

Aaron Bothner:

Good evening, everybody. Just give us a couple minutes here to get up to quorum and then we'll go ahead and start. Okay. Great. All right. Good evening, everybody. Oh, little awkward camera angle there. All right. Thanks everyone for being here for our January, 2021 monthly board meeting. To kick us off here I'll first of call the meeting to order. So 6:36 PM, for that. Excuse me. I'm going to go over the agenda per customary, and then we'll kick off from there. So we have our usual open here followed by a usual update from Kurt and Ellen on the education section.

Aaron Bothner:

We'll then turn to the finance committee section where we'll review the monthly financials from December. We'll take a look at our quarterly investment update from the fourth quarter of 2020. Shanta is going to give us an update on an open item from the last couple of board meetings we've been working to address. As previewed in December, there is a budget amendment that board members were asked to take a look at earlier this week. So we'll be holding any discussion on that if needed and otherwise moving to vote on it. And then Shanta is going to talk briefly about what folks can expect for the next fiscal budget year, because believe it or not, that process is pretty much going to get underway starting in February here.

Aaron Bothner:

We'll move to external relations after that followed by public comments, and then under school operations, we have our typical enrollment in laundry updates, facilities update regarding a couple open issues that have emerged at the facility. A couple of different maintenance items, excuse me. My favorites are the rooftop ribbon cutting ceremony.

Aaron Bothner:

And then in an update from managing drafter of operations from Melissa. We have a lot of items under board governance. I won't go into each one of them, most of them are administrative or FYIs about a couple of big items that are going to be priorities in February, that are on everyone's radar, followed by nominating committee and executive session and then we'll close out for the evening. Before we jump in, anything missing that anyone feels they would like included.

Aaron Bothner:

Okay, great. So our open today was supposed to be from Constance. And I know she's going to be joining us a little bit later, so I'll have her do her open when she joins us. I do want to say... so I'll just start out by quickly saying that welcome to 2021. This is another very stacked agenda for a board meeting. So I'm going to kindly ask folks to use a lot of discretion in thinking about if this is a good venue for any discussion topics or if they might make more sense to run through committees or offline. Of course, don't hesitate to raise something you feel is pertinent for this meeting. But otherwise I'm really going to try to keep us moving here. Particularly since we have several guests joining us at time sequence throughout the evening, and I want to ensure that we're respecting their time.

Aaron Bothner:

Otherwise, it is a very stacked agenda, but I think we'll move through it productively as we have the past couple board meetings, which is tremendous thanks to frankly, every person here. I know that might sound cheaper general, but I mean that, I have spoken, worked at length with each of you over the past

month on all of the individual items here. And I know how hard everyone has worked through the holidays to ensure we get into this 2021 piece of the year, a piece of the school year rather. And words are never enough, but I do believe that everybody here deserves at least a sincere thank you. And I want you to hear from me. So thank you so much to everybody there. So, we'll use that and then Kurt, let's go ahead and move to you to start off with the interim head of school update.

Kurt Davidson:

All right. Well, good evening, everybody. I have a few items to run through this evening, but hopefully we'll be able to make up a little bit of time here. So within the packet, there are a few items for you to take a look at. The first thing is a fairly long set of slides that we wanted to make sure that everyone had a chance to review and received some feedback from our teachers. So every December and May we give out the TNTP insight survey, which is a norm survey that's given out to a lot of the most high performing schools, both in New York City and then across the country, very commonly seen in charter schools. And it's a survey that really looks at the instructional culture of a school as a whole. And this is a survey we pay a lot of attention to on the leadership team.

Kurt Davidson:

And just last, we did a reflection exercise with this data to really go deep into really where our teachers are seeing improvements for our instructional culture. I'm not going to go through everything. You have plenty of apprentice slides in here to take a look at, but just wanted to give an overarching summary. And ultimately for me, there is a single question within this survey that is the biggest one for me. And that is my school is a good place to teach and learn. I feel like that is encompassing of through academics and many different elements within the school. And as a school leader, when I look at the success of the school, I think that is a major indicator there as overarching success.

Kurt Davidson:

So we did have strong positive agreement with that statement. We've had a very strong instructional culture and our teacher understanding of what their role is in the big picture of the school.

Kurt Davidson:

So how they fit in to the day to day of everything that we are doing within the school and the overarching instructional vision, which is critically important. Some areas for growth, we saw strong mixed results when it came to instructional planning and professional development. So a lot of the work that has been a focus area for this year.

Kurt Davidson:

We've definitely been seeing some mixed results in that, but some strong takeaways that we can adjust course before the end of the school year. Definitely have seen some room for growth and observation and feedback. And this was the biggest part of our discussion on Friday as a full K-12 leadership team, really around the nuances, in that the level of observation and feedback has been somewhat different in the remote setting versus in-person being that the number of touch points when you're in-person are a lot more frequent in that they are, you're just down the hallway and you're popping in more frequently there where everything online has to be much more staged, so much more planning and purposeful, which is a good thing.

Kurt Davidson:

We want to be purposeful in our work, but also there are some downsides where some of those things where you hear something going on, that could be great, and you're just in the hallway you walk in and you see that. So we definitely took some takeaways around that. And then the last thing, and this is a major thing that I'll connect to the work with CPA when I speak about that in a moment. Teacher mindsets around the scholar ability are a key challenge. We've spent the past few years on mindsets around behaviors and what it truly means to be a restorative school and really moving people who may not believe in the restorative practices, either coaching and supporting them more if they are against the ideology finding different roles for them or elsewhere.

Kurt Davidson:

And I think the big mindset challenge right now is around the scholar ability and really recognizing that our students are able to do amazing things and really pushing hard on our scholars. And I think that's something that's really important to me as we continue to boost the rigor of instruction in the school, we have to have that teacher understanding of what our kids can do.

Kurt Davidson:

So I've identified a few key takeaways, glows and grows in there. I just want to highlight the next steps that we have. So what we did notice there was some inconsistency through reflection, and what we're doing is really doubling down on our common walk-throughs to ensure that regardless of the coach that they have, especially in K through 8 teachers are receiving the same experience, whether they're a math teacher, ELA teacher, or in the K2 lens. We're going to be embedding a lot more consistent practice opportunities in our PD Fridays.

Kurt Davidson:

I think the fortunate thing of us spending a lot of capital, but also a lot of time with Lavinias as leaders who are absorbing that model. And we're able to really soak in how that opportunity for practices is a really amazing tool for teachers there. So we're going to be executing a lot more of that as that was a low performing thing, when it came to professional development of practice, and then really pushing the teacher mindset around things.

Kurt Davidson:

So that is it for the highlights of the survey. There's a set of data sets below, that Ellen taught me about the net promoter score. I learned all about that in the ed committee. So thank you, Ellen, shout out there, and how the survey set up, but I wanted to highlight, sorry, before we move forward, I'm just wondering if there's any questions on this or shall I continue?

Kurt Davidson:

All right. Seeing none. Okay. And so when it comes to CPA updates, there are a series of things that I've been working on intensely with CPA, obviously we're clearly in a turnaround environment here, and there's a lot of things that we're working on there. And when you look at also attached in the packet, you have the college metrics and noting that we've already exceeded the strategic plan goal for college application rates. But for me, the true focus is on acceptance and scholarship attainment for students, because you can apply and anyone can apply to anything that doesn't mean they're getting in and they're going, and they have the money to go.

Kurt Davidson:

And so I'm really working to shift the mindset of the staff to focus on the acceptance and the importance of pushing our students to pick the school that is most appropriate for them, and really supporting them with scholarships there, being that we have met the goal that was already stated when it came to college application rate, and we want to continue pushing further as the it's incredibly important. Attendance remains a major concern within the CPA.

Kurt Davidson:

We've been increasing our family communication efforts. Attendance is not where it needs to be by any means. So we've did a comprehensive reset of expectations upon the return in January and about the tier structure support. So really my vision was bringing the RTI response intervention model to attendance, where we have three tiers of support, and the teachers take on a very large part of that support. And that's been, even this week our teachers have not been used to being required to make family calls or communication.

Kurt Davidson:

That's been just a reset of expectations that I've had to set for them and providing support for talking points with families and how to have conversations there because that's just not been within the culture before. And then when it comes to instruction, as I mentioned, we're in week two with our consultant with Lavinia group, we already have a preexisting relationship with Lauren who works with our middle school.

Kurt Davidson:

So we're able to jump right on in without having to provide a lot of context there. And our focus has been truly on the improved planning and preparation practices. And I think with that, any turnaround change mid-year, it's definitely an uphill climb. And I think I'm really trying to be positive in that push and really reinforce the positivity with our staff because they are being held accountable to a much higher standard than they were before. And our focus right now is primarily on having the clear lesson objectives. What is the goal of your lesson and how are you measuring this? And that's a challenging skill, especially for a lot of teachers who may not have that background and education as well.

Kurt Davidson:

On the cultural side of things, we're focusing on the monthly town hall meetings and those have been going quite well. We had guest speakers shared in the newsletter and we've been rolling out a lot of student led experiences. And then really the next step is beefing up the advisory block, which is critically important so that our students have that culture building in the morning.

Kurt Davidson:

And I think just the only reflection around the CPA is, anytime you're coming in for a turnaround experience, there's going to be a lot of areas of pushback, but I think my focus continues to be on the kids. And I think really shifting the mindset of all staff members around that just the basic understanding of things. So it's not okay that only 60% of kids are coming to your class. And when only 60% of kids are coming to your class, it is your responsibility to figure out why and to reach out to them.

Kurt Davidson:

And I think those are things that we're really working on and supporting them and giving them structure so that they're able to document and have accountability there. And then with that said, both data dashboards are updated. Thank you, Latoya on the call. I really appreciate all the work she's been doing there to work with our leadership teams in the K through eight and the high school.

Kurt Davidson:

And the focus on iReady middle of year is the data point that we're speaking about this time, along with attendance. Our focus is I'm sure you remember in October or November, when we presented this, really was unreliability of data. So we put in a lot of structures to make sure that we're getting reliable data, whether it's good or bad, it's reliable. That's the important part. And we've had improved completion rates. We're up to 90% in ELA, 93% in math, and which is slightly below where we were in the school building, but not incredibly far from that when it comes to absentees. We're seeing a decent amount of movement within tiers, so students who are, I think, how do I phrase it, when students who are in the red, moving to the yellow, and students who are in the yellow moving to the green, we're seeing a decent amount of movement there.

Kurt Davidson:

It's hard to distill whether that's due to reliability and us putting a lot more structures this time around for the online assessment while kids are at home or if that's due to increased growth. We've been giving interim assessments and those are currently being scored and we'll have that data the next month to highlight, but just wanted to highlight the three areas that we want to make sure we're focusing. And on eighth grade, 11th grade and 12th grade data across the board are areas that we definitely are putting a major emphasis on. On Tuesday, actually during the leadership call, there is a town hall occurring with our eighth graders.

Kurt Davidson:

And a lot of the takeaways of the rigor of the three regions courses they are taking is taking a hit in their motivation, especially then in the first semester. And students being that... we're asking a lot more of our eighth graders than we ever have before and they're home and not really enjoying being home is really pushing them. So we're working with our culture teams have put in a lot more, not less so incentives, but more like cultural building opportunities for them on our Fridays that we have to really support boosting the kids up and keeping them motivated as well with that there. And then the very last thing I wanted to speak about is I do have a resume for consideration. This is a special educator, Mr. Gideon levy. He's been with us. He started after the new year and he is a prior English teacher, but has transitioned and just got his special education license recently.

Kurt Davidson:

And we're able to fit him in as a special education teacher in the middle grades. And he's already, even on Friday, he was part of the middle of a special ed team, leading a professional development on differentiated instruction. So he's really jumped in already within that team, but also within his cohort supporting the sixth grade teachers in ELA as well. So that's Gideon levy and been a great cultural addition to our school. And we're really working on getting him up to speed to everything when it comes to our school systems and procedures. But that is it for me. I believe we have a little bit of time for questions. If anyone has any questions,

Kahri Shabazz:

Hey, Kurt, going back to the survey for a second, how many teachers participated in the survey? Wasn't a hundred percent, 90%?

Kurt Davidson:

Yeah, we had on... it's on the first slide, we had a 63% response rate K through eight, it was around 61% and 70% of the high school teachers took it. One of the challenges with that is because it's completely anonymous and only thing we can do and TNTP doesn't release incompleteness reports. So who, doesn't let us know who hasn't, because I assume they don't want us to target folks who might give us data we don't want to see. Which I think is a great practice, but I think online, it's been harder to track down and support those who haven't despite us giving time for PD. So the response rate is in the sixties lower than we'd like to see. Normally we'd like to hit the 80% mark, but we sent reminders, we get one time on Friday, we really push them to do it, and we got 63%,

Kahri Shabazz:

I guess, Kurt, my last question is, you met with the teachers and discuss these results or is that coming up?

Kurt Davidson:

We did a leadership activity on a Friday morning. So we received those results, I believe it was on last Monday or over the weekend last, the prior week. And we did an exercise with the combined leadership team of the K8 in the high school on less Friday. And one of our next steps is not this Friday, but an upcoming week, we are going to do an exercise, reflective exercise with the teachers to share.

Kurt Davidson:

I want to be strategic around that, and that it is interesting around some of the thoughts and I think one downside to this, I would have loved to have seen within the survey differences within content areas so I could distill those who may be receiving different levels of coaching and their perceptions of that. So I do think one of the future follow-ups is for us to replicate certain answers, don't want to replicate the whole thing. It's about an hour long survey for teachers to take, but to really distill it between different content areas so we can break it down further. But yes, we will be doing that before the winter break in February.

Kahri Shabazz:

Thanks.

Ellen Chen:

Hey, Kurt, Ellen here. Just thinking out loud, you don't need to have an answer, but I wonder if there is any correlation between their survey, their perception and the outcome of their performance? Just a thought.

Kurt Davidson:

I think those are definitely wonderings that we have there. And I think one of the biggest takeaways, the perception among some subgroups here. So there are obviously only two subgroups, the high school and the K through eight, the perception of self seemed to be a little more elevated as compared to the perception of the observations that I've seen around things. And I think I do wonder if some of that is...

if they are, perhaps those who are enjoying the... they like the observation of feedback that they've received, if they're liking it because they haven't been pushed and their regular [inaudible 00:32:05] feedback, because they haven't been pushed, because even just this week, as I'm meeting with teachers in fairly rigorous conversations, there's been a little bit of shock around the level of rigor in the conversations that we've been having happening. So that's a big wondering of mine as well Ellen.

Ellen Chen:

Okay. Thanks for the insight Kurt.

Aaron Bothner:

So Kurt, thanks for taking this, oh, you moved on my screen here. Thank you for taking us through all of that. You certainly, over the past week, it looks like you put some good thought into it. So for others who might want to follow up or still digesting the presentation that's there, let's punch on this to add committee, unless Kurt disagrees with this, I would ask folks to hopefully....

PART 1 OF 5 ENDS [00:33:04]

Aaron Bothner:

Unless Kurt disagrees with this, I would ask folks to hopefully funnel those questions through Ellen so Kurt's not bombarded with everybody, unless there's something urgent. But then perhaps if there's enough to discuss it can be addressed at the next ed committee meeting, does that work for everybody?

Ellen Chen:

Works for me.

Aaron Bothner:

Great, thanks Ellen. Kurt, anything else or should we take a vote on your resume?

Kurt Davidson:

That is it for me today.

Aaron Bothner:

Great, thank you sir. So then I would propose to accept the resume that Kurt shared with us. Do I have a second?

Ellen Chen:

I will second that.

Aaron Bothner:

Got Ellen as the second and Ellen, your vote?

Ellen Chen:

Aye.

Aaron Bothner:

Thank you.

Jessica Boulet:

Sorry. If everybody who can, please turn on their video for the vote. I know this, sorry Aaron to interrupt this.

Aaron Bothner:

No problem.

Jessica Boulet:

So I know this was a question that we've been thinking about since we went remote, but I've been talking it over with Susan and our conclusion is that we don't have to be on video for it to be valid, but that we should be on video in order to best comply with the spirit of our bylaws. So if everybody could turn on their video for the vote, that would be ideal.

Ellen Chen:

All right Jesse, okay.

Jessica Boulet:

Thanks Ellen.

Aaron Bothner:

I just want to see [crosstalk 00:34:39].

Ellen Chen:

I will second and my vote is aye.

Aaron Bothner:

Great, thanks Ellen. All right, roll call. Ashley, Jessica, you're next.

Jessica Boulet:

Aye.

Aaron Bothner:

Sophia?

Sophia Huda:

Sorry, aye.

Aaron Bothner:

Thank you, Anuj?

Anuj Khatiwada:

Aye.

Aaron Bothner:

Constance?

Constance Barnes:

Aye.

Aaron Bothner:

Aluta?

Aluta Khanyile:

Aye.

Aaron Bothner:

Oh, let's see here, Kamaria?

Kamaria Brisseau:

I apologize. I am in bed with a migraine, so I will not be turning on my video, but my vote is aye.

Aaron Bothner:

Okay, and I hope you feel better. Thanks for making time to be here anyway.

Kamaria Brisseau:

Thanks Aaron.

Aaron Bothner:

You're welcome. Tim? Kim?

Tim Bryan:

Aye.

Aaron Bothner:

Great. Did I, excuse me, did I miss anybody?

Kahri Shabazz:

Kahri.

Shanta Pressley:

Just me.

Aaron Bothner:

Sorry you two. My screen keeps shuffling here. So Kahri, what's your vote?

Kahri Shabazz:

Aye.

Aaron Bothner:

And Shanta?

Shanta Pressley:

Aye.

Aaron Bothner:

Thank you, and again apologies. Any objections? And any abstentions? Great, thanks. Thanks Kurt for taking us through all of that. Let's go to Ellen for the ed committee update, Ellen?

Ellen Chen:

Thanks. Not much else, but the dashboard as refresh. When you guys have a chance, please take a look at it. I noticed some of you guys may have questions on the numbers. So when you have had the time to take a review, please reach out to me. Thanks.

Ellen Chen:

That's all from me, Aaron.

Aaron Bothner:

Great. Thank you, Ellen. Okay, yes and thanks to the leadership team for getting this process formalized. This looks great. I'm excited to be able to work with this as we progress here through the year. That wraps up the education portion of the evening. Why don't we quickly go back here? Constance, are you available now to share your opening with us? I saved the spot just for you.

Aaron Bothner:

Oh, okay. No problem. We'll come back at the end of the next section, thank you. I just saw your chat. Okay, great. So let's jump into finance. So starting off here with Mary Beth on the December financials.

Marybeth Rousseau:

Good evening, everyone. The December financials look very strong. The current assets had increased from November and that was due to the per pupil funding that came in for the months of January and February that came in at the end of November or excuse me, end of December. So that did increase cash for the end of December and it also increased the current liabilities. But even with that, the current ratio is very strong. At 3.33 the debt to asset ratio is very low, 0.34. Cash on hand is at 9.8 million and expenses per day are around 30000. So that is leaving us with 326 days cash on hand at the moment. So we're in a very strong position right now. And then the debt service coverage ratio is looking very strong, still it's at 3.36. Looking at the statement of activities, the revenues and expenses, the budgeted enrollment was only 676 and the actual enrollment continues to be strong.

Marybeth Rousseau:

The last recent billing was at 686, so it's 10 scholars over. So we are seeing an increase in revenues or a surplus in revenues due to the additional scholars that are enrolled. And then we're also seeing some savings in some expense areas. So right now there is a surplus of 1.6 million, even though we had a budgeted surplus of -38000. So right now, the school's in a very strong position going into the second half of this fiscal year. Regarding all the changes that are occurring, I think the school's in a really strong position for being successful through the remainder of the year. So that is the summary of the financials for the month of December. Does anybody have any questions on those? And that's all that I have for the financials. I think next is the quarterly investment update and Brent, you can take care of that.

Brent Elliott:

Good evening and happy new year to everyone. For our fourth quarter calendar year 2020 performance with our investment portfolio, we had originally invested five million back in May of 2019. That has grown at a 5.4% since inception and our balance at the end of December was 5.27 million. Our asset allocation, we were invested at 19% in cash, 38% in short term investments and 43% in long term investments. We are in compliance with our Board approved policy and we had no material changes during the fourth quarter. Did you have any questions regarding the fourth quarter investment report? Hearing none, that's my investment report update.

Aaron Bothner:

Great, thanks Brent, Marybeth. Shanta, I'll just turn it over to you to take us through the rest of this so we can do the votes and such as you'd like, but obviously we need to do the December financials vote.

Shanta Pressley:

Sure, good evening everyone. Happy New Year as Brett noted. So with the financials we see, we heard the same last week on the finance committee call in, address any questions that we had then. So at this time I move that we accept the December financials as presented from Marybeth and the investment report from Brent. May I have a second?

Tim Bryan:

This is Tim, I second that.

Shanta Pressley:

Thank you, Tim.

Tim Bryan:

Second you have.

Shanta Pressley:

And Tim, what's your vote?

Tim Bryan:

Aye.

Shanta Pressley:
Thank you, Aaron?

Aaron Bothner:
Aye.

Shanta Pressley:
Kamaria? Kamaria?

Kamaria Brisseau:
Sorry, sorry. Aye.

Shanta Pressley:
Thank you, Sophia?

Sophia Huda:
Aye.

Shanta Pressley:
Kahri?

Kahri Shabazz:
Aye.

Shanta Pressley:
Aluta?

Aluta Khanyile:
Aye.

Shanta Pressley:
Anuj?

Anuj Khatiwada:
Aye.

Shanta Pressley:
Jessie?

Jessica Boulet:
Aye.

Shanta Pressley:

Constance?

Constance Barnes:

Aye.

Shanta Pressley:

Ellen?

Ellen Chen:

Aye.

Shanta Pressley:

Did I get everyone? Awesome. Any abstentions or oppositions? Hearing none. Thank you all so much for that. Also Marybeth and Brent, thank you so much for your services throughout the years. It has been a pleasure working with you on my time on the Board and we appreciate all that you have done to make this transition as smooth as possible, answering all questions, providing all documentation, even at the last minute. Truly, truly appreciate everything you have done. Anybody else want to add to that before we move on?

Tim Bryan:

I would just add a plus one. This is Tim, thanks guys.

Aaron Bothner:

I'll add a plus two and if neither of you are on video, you're getting a lot of head nods right now, so thanks. Thank you for all your dedication to our students.

Shanta Pressley:

Yes, thank you so so much.

Marybeth Rousseau:

Thank you very much, it's been our pleasure serving. Thank you.

Shanta Pressley:

Thank you.

Tim Bryan:

The dog agrees.

Shanta Pressley:

All right, Brent, Mary Beth, you are welcome to stay. If not, you can enjoy the rest of your evening.

Aluta Khanyile:

Thank you Mary Beth.

Shanta Pressley:

All right, moving on to our financial updates. So the financial transition has been a very successful thanks to our operations team, Melissa, Claudia, Keshia and Janae. Obviously to Lighthouse, Brent and Mary Beth and our new financial services team, Eugene, Rob, and Mary Angie, we appreciate everything they've done to make this as smooth as possible. To be honest, we did have a few hiccups but a couple of highlights. They were, they have successfully run payroll, we've had some 401 integrations with Sentinel and some transitions with TriNet. Melissa and I have satisfied all of the documents to become authorizers on the accounts.

Shanta Pressley:

We have applied for a credit card, just waiting approval. So we have had some big wins since our last meeting. So kudos to Melissa and operations and to Fourth Sector for getting all of that done in a timely fashion. So yeah, big wins, not easy but we got it done. Also this past Wednesday was the investor call which was very successful. Melissa was able to knock that out of the park with the help of Kurt and Monica and some other people from Lighthouse. So Melissa will give an update on that, some additional details of what was presented and some questions as during her operations update. What's next on the agenda? So outstanding items, so we actually have two. One is the PPP application and once I have a fully gained authorization for the bank accounts, Fourth Sector will submit that application for us and we will not have any issues, but as of right now we do not have to start repayment in February, so that is a win.

Shanta Pressley:

As far as Super in Syracuse, so our goal was to have that balance paid by January 8th and Mr. Brown did his follow-ups and with the counselors and excuse me, the scholars and their families and Melissa has been trying to communicate with the representatives and the liaison at Syracuse. However, after several attempts she has not heard anything back. So as of today, I asked Melissa to please escalate up to her boss so we can finally satisfy that balance and not have a holdup on our students. Any questions on anything I've said so far? Awesome.

Shanta Pressley:

So for the budget amendment, some changes were made to know our position as an independent company. Melissa in Fourth Sector had done a great job to reallocate numerous lines. So I'm going to ask Melissa to take us through the narrative and share any major changes that were done. So highlight for the Board.

Melissa Alston:

The report narrative is in the pocket and overall we think that at the mid-year point, it's always a good time to kind of reallocate, reassess what the needs are, where we spend, where we may have underspent or overspent. What makes this budget amendment even more important is that we also had the transition with the CMO. So we were able to utilize those funds to reallocate back into the budget, which is a big piece here. So that along with the fact that we're just mid-year, those are the two really big reasons for the budget amendment. So the changes are broken up into three parts. The first part is the lower school. Overall, nothing very big. We are adding some stipends for teachers, classroom supplies, increasing that a little bit. There's been a little bit more of a need with scholars being at home. Usually we're providing the supplies in the building.

Melissa Alston:

So we've done things to really individualize the supplies and sending them home with our kids. And then one big initiative that we would like to do and plan now is we obviously anticipate to change our uniforms and we don't want this burden to affect families. Some families have lots of scholars, they have their siblings and they are fully invested in the uniforms that we have now. So we think it would be a very nice gesture if once we received their intent to return, we provide them with a voucher so they're able over the summer to collect new uniforms at no cost to them, at least the first set, full K-12. And then specific things for CPA are more professional development. So through this process, Kurt has identified that the CPA needs more professional development. So we are increasing this line to align with that mission.

Melissa Alston:

Again classroom supplies, we're asking to have this line increased as well, same reason as the lower school. And then we are also asking to hire two new teachers. One is an [EL 00:50:07] teacher. One of our EL teachers who is also the coordinator has six grades for EL and we have just decided that it is just too much of a workload and we really need to break up the grades so that the scholars are able to be provided with the services that they need and teachers have the time to do so. The other position has come out of this heavy attention to high school and the initiatives there and it's the manager of community partnerships. This person we would like to start in April and this person would take on beginning the initiative of us having a full internship program next year. So we envision that that would look like a teacher teaching a class that supplements the actual internship process. So teaching life skills and things of this nature and then actually doing the class. I'm sorry, actually sorry, I'll pause here.

Melissa Alston:

Actually doing the actual internship reach outreach. So what we would do is have this person start in April so they're able to hopefully come with some connections already and begin to make these connections for our school with outside companies and doing that between April and July and then really launching this off in August as a brand new program for the high school. And then lastly operations. Some of the big things we're seeing is the transition on our side. So [El Leche 00:51:47] is, there are a lot of pieces of the transitional technology that they are taking on within the contract that we have signed with them. However, there are other pieces on our side that we need to do and those pieces CTS is planned to pick up those items and we're going to need, as it's not their scope of work, it's just to manage our day to day, not to transition us.

Melissa Alston:

So we're asking that we be provided that monies in order to solidify the transition on our side technology wise. There are also some facility repairs that we need and I'll go into that in the school operations update. Just a couple more dollars in custodial supplies just for cleaning purposes and the increase there and then some other work we have with the transition, like our new websites and making sure we allocate for that, more marketing in order for the manager of talent acquisition and marketing to really ramp up this rebranding experience for the community.

Melissa Alston:

And then we added in the leader of residents salary in there as well. And then the unknowns of the infrastructure changes. So that being, we know what the cost of Four Sector, but the cost of TriNet. Now we spoke about there being a variable there because we are still not at this point done with open

enrollment. Our last day for open enrollment is Sunday. So at that point, we will really see where we fall in regards to benefits and then the last one, which is the biggest piece of this budget amendment is we're requesting money to be allocated for additional Chromebooks. We have spent a lot of money on Chromebooks. So we had an order last school year, we had two orders, two additional orders. The first order happened in March of 2020 and then we had another order in June of 2020.

Melissa Alston:

So it is a lot of money, but what I will say is a couple of things here just to really substantiate and provide some context. The price is over \$200000 to replace the Chromebooks. Our scholars really don't have any other means other than what we provide them in order to be able to connect to the internet at home. We have a contract. The contract is given to every scholar, they have to sign within the contract it does say that they after we give them the first one on our costs, if it needs to be replaced, they are to pay for it. While we do have that signs by every scholar that has a Chromebook in their home, it's just sometimes very hard for parents, especially during the pandemic to be able to refund us the money for us to provide them another one.

Melissa Alston:

So we're really having a battle here of do we hold parents accountable and in turn hold kids accountable when and they're just not able to go online because they're not able to afford a replacement. So we have just provided the replacements at no cost to parents. We first ask them and if they are able to pay, then we take the reimbursement, but if not and more likely so is the second part. We don't and we just give them a new replacement. What we're also seeing is that with this time of the company's really trying to kick out these Chromebooks really quickly, we're seeing that the quality of the Chromebook is not as good as it used to be with them ramping up production. So things are breaking a lot easier than normal. So essentially the dilemma is the cost or the kids not learning and the kids not being in attendance.

Melissa Alston:

So we have prioritized that and we are asking for an additional 600 Chromebooks in order to replenish our fund of Chromebooks in order to have our Chromebooks fully replenished in the school and then have some leftover in order to continue to replace Chromebooks as needed. We have had CTS repair some Chromebooks. So for instance, this Chromebook has A wrong with it. This Chromebook has B wrong with it. We make one Chromebook out of the two Chromebooks and trying to repair them in that way. And that has been pretty successful, but not as obviously not to the level that we need. So that is all I have for the explanation, unless there's questions specifically about any of that.

Shanta Pressley:

Thank you, Melissa. Any questions on the budget amendment? No questions? That's awesome. All right, so there are no questions. I will just ensure you guys that we have gone through again last week on the finance committee call and asked all the questions, made sure everything was okay. And we made sure we addressed things, following up, including making sure the easy position was in there and funds for all of those new positions Melissa spoke of. So hearing no questions, may I have a second to accept the budget amendment?

Tim Bryan:

This is Tim, I second.

Shanta Pressley:

Thank you, Tim. And for question, Aaron?

Aaron Bothner:

Aye.

Shanta Pressley:

Kamaria?

Kamaria Brisseau:

Aye.

Shanta Pressley:

Sophia?

Sophia Huda:

Aye.

Shanta Pressley:

Kahri?

Kahri Shabazz:

Aye.

Shanta Pressley:

Tim?

Tim Bryan:

Aye.

Shanta Pressley:

Aluta?

Aluta Khanyile:

Aye.

Shanta Pressley:

Constance?

Constance Barnes:

Aye.

Shanta Pressley:

Jesse?

Jessica Boulet:

Aye.

Shanta Pressley:

Ellen?

Ellen Chen:

Aye.

Shanta Pressley:

Anuj?

Anuj Khatiwada:

Aye.

Shanta Pressley:

Awesome. Any oppositions or abstentions hearing? Hearing none. I thank you so much and we will put those into effect immediately. Last but not least on the agenda for me is the 2021, 2022 school year budget look ahead. So we have, I put out a plead to meet with the finance committee and that meeting will be held next week, Friday. And it's just for us to discuss a few things as we start preparing the budget for the next school year. One main topic is the pay scale for the admins and the teachers and also going through the hourly and salaried employees and their time off and compensation and things like that as well as different community initiatives we may be working with with the external relation team and then also a few things with education with Ellen when it comes to similar to what Melissa talked about with the Chromebooks and other academic initiatives Kurt may want to push through.

Shanta Pressley:

So I thank you all for your time and that's all for finance for the night. Wait, I'm sorry. Before I go, I do want to introduce Ford Sector again because we do have them on the line and as of next month they will be presenting the financials. So we have Joe. Joe, wave your hand. Hi Joe. Rob or-

Robert Keogh:

Hi everyone.

Shanta Pressley:

And Eugene.

Eugene Mew:

Hello everyone.

Shanta Pressley:

So just wanted to re-introduce them. Thank you so much for what they have done in working with us since they came aboard, I believe late October and look forward to the partnership.

Eugene Mew:

Thank you.

Shanta Pressley:

Aaron, back to you.

Aaron Bothner:

Great. Thank you, Shanta. Thank you, Melissa and all of Four Sector. I'll just quickly note that Shanta is being very modest in the amount of work that I've seen her and Melissa put in over the past couple of months and they handled all of it, and of course in conjunction with Fourth Sector, but from my perspective on behalf of the Board, I think we were in very, very good hands there and want to note that we sincerely appreciate all their efforts. And so look forward to the days ahead now when this becomes more routine for everybody and we all know what to expect, so thank you. Aluta, that brings us to you for the external relations update.

Aluta Khanyile:

I don't have any updates for this evening.

Aaron Bothner:

Okay, great. Thank you. So I'm going to risk this again. Constance, do you want to share your opening with us?

Constance Barnes:

I am not chewing anymore.

Aaron Bothner:

You're welcome.

Constance Barnes:

All right, so our mission, we prepare our students for college through a rigorous arts infused program and our vision, all students will be taught by a highly effective teacher in a nurturing environment and will achieve at high levels. Each student will develop the knowledge, skills and values necessary for responsible citizenship and lifelong learning. The impact of our collective efforts will fundamentally change public education. So for me the two areas that really stand out, especially in these times are responsible citizenship and the impact of our collective efforts will fundamentally change public education. So it's really important for us as a Board and for me personally to really think about what is responsible citizenship? What we've seen in the last few weeks and the last few years? What is our charge and what is our responsibility as the Board to make sure that we are supporting the school, Kurt and Melissa in their efforts to make sure that they are helping teachers develop responsible citizens.

Constance Barnes:

And lastly, that our collective efforts will fundamentally change public education. So whoever wrote that, that is huge, that is monumental because we have this awesome charge to really represent what a change in public education could look like. We are housed in the Bronx and it's really important to talk about what public education looks like in the Bronx and so I challenge everybody here and I charge everyone here to really just think about that piece of the mission envision that you are fundamentally helping to change public education.

Aaron Bothner:

All right, well if you're not inspired based on that, I don't know. I don't know. Thank you, Constance. It was very well said. So on that inspirational note, let's actually go to public comments here. Do we have any members of the public with us this evening that would like to address the Board? Okay, hearing none. That brings us into school operations and Kisha. Hi, Kisha.

Kisha Perez:

Good evening everyone, how are you? Sorry. I'm trying to ramble screens. So let's get to the fun part of this month. So we have officially started with the lottery. I'll first start with enrollment. As of for this month, we are still looking good with 486 for the lower school scholars and 200 for the high school. And if you can see on the agenda, as of now, Melissa and I have made two charts as how it shows for the 2019, 2020 lottery and the 2020, 2021 lottery updates. As of one, we did it two weeks ago, so as of 1/18. So the number you see on the side was the amount of applications we have received for the following month. So for 2019, 2020, we had about 901 and for this year around the same time, we had 668. As of right now to this day, this was the number 668 was taken at 1/18. But as of right now, 1/28, we have 796 applications inputted for the month.

Kisha Perez:

So the big major changes obviously is because of COVID. It's been a little difficult to go to the school. Can you guys hear me? Yeah? Okay, sorry. Right now it's been a little difficult. We usually go and give flyers and go to the school buildings and any day cares around the area, but because of that, it's been a little difficult. We have started weekly meetings as a whole operations team to just share what we've been doing for the week with giving lottery updates. We're going to start doing outside marketing, even though it's a little cold right now, but we are trying to get all these applications in.

Kisha Perez:

So we're going to start going around the area in the community because we still are, even though we've been in the area for so long, we're still seen as a brand new school. But if we get around the area, people will know who we are. What we have been doing, we have the iHeart radio ads. We have been calling day cares, schools around the area and just sharing our information. We are using the Facebook as well and sending reminders to the parents and reengaging the prior applicants from the following-

PART 2 OF 5 ENDS [01:06:04]

Kisha Perez:

... and re-engaging the prior applicants from the following year, any of the new things that are there we have created QR codes and we put it on our flyers and we have just been sharing it everywhere where we start marketing. And February 6th and March 20th, we will be participating in the virtual open house for charter schools. So Claudia, myself, and one of the other operations associate will be participating

and we're trying to get one of the seniors in the council to help us show the parents and what we do and just talk a little bit about the school. So as of right now, that's what I have for the lottery and enrollment updates. Any questions?

Jessica Boulet:

I have some questions. That all sounds really great and I have some questions that are not related to one another. So the one is, I was curious about student turnover and if it's any different this year with all the COVID remote learning or if you've encountered any families that aren't at the school that have heard anything about our COVID, our response and performance during COVID and I'm just curious to know how that may have impacted our image internally and externally. And then secondly, I was curious about the language outreach. Is it, my guess if I'm remembering correctly, at least it's in both [missing audio 01:07:43].

Kisha Perez:

You're on mute.

Jessica Boulet:

Sorry, must've accidentally hit that. If I'm remembering correctly from last year, outreaches both in Spanish and English, but I wondered if there are any other language groups in our neighborhood or in the school already that are worth considering reaching out to in those languages as well?

Kisha Perez:

So for the first question, for the families that are having issues applying and have any questions about the school, we asked them to come in. So we have appointments where they can make and we can help them do the application so that's really not so much of an issue. And for the most part with language issues, we try our best to help them as best as possible, even with the application. We kind of do it ourselves and have them just share their information. So we have the iPads right now, we have the laptops that we both use and everyone is just hands on to help the families as best as we can.

Jessica Boulet:

Right. And ads and the outreach and stuff, are those in multiple languages also?

Kisha Perez:

So as of right now, it's English and Spanish.

Jessica Boulet:

Okay.

Kisha Perez:

Yeah.

Jessica Boulet:

Cool. And then for COVID-19, has that changed? Have you gotten an impression from these efforts about whether that has affected people's decisions to stay with the school or to apply to come to the school?

Kisha Perez:

I don't know. Melissa, maybe you can help me with that one.

Melissa Alston:

Yeah, sure. So the retention for the school year for scholars was 81.5%. If we compare that to last school year and the retention was 75.2%. So there was an increase of retention and I think that may have something to do with our parents kind of thing, put hunkering down and because of COVID. So we did see an increase in our retention from last year to this year.

Jessica Boulet:

Thank you.

Kisha Perez:

Well, that's it for me with lottery and enrollment updates.

Melissa Alston:

So Kisha, the next thing is facilities.

Kisha Perez:

Yes. So Monica reached out to Melissa and I for some updates on the latest updates for the gym. So she said for the certificate of occupancy, we're waiting on the FDNY's approval on the fire safety and evacuation plan. The architect had to make corrections and they have been resubmitted. Once the plans are approved, we should have no other obstacles. Monica says that she's being told that the FDNY lately has a six week response time. Also the violations, the three building violations that we had before prior have been cleared as well. And on the finances, the project currently is under budget. There may be additional invoices coming in from the architect as the fire safety and evacuation plans are being amended, but as of right now there are no invoices.

Melissa Alston:

Also on the agenda is what I began to talk about during the budget amendment and that was in regards to the facility leaks. So these are maintenance items as Aaron indicated. We have, the front of our building is all windows that goes from the ground floor all the way up to the roof. The windows, in between the windows, you have to re-caulk. So it's a big project because you need a crane, you have to block off the streets because you have to be able to get to all of the levels of the building and this should be done every five to six years. So we're at that point where we're going to need to redo this and it is causing some leaks. So we have over the years, especially through the construction [inaudible 01:12:04] have fixed the majority, if not all of the leaks in the building and the roof.

Melissa Alston:

And we've had a lot of struggles there, but we are not seeing those issues anymore. However, because of the maintenance that's needed in the front piece of the building, we're having to do this work.

Additionally, there is another set of leaks that is between where the building meets the sidewalk in between there, same thing. We need to do a re-caulking so we can seal the foundation between the sidewalk and the building. The urgency around this one, the smaller project, which is this one, there's more urgency around it than is the bigger projects. And that is because those leaks happen to be going down to our electrical room and obviously we don't want water mixing with electrical items. So that could cause a lot of issues, so we want to make sure that we get that taken care of first.

Melissa Alston:

And then we will try to push out at the very least to Spring Break, push out the crane projects. But if not til the summer, if we can just hold off so that we're able to really be full and clear of scholars in the buildings, staff in the building, et cetera when we have the crane over the sidewalk and the building. But overall, none of these things are going to trigger the RFP process with the amount, but it's just something that we didn't plan for and going forward, we'll be sure within the five to six year range after this to plan for that in that budget so we don't have to do another budget amendment for these items now that we know that they're items that are going to continue to come up.

Aaron Bothner:

Thanks. Thanks Melissa for taking us through that and I know you've had a lot of meetings on that over the past month. From a not just this issue perspective, but do you know if we have or have ever gotten an engineering type study, which typically what comes with that is a schedule of capital maintenance items. So it's knowing that things like something like this will show up every five to six years. It allows you to set an annual capital budget. And if we don't and if you're not sure right now, that's fine. If we don't have it, we might want to look into getting it, especially around getting a, when we get the CO with FDNY. It'd be good to have that, good for that to be something Four Sector has so that we can budget capital appropriately into the future.

Melissa Alston:

I am not aware of it and I will certainly look into it and if it's not something that exists right now, I will be sure to start that product.

Aaron Bothner:

We should be able to get, you can usually hire and if you need some names, let me know. But you can usually hire a vendor to put something together like that for a relatively modest sum, probably in the I would think five to 10 range at most. So we can look into it. There should be some info in the building plans and stuff like [inaudible 01:15:18], but we can talk about that offline. But just for the rest of folks here to Melissa's point, as Board members think through budgets and things like that, we should anticipate stuff like this because it does happen. And so the smart thing here is to ensure that we're more data-driven about that in the future so Melissa's not always scrambling on stuff like this.

Aaron Bothner:

Okay, didn't mean to derail that. Any questions for Melissa or Kisha on enrollment or the roof?

Daniel Pasek:

Kisha, this is Dan. Real quick, can you, if I missed it I'm sorry, can you repeat the difference between an applicant who's like a legitimate applicant that would take a spot tomorrow and then a general common

application applicant who might be applied to seven to 10 charter schools? Are we able to distinguish between who's out there for real and who's putting their name on multiple lists?

Kisha Perez:

Yeah. We can look through school men and it shows up if they applied on our website, through our school website or through common app.

Daniel Pasek:

Okay, all right. If I missed that I'm sorry, but thank you.

Kisha Perez:

No problem.

Melissa Alston:

Kisha, the ribbon cutting ceremony, the best thing of the nights, go for it.

Aaron Bothner:

I've been looking forward to this.

Kisha Perez:

My favorite. Obviously there's no updates yet, but every order we got cute gifts, we have everything set to go. We're just waiting for the okay and waiting for this certificate. So hopefully fingers crossed, we can get this through.

Aaron Bothner:

So for everyone, when we get the CO we can actually consider having it. Obviously we'll have to look at what COVID, whether we would do something limited, socially distanced, that kind of thing. Otherwise, no matter what I don't care what it is, I don't care if I'm long past where we are today, I want a full rooftop ceremony to celebrate this because everyone worked so hard, sorry. The space is beautiful. I can't wait for everyone to see it. So thank you, Kisha.

Kisha Perez:

No problem.

Aaron Bothner:

All right, Melissa, first managing Director of Operations update?

Melissa Alston:

Right, here I go. First one. So I we'll briefly talk about the TNTP results that Kurt talked about during his. I'll just give you the operational piece of that. You can also find those slides, I will not go through all of them, but there is about 26 slides to go through with some specifics [inaudible 01:18:12] our operations. Overall, school operations and teacher compensation where the overall wins and those details in the summary and in high school are indicated in the slides. And then something we see as we actually did pretty significantly well in the hiring process, but I am indicating the bar based on the top core tile of old

charter schools who took the survey. So while you'll see the slide and you'll see that hiring was actually opened for us, I am considering it our area of growth because it is not in the top core tile.

Melissa Alston:

And that's where I want to be, so. We are going to move on here. So some of the glows are really that all of the operational metrics from last year to this year have increased, which is really amazing. And then five out of the six metrics that were measured are in the national top [inaudible 01:19:16] in the school's operations section for those questions. And then overall, the teachers feel that the building is clean and non-academic operations is run well. Especially through COVID in this pandemic it's a really nice one to see that they all feel that way. And it was really probably 94 to 96% of the entire staff that took the survey felt this way, so that was a really big win. And then teachers enjoyed their onboarding experience, so we can't take that on a 100% as a win for our operations team, because Lighthouse did have a role in that, at that piece.

Melissa Alston:

But we did onboard the staff once they got to the school and were in communication with them before keeping them warm until they started. So we had a piece of it, but we can't take it completely just for the school, but now going forward because we have transitioned on the talent piece to the school. We will see how we fall next year. Some of the growth are, the specific question my school systems track student information in a way that's useful and up to date, that is a grow. Another grow is the procedures at my school maximize the time students spend learning and then the last one is that CPA teachers don't feel as confident in the pandemic response as the lower school teachers.

Melissa Alston:

So with these key takeaways, me and my team have looked at these and we are going to have another meeting next week in order to really deep dive into these. But overall, we are really trying to see how we can brainstorm where these grows, these areas of opportunity where they're really coming from so we can really dig down and figure out how to improve these metrics and the facing for staff and something as simple as the CPA teachers, we're all in one building. So what is easy to analyze, it's potentially what the issues are with the CPA teachers not feeling as safe as the lower school teachers and it may just be a difference in communication and communication being less frequent to them and that may translate into potentially them feeling less safe. So there are things that we are specifically going to talk about in this regard because it's not like the CPAs in a different building, we're all in the same building, so things like that.

Melissa Alston:

Overall, the reflections to celebrate is that all of the survey results we can or I would like to say that the school functions well operationally in order to support academics and something to improve would be for us to really build out what protocols look like. I will definitely take accountability for this. I started operations and there was before I got to the school, there was no official operations leader, so there were not a lot of protocols. I had to create a lot of those protocols and while that was great for me and my learning, a key takeaway that I find is now that I've passed the baton onto Kisha, a lot of those protocols live within me and my brain and they weren't written down anywhere. So just really, now's a good time to also, because we're transitioning and we have to utilize our own protocols and procedures, it's a great time to transition those things.

Melissa Alston:

But a key takeaway I had is really that I didn't have those things, I didn't put them anywhere. So I think that now I realized that we need to do that and Kisha can have an actual playbook of what to do, when to do, how to do. Instead it's like, "Melissa, tell me all the things." So which is really not the best way to have the protocols. So we want to make sure that we're fixing that problem and this is a great opportunity to do that. So next on the slides is a very detailed focus on what we're going to do to close out the rest of the transitional period and the rest of the school year. It aligns with the end of the school year. So from January to March, we're going to focus on hiring. So we have the leader in residents coming in.

Melissa Alston:

We also just promoted the person in our school Claudia, who Shanta mentioned earlier, she used to do payroll. She's been with the school, this is her sixth year and she's now the manager of Talent Acquisition and Marketing. So she's doing all our hiring and marketing. She has a very robust plan for how we're going to finish the school year, really build our followers, build our base in the community and then how we come out as [inaudible 01:23:58], the next generation. So I am very confident in that. We also have weekly meetings now with Kurt, because Kurt always has the really big flashy things and sometimes we're just trying to check off some boxes. So he brings the color there. And then for training, it's training all of these new folks as even Latoya, who's on the call, she's still new. She only started November 30th, so continuing her onboarding there.

Melissa Alston:

And then the next one is focus groups. So especially with the school taking on HR, which was always something that Lighthouse supported with, we want to make sure that we are supporting the staff and we're going to do that by making sure that we include them in everything that we do. We give them as much information as possible, especially during this transition where some people may have some anxieties about transition. And while we are working super hard to do the best things possible, if the staff don't see that we're doing that or they don't know that we're doing that or we're not communicating that there, it could cause some anxiety. So that's definitely on the top of our mind. So we want to make sure that we're moving quickly and we're doing things, but we take them along where it makes sense and we're also communicating at the very least what those things are.

Melissa Alston:

So that is the reason why we are going to do focus groups, do some anonymous surveys and really make sure that we're mixing staff so we have a good perspective of all groups in the school. I also created an HR cadence calendar. I stole the Board cadence calendar and I made an HR version and [inaudible 01:25:35] that. We can take like the TNTP survey and take all the steps where we're touching staff members, where and how and really spreading it out across the school year so we're not bombarding the staff with questions and surveys and things that are not spread out and they don't make sense throughout the school year. So that is the purpose of that, which I'm super excited about and then the next one is-

Jessica Boulet:

Melissa, can I ask you just while you're on the focus groups, how a little bit about your plan to constitute them. Would teachers volunteer for or would staff volunteer for that or is it random? I'm just curious.

Melissa Alston:

Yeah, of course. So actually there's actually a whole plan built out. So the first thing we're going to do is survey and do a smaller focus group setting with leaders and with the culture team. We feel like these two groups are groups of staff members that really are in touch with what the school pulse is. So we're going to take that information. Once we have that information and a little bit of background, we're going to create a communication strategy and we're going to roll that out to the staff. So we're going to say, "These are the steps that we're taking. These are the things we want you included on," and then from there we're going to do an anonymous survey. From the anonymous survey the results and themes that we get from that are going to turn into the key talking points for the focus group.

Melissa Alston:

We want to really make sure that we're targeting the questions so that and really speaking to people because we want to make sure that we are addressing the real concerns and not making assumptions on what we think the concerns may be. So that is the reason for doing it in that way and then after that we are, this is not confirmed, but after that I would potentially like to think about what a staff committee looks like, where we're utilizing members on this committee to be involved in our leadership team meetings sometimes and making some decisions, but obviously based on certain parameters because we don't want them to have unrealistic expectations of the decisions that they can make, but we do want them to be able to make some decisions and be able to have the staff have them as additional touch points.

Melissa Alston:

If they want to have a question, they want to ask a question, maybe they don't want to go to a leader and they're more comfortable going to staff members. So we want to make sure that we have a committee as well. That's the full plan as of right now.

Jessica Boulet:

Fantastic, thank you.

Melissa Alston:

Awesome, thank you. And then the next thing is intend to return. So that usually happens in February or March. We have intend to return. This is really solely for planning purposes. We want to make sure that we know and can anticipate any openings for the next school year. So we're going to do these focus groups and all of the items that I just outlined a couple of seconds ago. We're going to do that first so that it doesn't skew the data of the intend to return. And we want to make sure that we're letting the staff know what's going to happen moving forward and how we're going to talk to them and include them before we took a survey.

Melissa Alston:

And then we're going to do, now that Sunday's the last day for open enrollment, I've heard a lot of good feedback on the benefits package which is super exciting, but we're just going to do a survey and ask them some key questions about the survey. People are excited about pet insurance and having legal access to legal and things like that. So it's really great, but I'm just interested to see what that's going to look like. And then we have some projects like the pay scale that's Shanta spoke about. Before I'm going to create all the position descriptions for everyone. Obviously that's something that we have to create

from scratch and then we're able to align our mission and vision and those things when they come out obviously with the position descriptions. We're working on the budget for next school year and the marketing rebrand thing. Because those things are coming up very quickly I went through them fast, but I will not bore you going from April to June is the next slide and from there we're going to focus on policies, creating the handbook, scholar and family handbook and the staff handbook.

Melissa Alston:

We're also going to work on some protocols and really writing those things down. Like I spoke about before, redoing all of our school documents. So FIRPA and all of the scholar facing documents, we're going to be redoing those and then really aligning our school systems to make sure that we are literally always working on a project to make sure everything that we're using we really know how to use and we're doing everything that we can do to ensure that it's a K-12 alignment. So she's really been, that's pretty much the big project she's been working on. Her next big project is going to be heading the project of the scholar family handbook. So there's that and then afterwards is just the survey details. So you'll be able to see a summary and by school, all the metrics that I pointed out. Are there any questions on that? So some other quick updates. So for Talent Acquisition and Marketing, I think right now we do have a few open positions. However, we are going to...

Melissa Alston:

We do have a few open positions, but Claudia has really just taken the ground running. She's just doing a really great job. She started a new Instagram page, so if anyone wants that, drop me in the chat, I will give it to you. Please follow us. We're going to start a Tik Tok, Snapchats. She's already talking about how we can go live on stories and having really engaging and building up some momentum and some excitement around some things with scholars and staff. And when you meet her, I hope very soon you'll meet her, she is a ball of energy and she has a lot of credibility with the team already because she's worked with us for so long in many different capacities. So we're excited about that. So just [inaudible 01:31:47] on that one and then the last thing is just the annual investor call Shanta spoke about. I just wanted to give the high level things that we talked about.

Melissa Alston:

So during the investor call, this is something that Lighthouse used to do, so this was my first one. We spoke about the management changes, we spoke about project updates, which included the roof. We spoke about our response to COVID-19. We spoke about enrollment, academics, our upcoming charter renewal, finances and staffing. There were very minimal questions actually after the presentation. One of the questions was about our percentage of free and reduced priced lunch. Our second question was about the the LHA transition and two parts. So part one of the question was if we had planned the transition, the other piece of it was, what were the cost savings going to be?

Melissa Alston:

So we addressed all of those items and it seemed that the investors were happy with the presentation that we had and again, I would like to thank everyone that worked on that. Lighthouse really helped me work on that and the Four Sector was there to support and Kurt really gave her a really great academic summary. And I just think everybody that really worked on it, we also have John [Fan 01:33:06] on the line and he really helped to structure what he felt a well rounded presentation could look like. So he got on the call with us and did that, which was super helpful especially for my first one. And thank you

Shanta say for getting on the phone and supporting us as well on the call yesterday. And that is the end of my first update of 2021.

Aaron Bothner:

Great, thanks Melissa for taking us through all that and for putting together again, a really thoughtful presentation on where taking stock of everything you've learned on the operations front so far and where you're going from here. Really appreciate hearing about how you're thinking about building out your team and succession planning, transferring what's in your head to paper, all that good stuff. So that's all great stuff and look forward to seeing where that goes. Folks should continue to refer to the cadence calendar Melissa's put together. As you can imagine, some if not all of that will eventually require some sort of Board approval, whether customary or not. So you want to get a flavor of the next few months that is in addition to the cadence calendar a good place to do so. And otherwise, any questions for Melissa about any of this?

Aaron Bothner:

Okay, great. Well and then lastly, yes. Kudos on your first investor call. That's an intimidating thing to jump into, facing all the investors. Yes, indeed indeed. So congratulations and it sounded like it went very well. So, excellent.

Shanta Pressley:

She handled them beautifully Aaron, you would have been proud.

Aaron Bothner:

What was that Shanta?

Shanta Pressley:

She handled all of the questions beautifully, you would have been proud.

Aaron Bothner:

I have no doubt that I am proud, but I'm sure that she did. So, excellent, very productive month on the financial front. Thank you everybody. I think that brings us to the end of school operations. So we will go into board governance now. Before we do so, Kahri threw this in the chat, but I'll share it with everybody here. Michael's not with us this evening because he welcomed his baby girl into the world. So he said he's sorry to everybody that he's missing this evening, I said, "I think people will understand," but everyone's safe, everyone's happy and everyone's healthy. So I figured why not do that in governance because we'll start indoctrinating children from a very young age to Board governance so that everyone's up to speed. Jessica, you want to take it away? We're going to go through here some administrative stuff. There's just some hanging minutes we need to approve, so Jessica is going to take us through that. So enjoy approving all the minutes.

Jessica Boulet:

As always, I know everyone waits for this moment every month. So it came to our attention that normally minutes are officially approved through kind of an automated process on board on track when we do recurring monthly meetings, but for these special meetings that we've unfortunately had to have a lot of in the last few months, we were not doing, we're not regularly approving those. Which is not a

big deal as long as they're public, on time. And so we just have to approve them. So I would first, so everybody knows, for the special meetings that, and you can see all of the links to those minutes are in the packet which I hope everyone got a chance to review. So that goes for what we still have to review are the special meeting minutes for December 21st, January 12th, January 13th, January 19th. And so I'm just going to move to vote on all of those minutes in one vote.

Aaron Bothner:

So to be clear, the first vote will be the vote on all of them at once and then we'll do a second vote that is the actual vote.

Tim Bryan:

I second that.

Ellen Chen:

Yes.

Jessica Boulet:

If everyone understood that I won't re-explain. But yes, the first vote is to group them all into a single vote which will be the next vote.

Tim Bryan:

I second it and aye.

Jessica Boulet:

Thank you, Tim. I'm also an aye for the record and Constance?

Ellen Chen:

And I'm also an aye. Oh, sorry.

Jessica Boulet:

Thank you, Ellen. No worries. Constance?

Constance Barnes:

Aye.

Jessica Boulet:

Aluta? Oh oh, I just moved everyone around on my screen.

Aluta Khanyile:

Aye.

Jessica Boulet:

We'll come back, oh hi Aluta. Sophia?

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Sophia Huda:

Aye.

Jessica Boulet:

Khari?

Sophia Huda:

Aye.

Jessica Boulet:

Anuj?

Anuj Khatiwada:

Aye.

Jessica Boulet:

Shanta?

Shanta Pressley:

Aye.

Jessica Boulet:

And Kamaria?

Kamaria Brisseau:

Aye.

Jessica Boulet:

Thank you. Okay, so second vote is now.

Aaron Bothner:

I'm an aye as well.

Jessica Boulet:

Oh sorry, did I miss you? All right, so thank you Aaron. Did I miss anybody?

PART 3 OF 5 ENDS [01:39:04]

Jessica Boulet:

All right, so thank you, Aaron. Did I miss anybody else? Okay. So second vote is I move to approve the minutes from the special meetings from December 21st through today.

Anuj Khatiwada:

I second and I'm an I.

Jessica Boulet:

Thank you, Anuj. All right. Constance?

Constance Barnes:

I.

Jessica Boulet:

Aaron?

Aaron Bothner:

I.

Jessica Boulet:

Sophia?

Sophia Huda:

Sorry. I.

Jessica Boulet:

Shanta?

Shanta Pressley:

I.

Jessica Boulet:

Tim?

Tim Bryan:

I.

Jessica Boulet:

Kahri?

Kahri Shabazz:

I.

Jessica Boulet:

Ellen?

Ellen Chen:

I.

Jessica Boulet:

Aluta?

Aluta Khanyile:

I.

Jessica Boulet:

And Kamaria?

Kamaria Brisseau:

I.

Jessica Boulet:

Did I miss anybody? Okay, great. So that is taken care of and then final vote is for the minutes from last month. So I now move to approve the minutes from the December board meeting.

Tim Bryan:

I second and I.

Jessica Boulet:

Thank you, Tim. Oh, I'm an I on the last one, I'm an I on this one and then Constance?

Constance Barnes:

I.

Jessica Boulet:

Aaron?

Aaron Bothner:

I.

Jessica Boulet:

Shanta?

Shanta Pressley:

I.

Jessica Boulet:

Sophia?

Sophia Huda:

I.

Jessica Boulet:

Kahri?

Kahri Shabazz:

I.

Jessica Boulet:

Ellen?

Ellen Chen:

I.

Jessica Boulet:

Anuj?

Anuj Khatiwada:

I.

Jessica Boulet:

Aluta?

Aluta Khanyile:

I.

Jessica Boulet:

And Kamaria?

Kamaria Brisseau:

I.

Jessica Boulet:

Awesome. So, that minutes approval rodeo is done. Next is board's strategic initiatives. The most exciting development this month is that, as you all know, we have been working as a major part of all our strategic goals to try and work towards being more equitable, just like Constance highlighted in her discussion of the mission and vision. That's a big part of what we want our strategic initiatives to be. Which is to be thoughtful and really move our work together as a board and as a school forward on strong foundations. And something that Constance has actually been very helpful with over the last few months is, and taking a lot of initiative, is just flagging different ways that we can do this on.

Jessica Boulet:

And specifically through kind of thinking about diversity, equity, inclusion learnings, which are a great sort of resource, I think, for what we have articulated as our goals. And so the big development is that Constance has really taken that forward and we're setting that up for the PD day. And she's been really

helpful in that regard. And I don't know, Constance, if you want to mention anything about what you're thinking about for the coming months, or just introduce it in your own words, what you're thinking on this front.

Constance Barnes:

I won't take too long. I'll just value add. I think the important piece for me is that, one, acknowledging that Kurt has already been doing some of the work at the school. And I just thought that as a board, it makes sense again, the continuum of school to board and how we're working together to have some impact. So, like Jessica said, we have been looking around and thinking about different ideas for some of this DEI work and looking forward to the first step with the consultant that we have. It will be light, don't worry, but it'll just be an intro to get us all talking and moving together.

Jessica Boulet:

Thank you. Yeah. So, like I said, we have that to look forward to on the PD day, which should be on everyone's calendars, I think, it is in the official board-on-track calendar. So if you didn't get that, let me know. So again, that's noon to four on February 6th, we have a lot of things lined up for that as well. Some board-on-track training, which I'm trying to finalize regarding fundraising, which I know is something that everybody has flagged. And then one thing I will be sending out an email for everybody to please answer your interest in kind of doing, I know this has come up in the past that last year for the PD day board-on-track was able to walk us through. And many of us new board members through kind of some fundamentals about like role of a board member, what does that look like?

Jessica Boulet:

Oversight versus management, and just kind of like setting some very clear frameworks to think about that. And I know in the past that some of our newer board members this year have expressed interest in doing something similar this year. I don't know that that is going to be relevant for board members that have been with us longer. So if that is something that newer board members are interested in, I definitely want to know, and we might set up a little bit of a separate session adjacent to the rest of the PD day on Saturday, February 6th.

Jessica Boulet:

So please be on the lookout for that and answer that email if you are actually interested in that. And then another email and alert for everyone is a part of the PD day is going to be the board self-assessment that is on board-on-track. This is the same one that we use last year and is just a really good framework to go through kind of a lot of a very long list of items that are just like, is your board doing this? Is your board doing this? Do you feel good about this? Do you know about this? And it can be a really good just touch point for us to go through in detail what we are doing and if we're doing it to our satisfaction, and then we'll have a brief discussion of that on the PD day as well. So again, that's from board-on-track, that should be on your inboxes. Please do fill that out. Otherwise I will have to harass you and send you lots of text messages at inconvenient times. Let's see. I think that covers...

Aaron Bothner:

Jessica, if I can just a quick note on the board evaluation, this was, if everyone remembers this was the foundation of our kind of six month strategic planning process last spring at the board level. And it's a very, very valuable tool, it's comprehensive. So it's every possible thing a board could be doing. And the point of it is to allow us to... We can never do everything, but going back to what Constance said at

some point today to kick us off, if we're going to fundamentally change education, we have to constantly be looking at the most important levers to pull.

Aaron Bothner:

And the way that we start doing that is by looking at where we are. So really kindly asking people to take the time to do that all the more important because we really, and this is a once in a decade, once in a generation opportunity, to really kind of restructure a lot of stuff here and not to say that we're going to do that, but we're embarking on a new structure here, so we should get it right out of the gate because we're going to be setting a precedent here for this new structure that we're in.

Aaron Bothner:

So everyone did a great job completing it last year and would currently ask folks to block that 30 minutes or 60 minutes on their calendar or whatever is a good time for you to get that done. So, that's my plug on that. Thank you everybody.

Ellen Chen:

Two things. One, Constance, can you kindly share your understanding of our mission and vision via email with me and whomever is interested. And two is I'm really looking forward to taking that assessment again this year, because I remember a lot of the answers that I had given in the previous year, and I want to see how things have changed and especially in 2020, Holy crap, a lot has happened. We've done a lot more. So I'm actually looking forward to it.

Jessica Boulet:

Awesome. Thank you, Ellen. Yeah, I recall the self-assessment being not a whole hour, but it definitely does take a little time. So definitely block off time in your calendar. Thank you for flagging that Aaron.

Jessica Boulet:

And oh, one other important thing that I want to flag for everybody for the PD day is for the, first of the equity and inclusion segment, our consultant who's coming in, has alerted us that we should definitely use video for that. It's kind of a personal conversation and so it's nice to have that personal connection of seeing people's faces. So please, if you can just plan on being prepared, video ready for that. I think that covers everything for... Oh and sorry, I keep saying remembering things I want to mention for this PD day, which is we may also have one or two pre short little prep items that we can look at. Whether that'd be a short article or something to help reflect prior to starting that. So be on the lookout for that as well. And that should not be a lot of time, but it'll be a nice shared starting point. So please do keep an eye out.

Jessica Boulet:

And I think that just leaves the last governance item that I have is the school leader succession plan, which Melissa has prepared for us or Melissa and Kurt and Tim. It's been a great team effort to put this all together. It is an update from last year. One of the biggest structural changes is the addition of the executive director and... Melissa, is there anything else that you would like to add on this before we vote?

Melissa Alston:

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I think that that was the biggest change besides that we also just added my position in and changed the alignment based on what the current alignment is. So, that would be the only other big change.

Jessica Boulet:

Okay. And was there anything else? I don't know. I know Aaron and Kurt, you worked on this as well, if you wanted to add anything before we vote?

Aaron Bothner:

No, I'm set.

Jessica Boulet:

All right. In that case, I would move to approve the school leader succession plan.

Aaron Bothner:

Second.

Jessica Boulet:

Thank you. I'm an I also on that.

Aaron Bothner:

And I'm an I as well.

Jessica Boulet:

Thank you. And for the roll call. Constance?

Constance Barnes:

I.

Jessica Boulet:

Sophia?

Sophia Huda:

I.

Jessica Boulet:

Tim?

Tim Bryan:

I.

Jessica Boulet:

Kahri?

Kahri Shabazz:

I

Jessica Boulet:

Ellen?

Ellen Chen:

I

Jessica Boulet:

Shanta?

Shanta Pressley:

I.

Jessica Boulet:

Aluta?

Aluta Khanyile:

I.

Jessica Boulet:

And Kamaria?

Kamaria Brisseau:

I.

Jessica Boulet:

Did I miss any... If I could just add, thank you everybody for turning on your video, if you can, but if during the roll calls, if you could just leave the video on for the length of the roll call that reduces the shuffling around of screens.

Anuj Khatiwada:

And Anuj and I'm an I.

Jessica Boulet:

Thank you. Thank you, Anuj.

Anuj Khatiwada:

No problem.

Jessica Boulet:

All right. Okay. So that is approved and... Oh, last FYI is that we will be developing an executive director evaluation tool now that we have an executive director. So the governance committee will be attending to that in the coming month. And we also have the mid-year principal evaluations, which I think we're a little bit behind the ball on, but that will also be coming this month. And Aaron, did you want to say anything about the principal evaluations right now?

Aaron Bothner:

Just note for... Just remind folks that in every year up until this point, this was something that was spearheaded by LHA that will become an executive director responsibility in consultation with the board. In the interim here, obviously the governance committee will have to step in and take over as per our bylaws. So that's the reason for what we're doing. So just give folks a heads up that this should, I think, we'll go as well as most people expect it will go. Recall that the rubric is spelled out in our, actually in what's on file with our authorizers. So we all know what's more or less being used.

Aaron Bothner:

And if you have any questions about that, let folks know, but appreciate everyone's flexibility for this transition point. We'll have our new processes in place, I think, by the time we get to the end of the year for, not just the principal evaluation, that's what's on docket here, but also for the ED evaluation, we'll provide an update on that later, but that'll be a big lift over the next few months. So more to come on that I know that's something I've imagined folks have questions about, just know that that is top of my list. Once we get through the next series of things we have to do, but that is a big thing the next few months. Thanks, Jessica.

Jessica Boulet:

Thanks, Aaron. Yeah. And especially being aware that we are in kind of this odd transitional moment away from lighthouse, the emphasis on that is going to be to try and make the principal evaluation useful for you Kurt, predictable, so nothing like out of left field and definitely just trying to make it a positive experience that will get us to the next step. So I think that is everything under board governance, which is a lot. So that was strategic initiatives, succession planning, director evaluation, principal evaluation, professional development day. Were there any questions? Awesome. All right. So that is all from me.

Aaron Bothner:

Shanta is going to pass the buck in the month of February to Jessica here for the most busy committee chair. So just want to thank Jessica for all the efforts that she's put in over the past month to really establish new processes for the governance committee now that we have new bylaws and also for what's going to be a busy month for her. So kindly stay attuned to this stuff. And also really looking forward to the February 6th day. There's a lot to come, which I'm excited about. And I know we're all thinking about a lot as we get ready to start planning for next year. We've picked out some targeted things for the February 6th day, so it's not going to be comprehensive, but we'll focus on those things.

Aaron Bothner:

And I think as long as we continue to allocate time, just as Melissa laid out in her cadence calendar, we can't do everything at once. So we're going to ensure we block off a good time to take a deep dive on something, focused time. And over the next few months, we'll get to everything. So appreciate

everyone's patience and focus so that we really put our heads into all of this and we will get there one day at a time. So thank you.

Aaron Bothner:

Okay, great. There were a lot of little pieces here, so I'm just going to quickly go over the agenda. I don't believe we've missed anything. And I think we came back to everything we needed to before we move into the final stage of the meeting here, which is entailed the nominating committee and the executive session, I'm going to actually move the nominating committee section to after the executive session. It's a more logical sequence. So before we start to move into executive session, any questions on anything we've covered so far? Okay. So I'll make the formal motions here in a second, but it'll be executive session. Dan, is Nora going to be joining or is it just you?

Daniel Pasek:

She's on a board meeting Aaron, it's me.

Aaron Bothner:

Okay. No problem. Just want to make sure I note the guests correctly. So Dan will join us for the first part and then that'll be that, and then we'll come back out at the end and have a vote. For those interested in hanging out, you're more than welcome to do so, otherwise that portion of the meeting will be relatively brief. So we'll leave you to enjoy the rest of your evenings. I want to really thank Kurt and Melissa, again, for their tireless work over the past couple of months to get through this very busy phase and very complex phase as the school moves through a transition. I think the next few months ahead should have a really great trajectory. So I'm looking forward to it.

Aaron Bothner:

So sincere thanks to you both and to the rest of your teams that are on tonight or not present this evening. And 202... It's already almost the end of January. So 2021 is moving fast. Okay. With that said, I am going to make a motion that we go into executive session for two different purposes. The first purpose is for the purpose of considering the employment history of a particular person discussing matters leading to the possible employment of such person as the leader in residence/executive director for a Met Lighthouse, soon to be New Austin, we'll invite Dan Pasek to join us for that as a guest. The second will be for discussions regarding proposed pending or current litigation, specifically to consult with counsel relating to potential litigation related to a former employee. And that'll be a consultation with counsel, Susan Briggs. Do I have a second for that motion?

Jessica Boulet:

I second that and I am an I. Also, amazing motion. Well done.

Aaron Bothner:

Thank you. Let's see here, Constance? Sorry, I didn't get you Constance.

Tim Bryan:

I think you're muted.

Aaron Bothner:

Got it. All right. Sophia?

Sophia Huda:

I.

Aaron Bothner:

Aluta?

Aluta Khanyile:

I.

Aaron Bothner:

Tim?

Tim Bryan:

I.

Aaron Bothner:

Kahri?

Kahri Shabazz:

I.

Aaron Bothner:

Anuj?

Anuj Khatiwada:

I?

Aaron Bothner:

Shanta?

Shanta Pressley:

I.

Aaron Bothner:

Ellen.

Ellen Chen:

I.

Aaron Bothner:

Kamaria?

Kamaria Brisseau:

I.

Aaron Bothner:

I am an I as well. Did I miss anybody? Okay. Okay. So per usual, I think Ellen has, or is about to circulate the executive committee dial in. So Dan, I think she's got you on that as well. So you should be set to go. So we'll transition over there. It's 8:28, let's aim to me in ready to go by eight 35. I'll give folks a little bit here to take care of anything they might need to. For those who are moving on with your evening. Thanks so much for being with us here this evening and we'll look ahead to February.

Kisha Perez:

Thank you, have a good night.

Speaker 1:

Goodnight.

Speaker 2:

Goodnight [inaudible 02:01:39].

Aaron Bothner:

Goodnight Kisha. Goodnight Latoya.

Aaron Bothner:

Silence.

PART 4 OF 5 ENDS [02:12:04]

Aaron Bothner:

All right. Welcome back from executive session here. So we have one order of business left on our agenda from this evening, before we will move to adjourn the meeting. And that is a vote on the proposal from the nominating committee. So the formal vote is to extend an offer of employment to Malique Russell as the new Leader in Resident and Executive Director for Met soon to be a New Austin. Can I have a second for that vote?

Anuj Khatiwada:

I second. I'm an I.

Aaron Bothner:

Thanks Anuj. I'm an I as well. Aluta?

Aluta Khanyile:

I

Aaron Bothner:

Sophia?

Sophia Huda:

I

Aaron Bothner:

Tim?

Tim Bryan:

I.

Aaron Bothner:

Constance?

Constance Barnes:

I. Are we missing Jessica by any chance?

Shanta Pressley:

Did she drop off?

Aaron Bothner:

Oh yeah. Thanks for catching that I'll make sure we get everybody here. Ellen?

Ellen Chen:

I

Aaron Bothner:

Shanta?

Shanta Pressley:

I.

Aaron Bothner:

And Kamaria.

Kamaria Brisseau:

I

Aaron Bothner:

Okay, great. And I'll give her a second... I'm not sure what happened. I think she's having connectivity issues, I'll give her a second to vote. I do have one thing that I want to put on everyone's radar before I close out here for the evening. I'll keep everyone in the loop to the best I can over the next month as we begin to go through the onboarding process here assuming Malique formally accepts. I would really

encourage everybody to take a look and go through the BoardOnTrack resources around a CEO evaluation, there is a lot... It's just a starting place, but there's a lot there. I want everyone... There's going to be a lot of dialogue and a lot of decisions that are made over the next few months about the new organization structure, and how we're evaluating Malique, and then also our principals and what our new governance structures are going to look like in that context. And I would really like for folks to be able to have an educated, informed discussion on that.

Aaron Bothner:

This is certainly new to me so I'm going to be doing this as well, to be coming at it from this angle. But would really encourage you to set aside some time for that so that when we're having these conversations, we're all coming from some general background knowledge. If you need resources, access to resources, let me know. But again, BoardOnTrack has a really clear section with a lot of resources on that, so please take a look there.

Aaron Bothner:

And I'm sure as well we have at least a couple of board members who have a lot of knowledge in this space. So I would encourage you all to speak with each other as we start to think through the new governance structure we have in place with the relationship between the board and our new senior leadership team.

Aaron Bothner:

So that said, Jessica, we already went through the vote. So I'll read it again for you and then you can tell us what your vote is. So the vote is to extend an offer of employment to Malique Russell as the new Leader in Residence and subsequent Executive Director of Met soon to be new Austin.

Jessica Boulet:

I. Also did you know the time when you came back?

Aaron Bothner:

The video recording did. Thank you. Okay folks, again excellent job for everybody here to come in prepared we continue to just go through a lot of change, and this is going to get more routine, but we still have a lot of change to go through. So I appreciate everyone's patience, willingness to work together to do right by kids and to mentally change education. I'm not letting that go constants. So thank you so much everybody. A motion to adjourn the January meeting.

Anuj Khatiwada:

I second.

Jessica Boulet:

Wait, is this on time?

Aaron Bothner:

It was now you [crosstalk 02:44:07].

Jessica Boulet:

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Second it then.

Aaron Bothner:

I'll see everybody February six. Thank you. Good night.

Jessica Boulet:

[crosstalk 02:44:17] You did it.

PART 5 OF 5 ENDS [02:44:23]