**September 2020 Board Meeting Recording Transcript**

Guerschmide Sai...: [00:00:00](https://www.rev.com/transcript-editor/Edit?token=nXQ060wYHa2hOCLleOSVhDxRRwBtyKd_kH5dMTUyztT0mh0igT1XXS_QeEWIMMBiPC7_myzQGc1fRVjiSA3R9VnoqLE&loadFrom=DocumentDeeplink&ts=0) All right. Great. If you can [inaudible 00:00:02].

Lucy Joffey: [00:00:01](https://www.rev.com/transcript-editor/Edit?token=Jg8BJr6yJdHnXVME3ca7FebwmwmKLdTQKP4YaidoelIwnegrScIhT4mJ2XhanA4_AvkBMkFxinyY0Hcn3Zd-Hg1kdf0&loadFrom=DocumentDeeplink&ts=1.58) Great. Hi everyone. Thank you for joining us. I'm going to call the meeting to order now. Guersch, without the agenda, it's like I'm lost. We then do what would act as approving the minutes.

Guerschmide Sai...: [00:00:28](https://www.rev.com/transcript-editor/Edit?token=UlroZNvXNK9Pex_0zJ7TA0eO_tGS1dPLdNVRH4GBFcs273SjdMPG0eaRpYgTz6_tRVdTE7iiChk1bjce00ExQ80nsq0&loadFrom=DocumentDeeplink&ts=28.9) Well, can you guys not see the agenda?

Debra Mack-Glas...: [00:00:31](https://www.rev.com/transcript-editor/Edit?token=BxZ-niSf26tih4xyZViGZT021_ZpnwacRFcUy-AjB84H5pCd9mrxZHKuCqEyo1MH8MUPOIlXWvVE71xdKTzm0LPZYF4&loadFrom=DocumentDeeplink&ts=31.65) I don't see it.

Lucy Joffey: [00:00:31](https://www.rev.com/transcript-editor/Edit?token=puQgAZyzN-FICSwQgFc-u9DGUUHuwPfNWvazKiasCqGABjJ2PR39iHpUjtkByvhEEut9V2tQbd07Hb9qHIDHij2vIrI&loadFrom=DocumentDeeplink&ts=31.9) No. We see your screen.

Guerschmide Sai...: [00:00:34](https://www.rev.com/transcript-editor/Edit?token=fGuABrvZqvclD7dnxn27ymGHU1kWMHraqZ-ZoHw_fph-Vq7695dHAOXSa3J0hPxHZuxLMRN-hrxK1NWo63buDwBDKjA&loadFrom=DocumentDeeplink&ts=34.49) I'm sorry. Say it one more time.

Debra Mack-Glas...: [00:00:36](https://www.rev.com/transcript-editor/Edit?token=Mhv1HTpPflD978EaaeQbmLw9J3FO51gZuJSH5QxM18gdISOZMz1gGtFP5-3c3UUMH9VyXy39jtPq2-4M0oFWH0vV-m8&loadFrom=DocumentDeeplink&ts=36.07) No.

Lucy Joffey: [00:00:37](https://www.rev.com/transcript-editor/Edit?token=hUARrWOUK-mle_C0gAvk-Zqk15RA3uoCpkIe7Mqr5VLySadhGry_FWDDu_hB0A0wt65K9at8wDX0-6cN0I9H3k_c_b4&loadFrom=DocumentDeeplink&ts=37.09) We see your [inaudible 00:00:37].

Guerschmide Sai...: [00:00:37](https://www.rev.com/transcript-editor/Edit?token=3EBluJpIWXB1aUyrh8xj_OhEu7WrcIKxBTU8ds8DLHVS9o8EuF-kNnkMO34Kh9rqLF4mfwwcNy652QMZ6Pg_u2hyfe4&loadFrom=DocumentDeeplink&ts=37.41) Okay.

Letta Belle: [00:00:39](https://www.rev.com/transcript-editor/Edit?token=rJOx4xUYQPagPr8dNdyfHXNFQjfze3fvk_-ntBRHESaWN7-Hwo7vE7ZxKQa3YoTwV94PdJUley0Kau7HF2TZMPL7QaI&loadFrom=DocumentDeeplink&ts=39.36) We just saw your desktop, Guersch.

Guerschmide Sai...: [00:00:42](https://www.rev.com/transcript-editor/Edit?token=8GNAuUSuROhcTfH7CNCsLkf3yGLRDVXK9cAVBvuyJFoVmTecVJyOFQ6ur4-8vW22tTpT1epgSfTwT4ByGt5evZeQbhA&loadFrom=DocumentDeeplink&ts=42.24) Okay. Got it. This whole time I thought I was sharing the agenda. Can you see it now?

Debra Mack-Glas...: [00:00:47](https://www.rev.com/transcript-editor/Edit?token=XrzJ0rUyzjuBwLPAjVMqoai_phufsoHNt2StPlFBbCTqcbBx0teWT4FjR7zikpw4Npk0FTTTev4p1tbMtr1CXJfn9xM&loadFrom=DocumentDeeplink&ts=47.87) Yes.

Letta Belle: [00:00:48](https://www.rev.com/transcript-editor/Edit?token=hBf4LN7yo95uORxmXL54BKZrJLLklXEJA9i_yqmb8x5PW8xdohiDqff8rjUaizefgRjOm0YimmQtPgsQpSw9YWjWqGY&loadFrom=DocumentDeeplink&ts=48.95) Yes.

Guerschmide Sai...: [00:00:49](https://www.rev.com/transcript-editor/Edit?token=Qws_nJaW8xUmAy1SBcT1Vt1OxDLQS0eXR5S-cbIENzunNFKqOHEY5Mwe6y-n0kRb0nLLzJXww2WRZW09ptllfmXqLMM&loadFrom=DocumentDeeplink&ts=49.66) Okay, perfect. Sorry about that. Here it is.

Lucy Joffey: [00:00:53](https://www.rev.com/transcript-editor/Edit?token=pWk0AZPg0xYZU33wJElvg5pnYFaibnGRCu72rYW1YwZyhkekmhpJmI9QMlqLEMmYfxHURZn7NNyWD9oBJy7Knn0tsFQ&loadFrom=DocumentDeeplink&ts=53.32) No problem. Because we're going to help Deb record the minutes ... Sorry. Nope. Record attendance, we should go through and let's have everybody say their name and their affiliation. We're going to do this in an orderly fashion. How about we start, and I'll just go from the order of people who are on my screen. Does that work?

Debra Mack-Glas...: [00:01:29](https://www.rev.com/transcript-editor/Edit?token=1YQcPFbIU21ETUMXAZFlloloJv-LCya4yhBuK1VZBrnO1tLKbll56_APhqZX0zwPY-yAkmy6ns_isN9mhS__7hHt3Gg&loadFrom=DocumentDeeplink&ts=89.52) All right.

Lucy Joffey: [00:01:31](https://www.rev.com/transcript-editor/Edit?token=Gmo2FpaYXp_jd1-xPpMlbidYWkHJIAy36u80K5Jla221R_JZucaeOyEYCajUwCq93GyqyEQeX2oPLfmlNyispZHi9Q4&loadFrom=DocumentDeeplink&ts=91.39) Okay. Lucy Joffey, board chair. Guersch, you're next.

Guerschmide Sai...: [00:01:39](https://www.rev.com/transcript-editor/Edit?token=20pYa85NIFB9VDus2rtT8GYshYn9EMbg7uZ2l94DO1gftsmqN5anp14pHq5Ip0b_8kXHYBTA3YOcYKwVzKr3Kdo7Ulo&loadFrom=DocumentDeeplink&ts=99.24) Guerschmide Saint-Ange, executive director.

Letta Belle: [00:01:42](https://www.rev.com/transcript-editor/Edit?token=21SHYk9CteXkdNcRO_FDwOxaNL0JdoQvQtJOsojG_szC0DM38Wria_02c1gHDSG7SwDyvFpzzv2Cl8rOdokQC2WC_Wk&loadFrom=DocumentDeeplink&ts=102.46) Letta Belle, principal of La Cima.

Robyn Milliner-...: [00:01:46](https://www.rev.com/transcript-editor/Edit?token=S3okzjx58HGAVH3ng--_Op4-800rar1f7QyG87wpAlVJ0QaM_rVg_Ob_yaGBagOQvK5HIls2HIlQP0SO3sldywJYSdo&loadFrom=DocumentDeeplink&ts=106.56) Robyn Milliner-Johnson, assistant principal at La Cima.

Darlene Alvarez: [00:01:54](https://www.rev.com/transcript-editor/Edit?token=7vYUH4xnWRiQdcUGYX3HWOeWkCssE4QMjEtA7IVpU4bL8L4XCEN2RCISZDm_EbUC0t5EAiPcTMega-t8Ltb39Fs9sd8&loadFrom=DocumentDeeplink&ts=114.69) Darlene Alvarez, director of operations.

Capri Tenis: [00:02:00](https://www.rev.com/transcript-editor/Edit?token=zSv4rFsyAFEa8vD0RW64wQTyE1fa3eoBKDHKM_xhwi-Olei1ddyM3C3qjV0cjd8mtXmjWrz34UsEE4SGi61BeltSfsk&loadFrom=DocumentDeeplink&ts=120.41) Capri Tenis, special-

Debra Mack-Glas...: [00:02:01](https://www.rev.com/transcript-editor/Edit?token=YWMO5dLHIRKpmNBq3W7PRO_prH5jZqHOszgX5zNW7q7NBvDyIuq2jyFo9ncGETxbl0eU3i3wwQzOfdJptRAGe-nPC7U&loadFrom=DocumentDeeplink&ts=121.07) I'm sorry, Darlene? Alvarez, okay.

Capri Tenis: [00:02:06](https://www.rev.com/transcript-editor/Edit?token=XyrzUIDtaDtm74k_7hyhJ-AcysEfsUADBNU7HxsjjRQuCdEHe-KpZF4dsa5Aj8TyD02Aj45n5bwepiIKBhtijTrobiw&loadFrom=DocumentDeeplink&ts=126.69) Capri Tenis, special populations coordinator.

Debra Mack-Glas...: [00:02:21](https://www.rev.com/transcript-editor/Edit?token=E1Eoc0U2lw-DIN7JmohHgP_MWHmFiqhkupCobvB-6nE01Vrp9P4vRvBK_KwmNvxk9fOUPDZjcsc_AkbblNto14uoPRo&loadFrom=DocumentDeeplink&ts=141) Is it me? Debra Mack-Glasgow. I put me first.

Zach Heller: [00:02:25](https://www.rev.com/transcript-editor/Edit?token=Au2h2BOSS7WIxPPcwSICUTntgTx16Wo3GUJzyyOxPAY3tQCLwRHvgwBrv-3TM3ICpEo9ztl444diqebdjtXz61ONDqI&loadFrom=DocumentDeeplink&ts=145.73) I'll go. Zach Heller, board member.

Tristan Mitchel...: [00:02:30](https://www.rev.com/transcript-editor/Edit?token=K3WCyMx3dwqdS3d6fJgXsHxJ_9itGfVrYFjmZiRs4yx9sQ6ce725LSkdnhrSQg0UlcjtLJsCT32KTBodeHgAAIjI_z0&loadFrom=DocumentDeeplink&ts=150.91) Tristan Mitchell, board member.

Norah Yahya: [00:02:34](https://www.rev.com/transcript-editor/Edit?token=ifIcMCU-PlHtCw1jNL_IIlR-WgMpxYBbidQCZwx6sIfcUEcwFr7gJyX2-AM-4RTgU3wyUvkBWGJOlc0BHKxTC-hE5zk&loadFrom=DocumentDeeplink&ts=154.02) Norah Yahya, board member.

Jennifer Njugun...: [00:02:36](https://www.rev.com/transcript-editor/Edit?token=IpjCWwQ-7mJOIh2ftVSl0hfs4MjQfBeqmNtun-IAsc6wQqcE2nVy5IRLKGLsXv5Rko3hNayimbm4SuNDjrRgPLfWs3o&loadFrom=DocumentDeeplink&ts=156.63) Jennifer Njuguna, board member.

Kristen Briggs: [00:02:41](https://www.rev.com/transcript-editor/Edit?token=D5kq-9Ik4JqOtBUdaXIPwXBfVTLWMAHetTlGZy8awCTu0TgG2U8PfClJ3Ecd2AhG-eB_gnjjmMWGGOH6v_P7JD5PA2A&loadFrom=DocumentDeeplink&ts=161.85) Kristen Briggs, board member.

Guerschmide Sai...: [00:02:43](https://www.rev.com/transcript-editor/Edit?token=Ue7kuPt-0KmKszdFPYiBN6uFIdd7WogEAH6ifswca5JSrhy_bW2VkMKEgPG5RopVd2017_WwmTQJmB0d00bkqfO7uGU&loadFrom=DocumentDeeplink&ts=163.41) Okay.

Adel Hageb: [00:02:43](https://www.rev.com/transcript-editor/Edit?token=efiqh6Dc9ITR0HiFbgfG0wYdkTShTRvbT8xaja_9RjUGfQi6CzfZr1yQQjiB-9-IX9ykFtc7GK3DJsUdGCi6wGYu8UY&loadFrom=DocumentDeeplink&ts=163.41) I'll go. Adel Hageb, COO.

Amira Bolton: [00:02:59](https://www.rev.com/transcript-editor/Edit?token=wxW6AgaILQ0Syc7s6oUgG441Tbk3BsIB3P5YX-gLxWjspGSzSEpyBp_JR4HED2RmmOMF-TrigY5cx9g6Y-f5Ye86pYU&loadFrom=DocumentDeeplink&ts=179.63) Amira Bolton, academic operations manager.

Guerschmide Sai...: [00:03:07](https://www.rev.com/transcript-editor/Edit?token=6XhaA20K9PiCN8zskWAsO9KbqueCUkLuMVqByH7ZztGkVdAj6liC_mdpxXQMp1yAdYsJgmSp-5vUpAzzJ0DQnJByvcI&loadFrom=DocumentDeeplink&ts=187.6) Who's next on your screen, Lucy?

Lucy Joffey: [00:03:10](https://www.rev.com/transcript-editor/Edit?token=9a_TLJWRLTfoOKPmvx7QtlqeU6mLhz6U59nm8Xn1gRbyTrk7UPnQqqVCOZa0JoNSaSuRzCYZonpMJE_uyohmesed3j4&loadFrom=DocumentDeeplink&ts=190.77) I'm trying to keep up here guys. Roberta?

Roberta Irias: [00:03:18](https://www.rev.com/transcript-editor/Edit?token=kAwuITIJEj3Ekwkp2-agKra2haowk_BJbePpOsYof2SuiR2SB3EZoZkbm6DhG_H94QlCN0zZcWsxOj0uTbWGFZDgh8g&loadFrom=DocumentDeeplink&ts=198.35) Roberta Irias, TIR kindergarten teacher at La Cima.

Lucy Joffey: [00:03:23](https://www.rev.com/transcript-editor/Edit?token=OhsRH0wvJrfrcP46-FRNwkdsuQiVSlKtX0SWQNOdPH31KdDziR-LT7Pp0GD5dLN2BFukKfFKMP-x_POfJ17rA4iQ0qM&loadFrom=DocumentDeeplink&ts=203.59) Okay. Damira?

Damira Rasheed: [00:03:24](https://www.rev.com/transcript-editor/Edit?token=6XGmOdc84LMMd8GEFUvG92NSuqGitRVdN5Ff5utMIdGv7xSge91JmuznrVV1vBt4If6CXV6No8NseC9fzjwaCUjvN3E&loadFrom=DocumentDeeplink&ts=204.87) Hi. Damira Rasheed, perspective board member.

Lucy Joffey: [00:03:31](https://www.rev.com/transcript-editor/Edit?token=IeHEtrQxew37WbqlqIfuuqvad9YQBI-QG9LVY30FLt-cCJzdN632BY1N7Yw7OplLaDTsfle6bllddfBvv_gD7TCn5i0&loadFrom=DocumentDeeplink&ts=211.28) Nikki.

Nikki Carroll: [00:03:34](https://www.rev.com/transcript-editor/Edit?token=vtJM-a6sBhadv3wRqgREcNcRJ3__jMeZ0sWqG2tYu3IBMuWG-GCbIP92v7VlTQjRLMsU7MkZFGvyAjoKYY949NYgsxQ&loadFrom=DocumentDeeplink&ts=214.87) Hi. Nikki Carroll, perspective board member.

Lucy Joffey: [00:03:39](https://www.rev.com/transcript-editor/Edit?token=fbkN68MhiDH0mxu4PFhvMfmP1pQHt6BzRIfNKbePx63ybkOEqoNBSHZKH-eaFS4h5zgjQkRQ7MjxGDITABu1KEyfG4A&loadFrom=DocumentDeeplink&ts=219.92) Forgive me guys. I'm was trying to keep up with you all, so I don't know ... I think I got everyone. Did we miss anyone?

Ebiere Grandiso...: [00:03:46](https://www.rev.com/transcript-editor/Edit?token=QI-8Zt4QUwSjSX_o9hwdR2bKBONHfKX-uc9w7s-zRShIIcn2Ri1IoNTLkGA6fmCdH-lkS_YTQfFxD1ZuWtW2LFZYcnA&loadFrom=DocumentDeeplink&ts=226.78) Ebiere Grandison, kindergarten teacher, La Cima.

Lucy Joffey: [00:03:52](https://www.rev.com/transcript-editor/Edit?token=rOJEhsHLIRsI0bGMwA4KIP5borpuFWE99XwwlK3AgksYDdXsu4nOxKrI0zWggw2JU2KRGZRNoaz0n1NDQR0xOVLB38Q&loadFrom=DocumentDeeplink&ts=232.2) Great. Thank you. Deb, you got all that?

Debra Mack-Glas...: [00:03:59](https://www.rev.com/transcript-editor/Edit?token=QFo_jJfkEy4LdY2yYm4DOHB_xezX4cSvttQ8fl2c5PfKCuGdCCfjhlLiM5kkSfhJms1V0LZZwM048ZGtvIw2ghwWe9M&loadFrom=DocumentDeeplink&ts=239.09) Yes.

Lucy Joffey: [00:04:00](https://www.rev.com/transcript-editor/Edit?token=pGe4oEyasmowzYcjDboA3VaHPZm4GELGpUn6EoDUJbqbxFJPGM_btt24-tyvTzmKP3b8jgyBuHB9meXXZsxMIdb8s-0&loadFrom=DocumentDeeplink&ts=240.43) Great. Thank you. I'm going to motion to approve the minutes. Actually, can we open the minutes? I don't think we need to scroll unless anyone has a request for us to do that. I'm going to motion to approve the minutes.

Zach Heller: [00:04:24](https://www.rev.com/transcript-editor/Edit?token=DRbxx-I_qpbtyVngvkPV-agrXP-37CrTlCciQy9ax7GxtR1m2eiPfTck0V8s7obYWNj-vZrLuQO8R9PTgy1_zW7lc_8&loadFrom=DocumentDeeplink&ts=264.96) Second by Zach.

Lucy Joffey: [00:04:25](https://www.rev.com/transcript-editor/Edit?token=Dufk1AOZbncxiWxwkq2qWtBM3KakdSBCvXmgNp950GuXYB0SoMkwYey2c_tgwswMNplHw7qzY8fgBnB39ufmqT5GXBc&loadFrom=DocumentDeeplink&ts=265.82) Can you say second ... Thank you. All in favor.

Debra Mack-Glas...: [00:04:30](https://www.rev.com/transcript-editor/Edit?token=Mt2fgSK7QKIJ3NXm_9qFOWDesZ_OpJi9aFt3m6jinn8jFykap1_VO7L-U23QpZU65Tgwmc-L7-PxVNVuWrhCsCk9Ey0&loadFrom=DocumentDeeplink&ts=270.94) Aye.

Jennifer Njugun...: [00:04:30](https://www.rev.com/transcript-editor/Edit?token=66Kb5vna2h6bTx-5Tz_KUfzBm9mnYqJ-pdSB-ZkazgAE9hoGDI6ps0K_R3oixi5FAuduoGSyST949Ki2smfueGHmnwI&loadFrom=DocumentDeeplink&ts=270.95) Aye.

Lucy Joffey: [00:04:34](https://www.rev.com/transcript-editor/Edit?token=y_o40fC7PjcmdttGDcZ6-fweomyF2iNg98HUbeLW9oyeqWMtIwSx92PJ6t8bOXWOmmvdkEcya3Mn3S9EHjYbWgYAoao&loadFrom=DocumentDeeplink&ts=274.69) Any opposed? Great. The minutes are approved. (silence).

Debra Mack-Glas...: [00:04:54](https://www.rev.com/transcript-editor/Edit?token=_w4JCEUD1lCK4M48lOMM8j7Ytip1JPp562OJEFVfEKCJYDC8xljttPaUblbWOM-AhfVYqFRJRIAyeW-BPuOVsunDauA&loadFrom=DocumentDeeplink&ts=294.31) What happened?

Guerschmide Sai...: [00:04:55](https://www.rev.com/transcript-editor/Edit?token=7op4s1UkLR1ZiDn2QNRyECN1bjVfEXy3wp1WVj_YL72GkvZOpKLfAijhJEGE5_z25duCnr1T1Q5C_2OLdDYoNgGspcE&loadFrom=DocumentDeeplink&ts=295.3) Can you all see the agenda?

Lucy Joffey: [00:04:58](https://www.rev.com/transcript-editor/Edit?token=fVl9FGHStV0p-3eFWQ-ha5wKYf6q6gi5KoMH_6Wr-2ggS-NQNky7AffG4lzYMNZwGYNXa9Ceav8NaME5EZL_QNTlXi4&loadFrom=DocumentDeeplink&ts=298.56) Yep. Just took a moment there. Now we're going to move to the public portion of the board meeting. Anyone on the call was not a board member who would like to speak to the board, we have five minutes set aside for that. Would anyone like to share? Hearing none, we will move on to the board chair update. I want to thank everyone. We have a full house today. We did expect to be in-person, which I know we all were holding our breath for. I would say that nothing outside of what this team has managed relating to the DOE and education has been smooth for most folks. I guess we shouldn't be surprised that we got a last minute update from the governor that we would not be meeting in person. Thank you to Guersch for both being ready and having, what was, I assure you, all a very detailed plan of how this was going to work smoothly, even down to the food, but that planning, I guess, will be for a later date.

Lucy Joffey: [00:06:23](https://www.rev.com/transcript-editor/Edit?token=N9zZOd7YcEYw2l6TAbYQOsvwpc-kQ6dqE5M1spDIrraIsjiArkeJ1jgxYnCBpsFJUGeBk0f7g_L9hebeuHZOIpHaxzc&loadFrom=DocumentDeeplink&ts=383.57) Thank you to Guersch for the planning and to everyone else for being flexible as we continue to navigate what continues to be a world of a lot of uncertainty. We've done this at each of the board meetings, but I think that it warrants it. We are now several weeks into the La Cima school year. I think that I can confidently speak for all of the board members when I say that we appreciate that in the midst of all of that chaos that I had referenced that so many families and teachers and school-based staff are experiencing, that at La Cima we've had comparative clarity and increased programming even. Amazing workshops that we've been able to offer to our families in this time when the need is more than ever for that both stability consistency and support.

Lucy Joffey: [00:07:23](https://www.rev.com/transcript-editor/Edit?token=FswGFXBXTEpOc5lJTuXsF1ZbvaXQ438w0DRvUjCIisloVfAGOSL_-aw840ZX91tJfjPgV3cQrGZ6_fVwwIxzdYEVNgA&loadFrom=DocumentDeeplink&ts=443.21) Thank you to you guys for the amazing job that you continue to pull off day in and day out and thank you to all of the staff, everyone please share that on behalf of the board and to all of my fellow board members who through all of your committees are showing up. We got the emergency task force. We have people who helped support with the renewal. There's so much going on and appreciate all that you guys are all doing. Renewal application is in, and so we are planning towards the renewal visit, which is great and we will be getting all prepped for as board members. Feel more than confident in the La Cima leadership sense to get us ready for that and I know that ... as I know they're getting ready also. We'll talk a little bit about that, but that comes in November. Beyond that, I'm going to turn it back over to Guersch for your update.

Guerschmide Sai...: [00:08:27](https://www.rev.com/transcript-editor/Edit?token=RIKLnNiszjCMeo8Awkz5UqrKK3Vc06a5LiSvJa8zSuz56o9LjZCo9xe8z6BEc4mMgJJkjeSlOymHqoEYGyC2yjjyEqw&loadFrom=DocumentDeeplink&ts=507.94) Okay. Can you all see the PowerPoint?

Debra Mack-Glas...: [00:08:31](https://www.rev.com/transcript-editor/Edit?token=An16hDgn6BdWxSAwWo3MnCRIwEJCjcaAY6NE_GGe1IdAvdyRzASyL33bl4KkY8twhroqUC34U5sSD34J0awkZ6IpY7U&loadFrom=DocumentDeeplink&ts=511.74) Mm-hmm (affirmative).

Lucy Joffey: [00:08:32](https://www.rev.com/transcript-editor/Edit?token=SBu5yL56wMdYizEJ8-qJDe_MXfnMFMQfMlHO7ltU-PdpDLJVLgeVfDvgTgxu45ntHSvSNykBqQd89euGvxHHJ03mPQg&loadFrom=DocumentDeeplink&ts=512.4) Yeah.

Guerschmide Sai...: [00:08:33](https://www.rev.com/transcript-editor/Edit?token=rK6roQwgsG23AGkdbo1vvLXCMBeoaRpVId8GoHp2JsLQ_i4z8lsNvwIrJBMKLgtE9fx4qYPoJw3c2G5BHx2_YchrwWY&loadFrom=DocumentDeeplink&ts=513.07) Perfect. All right. Thank you, Lucy, for that.

Lucy Joffey: [00:08:37](https://www.rev.com/transcript-editor/Edit?token=BHZxxBB9gNyxk-RxrskeRxFj1lAo85QTZb6W5GmRJsn8fxcSTotuJgnPrSIYKlXPQErA2L6Zg0Q2A9tAXLwG4jWTAMs&loadFrom=DocumentDeeplink&ts=517.23) Sorry. Guersch, can I interrupt very quick?

Guerschmide Sai...: [00:08:38](https://www.rev.com/transcript-editor/Edit?token=E_2gGXv1-_BmjmqzVbF23u9QhVBNn7tK1jszG-1nIDajPXWEToIYFIPkv9dzonNwwyqU-rdFBxzSEmaM6L9aRwKseg0&loadFrom=DocumentDeeplink&ts=518.6) Yeah, please.

Lucy Joffey: [00:08:40](https://www.rev.com/transcript-editor/Edit?token=N8B18FA88gDPnuvEyoCkXsGhXeTx84KO5JwJwKPkanviOywfzeHDJOkgD6aXVWZEwUflpADEMQJ_dR9X0RZUGZhMDRk&loadFrom=DocumentDeeplink&ts=520.19) Deb, just as a reminder, as a novice note taker, you only need to write down decisions. You don't need to take notes on everything that happens just decisions.

Debra Mack-Glas...: [00:08:48](https://www.rev.com/transcript-editor/Edit?token=RogqhJRHfOYJ9XJ6bZaDdVpylfvAizpPEbiRb6INspC2gXEYWKjxRGgYd7lOcliZ7euN1sHJcdcbjycet6G32tfVMPg&loadFrom=DocumentDeeplink&ts=528.63) Okay. On decisions. Well, that's important to know.

Lucy Joffey: [00:08:52](https://www.rev.com/transcript-editor/Edit?token=vGvhHWMb2ryadsGuS3Lnr3MjqXcUk2hou_ZrnrMmTyBias0VnkPArEoc0tRPcZylpGUeabn03NPb3cCYzEhy3xl0ZDw&loadFrom=DocumentDeeplink&ts=532.32) Yeah. Especially as we go into this section.

Debra Mack-Glas...: [00:08:54](https://www.rev.com/transcript-editor/Edit?token=RDB2aXzr--dCIgVxhCipcpj-sV8djsxTVHYY9DwrVIlnvPxpvfue6Ufdym7rjSU1DH5WkBwYJ7CsfxkMECkeAw2CXhE&loadFrom=DocumentDeeplink&ts=534.68) Okay.

Guerschmide Sai...: [00:08:55](https://www.rev.com/transcript-editor/Edit?token=4GOzCs1SpHnWfb_4fAvfqv5_x4ww8zcLY5cTf7pcEOiB7kAtBYyiLzVqd3W0Jv7vLyf5kfDclh3t1zT00R8S2P0agLY&loadFrom=DocumentDeeplink&ts=535.68) Sorry, Deb, we poorly prepared you for this, but thank you [inaudible 00:09:02]. Thank you, Lucy, for that. I'm going to get right into my Ed updates. I sent this ahead of time, but I made some tweaks. Of course, now it's not advancing. There we go. It does give in everything that's going on. I think I want to make this a habit of sharing good news every month. The bit of good news that I have today is that we received a donation from the McCloud Cares Foundation last week of 50 laptops, 50 brand new laptops for our scholars. Essentially how this came about was, as you know, Josette has been working alongside me for grant applications, we came across from McCloud Cares.

Guerschmide Sai...: [00:09:48](https://www.rev.com/transcript-editor/Edit?token=SVXDQ34xTXhnU3XaNkXQ8WkngPLRlXs80YN5sG8Sg5VdZTMfsSOKrrP9wxV6nUw1L7FEqrJVrOSuB_XQggLHEGvQklM&loadFrom=DocumentDeeplink&ts=588.69) I believe they use DonorsChoose. They were able to get folks to donate money for them to purchase laptops for any school that is in need, so we're able to get 50 of those laptops. The one caveat is that they ask that the laptops are for the students to keep and not part of the La Cima inventory. We felt that the best use then of these laptops would be to gift them to our fifth grade scholars as their graduation gifts, just as we did last school year. In a lot of ways, we do feel like this very much connects to our key design element of social justice, because you all have been watching the news and seeing what's happening nationally. There are many school districts who have been faced with the unfortunate fact that many of our families, particularly black and Brown families, particularly families that are living in poverty that there is a lack of technology in their homes.

Guerschmide Sai...: [00:10:56](https://www.rev.com/transcript-editor/Edit?token=DXgukiQrERM7RBXhkJuxR85TGvKtlEXyh7vPtlOijl9XIdRWt9u8mtz8NLTgejTzK8HCcadjZIJj_V_eKOvOIh_OB7M&loadFrom=DocumentDeeplink&ts=656.86) Part of what we are doing, not only are we providing laptops to our students, our current students, but we're also trying to close the gap for students as they go off to middle school in terms of providing them with a laptop in case they end up at a school where we don't have laptops. We're really excited about this and kudos to Josette who's not on the call, who's been doing a fantastic job with our grants. Are there any questions about this particular piece of good news? Nope? I will keep it moving. Last month I launched our 2021 priorities. Obviously, all of our priorities map to our long-term sustainability as an organization. For this year, we're talking about these items here that I have listed, the strategic plan renewal, COVID school redesign and our school turnaround. For today's meeting, we're going to speak specifically about renewal and the COVID school redesign.

Guerschmide Sai...: [00:11:55](https://www.rev.com/transcript-editor/Edit?token=WZht0SrxxqVeSPuGeR_Rq1JIGGV7uqH0WWqlo27tTroCtNWZ2qDp7ILx9F9nheWePFoJZlL1FkT7HOPVnhAFLNTIcy8&loadFrom=DocumentDeeplink&ts=715.29) Just to share a bit about the renewal itself, the renewal application itself. Lucy was right in saying that we did submit the renewal application. However, there are parts of the renewal application that are due at different times. Benchmark 1 is one of those pieces that is due in October. I wanted to share with you what is in our narrative, just high level. The way that the authorizer looks at each of the benchmarks is they ask us to think about our benchmarks in terms of strengths and weaknesses. In our narratives, we name our strengths and then we name our weaknesses as well as what we plan to do about those weaknesses. I'm going to name benchmark 1's strength. The first strength being our '18, '19 scores, but I could hear all of the years that NYSID typically looks at.

Guerschmide Sai...: [00:12:49](https://www.rev.com/transcript-editor/Edit?token=0vbqCchcJfv5SS02gSgNH6_S2_9qaL6M_EsBYBGd54q71ByYmEP8mTDNA3tg5TdxltspPH9LT5OfIPqypVQtRQgqRPU&loadFrom=DocumentDeeplink&ts=769.43) They do have a lot of schools that have very short term. Some of their schools only have one year charter terms or two year charter terms. They tend to add more years to what they look at than what is in your current charter term to give them a way to look at the trends. These two years that are in gray here, the reason they're in gray is because they are not officially a part of our charter term. Our charter term actually starts in the 2016, 2017 school year. However, there was no state assessment in '19, '20, and the '20, '21 assessment would happen too late for it to be a part of this renewal.

Guerschmide Sai...: [00:13:29](https://www.rev.com/transcript-editor/Edit?token=XnbRRi4S1Rv6yiGv8Wj9FnQ7cTUlLfhm6oswp0esJYmHmlYK957pWjXmxsvfd2keMeUtxZWLPfuZF7qYolBdNtERrds&loadFrom=DocumentDeeplink&ts=809.35) It actually does help that they are going to look at '14, '15 and '15, '16, because the overall story then that would be told is that '17, '18 was an anomaly year. It's the one year in our charter term where we underperformed the district. We bounced back in '18, '19, but when you include the two other years from the prior charter term, it demonstrates that we do have a history of outperforming our district by a slim margin, but the margin doesn't actually ... from the authorizers perspective, the margin doesn't matter, as long as you're medium or exceeding your district.

Guerschmide Sai...: [00:14:09](https://www.rev.com/transcript-editor/Edit?token=Szpk7Bbaa7mQ_32NwXiWIqGsUfOZRBoxHk2g_BRWl1MmtGN7_mXpI95NHzq6090dAjHrrYwcjirXLsVd0NwIIZ4tx4g&loadFrom=DocumentDeeplink&ts=849.01) At least with this information, it really does make '17, '18 stick out as a bad year. We're naming this as a strength to say, we had implemented some widespread changes in the '18, '19 school year, and we're still implementing changes in order to sustain our continued growth as it relates to the data sets.

Debra Mack-Glas...: [00:14:35](https://www.rev.com/transcript-editor/Edit?token=T87MjtIj6QsDrPmSBKxL_ct4F8a6ttPv3A8uCsg8oQC6NV1MYXNZcqVStzDYNA3Z7C8TP9e998KQSi-1VTyy4MhlnqU&loadFrom=DocumentDeeplink&ts=875.96) When is this benchmark due? You said October 1st.

Guerschmide Sai...: [00:14:39](https://www.rev.com/transcript-editor/Edit?token=tihcCjorldS3lAgshrQ0nrF7X0a-EiKQZLNQA3bikjb8Ux41o7m9-ptCDSuroKXl-vJdidigpqJW3xDdmKYOu2jTogA&loadFrom=DocumentDeeplink&ts=879.7) October 14th.

Debra Mack-Glas...: [00:14:40](https://www.rev.com/transcript-editor/Edit?token=CI4zPI7frNyO10kItwpz1E1cE291IYDXD2DF6dk5mzlPCrgElvXBIhVdbp1bEitcSUQBj4izgou7TpX72LljewqvT3M&loadFrom=DocumentDeeplink&ts=880.54) Oh, 14. Okay.

Guerschmide Sai...: [00:14:44](https://www.rev.com/transcript-editor/Edit?token=JDkhoBWobETNkhj3hHbS5zrRyrN-XoEmEcWYrMUAOhKIfpGzzSIG557HYnu8PE9F7g6DVmq2_GG_ke1MKBhBQ7TrIQ0&loadFrom=DocumentDeeplink&ts=884.48) Any questions about this particular section of benchmark 1? Another strength that we pointed to in our narrative was the performance of our subgroups in the '18, '19 school year. Now, obviously, just like with the overall scores, NYSID is going to look at '14, '15 all the way through '18, '19 when it comes to our special populations, but the strength that we talk about in particular in our narrative is the '18, '19 performance. Our students who are students with IEP, students who are economically disadvantaged and English language learners outperform the city, the state, the district.

Guerschmide Sai...: [00:15:36](https://www.rev.com/transcript-editor/Edit?token=WcLW2YOiPlAiRTIZ3n35JciRxUtVix_Fjk8nPQ4H1Gs4rPihvD3StCmZnxclCoLPNfdHVrDPkeQH7lbdvHo19rk41Hs&loadFrom=DocumentDeeplink&ts=936.12) We also included the category of homeless scholars because of the high number of students who live in transitional housing or are considered homeless that La Cima currently serves. They did the strongest of all of our students on the '18, '19 assessment. Any questions or clarification I can provide here? The other strengths that we pointed to in our narrative was the engagement during trimester three. Trimester three was last spring, and we spent the entire trimester in the remote setting because of the pandemic. One bright spot was our attendance during that time. We had a pretty high bar for attendance. The high bar for attendance is in this last column. We defined a student as being present as completing 75% of their work and showing up for their class each day. That for us was considered, you are present.

Guerschmide Sai...: [00:16:49](https://www.rev.com/transcript-editor/Edit?token=TQRRV9EjaEVcT1kR6JOPylLobYbZUu7E3afMA0V7aTS7G_xQM8tubwpgBVq7wXBb29XUxcUfYtiXJVBnDMbxthe8bFA&loadFrom=DocumentDeeplink&ts=1009.24) However, if we also look at the students who maybe did one or the other, or perhaps they didn't complete 75% of their work, you see the numbers actually go up much higher. This is to say that these are students who engaged in some way. Those numbers were, the average day was 91%, and the average for the highly engaged students with 75%. I would say that's a very strong showing, given everything that was going on last spring. The other bit of good news is that 22% of the students who were chronically absent prior to the pandemic in trimester two had increased their attendance enough that they were no longer considered chronically absent.

Guerschmide Sai...: [00:17:36](https://www.rev.com/transcript-editor/Edit?token=Z7r7FuBL-CS6Qfn9PBbdWroIQ2KDUT2fgG7X3g2PVZBGS4ijJsXwtm4HHuSTXvMTVA4KGoUYyVXrgQJaKL0VpLD5SRc&loadFrom=DocumentDeeplink&ts=1056.41) Obviously, the other side of that same coin is that there were students who emerged as chronically absent, because of challenges with technology or challenges with the language barrier, and all other issues emerged during the pandemic. When we look at the scholars before the pandemic chronically absent and the students during the pandemic, we did see a decrease in the number of students who were chronically absent. Questions, comments, concerns. Those are the strengths, some of the things that we mentioned in our narrative. Now, I want to talk about some of the weaknesses. Some of the weaknesses include ... let me add this caveat, this is not a list of all of the weaknesses that we have as a school. I want to be clear about that. These weaknesses are based on the outputs that NYSID is looking at for the renewal.

Guerschmide Sai...: [00:18:42](https://www.rev.com/transcript-editor/Edit?token=V1BeHl-__ka2G299mN9C-w6MWlBgA5DgfczZZ5FC_xmCS6AGVEiJfU8bdChgFOcZgKPd_zQvsGA-80alAeOzEyySJhM&loadFrom=DocumentDeeplink&ts=1122.35) Based on all of the data that they are going to be looking at for the renewal, here are some things that emerged in this particular benchmark as weaknesses. One is our trending towards proficiency. Right now, it is far below the 75% benchmark. The second is that when you compare La Cima to what they are calling our similar schools, La Cima is somewhere in the middle and obviously, we want to be somewhere among the top. The last is that our science scores, over the course of several years, is far below where it is for similar schools. These are challenges that we need to provide some corrective action for. Our response in our narrative is we talk quite a bit about all of the things that we're doing to turn around our academic programs in ELA and math, which included taking on a new curriculum, which was CKLA and implementing Eureka Math and science is integrated into CKLA.

Guerschmide Sai...: [00:19:49](https://www.rev.com/transcript-editor/Edit?token=oVmwYG5bwrLaBbIh_-8MzuAKbYq6wlWWuS3G-EVIMBS8bCqgDf_SZpCUHP6IeTIQxmyC7YPoEoxJxpFF8135mRfaT9Y&loadFrom=DocumentDeeplink&ts=1189.58) The longterm vision for science is that all students will be engaged in some science learning for their entire duration La Cima, so K through five for the full school year. That's not where we are yet. However, we find that given how our curriculum was set up before science as a specialist class, the challenge with that was students were cycling in and out of science class, the way they cycled in and out of art. They were not getting a full school year's worth of science until they got to the fourth grade. When they get to the fourth grade, we noticed that there are these huge gaps in their foundational knowledge around science. As a way to mitigate that problem, we know that all students need to have access to science from kindergarten. Our vision is to have that happen, but right now we do have a curriculum that does include science integration as part of the curriculum for all grades. Any questions or comments about the weaknesses that I've named?

Guerschmide Sai...: [00:21:11](https://www.rev.com/transcript-editor/Edit?token=c4Xs_PCnbmdnkH68ZDda52bAkQTElC6vhB6pqY4mrq9MBVP9Kmn4_O1iFFJXhqsr2qSvlkwcq2FJuyftycL89M8LB-Y&loadFrom=DocumentDeeplink&ts=1271.79) In terms of next steps for the renewal, we're submitting benchmark 1 on October 14th. For the October board meeting, which I believe is October 22nd, I do want to give us a bit of a primer. I would say that the board, for the most part, is very prepared for the renewal visit. I'm basing that off of feedback that I received from Paula for the May 27th visit and feedback that I received from Paolo in last year's ... not last year, '18, '19 visit that you all seem to be very aware of things that are happening inside of the school that boards are typically not aware of. However, I still think it's worth us spending some time talking about some of the questions they may ask about and see if there's anything that we can clear up for you during that meeting, because the site visit for the renewal will be November 9th and 10th.

Guerschmide Sai...: [00:22:11](https://www.rev.com/transcript-editor/Edit?token=ic2ZpBubtx9JrTuKkNe-zkDPstH7NcZVNwuu9l8xU5mc6JkGlAmGDPiiMMg_fexgjm-vksmYTeQGmnsGuP8EVKT0C-c&loadFrom=DocumentDeeplink&ts=1331.42) The evening of the 9th, they're going to do a board focus group at 5:30 that's going to take the place of the academic committee call. There'll be no listening to staff members. That is part of that conversation, which is why we'll leverage the October board meeting to help prepare for that. Any questions, comments, concerns? COVID redesign. We wanted to talk a little bit about where we are in our process. Right now, as you know, we are fully 100% remote. We have started to survey staff as well as parents about the possibility of coming back into the school building in November. The reason we're even talking about that is because we made the decision in July that would be remote for the first trimester, and we shared with staff and families that we would revisit the decision to come back in October.

Guerschmide Sai...: [00:23:11](https://www.rev.com/transcript-editor/Edit?token=efYoOvp999sKeZyxD9rqrDJVmhr83GkkFbsHH4vNJ8n1YN6w--gTNwyWn6wypdoSstnkOS83k1fw1n99Xh-T34S-ehM&loadFrom=DocumentDeeplink&ts=1391.01) We want to make sure that the decision that we make is informed by the input of staff and families, as well as what we're learning about the data and the science as we're experiencing it. These are preliminary results. You received this about a week ago. Folks are continuing to respond to the survey staff and families. While numbers may have shifted, we are finding some trends. The first trend is that, for the most part, people are pretty uncomfortable about back into the building with some percentage of staff stating that they were unsure, given the information they have and 41% of families stating that they are unsure, and of respondents, that is.

Guerschmide Sai...: [00:24:00](https://www.rev.com/transcript-editor/Edit?token=WjrDw2P86uNdvCHzIIYm3ijMxu_d3nIbOTZH0PoMxYA_sZH-FD6Yh_slEFsueSVS2o-POTmZGuB5gienyWnjH72Uq18&loadFrom=DocumentDeeplink&ts=1440.54) We see there's also a trend line of 69% of staff supporting a hybrid approach to reentry, whereas a much smaller percentage of families supporting a hybrid model. Lastly, we found that the vast majority of respondents between staff and families want an online option available to them, even if we are in-person in some way. The next steps with this is, as I said, this is an ongoing survey, I believe the family survey ... I'm not sure when that closes this out.

Lucy Joffey: [00:24:40](https://www.rev.com/transcript-editor/Edit?token=xphUV3I5W9hOWZmhWbPXQ-LWwqMcDVHK7krFHEd7I-Ab9u5eGmIxCsLJ6_K5ilFSCz7g0gatdF_O1KZrlaMdl_YRmjg&loadFrom=DocumentDeeplink&ts=1480.46) It will close out on Friday.

Guerschmide Sai...: [00:24:42](https://www.rev.com/transcript-editor/Edit?token=vNd-UVaXDcVuKcGu3dYndFu4apw6xlYTbq6kmv6RXMWRyGDKNGnUrM9on_0kgG8tfqVc0SAW-T1o924kmsQcsf6ISqw&loadFrom=DocumentDeeplink&ts=1482.21) Okay, great.

Lucy Joffey: [00:24:42](https://www.rev.com/transcript-editor/Edit?token=X0A4iMcZealfzmmNdnHWWlp7KdyI3X7W22WISkrOD3z3p16UKZxDooa-LFhVDabmX1IVfunE9gG99iefpQ3AYDSEqQA&loadFrom=DocumentDeeplink&ts=1482.84) We want to get some more responses in.

Guerschmide Sai...: [00:24:44](https://www.rev.com/transcript-editor/Edit?token=EUePSTnd1JmS2RJ3fyYQniFedxkgqZzDZaLWawuIyBkN5LlGY18u9UBPTVenh52CxyrwEJ-XiMpU08ZYuEIwtN8LsjM&loadFrom=DocumentDeeplink&ts=1484.54) Great. Thank you. The next step is we're going to hold a family town hall and then we'll hold a staff town hall, again, just to give our stakeholders another opportunity to provide us with some input about their thoughts. We're hoping to make a final decision about what November will look like sometime after the town hall. We just want to make sure that our decisions are informed by what our community members are thinking of. Any questions about the data or next steps here?

Adel Hageb: [00:25:25](https://www.rev.com/transcript-editor/Edit?token=YkGYjWvQbaOeXDAbQ6c_arZgoyXRc3ISw_mj3d4nrk_ZLSiXkRiTUEOmIZqaE9Be_COQRJKoSonP5yEIaBgTW5tbhG8&loadFrom=DocumentDeeplink&ts=1525.94) Sorry, Guersch, when did you say you're planning to make a decision?

Guerschmide Sai...: [00:25:31](https://www.rev.com/transcript-editor/Edit?token=8aNfXg2-BFupS6o6NFl7_seEpKsRyF4NUfMdQB_50TuChrCp8u5EGg3tgxE1XkeqT9QfvZu9V3shvraAL2UVFXHJUEw&loadFrom=DocumentDeeplink&ts=1531.91) Sometime after the last town hall. We have a family town hall and a staff town hall. Lucy, the date that we mentioned was October 12-

Lucy Joffey: [00:25:40](https://www.rev.com/transcript-editor/Edit?token=TvdmHt1gMcbod3RnPZcdvAsW5cqlHD4gJAWQ-wOycRiKI2As_M9YqYuA-U4Xaepns2BcEDks9Dys7SoABnqn0RgAX8c&loadFrom=DocumentDeeplink&ts=1540.94) We had the fifth and the eighth and the 12th we want to be able to finalize our decision.

Guerschmide Sai...: [00:25:47](https://www.rev.com/transcript-editor/Edit?token=eNJWILExj2mIAU_8sJg1lZEzHt_KXnu0But_O5BJSMEHui-nUFDOpLqVxnkoJNdhIhrn-STApKf4NLi5ArCsDMLBW_U&loadFrom=DocumentDeeplink&ts=1547.07) Yeah.

Adel Hageb: [00:25:47](https://www.rev.com/transcript-editor/Edit?token=nahQLvXihE3zpPRspTDYu7nhtN-qNaDI5qUnZB3W7wjhMlo0EbG4YXAfi-6CeETFH6vUNK1uwj0npJNR6scGds9DAr4&loadFrom=DocumentDeeplink&ts=1547.99) Okay. We'll know before the next board meeting?

Guerschmide Sai...: [00:25:50](https://www.rev.com/transcript-editor/Edit?token=wlzkH-8QCKrw8qXNcfXAFwnrzgHP3mgGDbOW_RTYS3FUQhGkC91RoaKp5-gfeQkzmEUSy8DMVG1hCRQUTZVx8woZ6Cw&loadFrom=DocumentDeeplink&ts=1550.79) Yes.

Adel Hageb: [00:25:50](https://www.rev.com/transcript-editor/Edit?token=oA6VEdcJiTXGMrJyrlaelXsWR611Pc7sWYku3lOI9Av5RGsGd9V5OQh4RV8TEAsthUnnHuFZ_LytKOkdx0DYIFiTSJE&loadFrom=DocumentDeeplink&ts=1550.8) Okay.

Guerschmide Sai...: [00:25:52](https://www.rev.com/transcript-editor/Edit?token=4Qm7bKdyY3a9IOJHgq4UU8qxriagCgoOTTXVjX2SNWQXBCcSKzuwiSZL_gZ24jdfMrZgh5KMbzzjhff6xRlWAi0FIeA&loadFrom=DocumentDeeplink&ts=1552.91) Also, the COVID task force is still meeting monthly and so we'll also have a conversation with the COVID task force about where we are, what we plan to do for November.

Kristen Briggs: [00:26:07](https://www.rev.com/transcript-editor/Edit?token=Td5eclMXhnH1YdkS8jwDAQWLTj0uDa4EKOjRxuaNUZUserc63PlOHSlCiEJAoVI8i1HDFOq2jSRdLCjHj8P5SIjZxug&loadFrom=DocumentDeeplink&ts=1567.99) One question for you Guersch is, how much is this infection rate factoring into your decision too? I think getting family input is spot on and we see the numbers are steadily climbing, so I'm wondering how that's weighing in.

Guerschmide Sai...: [00:26:25](https://www.rev.com/transcript-editor/Edit?token=Mm4uTENv6nCl6tl2fvmqemMQrCS6DOMBBb3l3RtlD7X9TLLRLNOTV3aZ4naPx3xNqW-BK9fnmOq9bg103lNlSbknruY&loadFrom=DocumentDeeplink&ts=1585.37) Yeah. Interestingly enough, I think that part of what we're seeing here is because folks are informed about the infection rate going up. It's possible that we could have a decision that's made for us, where everybody is asked to go back to remote learning. That's one piece. I think that ultimately, if in November the infection rate is still below the 3%, we will likely want to lean more towards what our community is saying than what the DOE is doing. The reason I say that is because it is going to be very challenging to have a hybrid model if 90% of your families are opting to be online.

Guerschmide Sai...: [00:27:22](https://www.rev.com/transcript-editor/Edit?token=qLYrf3gTC5u8pK_SxAl4MzkAK9rvrUmpl7J3RuWlIMrZcyVROaVljEBEfq8DvOCAnYF1sUrv-CknYjEipX5KDD5YtgQ&loadFrom=DocumentDeeplink&ts=1642.15) I just don't know that we have a critical mass of families willing to participate in a hybrid approach, that's just what the data is telling me here, and the same is true for staff. Any other questions? I'll move us forward. We talked about this last month that once that a board focus this year is a commitment to anti-racism. The governance committee. I had a pretty robust conversation for the last committee call where we're able to review the desired outcomes that I should have from the month prior. Everything that you see in purple is a result of the revision that committee members made to our desired outcomes.

Guerschmide Sai...: [00:28:26](https://www.rev.com/transcript-editor/Edit?token=y1NEZ7J4URVUhhmP5BnINplWfEXohu0hY1Tyq1Y2A6Pxryv1C-6487i--JVIjqfXKqMZB4F4Y90bh7siWULexscUk2U&loadFrom=DocumentDeeplink&ts=1706.44) We obviously want to make sure that there's an increased awareness of challenges of racism and bias at micro and macro levels for all La Cima stakeholders. Part of the work that we're doing too, is everything that the board is going to engage in, the staff is also engaging in. We already have the calendar released for our staff members and when they are going to participate in this anti racism online course. I'm currently working on a similar calendar for the board. We originally wanted that calendar to be a year long calendar. Point Made Learning said that it may not be possible to do that, so I'll circle back with the governance committee to see how we might adjust the schedule that would make sense for both us and for Point Made Learning.

Guerschmide Sai...: [00:29:16](https://www.rev.com/transcript-editor/Edit?token=y9Tsd3mmmxst4auidvH6-cmJsZCMgFIp20Os0fycBV44Ixqqi88nZJ14LcKOiBRrlCWwP9KetFZIMaEd6KR4bxfe_LY&loadFrom=DocumentDeeplink&ts=1756.61) Again, I shared this last week, so I won't read it, but wanting to check to see if any folks have any reactions or questions about the desired outcomes or our year of learning together. Hearing none. The last thing I'll share is that our upcoming family community workshops, which all of you are welcome to join. You could just let us know that you're interested and we can make these zoom link available to you, but these are what's happening in the month of October and in October, I will share the calendar of events for November. That is everything on my end.

Letta Belle: [00:30:04](https://www.rev.com/transcript-editor/Edit?token=NvRvv8U0-hgdlpmw1hO9qiL5xYhc64_DiC6AVZf2EoKNSaiRqXXeJicvC7g2LLBNClKboh2CXtiTuJSe95bdjQRyaKw&loadFrom=DocumentDeeplink&ts=1804.93) Just so you know, Guersch, because it's pretty much established that we won't be doing the New York State testing this year, we decided not to host that meeting for the ...

Guerschmide Sai...: [00:30:16](https://www.rev.com/transcript-editor/Edit?token=PXy0NaGUpW9aoWpQa6Nr2p2smRT_sqaO1jdc2LuxHwAXY_gUVlMAxXF0Jn4jKPALtPUNJyZKyaPBOg-ZTBrimlFUOjw&loadFrom=DocumentDeeplink&ts=1816.27) All right. Can you all see the agenda, again?

Debra Mack-Glas...: [00:30:23](https://www.rev.com/transcript-editor/Edit?token=vpbIBpooNps5E6iRD7FOfNvp1M0zlBB56vsl_bgSLjwqWidTbrVmtx2IB8yjIsKVulCnWpkKOXIzn4oNq2ieHgiWWM4&loadFrom=DocumentDeeplink&ts=1823.41) Yes.

Letta Belle: [00:30:23](https://www.rev.com/transcript-editor/Edit?token=Aafsd9LlLGIISUooGXI4_zmrpGXLLW3LzEEOF6WBl-Zcv9q0fv8iFneASeFM1-PXBfzFYs4R5AoAD1YeNOysUuMk_iw&loadFrom=DocumentDeeplink&ts=1823.71) Yes.

Guerschmide Sai...: [00:30:25](https://www.rev.com/transcript-editor/Edit?token=jCN0M-Y2aPuoNVPrz6jDHJ7x6p2JVRzpaW1J5jkuHzIbphszEus4ws-oPqUKXpIKQP15on1t1V1pwMY6VRhWgSziKK8&loadFrom=DocumentDeeplink&ts=1825.51) Yes. What Letta is referencing is that we received a letter today from NYSID stating that it is not likely that the state assessments will occur this school year. It didn't sound definitive, but it sounded as close to definitive as you could do without saying absolutely not. For anybody who wants to see it, I can share what that letter looked like. There was some kerfuffle last month because Betsy Devoss had stated that the education department was not going to be providing any waivers to any States asking to not take the state assessment. The letter today basically said, we're not going to go by that, just we're going to make sure that the administration of this exam is fair and equitable for all students. We know that the exam has to take place in-person, and right now we don't see a pathway to making an in-person administration of the state assessment possible for the 2021 school year. That's essentially what it said.

Kristen Briggs: [00:31:40](https://www.rev.com/transcript-editor/Edit?token=uoiBoSexSim1qeJqAn2enHEpeBHXbqZQOd9I0zeZ5ybHR0N_VyuXGwAhyyObgg4wvZVoaxeHqjRDZ0dej5HPG4ibev4&loadFrom=DocumentDeeplink&ts=1900.69) Can you pass that along too, Guersch, because that is a huge development?

Guerschmide Sai...: [00:31:44](https://www.rev.com/transcript-editor/Edit?token=YUzzg1NBynWJg8G2lTiRFsG2cM9tujVpUjypKSUjmPx4UCTQ9JYZEwghfi8_N60wKr99rzR1BKPOHZ5-bAjgbOB7LwU&loadFrom=DocumentDeeplink&ts=1904.71) Indeed. Yes. Any other questions, comments? Hearing none, guess we can pass it on to the academic committee.

Darlene Alvarez: [00:32:02](https://www.rev.com/transcript-editor/Edit?token=rbbMj-6jEfpZIDjZgY30SbvXAwCWYf9rp0OjS-VSzs9NUu0lKc6MqxNvLQUlkqvllEeJ6Dgsbj0cntk3wr5dNNq5ETc&loadFrom=DocumentDeeplink&ts=1922.76) Yay. Really quick, Guersch, is the whole board supposed to vote on this or is it just the academic committee for benchmark 1?

Guerschmide Sai...: [00:32:14](https://www.rev.com/transcript-editor/Edit?token=E9STGv26JM6lCrEYSaqjopNKMnki_fLoipDVj3u-R9U9pbv57piyZdt-xbVl6PUhK8s4F4JG3etA_3VHpogE8XQgXRo&loadFrom=DocumentDeeplink&ts=1934.16) It's the whole board. It's just that your update is connected to benchmark 1.

Darlene Alvarez: [00:32:21](https://www.rev.com/transcript-editor/Edit?token=7a3ie-LavYWwLsmURsu7bM6epHcOrgwT8CZAjUYYY_XQssgezlcuKPCSFsNVuY5kbWx6FwkHbpd_ICpM8kIP1NW5VZo&loadFrom=DocumentDeeplink&ts=1941.15) Okay. Hi everyone. I have two screens, I'm totally paying attention. As Guersch highlighted for us already we have some things that we want to highlight. I think what was most impressive and we talked about this at the last board, to me personally, it was how well the homeless students have been doing considering everything and how we ... although, we were low in our numbers as far as ELL learners and students with disabilities.

Guerschmide Sai...: [00:32:57](https://www.rev.com/transcript-editor/Edit?token=LAL5Z-Nw9l54Z2hP2Eoc8vlvgdXm_rFB3-YYq4a3uZQxod5cEc081fzVvtVHD7QqwNQTeRfrxMTBi9llLGdW_kdCfg8&loadFrom=DocumentDeeplink&ts=1977.74) ELL is high students, just students with disabilities is low in terms of enrollment.

Darlene Alvarez: [00:33:02](https://www.rev.com/transcript-editor/Edit?token=_2bx3br26Hg9wJ5vgRJbCkxBWFzZEkWwaj1QrrKCOyRq6Hue8GD9bgP9tubL4Ts5RYRlhM-UEb7ryN5YXZd9PBxWK68&loadFrom=DocumentDeeplink&ts=1982.98) I think it speaks volumes though that our homeless students are outperforming the district. We'll be highlighting all of these areas. Hopefully everyone had access and looked at the benchmark 1, but the academic committee didn't have any updates. We all agreed that this is what we want to move forward with, and so we just need a vote on this and approve it. I don't do this. Lucy normally does this. All in favor or I make a motion to approve the academic committee benchmark 1 renewal application section.

Debra Mack-Glas...: [00:33:47](https://www.rev.com/transcript-editor/Edit?token=cWA5Rdfn4mIkxBB5ZvVTpnr9g7tc5hbBslrQcO2X9DWGkZtzbMQwSVd69qVbWi8xTArso1p1sVj62PaJSmtjCfe8yJM&loadFrom=DocumentDeeplink&ts=2027.55) Aye.

Tristan Mitchel...: [00:33:48](https://www.rev.com/transcript-editor/Edit?token=ncadw2mTAb8Sa1g_4FK7SctdsnJV6_sY1KgoRq6rrrFGkYMWSlGvDr6Om6NXR-0977xAZxVFZstCvpAFljTl--YZT5E&loadFrom=DocumentDeeplink&ts=2028.6) Second.

Darlene Alvarez: [00:33:48](https://www.rev.com/transcript-editor/Edit?token=kyxInBjwqtmjXqMlhtBqaxUiI9fipibALnKgNvR4hvJQf8_IGgDtNPmIMODbNeiUJtIx4EMGUiMGn1QA2u2Wco4UpJU&loadFrom=DocumentDeeplink&ts=2028.65) Is that going to sit?

Lucy Joffey: [00:33:50](https://www.rev.com/transcript-editor/Edit?token=KIBvS6AeOK0gkdBUqoYyIUFWS2zppeAJ3wOrzYmarJfNnn-4pIDMNGE2vIE42rG2oLl4XskFfOJwxzisv8A_YBFCmE4&loadFrom=DocumentDeeplink&ts=2030.92) Can whoever said second there say their names?

Tristan Mitchel...: [00:33:54](https://www.rev.com/transcript-editor/Edit?token=GRUejniWriumgYt7tZJ4q0ZZNezWReXOxw-YgNzFJW0PTdN_d3fq68Q0BcUKBJM9mEvDnAZCGyIorc69Whnbq1WWiA8&loadFrom=DocumentDeeplink&ts=2034.16) Tristan, second.

Darlene Alvarez: [00:33:57](https://www.rev.com/transcript-editor/Edit?token=UgIKaQbgT1zaBYfVZIRBtyx-3Q9KYWWaulhTmElnicpTMaf9ehk53KVf0qvK6FORVLBoFC4WWL4nfWRt036UqRYIuUs&loadFrom=DocumentDeeplink&ts=2037.76) All in favor.

Debra Mack-Glas...: [00:33:58](https://www.rev.com/transcript-editor/Edit?token=g7rkt1wF6CNK-ZzfUFiGH7el1p7Sua6ZM1PnabVFUPremC4nR0YkdtgceM_6wyI-XKch8Ya92sx9zDBTbYYpKZxY9Qw&loadFrom=DocumentDeeplink&ts=2038.68) Aye.

Letta Belle: [00:33:58](https://www.rev.com/transcript-editor/Edit?token=Jtp0l4r7nW6VzCZCrd2Y9jlRzKbdIXkkoyNmrUK2wespEgqdCPRSWEXFOJMzYiNTF9q1-oglCc11v1SKaKWBqjB2AkQ&loadFrom=DocumentDeeplink&ts=2038.69) Aye.

Adel Hageb: [00:33:59](https://www.rev.com/transcript-editor/Edit?token=8ZPZ1OmdYIzglr9jzjLDaWxxma_3BbQaAVj4bj1BjKZoDZPLIb20ODqbjEeOy_JZyUWlB-bpZcZyElQ1rnmhESQhrsI&loadFrom=DocumentDeeplink&ts=2039.09) Aye.

Darlene Alvarez: [00:34:01](https://www.rev.com/transcript-editor/Edit?token=xraK3fd7_S29JG4chK6CwzZ7dc-qunW0_xvhYI8CTQZ4O5sbzvqGnhbiNz2yUJSpKO95Eg7Xs2KXTLBYDXNMCk8zxcg&loadFrom=DocumentDeeplink&ts=2041.43) Okay. Thank you. Got a first.

Lucy Joffey: [00:34:03](https://www.rev.com/transcript-editor/Edit?token=kX_SZFk-jdUDs5xaqYScMrZelGWliiQOXuLFUnsOSpiueIdRDSbDiiO7oRCUGsdz03IDCRgAq3GglyJ3uPKq_FWYcNk&loadFrom=DocumentDeeplink&ts=2043.55) Can you also say any opposed just in case? You did a great on that. Really nailed it.

Darlene Alvarez: [00:34:08](https://www.rev.com/transcript-editor/Edit?token=pyXCq-ID_GzleYqkAPMbwFUr2vFSE_htJ-_8E6U2g2oi1a13DBqJtiwbgRChTCfU2pqhdrLULmkmEg1t8ZXC1f-5GuE&loadFrom=DocumentDeeplink&ts=2048) [crosstalk 00:34:08]. I hope there's no opposed. No opposed? Great. All right.

Guerschmide Sai...: [00:34:15](https://www.rev.com/transcript-editor/Edit?token=I2hVV9KnLqRjXQSKDiz9_ZxM3MYL8L-anfrjsHM7um9L57PVMsvj5IHndKCYa5N0KCPMJgKWQMO2-wrhtpAVZAcmmxI&loadFrom=DocumentDeeplink&ts=2055.63) Just so you all know, it doesn't state that it is required that we vote on the benchmark 1, but wanting to do it out of an abundance of caution, because I'm sure you don't want an email from me saying we need a special board meeting to vote on benchmark 1. Just wanted to make sure that was clear.

Darlene Alvarez: [00:34:36](https://www.rev.com/transcript-editor/Edit?token=vVDv_iiv18PKZn8WiVCk4nYKUsbrVHgbhOxZIuni0a7BvWowLcsnGkOE_QdEOb01TrRwfsTDBvMFW1HfJCjN08YvaSw&loadFrom=DocumentDeeplink&ts=2076.02) Exciting. Great work guys.

Tristan Mitchel...: [00:34:41](https://www.rev.com/transcript-editor/Edit?token=Tyn69HrDUgTGCEbJJZ1qhVm8TwlKXxEybpy6CbDxElY_lJUIFcVr8fOW8R7E5-O6Oj42Oa4b7Jg83iWc6QC3bUaOuFo&loadFrom=DocumentDeeplink&ts=2081.83) Sorry. I'm delayed here, guys. Guersch, if you could bring up that Excel of the financials.

Guerschmide Sai...: [00:34:54](https://www.rev.com/transcript-editor/Edit?token=9lZtCfw2Vu5N9jQfb_PS9yVPTFw9RU08hN9e8AckX5PgIfDRxdtXJwvSNNa_wejAcuAFfHWV6jzfMynLq1eFHvrmjog&loadFrom=DocumentDeeplink&ts=2094.4) Can you all see?

Tristan Mitchel...: [00:34:55](https://www.rev.com/transcript-editor/Edit?token=KKrNZtF7lVraPZQqKl2s3xM_GRfLzlbNLZM653VfMioBQinmq-lg5EJSbl8eYl099wM-f1P3k4sPi57qagllOXo5iaM&loadFrom=DocumentDeeplink&ts=2095.06) Yes, we can see that. Adel and Guersch, you guys can chime in too as you see fit. The biggest change here, or starting from the top, I should say that one of the bigger changes here from a showing ... from an enrollment or projected number of students enrolled for, what is this, row 13, you'll see in the September forecast of 260, versus previously, I think we're at 285, I think it was, 280. That impact is flowing through this, but then also the big offset is the PPP loan that we've been discussing that's now showing up in here. I know Adel, you updated the numbers, so I actually forget, but there is ... you might be able to tell us what the offset might be if the PPP wasn't a 100% forgiven. It is down there. Okay.

Adel Hageb: [00:35:54](https://www.rev.com/transcript-editor/Edit?token=JYWm9dOzYMhqsPX1MGqAnEDjbflxlu3ZbqLE_mJFvMv5FRztb90W0w3ez5lVs-rbcCHYj3zP492-RoLBdV-XdfsLTG8&loadFrom=DocumentDeeplink&ts=2154.1) Yes. If the loan is not forgiving with this current forecast, we can expect a deficit of 620,000. That's row G33 in the notes. With all the efforts that we're putting in, we expect to be forgiven.

Tristan Mitchel...: [00:36:16](https://www.rev.com/transcript-editor/Edit?token=n6ckPJjvhsQ2X9MWvbheE_PG6frREcOXSgKy_jzpa2FFZYDQ3TcgzKWxPTPC-ktI1R8lIx874y_StnfqhBZP1t10A70&loadFrom=DocumentDeeplink&ts=2176.71) Yeah.

Adel Hageb: [00:36:16](https://www.rev.com/transcript-editor/Edit?token=FkEehy3mWFlInO9rZSLiqNBMfez8LG08uLRM1y-eb129WzlIAJr4Ixbi1MDs5eHIp57yxMKoH8351ut328G2cwnzcr0&loadFrom=DocumentDeeplink&ts=2176.86) We just put in the note there.

Tristan Mitchel...: [00:36:23](https://www.rev.com/transcript-editor/Edit?token=FngHtMv2xDGEC6V0tgwIv9D5E-WgI7x-9hxXSaM1KRZ7s3NtcfAi-cJfRC8WXiay2RffLdb398x0G1dDtmoXLmOc6rU&loadFrom=DocumentDeeplink&ts=2183.27) With that, assuming that we do get forgiven and the forecast does stay in terms of the enrollment, here you see, we get a surplus of 280,000 almost, versus where we budgeted the 80,000. Sorry about the background noise. If you scroll down just a little bit more, I think that the only other update was in regards to the SPED by application of the student. Guersch, can you bring that down a little bit so we can see that table at the bottom? There you go. I think here the update was based on the last billing cycle, which is the number of actual ... let's say, less than 20%.

Tristan Mitchel...: [00:37:10](https://www.rev.com/transcript-editor/Edit?token=zsqMRiFLtW7vL0ywKfpujaMF_jCLoF4SV-l1Vw-ozvAdN12_jCSWGZv7895X65VFSPhMGeuwF1y3aRG0a40xuEIzZ4A&loadFrom=DocumentDeeplink&ts=2230.39) What is that? Row 41, you see the number of 12 versus 26. we're pleased we were still in the high 20. That's right there. I believe, Adel, this is updated for the last billing cycle, just so that we're all aligned with the 260 being the most up to date and then this also from a SPED count being the most up-to-date from a billing perspective.

Adel Hageb: [00:37:32](https://www.rev.com/transcript-editor/Edit?token=u4PD8OiOWANyoMbgWoFir3MboU0f5xr9_6bnpz47pqUVGo-cCMPhiuOWLQo8_inGNTeHto1LY-glpIbULZTnzt4H9i4&loadFrom=DocumentDeeplink&ts=2252.6) Yep. That's correct.

Tristan Mitchel...: [00:37:35](https://www.rev.com/transcript-editor/Edit?token=v93IGXbpBv-bQPuen0t9xFM5Zey7FRkp6R2vjUmWFUyeWcOM7_8Geb9IQNSsPIQfoX3rxttrh6EhL4Iz1lzife5gA7E&loadFrom=DocumentDeeplink&ts=2255.44) I think what that all means is that we would hope that this is close to a conservative floor and that if things were teed or hold or adjust marginally North of this, as the school year progresses, we'd see improvement. We're already starting at a good place with the 280 surplus versus what we had budgeted. Anything else that you guys will highlight?

Guerschmide Sai...: [00:38:06](https://www.rev.com/transcript-editor/Edit?token=IUFUh1NtPnbw1P6tKpEB49fCZzVuXWG3gVpXwTopO8vSiDGUXiG9zuGhR072SyH5iPRY6lNtw_WpCbj4nPGgFDL3oNw&loadFrom=DocumentDeeplink&ts=2286.01) Nope. Nothing on my end. Adel?

Adel Hageb: [00:38:08](https://www.rev.com/transcript-editor/Edit?token=EXUu0HUSXcdjmxKhZ0cxOcoP_QdVowXdZ-ipHtDIniNsECRPpn0KausyyhXEtMp4ugDF1O5B3OSmjvb3scxMDTQjKGI&loadFrom=DocumentDeeplink&ts=2288.3) No, nothing on my end. That's the basic forecast as we are today.

Tristan Mitchel...: [00:38:15](https://www.rev.com/transcript-editor/Edit?token=vUPcpBI4tgkePqHe-Fr3u1-j8Gxro5AIoK6bzKlYDUC7mU0gt6AkFTzv3GH232DvNcYjoXd0h8QWIbhiRZGWhFybt8Q&loadFrom=DocumentDeeplink&ts=2295.49) Great. We shall vote on this. If you scroll up to the top then I can remember which month. September forecasts, but it's the August financials. It's always tricky one. I'll make a motion to approve the August financials with the September forecast.

Adel Hageb: [00:38:33](https://www.rev.com/transcript-editor/Edit?token=r4_KtNvzfiDx4x7t-R5UlSPUrrzixRLsZ0p3Cb9vH5Z8eojhEjyT9fezby5_vezqflHku4uI92xKbsG26NIf5Jntnlo&loadFrom=DocumentDeeplink&ts=2313.33) I second, Zack.

Tristan Mitchel...: [00:38:38](https://www.rev.com/transcript-editor/Edit?token=E2H-rQqJD-GXpPSYsVr9S14j_UaHQf9dTtrp2zUQTBUCcJ5Cs5_C-KARgvDEwMmMbEXfw2Qsl0RhtRPk0RL8WxRChRM&loadFrom=DocumentDeeplink&ts=2318.41) Thank you, Zack for that second [inaudible 00:38:41]. All approved.

Debra Mack-Glas...: [00:38:49](https://www.rev.com/transcript-editor/Edit?token=KoQZ5hPe9DYlTydRuZ5LL2bOjQK73B3zSfUonccaWStxcKvvgmkZY7a9_c9uSau0BXvJjEmZTPOt47o0vu51xwhNmGM&loadFrom=DocumentDeeplink&ts=2329.02) Aye.

Darlene Alvarez: [00:38:49](https://www.rev.com/transcript-editor/Edit?token=U-tl_F4o78OetbXpcOTsnR_3oLEZItBmerNSUst5vcqUhPCVOJK_zswXS9YWn67rMyWIqwCplF8QctcnHTAztNBRt0c&loadFrom=DocumentDeeplink&ts=2329.03) Aye.

Tristan Mitchel...: [00:38:50](https://www.rev.com/transcript-editor/Edit?token=uotOsIEeCCfoULJRTSP8oARBJgAE3sm315xfTO3sYAAcQ4Vf8nZl2iZd1Ns5bx00PxomGKR6OXX0eF_JhMupcnY5G9g&loadFrom=DocumentDeeplink&ts=2330) [inaudible 00:38:50]. Any opposed? [crosstalk 00:39:00].

Lucy Joffey: [00:39:00](https://www.rev.com/transcript-editor/Edit?token=1G6sI-fmj--wZEhvfAr99TSGLIdkRm8FIiCV1opNwmp_wqJhuYhwjHFknF-M2JSfaeaTEktrSZLMydI0jhO6HqTKLDc&loadFrom=DocumentDeeplink&ts=2340.31) Hey. Deb, not that helpfully, I'm realizing that maybe also helpful to point out it would be great if you have in your notes, who motioned and who seconded.

Debra Mack-Glas...: [00:39:11](https://www.rev.com/transcript-editor/Edit?token=SMJaMcZNHGlT1nOwXVHIu4NGPLj6RkXIqWKrLZ_phujTqihTsXW0MCfGlDSSxfhxD4TSOr2rsugOAPJ5p5d4uXhraTM&loadFrom=DocumentDeeplink&ts=2351.75) Okay. I'll need to listen to the tape.

Lucy Joffey: [00:39:16](https://www.rev.com/transcript-editor/Edit?token=LoBj--Q_GKAMlrmDczRUYJ0uDEhX8W9yWnjO32NgrdlCxdlgLASNbAD2VV4cmfaj91BTCGWkc4BXVRzRtQzD1xEYZ5Y&loadFrom=DocumentDeeplink&ts=2356.84) We'll just run it back.

Ray Miguel: [00:39:18](https://www.rev.com/transcript-editor/Edit?token=iYc5T3IIz1IS79zHOzNFSF6bgYlSn7dXM44iecg2Xwa-Jfcr7FbFyOh2YxCLIdjeI_ltUvNMrkkmZEG87CfdJ6Vlspw&loadFrom=DocumentDeeplink&ts=2358.63) Yes. Deb, I-

Lucy Joffey: [00:39:18](https://www.rev.com/transcript-editor/Edit?token=q-Lkc6nPMONOMySbVH0IsDJrTsiUzHaj1xz8pXtg3oHgn0gh1L1_eZpVWyEcLqltJP3Wc3ZBGzui67jSSmKL6MTY-88&loadFrom=DocumentDeeplink&ts=2358.69) I think it was Tristan on the academic. Ray, was that you saying that you have jumped in and started taking notes [inaudible 00:39:27]?

Ray Miguel: [00:39:28](https://www.rev.com/transcript-editor/Edit?token=zAy6HrKHQrAJjjfbsN4hjXk8imAWx9BDgUvgxWWNxvvMmNHtZm7m5SUPUOWUCNrM5j0815tDxOS_J5ht9qayiuNHPO4&loadFrom=DocumentDeeplink&ts=2368.42) I did.

Debra Mack-Glas...: [00:39:29](https://www.rev.com/transcript-editor/Edit?token=vUSPpizNlQIbCHd-S9eem58W53vfdn7z4o5ke1Bo7uLeIVc_ycr7cGPLD7VcH451c15-_tdhT_ToWWiR4qiHPES1dGM&loadFrom=DocumentDeeplink&ts=2369.59) Oh good because-

Ray Miguel: [00:39:30](https://www.rev.com/transcript-editor/Edit?token=ywG4zqA6qA9uBpgGlMJH7zHxVE6p8Tjp2v-7OyTKcxN3Stolx8ig-kI5PMycJ-z7stadL8tFoOsOsbhuahZC8L35oss&loadFrom=DocumentDeeplink&ts=2370.21) The only thing I need from Deb ... you're all good, Deb. I'll sync up with you later because I just need the beginning parts.

Debra Mack-Glas...: [00:39:37](https://www.rev.com/transcript-editor/Edit?token=BiXvHTnRIuIhO9sGxy57ruNyEG9nJRGtiBsTnK8CDLB3xYFxY_xKCi6-nlH8hP4Gny1HKlaw_ApnilGIhBkVXEqY004&loadFrom=DocumentDeeplink&ts=2377.46) Okay.

Ray Miguel: [00:39:39](https://www.rev.com/transcript-editor/Edit?token=GcuRmT97IKUg1O6xRybaypgg_De1xAAKt_LERhUdxiBlsk4iiDV2BQ7q6ioLeM20tRb76zHkDjkDUc7ZwDJ-sShg5nk&loadFrom=DocumentDeeplink&ts=2379.07) I got it from there. Sorry about that.

Lucy Joffey: [00:39:44](https://www.rev.com/transcript-editor/Edit?token=lyEw_y_AksdDj2qUcYeZYbKfuTj-KARYlXvVaras50M-JY1MnLlSEeP3vxiSl0xYljJocBZFmvOsv4icsr0Ivh6fUv0&loadFrom=DocumentDeeplink&ts=2384.41) Okay. Thank you, Deborah jumping in and appreciation of Ray for doing that every week without a lot of appreciation for that work, so thank you. Another, thank you for the fact that we, as a board, have a man taking the notes as a secretary. I feel like that warrants a shout out, continued chatter, so thank you.

Ray Miguel: [00:40:04](https://www.rev.com/transcript-editor/Edit?token=shGNlwQ3YkPJZCo_CcdmxA04hSlb5swheOxDGKndcWCwmm2cqE4eFYOiD-1BtPVm_K9MClG50Jn1n92GT9yej8-4ZBw&loadFrom=DocumentDeeplink&ts=2404.55) Just trying to continue the line that Lynn set. It's a high bar.

Lucy Joffey: [00:40:09](https://www.rev.com/transcript-editor/Edit?token=lvcz9mET-wZblyyY8LDfZcTQoxsORxDrhFlP2N1TmXgHf3X7Q6lVgXHR840wLfTSGAww-kRIJi9qRFvnB2B2P-ihsRM&loadFrom=DocumentDeeplink&ts=2409) Yep. Appreciate that.

Guerschmide Sai...: [00:40:13](https://www.rev.com/transcript-editor/Edit?token=WeBSnp7jFeot70t0XAi9sw0PsByHiq3sl1x-MJjdbJjwBkQHpVeFEXjRc_7Xw6pUXE5qCaVppr_8F-1JAxqXPgHJKok&loadFrom=DocumentDeeplink&ts=2413.13) Can you all see the agenda again?

Debra Mack-Glas...: [00:40:15](https://www.rev.com/transcript-editor/Edit?token=HC0zH3JlcfuValq-USGvbddtbmjUbxhdNNN9RKsS11V12Rqw9glzXx_H6bBIU-IE89t63q8BYnAoRLBwTlYWFr_U2bY&loadFrom=DocumentDeeplink&ts=2415.42) Yes.

Lucy Joffey: [00:40:15](https://www.rev.com/transcript-editor/Edit?token=HToY9p4pJUx5YljKQuTxZnaW7fmaUvN99vuF1OYJjKbec1ugejMowtWc1Y-GBnebYhsTYd7RPH83cya6GW7h8DkmyfQ&loadFrom=DocumentDeeplink&ts=2415.9) Yes. Sorry. I may have interrupted the vote on financials, yes, no?

Tristan Mitchel...: [00:40:32](https://www.rev.com/transcript-editor/Edit?token=VKGdgrwnEKMqO5BrGIdWwnZTr_KHEnJsSLEzJsOhYy6dBsJm1pEzEfQ3iwvSXHSffo32TsnyyodqlX5EUYdmq5O77M8&loadFrom=DocumentDeeplink&ts=2432.16) No. That was it.

Lucy Joffey: [00:40:32](https://www.rev.com/transcript-editor/Edit?token=vOoq3JjgLQJynsmu0aqhfkKT9ym9hoS_ZvsswVw0CTYqzZ_VIqpInNaYNQWDJLOkY3ZODKSV-kZTuEkmBRQpBh1FDik&loadFrom=DocumentDeeplink&ts=2432.16) No, we got it. Governance. I'm actually wondering if I might put some of my other governance committee members on the spot who might not have seen my background text. Jen, might you be able to do the governance committee or Kristen, the governance committee updates since I was only able to join for part of the meeting this month. Sorry again for putting you guys on the spot here.

Guerschmide Sai...: [00:41:13](https://www.rev.com/transcript-editor/Edit?token=wj1-5UGRGRpCyQbN9xounBnzPLuoWfaKGtJiQyMtws6u74vHUyBGMIakgq1ZGeLcBs5_Q9qaVIybCIho6gyQSUKUs2A&loadFrom=DocumentDeeplink&ts=2473.78) I can fill in too if you'd like, Lucy.

Lucy Joffey: [00:41:15](https://www.rev.com/transcript-editor/Edit?token=TQHK26TcdRYlCm2J_gzme9x_PJNav8S07_Z5ZlQ93HW7SlF-sR4Z8M_7bVKU7-kHiAAp_w9pH5S5R7dgNsFWmamNPYw&loadFrom=DocumentDeeplink&ts=2475.81) That would be great. Thank you. Guersch.

Guerschmide Sai...: [00:41:17](https://www.rev.com/transcript-editor/Edit?token=oB51xVABcVappZfo4d6fsuvYaVeOnERa52hqcDF54WsJwivCtzDUpQz7Gru5f4lwkpT103pDjc1qP7PKJC3jTxD1Xmk&loadFrom=DocumentDeeplink&ts=2477.37) Do you want me to start it off?

Lucy Joffey: [00:41:20](https://www.rev.com/transcript-editor/Edit?token=yLnm-ql28ZoEk6DSZ8hv00UEyrskjsKiZZ_Fl2f2APht41Bm9l1diBiXAG2Fpc4b_jBgdJ4vBxfPztC84pdr8sAdo4M&loadFrom=DocumentDeeplink&ts=2480.08) Sure. That'd be great.

Guerschmide Sai...: [00:41:23](https://www.rev.com/transcript-editor/Edit?token=wZAnRNb4RgzvDaorX3SGzTnywZyBzNTRC5Hd1KBd3SBSZMOGGnFvjSWjVbQD_Cz9bpO2yySI1-NAz_tbHzrcucLvD04&loadFrom=DocumentDeeplink&ts=2483.38) As part of the governance committee call this month, we started off talking about the board assessment and really finding the right tool for the board assessment. That opened up a larger and much needed conversation about essentially, how we are keeping track of all of the different processes that we have as a board. You all may remember ... those of you who have been on the board for some time, you may remember the board book. The board book had been a place where many of the policies and processes lived for the board. We want to bring that back. It becomes a larger ... it's larger than just what the board assessment looks like, but about our systems and processes in order for us to be clear and current and so that everybody is very aware of who does what, when and what the order of operations is for everything.

Guerschmide Sai...: [00:42:24](https://www.rev.com/transcript-editor/Edit?token=BA6d1YfaV23vs_oFjMTdMDh6bLXsDZ5mayuLkmZaSXpFcZ9u2DSKA0gSV_cBf683rqM0WqdshpOH3X3OV9zeJC4VylE&loadFrom=DocumentDeeplink&ts=2544.27) We find that to be quite aligned with our aspiration to be an anti-racist organization, because there is ... the connection here is that clarity of process favors everyone. Everyone wants to have a clear process and yet muddier processes or processes that don't live anywhere, tend to typically impact the marginalized more often than not. In all the ways that we want our entire racism philosophy to not just be a philosophy, but be a lived practice, we want to start by bringing back the board book and dusting it off and making it a really guide book for all of the practices of the board. That was the section that we discussed, but Jen and Kristen, if I missed anything, please [crosstalk 00:43:17].

Jennifer Njugun...: [00:43:18](https://www.rev.com/transcript-editor/Edit?token=NLruf3kYiPFgx-DlMAg0Fl9ZI6O9ae1Orp8Ge5Guz6lZAO7dom5lWqycb3X5-ZnCT6sXWxbIZ5I5MIc2BBLs7qRbYws&loadFrom=DocumentDeeplink&ts=2598.84) No, thank you for that. The only thing I would add is it facilitates continuity as well so that way, one process doesn't like with one person such that if they're absent or anything of that nature, then there's some continuity that others can pick up with and know exactly and precisely what to do going forward with a specific process.

Guerschmide Sai...: [00:43:46](https://www.rev.com/transcript-editor/Edit?token=VjULs2y63NAzkMrq89eJNKLa6g7mzRad4l58Qm3SDoaYS-gF2urgDe0WRY-dy62ABhSqi-_NTm3DTdzOVvv0dN3s2Nc&loadFrom=DocumentDeeplink&ts=2626.11) Exactly.

Jennifer Njugun...: [00:43:52](https://www.rev.com/transcript-editor/Edit?token=x2peiDbF2GbCCOPk6QR0JS_lCUAMImZwuKQQQOhB2F28W0MjCLPmpZ5omL87DIqGPxqmO_BrM7kNCp9kEldqIPel-VA&loadFrom=DocumentDeeplink&ts=2632.86) One more thing. We talked about how it's not just about having the documents, but also having the change management to make sure that we recall these things so that way we don't do this and put this together and then next year we're asking the same questions and trying to remember what a given process was. That way it facilitates continuity in that way as well.

Guerschmide Sai...: [00:44:18](https://www.rev.com/transcript-editor/Edit?token=IsDKraYSING2C5ROfiE-jlOK0yel4kwB0n9pRQDtwQ1bHXx2sTY1pcNNg1i_rCBzLcIWsiEeRIds0tfy1AyLfjU1NCo&loadFrom=DocumentDeeplink&ts=2658.41) I think the other piece we mentioned is that it helps us support the onboarding of new board members as well, that if we're able to give them this document or this handbook, if you will, then it really helps to get them readied for their work as a board member and just gives them a really good primer to get started. That was the section that you'd missed, Lucy, so you can chime in with the second half.

Lucy Joffey: [00:44:56](https://www.rev.com/transcript-editor/Edit?token=DgtWnbZNcguak5H3PX7jmHzl9EbWm_uq2QJGmtBh9tN5vB4shTGnRdLJlt8CRV40ueZ6KbrGGV2OWESFPtifMJ5dcW0&loadFrom=DocumentDeeplink&ts=2696.18) Great. Guersch, you've also ... well, the second half of you too shared about some of the work already in your executive committee updates. I'm going to skip from there to the board member terms, unless we think there's nothing else to add on that.

Guerschmide Sai...: [00:45:17](https://www.rev.com/transcript-editor/Edit?token=6jRRmFPuyC0QkW5HVBeO9KPM6dkaAEEtD8COD3wZx5HDgKjEPjpRBnCEOrjaf1IjAhuqtHHIYUYL1di7_rR-k0Yqi4k&loadFrom=DocumentDeeplink&ts=2717.48) I didn't have anything else to add on that. We're referring to the work with point based learning. I didn't have anything additional to add to that. We can go to a board member terms.

Lucy Joffey: [00:45:29](https://www.rev.com/transcript-editor/Edit?token=EoLDR3iKLUxYdnyD2RGpa1-DdxRuJZFXG0I2Ym0Lc7hr3UZzV9DZreosNHt843rIDMYSY1Ue3MpchUfjGmc_wtHdCig&loadFrom=DocumentDeeplink&ts=2729.85) Okay. Sorry. I'm going to back up momentarily to the executive committee, based on your order here.

Guerschmide Sai...: [00:45:38](https://www.rev.com/transcript-editor/Edit?token=OWtPYtjlaxYX2MCoNuorYKE9omejkZC1DQcbDDG5d7qBLVqzJ3UWI4J_qOSFa-K2iC9rr8NjQxy0n1j5hi70IIZ2bxQ&loadFrom=DocumentDeeplink&ts=2738.89) In terms of the update or executive committee?

Lucy Joffey: [00:45:42](https://www.rev.com/transcript-editor/Edit?token=U8ZcOiJphrrrXAThsbQqcb7jlFlxof39Bez_dPEi9Yi6OxTKLUmkLi8BSOZTZtJPCuArTZ7XCWv6WYPEBVHR9CHFC94&loadFrom=DocumentDeeplink&ts=2742.71) Yeah.

Guerschmide Sai...: [00:45:43](https://www.rev.com/transcript-editor/Edit?token=uy6ICASioGCbAp1fk6cxQKt-jEchzq0zDIUeNymIr7N7wya1KX2irIr827y8FA6d9GWzEboHrwnN7FTkh5Cjms5r9DQ&loadFrom=DocumentDeeplink&ts=2743.13) Okay.

Lucy Joffey: [00:45:47](https://www.rev.com/transcript-editor/Edit?token=G7ASrF9x8yxOi_RLpHQU_t2vPD4c3_Lv6kn4RbeKG0r-15ctjUc5O3RZ7zA-diqWr3rhwSDM7nizdZ4_7nWYFKvIgV0&loadFrom=DocumentDeeplink&ts=2747.81) Sorry. Am I jumping around too much?

Guerschmide Sai...: [00:45:49](https://www.rev.com/transcript-editor/Edit?token=Wf-BzepLpLjB4Dkeru8A8GAchQ0hKK-PCg-SYdf0c3gKksc_L1nwFUSAmy1a8emTdXpKxGaERQpNfYpKZebYCVbrmbE&loadFrom=DocumentDeeplink&ts=2749.34) No.

Lucy Joffey: [00:45:50](https://www.rev.com/transcript-editor/Edit?token=KhIaazhWK9rVbWcD6IseuqBjLTkTketrI3figW6swFJ_HvdIV8vW80mSiVEeMH_oHagI8h7c9_0dMje-A7PVkh6J9bI&loadFrom=DocumentDeeplink&ts=2750.1) Okay. For executive committee, the update for this month is that we are ... We are, I guess revamping, as we talked about a little bit last month, our process for our Ed evaluation in a way with an eye towards making sure that it more fully aligns with our values at La Cima and in a way that ... towards really supporting our Ed long into the future and with an eye towards retention. The committee is going to be taking a longer view towards this and so the committee is working to update our process. We will be updating our goals, our intentions to make sure that all of our pieces here align. That was the committee's work this month. That's all I got on update there.

Guerschmide Sai...: [00:47:01](https://www.rev.com/transcript-editor/Edit?token=BlFCPxEarML4XKQXxjSyu4l2Y1vpJUh4zr89r-v6wfy1Sds9AhZAA7rlf2jGMN7Bm_hVWHZeDtd-aTJm-TDzBs2irZ8&loadFrom=DocumentDeeplink&ts=2821.26) Yep.

Tristan Mitchel...: [00:47:04](https://www.rev.com/transcript-editor/Edit?token=SxbPMYbO0KhNfuYZktnZ0GjqNrEH9nHkSrb_zKH2XX8HUzbVFoEVHZpzc604gqMv9Z8UmSfPAnrjyzW1CiaNhNtLx1w&loadFrom=DocumentDeeplink&ts=2824.46) Nothing to vote on for the governments, right?

Lucy Joffey: [00:47:07](https://www.rev.com/transcript-editor/Edit?token=6k-zAqQi6zn3zIhmE8d4ybxZ3abC29tIEkxNFks2OfTiaWmKGvqFsyo9RpE2PCFemcOda4h1BbogvL5858Ezh177WqA&loadFrom=DocumentDeeplink&ts=2827.76) Well, the way we have it, there is, but we have it under items separately. I was going to do there, Guersch. Is that okay with you?

Tristan Mitchel...: [00:47:17](https://www.rev.com/transcript-editor/Edit?token=JMPEuEQtrTMZDaVepJRy47MMZGznxOQGlYUZyxTdHmQDNfv3ORhPBZxhuTWkV91pi0RDMYlQUJ23NQeCpboKnadCJjA&loadFrom=DocumentDeeplink&ts=2837.92) Okay. Got it.

Guerschmide Sai...: [00:47:18](https://www.rev.com/transcript-editor/Edit?token=eBOHhmeMIT4CKqqmAu-hdx9KdsVlX3iqxW_BUDelxzfCBkZvfamw-p7yJ-3pC0D9RiorbS_KbuGRzDM1J53h0Keiv_Y&loadFrom=DocumentDeeplink&ts=2838.12) Yep. That works. Then the committee membership discussion, I thought I caught everything. I didn't catch that one, so we don't have a discussion there.

Lucy Joffey: [00:47:26](https://www.rev.com/transcript-editor/Edit?token=fMhvDFY8ESA6tBfbjZosrqO3PLYGzCpVMa7tsMDuzbAbaNfq3O71p_L-3ebN59QhPIFdMGET0Ssj6KBdA1hLppWZ_HQ&loadFrom=DocumentDeeplink&ts=2846.38) Great. Okay. We're on to the voting items?

Guerschmide Sai...: [00:47:30](https://www.rev.com/transcript-editor/Edit?token=voLdxz50HhpQctSX14MOJlEY5_2kSfj1SnwO90tCqG8Dz8nnP_IkiCYQJyIvLVEtG_1g_mudjUXLI0wr_lTY7RNg6Tk&loadFrom=DocumentDeeplink&ts=2850.86) Yep.

Lucy Joffey: [00:47:30](https://www.rev.com/transcript-editor/Edit?token=R2CW-Q5aPN8T4GbQg66bNH9IRikDIdZJvRYiLx_9B_DHwq4slf8gxvY5rUGLeaBdRX2gIeVPaWPONu2mYQGcH9tlrT4&loadFrom=DocumentDeeplink&ts=2850.89) Okay. We have a few board members who we have ... who's terms have expired and so we will need to revolt on them tonight. Those board members are Zack, Ray, Deb and Tristan. We will do ... I don't actually remember how we do this, Guersch. We just do them one at a time.

Guerschmide Sai...: [00:48:05](https://www.rev.com/transcript-editor/Edit?token=TbyM_8RXft3XfIBaRZ21fUm0kqXaLKrao2p-nrV4hYM9IwZTt5swZQ8XaManNBDylPa_oeLxX0fTRaKr4fe_jAql2hI&loadFrom=DocumentDeeplink&ts=2885.89) Mm-hmm (affirmative).

Lucy Joffey: [00:48:06](https://www.rev.com/transcript-editor/Edit?token=w_BG7brFGhGWjTon2OpxbYNvuLeeMqNdOmHP7IsCJfj-bqX1qG5iI42tu1c-tIQioRYdZidYqrzBm1lvkecugTeX5xc&loadFrom=DocumentDeeplink&ts=2886.36) Okay. I'm going to make a motion to renew the term for Zack Heller as a board member.

Tristan Mitchel...: [00:48:13](https://www.rev.com/transcript-editor/Edit?token=IaCn2WoOvDTl7wrz1Lfadk_3UAWujcB2gGnYzTeLYGzE4enjHH-pWvn30EWkV9np6jRU13YQ--DbEKe1r383wWnQiDo&loadFrom=DocumentDeeplink&ts=2893.39) Second.

Lucy Joffey: [00:48:15](https://www.rev.com/transcript-editor/Edit?token=iF6P5r8Rc-fclTPu-MHyE2unvh9qk3K0vXJDovhOG4aVjZ3h49LyJxIHlyGnsmJm93zTna_QAviaHzUPl9sFjGRqcNg&loadFrom=DocumentDeeplink&ts=2895.78) Say your name please.

Tristan Mitchel...: [00:48:18](https://www.rev.com/transcript-editor/Edit?token=1BiQH147DVwgle6TtL6sBd50jEj0iksgLW502ryX00-YBR5VQvOAgXPGi8S0XJRfgZBpL1MK8ByXc3naJ8G4TQSeC5c&loadFrom=DocumentDeeplink&ts=2898.13) Tristan. Zach and Tristan.

Lucy Joffey: [00:48:18](https://www.rev.com/transcript-editor/Edit?token=_rO7qMdIQOeBDAsSroM8P9ESTMs3hYXdtPwPyrrTnAtPmoILtUg4iGOajN9Islza_kJ23fNs1FQ0FKjXfhDL1t6zUQc&loadFrom=DocumentDeeplink&ts=2898.94) Thank you. All in favor.

Debra Mack-Glas...: [00:48:19](https://www.rev.com/transcript-editor/Edit?token=MAdE_tTKg546iqUs-vgy_y6irx7FDkSMXXJxslCEsOxmLbMDsF-yBOVNgqAtZZPUSRM1sCBDooqXrv_QmFql76VMsL8&loadFrom=DocumentDeeplink&ts=2899.82) Aye.

Zach Heller: [00:48:19](https://www.rev.com/transcript-editor/Edit?token=s8jD-SBo2i5cSuDV-Vtl1gjFpL9cAzlr9MAVKQg-4bWivjTGgJfHKBgrHqMKohFCxuR6DwNxeUucvw9xRnDIj-zNXR8&loadFrom=DocumentDeeplink&ts=2899.83) Aye.

Tristan Mitchel...: [00:48:19](https://www.rev.com/transcript-editor/Edit?token=lLp5ImfoFF_hzSLwB8q-JNiBrzy-T66i6kx9Ix_LMY38cQ1MJKN2Dw_m1lVfaqlRIsUBSwB7RrSPZkJGvgF12bRaCzg&loadFrom=DocumentDeeplink&ts=2899.83) Aye.

Lucy Joffey: [00:48:23](https://www.rev.com/transcript-editor/Edit?token=DGRl6KXhlazXGsHFPYEV8QgQH_7__9Z5nLn0GFyBTjN3XeLu4XSM5hNDL8Rg2ouoHJSck4ngByeclIcptf8bHHj65iw&loadFrom=DocumentDeeplink&ts=2903.42) Any opposed? I'm going to make a motion to approve a new term for Deb Mack-Glasgow.

Norah Yahya: [00:48:35](https://www.rev.com/transcript-editor/Edit?token=zwMWigkgUhRjV66v_9kJjyenpuDtyEjEXDTUnXYa8xBEyiXpZjGGVXeoEjL7vltyz9Em1rw1CCq9VUtDNhxPlPaPCLc&loadFrom=DocumentDeeplink&ts=2915.05) I second. This is Norah.

Lucy Joffey: [00:48:37](https://www.rev.com/transcript-editor/Edit?token=bNYcdMat-QrKM0zPDgaiLRlVjJ-ynpa42eZaE_FvR3hP3xq__pX2uuufbbjsx6ZmC5lA_3KbsvTDxC2AxlcTxKRU-rU&loadFrom=DocumentDeeplink&ts=2917.82) All in favor.

Darlene Alvarez: [00:48:38](https://www.rev.com/transcript-editor/Edit?token=JwKU1Qu-UrZIUmARS84rLBTWkxYigWh1EP5sLDAV06-KYZSRIjav0tlHu9Uj7T_Nv_bQ3om13o32WK9Xo3xwzyNedGU&loadFrom=DocumentDeeplink&ts=2918.75) Aye.

Kristen Briggs: [00:48:38](https://www.rev.com/transcript-editor/Edit?token=sHSq49ZFKHm5Ud-776xP7LHJ6M2S4OUygQuMlrvZoenZSpNn-LnHJJQxV50lM9if2-V7nJ8Zuk6zWkYT5IibCaWATGk&loadFrom=DocumentDeeplink&ts=2918.76) Aye.

Zach Heller: [00:48:38](https://www.rev.com/transcript-editor/Edit?token=TyQkyb6CndsKSXq81rzDG9Ouh3BwRirXQLrm_M_axTaejx61VTxqbgPNwI4vxzhM42vY_EV_bjPcsILjCzjISnWbNsw&loadFrom=DocumentDeeplink&ts=2918.76) Aye.

Tristan Mitchel...: [00:48:38](https://www.rev.com/transcript-editor/Edit?token=gXqcg5VXFTed7jV5ZXiCZcHYEX4mrLHL5XHrXo2WwmjP8uSvVdawRFiqHQM3KuCQbthVx4pSw7jNkpF_FXLidO7xwFs&loadFrom=DocumentDeeplink&ts=2918.76) Aye.

Lucy Joffey: [00:48:41](https://www.rev.com/transcript-editor/Edit?token=Ei5xeKZqeWbogQqGDu4Z59y4C48uxuRwh_qKKd8cvyRq4SX5ihp2pOq0CKvKbMeD8jjjitxbUwRvSStP4LqBCREPIdI&loadFrom=DocumentDeeplink&ts=2921.57) Any opposed? Going to make a motion to renew the term for Tristan Mitchell as board member. [inaudible 00:48:52].

Kristen Briggs: [00:48:51](https://www.rev.com/transcript-editor/Edit?token=ikT0kyruMPx9LNP8z9LI5J9OHNU66pnwZE3rzDOKdBvO_VarTMki0KcqItrBnuH_WuZYH7m6MRxIsULj6Ubh8YEr1nY&loadFrom=DocumentDeeplink&ts=2931.91) Second. It's Kristen.

Lucy Joffey: [00:48:59](https://www.rev.com/transcript-editor/Edit?token=XzlTUDnqUuzcUpQr6BAT2gMQd8cqZhbdEXvbVyq22A1Z3vYXcSBJ96XwZRcEKASraNzRyg7buzh99vpV_xU79QL7BRc&loadFrom=DocumentDeeplink&ts=2939.33) All in favor.

Zach Heller: [00:49:00](https://www.rev.com/transcript-editor/Edit?token=vlGBoXo7MHvFeco54uhhqOfNNH_Eiq3YaeP2bNUTNJhKIRRxX9-4GbcpAkZU-awVXBRB8Jcdrn-cVzq3i_WRiUrNZ_0&loadFrom=DocumentDeeplink&ts=2940.3) Aye.

Damira Rasheed: [00:49:00](https://www.rev.com/transcript-editor/Edit?token=Nhu7Hb58kBGsdCiFhIiN8J8Pi7o41cueQ4bFymbmiLKJr4e4baplODNJihgt_1GULkAq3vlQAvf0ekR-9NcsfoPiQAI&loadFrom=DocumentDeeplink&ts=2940.31) Aye.

Tristan Mitchel...: [00:49:00](https://www.rev.com/transcript-editor/Edit?token=JGUUIL8E1X10-ay18F8pnwcNlqQCZE1JLrA3kmaTu1YY7PE3mCi4zKDI71V1mkFBvtDjl1B1JJ_Ng6w0GOw3-Oo7Clg&loadFrom=DocumentDeeplink&ts=2940.31) Aye.

Lucy Joffey: [00:49:03](https://www.rev.com/transcript-editor/Edit?token=CnAjB-UKC3CUsgdDPYM2-99-XeOfkUWyaSMsyjEyW4qiE24hNfEMDgstDXj3Eu0JPdhodf4DtDpBRfDz7bgJdCaR5Yw&loadFrom=DocumentDeeplink&ts=2943.46) Any opposed? Going to make a motion to renew the board term for Ray Miguel as board member.

Tristan Mitchel...: [00:49:13](https://www.rev.com/transcript-editor/Edit?token=bsL_Y7Uc9gmCeKoT7fxObVzWGGz-B1XPruTTds5PC8xImwFOc74wD01gGr1WC34QLgEI7y-5gVtr8Auhwzu404thrgI&loadFrom=DocumentDeeplink&ts=2953.76) Second. Tristan.

Lucy Joffey: [00:49:19](https://www.rev.com/transcript-editor/Edit?token=K2LjlSmuNKmVD9yOs3WJqCXUfy-S3o2_dYRQPBsn99UgiUk-J1-yG3IJK_IQtaRImWsguqAn6qUzXW-PLXHSh0Abj5E&loadFrom=DocumentDeeplink&ts=2959.18) All in favor.

Debra Mack-Glas...: [00:49:20](https://www.rev.com/transcript-editor/Edit?token=TFzbTDulV8P3KQd4uzNwmYsi5YXUSS7hxBxf_REwRTqvwydI9RfAPCjfX5XBHLUKjnj_vsWpOz6kN3JHzO18jHJbFLM&loadFrom=DocumentDeeplink&ts=2960.63) Aye.

Letta Belle: [00:49:21](https://www.rev.com/transcript-editor/Edit?token=0-sPHZmlXnO1DfCN_5F4Jl6haCNb5RCxHZx1WImAxlabODg5j8l-UjTljngT3QJS8fauZW5rA3HNapoEpfBq8PW0XqA&loadFrom=DocumentDeeplink&ts=2961.1) Aye.

Zach Heller: [00:49:21](https://www.rev.com/transcript-editor/Edit?token=RZ3hUguds3lOlVDh0DFC7OTJY4BXavZV4vIVDKIwOrKu4ft0KhBkLeIjKEVJQhGtSGMEV0BgBkC1UeSyBymvrtfG1f0&loadFrom=DocumentDeeplink&ts=2961.1) Aye.

Darlene Alvarez: [00:49:21](https://www.rev.com/transcript-editor/Edit?token=WSHVQooa9O_TOIveyGBsKfmyby4XwhUFw7Jw0pS-c4donnC-LUIvuJYLPf3chRvSkEAB4KKLilskAr-3HLMloKTBR9w&loadFrom=DocumentDeeplink&ts=2961.1) Aye.

Lucy Joffey: [00:49:23](https://www.rev.com/transcript-editor/Edit?token=WQXXVqGx-UFVN2Dl4RnnXQZTDW6p9fXFTJNrvkpaz-BOFXr5t3uSMUmeyt3A0b54jxHwnzaLU5MjN_YSOwm3KcBRjoI&loadFrom=DocumentDeeplink&ts=2963.25) Any opposed? Congratulations guys. Luckily, we decided to keep you all.

Tristan Mitchel...: [00:49:32](https://www.rev.com/transcript-editor/Edit?token=3oDnxY9130CU5wrVlsPHsl7hmwsQwruPU_eYRdQvyXk7_fAcjvzQrdNmRQ5nxENfS1CnJJjxOFpJG9Vg3ss5RYVx-Aw&loadFrom=DocumentDeeplink&ts=2972.66) We did it.

Ray Miguel: [00:49:34](https://www.rev.com/transcript-editor/Edit?token=PKUeU0Ie5Wbm-fw2G-x2oqBKp4V0OPK0yjha-nBGrSKDMHFraZyG79JlAXQnxnJNOWCt-qCwNth-Lv8CVtw_Rdlu2Ro&loadFrom=DocumentDeeplink&ts=2974.71) Thank you guys.

Lucy Joffey: [00:49:37](https://www.rev.com/transcript-editor/Edit?token=8tpNL2vwFeanGf-hH7478LUQWF5fIDuxQW_rHrHRfHJ_6-YzNOyf4SdTH5uUgq1E0g-WUxcwhG8r2ekG7aaPmgKmWYs&loadFrom=DocumentDeeplink&ts=2977.79) Okay. Turning to you, Guersch, for B.

Guerschmide Sai...: [00:49:41](https://www.rev.com/transcript-editor/Edit?token=fmjmM0zuKk5fGYE6xkARSK1H9Th9X0ZHvxaPwCTEahQ13GGf47CKuvG4vJjvJinoGWQmBe-8MvVxWcY3S6k4bYKca-s&loadFrom=DocumentDeeplink&ts=2981.24) Yep. We already did that one, so we can move to [inaudible 00:49:43].

Lucy Joffey: [00:49:43](https://www.rev.com/transcript-editor/Edit?token=JY737-GB00C2gVXhsXoVzgRaE9433YMd7XEo9S7w66AKAqR852k0jO_EQITwRMWS4cX1o-RiYx2fNLeYG8Z4RHy16HE&loadFrom=DocumentDeeplink&ts=2983.63) All right. Okay. We have two board member applications, one from Damira Rasheed and one from Nikki Carrol. They have joined ... this is our second board meeting. They also have joined the governance committee for their board member. We will want to invite them for a school visit, but obviously, school visits will look a bit different in the current environment so we will work with them on each of those. Thinking quickly on my feet here out loud though, Guersch, normally there is a board member discussion that is done and then a vote. That's not as easy here or maybe you know how to do that.

Guerschmide Sai...: [00:50:42](https://www.rev.com/transcript-editor/Edit?token=HyzQP2FYKmeF_a0fsxgm4QxpB1AcxuQhnPmkDtIHJ-g4GQJZ3AY5GLt4Me556otGJtC6KqljlwKroxbBIc7jbJgMKUU&loadFrom=DocumentDeeplink&ts=3042.79) I'm going to put Nikki and Damira in a waiting room, and then I'll pull them back in.

Lucy Joffey: [00:50:53](https://www.rev.com/transcript-editor/Edit?token=k7teFAz0rz_5XTiGVVGzriQxS4H2p4CeTCoOwhmLRUzAgFdm4SleHAarRSTOZZYf648qLMEz4CAELRWnnGqnMUdBJO0&loadFrom=DocumentDeeplink&ts=3053.84) Okay. Do we do that with all non board members or just ...

Guerschmide Sai...: [00:50:57](https://www.rev.com/transcript-editor/Edit?token=vLdPdIPr-2u2P5c8tWCGk-qZ_w4H-TMp9NIbVjw_Y5uD-Q25WBqEAJQn7mynqSNw6rBFv4nljqUXqNJRkguFThWqe4k&loadFrom=DocumentDeeplink&ts=3057.01) Yep. That was all non board members. Let me stop sharing though [inaudible 00:51:01].

Lucy Joffey: [00:51:01](https://www.rev.com/transcript-editor/Edit?token=xxYE8v6UVSoEPl-n5IKvUG1tyDx35j1Tw5I3gw-HUQPAWPfMTEUIfWSm9Tg8kOTIBfSAn3Anakoko80rywPQhE5a5d0&loadFrom=DocumentDeeplink&ts=3061.61) Okay. Sorry guys for the technical logistics as we figure them out loud. (silence).

Guerschmide Sai...: [00:51:29](https://www.rev.com/transcript-editor/Edit?token=t3iynqHi-sVbJm9ZtMsQwZ5Wzs5OyuT2ztu1eYryb1W86URYcgamXHwZ_3zsyMPUr8XKAxC9CTpSd_4GXZ7lzymG0gw&loadFrom=DocumentDeeplink&ts=3089) [inaudible 00:51:29]. Okay. I think these are all board members now. Am I supposed to be here for this?

Debra Mack-Glas...: [00:51:50](https://www.rev.com/transcript-editor/Edit?token=wzLFBkHcI2JiigOeL-8H4cG3tPiBBAysmOdKi8JEZTxDxa2qkT9tkYOaUEzxZGtbCaKJ4GtCAfxWFVpvhFg2FUzrwyw&loadFrom=DocumentDeeplink&ts=3110.68) I've a question too. Is this still recording? Is this supposed to still be reported over this?

Guerschmide Sai...: [00:51:58](https://www.rev.com/transcript-editor/Edit?token=y8PUu02QAxLDAd1P2MfGFCi_nfRj4_AxPLr4P7COBtEnW0WdFV6cTUvZgARN_d4afPVpzjVn1iJQpM1loCeggC7wF10&loadFrom=DocumentDeeplink&ts=3118.59) Yes, because it is part of the public record, because we know that he can't go into executive session. I will make you the host, Lucy, but I think it's fine for me to stay in here given that it's still part of the public [crosstalk 00:52:12].

Lucy Joffey: [00:52:12](https://www.rev.com/transcript-editor/Edit?token=B_Qfz5x98jjOV-K21GkNbZb0mmcv5zQWIbuNzY-QOYArKiQQzzn9xfdynMxLcgIQ1adBgRCQS9VPBf3Yc4kfOW2PBF0&loadFrom=DocumentDeeplink&ts=3132.58) Yeah. We can always invite anyone into [inaudible 00:52:15] so I think that's fine to have you here.

Guerschmide Sai...: [00:52:17](https://www.rev.com/transcript-editor/Edit?token=5mEmInF2Z65mUFbgv_CLhe5bkVfLRW-PadEXfxdzMeUngTTlYACrn3l40JgtaBBij2Bp1NkzbUxEZjoCovffVWp-64I&loadFrom=DocumentDeeplink&ts=3137.53) Okay.

Lucy Joffey: [00:52:19](https://www.rev.com/transcript-editor/Edit?token=2jr7SamKeQq0raH0I5NQiBIDI1k32n03zw4GJrphm3csk9gE2YxR6XrW5l9J5T3lBAIOBD7YHoviIVDmr5A576iMgno&loadFrom=DocumentDeeplink&ts=3139.26) Sorry. I'm going to have to keep my video off. I'm not working very well here. The governance committee interviewed both Nikki and Damira. Both seem like great candidates. I am just realizing now that I did not ... I'm not sure we shared that their resumes in advance. I am sorry about that. We can certainly share them ... I can share them now, but we also can talk a little bit about them. Nikki is known to, I think, half of our board members before this. She has a background in finance and education and is already the treasurer at a charter school in Brownsville. She had her discussion with the academic ... sorry, with the governance committee.

Lucy Joffey: [00:53:17](https://www.rev.com/transcript-editor/Edit?token=tTfOH88aOYDC25ZFhLUZn6YkGhSY4h_peQuoG2NipfTT2ovh2tJLGOPk91hLHbpo8W2x7Tds5liwjBxkiOQIulDmhjU&loadFrom=DocumentDeeplink&ts=3197.77) Damira works at HPD with me. She is a researcher by background with a focus on education. Also, she works at HPD, so a background in housing and is focused on the socio-emotional development of children in particular, and had her interview with the governance committee as well. Guersch, it looks like you are doing stuff in the background. Is that you sending everyone the resume? Thank you.

Guerschmide Sai...: [00:53:49](https://www.rev.com/transcript-editor/Edit?token=REYfP_c1Celjg_IUW4IxcTpIINceyckiQBySt4Y9kD4yX2Wc4OKq0UPYzxf-HJvugUqMj8vtg-1y8wrWWxk1xTaSrB4&loadFrom=DocumentDeeplink&ts=3229.44) I'm going to just share my screen.

Lucy Joffey: [00:53:51](https://www.rev.com/transcript-editor/Edit?token=zuJpaPhkvP-WaS6sMP7-Hu0kBkXdVuw9AoOHBrk8nbHZuT-S7yfqB1z9npUVn13cfpObIBFlGW_yob33Rrx_qSWegSs&loadFrom=DocumentDeeplink&ts=3231.84) Okay.

Guerschmide Sai...: [00:53:53](https://www.rev.com/transcript-editor/Edit?token=HF2i5RpAtNSGYOz-QjaF5VX95UUSMR_KYCZkwE0LQXCcJsb0zTjyFCnE6O1zjVh5oQ0YEbPXw0fYNhmSrKW6jsRM6fQ&loadFrom=DocumentDeeplink&ts=3233.33) I don't believe I have the resume for Damira. I have the link to her professional profile, so I can put that up.

Lucy Joffey: [00:54:01](https://www.rev.com/transcript-editor/Edit?token=C3vgXQew3MG-Kv95pyAfwt1UaQnI-09ZI3yi_AK42_5_XYEhRxMsifHV6Cvfrcr_F9s0gg2bQr83wwOPfzZEdCD-f7I&loadFrom=DocumentDeeplink&ts=3241.67) Okay. Sorry guys. This is not the best way for this to have played out and I take responsibility and apologize. What I will say is that if people don't feel comfortable voting as a result of this, I'm happy to ... we don't have to have the vote, but if people do feel comfortable, we both have the opportunity now to ask questions and talk about their candidacies, and we can go forward with the vote if everyone feels comfortable. Certainly reviewing their resume is helpful. It's not a legal requirement for us voting. Open to feedback on what people feel comfortable with.

Kristen Briggs: [00:54:39](https://www.rev.com/transcript-editor/Edit?token=H_IdXQd9oZMU2VPe4ytSdv_J3V7HM4QsiN2IATDwcEV4cOGn-I9Zyu_Hv8JtA6LihACQR_AE1iM1sNPiMJuvTePWa_U&loadFrom=DocumentDeeplink&ts=3279.16) Lucy, I think, for one [inaudible 00:54:40] the governance update that was shared earlier around like just how we codified our practices for stuff like this. I think this is just good to know that we're on the right page with that. Two, I wonder if it would actually be helpful for everyone to just hear the headlines from governance committee members about, here's what actually resonated about each prospective member. Can you hear me Guersch, because your face just isn't-

Guerschmide Sai...: [00:55:07](https://www.rev.com/transcript-editor/Edit?token=NHqeuLDxZCmI7hi866ESqnBHg--qbRPupIjkynwMlUi_TlCmN4hr7JhJh2ASZpp-I31o4HO7WZBeVVHxlMw0_V2INoc&loadFrom=DocumentDeeplink&ts=3307.52) I can, but I don't see ... I couldn't see Ray and Zach and I thought I accidentally put them [inaudible 00:55:14].

Zach Heller: [00:55:17](https://www.rev.com/transcript-editor/Edit?token=Yr0w8WSH474rNTx0Lv-H8O86upLz6aVZqUp8yxiAF5APAG4mlF5XmFTTebXKHbLx9hxnkRgfu4zGsJh2v_L1_yY8fdk&loadFrom=DocumentDeeplink&ts=3317.82) I'm here.

Ray Miguel: [00:55:18](https://www.rev.com/transcript-editor/Edit?token=Yn-mfex93SEB8oU52exSRqNGuYbKoCXj5j2ykBF8GvXTDRUrQQdiIeAfOcCQcNo79nP5Goc7iN2Ulg67c8ppJ-_dVnQ&loadFrom=DocumentDeeplink&ts=3318.38) I'm here.

Guerschmide Sai...: [00:55:18](https://www.rev.com/transcript-editor/Edit?token=IkXHSvLGQOvhwWGnQzJornkoSlSBJGaY0wbLNgAfGHbI5CpEqiFOTdgOFWa2wriNj9BsYYihFp9ur46Iggbry9EZI3Q&loadFrom=DocumentDeeplink&ts=3318.43) Sorry.

Kristen Briggs: [00:55:18](https://www.rev.com/transcript-editor/Edit?token=T8Bpz2QFkn0dsuJE9ivT10LMxHh6dWijIi6Q0jB8GTwbBxFDKlfCuBkbCLKpK1HEjXCIja_oNRP0pyj2ma4cFJvhPrQ&loadFrom=DocumentDeeplink&ts=3318.47) We can speak as governance committee members about each candidate and explain, what about that ... what they are going to bring to the board, et cetera, our takeaways from their interviews, if that's helpful.

Debra Mack-Glas...: [00:55:30](https://www.rev.com/transcript-editor/Edit?token=tUdjMxTlkPNSmgehqcVVgonCqs4qAGuaDRon4KmbAb2jc_s0GDI79Ij17Z3Tw7j5J0KdKrex5yPnsFZ3gTemZcVzuZs&loadFrom=DocumentDeeplink&ts=3330.43) I agree with that.

Lucy Joffey: [00:55:34](https://www.rev.com/transcript-editor/Edit?token=iQtIuXokR1LmDnSnMlYG9Xh84rUqs18pyqMALaZQvS4cT5rruMSqWPWwpSfmtqXX7wQUAWsuxy9UEPGv-TvdOX8eQOc&loadFrom=DocumentDeeplink&ts=3334.49) I think that would be great. I think for sure, what we updated on the governance committee about what the board book and codified practice is important, but I don't want to push off mistakes that I've made on to mistakes in practice, and this is just ... I did not keep my ship together and get this organized and send this out. I personally want to own that, because that would clearly have been the appropriate practice here and I just dropped that. I want to acknowledge that, but yes, we certainly should made sure that it's written in all places, but I think it would be really helpful. If someone would be willing to speak ... we could start with Damira since she's on the screen. Would you be willing to share, Kristen?

Kristen Briggs: [00:56:22](https://www.rev.com/transcript-editor/Edit?token=h6qqIG2B7LvubRW_nk8gBKkUdNsLYlXZrCF7KUmS84XM_2fx8GSQvWC5LJAb43IaUxY3Fv32OY4McBmFVB9FGdIVQk8&loadFrom=DocumentDeeplink&ts=3382.73) I can. I definitely think I have more to say about Nikki. In turn for Damira, I think it's the fact that she has a commitment to the work from the entry point of her housing experience and from her doctoral experience with studying communities of color and I believe it's homelessness, if memory serves. This is her first board engagement, but she seems really excited to learn, to jump in and partner with all of us. I believe she said she lives in the community as well.

Lucy Joffey: [00:57:00](https://www.rev.com/transcript-editor/Edit?token=KP21Ro2cEh0WtdwLEZlpMpwY00ws0w4fsYbc8W96X_XaeiTcytSoMR5MzpXNyVMRN1Ukk_dAQznmYSLnJrsu6ieJrxg&loadFrom=DocumentDeeplink&ts=3420.7) Yes.

Kristen Briggs: [00:57:02](https://www.rev.com/transcript-editor/Edit?token=7wpAVANfVyG3vp5hEbweGi9xcbQKxF8MiVpo1Hf2uZHIAcU6MQPfKt_kf1N1QAjUZHZMOsraNBHPJVBWu_5NinISSkA&loadFrom=DocumentDeeplink&ts=3422) [inaudible 00:57:02] personal investment here that I think it would be worthwhile.

Guerschmide Sai...: [00:57:11](https://www.rev.com/transcript-editor/Edit?token=GzfCcXS8P06zh826vkce0iJCO3ivuWPXCE23xSKUK2Hx3nInHlyNfSMFjaeJyfRKk_VaK50ohq2U0DIt2LWOWuQU9N8&loadFrom=DocumentDeeplink&ts=3431.79) I'm sorry. I'm totally stuffing my face. Sorry guys. Thinking about what we need going forward and if Ray, you eventually ... if the world opens back up and you leave us, I guess, how does she and the other candidate balance the committee out, or what was the thinking behind balancing the board out.

Kristen Briggs: [00:57:41](https://www.rev.com/transcript-editor/Edit?token=l6Zp2RpO4xR34pC-gv9O5HbRHtcStgYDmhqFgw1QG5n6aysmW5U92ewuA9rrNMi4fMOzj_AKN7iH4GARb387ugCQNsA&loadFrom=DocumentDeeplink&ts=3461) [inaudible 00:57:41] talk about Nikki and Damira at the same time? I was focusing on Damira because her resume was up.

Lucy Joffey: [00:57:47](https://www.rev.com/transcript-editor/Edit?token=WNzYef-4uoRd5m4Ro5TGwCZWBbdyvgwLTch6Vdcu_tOQfOn72oEwRQNFb6u2hMCU8xxGh3qYUvRUwpfll1sI_kEcXnw&loadFrom=DocumentDeeplink&ts=3467.64) Yeah. I think because Norah's question is a good one and speaks to both of them, let's do a Nikki overview as well and then we can get back to that question.

Kristen Briggs: [00:57:58](https://www.rev.com/transcript-editor/Edit?token=LpwH2K8Hct2wlnPYVh1go3PIqSP7S16bTk51HkSlVPiaGibzvjb3q4-oE0OHOLJ3nJC8LEMEnyX4pByK9WctFqA16iw&loadFrom=DocumentDeeplink&ts=3478.9) Nikki is a fellow Morgan alum [inaudible 00:58:02], but she actually specifically, to your point Norah of the gap was raised abstinence, Nikki would fit that very well. She has her MBA from Stern. She actually sits on another board for a school, and I believe is a founding board member for that school. She has lived in Brooklyn. She has a [inaudible 00:58:25] to communities of color. She has experience in charter networks on the business side. She interned at Achievement first years back. She has a lot of knowledge about the financial aspect and the way that it shows up in education. That's really exciting. It was incredibly encouraging to see when thinking about the board composition and what she could truly bring to it.

Tristan Mitchel...: [00:58:53](https://www.rev.com/transcript-editor/Edit?token=SyQAcD-rH2LnwLoSO4pW0dYeSolSrVFx4GVX94fdK1AQVMzZYvg7qKaSHyrsjFxJw_NAnHbrouKXE5fxXBlMeqB6YE8&loadFrom=DocumentDeeplink&ts=3533.77) I went to school with Nikki. Nikki's great. I would agree with everything that you said-

Lucy Joffey: [00:58:58](https://www.rev.com/transcript-editor/Edit?token=5JhUMdQ8geT5NoBbzJP8HLg6m5vel35DKUko5VuaDZuGl6SzHTiFfX1syEHJ_PpGXgmTpLt4NY53PmnGrgHd_6AIj-o&loadFrom=DocumentDeeplink&ts=3538.76) I wasn't joking when I said-

Tristan Mitchel...: [00:59:00](https://www.rev.com/transcript-editor/Edit?token=8UZ3p6Jj9--VlzqAn61YgACUQ6q4U2RNR2-hXFKFHfID5YbbszwhvitN2Ca8pKhhGxAB5JoW4unhh_TTCUojKHEm09c&loadFrom=DocumentDeeplink&ts=3540.45) ... especially with Ray potentially leaving us. I think that she has a lot of the skillset-

Lucy Joffey: [00:59:05](https://www.rev.com/transcript-editor/Edit?token=edveLtKNTdnBmyBRE5YiBIhkem9rMh35qYiKyzeLROG6g3t2H5bkNXQbbyIzT5uWfvHSGzs_EJzt3lNj_jhVecek-LU&loadFrom=DocumentDeeplink&ts=3545.45) I wasn't joking when I said almost everyone here knows-

Tristan Mitchel...: [00:59:07](https://www.rev.com/transcript-editor/Edit?token=kcaS50QKyD0yHmP0BikD9z4JB_UswptrqwN69We4ZIBaiBheYXUAYWE9bek-e9b_EwAtoSnJM-mTq3e7g1ETo3iEoro&loadFrom=DocumentDeeplink&ts=3547.69) ... She has a great skill set and I think the mixture of finance and education would be very welcome.

Jennifer Njugun...: [00:59:18](https://www.rev.com/transcript-editor/Edit?token=LBkD72Ja4Cw3YugF-3LmptVosnn1K0UUuM1eubqehrPJV5vJcpObMLhCFZreUXbJ4H-O0GL0fgOydUr0Z5piTk8yDkQ&loadFrom=DocumentDeeplink&ts=3558.43) I'll add the other thing that we discussed was that she's on this other charter school board and so that can be viewed one of two ways either, just given the time requirements, that can be a challenge or it could be a positive. That one is a founding ... she's a founding board member and we did probe on her views of a founding board versus a sustaining board, and thought that she talked well about just balancing the governance and management in serving as a fiduciary of ... Ops, sorry. Some background noise here. The one thing where we did ask, she said that she would not be interested in being an officer at this time in particular, because she's also on this other board so I think just a capacity issue.

Jennifer Njugun...: [01:00:16](https://www.rev.com/transcript-editor/Edit?token=8T4gkrkQgnAOOjQhledmG9_cMdBhr-uLe4P4D_A_dsO6OY11uK3nKtbvaSkP7YM3VL42rCMfaWGd8fvXOKJA6SX8MoI&loadFrom=DocumentDeeplink&ts=3616.8) If we are viewing her in light of Ray potentially leaving or when he leaves, that was something that she expressed. I didn't want anyone to assume that she would automatically step up into that role, but not withstanding that, she does have a lot of great experience that directly relates and is relevant to the board into our needs at this time.

Guerschmide Sai...: [01:00:45](https://www.rev.com/transcript-editor/Edit?token=cKPYbalx3ef-MD7hsZAJOnQdtyN_IE0XOreH_Ej7iRkC7rOZLCcFxHQGH2sChuYPJP2OCsaaa2ShxtjJrc1j6Roh4pQ&loadFrom=DocumentDeeplink&ts=3645.25) Right. Then the other candidate? Sorry, I forgot her name.

Jennifer Njugun...: [01:00:53](https://www.rev.com/transcript-editor/Edit?token=u7fPpzjl32GvI_f_QETcDLNt5LVpL7IVrEw6qNCrS4TKQ6CuZXwV9twpolwAKMal09VEJ3FhizXBGp7PT9_VKoHgyOs&loadFrom=DocumentDeeplink&ts=3653.02) Damira.

Guerschmide Sai...: [01:00:53](https://www.rev.com/transcript-editor/Edit?token=nHTEMlFUqHNrwLkKFAJxDQmcvzoj9CZq0ItT_8Y8dMXe-o-OQPcNT_tVLk1XrAZdo1sQ47WXWXxRF2F7JWjHEYhVDBk&loadFrom=DocumentDeeplink&ts=3653.03) Damara? Damira.

Jennifer Njugun...: [01:01:02](https://www.rev.com/transcript-editor/Edit?token=7-bI9s6vjjFwkg9qfmpDu7FfW857cUCuVGQljxXg6R66ArS7gSHqZJ64AxeaopFqqUE_AIcpKUQMAJcBuCBx-uGtLSc&loadFrom=DocumentDeeplink&ts=3662.57) I liked that her responses in regards to her background focus on research and data, and I think that fits very well with the direction we're going in and how we operate and our intending to operate. She specifically talked about interest in the academic committee, for example. When I think about the people that we have or will have on the board, whether that means rotations, I'm not sure, but I did think that her having this level of experience can bode well in academics and even other committees.

Lucy Joffey: [01:01:49](https://www.rev.com/transcript-editor/Edit?token=oSTqEvWk0QeiK46owj3BvFx57_UgUXUtxqHqJl4fDuOdQXboz-vEAPrBnfxX0NahFkUg9Ka1DKgIOnxqxH7ia_IDCPg&loadFrom=DocumentDeeplink&ts=3709.57) I work with Damira. She's not on my team, but we're in the same office within our agency. This is not the first I tried to recruit her for. I did try to poach her from her team and was told unequivocally to back off, but I think that speaks to ... she's really great. She's very respected at the agency. I think she has a really good blend of how she navigates sensitive issues around people skill type things with her quantitative lens, which can be a challenge. I think the fact, as well, that she lives in the community and is really interested in investing in the community spoke to me as well.

Guerschmide Sai...: [01:02:37](https://www.rev.com/transcript-editor/Edit?token=UXfRhzQIbRTwwUpBlxfxcRCANayI1y94E3bw5yBRt0A7GJOJ5oCGGT06gf6qu8E74NDgAKjoyFNjUHCJV_wvbKH6kvI&loadFrom=DocumentDeeplink&ts=3757.93) Got it. Okay. Great. Seems like real assets.

Lucy Joffey: [01:02:44](https://www.rev.com/transcript-editor/Edit?token=d8wX9Y-l6xO_lgK8O09HZE0fm6hZrh7tkFhNLmO__jEd1m2HPQxqFcs_31El_PUDpWOYbrhd4MbkakRfkkmUVyPw9GQ&loadFrom=DocumentDeeplink&ts=3764.73) Yeah. Any other questions guys?

Tristan Mitchel...: [01:02:52](https://www.rev.com/transcript-editor/Edit?token=zA3ukAJXL5spXv-eWIi4YmUSL9r4UZoXaEIcb5X8ShRFmYDlG4hDv8w19YwvU77vz48lsMjT43i8p8i4Yd8yUs43MeA&loadFrom=DocumentDeeplink&ts=3772.21) How many people would that put us, in terms of total board members?

Lucy Joffey: [01:03:01](https://www.rev.com/transcript-editor/Edit?token=OMcs-FOANwAtA_-tRyRD6sa0rNcKJ9FonTSj1DP53gSye6_FZD-JMJWMgiNb11NXVe1XlYRhLEXuGoARl6aNMPd58OA&loadFrom=DocumentDeeplink&ts=3781.84) Okay. Every time I have trouble remembering what the requirements are on this. Do we vote in this smaller session or do we vote with everyone?

Guerschmide Sai...: [01:03:09](https://www.rev.com/transcript-editor/Edit?token=3HIKY2xLXbfcH93Eb8D5SwfLb0-Bz1Ia8Sc2-N36TqxXfbqL7b9RYLqVUnwAivjzsSgusjOF_bznEnr8ptkIx5dQbKg&loadFrom=DocumentDeeplink&ts=3789.84) Well, hold on, Lucy, because there was a question on the floor about the number board members.

Lucy Joffey: [01:03:12](https://www.rev.com/transcript-editor/Edit?token=a4rhmlhh_Ggac6LIScvf1Qe0TvC84lB0IFCcDmfKJOtMq4x-AjBHbcd-06efxic1Rw80VnVI9mOmTmBbKH82q2u2r4M&loadFrom=DocumentDeeplink&ts=3792.86) Oh, I'm sorry, board members.

Guerschmide Sai...: [01:03:15](https://www.rev.com/transcript-editor/Edit?token=ATRtvY-__vnSG7ChE8GWMjIyJ-z_kysow3KW885hKsuQm0GPx4Se2uIuX0IqSJhhboAO72pUOdyT5dTpJFQWKIkh1cc&loadFrom=DocumentDeeplink&ts=3795.26) If we had these two candidates, what total number of board members will bring us to?

Debra Mack-Glas...: [01:03:21](https://www.rev.com/transcript-editor/Edit?token=XBF-5Nl4owe4DdZHGoyikTPyNOhpaDYYSFW9aHSGCDeLAeNowXjLl3i4LPQ00CUYzJTfUZlJpNJ3znkk4nRA3kHqZVc&loadFrom=DocumentDeeplink&ts=3801.53) It looks like it would be 12.

Tristan Mitchel...: [01:03:25](https://www.rev.com/transcript-editor/Edit?token=5k8mgzLOwMPc5pR1m3YtLgcUyeINdpFdYa2wb-f_OwnZbr6gkW3JAKKaGL_kI41BMz7OKff-qKMAiA8wDFKtuVDbFRM&loadFrom=DocumentDeeplink&ts=3805.08) Yeah. Our cap was 13, right?

Guerschmide Sai...: [01:03:27](https://www.rev.com/transcript-editor/Edit?token=b3e2VNSYcsjZGKYHyLMluVRh8ns2WSOVjojZs8arw5RPDHTiCapvexsvWPPZNYtqzDzsbsCpfRZyn5kjkqrFl0A1_8s&loadFrom=DocumentDeeplink&ts=3807.99) Yes.

Lucy Joffey: [01:03:28](https://www.rev.com/transcript-editor/Edit?token=ELeBlQnGnJ_okhRtW3qzfGp0CVNoafbMIVft5BFQfHBknC4ZvGc11uLrc9Uh-ivNFTvtBYHORIaVxM0BFqCspvG49Pk&loadFrom=DocumentDeeplink&ts=3808.5) Yeah.

Tristan Mitchel...: [01:03:29](https://www.rev.com/transcript-editor/Edit?token=4KwakVxJpZw566kAIoe4SixOHOaplAp-1JgAeFVT96JivqsUSo2FBoIqQy34dbferE594SrPMequqhKmHgdD-HK2-rI&loadFrom=DocumentDeeplink&ts=3809.09) Okay. I just want to make sure. We're good. That's 12 with Lynn though, right?

Guerschmide Sai...: [01:03:34](https://www.rev.com/transcript-editor/Edit?token=PrHOMmrwZx73d2s6w188iiLBeZn3Mzs915JHb2LVSDHlq0JRqJSiyYyHCvyL2xW4tyLgCp-JClev2fXcje3cvgQ0GQk&loadFrom=DocumentDeeplink&ts=3814.76) Yes.

Debra Mack-Glas...: [01:03:36](https://www.rev.com/transcript-editor/Edit?token=PuzD1VfaYfko7PliZrC_njrD6jlIzJVvNpL1CHH0jwhsenLIBt6dlfMw2nBcwjC-yd0tubDq4N9D7R8956_zba0ifTU&loadFrom=DocumentDeeplink&ts=3816) [inaudible 01:03:36].

Guerschmide Sai...: [01:03:38](https://www.rev.com/transcript-editor/Edit?token=98Ju8jAHFR5PoOLBWZo10ODvXlZzlwy7owh43V0lWK1G1Fzrqk0sIQkGoAyyeyha0uxdD-y632WdJ55UwGy6dQq9kZc&loadFrom=DocumentDeeplink&ts=3818.18) Pardon.

Debra Mack-Glas...: [01:03:39](https://www.rev.com/transcript-editor/Edit?token=iEpMdl3qUKdDYFDHS_fbpsretcoTdMitef13LnRdFZQcHgCHHtlbY0MVO14jbBiA-m4PgF0A3kYWt2lJY0XPQ3PjJo8&loadFrom=DocumentDeeplink&ts=3819.22) And Ateva.

Lucy Joffey: [01:03:41](https://www.rev.com/transcript-editor/Edit?token=3E2i8qmGD4Aff5UFM2hW1NFNyZQMdsQZyrl7rd_P08ja0wEwL64zfj_cMkUPsG2YlKyreun85I8escuFZ-jF18nwQpM&loadFrom=DocumentDeeplink&ts=3821.22) Yeah.

Guerschmide Sai...: [01:03:41](https://www.rev.com/transcript-editor/Edit?token=4d3d7LoLNNnWVWmfTJgeFO1aU5cw1ikpJwInmWAqmouHeu6uMRNaS6awvsBsMS00jNwQGRHKP1-D1CTA_pDscu6JdB4&loadFrom=DocumentDeeplink&ts=3821.75) Oh, with Ateva. Sorry. I didn't count Ateva. It's 13. We're at 13, but also anticipating that there'll be some roll-off relatively soon, so we can be at 13.

Darlene Alvarez: [01:03:56](https://www.rev.com/transcript-editor/Edit?token=Nv3cYOJVsI7NeLHdbmJthuZtPXQiZzhnDqEWBZ1SlXBzZCh3xJ2WI5LZde_JugYHfq-fxX7RIU9YGrDiM3FmjX8FTq0&loadFrom=DocumentDeeplink&ts=3836.78) Are there updates on Glen's timing or is he coming back?

Lucy Joffey: [01:04:03](https://www.rev.com/transcript-editor/Edit?token=V7IgQH-PRcX1fJ5icdrJfRmeFpJVFIH-k63mwmbZYeqSD5CeadhAV45LwC6yO8DUcNwgDiI6lNqgloDABbN0P2GWrA4&loadFrom=DocumentDeeplink&ts=3843.03) He's on leave currently till, I think at the end of November. Well, I have to check the date, but he and I are scheduled to check in again in November.

Darlene Alvarez: [01:04:14](https://www.rev.com/transcript-editor/Edit?token=huHzjxQihyeWEmcrcszIRDpKllhkDgnKGO-W-lhUAF1xFPm4UGIbFosZggJrFrHkoojYtcTArqDXcn0IHKdardBssHw&loadFrom=DocumentDeeplink&ts=3854.43) Got it.

Lucy Joffey: [01:04:15](https://www.rev.com/transcript-editor/Edit?token=-efIc-q3lJ9cp6pT80Fs5vbGWnANjYOFAdDJePbP3mfmIkdgmYwjWZZXa-1r9Eh0MSs_Fti6bgpxqfbTCeBK4FRwhtw&loadFrom=DocumentDeeplink&ts=3855.19) At that point under our charter, he'll have to either decide to come back or to roll-off cause he's taken the full six months.

Guerschmide Sai...: [01:04:31](https://www.rev.com/transcript-editor/Edit?token=fAdg6cviwYksexdkJa9D-Ltw9mCPaTfG7sQpcYDYlI2k5xaCXHvprcoayQZ3qpUyJS9H558iLWqsz33W4nxffZU4MRw&loadFrom=DocumentDeeplink&ts=3871.96) Someone mentioned not knowing whether the vote should happen now or to admit everyone.

Lucy Joffey: [01:04:38](https://www.rev.com/transcript-editor/Edit?token=SCEE662X29_K5qO6_O79ToYkYqra4rEJTAXrQMZydAgffLcR7YMWvThOSbBwshAz7ISARjnhoCRIIS57chedOZsl_q0&loadFrom=DocumentDeeplink&ts=3878.73) Yes, that was me.

Guerschmide Sai...: [01:04:45](https://www.rev.com/transcript-editor/Edit?token=TY3Tz29PvmmUWSgv2j8ogPFTEoXPF_xWaXa5RGAxVbh9FYXkH6tRU_yKmsZoLcaGIyjntAQmvlzKNeYJeoELBVmjQ7k&loadFrom=DocumentDeeplink&ts=3885.56) Technically, because this is part of the public portion, it could happen either way. The best way probably would be to have folks be readmitted and then take the vote. The vote should happen in front of us. Jen, I don't know if you have a different interpretation of what the role would be here.

Jennifer Njugun...: [01:05:09](https://www.rev.com/transcript-editor/Edit?token=83jxelyf2iQH09BRIaiorqAmlsi4H_Eh5VcyJKHei-uG5pNG5tQqA9RM0i9Nhih1u_xfEsmi-nBY4tCJBSz6OAfo8kg&loadFrom=DocumentDeeplink&ts=3909.76) No. The only other consideration was whether or not board members wanted more time to consider and then if that were the case, then the vote would happen at the next meeting, but not withstanding that, if people feel like this was enough time and information to deliberate enough questions, then we can go forward as you laid out.

Zach Heller: [01:05:38](https://www.rev.com/transcript-editor/Edit?token=fB3uACwhxgEbrMw6VGvAmZfJGmnUFT8YquMmry_Y6PCnsjUF7HbwUDGLUzg8yJaSwfMl0RvWl470WO8WefMkypXt_cc&loadFrom=DocumentDeeplink&ts=3938.18) None here.

Lucy Joffey: [01:05:46](https://www.rev.com/transcript-editor/Edit?token=YIGu9XSVX_mdfFq8f675fWyyTsHsbXGzqkwb0Ep1tRVpj0TGyelHw7CxniA4AWAJ7lcan9Nfykpj7i7SzR2LvW9ZeoI&loadFrom=DocumentDeeplink&ts=3946.72) Okay. Hearing no concerns about moving forward. Great. Let's invite everyone back in. (silence). Okay, great. Thank you all for rejoining us. Sorry for the delay. Would like to ... at this time we're going to vote on the candidacies for Damira and Nikki. I'm going to begin by making a motion to approve Damira Rasheed as a new board member for the La Cima board of trustees.

Zach Heller: [01:06:44](https://www.rev.com/transcript-editor/Edit?token=DTJz-7epIeT9cA7QpuL4pq3i3DK5BMNWyBEjRqjIScPfOdue86xQZiOWR1U8kSld5xHcsz_OeFsfbwzhkd6bnrTgEtw&loadFrom=DocumentDeeplink&ts=4004.4) Second. Zach.

Lucy Joffey: [01:06:47](https://www.rev.com/transcript-editor/Edit?token=hT1PST0UZco73EGzHshYj4IvUjSG14AYlgXiQTcCXVU-6JcgSs1l-XsMvwfT4noDGcgNuqomWD8aqTgLJUb8bCvPdAA&loadFrom=DocumentDeeplink&ts=4007.09) All in favor.

Debra Mack-Glas...: [01:06:48](https://www.rev.com/transcript-editor/Edit?token=kpCrSVLzfyYa6Z74ceaxE-yZEXhkebznP19OsnZV8MM2K64quXOfukN2sugnxXMeLBwkYtOzGPtVuvv_AFlObLbgoOs&loadFrom=DocumentDeeplink&ts=4008.54) Aye.

Jennifer Njugun...: [01:06:49](https://www.rev.com/transcript-editor/Edit?token=vOGWv_WY6bejhMMbuwQewj1oWktNAihJaOjkwJuf0M121OMN4mWCS501K57WAPTj9afuEbh4-8EgWP1SI3xmgSnFjjA&loadFrom=DocumentDeeplink&ts=4009.04) Aye.

Tristan Mitchel...: [01:06:49](https://www.rev.com/transcript-editor/Edit?token=lr6wOsN0WUbf98-h4P_CO4keSeaB8RJwkLmAP8GiRqFe5drM8XsdxmJE7uZnv9XA85hFlYaQ8xd_h-XgnuvC2b6wDVs&loadFrom=DocumentDeeplink&ts=4009.05) Aye.

Ray Miguel: [01:06:49](https://www.rev.com/transcript-editor/Edit?token=M_YaJXfrdEWp12_Iv0kQvEmh0A4lgZy_m-KQmP9fMX7TTC0beYJlB48o5lGTGk-s6jZHvFi6od8MhvEuGn3VTon6HXc&loadFrom=DocumentDeeplink&ts=4009.05) Aye.

Lucy Joffey: [01:06:51](https://www.rev.com/transcript-editor/Edit?token=oz7NguYTGNkDXiGkqkG71OGJDTIbtU2LGB4I98XFWChEoYimCXU-kj-BJyWHNjDRvpMebRxA21VKYxt6jbu0RAlceSU&loadFrom=DocumentDeeplink&ts=4011.17) Any opposed? Congratulations, Damira. Well, normally when we're in the building, the confetti rolls down from the sky, the upholsters and all that great stuff. It's a little anticlimactic this way. I'm going to make a motion to approve Nikki Carroll as a new board member to the La Cima board of trustees.

Kristen Briggs: [01:07:21](https://www.rev.com/transcript-editor/Edit?token=9eKWx_sfQZfTuxANVhzNBBvC-aJQhkLiPauTDJV47HgZyh-RtNwB6kr6A8ei-KrLhznk6qxqWTLi5ya2Eg72w_NmPIU&loadFrom=DocumentDeeplink&ts=4041) Second. Kristen.

Lucy Joffey: [01:07:24](https://www.rev.com/transcript-editor/Edit?token=BJkZlSC_sWDC9KgbiODpnfEAwk2JNmah2Fcz_mFIJ0AYHtL_dKX93KAHOirnDbGTxL_mdQqhwdGUUXEa68thBBLLKyA&loadFrom=DocumentDeeplink&ts=4044.47) All in favor.

Guerschmide Sai...: [01:07:25](https://www.rev.com/transcript-editor/Edit?token=7g0Jj9XKsUqlnezcndu4myf3E-hYnV5CxA3-KQRxghX4VTcwFQji3PUJ4z68NRRzemwRiKPVXPyS_m3LI2-vePQlDsQ&loadFrom=DocumentDeeplink&ts=4045.67) Aye.

Zach Heller: [01:07:25](https://www.rev.com/transcript-editor/Edit?token=qDYpXZRWb8PCmBGKkJJ1iF3DSsgykVw8gB9sXIKR9EgXs4kH5M09endG9OQjozPQJL-YAUhgsjL4IcP0PcBDV-1Xhf0&loadFrom=DocumentDeeplink&ts=4045.77) Aye.

Adel Hageb: [01:07:25](https://www.rev.com/transcript-editor/Edit?token=LWquiOHdQk7stg-mhRs7TI7cCjCEQANayD9ENbFyX4dni7Ttxr70oqtJPx4Qlqe-Zw89V8v4COAMIxIo8s5M5g7gOQ0&loadFrom=DocumentDeeplink&ts=4045.77) Aye.

Debra Mack-Glas...: [01:07:25](https://www.rev.com/transcript-editor/Edit?token=OQ3rqKL_UfB98eiiv8RnTuS75ttdVpq_sKNZ01lQZuHxuDXZnpt1Z5Yy5tq8c9HqNeR0kPE7eeaVIDEBrHugTSIStvU&loadFrom=DocumentDeeplink&ts=4045.77) Aye.

Lucy Joffey: [01:07:31](https://www.rev.com/transcript-editor/Edit?token=87b59CawuZCyEzy0vni_MxfkS2CGy8uOl0ICd6ZGoKeROjUsu5ucSOIhsAHsBAnK1WBldeZ0bR4gi6VfzxvwBpzS-Fo&loadFrom=DocumentDeeplink&ts=4051.42) Any opposed? Congratulations, Nikki. Thank you, Damira and Nikki. We are really ... yes, everyone, I see the thing and the hands. We're really excited to have you guys on the board. This is obviously a difficult time to join any organization for the first time and not really know people other than remotely, but I'm really looking forward to working with you and having your great insight and expertise and all of the amazing skills you're bringing to the board. Thank you for joining us.

Guerschmide Sai...: [01:08:05](https://www.rev.com/transcript-editor/Edit?token=AC955yOuQJrWl3uMdq88jTzqh4FHNUHf5M908XJu2zww3o1oJY_MKkruwXhlr72xJRTVL6SQjXhFBi8WY9ZErewMny0&loadFrom=DocumentDeeplink&ts=4085.62) Just to share quick next steps.

Lucy Joffey: [01:08:07](https://www.rev.com/transcript-editor/Edit?token=1_mZOyOeKZE-yGWAwTVZUUR-_Y1HxLOC7WxzAcMMhqOkoBhwwjotlqEBTL0HpBhyDCFSmKIZiMzn8GN3cO5qRC9qs-Y&loadFrom=DocumentDeeplink&ts=4087.39) Yes.

Guerschmide Sai...: [01:08:07](https://www.rev.com/transcript-editor/Edit?token=ECMlGTvxWQZHhrQqLyDlTtm-jBttelcxgWqd9STre7xl7ykBC_8uQMK0ncp7MnmtrbcbUDwf89fHWS7PSz0Z25KwyCw&loadFrom=DocumentDeeplink&ts=4087.96) Damira and Nikki, welcome. You already received from me the authorizer's side of the application, so you got a bit of a headstart, which is great. What you will need to do now is just go ahead and finish up the application and send it to Josett so that she could submit it to the state on your behalf. If you have, obviously, any questions you can reach out to me on that.

Damira Rasheed: [01:08:34](https://www.rev.com/transcript-editor/Edit?token=dO3tgrmjDr6W0VhYLLQs4a_1F12mCR2cSc9BpsNii0djzUBglzOkDzEaHQcaqgjaRjdcWhRUQ5Hx2uCYVzwZ87ONuaU&loadFrom=DocumentDeeplink&ts=4114.01) Okay.

Nikki Carroll: [01:08:34](https://www.rev.com/transcript-editor/Edit?token=ZBJOOb7doQGdxcChlk_JnsBRdbl5-njJ2oGiBLTlXOKofKaysjHBPgffhkqtX-BHUiQKS3BeePmU4A1DAV9IHgpGwxI&loadFrom=DocumentDeeplink&ts=4114.34) Okay.

Guerschmide Sai...: [01:08:38](https://www.rev.com/transcript-editor/Edit?token=oJGxbhrjncUCYwFFKhGH_j_z250QZi5e8ADmru7ZNDJAxPJ7cO9fA18MwUOzZYmCx4dcQJ3kxOfqjVS94Cg1oSx8ISg&loadFrom=DocumentDeeplink&ts=4118.81) Awesome. Thanks.

Lucy Joffey: [01:08:41](https://www.rev.com/transcript-editor/Edit?token=9jrSMfx9is9abIhILTzHA9-UUb2MshyO0t39B_gfmKlaiqBtfuAnLUFpmuoepduUJ2615yQYoa-juyjvIReKuI0w2M4&loadFrom=DocumentDeeplink&ts=4121.48) Great. I think with that, we're going to actually move to executive session. I'm going to thank all of our guests who have joined us, who are not members of the board. I'm going to make a motion to move to executive session to discuss personnel matters. I'll invite our newest board members to stay with us, but to everyone else, thank you so much for spending some of your evening with us and have a great night.

Guerschmide Sai...: [01:09:15](https://www.rev.com/transcript-editor/Edit?token=ngWuxDEu03XjF_8njGzgtEKrlLLNK7ZMPzPMqo0xZUBfugjSC5COXjvTvoFrnFX_EgHRMwjhizkNPK8CumbPyJ8YIe0&loadFrom=DocumentDeeplink&ts=4155.24) All right. Thanks everyone. Have a good night.

Debra Mack-Glas...: [01:09:17](https://www.rev.com/transcript-editor/Edit?token=xlZkSdqu6enits6p5f7bBiEqGX4GSw0vgrEhET9BPLT9gO3fkSB-tGPzrh1knBswGw8HwTd4eBwDYlYPu3xJov7O65w&loadFrom=DocumentDeeplink&ts=4157.02) Good night everyone.

Zach Heller: [01:09:17](https://www.rev.com/transcript-editor/Edit?token=mCW1pPvd2qAGvahcQJSSFUGOlChJSeEWHB485T-AM54tDaI_gX3ivK59psXVjHZKMYKRSmR1-BfFfA7EkFKC7PBL4U8&loadFrom=DocumentDeeplink&ts=4157.72) Good night.

Debra Mack-Glas...: [01:09:21](https://www.rev.com/transcript-editor/Edit?token=lP_LMwis2_bbSgucuwSba49SWiR1ui7W11a-8JcbfY7IeiNceloVODsTLLXRykJIag1QWV55985LivBdYy4A-wSMmK8&loadFrom=DocumentDeeplink&ts=4161) [crosstalk 01:09:21].

Adel Hageb: [01:09:21](https://www.rev.com/transcript-editor/Edit?token=2XzC8Ws0hxkvCi5sZzw4MnmIB_0PZ3z8S88zCT-Mt2k_5MxTumJW9ymzvgEk4UTq99_tbVXya7f2alr0pID_aSL1AUQ&loadFrom=DocumentDeeplink&ts=4161.77) Bye.