

**From:** Kiki Huston [REDACTED]  
**Subject:** Re: Letter to the editor Uptown Messenger Robbie Evans Comments about Unionization Efforts at Lusher  
**Date:** May 9, 2016 at 10:22 AM  
**To:** Chunlin Leonhard <leonhard@loyno.edu>  
**Cc:** pbarron@tulane.edu, Rachel Wisdom <rwisdom@stonepigman.com>, reuben.teague@prudential.com, Richard F. Cortizas <rcortiz[REDACTED]>, aleshba[REDACTED], Ann Salzer <asalzer@tulane.edu>, cwheilan@tulane.edu, Blaine Lecesne <blecesne@loyno.edu>

Chunlin -



Kiki

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**To:** 'Robert Morris' <rmorris@nolamessenger.com>  
**Cc:** pbarron@tulane.edu; 'Rachel Wisdom' <rwisdom@stonepigman.com>; reuben.teague@prudential.com; 'Richard F. Cortizas' <rcortiz[REDACTED]>; aleshba[REDACTED]; 'Ann Salzer' <asalzer@tulane.edu>; cwheilan@tulane.edu; Blaine Lecesne <blecesne@loyno.edu>; leonhard@loyno.edu; 'Kiki Huston' <[REDACTED]>  
**Sent:** Monday, May 9, 2016 10:10 AM  
**Subject:** Letter to the editor Uptown Messenger Robbie Evans Comments about Unionization Efforts at Lusher

Dear Mr. Morris,

Thank you very much for your diligent coverage on the Lusher unionization efforts. I would appreciate it if you could please post my personal comments below as a letter to the editor in Uptown Messenger as soon as possible. There is a lot of misinformation, partial truth and fear mongering out there. It is a difficult issue under the best of circumstances. We need facts, not fantasy, for our teachers to make the right decision.

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Mr. Robbie Evans, the vice president of the board that governs the Choice Foundation, a three-school charter network in New Orleans, recently urged the Lusher Charter School teachers to vote against their fellow teachers' efforts to unionize, calling union as "an impediment to charter schools' progress." (The Advocate, Monday, May 9, 2016 p. 1B) He also commented about "union-created deadlock where only ineffective and possibly abusive teachers would benefit," pointing to the infamous "rubber rooms" associated with New York public schools – "temporary reassignment centers where union-represented teachers accused of misconduct or incompetency have been sent while they await rulings from independent arbitrators." (*Id.*) Mr. Evans' comments are not only outdated but also completely inapplicable to the unionization efforts at Lusher. A more salient example contradicting Mr. Evans' comments is the Ben Franklin High School union. Ben Frank High School's governing board voluntarily recognized its faculty's petition in May 2014. Ben Franklin's unionized teachers and its administration concluded their negotiations of a collective bargaining agreement in March 2015. I studied the

agreement carefully and talked to the people involved with the negotiation. I believe that the Franklin agreement struck the right balance between the teachers' concerns and the administration's interests to ensure quality performance. Multiple people from both sides have described the agreement as fair. It is simply wrong for Mr. Evans to assume without any attention to reality that unionization alone would result in protecting "ineffective and possibly abusive teachers."

Recently, US News and World Report released its annual rankings of high schools. Ben Franklin is now ranked 53rd nationwide, moving up by 27 steps from its last ranking. While that is no solid proof that the unionization contributed to the improvement, this certainly shows that unionization alone does not lead to a race to the bottom. In an email to Ben Franklin alumni after the Ben Franklin Board voted to voluntarily recognize the petition, Mr. Duris Holmes, who was the president of the Ben Franklin Board at that time, pointed out that Ben Franklin had been a unionized school for most of its history. "This fact did not degrade the quality of instruction at the school then or the achievements of its students. There is no reason to believe that a unionized faculty at Franklin now will in any way hurt the school," continued Mr. Holmes.

Now that Ben Franklin has blazed the trail, Lusher can learn from the Ben Franklin experience and make an agreement better for Lusher. If the Lusher teachers vote to recognize the union as a collective bargaining unit under the National Labor Relations Board supervised election on May 17, the Lusher administration and the Lusher teachers will sit together and negotiate an agreement, just like their peers at Ben Franklin. During this contract negotiation process, the Lusher administration does not have to agree to any terms that it feels would compromise the Lusher excellence. This is absolutely no reason to assume that the Lusher teachers who desire a voice at the bargaining table would try to do anything to compromise the Lusher excellence. The Lusher administration is certainly not obligated to agree to any terms that would create the "rubber rooms" problem, a practice that supposedly ended in 2010 according to the Advocate article. I am confident that, working together collaboratively as a team, the Lusher administrators and the teachers can come up with an agreement that will ensure Lusher's long term quality academic standards and bring the best out of Lusher's already excellent faculty.

Sincerely,

Chunlin Leonhard

Member of the Lusher Board, but speaking only on her own behalf.

Associate Professor of Law  
Director, LL.M. Programs  
Loyola University New Orleans College of Law  
Tel. (504) 861-5854  
[leonhard@loyno.edu](mailto:leonhard@loyno.edu)

You can access my papers on SSRN at: <http://ssrn.com/author=1615756>



From: Kiki Huston [REDACTED]  
Subject: Re: Fraudulent NLRB "elections"  
Date: May 7, 2016 at 7:28 PM  
To: Richard Cortizas [REDACTED]  
Cc: Rachel W. Wisdom RWisdom@stonepigman.com, pbarron@tulane.edu, aloshtb [REDACTED], Ann Salzer asaizer@tulane.edu

Thank you for this info. It is all so troubling. I also find the belligerent tone that Blaine adopted w Mag to be of concern.  
Kiki

Sent from my iPhone

On May 7, 2016, at 6:09 PM, Richard Cortizas [REDACTED] wrote:

All

I have purposely excluded a Blaine, Chunlin and Carolyn from this email for obvious reasons. However, I communicated with Greg Rusovich earlier- who shared with me some troubling info. Apparently, Chunlin and others, very naively, have been making the rounds pushing a case for unionization at Lusher...I do not know why, but I can only suspect why?

What is troubling to me is that Chunlin has been arguing a position of neutrality and admonishing the board, administration and non-union folks for expressing their views...but privately seeking audiences with members of the community encouraging a pro-union position.

I wanted to share this info with you all- and certainly allow you all to form your own opinion...but I trust Greg. And am certain he has no reason to lie to me, additionally he did share that what peaked his suspicions was, not only the pro-union rant of a charter school board member, but the over the top, biased, and factually incorrect information that was being related by a Board member as board gospel!

Thanks.

Sent from my iPhone

On May 7, 2016, at 4:44 PM, blecesne@loyno.edu wrote:

Mr. Rusovich mentions "our community" "our parents" and "our children" as though he is a part of the Lusher community and an advocate of public education. Yet, he has sent his own children exclusively to exclusive private schools.

His reprehensible personal attack on one of our fellow Board members demands a response from us.

Blaine

FYI.

-----Original Message-----

From: Gregory Rusovich [mailto:GRusovich@tdintgroup.com]  
Sent: Saturday, May 07, 2016 12:57 PM  
To: Chunlin Leonhard <leonhard@loyno.edu>  
Cc: Jim Klebba <klebba@loyno.edu>; Marilyn Rusovich <[REDACTED]>  
ICE Suzanne Rusovich [REDACTED]  
Subject: Re: Fraudulent NLRB "elections"

Please provide an alternative faculty member for our family to speak with concerning the future of our program. My assessment of your disingenuous statements is clear, and I view your public position as completely contradictory to helping our parents and children progress. We have fought way too hard over the last decade to improve the education of our children to sit back and watch unions pour into our community and devastate our progress on behalf of education bureaucrats. And you see, our community has been committed to improving children's education, not as a condition



has been committed to improving children's education, not on serving a national union agenda. And the good teachers place their focus on kids and parents, so we are fully confident of their support. You need not be concerned over our family support of Serbian families, we will always find a mechanism through some vehicle to help, as we have in countless other ways in our own community - even while battling those forces attempting to set our community back. Please provide a new contact for our family as previously requested. Greg

Sent from my iPhone

On May 7, 2016, at 12:12 PM, Chunlin Leonhard <leonhard@loyno.edu> wrote:

Dear Greg,

I am shocked to see your email and your accusation that I was behaving disingenuously when I discussed the issues with you during our breakfast.

Every single word I said to you was true and consistent with my desire to serve our community to the best of my professional ability. As a lawyer,

I have always tried to behave honestly and credibly. If you have received any information about my "position and background", I would love an opportunity to rebut any accusations before you conclude that I was

being "disingenuous" with you. I cherished my discussions with you and truly enjoyed meeting you that day.

I understand that this issue is polarizing and reasonable good people can disagree. I have expressed my position publicly because I truly believe (and still do) that the cost for not voluntarily recognizing union is too high and may cause lasting damage to the Lusher institution. I also don't believe that it is a wise use of public resources to resist unionization because of the teachers' desire to have a voice in the management decision. The teachers who petitioned for recognition are some of the best teachers that Lusher has.

I respect your opinion to disagree with me if we truly disagree with each other, but will defend against any accusation that I have any ulterior motives other than to serve the best interest of Lusher, as I am obligated to do as a member of the Board.

Finally, I would hate to see our students being deprived of the wonderful opportunity that your family has been so generously giving to our Serbian students. I would hope that you and your family would be able to find it within your hearts to tolerate our differences in opinion and continue your support of our Serbian students despite our differences. Our legitimate differences make us all stronger as a country. As we discussed during the breakfast meeting, Serbia as a growing country will benefit tremendously from the inflow of legal talents as a result of your generosity.

I would very much like an opportunity to meet with you and discuss this matter further. I am done with my teaching duties this semester and can

meet with you at any time during the day during next week except for Thursday March 12. Please let me know.

Thank you very much,

Sincerely,

Chunlin Leonhard

-----Original Message-----

From: Gregory Rusovich [mailto:GRusovich@tdintlgroup.com]

Sent: Saturday, May 07, 2016 11:40 AM

To: leonhard@loyno.edu

Cc: Jim Klebba <klebba@loyno.edu>; Marilyn Rusovich

<mirus@██████████ ICE Suzanne Rusovich <██████████

Subject: Fraudulent NLRB "elections"

Chunlin, I have since investigated your position and background as regards the unionization effort at Lusher and am extremely disappointed both in the disingenuous manner in which you presented your own position at bkfst, as well as the dangerous public position in which you are taking. The NLRB is comprised of radical ideologues who are union sychophants. More importantly, our community has made huge positive strides in vastly improving our public education for our children, and we do not need outside union lackies converging on our beloved community to take us back to a broken system. The entire business and civic community are now galvanizing together to stop this outside unfair intrusion, just as we did effectively post Katrina in a highly effective manner. It is sad to see you, (and frankly I suppose Loyola by implication of your position), as part of this harmful effort against our beloved community. I shall not stand by and watch actionless and am not only engaging in the war to keep our progress in public ed moving forward, but also send this note to officialy notify you that we are stalling our Scholarship program until we can further discuss as a family. Plese hold any and all actions to proceed with our program until we further advise. Also, regardless of our decision, please confer with appropriate parties at Loyola and have someone provide us with a different individual to work with, as your statements at our bkfst were disingenuous and your position hostile to our community progress. You have every right to your free speech, we have every right to spend our money as we deem appropriate. We are also investigating moving our program to Tulane. Regards, Greg

Sent from my iPhone

From: 'kiki huston' via Lusher Charter Board and Administrators [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
Subject: Re: [Lusher] May 14 meeting -- poll  
Date: May 3, 2016 at 10:28 PM  
To: Wisdom, Rachel W. [RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com), [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

I will be attending Tulane graduation, so will not be available.  
Kiki

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From: "Wisdom, Rachel W." <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>  
To: "[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)" <[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)>  
Sent: Tuesday, May 3, 2016 8:21 PM  
Subject: [Lusher] May 14 meeting -- poll

I have heard from board members who, like me, have conflicts on 5/14.

So, I am polling to try to ascertain if we will have a quorum.

Please let me know whether you can attend.

Thank you.

Rachel W. Wisdom  
Stone Pigman Walther Wittmann L.L.C.  
546 Carondelet Street  
New Orleans, Louisiana 70130  
Direct Dial: (504)593-0911  
Direct Fax: (504)596-0911

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From: kiki huston [REDACTED]  
Subject: Re: Board Concerns  
Date: April 25, 2016 at 3:40 PM  
To: Barron, Paul L pbarron@tulane.edu, armstron@nadal.loyno.edu, blecesne@loyno.edu  
Cc: armstron@loyno.edu, roortz [REDACTED] alosbbaud [REDACTED] leonhard@loyno.edu, Salzer, Ann K asaizer@tulane.edu, rbteag [REDACTED] Whelan, Carol S cwhelan@tulane.edu, rwisdom@stonepigman.com

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All -

I was contacted by an individual who was furious about the way the vote went on Sat. In their anger, this person said many things I am sure they wish they had not. The main gist though, and why I share this w you all, was that, "Kathy has to go". This was repeated several times, and I was told was a main motivator in unionizing. I share this because I believe we are being naive if we think otherwise.

I do not believe that Paul's request to Blaine was anything resembling a coup. I cannot begin to fathom the numbers of hours that Blaine has dedicated to the board, nor can I imagine how many nights of sleep have been lost for the sake of the school. Blaine has been a tremendous leader for many years. However, we are at a stage where the obvious rift between Blaine & Kathy is palpable. I do not suggest that one side or the other is responsible for this, but I feel the current situation & the adversarial relationship can only do further damage to our school. At a time when we need to come together as a board & as a community, two of our most important leaders are unwilling to yield. The climate is toxic & it bothers me deeply...

I am unable to meet any time this week. I do not think that the board should take a pro-union stance. If I understand, Chunlin's desire to voluntarily recognize the union, was driven by fiduciary responsibility. It seems to me then, that at this point (NLRB filings aside) that the financially prudent route would be anti-union. We have heard much about the high costs of contract negotiations. So, if money is the motivator, I would think that we should not want a union.

I, however, prefer to remain neutral & truly get a gauge of what our teachers want.

I hope that you can take my views in to account when meeting this week.

Kiki

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From: "Barron, Paul L" <pbarron@tulane.edu>  
To: "armstron@nadal.loyno.edu" <armstron@nadal.loyno.edu>; "blecesne@loyno.edu" <blecesne@loyno.edu>  
Cc: "armstron@loyno.edu" <armstron@loyno.edu>; "rcortiz [REDACTED]" <rcortiz [REDACTED]>; Kristin Huston <kikihust [REDACTED]>; "aloshb [REDACTED]" <aloshb [REDACTED]>; "blecesne@loyno.edu" <blecesne@loyno.edu>; "leonhard@loyno.edu" <leonhard@loyno.edu>; "Salzer, Ann K" <asaizer@tulane.edu>; "rbteague@gmail.com" <rbteague@gmail.com>; "Whelan, Carol S" <cwhelan@tulane.edu>; "rwisdom@stonepigman.com" <rwisdom@stonepigman.com>  
Sent: Monday, April 25, 2016 1:37 PM  
Subject: RE: Board Concerns

Andrea:

I reject your statement: " In my opinion, your proposal does not appropriately honor the years of service, tireless advocacy and leadership that Blaine has contributed." I agree that Blaine has worked diligently and effectively for Lusher. Nothing in my email suggests otherwise. I also reject Carol's characterization that my email was an attempt for a coup. My email simply made a suggestion to Blaine rather than some type of demand. While Blaine and I disagree about many things at this point, my email is not because of some personal animosity. I simply articulated my belief that Blaine and Kathy can no longer work together effectively. It is, in my mind, given that relationship, that the Lusher will be best served if there is a new president of the board. I am in no way suggesting that Blaine should resign from the board. In fact, I would be strongly opposed to such an idea. I simply think that another member of the board could better create a relationship that must exist between a board chair and the CEO of an organization.

This is my view, but if neither Blaine nor the board wants to address this issue, that is their choice.

Paul

Paul Barron  
The Class of 1937 Professor of Law (Emeritus)  
Tulane Law School  
6329 Freret Street  
New Orleans, LA 70118  
Voice 504-865-5986  
Fax 504-862-8846

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From: [armstron@nadal.loyno.edu](mailto:armstron@nadal.loyno.edu) [mailto:[armstron@nadal.loyno.edu](mailto:armstron@nadal.loyno.edu)]  
Sent: Monday, April 25, 2016 1:09 PM  
To: [blecesne@loyno.edu](mailto:blecesne@loyno.edu)  
Cc: Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>; [armstron@loyno.edu](mailto:armstron@loyno.edu); [rcor\[REDACTED\]](mailto:rcor[REDACTED])  
Kristin Huston <[\[REDACTED\]](mailto:[REDACTED])>; [aloshi\[REDACTED\]](mailto:aloshi[REDACTED]); [blecesne@loyno.edu](mailto:blecesne@loyno.edu);  
[leonhard@loyno.edu](mailto:leonhard@loyno.edu); Salzer, Ann K <[asaizer@tulane.edu](mailto:asaizer@tulane.edu)>; [rbteac\[REDACTED\]](mailto:rbteac[REDACTED])  
Whelan, Carol S <[cwhelan@tulane.edu](mailto:cwhelan@tulane.edu)>; [rwisdom@stonepigman.com](mailto:rwisdom@stonepigman.com)  
Subject: Re: Board Concerns

Paul - I think we all need to step back from the brink. In my opinion, your proposal does not appropriately honor the years of service, tireless advocacy and leadership that

not appropriately honor the years of service, tireless advocacy and leadership that Blaine has contributed. Though tempers might be frayed at the moment, that context is critical for constructively moving forward. We now have a process in place for the board to receive information about alleged misbehavior and if additional conflicts emerge, we as a board can address them as needed.

Andrea

> Paul,

> I decline your invitation to resign as President of the Board. I will  
> not dignify the remainder of your email with a response.

>

> Blaine

>

>

>

>

>

>> Dear Blaine:

>>

>> I did not see the interchange between you and Kathy last night until  
>> this morning. I was very disappointed in the way you handled that  
>> exchange.

>> Whether or not it was appropriate for Kathy to forward the email  
>> (which I believe she should have) you treated her in a dismissive and  
>> nasty way.

>> Then, your second email suggested that Kathy was hiding something and  
>> Kathy's niece had fabricated her account because of that relationship.

>> If

>> Kathy investigated this matter by speaking to Larissa Gray, it  
>> probably would have raised a claim of intimidation by the union and  
>> an unfair labor practice.

>>

>> It is clear to me, that there is a substantial rift between you and  
>> Kathy.

>> I believe that this began at the time of the renewal of Kathy's  
>> contract.

>> I've watched the emails back and forth and I've concluded in my mind  
>> that it is impossible for the two of you to work together. Your email  
>> last night clearly indicated that you do not trust Kathy. An  
>> organization simply cannot operate if there is no real relationship  
>> between the CEO of the board president. We have, unfortunately,  
>> already a dysfunctional board and this relationship only makes us  
>> more dysfunctional.

>>

>> I believe that this problem can be resolved only if we both release  
>> Kathy and get another CEO who can work with you better or,  
>> respectively, ask you to step down as president. I'm sad by this fact

>> but I believe it is true.  
>> I therefore ask you to step down as president and obviously remain on  
>> the board as a board member.  
>>  
>> I want to make it absolutely clear to all of the people on the board  
>> that I have no interest in nor will I agree to become president if  
>> asked.  
>> Whoever that person may be, it seems to me that it should come from  
>> the group of board members who have been on the board for significant  
>> number of years to ensure continuity. That group be Kiki, Rachel, and Carol.  
>>  
>> I believe that the best choice, should she agree, is Carol. She has  
>> been on the board since the beginning. She is very knowledgeable  
>> regarding  
>> K-12  
>> education and charter schools given her positions to Tulane. She has  
>> a unique perspective since she is married to a prior Lusher teacher.  
>> She is also not a lawyer, of which we have too many. A board chair of  
>> a charter school would, if possible, be an educator. Finally with  
>> Carol's retirement hopefully she would have the necessary time to  
>> work us through this difficult time whether the union is certified or  
>> not.  
>>  
>> Obviously, I've not spoken to Carol about this but I am hopeful,  
>> should you step down, that she will take up the challenge.  
>>  
>> Respectfully,  
>>  
>> Paul  
>>  
>>  
>> Paul Barron  
>> The Class of 1937 Professor of Law (Emeritus) Tulane Law School  
>> 6329 Freret Street  
>> New Orleans, LA 70118  
>> Voice 504-865-5986  
>> Fax 504-862-8846  
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From: 'kiki huston' via Lusher Charter Board and Administrators lusherschool.org  
Subject: Re: Fwd: [Lusher] Incident at Board Meeting  
Date: April 24, 2016 at 7:40 AM  
To: Kathy Riedlinger kathy\_riedlinger@lusherschool.org  
Cc: bleecesne@loyno.edu, lusherschool.org, Mag Bickford mbickford@mcglinchey.com

I would like to be notified of such incidents.  
Kiki

Sent from my iPhone

On Apr 23, 2016, at 10:34 PM, Kathy Riedlinger <kathy\_riedlinger@lusherschool.org> wrote:

I'm done on this issue. [REDACTED] I will continue to do so, [REDACTED]  
There are many more. If anyone else wants to know them, I'll share.

Kathy

Sent from my iPhone

On Apr 23, 2016, at 9:41 PM, bleecesne@loyno.edu wrote:

This is the last thing I'll say on the matter. It has nothing to do with your hiring your niece, nothing whatsoever. So please don't make it about that. It has to do with reporting an unsubstantiated, purported infraction by a UTL member and not disclosing your relationship to the complainant. If all you report are allegations on one side, especially ones as facially suspect as this, that's problematic. Doing so raises a potential ULP.

Blaine

Casey is my niece, a talented, well-respected staff member. What are you implying?

Kathy

Sent from my iPhone

On Apr 23, 2016, at 8:02 PM, bleecesne@loyno.edu wrote:

Kathy,  
The person reporting this to you appears to be a relative of yours. Isn't she your niece? If that is the case, it compounds the problem I alluded to in my previous email.

Blaine

FYI

Sent from my iPhone

Begin forwarded message:

From: Casey Hurstall <casey\_hurstall@lusherschool.org>  
Date: April 23, 2016 at 6:58:28 PM EDT

Date: April 23, 2010 at 8:30:20 PM CDT  
To: Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
Subject: Incident at Board Meeting

I am writing to inform you of an incident that occurred between myself and a teacher, who I later learned to be named Larissa Gray.

As I entered the library this morning around 7:40, I noticed I was the only person who had arrived who was not wearing a UTL button. There were about 5-10 people there already spread out, standing up and talking. I said hello and made my way to the second row. The seat on the aisle was taken (someone had put their keys on it), so I started to sit down at the next seat. As I was sitting down, Ms. Gray body checked me, using her hips to push me into another seat. She put her arm around my back, pressed her hips and legs against my own, and put her face within 2 inches of mine and said, "There's going to be a lot of us coming."

Shocked and completely at a loss for words at being pushed out of the way so forcefully, all I could manage to say was, "This is weird." Still showing her face in my own, she replied, "There's been a lot of weird things happening lately."

My hands were literally shaking. I have never felt so unwelcome or so unsafe at Lusher in my 5 years here.

Ms. Gray finally left the seat next to me once Erica Hahne entered the room and seemed to be going for the front row. Ms. Gray leapt up and sprawled herself across the front row.

I felt you should be made aware of this incident. If there is anyone else you feel should also be made aware, please let me know.

Best,  
Casey

--

\*\*\*\*\*  
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From: kiki huston [REDACTED]  
Subject: Apologies to the board  
Date: April 20, 2016 at 7:46 PM  
To: Alysia Loshbaugh alosht [REDACTED], Reuben Teague reuben.teague@prudential.com  
Cc: Wisdom, Rachel W. RWisdom@stonepigman.com, lusher-board-only@googlegroups.com, mbickford@mcglinchey.com

---

Blaine -

I apologize for my earlier email. I did not intend to send it to others, I did hit reply all from your email - I did not realize that others were included and I did not add recipients. My mistake and I apologize.

I ask for compassion for all sides, and believe that the administration has been belittled in this process.

Tensions are riding high & a school we all love is deeply divided.

I hope we can find a way to move forward for the best solution for our community.

Sincerely,

Kiki

From: 'kiki huston' via Lusher Charter Board and Administrators lusherschoolboardandadministrators@googlegroups.com  
Subject: Re: [Lusher] [Fwd: Lusher teacher union]  
Date: April 20, 2016 at 2:53 PM  
To: bleecesne@loyno.edu, Kathy Riedlinger kathy\_riedlinger@luserschool.org  
Cc: lusherschoolboardandadministrators@googlegroups.com, Emily Palit [REDACTED], ann\_welsh@luserschool.org,  
James Brown jabrown@liskow.com, Brooke Duncan III brooke.duncan@arlaw.com, mbickford@mcglinchey.com,  
Richard Exnicios richard.exnicios@fema.dhs.gov

All -

I have thought long and hard today as to whether to address this. I cannot let this pass.

Blaine -

Kathy is distraught, your reply to her shows no empathy or understanding. She and her team have dedicated their lives to building this program. Not one of us can argue about the success of Lusher.

The allegations are swirling that you, Blaine - our board president and once Kathy's closest ally - has had a large role in getting the union to this stage. I will not argue as to whether these allegations have any basis in fact, but your actions and words suggest that you are not willing to work w the administration on this. Further, I feel that your actions, all year, have served to undermined her role as CEO. You clearly have an agenda. We have all received emails, addressed to individuals, from both sides of this issue. You have forwarded to the board only the emails from the union side.

I am heart sick. Our community - one of the things I love most about Lusher - has been torn apart.

I can't let you paint Kathy as unhinged & over-reacting and not address the elephant in the room. Again, whether or not true, the allegations are out there & Kathy feels betrayed.

I am not a lawyer & I'm sure there is some legal reason this email is inappropriate, but I can't let this go w/out speaking from the heart - that is my intent here.

Please - lets move forward w some compassion for those who have dedicated their lives to serving our children.

Kiki

---

From: "bleecesne@loyno.edu" <bleecesne@loyno.edu>  
To: Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
Cc: bleecesne@loyno.edu; lusherschoolboardandadministrators@googlegroups.com; Emily Palit <[REDACTED]>; ann\_welsh@luserschool.org; James Brown <jabrown@liskow.com>; Brooke Duncan III <brooke.duncan@arlaw.com>; mbickford@mcglinchey.com; Richard Exnicios <richard.exnicios@fema.dhs.gov>  
Sent: Wednesday, April 20, 2016 12:55 AM  
Subject: Re: [Lusher] [Fwd: Lusher teacher union]

What in the world are you talking about? I have been routinely passing

emails on to the Board that were addressed to me individually, but clearly intended for the Board's consideration. Most of those were board only transmittals. This is the third or fourth such email. Most of the emails on both sides of the issue are sent to the Board but the occasional one such as this is sent to me with the clear intent that the Board hear their message. I pass them all on to the Board for consideration.

What is so objectionable about the content of the email, other than the fact that you plainly do not like hearing any support for the union? Do you want us to only hear the anti-union side? Aren't these meetings with various groups--parents and teachers-- intended to hear from all who want to be heard? Would you have been this outraged if the email was from one opposed to the union?

And how do you know this person was "manipulated?" You only use that word when it comes to pro-union voices. Anti-union voices are always speaking their conscience, free of any manipulation.

Your over the top and misplaced reaction is precisely why the Board members need to be able to communicate amongst ourselves.

Blaine

> This is one of our most precious families. The fact that Cathe has been manipulated in this process and then have her message forwarded on to all  
> of you by our board president in an attempt to show you that you should recognize the union without a teacher vote is unconscionable.  
> I'll speak to anyone about this -- board, PTSA, other school leaders, press.  
> Call me, please. I'd be more than glad to discuss.  
> Kathy Riedlinger, CEO  
> Sent from my iPhone  
>> On Apr 19, 2016, at 11:27 PM, [blecesne@loyno.edu](mailto:blecesne@loyno.edu) wrote:  
>> FYI.  
>> Blaine  
>> ----- Original Message  
>> -----  
>> Subject: Lusher teacher union  
>> From: "Cathe Mizell-Nelson" [REDACTED]  
>> Date: Tue, April 19, 2016 11:10 pm  
>> To: [blecesne@loyno.edu](mailto:blecesne@loyno.edu)  
>> -----  
Dear Mr. Lecesne:  
>> This evening I attended United Teachers of Lusher's meeting for parents

>> This evening I attended United Teachers of Lusher's meeting for parents.  
>> The great majority of the parents who attended voiced their  
>> whole-hearted  
>> support for the union. After hearing the information presented by the UTL  
>> members as well as the concerns of the few parents who spoke against  
the  
>> union's efforts, I believe that the Lusher Board of Directors should  
agree  
>> to engage in contract negotiations with UTL. Please do your part to see  
that there is a quorum for Saturday's meeting.

[REDACTED]  
I know the teachers well, and the UTL members who attended  
tonight's meeting are among the best of Lusher's faculty.

>> The clearly delineated rules that would result from union-negotiated  
contracts will benefit all concerned: administrators, faculty,  
students,

>> and parents.

>> Thank you for your service to the Lusher community,

>> Cathe Mizell-Nelson

>> --

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>> For more options, visit <https://groups.google.com/d/optout>.

>> <untitled-[2]>

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From: kiki huston [REDACTED]  
Subject: Re: Teacher meeting today  
Date: April 20, 2016 at 12:11 PM  
To: Alysia Loshbaugh [REDACTED]  
Cc: Wisdom, Rachel W. RWisdom@stonapigman.com, bleecesne@loyno.edu, Chunlin Leonhard leonhard@loyno.edu, reuben.teague@prudential.com, cwheian@tulane.edu, Bickford, Mag mbickford@mcglinchey.com, lusher-board-only@googlegroups.com

Ok. Great I will see you there.  
Kiki

Sent from my iPhone

On Apr 20, 2016, at 11:51 AM, Alysia Loshbaugh [REDACTED] > wrote:

I would still like to go.

Alysia K. Loshbaugh

Sent from my iPhone

On Apr 20, 2016, at 11:42 AM, 'kiki huston' via Lusher Board Only <lusher-board-only@googlegroups.com> wrote:

Hello All,

I write to see if we should go forward w the meeting set for tonight. I ask because I wonder if it will be productive, or if it will simply create more stress and time constraints for everyone involved. I get the sense that minds are made up, and that there is little one might hear to dissuade them of currently held views.

I ask, not to use this an angle for any agenda, I just don't want to subject anyone to unnecessary stress.

Please advise.

If folks still want to meet, I will be there at 5 (Willow St library).

Respectfully,

Kiki

--

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To post to this group, send email to [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com).  
To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/8919030.4903672.1461170530132.javaMail.yahoo%40mail.yahoo.com>  
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To post to this group, send email to [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com).  
To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/D92EB9D5-EBD3-4DDC-9E95-ZCD7397B61EF%40gmail.com>.  
For more options, visit <https://groups.google.com/d/optout>.



From: 'kiki huston' via Lusher Board Only [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
Subject: Teacher meeting today  
Date: April 20, 2016 at 11:42 AM  
To: Wisdom, Rachel W. [RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com), [bleecesne@loyno.edu](mailto:bleecesne@loyno.edu), Chunlin Leonhard [leonhard@loyno.edu](mailto:leonhard@loyno.edu)  
Cc: [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com), [cwhelan@tulane.edu](mailto:cwhelan@tulane.edu), Bickford, Mag [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com),  
[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

---

Hello All,

I write to see if we should go forward w the meeting set for tonight. I ask because I wonder if it will be productive, or if it will simply create more stress and time constraints for everyone involved. I get the sense that minds are made up, and that there is little one might hear to dissuade them of currently held views.

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Please advise.

If folks still want to meet, I will be there at 5 (Willow St library).

Respectfully,

Kiki

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To view this discussion on the web visit [https://groups.google.com/d/msgid/lusher-board-](https://groups.google.com/d/msgid/lusher-board-only/8919030.4393672.1461170530132.JavaMail.yahoo%40mail.yahoo.com)

[only/8919030.4393672.1461170530132.JavaMail.yahoo%40mail.yahoo.com](https://groups.google.com/d/msgid/lusher-board-only/8919030.4393672.1461170530132.JavaMail.yahoo%40mail.yahoo.com).

For more options, visit <https://groups.google.com/d/optout>.

From: kiki huston [REDACTED]  
Subject: Re: home addresses shared  
Date: April 20, 2016 at 11:32 AM  
To: Alysia Loshbaugh [REDACTED]

Ya.... but they got my address wrong & listed my disconnected home phone.  
haha.

But it is very discomfoting (& somewhat telling if you notice whose  
addresses were not included)

K

---

From: Alysia Loshbaugh [REDACTED]  
To: kiki huston [REDACTED]  
Sent: Wednesday, April 20, 2016 10:13 AM  
Subject: Re: home addresses shared

Great. That's comfoting. Who is Roger Ogden? Is he a former board member?

On Wed, Apr 20, 2016 at 10:05 AM, 'kiki huston' via Lusher Board Only <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)> wrote:

Just a heads up, for those who were not aware, the home addresses and  
personal phone numbers of most of our board members were handed out  
at the union meeting last night.

FYI

Kiki

--

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[board-](https://groups.google.com/d/msgid/lusher-board-only/1939223686.4397428.1461164722082.JavaMail.yahoo%40mail.yahoo.com)

[only/1939223686.4397428.1461164722082.JavaMail.yahoo%40mail.yahoo.com](https://groups.google.com/d/msgid/lusher-board-only/1939223686.4397428.1461164722082.JavaMail.yahoo%40mail.yahoo.com).

For more options, visit <https://groups.google.com/d/optout>.

--

"Few things are harder to put up with than the annoyance of a good example."

--Mark Twain

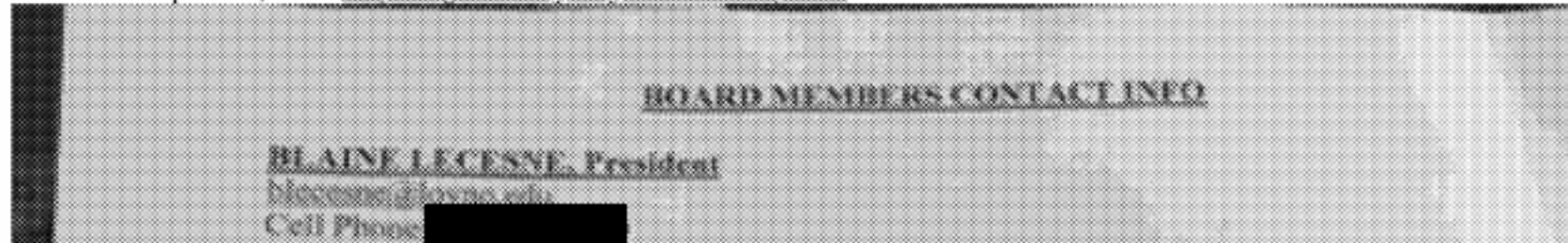
From: 'kiki huston' via Lusher Board Only [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)   
Subject: home addresses shared  
Date: April 20, 2016 at 10:05 AM  
To: Wisdom, Rachel W. [RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com), [blecesne@loyno.edu](mailto:blecesne@loyno.edu), Chunlin Leonhard [leonhard@loyno.edu](mailto:leonhard@loyno.edu)  
Cc: [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com), [cwhelan@tulane.edu](mailto:cwhelan@tulane.edu), Bickford, Mag [mbickford@moglinchey.com](mailto:mbickford@moglinchey.com),  
[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

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FYI  
Kiki

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To view this discussion on the web visit [https://groups.google.com/d/msgid/lusher-board-only/1939223686\\_4397428\\_1461164722082\\_JavaMail\\_yahoo%40mail.yahoo.com](https://groups.google.com/d/msgid/lusher-board-only/1939223686_4397428_1461164722082_JavaMail_yahoo%40mail.yahoo.com).  
For more options, visit <https://groups.google.com/d/optout>.



From: 'kiki huston' via Lusher Board Only [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION  
Date: April 19, 2016 at 4:20 PM  
To: Wisdom, Rachel W. [RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)  
Cc: [blecesne@loyno.edu](mailto:blecesne@loyno.edu), Richard Cortizas [REDACTED], Bickford, Mag [mbickford@moglinchey.com](mailto:mbickford@moglinchey.com), Chunlin Leonhard [leonhard@loyno.edu](mailto:leonhard@loyno.edu), [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com), [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

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Rachel -

In answer to your question, there are no scheduled meetings for parents to have their voices heard. The pta was trying to schedule a meeting, but with student performances etc, the calendar was full. I believe they had hoped to hold a meeting tonight, but then there was an info meeting for parents arranged for the same time slot. (Universalist church).  
I would very much like to find a time to let parents have their time.

Best,  
Kiki

Sent from my iPhone

On Apr 19, 2016, at 12:24 PM, Wisdom, Rachel W. <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)> wrote:

I agree with Kiki. Why can't they give us some more time? I don't understand the rush at all.

Kiki: Do we have any fixed meeting for parents yet?

---

From: kiki huston [REDACTED]  
Sent: Tuesday, April 19, 2016 10:31 AM  
To: [blecesne@loyno.edu](mailto:blecesne@loyno.edu)  
Cc: Richard Cortizas; Wisdom, Rachel W.; Bickford, Mag; Chunlin Leonhard; [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com); [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION

I don't see not meeting as running from our responsibilities. I see it as doing our due diligence to attempt to fully assess how this change would/will effect our community. The ONLY thing the non-union side is asking for, is for us to slow down the process.

Kiki

Sent from my iPhone

> On Apr 19, 2016, at 10:16 AM, [blecesne@loyno.edu](mailto:blecesne@loyno.edu) wrote:

>  
> The decision to meet is not a decision to recognize. We can always choose  
> to not voluntarily recognize. I'm not advocating for one or the other. But  
> I do think we have to meet and confront the issue for the reasons  
> articulated by Reuben. Contentious public meetings come with the territory  
> of being on a public Board. The discomfort of such meetings is no reason  
> to not do our job. Indeed, the rancor will increase exponentially when we  
> are perceived as running from our responsibilities.

>  
> Blaine

>  
>  
>  
>  
>

>> All, as you are aware, I have somewhat purposefully and intentionally  
>> stayed out of the debate of whether or not to have a meeting Saturday.  
>> However, I do want to be clear that I do not agree with having a meeting

>> Saturday. I can not understand why the Union would be so unwilling to  
>> give us the time to fully vet the issues, or why our decision making  
>> process, in some measure, should be dictated by the Union.  
>> If this is any indication of how they will behave...then I can only  
>> imagine what the CBA negotiations will be like. If indeed they want to  
>> petition the NLRB, absent a vote of the board, then by all means they  
>> should.  
>> Rueben, clearly there is a divide among the teachers...why would we not  
>> want to encourage a ballot vote of the teachers decide? Frankly, one  
>> could reasonably argue that our responsibility as a board is not to  
>> accept a petition based on the information or lack thereof received. I  
>> believe meeting Saturday will not only raise the rancor, increase the  
>> already high levels of anxiety among the teachers (both sides), solve no  
>> issues-- but will leave us, unbearably, as the uninformed endorsers of  
>> one side's views over another amongst our teacher community. I  
>> personally do not see that as my role.

>> Richard

>>

>>

>>

>> On Tuesday, April 19, 2016 7:58 AM, "Wisdom, Rachel W."

>> <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)> wrote:

>>

>>

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>> {}#yiv3656030469 span.yiv3656030469msohyperlinkfollowed {}#yiv3656030469  
>> span.yiv3656030469emailstyle20 {}#yiv3656030469  
>> span.yiv3656030469msohyperlink1  
>> {color:blue;text-decoration:underline;}#yiv3656030469  
>> span.yiv3656030469msohyperlinkfollowed1  
>> {color:purple;text-decoration:underline;}#yiv3656030469  
>> span.yiv3656030469emailstyle201 {color:#1F497D;}#yiv3656030469  
>> span.yiv3656030469EmailStyle30 {font-family:"Calibri",  
>> "sans-serif";color:#1F497D;}#yiv3656030469  
>> span.yiv3656030469EmailStyle31 {font-family:"Calibri",  
>> "sans-serif";color:#1F497D;}#yiv3656030469  
>> span.yiv3656030469BalloonTextChar {font-family:"Tahoma",  
>> "sans-serif";}#yiv3656030469 span.yiv3656030469EmailStyle34  
>> {font-family:"Calibri", "sans-serif";color:#1F497D;}#yiv3656030469  
>> .yiv3656030469MsoChpDefault {font-size:10.0pt;} \_filtered #yiv3656030469  
>> {margin:1.0in 1.0in 1.0in 1.0in;}#yiv3656030469  
>> div.yiv3656030469WordSection1 {}-->Thank you, Mad and Chunlin.  
>> What I mean is that the union has a right to provoke an election now or  
>> later, or not to do it at all. It can wait if it wants to allow us  
>> time to gather information. So no, I don't think you missed  
>> anything. Reuben – May I please speak with you later this  
>> morning or this afternoon before 5? I would like to tell you about  
>> the meeting last night in answer to your questions. If you are  
>> available, please let me know a time and a number to call.  
>> From: Bickford, Mag [<mailto:mbickford@mcglinchey.com>]  
>> Sent: Tuesday, April 19, 2016 6:44 AM  
>> To: Chunlin Leonhard

>> Cc: Wisdom, Rachel W.; [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com);  
>> [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
>> Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION I

>> [REDACTED]

>> Sent from my iPhone  
>> On Apr 18, 2016, at 11:54 PM, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)> wrote:  
>> Dear Rachel, May I inquire about the bases of your comment below:  
>> "Their leverage, in my estimation, is an illusion"?

>> [REDACTED]

>> [REDACTED] Thank you for your clarification. Best regards,

>> Chunlin From: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
>> [<mailto:lusher-board-only@googlegroups.com>] On Behalf Of Wisdom, Rachel W.  
>> Sent: Monday, April 18, 2016 10:09 PM  
>> To: '[reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)'  
>> <[reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)>; [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
>> Cc: [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)  
>> Subject: RE: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION

>> Reuben: If the persons (teachers and parents) who may not want a  
>> union, have time to research, consider and present information to us and  
>> to each other about the subject, there may not be a split. I don't  
>> know how any of us would know, And I cannot fathom why any of us would  
>> think that is not important. It is probably the very reason that UTNO  
>> and ATF are pressuring and threatening. Their leverage, in my  
>> estimation, is an illusion. I think we deserve the entire community  
>> (teachers, students and parents) by letting them dictate an artificial  
>> schedule that can only harm us. If they are acting in good faith,  
>> they can wait. From: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
>> [<mailto:lusher-board-only@googlegroups.com>] On Behalf Of  
>> [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)

>> Sent: Monday, April 18, 2016 9:50 PM  
>> To: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
>> Cc: [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)  
>> Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION Kiki  
>> et al- I do not want to be unsympathetic to the non-union teachers,  
>> this must be surprising and confusing to them, as it is to us. I just  
>> don't see how time will change the basic dynamic. Parents and teachers are  
>> split, that is clear from my inbox. What would be different in a week?  
>> When you mention a delay, what do you mean? [REDACTED]  
>> every educated guess, failure to decide will still result in a petition to  
>> vote, so what would we be delaying?

>> Sent from my iPhone  
>> On Apr 18, 2016, at 10:35 PM, 'kiki huston' via Lusher Board Only

>> <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)> wrote:  
>> Alysia - I did not receive any emails from Mags either. If there was  
>> correspondence from her, I would like to know as well. All - I see no  
>> reason to respond to the timeline imposed upon us. It is not a lack of  
>> governance. A delay would provide time for our very concerned teachers to  
>> gather more information on how this change might effect them. Sitting  
>> across the table from teachers in tears and bewilderment is heartbreaking.  
>> I have trusted my children to these very people. This is a big deal. The  
>> pro-union folks can wait. I will not be bullied into rushing this  
>> decision... if that results in it going to a vote, so be it. I am  
>> interested in moving forward in a manner that will help heal the, already  
>> deep, divide. A yes vote would crush about half half of our teacher  
>> population - who are only asking for more time. A no vote would equally  
>> crush about another half of teacher population & make them feel as if  
>> their concerns are not being heard. A delay - while it may result in a  
>> vote (and thus a true gauge) - will not disenfranchise. My 2 cents. Kiki  
>> From: Alysia Loshbaugh <[REDACTED]>  
>> To: [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)  
>> Cc: "[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)"  
>> <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)>; "[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)"  
>> <[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)>  
>> Sent: Monday, April 18, 2016 6:43 PM  
>> Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION  
>> Sorry, but did Mag send any emails today? If so, I did not get them.  
>> Perhaps it's related to security and our Listserve. Either way, if  
>> somebody could forward any correspondence from Mag directly to me, that  
>> would be much appreciated. Alysia K. Loshbaugh Sent from my iPhone  
>> On Apr 18, 2016, at 6:23 PM, [mailto:reuben.teague@prudential.com](mailto:mailto:reuben.teague@prudential.com) wrote:  
>> Having read the arguments for delaying the meeting as well as Mag's  
>> analysis, I think we should go forward and have it. We have a  
>> responsibility to the school to address the situation that has been  
>> presented. Should we vote not to recognize, the teachers will know where  
>> they stand and can move forward to an election, with the principal  
>> argumentation being directed toward one another. Should we vote to  
>> recognize, the community as a whole can move forward together with that  
>> outcome. In either case, we will have added some focus to the situation.  
>> While I share the concerns about our imperfect knowledge, I don't  
>> think another week or weeks will perfect our understanding. By failing  
>> to hold a meeting, I think we would be sending a signal of chaos and lack  
>> of governance in a moment in which the exact opposite signal is called  
>> for. I will be there on Saturday and I think we should start planning  
>> for how to manage that meeting to minimize rancor and encourage productive  
>> discussion. Best, Reuben  
>>  
>> Sent from my iPhone  
>> On Apr 18, 2016, at 5:32 PM, kiki huston <[REDACTED]> wrote:  
>> For the record, what both Paul and Rachel wrote reflect my feelings on  
>> this issue. Kiki From: "Wisdom Rachel W" <[RWisdom@stoneniman.com](mailto:RWisdom@stoneniman.com)>

>> To: "Whelan, Carol S" <[cwhelan@tulane.edu](mailto:cwhelan@tulane.edu)>; "Barron, Paul L"  
>> <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>; Reuben Teague <[reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)>  
>> Cc: "[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)"  
>> <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)>; "[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)"  
>> <[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)>  
>> Sent: Monday, April 18, 2016 4:02 PM  
>> Subject: RE: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION  
>> Thanks all. I am very tired and rushed, so I apologize if I miss things  
>> or misunderstand things. I did earlier today and if I do again,  
>> please feel free to correct me. I have no sensitivity about it at all.  
>> We don't have to address the petition Saturday, there is nothing  
>> stopping us from considering it at a later date. [REDACTED] If the  
>> union won't wait, that is not us not respecting someone. It's the  
>> union not allowing us time to make measured decisions. We don't  
>> even have a meeting scheduled for our parents yet and their views need to  
>> be considered. I least I believe they do. I need time to think  
>> about this and to consider all of the information we gather. I don't  
>> think a few days is enough. If we learn that there is a good  
>> majority of the faculty that want this, that will affect my view. If  
>> we don't have reliable information about that, I don't think we should  
>> meet. I think it would be irresponsible to act in the absence of that  
>> information. Finally, we have received objections from  
>> constituents about having the meeting Saturday because it doesn't give  
>> them time to gather information either and because some will be at Jazz  
>> Fest. From: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
>> [<mailto:lusher-board-only@googlegroups.com>] On Behalf Of Whelan, Carol S  
>> Sent: Monday, April 18, 2016 3:42 PM  
>> To: Barron, Paul L; Reuben Teague  
>> Cc: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com); [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)  
>> Subject: Re: Meeting on Saturday Hello Everyone, I believe that as a  
>> board, we are obligated to address this petition and respect and listen  
>> to all parties who are involved. I believe we should to meet on Saturday.  
>> Carol Carol S. Whelan, Ph.D. Thomas Green Professor of Education  
>> Director, Tulane Teacher Certification Program Paul Tudor Jones II  
>> Professorship in Social Entrepreneurship Professor of Practice Tulane  
>> University Teacher Certification Program 7039 Freret St, Suite 202 New  
>> Orleans, LA 70118 Office: 504-865-5341 [tulane.edu/teacher](http://tulane.edu/teacher) SKYPE:  
>> CarolWhelan11 Social Innovation in Education @<http://siined.wp.tulane.edu/>  
>> From: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
>> <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)> on behalf of Barron, Paul L  
>> <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>  
>> Sent: Monday, April 18, 2016 2:24 PM  
>> To: Reuben Teague  
>> Cc: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com); [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)  
>> Subject: RE: Meeting on Saturday Ruben: I am happy to explain the  
>> reason for my position. I favor giving the teachers the right to vote, in  
>> a secret ballot election, as to whether they wish they favor or do not

>> favor the union to represent them. I am agnostic regarding this issue. I  
>> neither favor the union nor oppose it. I simply want the teachers to  
>> indicate how they feel. The only reason for a meeting is to give the  
>> board the opportunity to vote in favor of accepting representation by the  
>> union without a vote by the teachers. Since I prefer an election, I would  
>> like to avoid a rancorous discussion, particularly because it will result  
>> in comments that will be unfair to the administration. Regards, Paul  
>> Paul Barron The Class of 1937 Professor of Law (Emeritus) Tulane Law  
>> School 6329 Freret Street New Orleans, LA 70118 Voice 504-865-5986 Fax  
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>> do not constitute an electronic signature. From: Reuben Teague  
>> [<mailto:reuben.teague@prudential.com>]  
>> Sent: Monday, April 18, 2016 2:15 PM  
>> To: Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>  
>> Cc: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com); [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)  
>> Subject: Re: Meeting on Saturday Paul-

>>  
>> Can you explain why you are opposed to the meeting? You're the first to  
>> reply to my email.

>>

>> Thanks,

>>

>> Reuben Teague

>> Director, Impact Investments

>> 751 Broad Street, 15th Floor, Newark, NJ 07102-3777

>> 973-802-6707

>> [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)

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>> From: "Barron, Paul L" <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>

>> To: "[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)" <[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)>,

>> "[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)" <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)>,

>> Date: 04/18/2016 03:08 PM

>> Subject: Meeting on Saturday

>> Sent by: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

>>

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>> Dear Mag:

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>>  
>>  
>>  
>>



>> Regards,

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>> Paul

>>

>>

>> Paul Barron

>> The Class of 1937 Professor of Law (Emeritus)

>> Tulane Law School

>> 6329 Freret Street

>> New Orleans, LA 70118

>> Voice 504-865-5986

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To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/FE94FE8E1F04F744BCD6D9A5E438A242ED15B862%40SPEXCH.stonepigman.com>.

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To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/D167C10A-3ED2-45E7-90E9-685CB684B994%40yahoo.com>.

For more options, visit <https://groups.google.com/d/optout>.



From: 'kiki huston' via Lusher Board Only lushers-board-only@googlegroups.com  
Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION  
Date: April 19, 2016 at 10:31 AM  
To: blecesne@iayno.edu  
Cc: Richard Cortizas [REDACTED], Wisdom, Rachel W. rwisdom@stonepigman.com, Bickford, Mag mbickford@mcglinchey.com, Chunlin Leonhard leonhard@iayno.edu, reuben.teague@prudential.com, lushers-board-only@googlegroups.com

I don't see not meeting as running from our responsibilities. I see it as doing our due diligence to attempt to fully assess how this change would/will effect our community. The ONLY thing the non-union side is asking for, is for us to slow down the process.

Kiki

Sent from my iPhone

On Apr 19, 2016, at 10:16 AM, blecesne@iayno.edu wrote:

The decision to meet is not a decision to recognize. We can always choose to not voluntarily recognize. I'm not advocating for one or the other. But I do think we have to meet and confront the issue for the reasons articulated by Reuben. Contentious public meetings come with the territory of being on a public Board. The discomfort of such meetings is no reason to not do our job. Indeed, the rancor will increase exponentially when we are perceived as running from our responsibilities.

Blaine

All, as you are aware, I have somewhat purposefully and intentionally stayed out of the debate of whether or not to have a meeting Saturday. However, I do want to be clear that I do not agree with having a meeting Saturday. I can not understand why the Union would be so unwilling to give us the time to fully vet the issues, or why our decision making process, in some measure, should be dictated by the Union. If this is any indication of how they will behave...then I can only imagine what the CBA negotiations will be like. If indeed they want to petition the NLRB, absent a vote of the board, then by all means they should. Reuben, clearly there is a divide among the teachers...why would we not want to encourage a ballot vote of the teachers decide? Frankly, one could reasonably argue that our responsibility as a board is not to accept a petition based on the information or lack thereof received. I believe meeting Saturday will not only raise the rancor, increase the already high levels of anxiety among the teachers (both sides), solve no issues— but will leave us, unbearably, as the uninformed endorsers of one side's views over another amongst our teacher community. I personally do not see that as my role.  
Richard

On Tuesday, April 19, 2016 7:58 AM, "Wisdom, Rachel W." <RWisdom@stonepigman.com> wrote:

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{margin:1.0in 1.0in 1.0in 1.0in;}#yiv3656030469  
div.yiv3656030469WordSection1 {}-->Thank you, Mad and Chunlin.  
What I mean is that the union has a right to provoke an election now or  
later, or not to do it at all. It can wait if it wants to allow us  
time to gather information. So no, I don't think you missed  
anything. Reuben -- May I please speak with you later this  
morning or this afternoon before 5? I would like to tell you about

the meeting last night in answer to your questions. If you are available, please let me know a time and a number to call.

From: Bickford, Mag [mailto:mbickford@mcglinchey.com]  
Sent: Tuesday, April 19, 2016 6:44 AM  
To: Chunlin Leonhard  
Cc: Wisdom, Rachel W.; reuben.teague@prudential.com;  
lusher-board-only@googlegroups.com  
Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION I

[REDACTED]

Sent from my iPhone

On Apr 18, 2016, at 11:54 PM, Chunlin Leonhard <leonhard@loyno.edu> wrote:  
Dear Rachel, May I inquire about the bases of your comment below:  
"Their leverage, in my estimation, is an illusion"? [REDACTED]

[REDACTED]

Thank you for your clarification. Best regards,  
Chunlin From:lusher-board-only@googlegroups.com  
[mailto:lusher-board-only@googlegroups.com]On Behalf Of Wisdom, Rachel W.  
Sent: Monday, April 18, 2016 10:09 PM  
To: 'reuben.teague@prudential.com'  
<reuben.teague@prudential.com>;lusher-board-only@googlegroups.com  
Cc: mbickford@mcglinchey.com  
Subject: RE: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION

Reuben: If the persons (teachers and parents) who may not want a union, have time to research, consider and present information to us and to each other about the subject, there may not be a split. I don't know how any of us would know, And I cannot fathom why any of us would think that is not important. It is probably the very reason that UTNO and ATF are pressuring and threatening. Their leverage, in my estimation, is an illusion. I think we deserve the entire community (teachers, students and parents) by letting them dictate an artificial schedule that can only harm us. If they are acting in good faith, they can wait. From:lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com]On Behalf Of reuben.teague@prudential.com  
Sent: Monday, April 18, 2016 9:50 PM  
To: lusher-board-only@googlegroups.com  
Cc: mbickford@mcglinchey.com  
Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION Kiki et al-

I do not want to be unsympathetic to the non-union teachers, this must be surprising and confusing to them, as it is to us. I just don't see how time will change the basic dynamic. Parents and teachers are split, that is clear from my inbox. What would be different in a week?

When you mention a delay, what do you mean? [REDACTED] and every educated guess, failure to decide will still result in a petition to vote, so what would we be delaying?

Sent from my iPhone

On Apr 18, 2016, at 10:35 PM, 'kiki huston' via Lusher Board Only <lusher-board-only@googlegroups.com> wrote:  
Alysia - I did not receive any emails from Mags either. If there was correspondence from her, I would like to know as well. All - I see no reason to respond to the timeline imposed upon us. It is not a lack of governance. A delay would provide time for our very concerned teachers to gather more information on how this change might effect them. Sitting across the table from teachers in tears and bewilderment is heartbreaking. I have trusted my children to these very people. This is a big deal. The pro-union folks can wait. I will not be bullied into rushing this

decision.... if that results in it going to a vote, so be it. I am interested in moving forward in a manner that will help heal the, already deep, divide. A yes vote would crush about half half of our teacher population - who are only asking for more time. A no vote would equally crush about another half of teacher population & make them feel as if their concerns are not being heard. A delay - while it may result in a vote (and thus a true gauge) - will not disenfranchise. My 2 cents. Kiki

From: Alysia Loshbaugh [REDACTED]  
To: reuben.teague@prudential.com  
Cc: "lusher-board-only@googlegroups.com"  
<lusher-board-only@googlegroups.com>; "mbickford@mcglinchey.com"  
<mbickford@mcglinchey.com>  
Sent: Monday, April 18, 2016 6:43 PM  
Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION  
Sorry, but did Mag send any emails today? If so, I did not get them. Perhaps it's related to security and our Listserve. Either way, if somebody could forward any correspondence from Mag directly to me, that would be much appreciated. Alysia K. Loshbaugh Sent from my iPhone  
On Apr 18, 2016, at 6:23 PM, mailto:reuben.teague@prudential.com wrote:  
Having read the arguments for delaying the meeting [REDACTED]

[REDACTED] I think we should go forward and have it. We have a responsibility to the school to address the situation that has been presented. Should we vote not to recognize, the teachers will know where they stand and can move forward to an election, with the principal argumentation being directed toward one another. Should we vote to recognize, the community as a whole can move forward together with that outcome. In either case, we will have added some focus to the situation.

While I share the concerns about our imperfect knowledge, I don't think another week or weeks will perfect our understanding. By failing to hold a meeting, I think we would be sending a signal of chaos and lack of governance in a moment in which the exact opposite signal is called for. I will be there on Saturday and I think we should start planning for how to manage that meeting to minimize rancor and encourage productive discussion. Best, Reuben

Sent from my iPhone

On Apr 18, 2016, at 5:32 PM, kiki huston [REDACTED] wrote:  
For the record, what both Paul and Rachel wrote reflect my feelings on this issue. Kiki From: "Wisdom, Rachel W." <RWisdom@stonepigman.com>  
To: "Whelan, Carol S" <cwhelan@tulane.edu>; "Barron, Paul L." <pbarron@tulane.edu>; Reuben Teague <reuben.teague@prudential.com>  
Cc: "lusher-board-only@googlegroups.com"  
<lusher-board-only@googlegroups.com>; "mbickford@mcglinchey.com"  
<mbickford@mcglinchey.com>

Sent: Monday, April 18, 2016 4:02 PM  
Subject: RE: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION

Thanks all. I am very tired and rushed, so I apologize if I miss things or misunderstand things. I did earlier today and if I do again, please feel free to correct me. I have no sensitivity about it at all. We don't have to address the petition Saturday, there is nothing stopping us from considering it at a later date. [REDACTED] If the union won't wait, that is not us not respecting someone. It's the union not allowing us time to make measured decisions. We don't even have a meeting scheduled for our parents yet and their views need to be considered. I least I believe they do. I need time to think about this and to consider all of the information we gather. I don't think a few days is enough. If we learn that there is a good majority of the faculty that want this, that will affect my view. If we don't have reliable information about that, I don't think we should meet. I think it would be irresponsible to act in the absence of that information. Finally, we have received objections from

constituents about having the meeting Saturday because it doesn't give them time to gather information either and because some will be at Jazz Fest. From:lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com]On Behalf Of Whelan, Carol S  
Sent: Monday, April 18, 2016 3:42 PM  
To: Barron, Paul L; Reuben Teague  
Cc: lusher-board-only@googlegroups.com;mbickford@mcglinchey.com  
Subject: Re: Meeting on Saturday Hello Everyone. I believe that as a board, we are obligated to address this petition and respect and listen to all parties who are involved. I believe we should to meet on Saturday.  
Carol Carol S. Whelan, Ph.D. Thomas Green Professor of Education Director, Tulane Teacher Certification Program Paul Tudor Jones II Professorship in Social Entrepreneurship Professor of Practice Tulane University Teacher Certification Program 7039 Freret St, Suite 202 New Orleans, LA 70118 Office: 504-865-5341 tulane.edu/teacher SKYPE: CarolWhelan11 Social Innovation in Education @http://slined.wp.tulane.edu/  
From:lusher-board-only@googlegroups.com

<lusher-board-only@googlegroups.com> on behalf of Barron, Paul L <pbarron@tulane.edu>

Sent: Monday, April 18, 2016 2:24 PM

To: Reuben Teague

Cc: lusher-board-only@googlegroups.com;mbickford@mcglinchey.com  
Subject: RE: Meeting on Saturday Ruben: I am happy to explain the reason for my position. I favor giving the teachers the right to vote, in a secret ballot election, as to whether they wish they favor or do not favor the union to represent them. I am agnostic regarding this issue. I neither favor the union nor oppose it. I simply want the teachers to indicate how they feel. The only reason for a meeting is to give the board the opportunity to vote in favor of accepting representation by the union without a vote by the teachers. Since I prefer an election, I would like to avoid a rancorous discussion, particularly because it will result in comments that will be unfair to the administration. Regards, Paul  
Paul Barron The Class of 1937 Professor of Law (Emeritus) Tulane Law School 6329 Freret Street New Orleans, LA 70118 Voice 504-865-5986 Fax 504-862-8846 This communication may be privileged and confidential. If you are not the intended recipient, please notify the sender by reply e-mail and destroy all copies of this communication. The sender's name and other information in this e-mail are for information purposes only and do not constitute an electronic signature. From: Reuben Teague

[mailto:reuben.teague@prudential.com]

Sent: Monday, April 18, 2016 2:15 PM

To: Barron, Paul L <pbarron@tulane.edu>

Cc: lusher-board-only@googlegroups.com;mbickford@mcglinchey.com

Subject: Re: Meeting on Saturday Paul-

Can you explain why you are opposed to the meeting? You're the first to reply to my email.

Thanks,

Reuben Teague  
Director, Impact Investments  
751 Broad Street, 15th Floor, Newark, NJ 07102-3777  
973-802-6707  
reuben.teague@prudential.com

We're hiring! Come join our team:<http://jobs.prudential.com/job-description.php?jobReqNo=CR-00017>

From: "Barron, Paul L." <pbarron@tulane.edu>  
To: "mbickford@mcglinchey.com" <mbickford@mcglinchey.com>, "lusher-board-only@googlegroups.com" <lusher-board-only@googlegroups.com>,  
Date: 04/18/2016 03:08 PM  
Subject: Meeting on Saturday  
Sent by: lusher-board-only@googlegroups.com

Dear Mag:



Regards,

Paul

Paul Barron  
The Class of 1937 Professor of Law (Emeritus)  
Tulane Law School  
6329 Freret Street  
New Orleans, LA 70118  
Voice 504-865-5986  
Fax 504-862-8846

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only/BL2PR03MB33398AFF065605E33E7C9BF2DD6B0%40BL2PR03MB3339.namprd03.prod.outlook.com.

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<https://groups.google.com/d/msgid/lusher-board->

only/FE94FE8E1F04F744BCD6D9A5E438A242ED15A166%40SPEXCH.stonepigman.com.  
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From: kiki huston [REDACTED]  
Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION  
Date: April 18, 2016 at 9:35 PM  
To: Alysia Loshbaugh aioshb [REDACTED], reuben.teague@prudential.com  
Cc: lusher-board-only@googlegroups.com, mbickford@mcglinchey.com

---

Alysia - I did not receive any emails from Mags either. If there was correspondence from her, I would like to know as well.

All -

I see no reason to respond to the timeline imposed upon us. It is not a lack of governance. A delay would provide time for our very concerned teachers to gather more information on how this change might effect them. Sitting across the table from teachers in tears and bewilderment is heartbreaking. I have trusted my children to these very people. This is a big deal. The pro-union folks can wait. I will not be bullied into rushing this decision.... if that results in it going to a vote, so be it.

I am interested in moving forward in a manner that will help heal the, already deep, divide.

A yes vote would crush about half half of our teacher population - who are only asking for more time.

A no vote would equally crush about another half of teacher population & make them feel as if their concerns are not being heard.

A delay - while it may result in a vote (and thus a true gauge) - will not disenfranchise.

My 2 cents.

Kiki

---

From: Alysia Loshbaugh <[REDACTED]>  
To: reuben.teague@prudential.com  
Cc: "lusher-board-only@googlegroups.com" <lusher-board-only@googlegroups.com>; "mbickford@mcglinchey.com" <mbickford@mcglinchey.com>  
Sent: Monday, April 18, 2016 6:43 PM  
Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION

Sorry, but did Mag send any emails today? If so, I did not get them. Perhaps it's related to security and our Listserve. Either way, if somebody could forward any correspondence from Mag directly to me, that would be much appreciated.

Alysia K. Loshbaugh

Sent from my iPhone

On Apr 18, 2016, at 6:23 PM, [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com) wrote:

Having read the arguments for delaying the meeting [REDACTED] I think we should go forward and have it. We have a responsibility to the school to address the situation that has been presented. Should we vote not to recognize, the teachers will know where they stand and can move forward to an election, with the principal

know where they stand and can move forward to an election, with the principal argumentation being directed toward one another. Should we vote to recognize, the community as a whole can move forward together with that outcome. In either case, we will have added some focus to the situation.

While I share the concerns about our imperfect knowledge, I don't think another week or weeks will perfect our understanding. By failing to hold a meeting, I think we would be sending a signal of chaos and lack of governance in a moment in which the exact opposite signal is called for. I will be there on Saturday and I think we should start planning for how to manage that meeting to minimize rancor and encourage productive discussion.

Best,  
Reuben

Sent from my iPhone

On Apr 18, 2016, at 5:32 PM, kiki huston [REDACTED] wrote:

For the record, what both Paul and Rachel wrote reflect my feelings on this issue.

Kiki

---

**From:** "Wisdom, Rachel W." <RWisdom@stonepigman.com>  
**To:** "'Whelan, Carol S'" <cwhelan@tulane.edu>; "Barron, Paul L" <pbarron@tulane.edu>; Reuben Teague <reuben.teague@prudential.com>  
**Cc:** "lusher-board-only@googlegroups.com" <lusher-board-only@googlegroups.com>; "mbickford@mcglinchey.com" <mbickford@mcglinchey.com>  
**Sent:** Monday, April 18, 2016 4:02 PM  
**Subject:** RE: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION

Thanks all. I am very tired and rushed, so I apologize if I miss things or misunderstand things. I did earlier today and if I do again, please feel free to correct me. I have no sensitivity about it at all.

We don't have to address the petition Saturday, there is nothing stopping us from considering it at a later date. [REDACTED]

If the union won't wait, that is not us not respecting someone. It's the union not allowing us time to make measured decisions.

We don't even have a meeting scheduled for our parents yet and their views need to be considered. I least I believe they do.

I need time to think about this and to consider all of the information we gather. I don't think a few days is enough.

If we learn that there is a good majority of the faculty that want this, that will affect my view.

If we don't have reliable information about that, I don't think we should meet. I think it would be irresponsible to act in the absence of that information.

Finally, we have received objections from constituents about having the meeting Saturday because it doesn't give them time to gather information either and because some will be at Jazz Fest.

---

**From:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com) [mailto:[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)] **On Behalf Of** Whelan, Carol S  
**Sent:** Monday, April 18, 2016 3:42 PM  
**To:** Barron, Paul L; Reuben Teague  
**Cc:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com); [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)  
**Subject:** Re: Meeting on Saturday

Hello Everyone,

I believe that as a board, we are obligated to address this petition and respect and listen to all parties who are involved. I believe we should to meet on Saturday.

Carol

*Carol S. Whelan, Ph.D.*

*Thomas Green Professor of Education*

Director, Tulane Teacher Certification Program

Paul Tudor Jones II Professorship in Social Entrepreneurship

Professor of Practice

Tulane University Teacher Certification Program

7039 Freret St, Suite 202

New Orleans, LA 70118

Office: 504-865-5341

[tulane.edu/teacher](http://tulane.edu/teacher)

SKYPE: CarolWhelan11

Social Innovation in Education @ <http://siined.wp.tulane.edu/>

---

**From:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com) <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)> on behalf of Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>

**Sent:** Monday, April 18, 2016 2:24 PM

**To:** Reuben Teague

**Cc:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com); [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)

**Subject:** RE: Meeting on Saturday

Ruben:

I am happy to explain the reason for my position. I favor giving the teachers the right to vote, in a secret ballot election, as to whether they wish they favor or do not favor the union to represent them. I am agnostic regarding this issue. I neither favor the union nor oppose it. I simply want the teachers to indicate how they feel.

The only reason for a meeting is to give the board the opportunity to vote in favor of accepting representation by the union without a vote by the teachers. Since I prefer an election, I would like to avoid a rancorous discussion, particularly because it will result in comments that will be unfair to the administration.

Regards,

Paul

Paul Barron

The Class of 1937 Professor of Law (Emeritus)  
Tulane Law School  
6329 Freret Street  
New Orleans, LA 70118  
Voice 504-865-5986  
Fax 504-862-8846

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**From:** Reuben Teague [<mailto:reuben.teague@prudential.com>]  
**Sent:** Monday, April 18, 2016 2:15 PM  
**To:** Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>  
**Cc:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com); [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)  
**Subject:** Re: Meeting on Saturday

Paul-

Can you explain why you are opposed to the meeting? You're the first to reply to my email.

Thanks,

Reuben Teague


Director, impact investments  
751 Broad Street, 15th Floor, Newark, NJ 07102-3777  
973-802-6707  
[reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)

We're hiring! Come join our team: <http://jobs.prudential.com/job-description.php?jobReqNo=CR-00017>

From: "Barron, Paul L" <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>  
To: "[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)" <[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)>, "[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)" <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)>,  
Date: 04/18/2016 03:08 PM  
Subject: Meeting on Saturday  
Sent by: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

---

Dear Mag:



Regards,

Paul

**Paul Barron**

The Class of 1937 Professor of Law (Emeritus)  
Tulane Law School  
6329 Freret Street  
New Orleans, LA 70118  
Voice 504-865-5986  
Fax 504-862-8846

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From: 'kiki huston' via Lusher Board Only lushers-board-only@googlegroups.com  
Subject: Re: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION  
Date: April 18, 2016 at 4:31 PM  
To: Wisdom, Rachel W. RWisdom@stonepigman.com, Whelan, Carol S cwhelan@tulane.edu, Barron, Paul L pbarron@tulane.edu, Reuben Teague reuben.teague@prudential.com  
Cc: lushers-board-only@googlegroups.com, mbickford@mcglinchey.com

---

For the record, what both Paul and Rachel wrote reflect my feelings on this issue.  
Kiki

---

From: "Wisdom, Rachel W." <RWisdom@stonepigman.com>  
To: "Whelan, Carol S" <cwhelan@tulane.edu>; "Barron, Paul L" <pbarron@tulane.edu>; Reuben Teague <reuben.teague@prudential.com>  
Cc: "lushers-board-only@googlegroups.com" <lusers-board-only@googlegroups.com>; "mbickford@mcglinchey.com" <mbickford@mcglinchey.com>  
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Subject: RE: Meeting on Saturday -- ATTORNEY-CLIENT COMMUNICATION

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Finally, we have received objections from constituents about having the meeting Saturday because it doesn't give them time to gather information either and because some will be at Jazz Fest.

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From: lushers-board-only@googlegroups.com [mailto:lusers-board-only@googlegroups.com] On Behalf Of Whelan, Carol S  
Sent: Monday, April 18, 2016 3:42 PM  
To: Barron, Paul L; Reuben Teague  
Cc: lushers-board-only@googlegroups.com; mbickford@mcglinchey.com  
Subject: Re: Meeting on Saturday

Hello Everyone,

I believe that as a board, we are obligated to address this petition and respect and listen to all parties who are involved. I believe we should meet on Saturday.

to all parties who are involved. I believe we should to meet on Saturday.

Carol

*Carol S. Whelan, Ph.D.*

*Thomas Green Professor of Education*

Director, Tulane Teacher Certification Program

Paul Tudor Jones II Professorship in Social Entrepreneurship

Professor of Practice

Tulane University Teacher Certification Program

7039 Freret St, Suite 202

New Orleans, LA 70118

Office: 504-865-5341

[tulane.edu/teacher](http://tulane.edu/teacher)

SKYPE: CarolWhelan11

Social Innovation in Education @ <http://siined.wp.tulane.edu/>

---

**From:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com) <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)> on behalf of Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>

**Sent:** Monday, April 18, 2016 2:24 PM

**To:** Reuben Teague

**Cc:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com); [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)

**Subject:** RE: Meeting on Saturday

Ruben:

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Regards,

Paul

## Paul Barron

The Class of 1937 Professor of Law (Emeritus)  
Tulane Law School  
6329 Freret Street  
New Orleans, LA 70118  
Voice 504-865-5986  
Fax 504-862-8846

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**From:** Reuben Teague [<mailto:reuben.teague@prudential.com>]  
**Sent:** Monday, April 18, 2016 2:15 PM  
**To:** Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>  
**Cc:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com); [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)  
**Subject:** Re: Meeting on Saturday

Paul-

Can you explain why you are opposed to the meeting? You're the first to reply to my email.

Thanks,

Reuben Teague  
Director, Impact Investments  
751 Broad Street, 15th Floor, Newark, NJ 07102-3777  
973-802-6707  
[reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)

We're hiring! Come join our team: <http://jobs.prudential.com/job-description.php?jobRegNo=CR-00017>

From: "Barron, Paul L" <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>  
To: "[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)" <[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)>, "[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)" <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)>,  
Date: 04/18/2016 03:08 PM  
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Dear Mag:





Regards,

Paul

## Paul Barron

The Class of 1937 Professor of Law (Emeritus)

Tulane Law School

6329 Freret Street

New Orleans, LA 70118

Voice 504-865-5986

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only/BN3PR03MB2260BB881AE96632A0F846E6D56B0%40BN3PR03MB2260.namprd03.prod.outlook.com](https://groups.google.com/d/msgid/lusher-board-only/BN3PR03MB2260BB881AE96632A0F846E6D56B0%40BN3PR03MB2260.namprd03.prod.outlook.com).

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only/BN3PR03MB226005B46C449E070264E932D56B0%40BN3PR03MB2260.namprd03.prod.outlook.com](https://groups.google.com/d/msgid/lusher-board-only/BN3PR03MB226005B46C449E070264E932D56B0%40BN3PR03MB2260.namprd03.prod.outlook.com).

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[only/FE94FE8E1F04F744BCD6D9A5E438A242ED159798%40SPEXCH.stonepigman.com](mailto:only/FE94FE8E1F04F744BCD6D9A5E438A242ED159798%40SPEXCH.stonepigman.com).

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[only/436002790.3076208.1461015069389.JavaMail.yahoo%40mail.yahoo.com](mailto:only/436002790.3076208.1461015069389.JavaMail.yahoo%40mail.yahoo.com).

For more options, visit <https://groups.google.com/d/optout>.

From: 'kiki huston' via Lusher Board Only lushers-board-only@googlegroups.com  
Subject: Re: Mon & Wed / Willow library  
Date: April 18, 2016 at 12:57 PM  
To: Andrea Armstrong andrea.craig.armstrong@gmail.com  
Cc: Blaine Lecesne blecesne@loyno.edu, Ann K Salzer asalzer@tulane.edu, lushers-board-only@googlegroups.com

---

Yes Andrea,  
The location is Willow St library.  
See you this eve,  
K

---

From: Andrea Armstrong <[REDACTED]>  
To: kiki huston [REDACTED]  
Cc: Blaine Lecesne <blecesne@loyno.edu>; Ann K Salzer <asalzer@tulane.edu>; "lushers-board-only@googlegroups.com" <lushers-board-only@googlegroups.com>  
Sent: Monday, April 18, 2016 9:18 AM  
Subject: Re: Mon & Wed / Willow library

Hi Kiki,

Do you have a location? I will attend today (Monday) but have to leave at 6pm to get my kids from Willow aftercare.

Andrea

On Apr 13, 2016, at 11:25 AM, 'kiki huston' via Lusher Board Only <lushers-board-only@googlegroups.com> wrote:

All -

The informational meetings w concerned teachers have been set for Monday and Wed, 5:00 in the Willow Street library.

Blaine, I will certainly pass along your regrets for Monday.

Best,

Kiki

---

From: "blecesne@loyno.edu" <blecesne@loyno.edu>  
To: "Salzer, Ann K" <asalzer@tulane.edu>  
Cc: kiki huston <[REDACTED]>; "lushers-board-only@googlegroups.com" <lushers-board-only@googlegroups.com>  
Sent: Wednesday, April 13, 2016 10:13 AM  
Subject: Re: availability

Thank you so much, Kiki, for handling this part of the process.

I have a prior committment on Monday but I can attend Wednesday. Perhaps



you can mention to the group on Monday that my schedule didn't allow for me to attend on Monday but that I will be there on Wednesday and look forward to hearing from them.

Blaine

>  
> I can meet on Monday or Wednesday of next week.  
>  
> Ann Salzer  
>  
>  
> From: 'kiki huston' via Lusher Board Only  
> <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)<mailto:lusher-board-only@googlegroups.com>>  
> Reply-To: Kiki Huston [REDACTED]  
> Date: Wednesday, April 13, 2016 at 7:39 AM  
> To:  
> "[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)<mailto:lusher-board-only@googlegroups.com>"  
> <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)<mailto:lusher-board-only@googlegroups.com>>  
> Subject: availability  
>  
> Good Morning All -  
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> I think it should be a similar set-up to our discussion w the union folks  
> - a few spokespeople.  
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> Blaine - is it imperative for you to attend both meetings? Can all who  
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> Wed at 5 (Willow St). If Blaine does not need to attend both, then I would  
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> Please advise.  
>  
> I will let those interested & who have contacted the board know that they  
> will have an outlet. I will stress that they find a handful of  
> representatives - not for all concerned to attend.  
> Best,  
> Kiki  
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From: 'kiki huston' via Lusher Board Only [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
Subject: Mon & Wed / Willow library  
Date: April 13, 2016 at 11:25 AM  
To: [blecesne@loyno.edu](mailto:blecesne@loyno.edu), Salzer, Ann K [asalzer@tulane.edu](mailto:asalzer@tulane.edu)  
Cc: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

---

All -

The informational meetings w concerned teachers have been set for Monday and Wed, 5:00 in the Willow Street library.

Blaine, I will certainly pass along your regrets for Monday.

Best,  
Kiki

---

From: "[blecesne@loyno.edu](mailto:blecesne@loyno.edu)" <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)>  
To: "Salzer, Ann K" <[asalzer@tulane.edu](mailto:asalzer@tulane.edu)>  
Cc: kiki huston <[REDACTED]>; "[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)" <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)>  
Sent: Wednesday, April 13, 2016 10:13 AM  
Subject: Re: availability

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I have a prior committment on Monday but I can attend Wednesday. Perhaps you can mention to the group on Monday that my schedule didn't allow for me to attend on Monday but that I will be there on Wednesday and look forward to hearing from them.

Blaine

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>  
> Ann Salzer  
>  
>  
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> <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)<<mailto:lusher-board-only@googlegroups.com>>>  
> Reply-To: Kiki Huston <[REDACTED]>  
> Date: Wednesday, April 13, 2016 at 7:39 AM  
> To:  
> "[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)<<mailto:lusher-board-only@googlegroups.com>>"  
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> Subject: availability  
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From: 'kiki huston' via Lusher Charter Board and Administrators [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
Subject: Re: [Lusher] Emergency meeting on the 16th  
Date: April 13, 2016 at 10:06 AM  
To: Wisdom, Rachel W. [RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)  
Cc: [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

---

I can attend

Sent from my iPhone

On Apr 13, 2016, at 8:13 AM, Wisdom, Rachel W. <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)> wrote:

Hi all. I am polling to see whether this Saturday, April 16<sup>th</sup>, will work for an emergency meeting convened to hire counsel. I have not yet drafted a notice with agenda but please let me know if there are items, particularly action items, I should include on the agenda other than hiring counsel.

I ask that everyone respond ASAP as to their availability on the 16<sup>th</sup> so we can work on getting an alternate date if necessary.

Rachel W. Wisdom  
Stone Pigman Walther Wittmann L.L.C.  
546 Carondelet Street  
New Orleans, Louisiana 70130  
Direct Dial: (504)593-0911  
Direct Fax: (504)596-0911

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For more options, visit <https://groups.google.com/d/optout>.

From: 'kiki huston' via Lusher Board Only [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
Subject: availability  
Date: April 13, 2016 at 7:39 AM  
To: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

Good Morning All -

It is clear from the deluge of emails that there are many who would like to have their side heard.

I think it should be a similar set-up to our discussion w the union folks - a few spokespeople.

I have requested the library at Willow St for Mon at 5. I would like to add a second date.

Blaine - is it imperative for you to attend both meetings? Can all who want to attend, make one of the days if I move these meetings to Tues & Wed at 5 (Willow St). If Blaine does not need to attend both, then I would like to keep Mon & add Wed.

Please advise.

I will let those interested & who have contacted the board know that they will have an outlet. I will stress that they find a handful of representatives - not for all concerned to attend.

Best,  
Kiki

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From: 'kiki huston' via Lusher Board Only lush-er-board-only@googlegroups.com  
Subject: Re: proposed meeting for teachers w concerns  
Date: April 12, 2016 at 4:02 PM  
To: blecesne@loyno.edu  
Cc: Wisdom, Rachel W. rwisdom@stonepigman.com, lush-er-board-only@googlegroups.com

---

Perhaps we could, again, have two meetings - so as not to have a quorum present?  
So Mon & Tues?  
And yes, I think a small group of representatives & no administration present.  
Thoughts?  
Kiki

---

From: "blecesne@loyno.edu" <blecesne@loyno.edu>  
To: kiki huston <[REDACTED]>  
Cc: "blecesne@loyno.edu" <blecesne@loyno.edu>; "Wisdom, Rachel W." <rwisdom@stonepigman.com>; "lush-er-board-only@googlegroups.com" <lush-er-board-only@googlegroups.com>  
Sent: Tuesday, April 12, 2016 3:01 PM  
Subject: Re: proposed meeting for teachers w concerns

I was going to propose Tuesday or Wednesday at that time because I have to present a report in the City Council starting at 5:00. Is there any reason we can't move it to one of those days?

Blaine

> I am proposing that those who are available, and interested, meet with  
> those teachers who have expressed concern about the formation of a union  
> at our school. I suggest Mon the 18th, Willow St at 5pm. I will check to  
> see if the library is available. Kiki

>  
> From: "[blecesne@loyno.edu](mailto:blecesne@loyno.edu)" <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)>  
> To: kiki huston <[REDACTED]>  
> Cc: "Wisdom, Rachel W." <[rwisdom@stonepigman.com](mailto:rwisdom@stonepigman.com)>;  
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> Sent: Tuesday, April 12, 2016 8:32 AM  
> Subject: Re: question

>  
> Kiki,

> [REDACTED]



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board-only/613bb2b0a4781bc05f1d2da6b1eca5a3.squirrel%40secure.loyno.edu.

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[only/1537431555.2071796.1490494775394.JavaMail.yahoo%40mail.yahoo.com](https://groups.google.com/d/msgid/lusher-board-only/1537431555.2071796.1490494775394.JavaMail.yahoo%40mail.yahoo.com).

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From: 'kiki huston' via Lusher Board Only lushier-board-only@googlegroups.com  
Subject: proposed meeting for teachers w concerns  
Date: April 12, 2016 at 2:34 PM  
To: blecesne@loyno.edu  
Cc: Wisdom, Rachel W. rwisdom@stonepigman.com, lushier-board-only@googlegroups.com

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I am proposing that those who are available, and interested, meet with those teachers who have expressed concern about the formation of a union at our school.

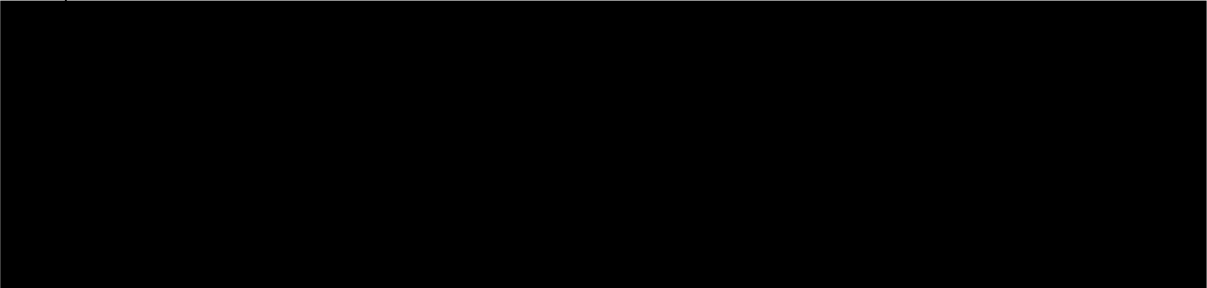
I suggest Mon the 18th , Willow St at 5pm. I will check to see if the library is available.

Kiki

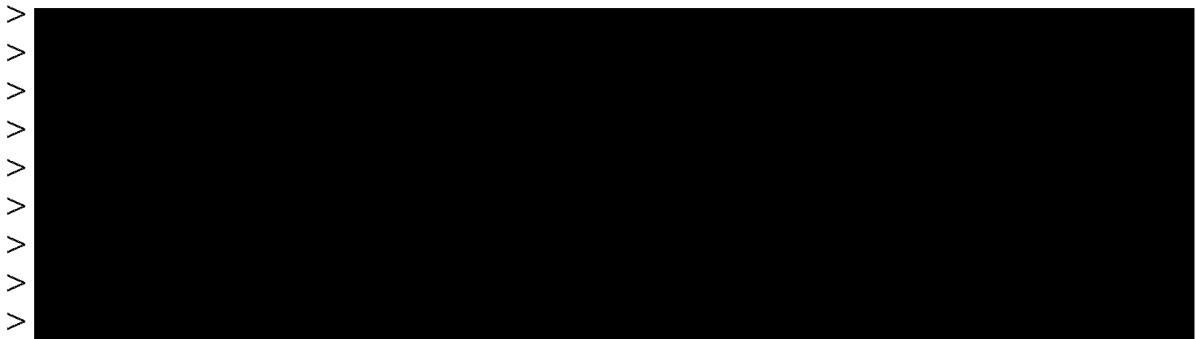
---

From: "blecesne@loyno.edu" <blecesne@loyno.edu>  
To: kiki huston [REDACTED]  
Cc: "Wisdom, Rachel W." <rwisdom@stonepigman.com>; "lushier-board-only@googlegroups.com" <lushier-board-only@googlegroups.com>  
Sent: Tuesday, April 12, 2016 8:32 AM  
Subject: Re: question

Kiki,



Blaine



Please advise. Best, Kiki

> <!--#yiv6082542249 \_filtered #yiv6082542249  
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> {color:blue;text-decoration:underline;}#yiv6082542249 a:visited,  
> #yiv6082542249 span.yiv6082542249MsoHyperlinkFollowed  
> {color:purple;text-decoration:underline;}#yiv6082542249  
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> "sans-serif";color:#1F497D;}#yiv6082542249 .yiv6082542249MsoChpDefault  
> {font-family:"Calibri", "sans-serif";} \_filtered #yiv6082542249  
> {margin:1.0in 1.0in 1.0in 1.0in;}#yiv6082542249  
> div.yiv6082542249WordSection1 {}-->

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[only/1566911896.1963574.1460489507515.JavaMail.yahoo%40mail.yahoo.com](https://groups.google.com/d/msgid/lusher-board-only/1566911896.1963574.1460489507515.JavaMail.yahoo%40mail.yahoo.com).

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From: 'kiki huston' via Lusher Board Only [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
Subject: Re: question  
Date: April 12, 2016 at 12:28 PM  
To: Wisdom, Rachel W. [RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com), [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

All-

I was contacted by an ex-employee who was at the Boil on Sat. She was told, by one of the main pro-union organizers, that the union had the support of the board. I understand that this is hearsay, and perhaps conjecture on behalf of the organizers. On the other hand, it could also suggest that there have already been conversations between parties. Boasts of board support, could also be used to pressure people to sign petition. This is a grave concern to me.

Sincerely,  
Kiki

---

From: kiki huston [redacted] >  
To: "Wisdom, Rachel W." <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>; "lusher-board-only@googlegroups.com" <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)>  
Sent: Tuesday, April 12, 2016 8:17 AM  
Subject: question

[redacted]

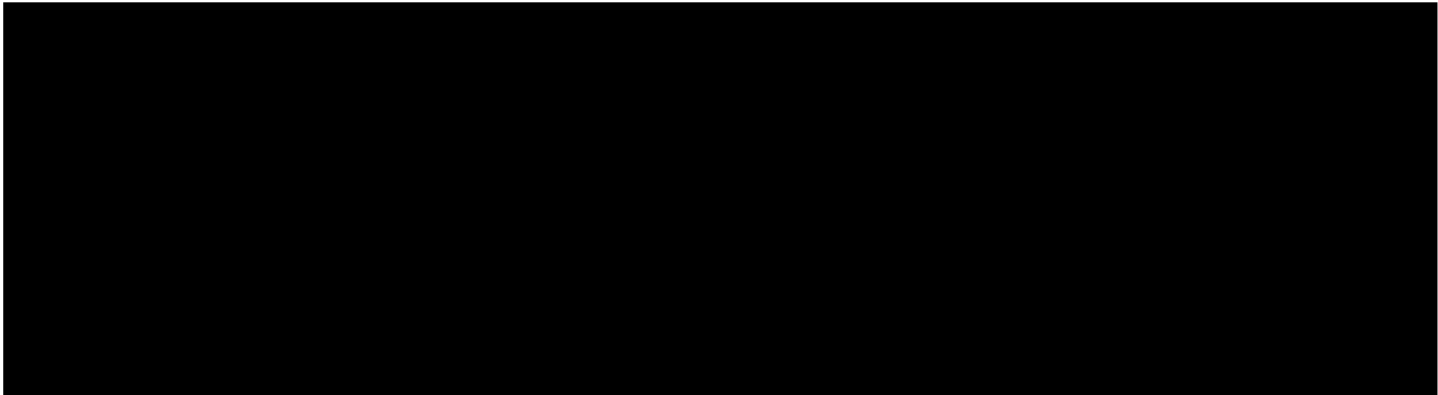
Please advise.  
Best,  
Kiki

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From: 'kiki huston' via Lusher Board Only [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
Subject: question  
Date: April 12, 2016 at 8:20 AM  
To: Wisdom, Rachel W. [RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com), [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)



Please advise.  
Best,  
Kiki

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From: 'kiki huston' via Lusher Board Only lushers-board-only@googlegroups.com  
Subject: Re: United Teachers of Lusher  
Date: April 9, 2016 at 7:53 PM  
To: blecesne@loyno.edu, lushers-board-only@googlegroups.com

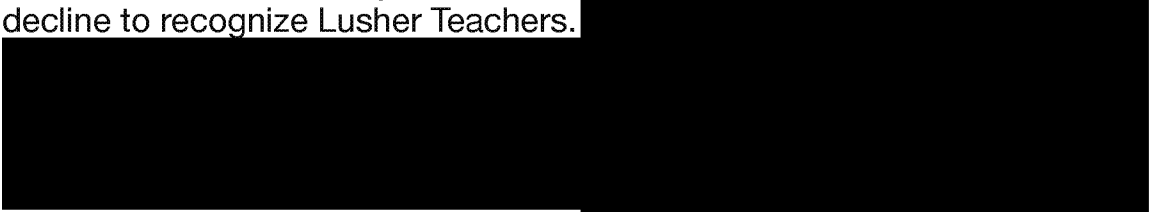
I am available on Tues, but only until 6.  
Kiki

---

From: "blecesne@loyno.edu" <blecesne@loyno.edu>  
To: lushers-board-only@googlegroups.com  
Sent: Saturday, April 9, 2016 9:42 AM  
Subject: United Teachers of Lusher

Hi all,

As you know, yesterday we were presented with a petition requesting the Board to recognize United Teachers of Lusher as a collective bargaining agent. So we have a very important decision to make and have to do sooner rather than later. Basically, we will have to decide whether to agree or decline to recognize Lusher Teachers.



In the meantime, the purpose of this email is to see what your availability looks during the week. In order to better inform our decision-making, I would like to arrange small group meetings between a representative group of the teachers and their union rep and Board members as soon as possible. These would be relatively brief, informal, informational sessions to hear from the teachers regarding their objectives and get a sense of what this is all about. We would mostly listen but certainly could ask questions if desired. It is not intended as forum for listing grievances and complaints, but rather a higher level policy conversation. Once we meet with them, Kathy has asked that she also meet with us to give her views, which we should do.

Given the short notice, the most efficient way to get this done is to set aside a time block on a couple of days next week where Board members can come in at their convenience and join the conversation. I am tentatively proposing Tuesday and, if necessary, Wednesday from 5:00-6:30. Whoever can make it during these windows please try and do so. If at any point we reach quorum level, one or two of us may have to step outside. But given our varying schedules that will not likely be an issue. My hope is that most of us will get a chance to meet with the teachers, even if briefly, on Tuesday or Wednesday. I do think it is very important that every Board member at some point have this opportunity before we make any decisions.

Please let me know ASAP if you can attend.

Blaine

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