0gEoAOwJHWK0CmggWCmGmKW4lo4k5EfeiyRDBAsP4ZVlLnOdLpQ&loadFrom=DocumentDeeplink&ts=3118.8) And governance is dope. I'm a process person, if you appreciate process and all those good vibes, it's dope being able to, the work we're moving into now is really ensuring that as a board and as an organization, we have consistency and that we have an organizational like institutional knowledge that lives beyond just the people on this call. And so if that's something that catches your eye, definitely, because governance is dope.

Lucy: [52:33](https://www.rev.com/transcript-editor/Edit?token=x00BCq87vgYTAZou6gmQeaJpLQFEUQRy0RSnquvCsiNVE_d2SWfutb1hyl5FYO8KUiVLHxZOmKNCcAujM5wrbxLAelQ&loadFrom=DocumentDeeplink&ts=3153.3) A place where Kristen with her exceptional process-oriented brain and my non-process-oriented brain live in great harmony as we try to figure out how to bring more of that in, so it's great to watch.

Robyn: [52:48](https://www.rev.com/transcript-editor/Edit?token=vWRm4DCryZA0waoOdp9wf82bGZ6uX0R_qm7WcNWsxfhZk1Q5w4FmzT_TLbw3QO9SufULtM4DbjepiQUXIZTK7raPrWI&loadFrom=DocumentDeeplink&ts=3168.9) Well, I am not a board member, but I do want to give a special shout out to the committee that I interact with [inaudible 00:52:56], which is the academic committee. And so if you're interested in terms of the numbers with our students and the results that we're trying to achieve, I highly recommend, or even just like practically what is happening in the classrooms throughout the month, throughout the term, or in trimesters, I definitely have a pretty shameless plug to come and interact with [inaudible 00:53:18] and I'm engrossed in the academic committee. I really enjoy being able to report what's actually happening in the school to the committee, and of course, at large, the board members all hear about it in the board meeting, but if you have a special interest in that, please definitely join that.

Guersch: [53:33](https://www.rev.com/transcript-editor/Edit?token=_8dyplfgEwENQMW9wycPBmgPL2PUHowU99H3Am9Rb9poVDPDX27EojknguODxitI0ITn9MtkCd_PSsMnjP9glQZndLQ&loadFrom=DocumentDeeplink&ts=3213.97) Thank you, Robyn. The academic committee has come a long way. So yes, it's in a great place now.

Lucy: [53:46](https://www.rev.com/transcript-editor/Edit?token=Eyr6ik8TxTH6fUSWIskfYMrSRiG1BKZHGugDRMUoqiMi9SdXWo787yhDhS9kSvqIaDGmfnp0e6w-uRmWuYtsRHLa8YQ&loadFrom=DocumentDeeplink&ts=3226.49) Any other questions about committees? Don't forget about those worry officer roles.

Guersch: [53:54](https://www.rev.com/transcript-editor/Edit?token=cn0h1nVOrzfxCXSyGbNODxvq6ish2K28ROSgQS-elrlNiRiLADIOYeNlQOfdJCscbaDOiY6f8zBwXJ8kyk2mhZA_PL8&loadFrom=DocumentDeeplink&ts=3234.36) No.

Lucy: [53:56](https://www.rev.com/transcript-editor/Edit?token=qgGpJKQvO6Ecpbq8THaxK3RMV4pI9LRQiCBo1b0SiwJOM_eA2Hq4EaFEb5lSSsTBl12qqCWLCTf9WmXoZmK0-m-6AOk&loadFrom=DocumentDeeplink&ts=3236.78) Okay. So look out for guidance from governance and looking forward to having everybody volunteer themselves for early and often for all of these exciting roles. And if we go back to the agenda, I think up next might be executive committee.

Guersch: [54:18](https://www.rev.com/transcript-editor/Edit?token=1P4uPHRy1Krf1wDsd2jXAPXp6EEkNSTZd9p---TwZBU5pl1g3rniCT2PSrGfHC2xgb_KCG9r2FwQGFz8rjkJQwuz1ro&loadFrom=DocumentDeeplink&ts=3258.63) Yes, it's executive committee, yes.

Lucy: [54:22](https://www.rev.com/transcript-editor/Edit?token=eeI3diSSItH-grIwTiCZPSkGHrXAS2IdxQZ4MjGJVmbgl9h4h8vDfzuNzpreqs8HZNCsTL2YkXKnWgAx3XPS2_RECJo&loadFrom=DocumentDeeplink&ts=3262.92) Okay. So the executive committee is continuing to work on some of the priorities that I described in our last update, finishing our statement of intent that summarizes our evaluation process, what we're doing and why we're doing it, finalizing our job description for the executive director. Really, final is not the right word because we are updating it from the executive director job description with which Guersch was hired. And as we've shared in committee, I think reflects the significant progress we've made in the time that Guersch has been here, that the old job description didn't really seem to reflect the current role. And we will hopefully be presenting to all of you at our next meeting drafts of those and the timeline for what that will look like over the course of the year.

Lucy: [55:30](https://www.rev.com/transcript-editor/Edit?token=pn9ARDOf40bhzkVq4eklQRTzwt2khN6hqu6jDlb-8fX4Eqpqvs9PW_vlI-PJq8RoNwfwjaB561FJfxHj2OJuTxG0MmE&loadFrom=DocumentDeeplink&ts=3330.5) Yeah, I think that's it from executive committee. Any questions from anyone on anything we've discussed before we move into the executive session? Okay, well, I want to thank all of the non-board members for being here. I'm going to motion to move to executive session to discuss personnel matters. So everyone, all the school-based staff who are leaving, have a great night. Thank you for being here.

Guersch: [56:07](https://www.rev.com/transcript-editor/Edit?token=jR4Zhbwyl9aGUIjL139AFUdUljWnUebIQ8F5qBRoVl6cnCDVuiMQdnB1IrAMbAFy5OZU9tFf56Q2yC6byd-HvizISgs&loadFrom=DocumentDeeplink&ts=3367.28) Have a goodnight.

Robyn: [56:08](https://www.rev.com/transcript-editor/Edit?token=kMcfGekU7jEGYdKgwxMlrAQxwBmJ7PEj_zWKoc_G9dC5RXd-O2YHEmlcHFhd0W0Tpv-3V6pEqwtS9Trgq80SRyoUujQ&loadFrom=DocumentDeeplink&ts=3368.97) Goodnight guys, be safe and be well. [crosstalk 00:56:11].