

1. **Call to Order (Roll Call)** Meeting called to order at 6:32 PM by Board Chair (Michael Aronson)

Michael gave an Introduction of himself stated the Board is comprised of four parents and nine community members with a passion for education. He then introduced each Board Member present who then followed Michael and introduced themselves as well.

2. **Pledge of Allegiance** (ALL)

3. **Recognition of Guests** (Michael Aronson)

4. **Public Comment -**

Guests are asked to keep comments to a 90 second time limit to allow everyone who wants to speak to have a chance. Please see the continued pages for the transcription of the Public Comments. After Public Comments Michael stated Thank you everyone for sharing some public comments. A couple things I invite everyone to stay on for the rest of the meeting we have a packed agenda, and some things that came out of from our last meeting, and our emergency meeting as well. A couple things I want to do, I do want to mention again thanking you all for coming to speak, everyone's voice is important, parents, teachers, community members, and moving forward. The board is going to examine a process for public comments for future meetings, so we can ensure all the voices that want to speak are heard, as well as our needs to complete our board work throughout our agenda. I'm seeing some comments on the chat about not having enough time. So the board is going to work through a process, and we will share out what that will look like, ahead of our next board meeting on the 21st. And again, you know, I appreciate everyone's love and concern for ECS, and the board does take everyone's thoughts very seriously. The personnel matter that has been subject of many statements tonight is not appropriate for public discussion by the board, and therefore no public comment is going to be made on this matter on behalf of the Board or the administration at this point moving forward.

5. **Consent Agenda - Nothing pulled out for discussion**

Board Meeting Minutes - February 2021

Financial Reports as of January 2021

- i. Draft Balance Sheets January 2021
- ii. Draft Budget vs. Actual - July 1, 2020 - January 31, 2021
- iii. Draft Income Statement , July 1, 2020 - January 31, 2021

Payments over \$500, including credit card transactions over \$500 January 2021 Financial Statements

02-28-2021 Cash Flow

Quotes/Invoices/Contracts over \$10k

- i. Fisher Phillips Engagement Letter

**Resolution 2021-03-2041: be it resolved by the Board of Trustees of the School, that the Consent Agenda for March 2021 be approved. - Motion to approve at 7:24 PM with all members in favor and none opposed.**

6. **Board**

**Board Education - Lisa Elliott**

The ECS board is a governing role. We do this to ensure the longevity of ECS, we do not dictate the day to day operations of the school however we do review and approve policies. We ensure that there's adequate resources and ECS's financial viability. We support the mission of ECS and we monitor its progress. And we also assist in the development and the implementation of a strategic plan. Each year, the board members are nominated by the Governance Committee, and are elected by majority vote of the trustees present at the Board of Trustees meeting anyone and everyone who

wish to apply, if they're interested in being on the board, and we also do some outreach in the community to fill vacant positions, particularly around a need for the board. The board, as Michael mentioned, has a select number of participants but we are not allowed to have more than 1/3 of our members be parents of students with current ECS students. And then as you saw, we are relatively diverse board in terms, of a variety of different ways from our backgrounds from where we work in terms of race and ethnicity. And we each serve around a three year term, we can serve up to two consecutive terms. And as you heard, most folks on the board currently are either in their first or second term. Hopefully that answers some of the questions that I saw in the post. Michael - After hearing some feedback from other family members in the community. As far as an executive session that is part of a normal board process. And in that executive session, it is not open to the public. The only two things that are talked about are real estate matters that are not available and open to the public. And then any monthly HR staffing any personnel issues that are not open to the public. That is very normal and it happens at every single meeting. I just wanted everyone to understand, I encourage anyone at all to please read over our bylaws, if anyone has questions about the organization, the board, please reach out to any of us individually or the board email link is up on our website. And as Lisa said, we're always looking for volunteers to commit their expertise anytime to the organization.

### **COVID Relief Funding - Dr. Mandy Cribbs**

The ESSERS Relief Fund grant that we received, or actually, it has not yet been approved, but we have actually done we budget for we hope to get approval, and the ESSERS grant is called the Elementary and Secondary School Emergency Relief grant actually is coming from the Cures Act, that provides emergency relief to schools, particularly in the academic achievement area and trying to close the gaps that we saw through the COVID response. Funding for us is just a little over \$1.5 million. And it's spread out. We can start drawing it as soon as we have our budget approved, all the way through September 30, 2022 and the funding for this grant was also in the same ratio provided to us through our Title One funds. We're concentrating this amount of money into three main areas. The materials, contracted services, and people. The the people is really where we're going to see the most impact. The materials is the smallest amount of budgets, there were roughly around \$47,000 of this, and mostly this is a small amount because our facilities team has done an amazing job in preparing our school buildings in order to reopen. We have all of the PE currently that we need, we won't have to use that fund for that we have that another budget areas for School Safety and things, you're not included in. Air purifiers that we did purchase will go into this grant. And then additionally, we'd like to spend some money on our assessments for next school year, so that we can better target, and the learning gaps that we are seeing. The second area is those of the contracted services, and in this area were budgeting just over \$500,000. And these items in this are going to be our kindergarten academic readiness or onboarding. That's through open literacy that the board saw in the past month, we're going to contract with an ESL, ESL educator, we have summer programming through a contracted services through open literacy, we're going to continue that academic tutoring that we've been speaking about so highly into next school year. And we're also going to work with education on crew, in our case by our K to eight schools and crew is a program that combines the social and emotional skill development with habits of mind and academic readiness. The largest budget area, and that's in salaries for additional contracts for folks that we want to bring in to specialize on supporting our students as they return back to school next year as well supporting their academic growth of any sort or loss that we're seeing. And that budget amount is just over \$768,000. So we'll be able to increase with building based substitutes next year. We know that we'll continue to see our staff need to quarantine or take additional time off. Hopefully we won't but if we will, we want to have a building base substitute just to support our students, our teachers and our students in that capacity. We would like to hire our school psychologists earlier than is in our Performa so this the grant funding will allow us to do that and so we'll have two school psychologists in order to evaluate any student need. We also would like to try to hire some interventionist to target student needs for through MTSS and also we'll be able to provide additional support to our extended school year, we will also be able to add a social worker for our high school earlier than expected, and provide an additional special education teacher focused on literacy in our middle school. And then one last areas we are going to provide an additional assistant teacher on our primary school in our second grade, knowing that we want to increase all of the academic support that we can to have our students ready to go for third grade. So I just wanted to let you know that that is currently in the budget phase in the proposal phase and will we have that in with the state and we'll be hopefully hearing in the coming days, whether that is approved, and then we'll move forward in those three areas.

## Strategic Planning - Dr. James Doyle

We are currently in year three of a four year strategic plan which commenced in 2019, and the targeted focus areas on that strategic plan include curriculum and instruction, Equity and Diversity organizational health and sustainability expansion and Program Development communications and outreach governance and Student and Family Services. We recognize that that is super robust and we've realized a lot of success since 2019 and really thinking about and diving deep into these important areas, but what we recognize now is that the changing educational landscape does necessitate an update to this plan with a renewed focus on the future of ECS and one thing that we do is bring it back to what our mission is. The mission of ECS is to educate each student to higher academic standards using innovative curricula that will foster knowledge, love and respect for the environment and preserve it for future generations, or in other words we grow citizens that's ultimately the most important piece that we have and that's our guide as it relates to where we're going. Strategic Plan tenants are as follows. So the first and foremost is student focused and students first. What we mean by that is that organizational decisions are at all the times going to be consistent with what is best for students. So as we look at everything that we do as an organization and everything that we do in terms of the direction of this organization we are going to put, we put students focus first, and we're focusing deeply on what are those the best needs for students. ultimately, as we look at that, we are ensuring that all students, exit ECS and that exit friends might be in fifth grade that exit might be in eighth or ninth grade or that exit might be in as a senior and I'm a graduate of ECS high school, but wherever that exit is we're ensuring that those students are walking away as the most effective global citizens as possible because that's ultimately tying back to that really important space that we have within our mission. The second tenant, that's really important gets us a little bit to both the students and the adults that support them, but that's really focusing in on a high performance culture. So all staff and all students are held to consistent and unwavering standards of excellence. This means that we're looking at a high accountability environment but also a high support environment, and this framework is established for every individual, every stakeholder that kind of lives within this ECS world. And then finally, organizational sustainability, and what we mean by this is that our pathways for future organizational innovation and industry transiting, these things are cultivated and strengthened and these things are really thought about and really considered as it relates to everything that we do is, within this organization and we continue to position ECS, as the go to for the highest quality educational experience within the region. So we'll talk a little bit more in terms of guiding strategy for these candidates before I kind of explain what our next steps are. So when we talk about students focus, and students first, that guiding strategy is that we look at Dr. Cribbs as superintendent and she leads a lot of that instructional work so we're aligning all of our instructional resources, but also our non instructional resources and support us to ensure that steadfast commitment to mission and remember, we've got that mission of educating each student to high academic standards, using innovative curriculum that will foster knowledge, love and respect for the environment and preserving it for future generations are grilling like ultimately growing citizens so everything that we do instructionally and not instructionally on the strategy there is ultimately commitment to mission in front of our students. The second when we talk about high performance culture. The guiding strategy here is that we're really positioning performance is essential to food for all stakeholders in allocate allocate the requisite resources to support. So as we look at performance of staff we're really have that high accountability how's that high support and we're making sure that we have the resources and the the individuals, and everything that does those individuals, we'll need to be successful within the role and that goes for students as well, and specifically we look at student performance and things that potentially get in the way of student performance so we look at, you know, ensuring that we are sensitive to and combating any racial disparities that we see within our student performance. We are sensitive to and combating any cultural barriers that we see within our student performance we ultimately one dive deep into all of these all of these aspects that really create that high performance culture and ensure that everyone has what it takes to succeed.

Finally, we'll be talking about its organizational sustainability so the guiding strategy here is that, ultimately, we're leveraging strengths to insert or establish that sustained interest in attention to organizational excellence so if we focus on all of those instructional things that are excellent in all those non instructional things that are excellent within our organization, we're leveraging we're leveraging opportunities to sustain internal and external interest in those, those areas so that we have that attention that ultimately can help to sustain this organization for the real long haul. So those tenants are really really important to us and as we think about this, this process of our 2021 and

beyond strategic plan. Well, what's next. So right now we're on kind of a stage of giving a public preview of what those plan tenants are, by the end of March. So by the end of this. This month we hope to be able to identify a partner for the plan driver. So we'll be exploring opportunities to partner with local, or even potentially national organizations that could help to guide and drive us through this process that we really believe will take a minimum of six months to really really be able to do a strategic plan solidly and really really be able to talk to the right people and really really be able to set the right things in place to have that strategic plan something that we can all stand up, and all we really excited about. We anticipate that that's going to take about six months so identify a partner, that's really an expert in doing this, and then by September of 2021, we want to have that plan finalized and ready to implement by October of 2021. So just wanted to give you that little bit of a preview of our thinking around what are those important tenets of this plan, and then the next steps that we'll have that the board will see as we move forward with this really exciting endeavor.  
Proclamation/Recognition - CEO Jon McCann honoring former Chief Innovation and Outreach Officer Nikole Sheaffer

## 7. Business (Committee Reports)

Executive (Michael Aronson)

Create a task force with the purpose of it to evaluate and recommend options for more direct communications between the board and various stakeholder groups. The duration is going to be up to three months in length, and number of members allowed is to have up to eight members. Asking everyone on the call here and asking for volunteers in the parent community, the teacher community. We're gonna reach out to the PCO, and there will be communication sent out in the typical Friday newsletter emails. We're looking for representation from all stakeholder groups in the ECS community. Anyone attending tonight's board meeting, if you're interested, in being part of this task force, and you're able to commit the time to work on the task force, please go to our Board website, send an email to the board, letting us know that you are interested in this, the link is on our web page, but that once a task force, if it's voted on improved to approve tonight, it's further going to determine how to incorporate. Once it meets the diverse voices represented amongst the entire community. From a board perspective, any discussion or questions on this taskforce amongst the board, how it's laid out specifically?

Motion to create Taskforce Committee at 7:55 PM approved with all members in favor and none opposed

Governance (M. Bernardine Dias)

The Governance Committee largely oversees the recruiting and onboarding of the board members and assessing the board as the board continues on, we have been working on recruitment and onboarding practices of the board, trying to be increasingly strategic in terms of looking forward, multiple years and planning ahead. The process is well on its way and there will be new member slates to vote on at the annual meeting, I'm happy to answer any questions from the board members.

Education (Meryl Lazar/Lisa Elliott)

Lisa and I serve as co chairs, we are a committee of four people. Three of us are educators Lisa is the social worker among the group. We meet monthly with Mandy, and she keeps us informed of what's going on academically in the school, and we always ask her how can we help you, what can we do to support your efforts. We are out there in different communities and different networks of people. So for example, um, Mandy asked us in January. Can you please make sure that communities know that the application period is open. And so the school made a flyer for us and all of us went to work, disseminating these fliers and all of our communities so families that may not have known of this opportunity, we wanted to make sure they were informed far and wide. We'll continue to work with Mandy, as the as the school evolves with reopening.

PCO Liaison (Kevin Chung)

We want to be a place that helps the families, connect better to help the different parts of ECS communicate better. And so that's an open ended question, how one thing that we're working on at the moment is taking short videos of some of the things that PCO has done, and broadcasting. And to inviting people to join us

Finance and Facility (Ben Witsberger/ Dan Kiefer)

Finance Facilities Committee co chaired and combined finance and facilities, due to their sort of inter-connectedness. Within the long term financial and sustainability aspects of the board on a

monthly basis we regularly meet with with John McCann James Doyle and Michelle Resnick. From the Home Office team to review financial statements for the organization which were included in the consent agenda, voted on earlier this evening, on a monthly basis, we track financial performance of the organization to budget, as well as help plan the long term sustainability of the organization as well. This past month, we actually reviewed a multi year pro forma, looking at the financial sustainability of our future expansion with a high school, to ensure that we're making sound financial decisions around our expansion which is something that we do quite regularly. Some other things that we do as well. We review contracts and invoices for, you know, larger financial institutions larger contracts and things like that that we need for the school, for various reasons throughout the organization. I saw a question in the chat around the payroll protection program or a law that we received for that. We did receive a payroll protection program. Well, last year, just up just over \$2 million, and have submitted for submitted for forgiveness with the SBA in December of last year, the forgiveness program or the forgiveness aspect of the PPP program has been somewhat slow across the board. But those funds were used as, as they were with most everyone who received funding for salaries as well and a lot of fixed expenses like utilities and rent, things like that. Just sort of cover those expenses during, during the impact of the COVID 19 pandemic. A lot of the other conversations that we have during the finance Facilities Committee Meeting are going to be discussed later during the executive session around our real estate project going on right now with high school, and our expansion there, but I appreciate everyone's time and attention this evening.

- i. Finance Committee Update
- ii. Facilities Update

## **8. Other Business**

**Executive Session - Motion to move into Executive Session at 8:06 PM with all members in favor and none opposed.**

HR/Staffing Monthly Report (James Doyle - COO)

HS Real Estate Update

**Motion to move out of Executive Session at 8:51 PM with all members in favor and none opposed.**

**Adjournment of Trustee Meeting/ Board Committee Meetings - Motion to Adjourn at 8:51 PM with all members in favor and none opposed.**

## **Public Comment Transcription**

**Speaker 1:** Two questions. One is, I find it inconceivable that the Virtual Learning Plan for fourth grade, still uses Mr Williams' videos and I hope that he was compensated for them. That's all I'll say about that. And second, is there a plan to go to four day in person learning, I've already wrote and asked on the ECS web page and didn't receive a response, that's all I have to say, thank you.

**Speaker 2:** I'm a parent of three, a kindergartener, second grader, and fourth grader I want to share with you this poster that my second grader made at school this week for a global climate strike, I want to thank you for being a school that cares for the earth, I want to thank you for being a school that teaches my kids to use their voice to stand up for what they believe in. And for what they care about and because I care about and love this community I was one of the parents who wrote the open letter that you received this week, I want in this moment to draw your attention to where you said that you will do everything possible to care for families with this major staff transition and I want to tell you that was not our experience. I did the emotional labor of explaining to my children that it was both safe for them to return to school for the first time in the year, and explaining to them in the same breath that one of their favorite teachers had been suspended and no I didn't know why it was, and they were confused and they are still confused and you have still not provided me any resources to explain that to them or to make it feel safer in what has been a scary time. So I ask you to please correct the public record on this and the other things we've mentioned by this Monday. Thank you.

**Speaker 3:** I'm a parent of a fourth grader, who's in Mr Williams' class, I consider her still to be in Mr. Williams' class he is her forever teacher, I think. Thank you for the attention and additional volunteer hours that were put

forth over the past month, related to the sudden suspension of Mark Williams, but based on the board's response, I fear that you have misread this moment, the tools in the current toolbox. The MOU tentative agreement should have been shared and the subsequent information gathering and communications have in my view come up very short. It seems that regarding Mr Williams, you are saying that home office did nothing wrong. Follow the rules, and that this has been done without uproar, but I think that this moment will prove to be unlike those times before. As the reason open letter points out, which I suppose is same signatory, there are still too many inconsistencies and unresolved questions, and I, we need more of your attention in action, please publicly, correct the record by Monday. So yes, we should ultimately work with the whole community represented to question and improve the policies and practices and processes, but we should also still care very much about the inflection point that has led to this moment, which is the home office's specific and unjust act of suspending a phenomenal educator, a member of his community and informing his family and students. The board should examine this full box right away. Use your authority to add to it updated amended, make it better.

**Speaker 4:** I have an eighth grader at ECS and he will be continuing to the high school next year. I just wanted to take the time and thank all of the board members, all of the administration and home office for your tireless work. I know none of this is easy. My family supports you, and we were very thankful. And honestly, that's all that I wanted to say, Again, I know that there are some families struggling, but we put our faith into this administration and into this board for their tireless work, and we do appreciate it. So thank you, virtual and hybrid has been amazing. We've moved to hybrid, and I have a very happy 13 year old who is getting in person instruction, as well as time outside instruction and time with his friends and teachers. So thank you.

**Speaker 5:** I have three kids at ECS we have two in fifth grade, and one in second grade and we love the education that our kids are receiving at ECS and we want to thank each and every board member for all the time that you put in, I know this is a hard and sometimes thankless job. I would like to ask that we see an increase in administration transparency, along with any increase in student population. I would like to add to the record an additional piece of the Open Letter of request signed by 184 ECS stakeholders. It is our understanding that teachers union of ECS FT was not in agreement with the handling of the case on the part of the school, we don't understand how or why the board danced to speak for the Union and we invite ECS FT to publicly respond to the board's assertion, and thereafter we call on the Home Office and the board to publicly explain this discrepancy, and please to correct the record, we ask that the board publicly respond to these requests by this Monday morning, March 22 2021 Thank you

**Speaker 6:** I would like to make three observations. The first one is that probably we have regressed to a heightened state dynamic, that is a waste of time for everybody. It's not accidental, and neither is its responsibility on the merits. The second aspect is that I like using our time in a more productive way. Those at the top of it, administrators, and the board must hold the fact that one reason that we are in this situation is that they have repeatedly manipulated information with deceiving purposes, that is technically they had lied. Sometimes openly sometimes by means of being economic with the truth. So for things to begin to improve to me they would need to accept that they are not as Sly, as they seem to think they are and we are not as stupid as they Think we are, that we have way more information than they wish, we have. So please stop insulting our intelligence, and these letters of 10 paragraphs that either say absolutely nothing, or they are going to lead us nowhere in the other part of the problem is that we have a mechanism of accountability, if that is

by design.

**Speaker 7:** I'm a parent of two students at the ECS primary school and I'm thankful for the opportunity just to share some of my concerns I did not speak at the last board meeting. I'm not sure really why the board held an emergency meeting it seemed to me that the school's decision had already been made, and nothing said in that public session was taken into account. I feel like the meeting was just to placate parents who are upset the board's response did not take into account many of the issues raised at the meeting, and I feel like it missed the point of their response and also included statements that were misleading and inaccurate. I ask you to please address the misinformation that was pointed out in the recent Open Letter from parents, members of ECS by Monday, hurried up being anti racist at ECS on its website it says that ECS encourages staff to speak their truth. This appears to be a lie, it states that it encourages staff to embrace discomfort and uncertainty, be curious about why certain feelings. Feelings feel difficult challenging and frustrating. I challenge you and the home office to think about what people are saying here today, it can be difficult to see racism is so embedded in our society was the discipline of this teacher excessive due to race. It was at stake. Well it's yes may not have every answer or action we are committed to the progress of resolving issues brought to the school. We are bringing this to the school, please respond by Monday ECS needs to do better or stop saying that something that it is not. Why is restorative justice not an option.

**Speaker 8:** I have two children attending ECS, we've had children at the school for almost six years. My family loves and believes in ECS and we've actively supported ECS in a variety of ways including volunteering and speaking on behalf of ECS when PPS attempted to restrict busing. As a member of the ECS Action Alliance I'm working to ensure ECS adheres to the principles that initially attracted my family to the ECS community. My goal is to help guide ECS back to the path of collaboration and citizenship, a path that the administration seems to diverge from. Well it was the egregious mishandling of Mr Williams by the Home Office that have brought these issues to our attention. It is the cover that the board continues to provide that illustrates how pervasive these problems are when scores of parents pleaded for the board to consider open communication and transparency, the board instead released to purposefully unclear and inaccurate and potentially misleading summary. I do not and will not support espousing one set of values to our students and then acting as though those values, values cannot be applied to the administrative and business decisions made by the home office, and the board. On behalf of the ECS Action Alliance, I call upon the board to publicly correct the record including clarifying any serious misconduct on Mr Williams part and justifying the unusually harsh response by the home office, I strongly urge the board to publicly respond to the requests made by myself and other members of ECS Action Alliance by Monday morning. I'd like to note that as a group these action ECS Action Alliance exists to support the school and help it grow to its full potential, the parents and caregivers that make up this group have fought for ECS in the past and we will again in the future. I look forward to working with home office and the board to help support ECS as it continues to evolve and grow but I cannot in good faith, start working on those efforts.

**Speaker 9:** I'm so glad to have gotten the introductions from the board. Thank you all for your work. I know that it is often long hours, and a lot of

hard grind that you don't get a lot of thanks for so thank you for all of that. I would like to explain a little bit about what you might have heard just a few minutes ago about the ECS Action Alliance. We are a group comprised of caregivers, parents, and concerned citizens who love and support ECS, its teachers and the broader ECS community. We are committed to help ECS live into its values on all levels, growing and being active, engaged and thoughtful citizens being good collaborators, valuing every member of our community and working towards equity and transparency. We seek to creatively solve problems we see within our schools and to hold our leaders responsible when we see our institutions swaying from these core values. I want to reiterate that we all love ECS, and want to see it succeed and be the best school it can possibly be. That is the only reason we are here and any other narrative surrounding our hopes and goals is false. I've had three kids graduate from ECS, I have one currently there. I have been involved in the school since the day it opened, and have advocated on behalf of the administration, several times. We love this school, and we want to see it be the best it can be.

**Speaker 10:** Thanks board members for your service to the school. I have a daughter in fifth grade at ECS and my comment follows on paths a little bit actually. I was assigned to the open letter, which has now been signed by over 200 members of the ECS community. I'd like to address the concern that I've heard expressed by some parents and even home office administrators that by asking for transparency and transformation from ECS leadership, we might tear down or ruin the school either deliberately or inadvertently. That doesn't make sense to me. All of us are committed members of the ECS community. Many of the letter signers have been here since before the school is beginning a founding board member of ECS and its teachers and are so grateful for the experiences our children have had there. It is just not true. That asking an institution to change for the better is tearing it down. In the same way that dissent is patriotic calling for transformation and honesty and equity from an organization's leadership is a kindness, an act of love, and a positive good ECS is leadership is strong enough, must be strong enough to respond truthfully and forcibly to clear concerns from the ECS community without being ruined. With that in mind I call on the board to respond comprehensively and in writing. By the morning of Monday, the 22nd to the open letters requests. Thank you.

Just because they give a shell. Doesn't mean it wasn't true.

**Speaker 11:** I'm a parent of two students at ECS Primary School. First I want to thank you all for the transparency you've shown tonight with introducing yourselves and giving us some of your background, I encourage you to increase that transparency and maintain it over time I think it's critical to the relationship between the board across the students and faculty and parents. I wanted to address the letter that was circulated to families regarding Mr Williams termination, which I think was at a minimum disingenuous. Specifically, for example that highlighted and by repetition, the word resignation many times in the letter, which I think provides an inaccurate characterization of the course of events that happened with Mr. Williams. It also mentioned that there was a review of the disciplinary policy issues which were determined to be followed. I find that to be incredibly problematic because they were, if those are the disciplinary policies that are supported by ECS, then I believe they are inappropriate and need to be addressed. I call on the board to correct the record regarding that letter, and to examine the process that, by which Mr Williams was disciplined. I asked for that response by Monday March 22 And I really encourage you to consider whether or not that disciplinary process supports the mission

and values that ECS claims support. Thank you.

**Speaker 12:** Thanks, thank you for letting me speak tonight, I'm going to be reading, because I'm a bit nervous. Okay, let's talk business. The students are the stakeholders who the board in the school failed in this situation, home office could have conducted their activities with regards to Mr Williams in a way that did not harm 50 children. They were not thinking in the best interest of their stakeholders, everything that happened, could have been conducted, offline, there was no criminal actions that required the withdrawal of the teacher from the virtual classroom, the disruption and harm could have been avoided, or lessened, with the proper notifications and preparations. They truly acted in a way I believe that did not have their stakeholders, best interest in mind. I believe that the board's responsibility is to speak up and protect our youngest stakeholders, the home office may have followed all the correct policies and protocols in the situation for adults, in a corporate setting, but we are not in a corporate setting. This is a school with young children's feelings and education in our hands. I would like to see that we all understand this and move forward with this in mind when conducting ourselves, we are a school and not a business. But if we must run as a business, then please remember who your stakeholders are. Thank you.

**Speaker 13:** Thank you for the opportunity to speak and for all your service, I'm a new ECS parent. And I'm also a signer of the open letter that has been circulating this week and that we're also going to read. I'm a former teacher, I work with educators in many contexts. These days through my work, and I'm just completely blown away by the disciplinary context here. I really think in the emergency board meeting discussion summary you noted that the board, conducted a review of the progressive discipline process that was followed in Mr. Williams case, and it was deemed to be correct. And again, as a former teacher and a parent. This is just extremely concerning to me, progressive discipline is an industry standard term that typically includes a progression of steps per the tentative agreement that you all shared these steps can only be skipped if a serious misconduct with an educational settings serious misconduct is defined as arrest or charged for abuse of children that did not happen here. In the case of Mr Williams, you seem to have suspended this process in order to punish a teacher for speaking his truth, which is a value that is espoused, I have no idea how you can claim to be an anti racist organization that is helping teachers address and shift power without supporting this process and to express this truth in a form that was expressly deemed appropriate by his direct supervisors comment.

**Speaker 14:** , We were really drawn to the school because of its values and focus on collaboration, hands on learning and building citizens, and we're thankful to be part of the ECS community. I wanted to address something that was written in the email that the board sent to me, email that stated and I quote the board conducted a review of the progressive discipline process that was followed in his teachers case before the resignation and verify that the school policies and processes were correctly followed on the part of the administration, unquote. I'd like to know the details of the review conducted by the board. Who did you talk to my understanding and please correct me if I'm wrong, is that the Board did not reach out, or talk to Mark Williams, so I'm not sure how you exactly you were able to conduct a thorough review. Also I'm having a hard time understanding how home office followed the progressive discipline process when, number one, no warning was given either verbally or in written form. Number two, Mr Williams had gotten his supervisors permission to post the video he did not. And number three, he was suspended without pay, which is an unusually harsh action, with no way to voice his side of the story for many, many days.

**Speaker 15:** I am a parent of a graduate of ECS, and a current third grader, and I am a member of the ECS Action Alliance, both of my children have had amazing experiences at ECS, but not all families are afforded that opportunity. I want to start by making several things crystal clear to the board members who have not been involved with the school from inception. I am not a disgruntled parent. I love and support ECS, its teachers in the broader ECS community, and I am committed to ECS mission of helping children become active, engaged citizens. I am concerned because I currently see a disconnect between the values of our community, and the actions and statements coming from the Home Office and the board of directors, and I would like that to change my focus is to help the school returned to its core values and mission as they continue to grow and expand. I'm a parent who over the years has testified on your behalf at many Pittsburgh Planning Commission, the Pittsburgh Public School Board, and many community organizations, as you expanded and grew, grew. If asked today to do the same thing, I would not feel comfortable, you are not the ECS that our family knows and loves. My goal is to help you get back there, and to start this process I call on the board to publicly, respond to the letter. By March, 22 on Monday to set the

**Speaker 16:** Hi, I'm a fourth grade parent. I'd love to see us and I appreciate your board service. I just wanted to add to the record an additional piece of the recent open letter signed by some ECS community members as parents of children's within HS purvy we find it troubling that the boards have certain assurance that school policies and processes were correctly followed on the part of the administration, none of us wants to see our children treated with the same abruptness harshness, or lack of clear communication us toward Mr Williams,



and none of us wants to see another teacher treated in this way. We call on the HO and the board to publicly explain this justification for handling the situation so harshly, or correct the record. We asked the board to publicly respond by the morning of Monday March 22 Thank you.

**Speaker 17:** I am a parent of a fourth grader, as well. I'm going to read from a statement, try to get through the whole thing. Home Office caused a crisis unnecessarily to 50 of our students, of which my son is 1. 50 Students lost their teacher, not because of a video he posted but because of home office's handling of the matter. Please don't continue to mischaracterize our loss as a teacher simply resigning the home office and now the board has demonstrated insufficient concern for our students well being. You have a duty to publicly respond to the Open Letter submitted to home office and board of trustees please do so by Monday. When the union was first being formed the board seemed to say, if only we weren't hearing about the depth of teacher concerns for the first time, you seem to find it surprising and regrettable. When I learned to Mr Williams suspension, my first thought was home office is sending a powerful message to any staff that might dare to speak up in the future. When the board released a summary that champions home office for following protocols and policies you reinforce that message. Your lack of interest in providing true oversight over the concerns that our families have recently brought before you is all the explanation you will ever need an answer to the question of why staff doesn't bring their most serious concerns to the board and why staff needed to form a union. The board has been complicit with the administration's actions rather than providing any balance or oversight. This leaves concerned community members in a terrible position, who else

**Speaker 18:** I'm a parent of an ECS student, I just want to add my voice as a signer to the open letter asking the board and home office to respond to that letter in full by Monday morning, the 22nd Thank you

**Speaker 19:** Hi, thank you everyone, thank you Board for holding this space,

thank you home office and for every parent and person who I'm just here to speak on behalf of the Union. We while we have decided to hold back on releasing any public statement. We just like it for the record that ECS FT representatives were not consulted regarding the board's investigation, and we did not collaborate with the board and the writing of the statement that they released the communication from the board appeared to only reflect the perspective of home office and it contained factually incorrect statements about the union's positions, progressive discipline was not applied to Mark Williams when he was suspended without pay for any unspecified reason amends parent outcry and union stewardship has made it clear that progressive discipline, did not occur that's the statement that I wanted to read. Thank you for your time.

Attended Remotely	Did Not Attend
<p>Michael Aronson  Molly Bennett  Latonia Cherry  Kevin Chung  Amanda Cribbs  M. Bernardine Dias  James Doyle  Lisa Elliott  Daniel Foreman  Angela Holtzman  Robert Jones  Dwight Laufman  Meryl Lazar  Jon McCann  Sapna Parker  Sarah Piot  Michelle Resnick  Andre Samuel  Ben Witsberger</p>	<p>Dan Kiefer</p>