

## Chunlin Leonhard

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**From:** 'Richard Cortizas' via Lusher Charter Board and Administrators <lusher-board-and-administrators@googlegroups.com>  
**Sent:** Thursday, May 19, 2016 3:59 PM  
**To:** Wisdom, Rachel W.; lushers-board-and-administrators@googlegroups.com  
**Cc:** 'Bickford, Mag'  
**Subject:** Re: [Lusher] Draft May 2016 AABE meeting notice and draft minutes from previous meetings  
**Attachments:** Quentin Messer bio NOLBA (N3228800x7A3A0).docx

Hi All,

Pursuant to item (4) of the May meeting's agenda - I would like to nominate and propose the consideration of Quentin Messer to fill the vacancy created by Andrea's resignation. Quentin, if approved, would only serve for the term of what would have been Andrea's term- and will have to be re-nominated at our regular annual meeting...I believe?

I have known Quentin for some-time now and have worked professionally with him on a number of economic development and diversity initiatives...And although we are friends--we are not close personal friends and have never previously discussed any Lusher matters. In my opinion he is just a diverse, business person with very similar credentials to that of Andrea's. Nevertheless, I have attached Quentin's bio for your review and consideration.

I am happy to discuss the above with anyone who may have any questions regarding the nomination of Quentin.

Lastly, Alysia, as I believe you were very instrumental in creating our Google group email account...can you switch out my yahoo email address for my rcortizas@joneswalker.com email? I receive and review these emails more promptly and frequently.

Thank you.

Richard

On Saturday, May 14, 2016 1:03 PM, "Wisdom, Rachel W." <RWisdom@stonepigman.com> wrote:

Hi all.

Here are drafts of the May meeting notice and of the minutes for all of the meetings we've had since January. Have a nice weekend all.

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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## Chunlin Leonhard

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**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Thursday, May 19, 2016 4:02 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] May 2016 AABE meeting notice.DOC (meeting starting at 2:30 pm)  
**Attachments:** May 2016 AABE meeting notice.DOC

Hi All.

This is the same as the previous notice except that the start time for the meeting has been pushed back to **2:30** to accommodate a board member's schedule.

See you Saturday.

Rachel W. Wisdom



546 Carondelet Street  
New Orleans, Louisiana 70130  
Direct Dial: (504)593-0911  
Direct Fax: (504)596-0911

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## Chunlin Leonhard

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**From:** Lusher Charter School <noreply@lusherschool.org>  
**Sent:** Tuesday, May 17, 2016 3:09 PM  
**To:** leonhard@loyno.edu  
**Subject:** Freret campus access

Dear Lusher Parent:

An important vote will take place today about the status of unions in our school community. Due to the sensitivity of this matter, we will not be allowing entry into the Freret Campus while votes are being counted after school hours. Parents may, of course, pick up their children from aftercare in the cafeteria.

This step is being taken to uphold the integrity of the voting process. Thank you for continuing to support our school community.

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Your school would like to continue connecting with you via email. If you prefer to be removed from our list, please contact your school directly. To stop receiving all email messages distributed through our SchoolMessenger service, follow this link and confirm: [Unsubscribe](#)

SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.



## Chunlin Leonhard

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**From:** lushers-board-and-administrators@googlegroups.com on behalf of Sheila Nelson <sheila\_nelson@lusherschool.org>  
**Sent:** Sunday, May 15, 2016 9:41 AM  
**To:** Board  
**Cc:** Wiley Ates; Charlene Hebert; Frank Israel; Kathy Riedlinger  
**Subject:** Re: [Lusher] My letter to the middle school staff  
**Attachments:** A Letter from Sheila.doc; WORKING TOGETHER FOR EXCELLENCE FINAL (1).doc

Attached is what I sent to the faculty.

On Sat, May 14, 2016 at 2:54 PM, Charlene Hebert <[charlene\\_hebert@lusherschool.org](mailto:charlene_hebert@lusherschool.org)> wrote:

Dear board members,

Below is the content of my letter to my middle school staff for you reference. Please don't hesitate to contact me if you have any questions. I will see you next week at the board meeting.

-----  
My Dear Colleagues,

This letter to you is from the heart, for that is the only way I know to speak.

Unfortunately, there continues to be some constraints with what I can say at this point. I look forward to the time when we all can speak freely.

I personally do not think we need a union to continue our tradition of excellence and make Lusher better. Every year we get better. This is a school full of go-getters. It's in our nature to strive to be better.

I believe that a union will add another layer of bureaucracy and actually stifle progress. You will be paying a union to speak for you at the table. You will no longer be able to go to administrators directly with concerns as you do now and have immediate action. Everything will have to be negotiated. We will lose the collaborative and collegial environment that makes Lusher a special place to work. You will lose your individual voice.

It already has affected our relationships with each other. It has pitted teacher against teacher and teacher against administrator. It already has stifled moving forward for planning for next year. No changes can be made with teacher assignments because any change likely will be misconstrued as an unfair labor practice.

You know me. I was blindsided by teachers voicing their desire and need for a union. I was hurt. This has been a wake-up call for me and the other administrators. Obviously some of our staff feel that some teacher concerns are not being addressed. But, I know how we have worked together in the past and that we can continue to make Lusher better for both students and teachers if we just sit down and have honest dialogue.

I implore you to find out as much information as you can between now and the election. I urge you to ask yourself before you vote if having a union is the next best step to making Lusher better. I trust you and trust that you will vote with your hearts as to what is best for Lusher.

I have so much respect for each of you and for the work that you do with our children. I look forward to many more years of creating magic and taking care of our students with you.

If you would like, please feel free to stop by my office to discuss.

-Charlene

---  
Charlene Hebert,  
Middle School Principal

Lusher Charter School  
5624 Freret St.  
New Orleans, LA 70115

504-324-7304  
504-861-1839 (fax)

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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Sheila <sheila\_nelson@lusherschool.org>  
**Sent:** Saturday, May 14, 2016 3:38 PM  
**To:** Board  
**Cc:** Wiley Ates; Charlene Hebert; Frank Israel; Kathy Riedlinger  
**Subject:** [Lusher] Fwd: A Letter from Sheila.doc

Sent from my iPhone

Begin forwarded message:

**From:** Sheila <sheila\_nelson@lusherschool.org>  
**Date:** May 14, 2016 at 3:35:01 PM CDT  
**To:** Sheila Nelson <sheila\_nelson@lusherschool.org>  
**Subject:** A Letter from Sheila.doc

<https://mail.aol.com/webmail/getPart?uid=31255942&partId=2&scope=STANDARD&saveAs=A+Letter+from+Sheila.doc>

Sent from my iPhone

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## Chunlin Leonhard

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**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wiley Ates <wiley\_ates@lusherschool.org>  
**Sent:** Saturday, May 14, 2016 2:59 PM  
**To:** Charlene Hebert  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] My letter to the middle school staff

## High School Letter

Dear Colleagues,

This letter is harder for me to write than I thought. An intricate part of who I am revolves around this school. It has deep emotional ties on both personal and professional levels. This is where my children went to school. And now my granddaughter is here. Lusher is literally part of my family. I am not sure I can write as an objective administrator.

When I look back over 40 years as an educator, being part of the team to help create this high school is one of my proudest accomplishments. We have something special here.

Lusher today is, by most standards, a model school. Many of the challenges of public schools in New Orleans and in America are not the challenges of Lusher today. This is no accident.

We have seized a unique opportunity in the New Orleans educational landscape. As a charter school we were free to be creative, take the initiative and make decisions that were best for our school and our students. Our open door policy was real. Anyone and everyone could and did contribute.

We can all appreciate the results: our ranking; salaries; benefits; technologies; work culture; reputation; integrity; security; and—of course—our students.

Our young—and it is young—high school has become one of the best in the state and, indeed, the country. This could only happen with collaboration and support from you and those who preceded you. Your input is valued, not just as a group of professional educators, but as unique innovative individuals. Without that Lusher would not be the Lusher it is.

That is why I have grave concerns about the vote on union representation. The potential ramifications could seriously damage what we have worked so hard to create. I do not say that naively or lightly.

It might surprise you to know that I have been on both sides of the picket line. “I Carried the Weight in ‘78”, declared an old union button of mine. Since 1971

I have dealt with many union contracts and representatives.

But times, conditions, and contexts were very different then. I know what unions promise and I know the culture they create. I also know the union's position on selective charters and their track record with their own charters. The challenges for Lusher to continue to improve and provide the work environment and educational excellence we strive for are very different from what a union can deliver.

I hope you understand my passion. Your vote will affect our school's unique legacy and future. The success of this school means enough to me that if I thought a union could improve Lusher, I would have been the first to dust off my old union pin.

Instead I am ask you to vote NO to the union.

As an educator, the father of former students and the grandfather of a current student, I implore you to do your research and do not let others speak for you.

My door is always open and your input welcome. Please come see me if you would like to talk.

Sincerely,

Wiley

On Sat, May 14, 2016 at 2:54 PM, Charlene Hebert <[charlene\\_hebert@lusherschool.org](mailto:charlene_hebert@lusherschool.org)> wrote:

Dear board members,

Below is the content of my letter to my middle school staff for you reference. Please don't hesitate to contact me if you have any questions. I will see you next week at the board meeting.

-----  
My Dear Colleagues,

This letter to you is from the heart, for that is the only way I know to speak.

Unfortunately, there continues to be some constraints with what I can say at this point. I look forward to the time when we all can speak freely.

I personally do not think we need a union to continue our tradition of excellence and make Lusher better. Every year we get better. This is a school full of go-getters. It's in our nature to strive to be better.

I believe that a union will add another layer of bureaucracy and actually stifle progress. You will be paying a union to speak for you at the table. You will no longer be able to go to administrators directly with concerns as you do now and have immediate action. Everything will have to be negotiated. We will lose the collaborative and collegial environment that makes Lusher a special place to work. You will lose your individual voice.

It already has affected our relationships with each other. It has pitted teacher against teacher and teacher against administrator. It already has stifled moving forward for planning for next year. No changes can be made with teacher assignments because any change likely will be misconstrued as an unfair labor practice.

You know me. I was blindsided by teachers voicing their desire and need for a union. I was hurt. This has been a wake-up call for me and the other administrators. Obviously some of our staff feel that some teacher concerns are not being addressed. But, I know how we have worked together in the past and that we can continue to make Lusher better for both students and teachers if we just sit down and have honest dialogue.

I implore you to find out as much information as you can between now and the election. I urge you to ask yourself before you vote if having a union is the next best step to making Lusher better. I trust you and trust that you will vote with your hearts as to what is best for Lusher.

I have so much respect for each of you and for the work that you do with our children. I look forward to many more years of creating magic and taking care of our students with you.

If you would like, please feel free to stop by my office to discuss.

-Charlene

---  
Charlene Hebert,  
Middle School Principal

Lusher Charter School  
5624 Freret St.  
New Orleans, LA 70115

504-324-7304  
504-861-1839 (fax)

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Wiley Ates, High School Principal  
Lusher Charter School  
5624 Freret Street  
New Orleans, LA70115  
(504) 304-3960

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## Chunlin Leonhard

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**From:** lusher-board-and-administrators@googlegroups.com on behalf of Charlene Hebert <charlene\_hebert@lusherschool.org>  
**Sent:** Saturday, May 14, 2016 2:55 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] My letter to the middle school staff

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-Charlene

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Charlene Hebert,  
Middle School Principal

Lusher Charter School  
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New Orleans, LA 70115

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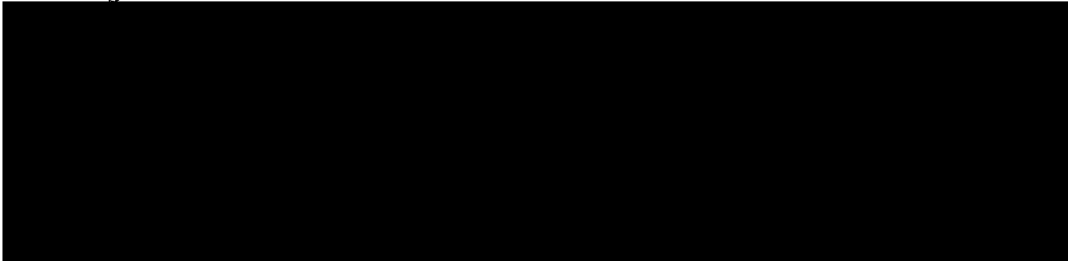
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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Saturday, May 14, 2016 1:04 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Cc:** 'Bickford, Mag'  
**Subject:** [Lusher] Draft May 2016 AABE meeting notice and draft minutes from previous meetings  
**Attachments:** 

Hi all.



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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## Chunlin Leonhard

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**From:** lusher-board-and-administrators@googlegroups.com on behalf of Alysia Loshbaugh  
**Sent:** Friday, May 13, 2016 12:28 PM  
**To:** Wisdom, Rachel W.  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] agenda for board meeting 5/21

Do we need to add the budget items?

On Thu, May 12, 2016 at 6:50 PM, Wisdom, Rachel W. <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)> wrote:  
I have the following to add to the draft agenda I circulated

Approval of Tulane contract

Filling vacancy created by resignation of board member

Teacher retention and satisfaction

Please let me know if there is anything else to add.

I will send a revised notice with agenda Saturday, and I hope to be able to circulate then drafts of all of the minutes for the meetings since January.

Rachel W. Wisdom  
Stone Pigman Walther Wittmann L.L.C.  
546 Carondelet Street  
New Orleans, Louisiana 70130  
Direct Dial: [\(504\)593-0911](tel:(504)593-0911)  
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"Few things are harder to put up with than the annoyance of a good example."

--Mark Twain

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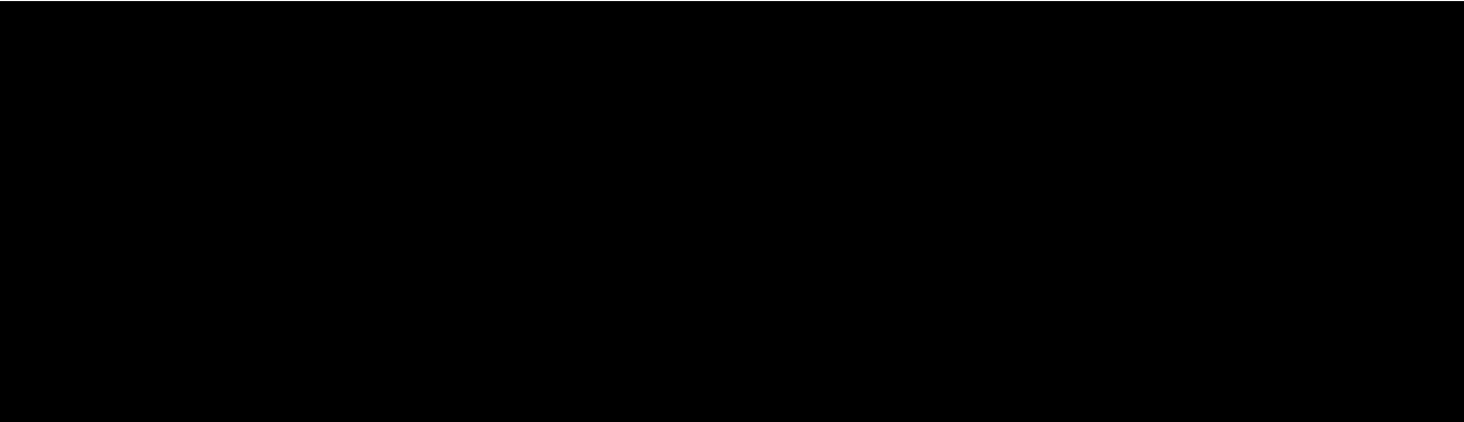
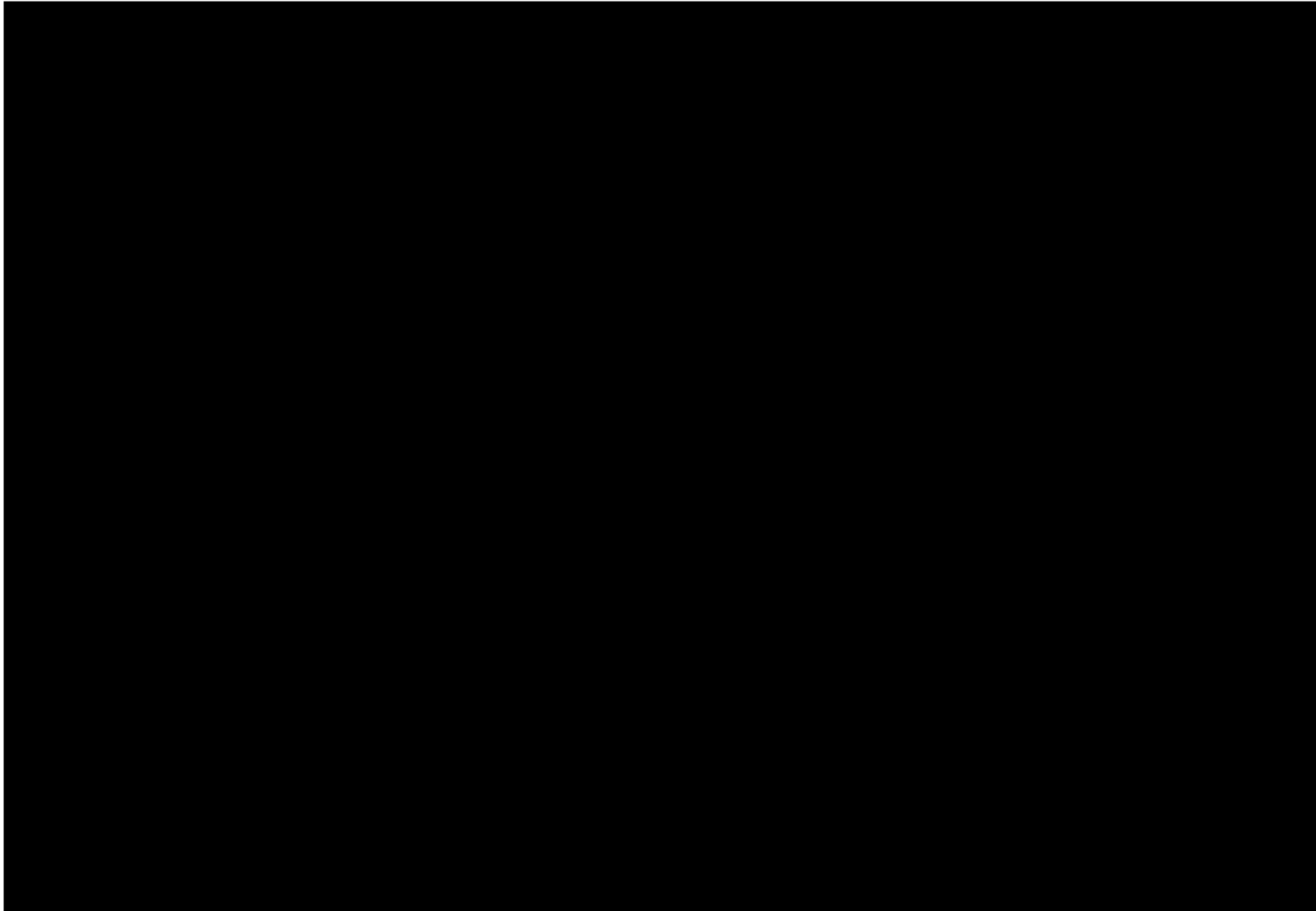
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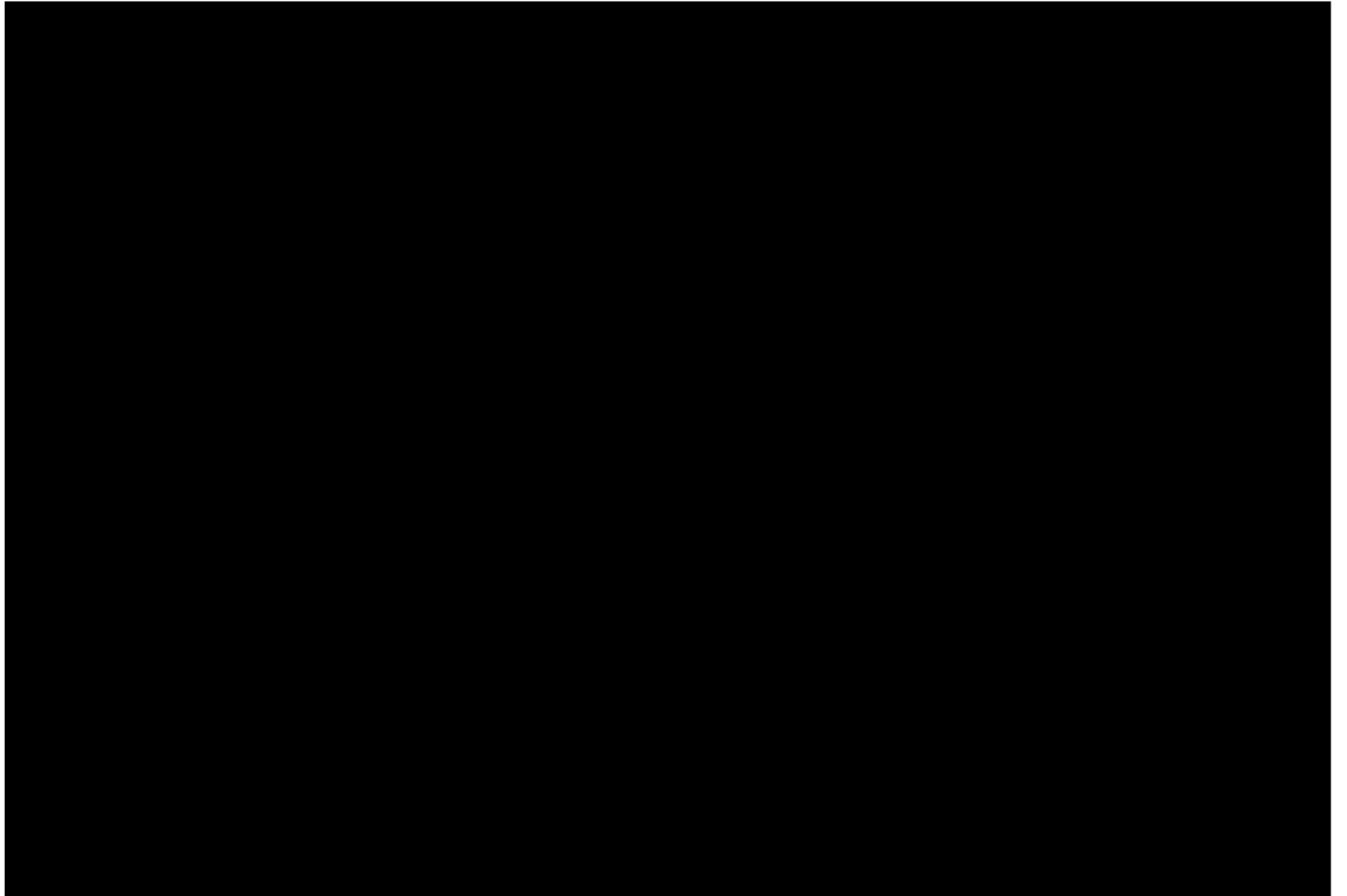
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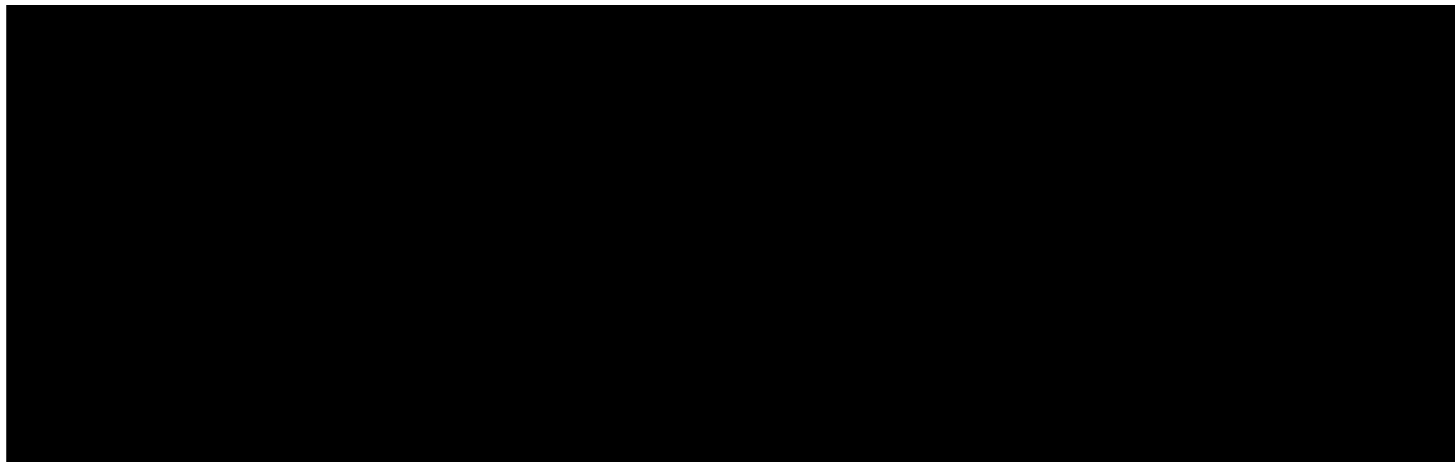
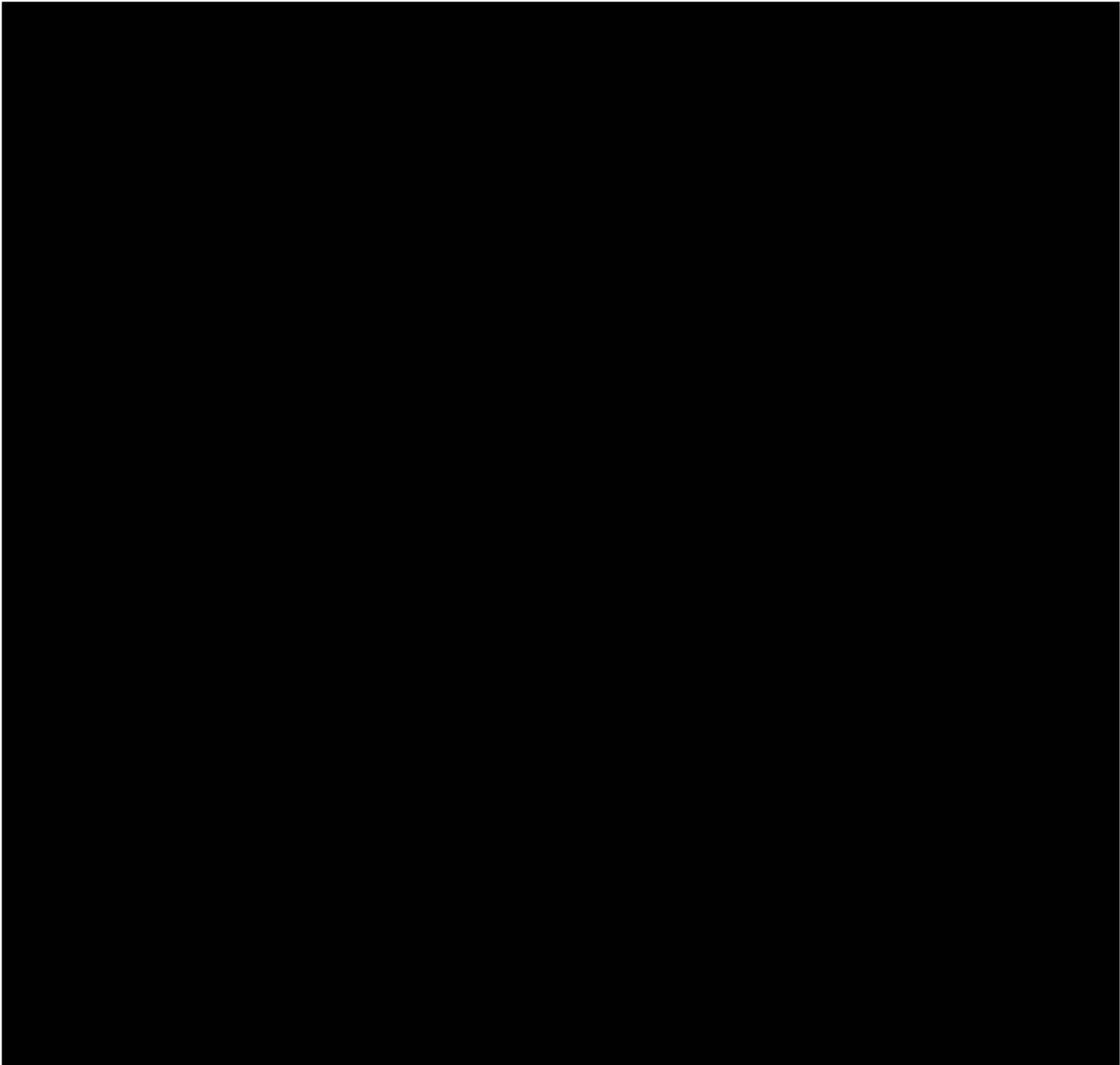
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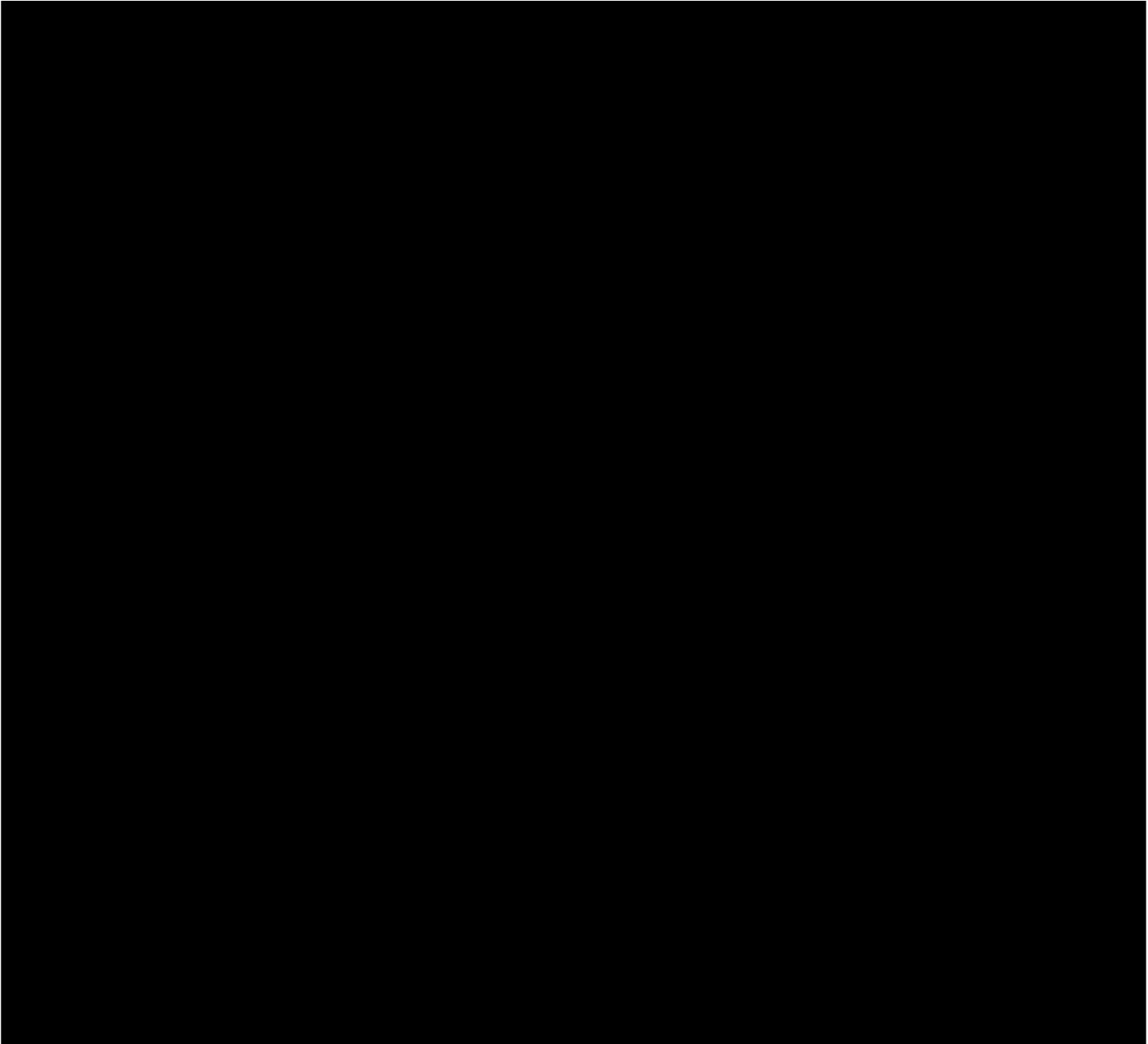
**From:** Bickford, Mag <mbickford@mcglinchey.com>  
**Sent:** Friday, May 13, 2016 11:30 AM  
**To:** Chunlin Leonhard  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Carol Whelan;  
reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki  
Huston; Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
**Subject:** RE: Lusher - NLRB Decision -Attorney Client Communication











Magdalen Blessey Bickford  
McGlinchey Stafford  
p: (504) 596-2726  
601 Poydras St, Ste 1200 | New Orleans, LA 70130

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

From: Chunlin Leonhard [mailto:[leonhard@loyno.edu](mailto:leonhard@loyno.edu)]

Sent: Friday, May 13, 2016 11:27 AM

To: Bickford, Mag; Chunlin Leonhard

Cc: [blecesne@loyno.edu](mailto:blecesne@loyno.edu); Wisdom, Rachel W.; Paul Barron; Carol Whelan; [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com); Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston; Kathy Riedlinger; Bryant, Camille; Christina, Angelina

Subject: RE: Lusher - NLRB Decision -Attorney Client Communication

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From: Bickford, Mag [mailto:mbickford@mcglinchey.com]

Sent: Friday, May 13, 2016 8:58 AM

To: Chunlin Leonhard <leonhard@loyno.edu>

Cc: blecesne@loyno.edu; Wisdom, Rachel W. <RWisdom@stonepigman.com>; Paul Barron <pbarron@tulane.edu>; Carol Whelan <cwhelan@tulane.edu>; reuben.teague@prudential.com; Alysia Loshbaugh [REDACTED];

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Magdalen Blessey Bickford

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From: Chunlin Leonhard [mailto:leonhard@loyno.edu]

Sent: Thursday, May 12, 2016 11:36 PM

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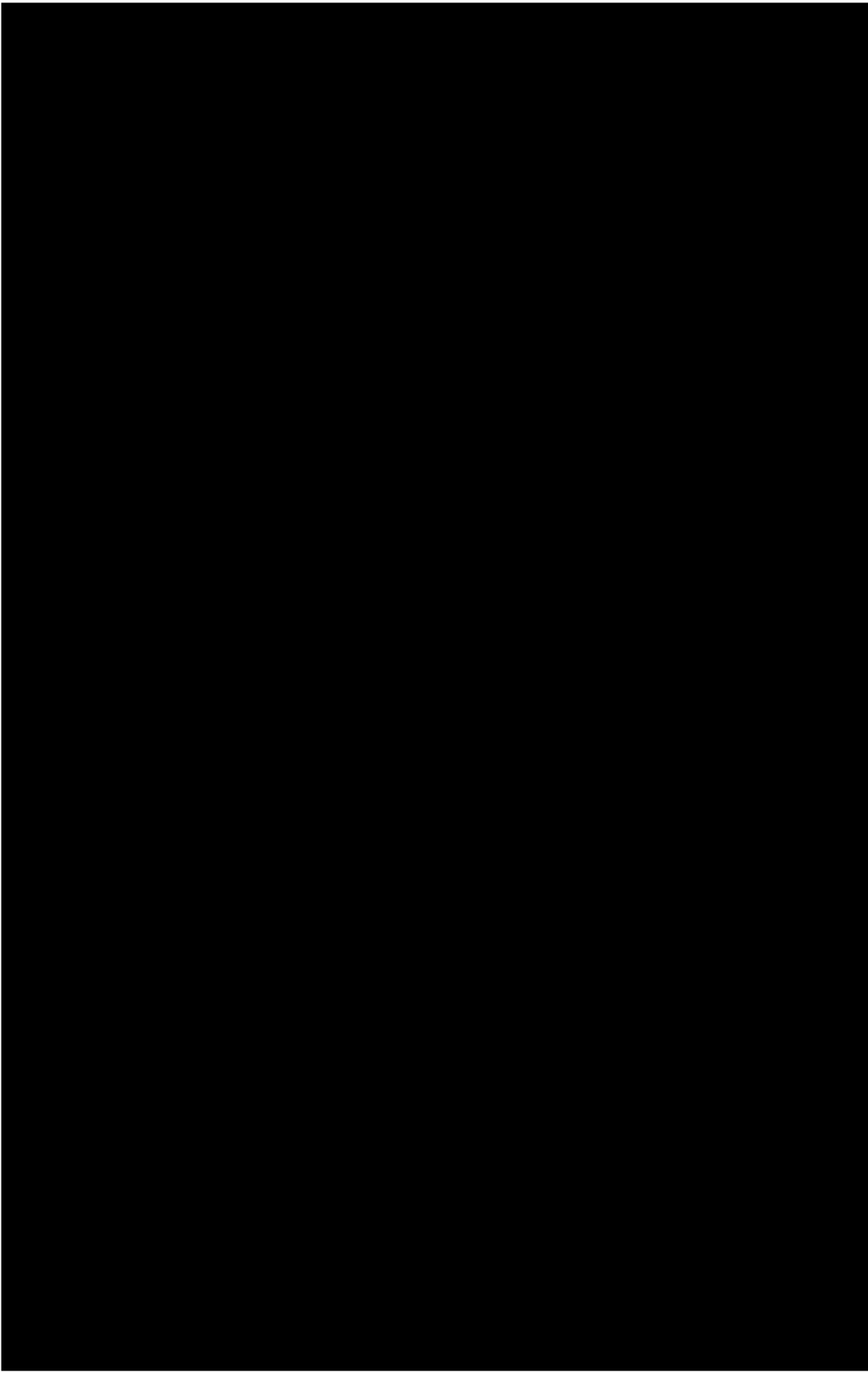
> On May 12, 2016, at 7:27 PM, Chunlin Leonhard <leonhard@loyno.edu>  
> wrote:

[Redacted]

>  
> Thanks.  
>  
> Chunlin

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[Redacted]



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## Chunlin Leonhard

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Subject: Re: Lusher - NLRB Decision -Attorney Client Communication

[REDACTED]

Sent from my iPhone

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> [REDACTED]

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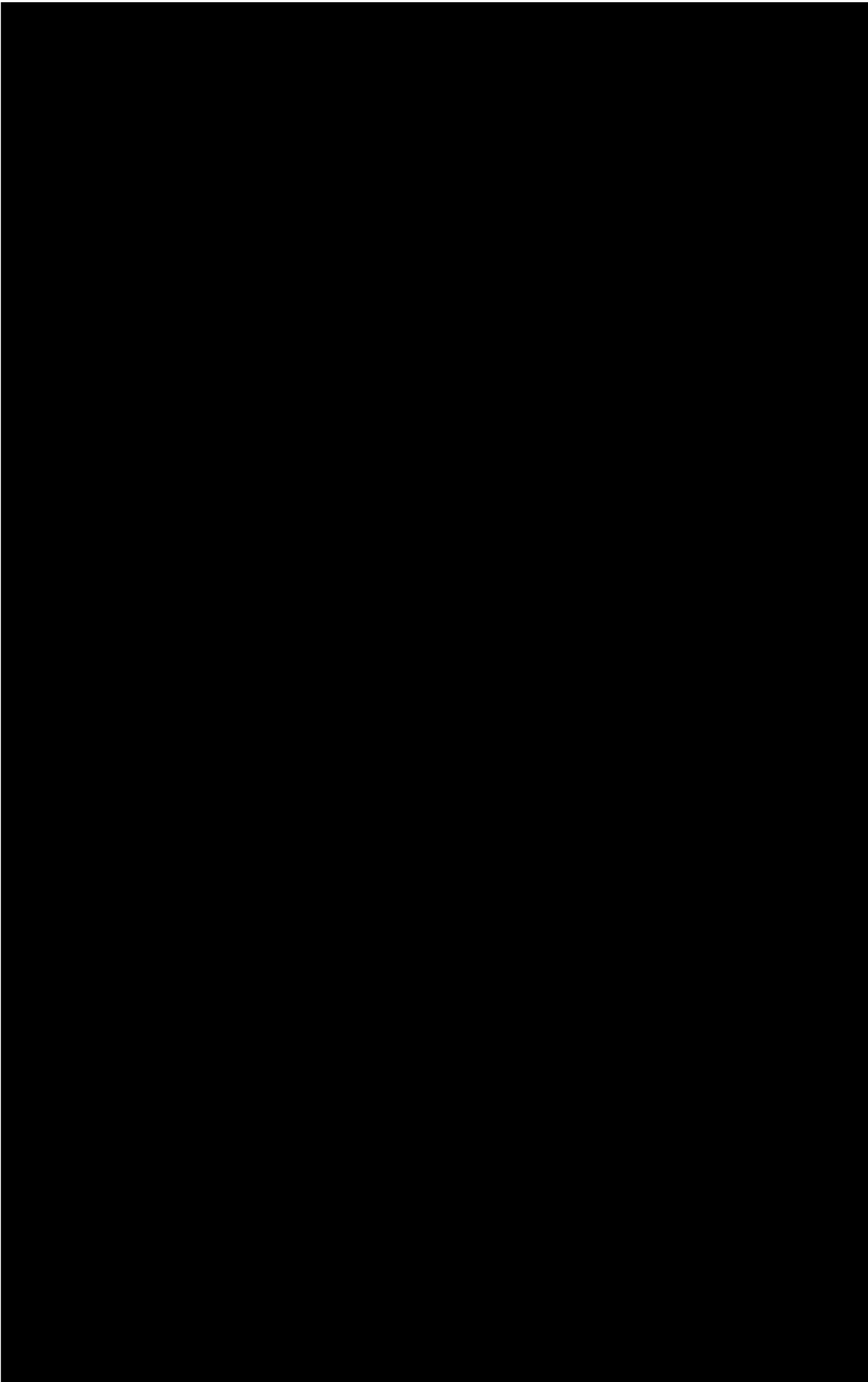
> <achristina@mcglinchey.com>

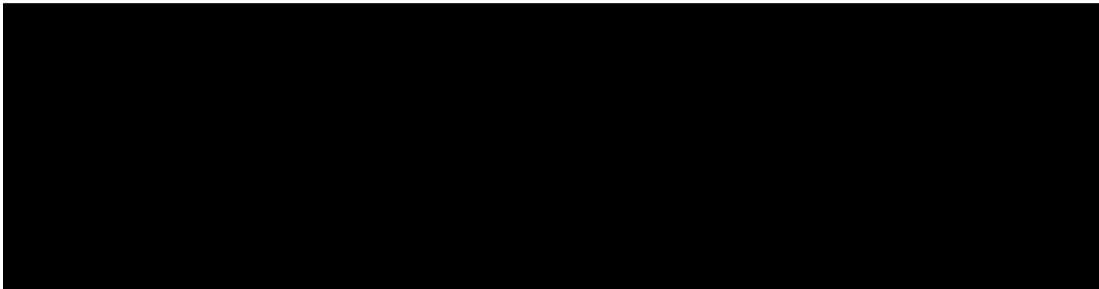
> Subject: FW: Lusher - NLRB Decision -Attorney Client Communication

>  
> Team,

[REDACTED]







>  
> Mag  
> Magdalen Blessey Bickford  
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## Chunlin Leonhard

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**From:** Bickford, Mag <mbickford@mcglinchey.com>  
**Sent:** Friday, May 13, 2016 11:26 AM  
**To:** Chunlin Leonhard  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston; Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
**Subject:** RE: Lusher - NLRB Decision -Attorney Client Communication

[REDACTED]

Magdalen Blessey Bickford  
McGlinchey Stafford  
p: (504) 596-2726  
601 Poydras St, Ste 1200 | New Orleans, LA 70130

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

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]  
**Sent:** Friday, May 13, 2016 11:22 AM  
**To:** Bickford, Mag; Chunlin Leonhard  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston; Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
**Subject:** RE: Lusher - NLRB Decision -Attorney Client Communication

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**From:** Bickford, Mag [mailto:mbickford@mcglinchey.com]  
**Sent:** Friday, May 13, 2016 9:06 AM  
**To:** Chunlin Leonhard <leonhard@loyno.edu>  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W. <RWisdom@stonepigman.com>; Paul Barron <pbarron@tulane.edu>; Carol Whelan <cwhelan@tulane.edu>; reuben.teague@prudential.com; Alysia Loshbaugh <[REDACTED]>; Ann Salzer <asalzer@tulane.edu>; Richard F. Cortizas <[REDACTED]>; Kiki Huston <[REDACTED]>; Kathy Riedlinger <kathy\_riedlinger@luserschool.org>; Bryant, Camille <cbryant@mcglinchey.com>; Christina, Angelina <achristina@mcglinchey.com>  
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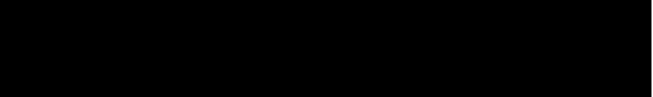
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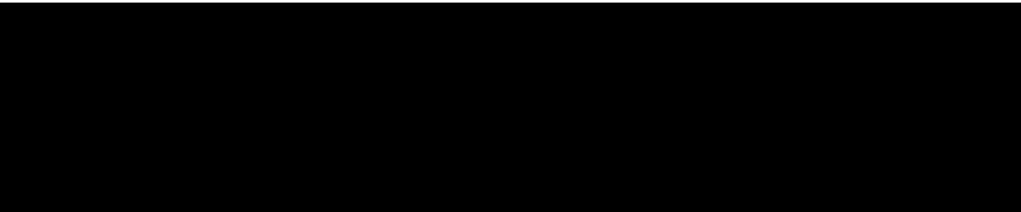
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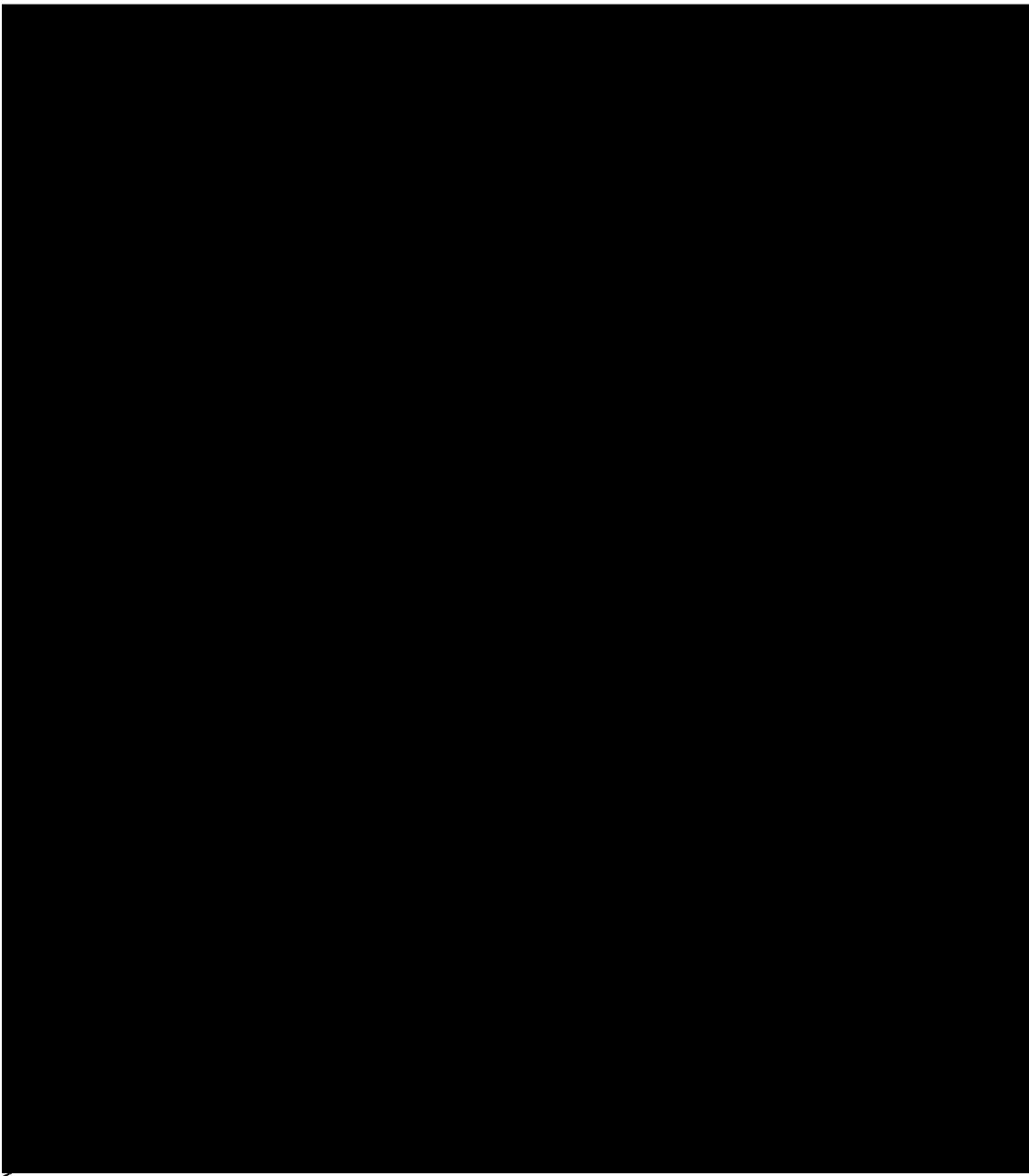
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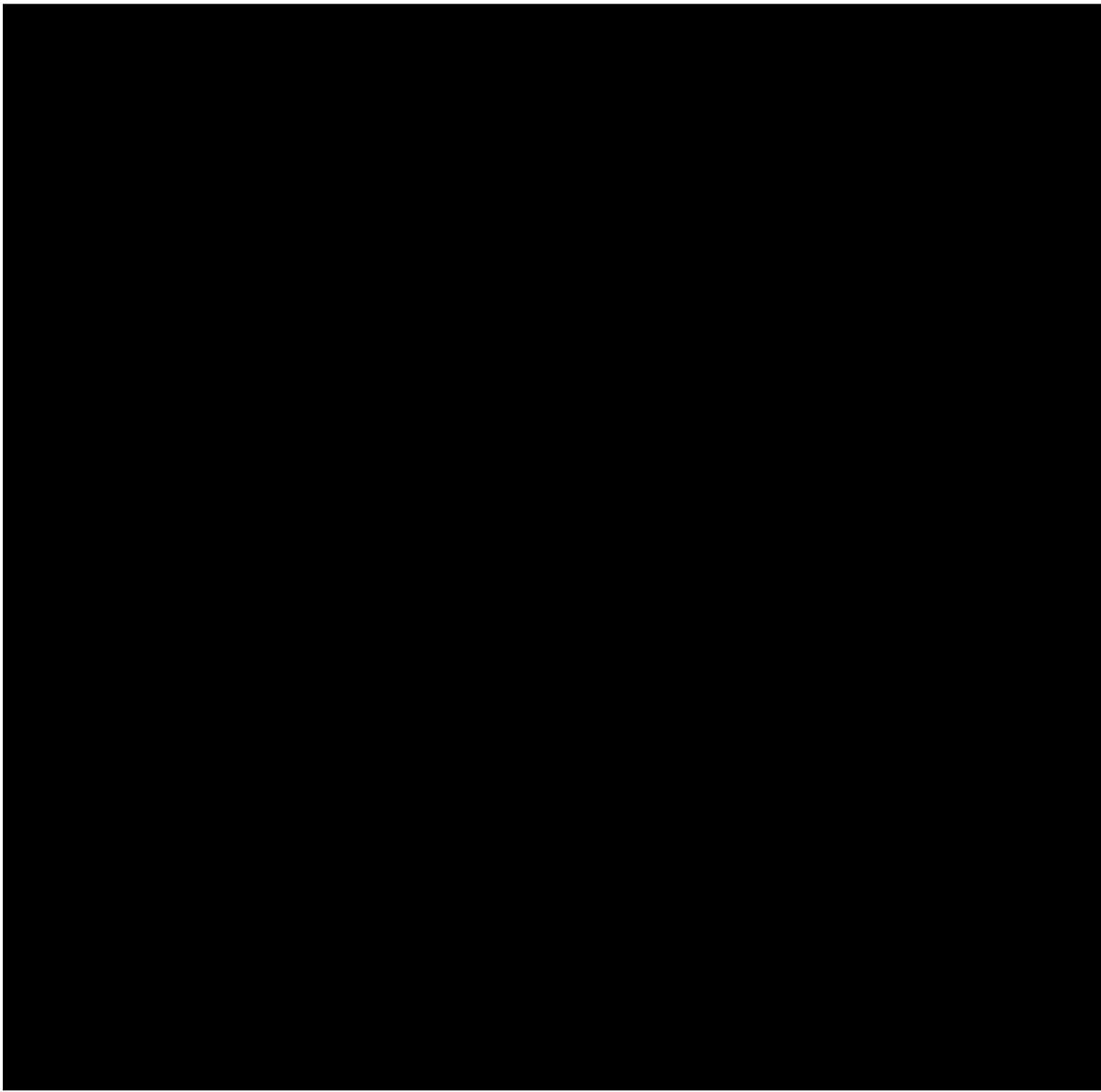
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> Thanks,

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> [REDACTED]; Kiki Huston [REDACTED]

> Cc: Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>; Bryant,

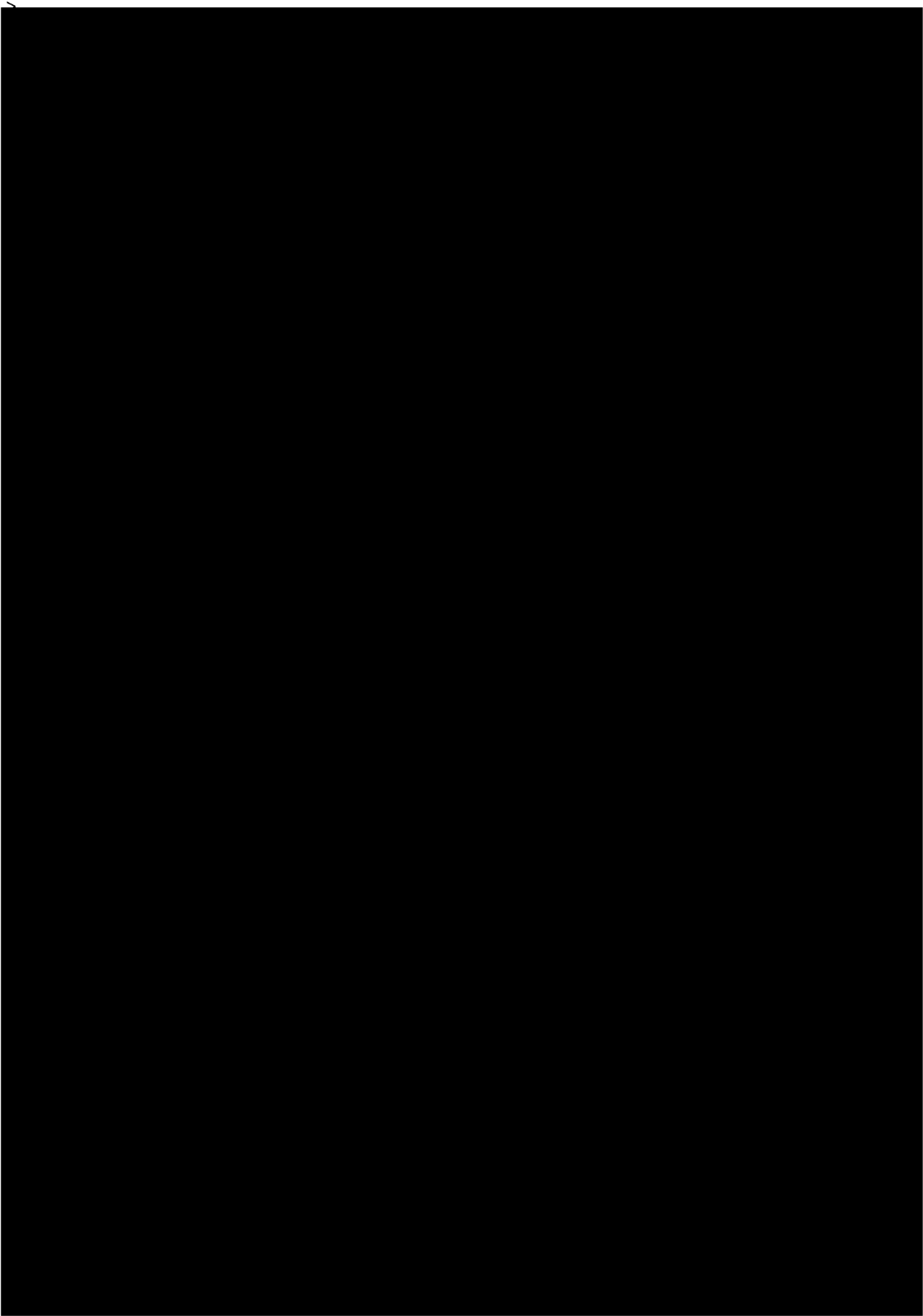
> Camille <cbryant@mcglinchey.com>; Christina, Angelina

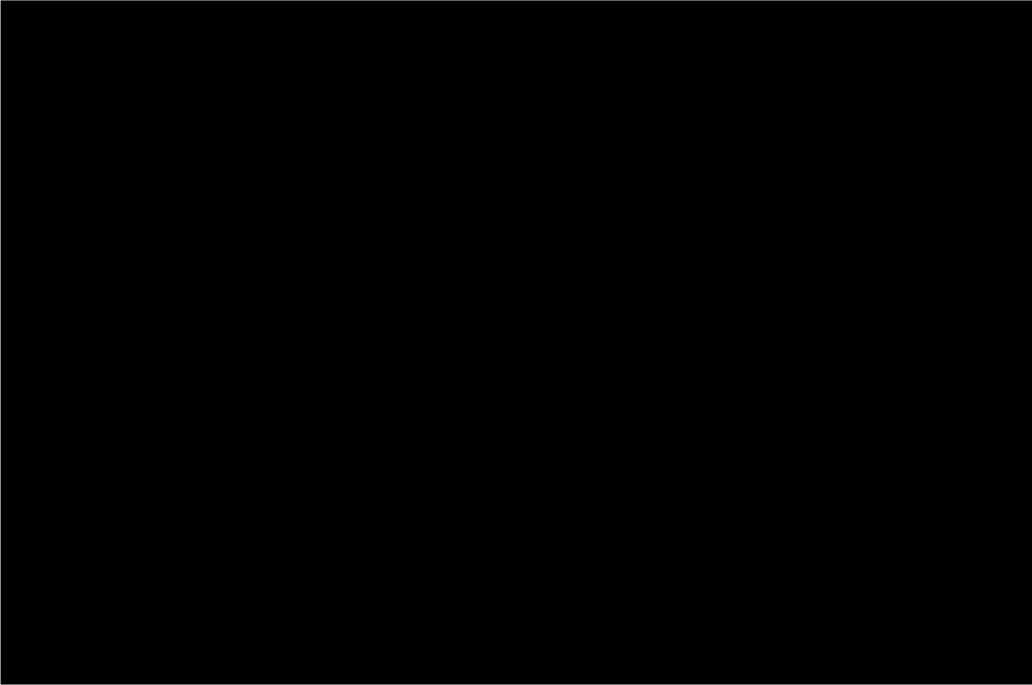
> <achristina@mcglinchey.com>

> Subject: FW: Lusher - NLRB Decision -Attorney Client Communication

>

> Team,





> Mag  
> Magdalen Blessey Bickford  
> McGlinchey Stafford  
> p: (504) 596-2726  
> 601 Poydras St, Ste 1200 | New Orleans, LA 70130  
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## Chunlin Leonhard

---

**From:** Bickford, Mag <mbickford@mcglinchey.com>  
**Sent:** Friday, May 13, 2016 9:06 AM  
**To:** Chunlin Leonhard  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston; Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
**Subject:** RE: Lusher - NLRB Decision -Attorney Client Communication

Magdalen Blessey Bickford  
McGlinchey Stafford  
p: (504) 596-2726  
601 Poydras St, Ste 1200 | New Orleans, LA 70130

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

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]  
**Sent:** Friday, May 13, 2016 8:15 AM  
**To:** Bickford, Mag; Chunlin Leonhard  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston; Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
**Subject:** RE: Lusher - NLRB Decision -Attorney Client Communication

Chunlin Leonhard

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

**From:** Bickford, Mag [mailto:mbickford@mcglinchey.com]  
**Sent:** Thursday, May 12, 2016 7:33 PM  
**To:** Chunlin Leonhard <leonhard@loyno.edu>  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W. <RWisdom@stonepigman.com>; Paul Barron <pbarron@tulane.edu>; Carol Whelan <cwhelan@tulane.edu>; reuben.teague@prudential.com; Alysia Loshbaugh <aloshbaugh@tulane.edu>; Ann Salzer <asalzer@tulane.edu>; Richard F. Cortizas <rcortizas@tulane.edu>; Kiki Huston <khuston@tulane.edu>; Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>; Bryant, Camille <cbryant@mcglinchey.com>; Christina, Angelina <achristina@mcglinchey.com>

Subject: Re: Lusher - NLRB Decision -Attorney Client Communication

[REDACTED]  
Sent from my iPhone

> On May 12, 2016, at 7:27 PM, Chunlin Leonhard <leonhard@loyno.edu>  
wrote:

[REDACTED]

> Chunlin

>

> -----Original Message-----

> From: Bickford, Mag [mailto:mbickford@mcglinchey.com]

> Sent: Wednesday, May 11, 2016 1:44 PM

> To: blecesne@loyno.edu; Wisdom, Rachel W. <RWisdom@stonepigman.com>;

> Paul Barron <pbarron@tulane.edu>; Chunlin Leonhard

> <leonhard@loyno.edu>; Carol Whelan <cwhelan@tulane.edu>;

> reuben.teague@prudential.com; Alysia Loshbaugh [REDACTED];

> Ann Salzer <asalzer@tulane.edu>; Richard F. Cortizas

> [REDACTED]; Kiki Huston <[REDACTED]>

> Cc: Kathy Riedlinger <kathy\_riedlinger@iusnerschool.org>; Bryant,

> Camille <cbryant@mcglinchey.com>; Christina, Angelina

> <achristina@mcglinchey.com>

> Subject: FW: Lusher - NLRB Decision -Attorney Client Communication

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> Team,

[REDACTED]





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> Magdalen Blessey Bickford  
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## Chunlin Leonhard

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**From:** Bickford, Mag <mbickford@mcglinchey.com>  
**Sent:** Friday, May 13, 2016 8:58 AM  
**To:** Chunlin Leonhard  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston; Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
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Magdalen Blessey Bickford  
McGlinchey Stafford  
p: (504) 596-2726  
601 Poydras St, Ste 1200 | New Orleans, LA 70130

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

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]  
**Sent:** Thursday, May 12, 2016 11:36 PM  
**To:** Bickford, Mag; Chunlin Leonhard  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston; Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
**Subject:** RE: Lusher - NLRB Decision -Attorney Client Communication

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**Sent:** Thursday, May 12, 2016 7:33 PM  
**To:** Chunlin Leonhard <leonhard@loyno.edu>  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W. <RWisdom@stonepigman.com>; Paul Barron <pbarron@tulane.edu>; Carol Whelan <cwhelan@tulane.edu>; reuben.teague@prudential.com; Alysia Loshbaugh <aloshbaugh@prudential.com>; Ann Salzer <asalzer@tulane.edu>; Richard F. Cortizas <rcortizas@tulane.edu>; Kiki Huston <khuston@tulane.edu>; Kathy Riedlinger <kathy\_riedlinger@luserschool.org>; Bryant, Camille <cbryant@mcglinchey.com>; Christina, Angelina <achristina@mcglinchey.com>  
**Subject:** Re: Lusher - NLRB Decision -Attorney Client Communication

Sent from my iPhone

> On May 12, 2016, at 7:27 PM, Chunlin Leonhard <leonhard@loyno.edu>  
wrote:  
>



> Chunlin

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> -----Original Message-----

> From: Bickford, Mag [mailto:mbickford@mcglinchey.com]

> Sent: Wednesday, May 11, 2016 1:44 PM

> To: blecesne@loyno.edu; Wisdom, Rachel W. <RWisdom@stonepigman.com>;

> Paul Barron <pbarron@tulane.edu>; Chunlin Leonhard

> <leonhard@loyno.edu>; Carol Whelan <cwhelan@tulane.edu>;

> reuben.teague@prudential.com; Alysia Loshbaugh <[REDACTED]>

> Ann Salzer <asalzer@tulane.edu>; Richard F. Cortizas

> <[REDACTED]>; Kiki Huston <[REDACTED]>

> Cc: Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>; Bryant,

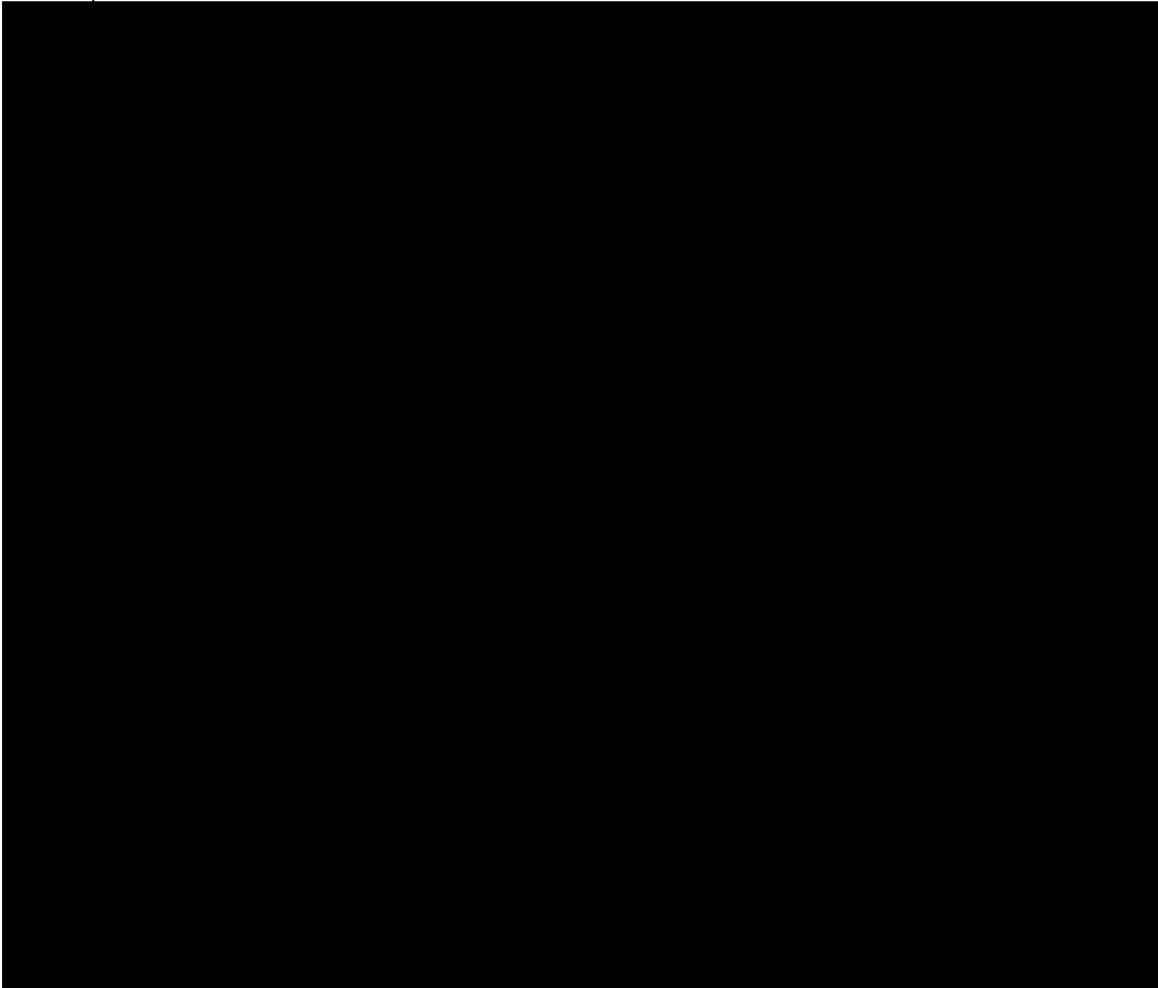
> Camille <cbryant@mcglinchey.com>; Christina, Angelina

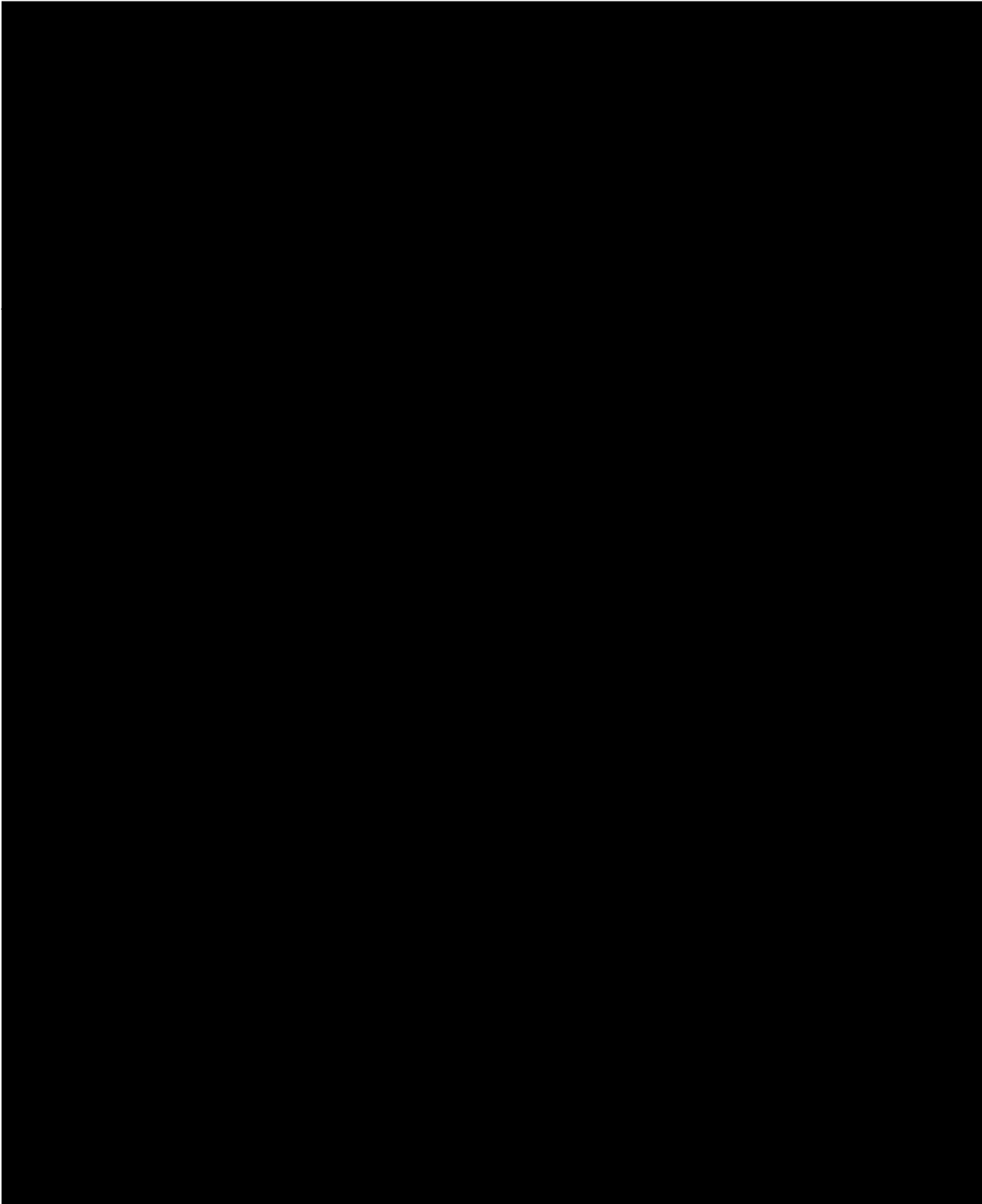
> <achristina@mcglinchey.com>

> Subject: FW: Lusher - NLRB Decision -Attorney Client Communication

>

> Team,



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  - > Magdalen Blessey Bickford
  - > McGlinchey Stafford
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## Chunlin Leonhard

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Chunlin Leonhard

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Subject: Re: Lusher - NLRB Decision -Attorney Client Communication

[REDACTED]

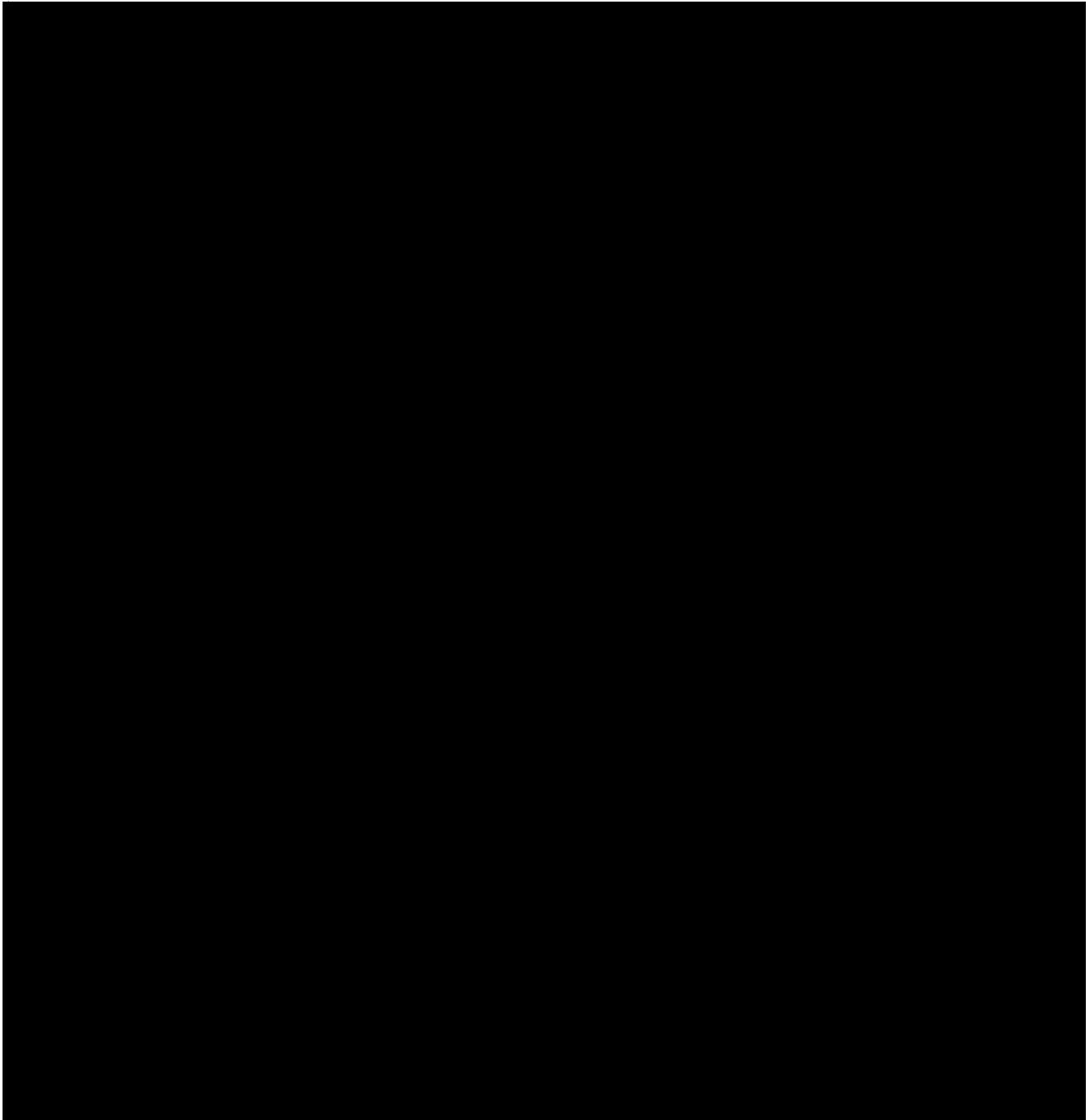
Sent from my iPhone

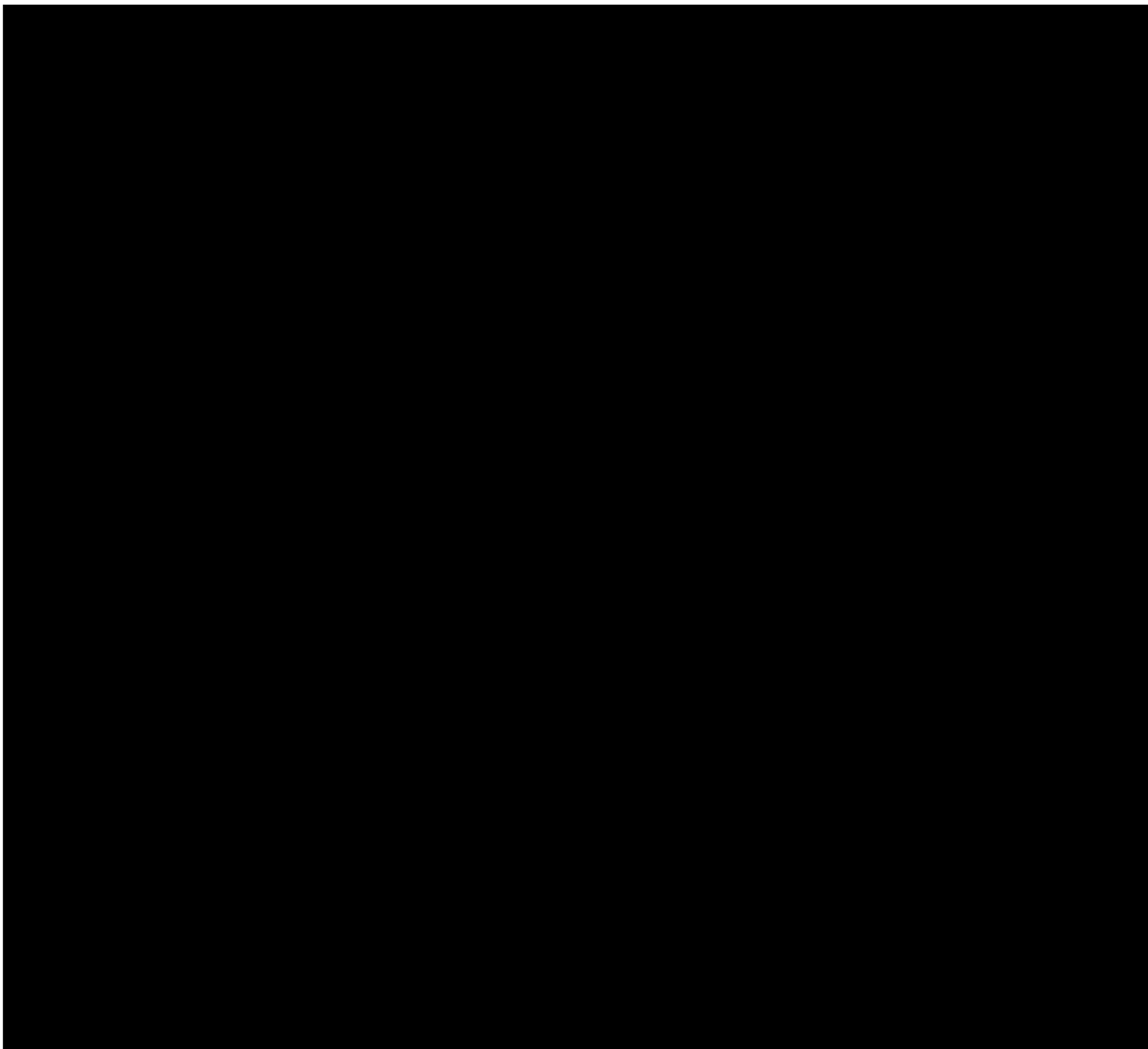
> On May 12, 2016, at 7:27 PM, Chunlin Leonhard <leonhard@loyno.edu>  
> wrote:

[REDACTED]

>  
> Chunlin  
>  
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> From: Bickford, Mag [mailto:mbickford@mcglinchey.com]

> Sent: Wednesday, May 11, 2016 1:44 PM  
> To: blecesne@loyno.edu; Wisdom, Rachel W. <RWisdom@stonepigman.com>;  
> Paul Barron <pbarron@tulane.edu>; Chunlin Leonhard  
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[REDACTED]; Kiki Huston [REDACTED]  
> Cc: Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>; Bryant,  
> Camille <cbryant@mcglinchey.com>; Christina, Angelina  
> <achristina@mcglinchey.com>  
> Subject: FW: Lusher - NLRB Decision -Attorney Client Communication  
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> Magdalen Blessey Bickford  
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## Chunlin Leonhard

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**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Thursday, May 12, 2016 11:36 PM  
**To:** Bickford, Mag; Chunlin Leonhard  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston; Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
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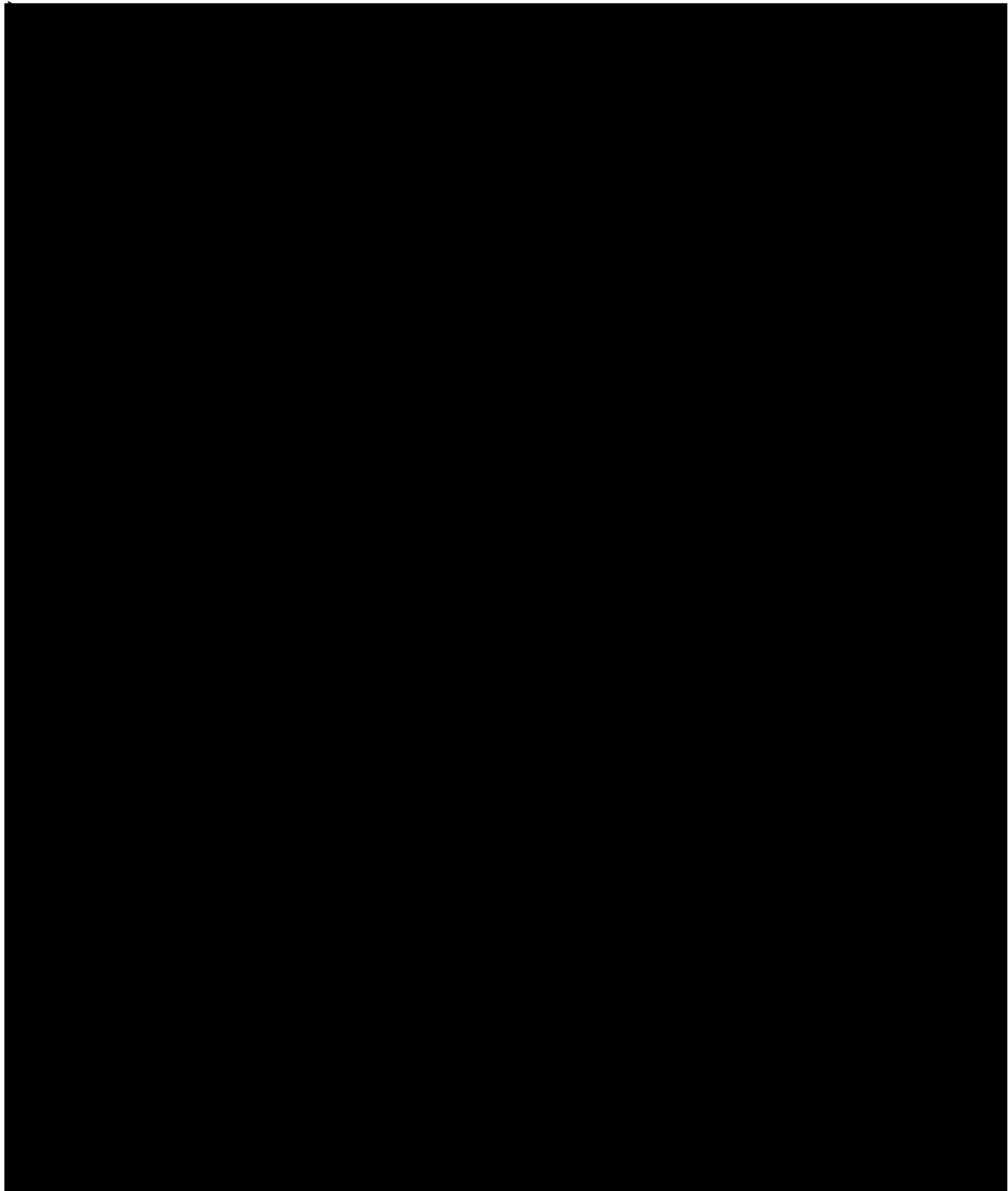
> Chunlin

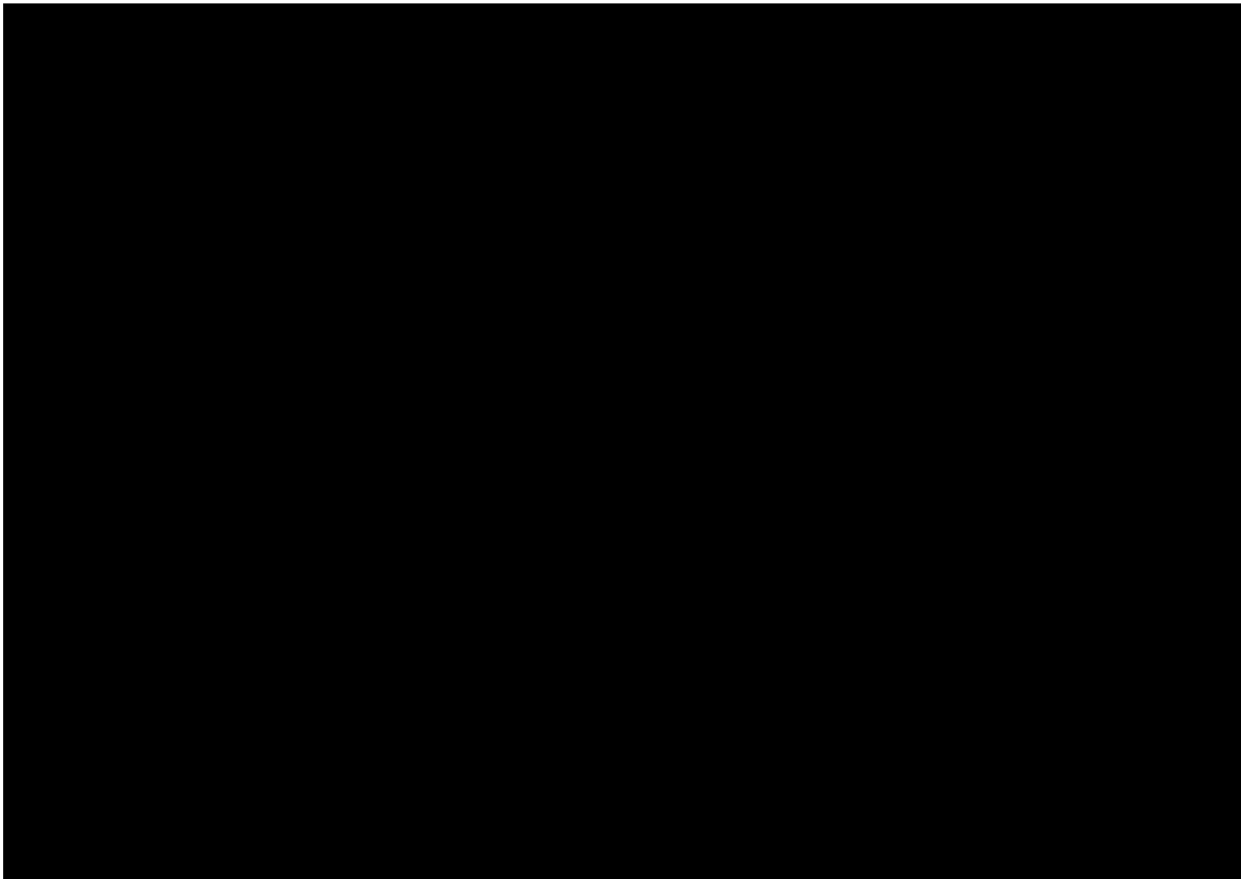
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- > Magdalen Blessey Bickford
- > McGlinchey Stafford
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- > 601 Poydras St, Ste 1200 | New Orleans, LA 70130
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> reuben.teague@prudential.com; Alysia Loshbaugh [REDACTED]

> Ann Salzer <asalzer@tulane.edu>; Richard F. Cortizas

[REDACTED]; Kiki Huston [REDACTED]

> Cc: Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>; Bryant,

> Camille <cbryant@mcglinchey.com>; Christina, Angelina

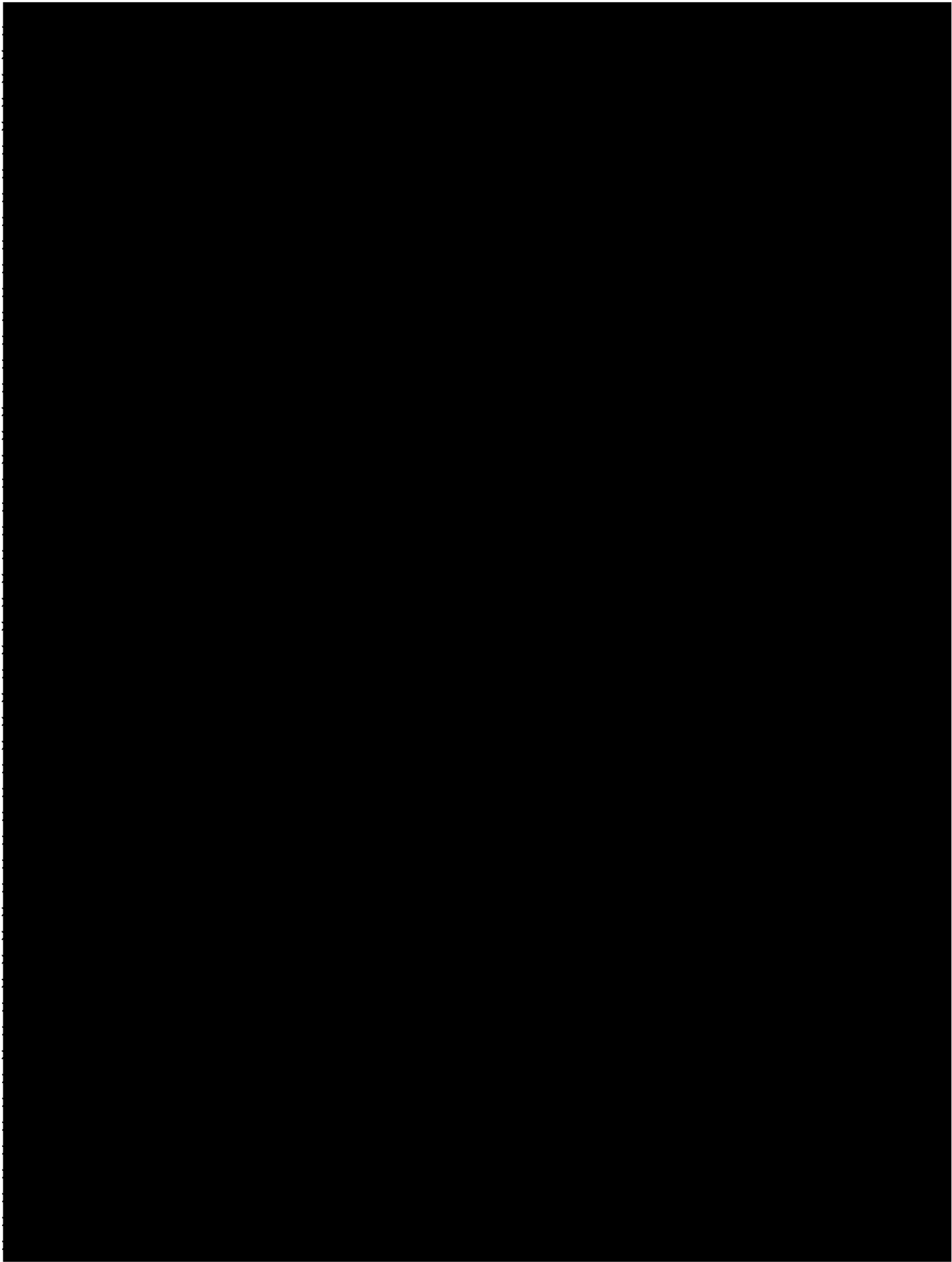
> <achristina@mcglinchey.com>

> Subject: FW: Lusher - NLRB Decision -Attorney Client Communication

>

> Team,

>



> Mag  
> Magdalen Blessey Bickford  
> McGlinchey Stafford  
> p: (504) 596-2726  
> 601 Poydras St, Ste 1200 | New Orleans, LA 70130  
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> Poydras Street, New Orleans, LA, 70130 via the United States Postal Service.  
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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Thursday, May 12, 2016 7:27 PM  
**To:** Bickford, Mag; blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Chunlin Leonhard; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston  
**Cc:** Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
**Subject:** RE: Lusher - NLRB Decision -Attorney Client Communication

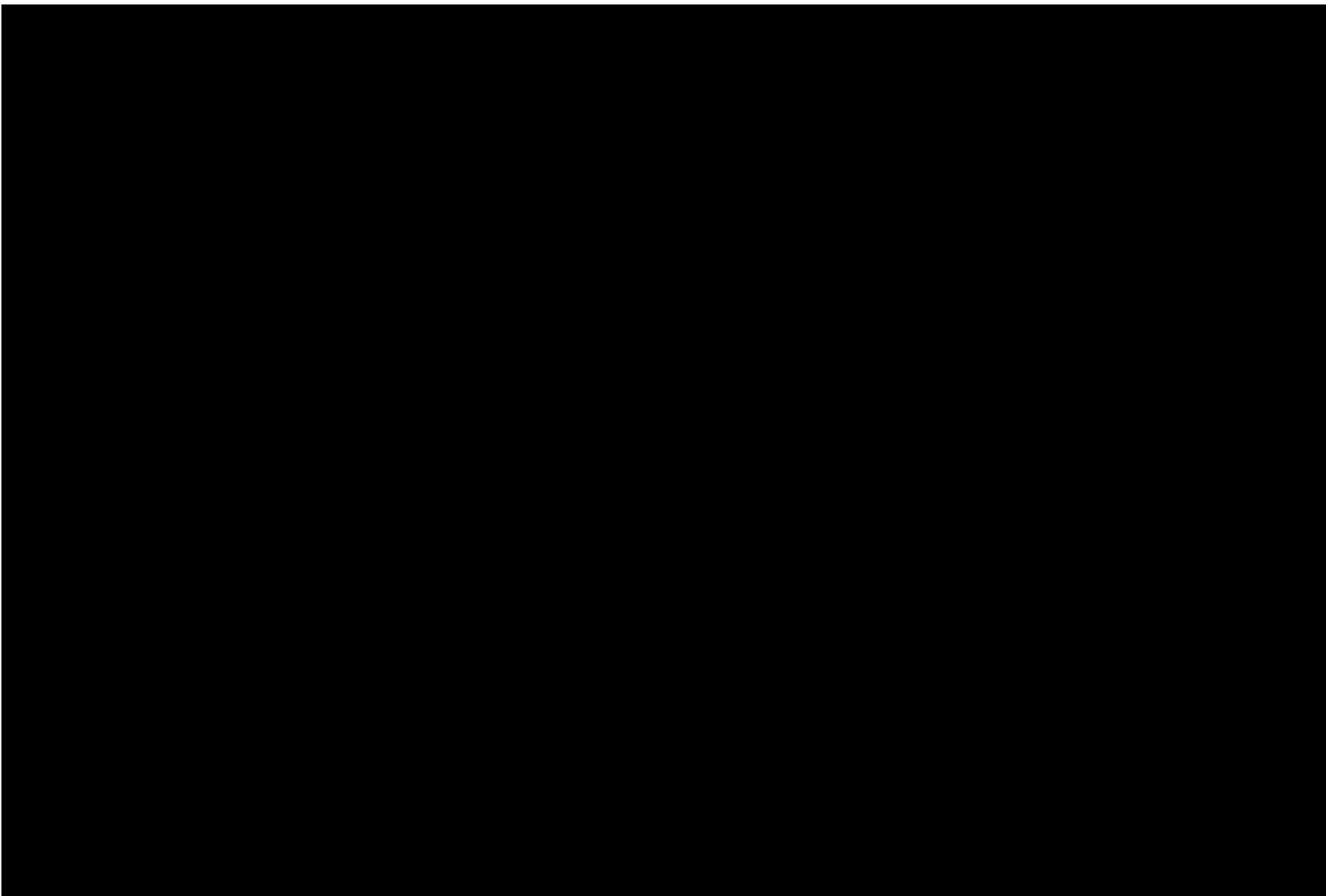
Thanks.

Chunlin

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

**From:** Bickford, Mag [mailto:mbickford@mcglinchey.com]  
**Sent:** Wednesday, May 11, 2016 1:44 PM  
**To:** blecesne@loyno.edu; Wisdom, Rachel W. <RWisdom@stonepigman.com>; Paul Barron <pbarron@tulane.edu>; Chunlin Leonhard <leonhard@loyno.edu>; Carol Whelan <cwhelan@tulane.edu>; reuben.teague@prudential.com; Alysia Loshbaugh <[REDACTED]>; Ann Salzer <asalzer@tulane.edu>; Richard F. Cortizas <[REDACTED]>; Kiki Huston <[REDACTED]>  
**Cc:** Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>; Bryant, Camille <cbryant@mcglinchey.com>; Christina, Angelina <achristina@mcglinchey.com>  
**Subject:** FW: Lusher - NLRB Decision -Attorney Client Communication

Team,



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Magdalen Blessey Bickford  
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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Thursday, May 12, 2016 6:51 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] agenda for board meeting 5/21

I have the following to add to the draft agenda I circulated

Approval of Tulane contract

Filling vacancy created by resignation of board member

Teacher retention and satisfaction

Please let me know if there is anything else to add.

I will send a revised notice with agenda Saturday, and I hope to be able to circulate then drafts of all of the minutes for the meetings since January.

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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You received this message because you are subscribed to the Google Groups "Lusher Charter Board and Administrators" group.

To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-and-administrators+unsubscribe@googlegroups.com](mailto:lusher-board-and-administrators+unsubscribe@googlegroups.com).

To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Thursday, May 12, 2016 10:20 AM  
**To:** blecesne@loyno.edu; Beth Rota  
**Cc:** Chunlin Leonhard; Carol S. Whelan  
**Subject:** RE: another message of thanks

I also want to add that I am grateful for all the hard work that you and your colleagues have put into educating our children and preparing them for becoming productive citizens of our society.

Best regards,

Chunlin

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

**From:** blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
**Sent:** Thursday, May 12, 2016 9:06 AM  
**To:** Beth Rota <bethrota@yahoo.com>  
**Cc:** blecesne@loyno.edu; Chunlin Leonhard <leonhard@loyno.edu>; Carol S. Whelan <cwhelan@tulane.edu>  
**Subject:** Re: another message of thanks

Beth,

You are most welcome. I am so sorry that you and your colleagues have had to endure so much grief in this process and wish that I could have done more to prevent it. However, the end is near and, hopefully, it will all have been worth the effort. You all have been amazing despite the obstacles put before you.

Please be assured that all teachers will be able to vote their conscience without fear of retaliation with full protection of a secret ballot in this NLRB supervised election. I hope that all take advantage of this unique opportunity to finally have their voices heard.

Blaine LeCesne

> Hello all,  
> I just wanted to take a moment to thank the three of you directly for  
> your support of Lusher teachers during this difficult time. After  
> being bombarded with so many anti-union messages and directives from  
> administration for us to vote "no" on the union election, it is  
> refreshing to read Chunlin's eloquent op-ed and see other messages  
> from the three of you in supporting both a fair election process and  
> the voice of the majority of teachers.  
> Thank you for your tireless efforts. We are deeply grateful.  
> -Beth



## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Thursday, May 12, 2016 9:06 AM  
**To:** Beth Rota  
**Cc:** blecesne@loyno.edu; Chunlin Leonhard; Carol S. Whelan  
**Subject:** Re: another message of thanks

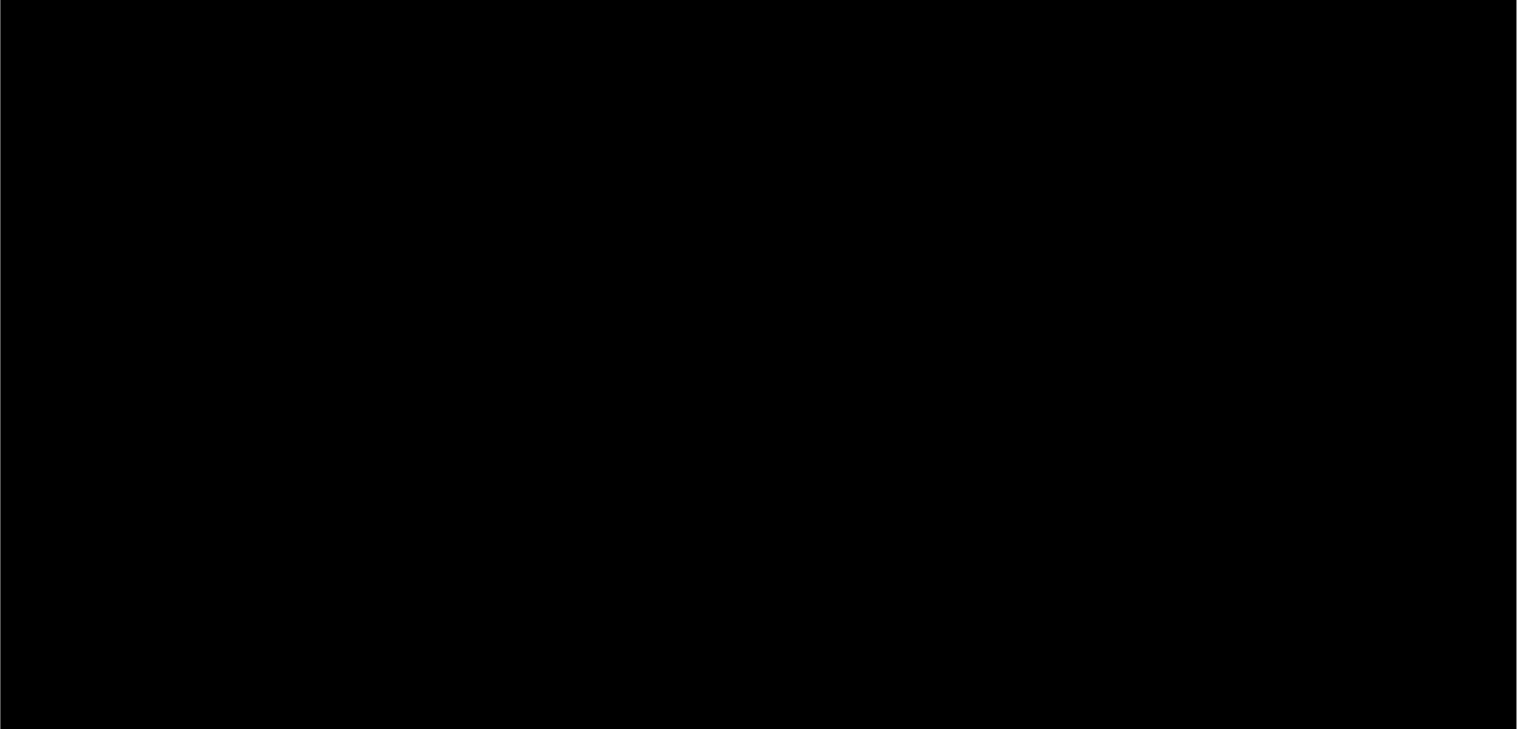
Beth,  
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Please be assured that all teachers will be able to vote their conscience without fear of retaliation with full protection of a secret ballot in this NLRB supervised election. I hope that all take advantage of this unique opportunity to finally have their voices heard.

Blaine LeCesne

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> Thank you for your tireless efforts. We are deeply grateful.  
> -Beth





## Chunlin Leonhard

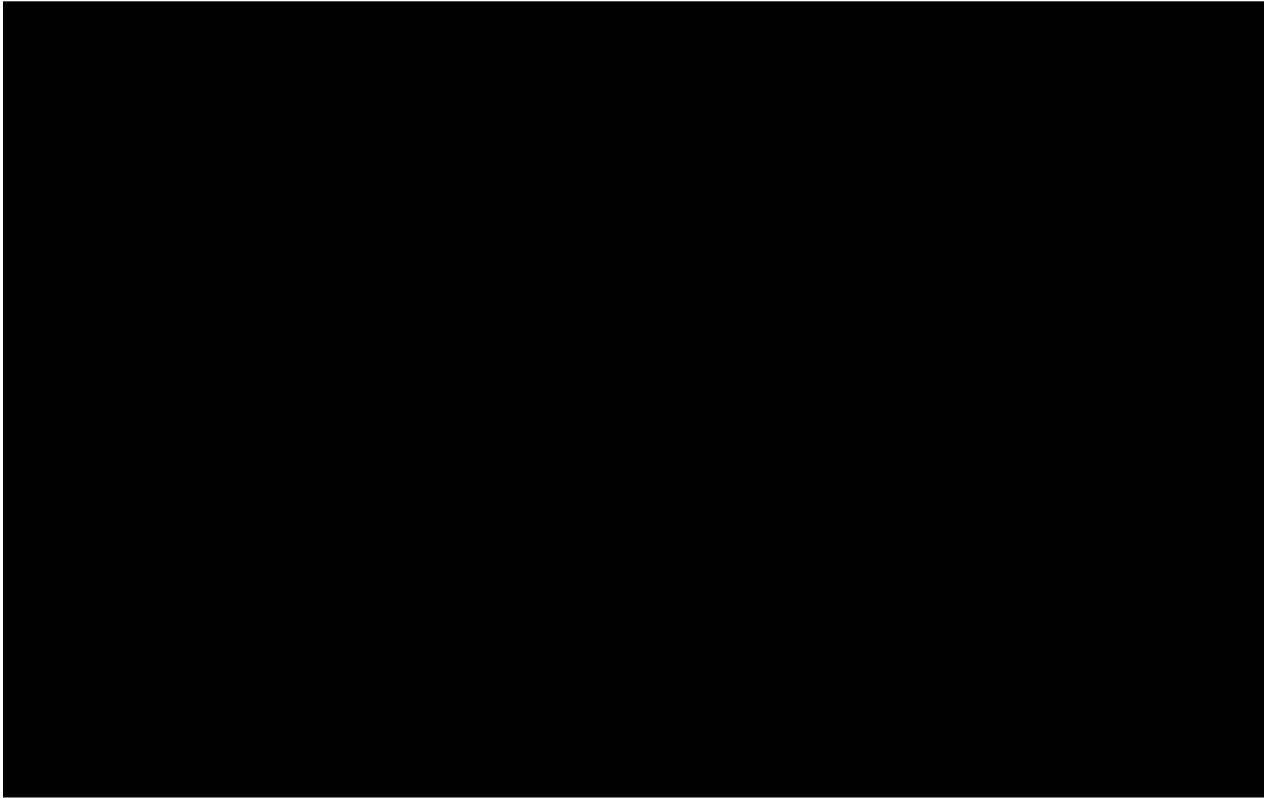
---

**From:** blecesne@loyno.edu  
**Sent:** Wednesday, May 11, 2016 7:50 PM  
**To:** Chunlin Leonhard  
**Cc:** Bickford, Mag; blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Chunlin Leonhard; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston; Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
**Subject:** RE: Lusher - NLRB Decision -Attorney Client Communication



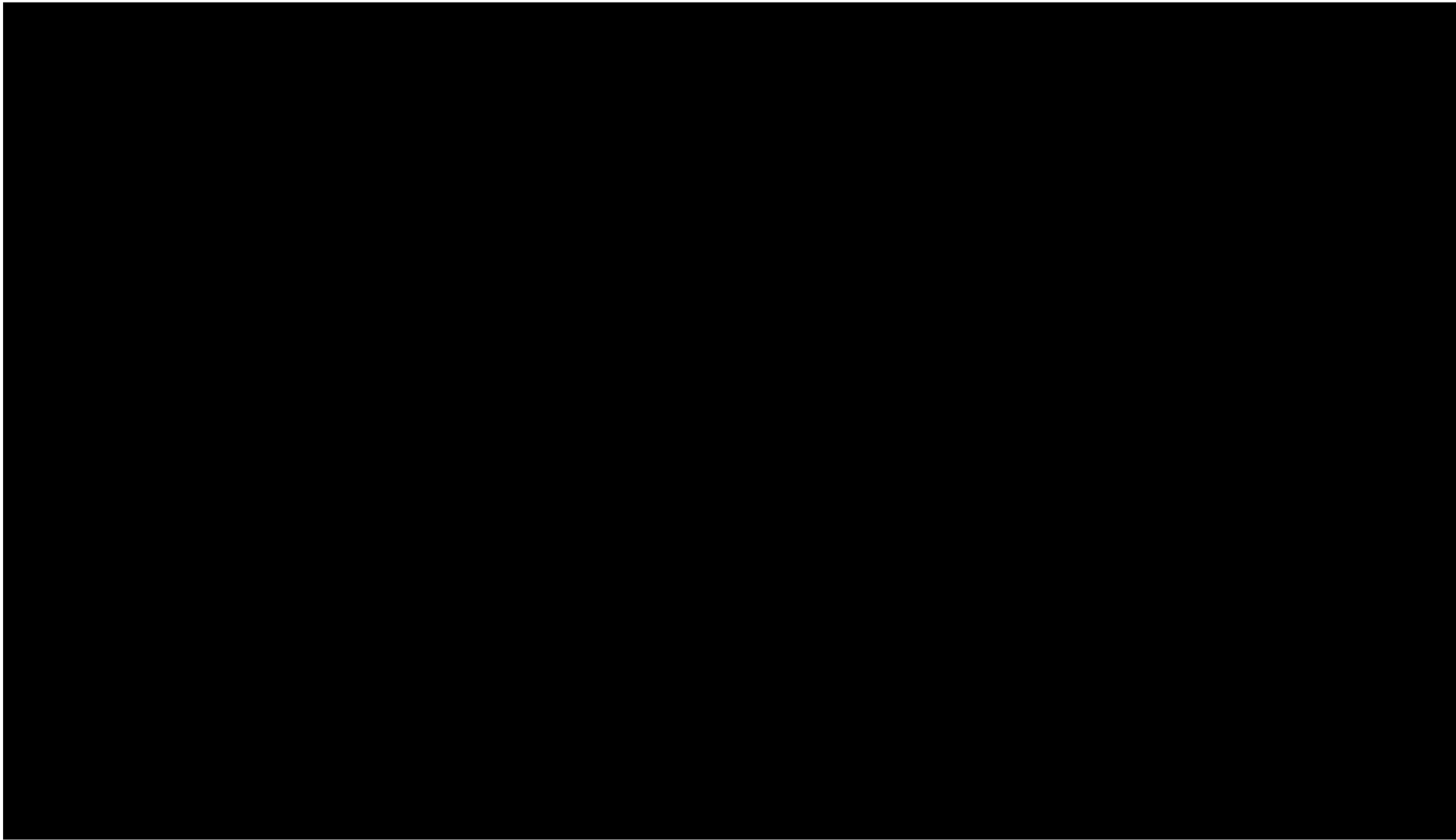
Blaine

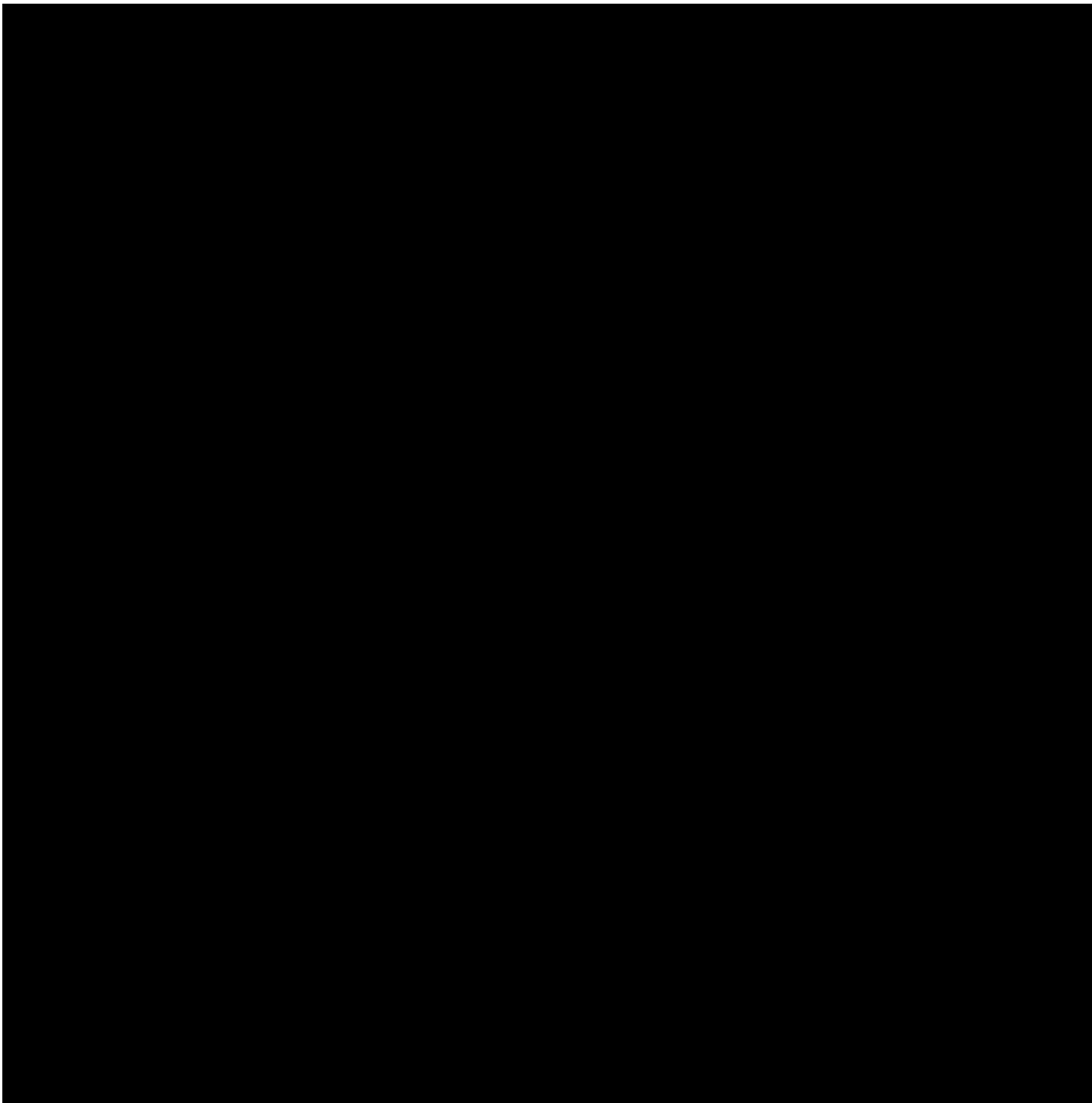
> Dear Mag,





>  
> Chunlin Leonhard  
>  
>  
>  
>  
> -----Original Message-----  
> From: Bickford, Mag [mailto:mbickford@mcglinchey.com]  
> Sent: Wednesday, May 11, 2016 1:44 PM  
> To: blecesne@loyno.edu; Wisdom, Rachel W. <RWisdom@stonepigman.com>;  
> Paul Barron <pbarron@tulane.edu>; Chunlin Leonhard  
> <leonhard@loyno.edu>; Carol Whelan <cwhelan@tulane.edu>;  
> reuben.teague@prudential.com; Alysia Loshbaugh [REDACTED];  
> Ann Salzer <asalzer@tulane.edu>; Richard F. Cortizas  
> [REDACTED]; Kiki Huston <[REDACTED]>;  
> Cc: Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>; Bryant,  
> Camille <cbryant@mcglinchey.com>; Christina, Angelina  
> <achristina@mcglinchey.com>  
> Subject: FW: Lusher - NLRB Decision -Attorney Client Communication  
>  
> Team,





- >
- > Mag
- > Magdalen Blessey Bickford
- > McGlinchey Stafford
- > p: (504) 596-2726
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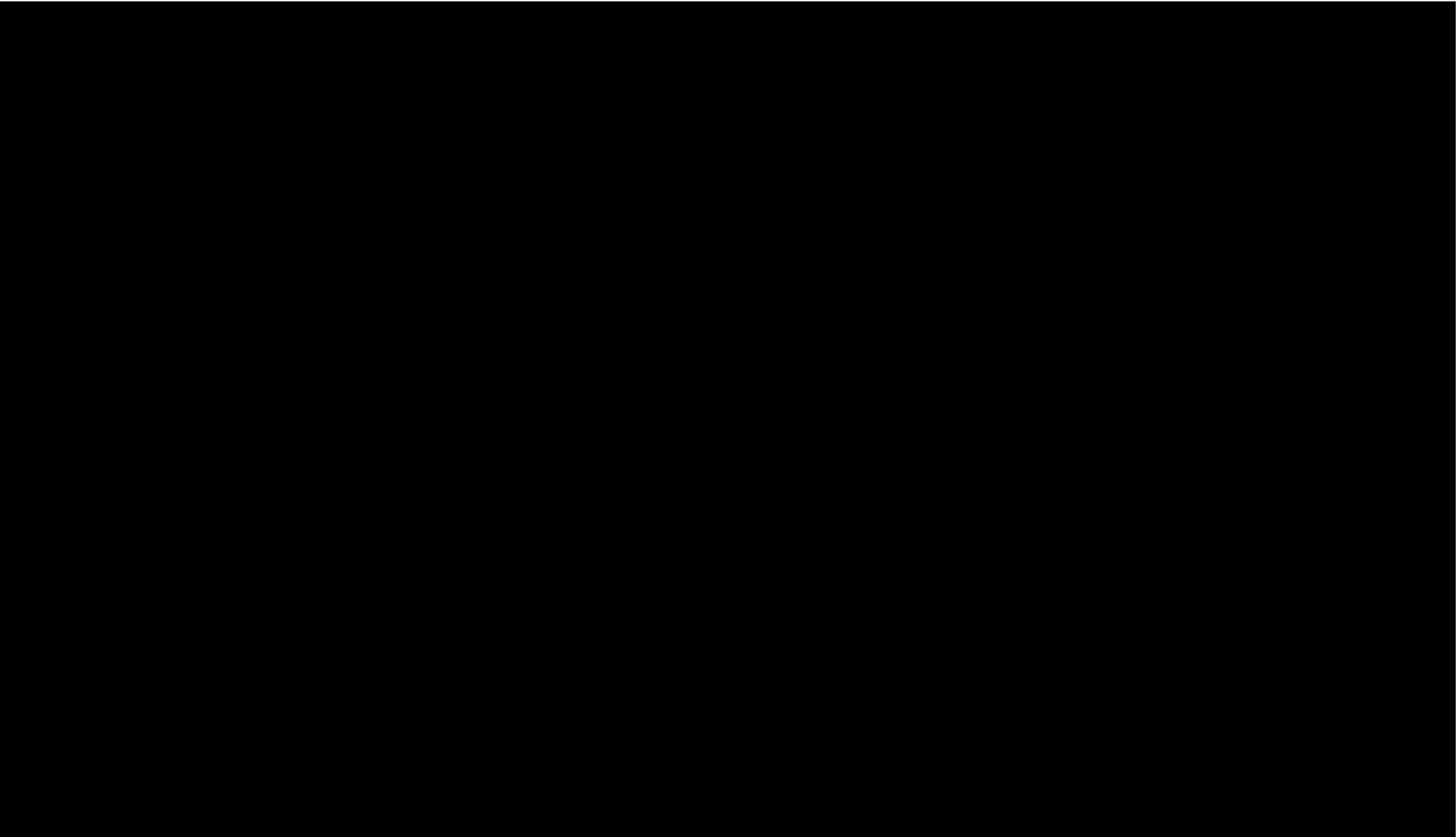
> \_\_\_\_\_  
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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Wednesday, May 11, 2016 6:22 PM  
**To:** Bickford, Mag; blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Chunlin Leonhard; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston  
**Cc:** Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
**Subject:** RE: Lusher - NLRB Decision -Attorney Client Communication

Dear Mag,

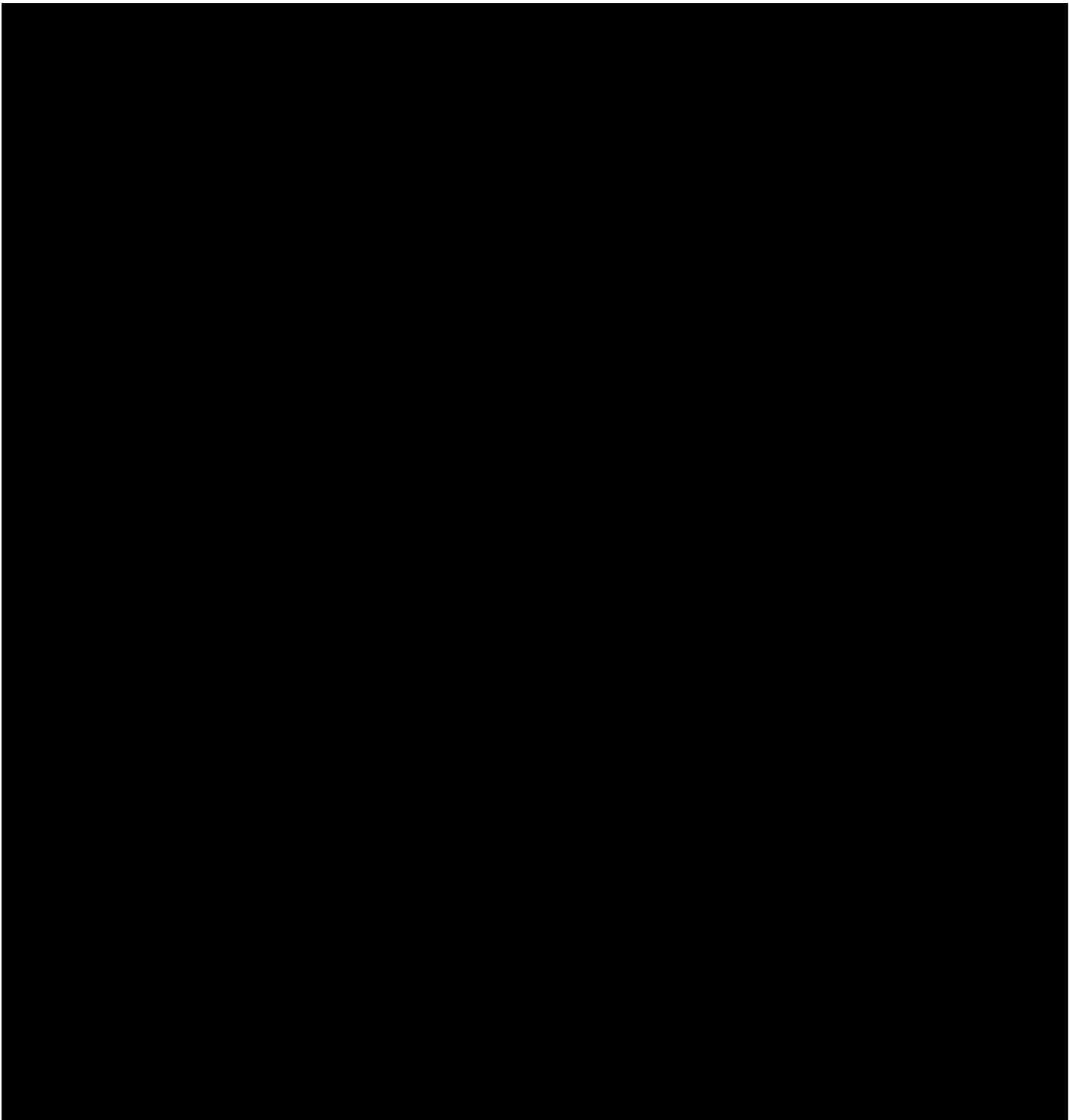


Chunlin Leonhard

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

**From:** Bickford, Mag [mailto:mbickford@mcglinchey.com]  
**Sent:** Wednesday, May 11, 2016 1:44 PM  
**To:** blecesne@loyno.edu; Wisdom, Rachel W. <RWisdom@stonepigman.com>; Paul Barron <pbarron@tulane.edu>; Chunlin Leonhard <leonhard@loyno.edu>; Carol Whelan <cwhelan@tulane.edu>; reuben.teague@prudential.com; Alysia Loshbaugh [REDACTED]; Ann Salzer <asalzer@tulane.edu>; Richard F. Cortizas [REDACTED]; Kiki Huston [REDACTED]  
**Cc:** Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>; Bryant, Camille <cbryant@mcglinchey.com>; Christina, Angelina <achristina@mcglinchey.com>  
**Subject:** FW: Lusher - NLRB Decision -Attorney Client Communication

Team,



Thanks,

Mag  
Magdalen Blessey Bickford  
McGlinchey Stafford

p: (504) 596-2726  
601 Poydras St, Ste 1200 | New Orleans, LA 70130

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## Chunlin Leonhard

---

**From:** Bryant, Camille <cbryant@mcglinchey.com>  
**Sent:** Wednesday, May 11, 2016 4:37 PM  
**To:** blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Chunlin Leonhard; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston  
**Cc:** Bickford, Mag; Christina, Angelina  
**Subject:** Lusher - [REDACTED]  
**Attachments:** [REDACTED]

All:

[REDACTED]

Best,  
Camille

### Camille R. Bryant

**direct:** (504) 596-2763  
**fax:** (504) 596-2800  
**email:** cbryant@mcglinchey.com  
**office:** 601 Poydras St, Ste 1200 | New Orleans, LA 70130



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[bio](#) | [vcard](#) | [www.mcglinchey.com](#) | [www.cafalawblog.com](#)

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## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Wednesday, May 11, 2016 4:03 PM  
**To:** Cortizas, Richard  
**Cc:** blecesne@loyno.edu; Rachael Wisdom; Barron, Paul L (pbarron@tulane.edu); Chunlin Leonhard (leonhard@loyno.edu)  
**Subject:** RE: Request for Urgent Executive Committee Actin --RE: Letter from Concerned Parents

Richard,

Have you been reading the emails from parents and the attachments? The pattern is persistent, pervasive, and inarguable. If the Committee doesn't want to act, I suppose we can just wait for the NLRB to do so in response to the ULPs post election.

Several labor attorney parents (at least three) have also characterized the administration's behavior as not only actionable, but destructive to the school.

Blaine

> Hi Blaine,  
> I am in between New Orleans and Baton Rouge dealing with legislative  
> matters...but can participate on a conference call. It may be helpful  
> to know exactly what specific "aggressive" non-union tactics or  
> actions Jana Lipman and others are referring to? Also, if it is the  
> emails addressed to "the Lusher community" to reject the union effort  
> that Ms. Lipman references.

> -----Original Message-----

> From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
> Sent: Wednesday, May 11, 2016 1:10 PM  
> To: Chunlin Leonhard  
> Cc: blecesne@loyno.edu; pbarron@tulane.edu; Cortizas, Richard;  
> rwisdom@stonepigman.com; bethaguil  
> ahlquis; susiealle  
> benjamin; narquisb; adam@bashaw.com;  
> miranda@bashaw.com; cbigler; ce17374; 'Jana  
> Lipman'; rbourke@thejusticecenter.org; lainie@lainiebreaux.com;  
> tadbre; mcavendish@latterblum.com; ldac  
> lacoas; bdaya; cwhelan@tulane.edu;  
> caitlynblodge; nolame; nolamoni  
> fse3; noladana; julia.evans2@usdoj.gov;

> eli.m.feinstein@tulane.edu; shawnafoote@tulane.edu; dgancarski@tulane.edu;  
> rbteague@tulane.edu; sgdavies@tulane.edu; giobigez@tulane.edu;  
> stacygraber@tulane.edu; ering@hnoc.org; w127s@tulane.edu;  
> charter@tulane.edu; wendyhickok@tulane.edu;  
> jhoeffel@tulane.edu; nolakenneth@tulane.edu; rogerogden@ogdendev.com;  
> gretchenwhoward@tulane.edu; johnjabaley@tulane.edu; mkohler@tulane.edu;  
> suek@spsr-law.com; juliekoppman@tulane.edu;  
> clehmann@thejusticecenter.org; mkane1@tulane.edu; asalzer@tulane.edu;  
> akravitz@tulane.edu; edward.f.mcgi@tulane.edu; emcmahon@tulane.edu;  
> cmizell@tulane.edu; soldenbu@tulane.edu; kayrandels@tulane.edu;  
> tonrhode@tulane.edu; djfradi@tulane.edu; anneboyd@tulane.edu;  
> mattsak@tulane.edu; kikihus@tulane.edu; lonniezschafer@tulane.edu;  
> aschille@tulane.edu; schrader@tulane.edu; pstandch@tulane.edu;  
> robinastead@tulane.edu; ktheall@tulane.edu; tisserandno@tulane.edu;  
> jane7011@tulane.edu; rp\_tuttle@tulane.edu; jverlend@tulane.edu;  
> few@tulane.edu; neworleansmagpi@tulane.edu; jolietstreet@tulane.edu;  
> wiseman.nola@tulane.edu; pwisema@tulane.edu; david@tulane.edu;  
> eazucker@tulane.edu;

> Subject: Re: Request for Urgent Executive Committee Action --RE: Letter  
> from Concerned Parents  
> Importance: High

> Executive Committee Members:

> I agree with the recommendation of Chunlin for us to act immediately  
> to direct the administration to cease its aggressive, hostile  
> anti-union messaging. I have repeatedly asked the Board, as a whole,  
> to do so over the last two weeks because of the corrosive, long-term  
> damage it is doing to the Lusher community.

> I now call upon each of you to join me in taking the necessary action  
> to stop this administration from engaging in this destructive  
> behavior. It is our fiduciary obligation to act with all deliberate  
> speed. I ask that we meet or do a conference call asap to get this  
> done. Please confirm whether you are willing to do so.

> Blaine

>> Dear Blaine, Paul, Rachel and Rick, Members of the Executive  
>> Committee of the Lusher Board:

>> Carol and I would like to add our voices to the caring parents who  
>> sent us the attached letter, both as members of the Board and I also  
>> as a current Lusher parent. We request that the Executive Committee  
>> act immediately on an emergency basis to issue a directive to the  
>> Lusher Administration to stop its aggressive and toxic anti-union

>> campaign against its own teachers. Our By-Laws give the Executive  
>> Committee the authority to "conduct other business of the Corporation  
>> requiring urgent attention, provided that it does not take any action  
>> contrary to any policy adopted by the Board." (Article VI, Section  
>> A, p. 7.)

>>

>>

>>

>> It is urgently necessary for you to enforce the neutrality policy  
>> adopted by this Board unanimously by those members present on April  
>> 28, 2016 (Board Resolution 2016-1). Any further delay would destroy  
>> the credibility of this Board and constitute a breach of your  
>> fiduciary duty to the Lusher School.

>>

>>

>>

>> Sincerely,

>>

>>

>>

>> Chunlin Leonhard

>>

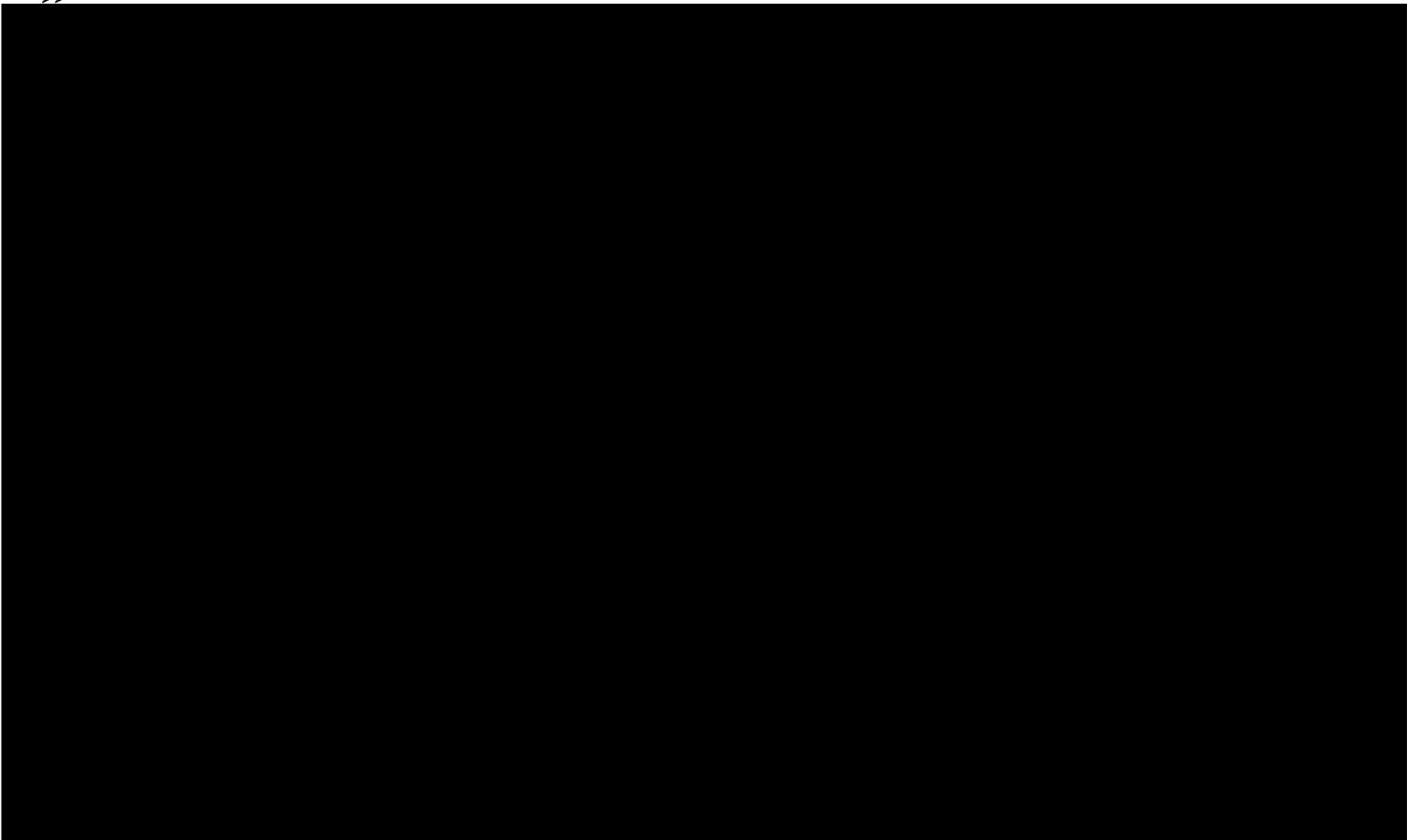
>> Carol Whelan

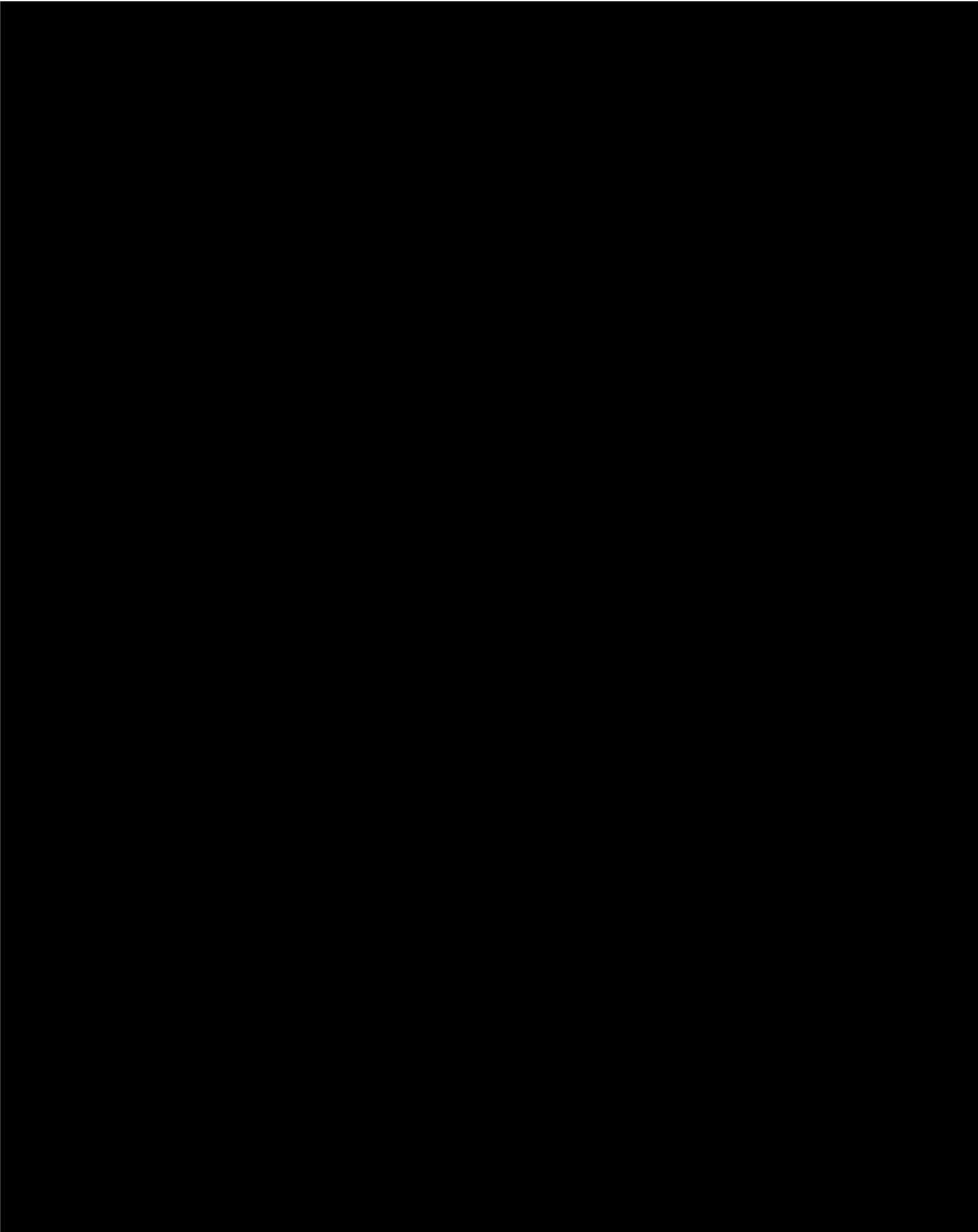
>>

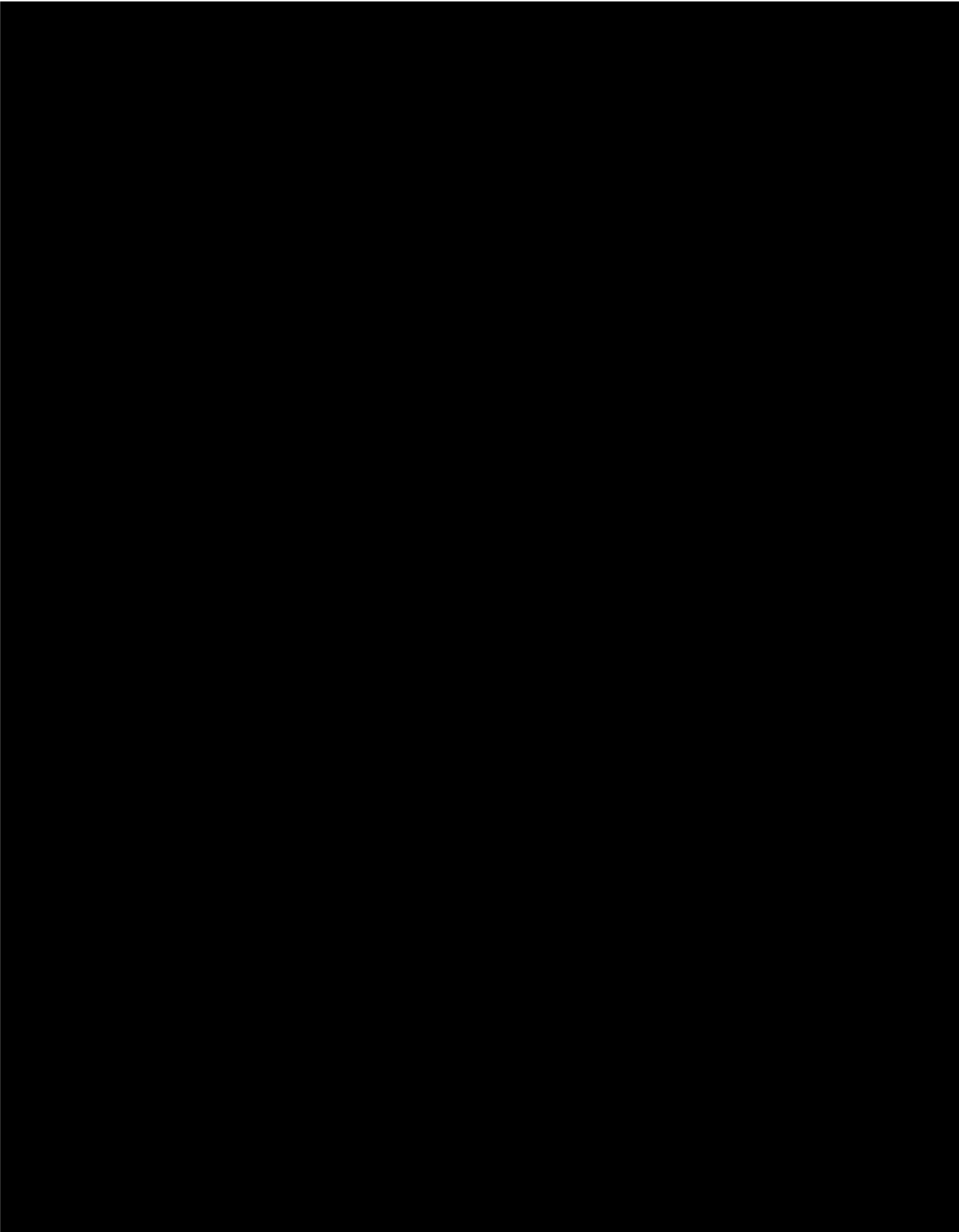
>>

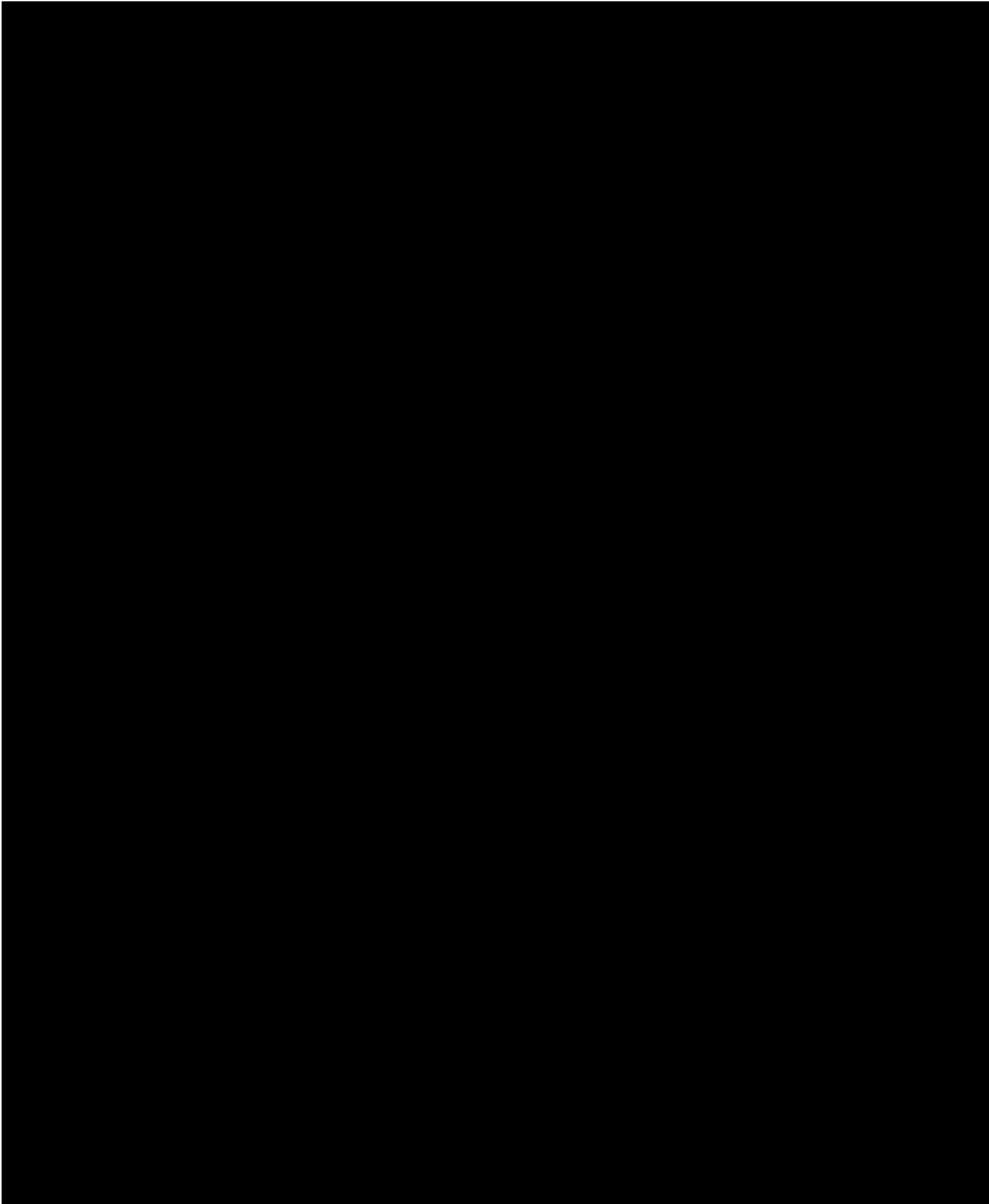
>>

>>



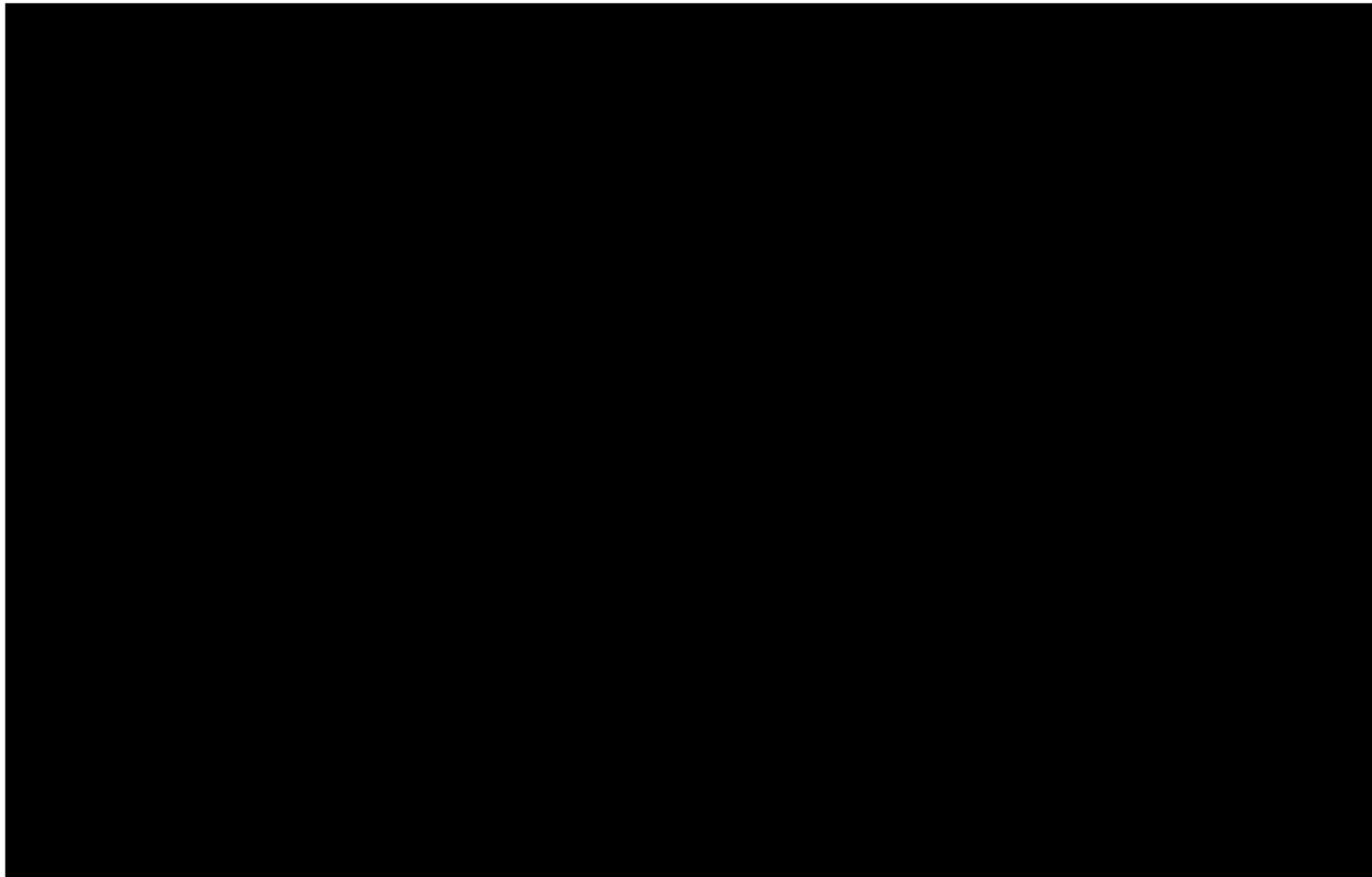






>>





## Chunlin Leonhard

---

**From:** Cortizas, Richard <rcortizas@joneswalker.com>  
**Sent:** Wednesday, May 11, 2016 2:48 PM  
**To:** blecesne@loyno.edu; Rachael Wisdom; Barron, Paul L (pbarron@tulane.edu)  
**Cc:** Chunlin Leonhard (leonhard@loyno.edu)  
**Subject:** RE: Request for Urgent Executive Committee Actin --RE: Letter from Concerned Parents

Hi Blaine,

I am in between New Orleans and Baton Rouge dealing with legislative matters...but can participate on a conference call. It may be helpful to know exactly what specific "aggressive" non-union tactics or actions Jana Lipman and others are referring to? Also, if it is the emails addressed to "the Lusher community" to reject the union effort that Ms. Lipman references...

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

From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]

Sent: Wednesday, May 11, 2016 1:10 PM

To: Chunlin Leonhard

Cc: blecesne@loyno.edu; pbarron@tulane.edu; Cortizas, Richard; rwisdom@stonepigman.com;

bethaguillard; ahlquist76; susieallen1; benjaminare;  
narquisba; adam@bashaw.com; miranda@bashaw.com; cbigler@gibbscox.com; cei73740;  
'Jana Lipman'; rbourke@thejusticecenter.org; lainie@lainiebreaux.com; tadbrea;  
mcavendish@latterblum.com; ldaqir; lacoast2; bdayeh; cwhelan@tulane.edu;  
caitlynblodget; nolamel; nolamonic; fse3; noladan;  
julia.evans2@usdoj.gov; eli.m.feinstein; shawnafoose; dgancarz;  
rbteagu; sgdavies; giobige; stacygrabert; ering@hnoc.org;  
w127s; charter@tulane.edu; wendyhickokrobinson; jhoeffel@tulane.edu;  
nolakennet; rogerogden@ogdendev.com; gretchenwhowar; johnjaba;  
mkohler@tulane.edu; suek@spsr-law.com; juliekopp; clehmann@thejusticecenter.org;  
mkane1@tulane.edu; asalzer@tulane.edu; akravitz@tulane.edu; edward.f.mcginr; emcmahon@tulane.edu;  
cmizell; soldenbu@tulane.edu; kayrandels; tonrhodes; djfradin;  
anneboydriou; mattsak@tulane.edu; kikhouston; lonniezschaffe;  
aschille@tulane.edu; schrader@tulane.edu; pstanch@bellsouth.net; robinastea; ktheall@tulane.edu;  
tisserandnola; jane70118; rp\_tuttle; jverlend@tulane.edu; few@tulane.edu;  
neworleansmaggie; jolietstreet; wiseman.nol; pwisema@tulane.edu;  
david@zemmels.net; eazucker;

Subject: Re: Request for Urgent Executive Committee Actin --RE: Letter from Concerned Parents

Importance: High

Executive Committee Members:

I agree with the recommendation of Chunlin for us to act immediately to direct the administration to cease its aggressive, hostile anti-union messaging. I have repeatedly asked the Board, as a whole, to do so over the last two weeks because of the corrosive, long-term damage it is doing to the Lusher community.

I now call upon each of you to join me in taking the necessary action to stop this administration from engaging in this destructive behavior. It is our fiduciary obligation to act with all deliberate speed. I ask that we meet or do a conference call asap to get this done. Please confirm whether you are willing to do so.

Blaine

> Dear Blaine, Paul, Rachel and Rick, Members of the Executive Committee  
> of the Lusher Board:

>  
>  
>

> Carol and I would like to add our voices to the caring parents who  
> sent us the attached letter, both as members of the Board and I also  
> as a current Lusher parent. We request that the Executive Committee  
> act immediately on an emergency basis to issue a directive to the  
> Lusher Administration to stop its aggressive and toxic anti-union  
> campaign against its own teachers. Our By-Laws give the Executive  
> Committee the authority to "conduct other business of the Corporation  
> requiring urgent attention, provided that it does not take any action  
> contrary to any policy adopted by the Board." (Article VI, Section A,  
> p. 7.)

>  
>  
>

> It is urgently necessary for you to enforce the neutrality policy  
> adopted by this Board unanimously by those members present on April  
> 28, 2016 (Board Resolution 2016-1). Any further delay would destroy  
> the credibility of this Board and constitute a breach of your  
> fiduciary duty to the Lusher School.

>  
>  
>

> Sincerely,

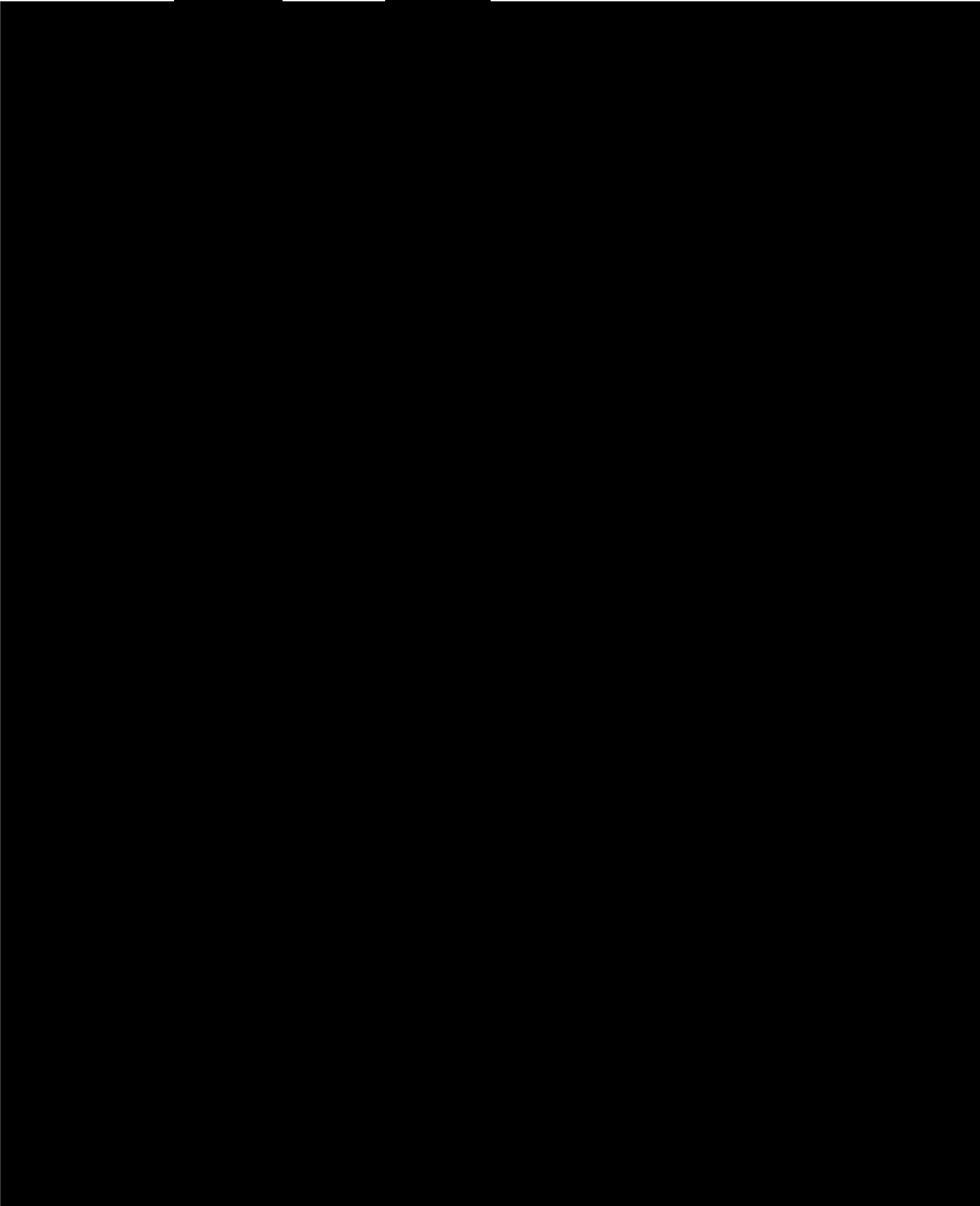
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> Chunlin Leonhard

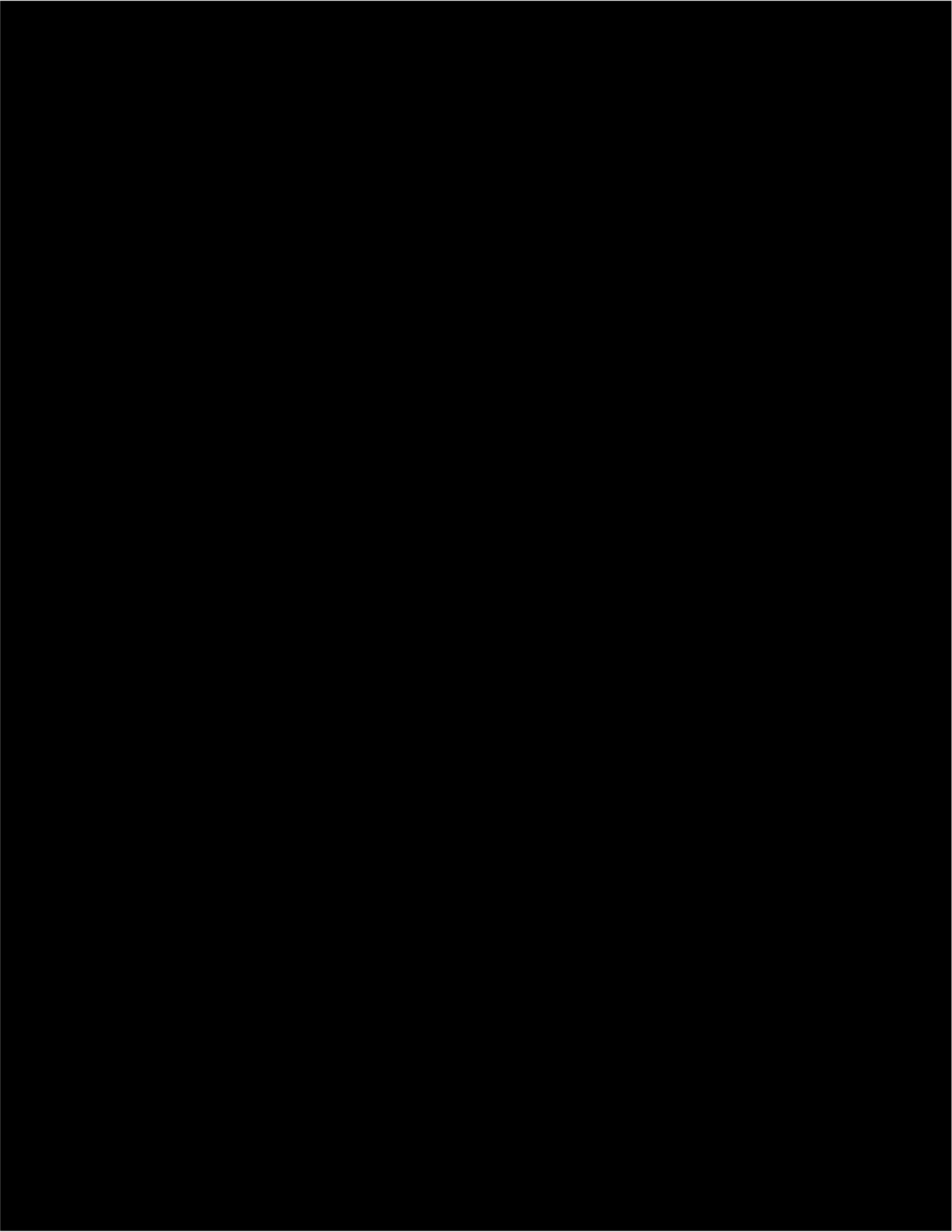
>  
> Carol Whelan  
>

>

> ebaniquist susrearen

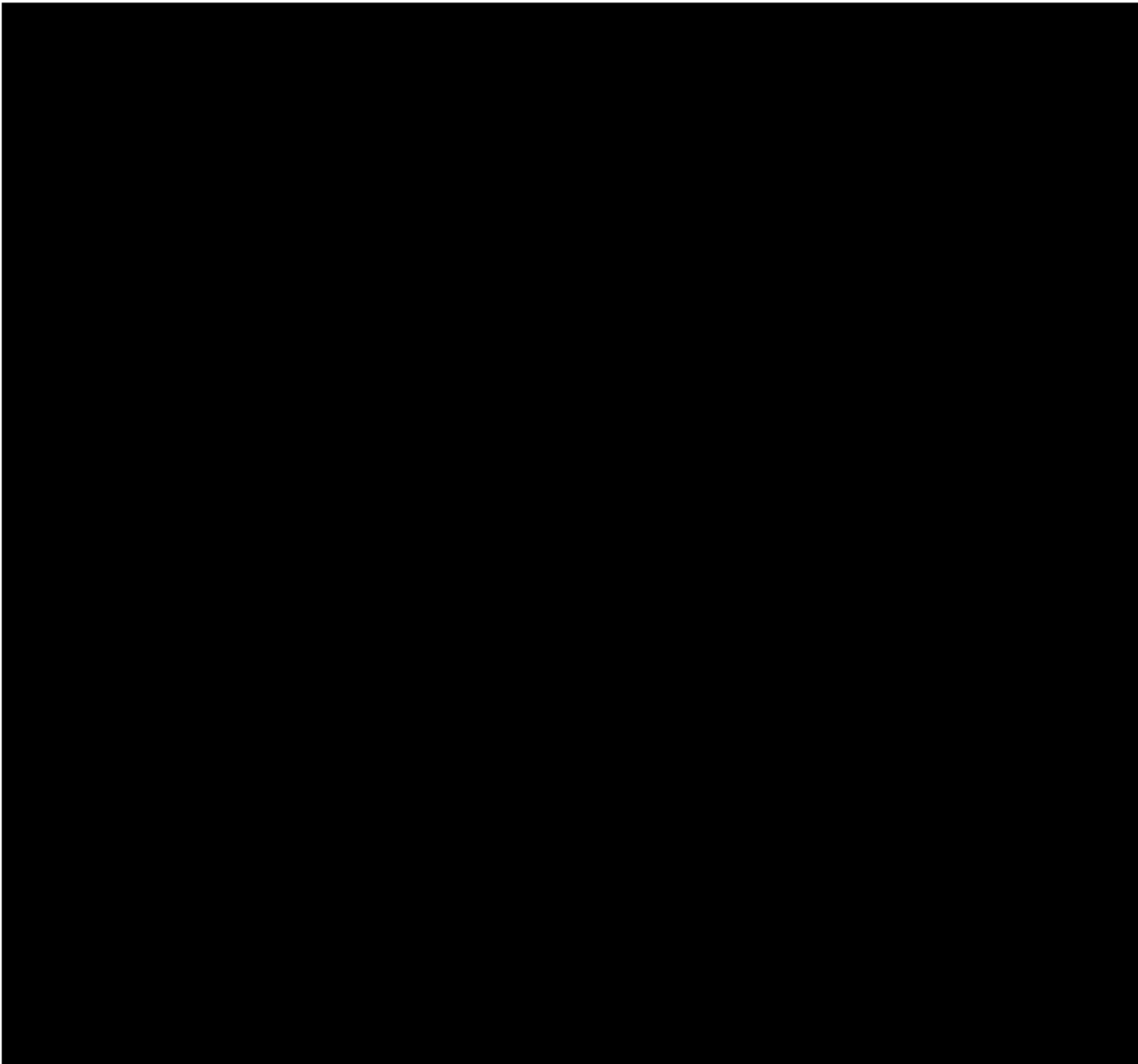


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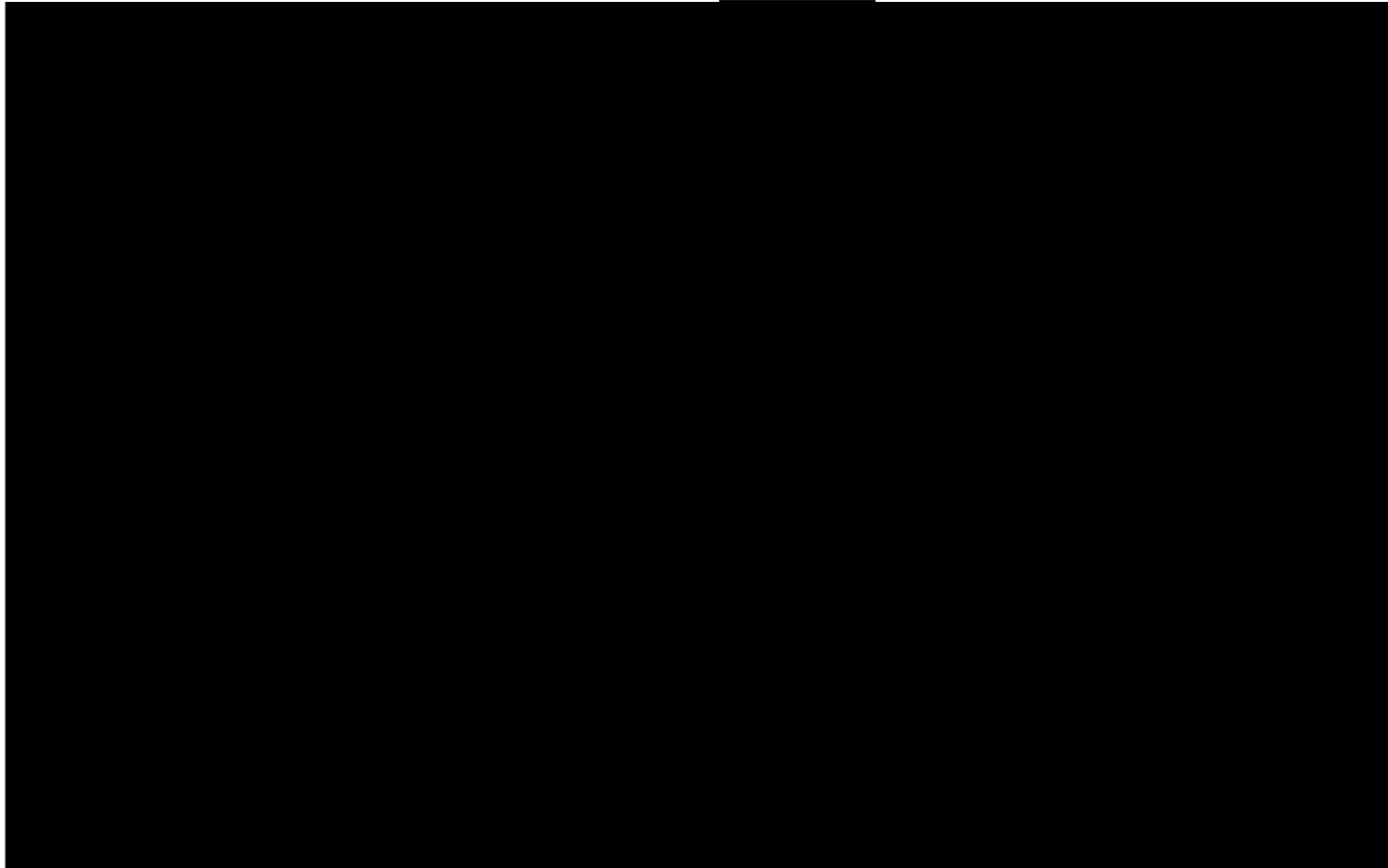













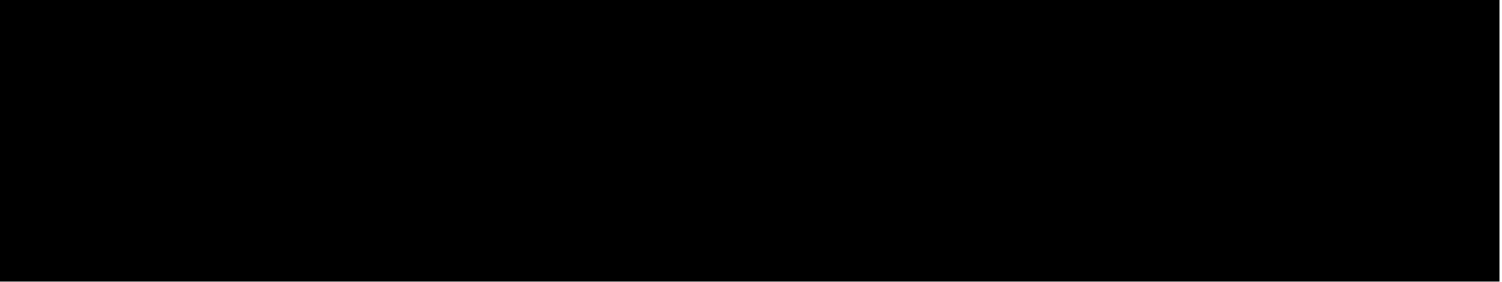
## Chunlin Leonhard

---

**From:** Bickford, Mag <mbickford@mcglinchey.com>  
**Sent:** Wednesday, May 11, 2016 1:44 PM  
**To:** blecesne@loyno.edu; Wisdom, Rachel W.; Paul Barron; Chunlin Leonhard; Carol Whelan; reuben.teague@prudential.com; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston  
**Cc:** Kathy Riedlinger; Bryant, Camille; Christina, Angelina  
**Subject:** FW: Lusher - NLRB Decision -Attorney Client Communication  
**Attachments:** 

Team,





Mag  
Magdalen Blessey Bickford  
McGlinchey Stafford  
p: (504) 596-2726  
601 Poydras St, Ste 1200 | New Orleans, LA 70130

---

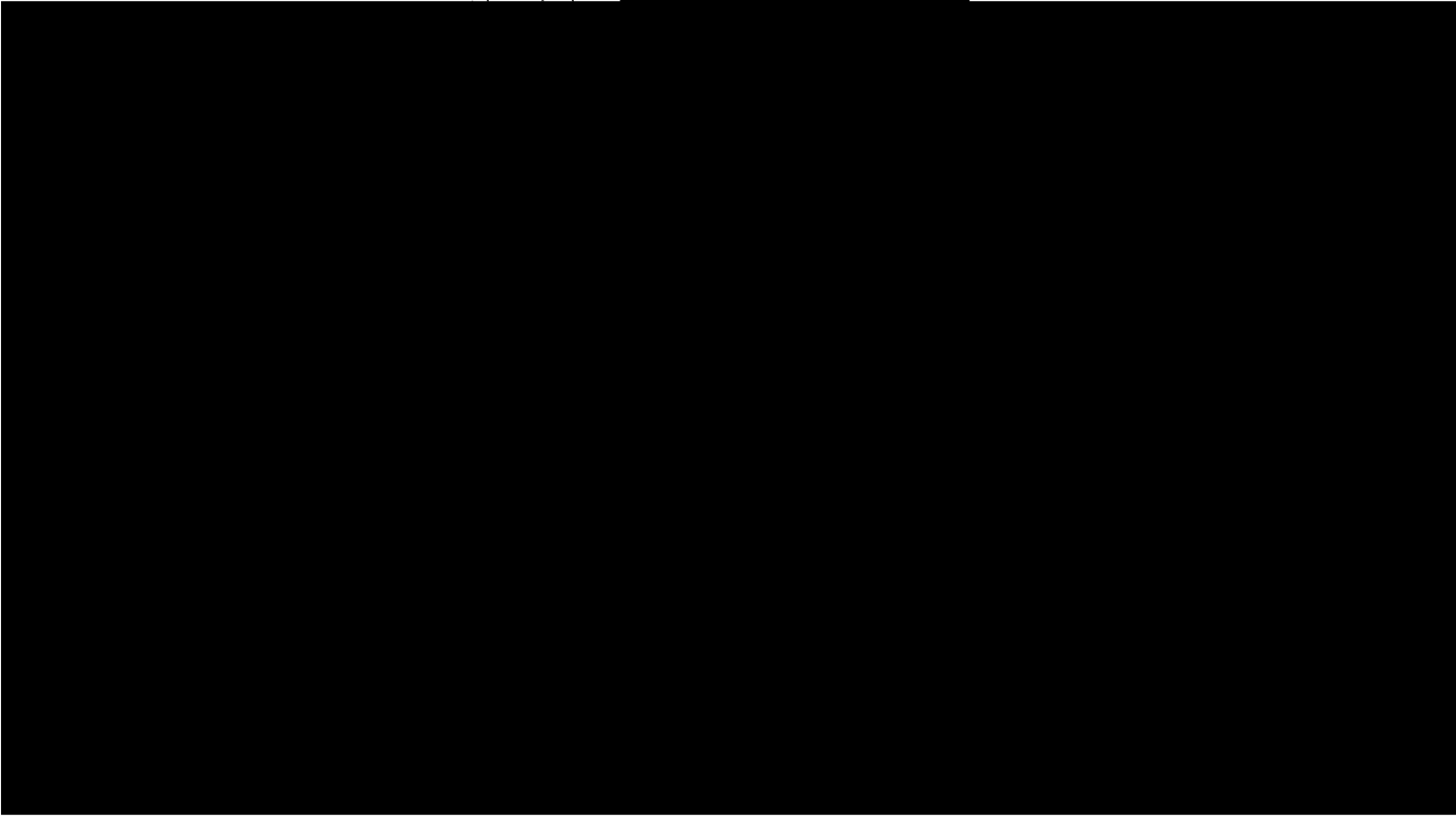
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## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Wednesday, May 11, 2016 1:10 PM  
**To:** Chunlin Leonhard  
**Cc:** blecesne@loyno.edu; pbarron@tulane.edu; rcortizas@joneswalker.com; rwisdom@stonepigman.com; bethaguillar [REDACTED]; ahlqui [REDACTED]; susieallen1 [REDACTED]; benjaminarend [REDACTED]; narquisbara [REDACTED]; adam@bashaw.com; miranda@bashaw.com; cbigler@gibbscox.com; cei737403 [REDACTED]; 'Jana Lipman'; rbourke@thejusticecenter.org; lainie@lainiebreaux.com; tadbreaux [REDACTED]; mcavendish@latterblum.com; ldaquir [REDACTED]; lacoast2 [REDACTED]; bdayeh [REDACTED]; cwhelan@tulane.edu; caitlynblodge [REDACTED]; nolame [REDACTED]; nolamonica [REDACTED]; fse3@bellsouth.net; noladana [REDACTED]; julia.evans2@usdoj.gov; eli.m.feinstei [REDACTED]; shawnafoose [REDACTED]; dgancarz [REDACTED]; rbteague [REDACTED]; sgdavies [REDACTED]; giobigez [REDACTED]; stacygrabert [REDACTED]; ering@hnoc.org; w127st [REDACTED]; charter@tulane.edu; wendyhickokrobinso [REDACTED]; jhoeffel@tulane.edu; nolakennet [REDACTED]; rogerogden@ogdendev.com; gretchenwhov [REDACTED]; johnjaba [REDACTED]; mkohler@tulane.edu; suek@spsr-law.com; juliekoppm [REDACTED]; clehmann@thejusticecenter.org; mkane1@tulane.edu; asalzer@tulane.edu; akravitz@tulane.edu; edward.f.mcgin [REDACTED]; emcmahon@tulane.edu; cmizell [REDACTED]; soldenbu@tulane.edu; kayrand [REDACTED]; tonrhode [REDACTED]; djfradin [REDACTED]; anneboydriou [REDACTED]; mattsak@tulane.edu; kikhustor [REDACTED]; lonniezscaff [REDACTED]; aschille@tulane.edu; schrader@tulane.edu; pstanch@bellsouth.net; robinaste [REDACTED]; ktheall@tulane.edu; tisserand [REDACTED]; jane70118@yahoo.com; rp\_tuttle [REDACTED]; jverlend@tulane.edu; few@tulane.edu; neworleansma [REDACTED]; jolietst [REDACTED]; wiseman.n [REDACTED]; pwisema@tulane.edu; david@zemmels.net; eazucke [REDACTED]

**Subject:** Re: Request for Urgent Executive Committee Actin --RE: Letter from Concerned Parents

**Importance:** High

Executive Committee Members:

I agree with the recommendation of Chunlin for us to act immediately to direct the administration to cease its aggressive, hostile anti-union messaging. I have repeatedly asked the Board, as a whole, to do so over the last two weeks because of the corrosive, long-term damage it is doing to the Lusher community.

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Blaine

> Dear Blaine, Paul, Rachel and Rick, Members of the Executive Committee  
> of the Lusher Board:

>  
>  
>  
> Carol and I would like to add our voices to the caring parents who  
> sent us the attached letter, both as members of the Board and I also  
> as a current Lusher parent. We request that the Executive Committee  
> act immediately on an emergency basis to issue a directive to the  
> Lusher Administration to stop its aggressive and toxic anti-union  
> campaign against its own teachers. Our By-Laws give the Executive  
> Committee the authority to "conduct other business of the Corporation  
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> contrary to any policy adopted by the Board." (Article VI, Section A,  
> p. 7.)

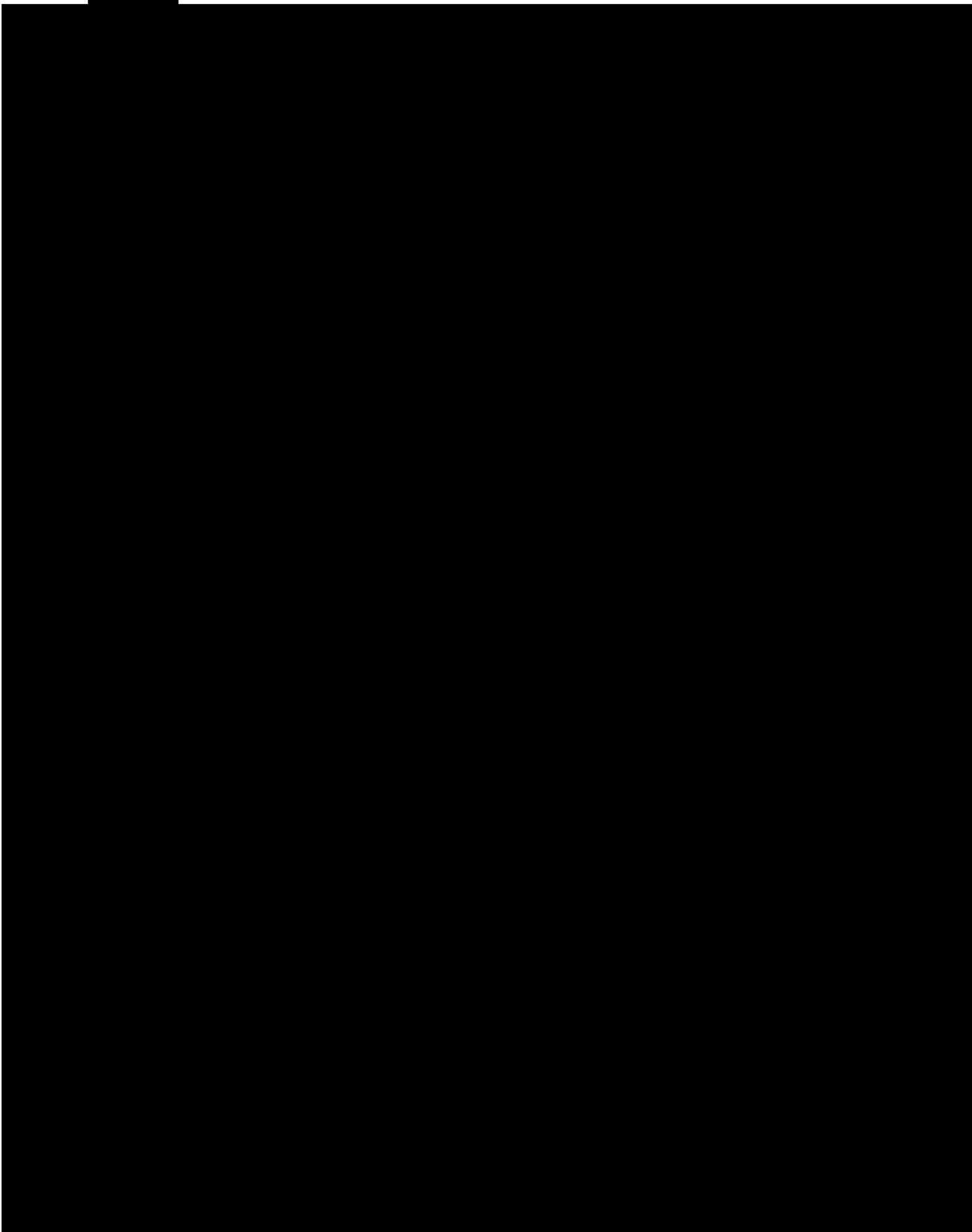
>  
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>  
> It is urgently necessary for you to enforce the neutrality policy  
> adopted by this Board unanimously by those members present on April  
> 28, 2016 (Board Resolution 2016-1). Any further delay would destroy  
> the credibility of this Board and constitute a breach of your  
> fiduciary duty to the Lusher School.

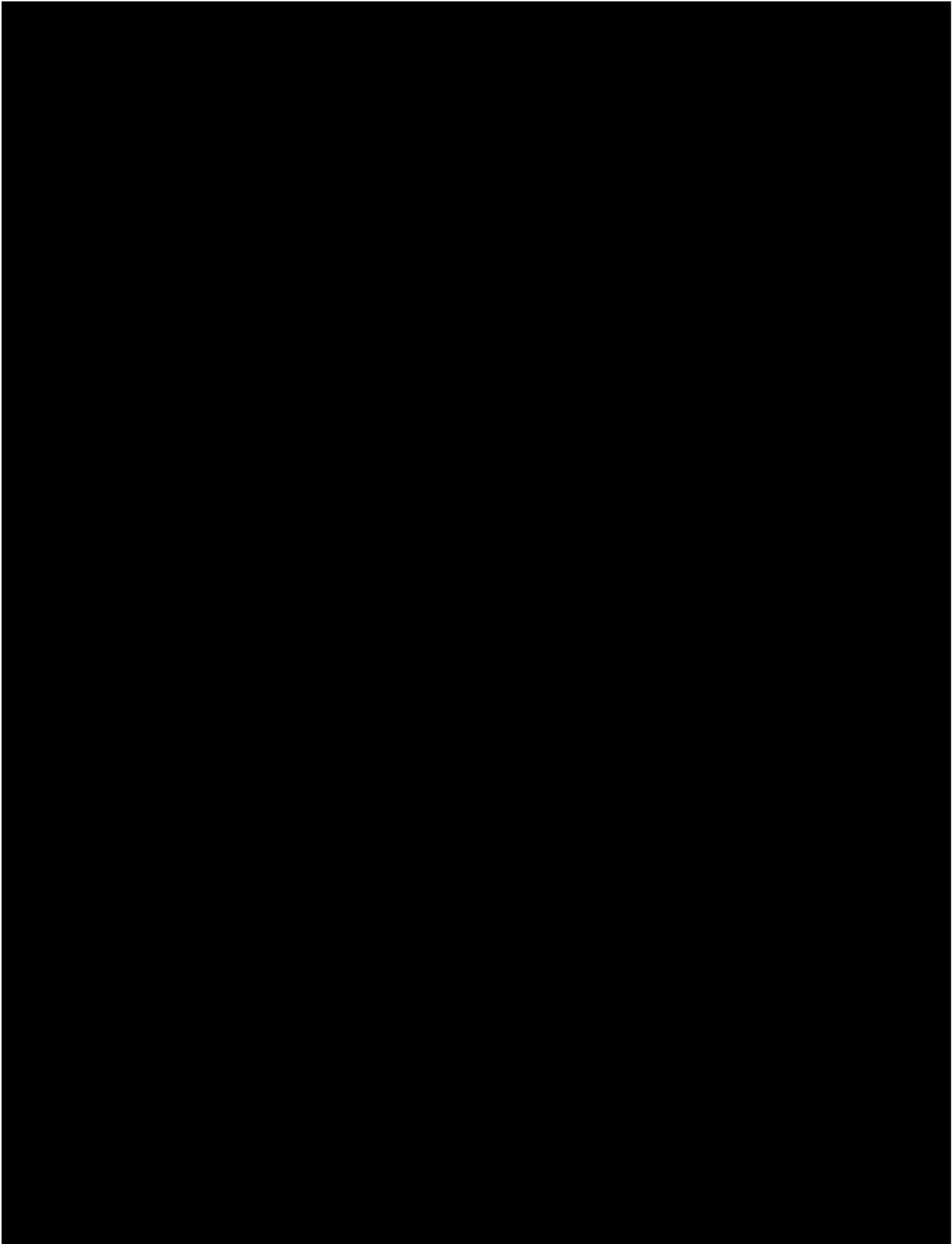
>  
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>  
> Sincerely,

>  
>  
>  
> Chunlin Leonhard

>  
> Carol Whelan

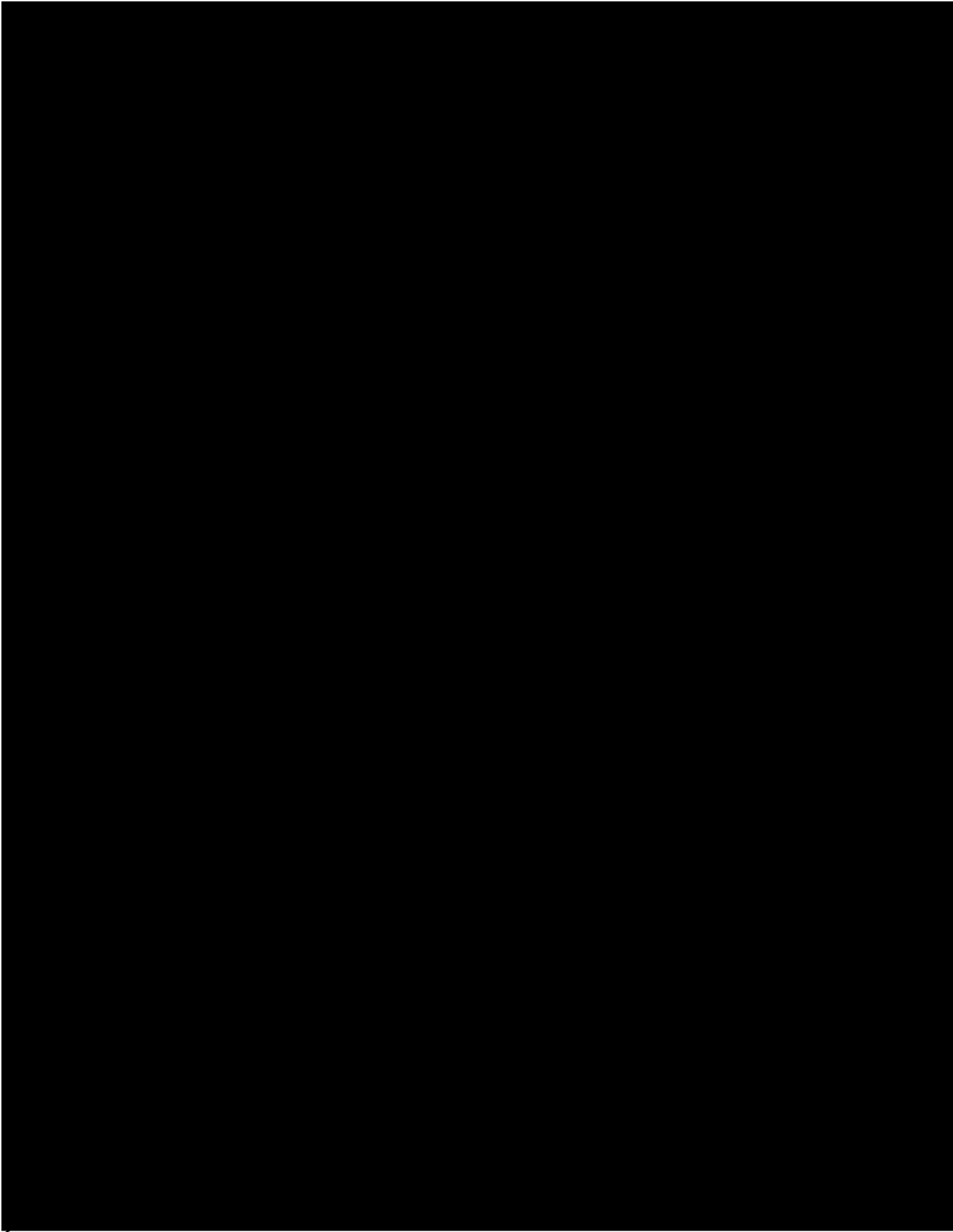
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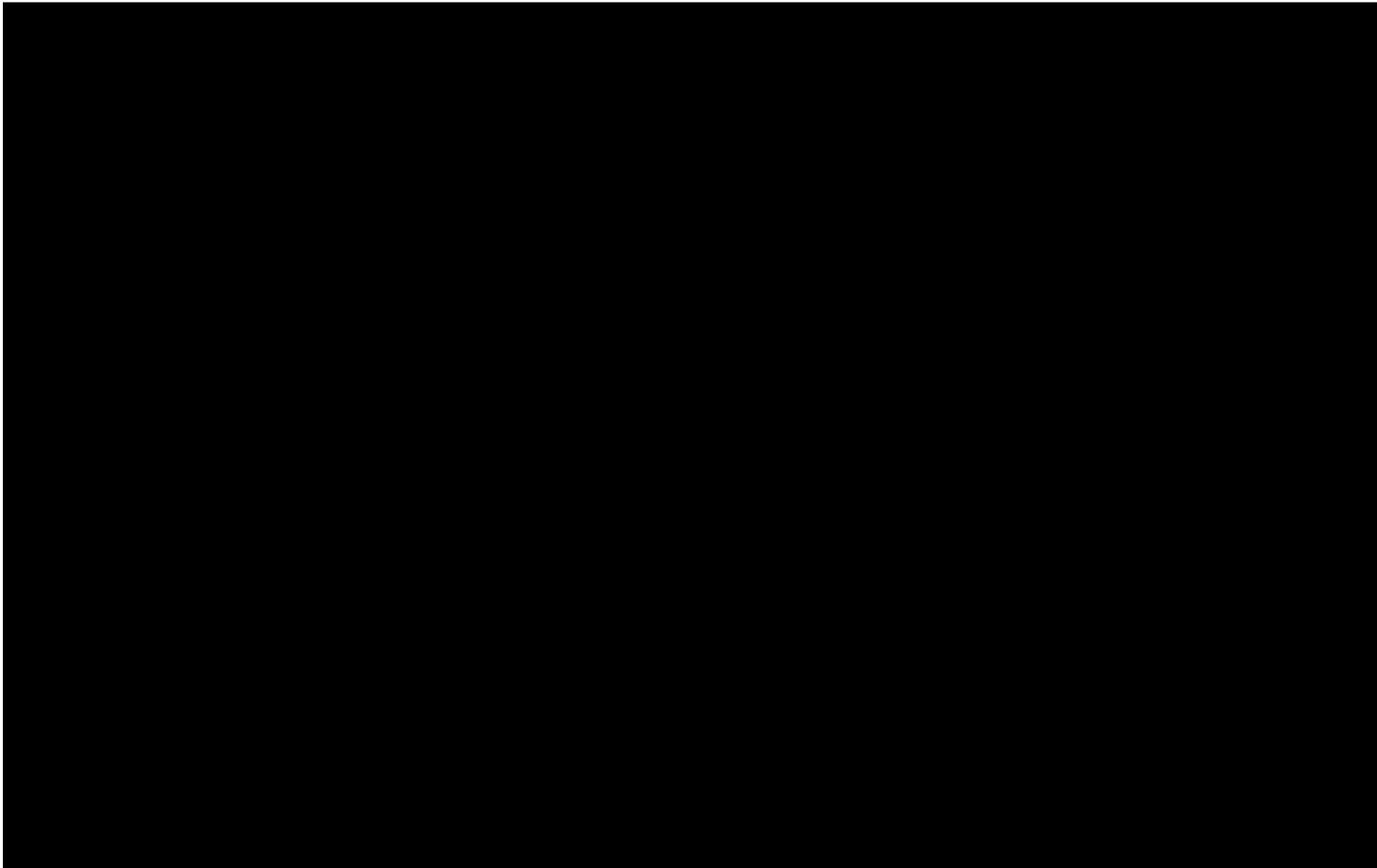




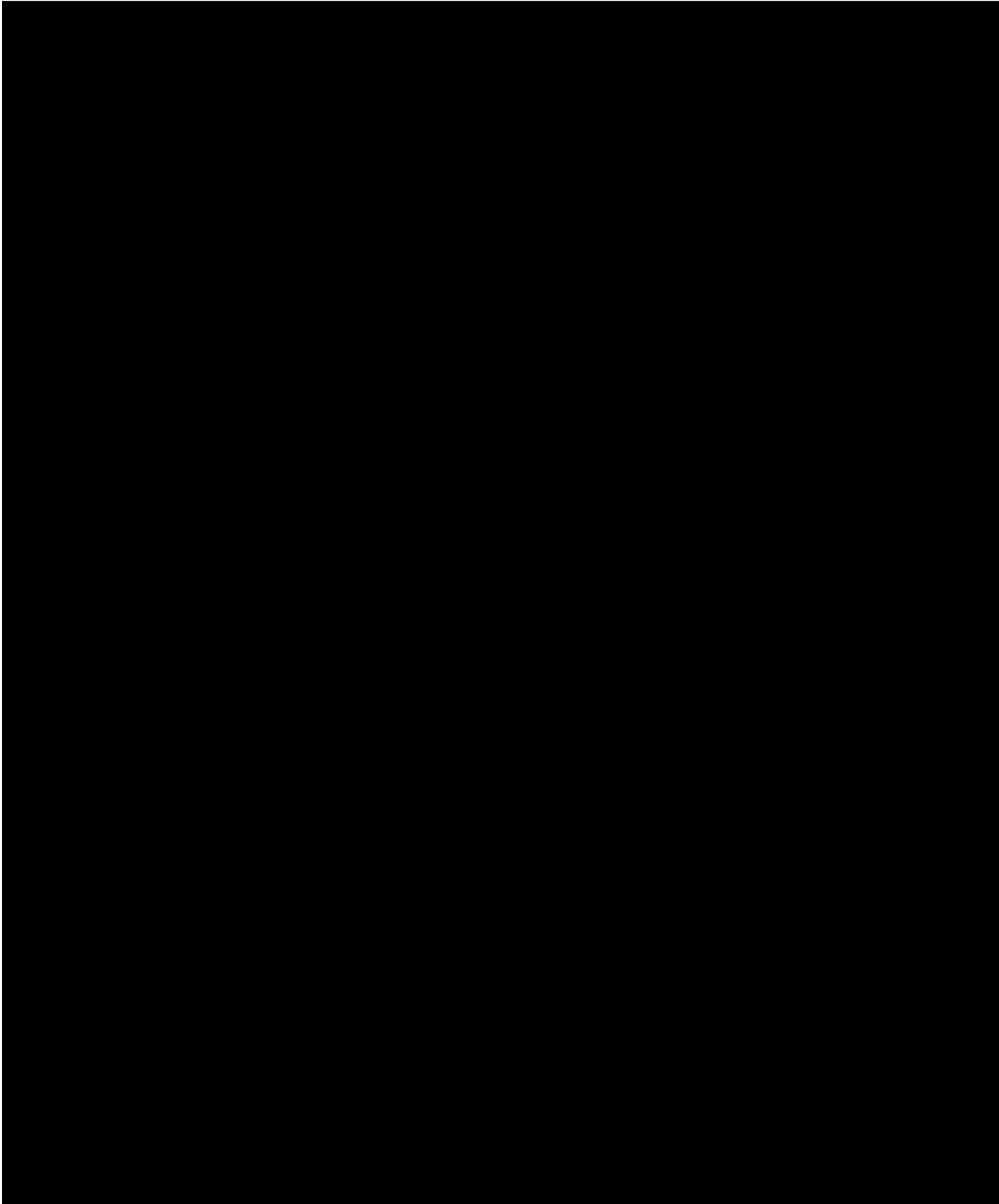








>



## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Wednesday, May 11, 2016 12:50 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] [Fwd: Fw: FAQs]  
**Attachments:** FAQ final FINAL version.pdf; ATT00001.htm

Kathy,

Please see below. Please explain what you know about the email lusherexecutiveteam@gmail.com and the origins of the FAQ email sent to parents and others yesterday.

Blaine

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

Subject: Fw: FAQs  
From: "Aaron Ahlquist" [REDACTED]  
Date: Wed, May 11, 2016 10:45 am  
To: "blecesne@loyno.edu" <blecesne@loyno.edu>

Do you know where this came from or who authorized/initiated the communication? My understanding is that it came from lusherexecutiveteam@gmail.com address.

Thanks.  
Aaron

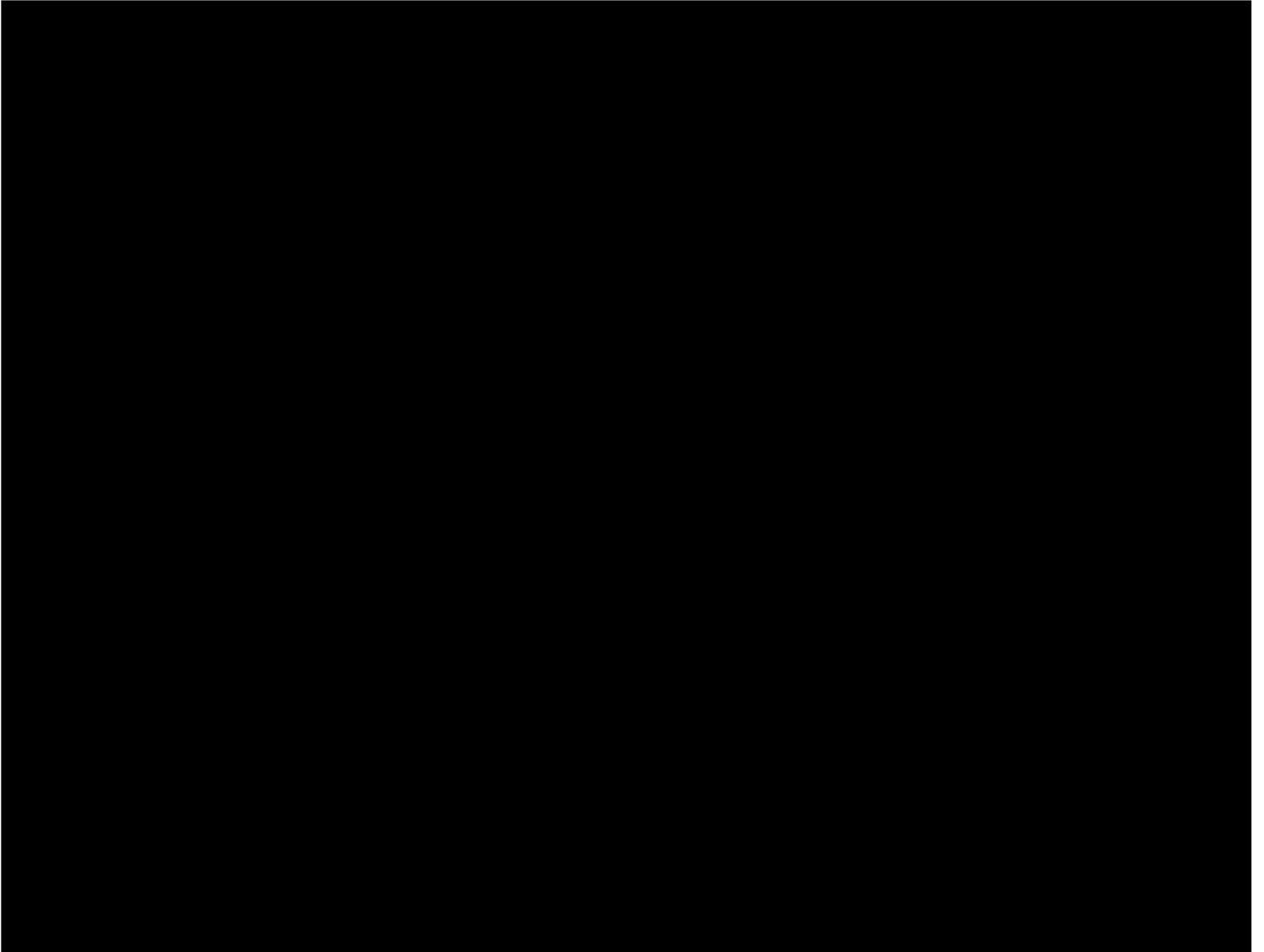
--

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To post to this group, send email to lusher-board-and-administrators@googlegroups.com.

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



## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Wednesday, May 11, 2016 12:43 PM  
**To:** Christina, Angelina  
**Cc:** Richard Cortizas; blecesne@loyno.edu; Bickford, Mag; lusher-board-only@googlegroups.com  
**Subject:** [REDACTED]

[REDACTED]

Blaine

> Blaine:

>

[REDACTED]

> Angie

>

> Angelina Christina

> McGlinchey Stafford

> p: (504) 596-2789

> 601 Poydras St, Ste 1200 | New Orleans, LA 70130

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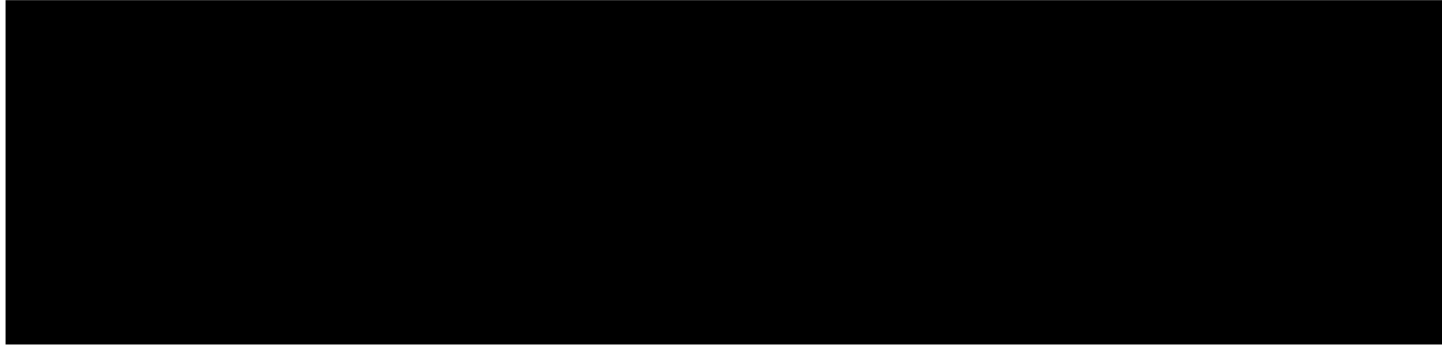
> attachment containing metadata, please notify the sender immediately  
> and a replacement will be provided.  
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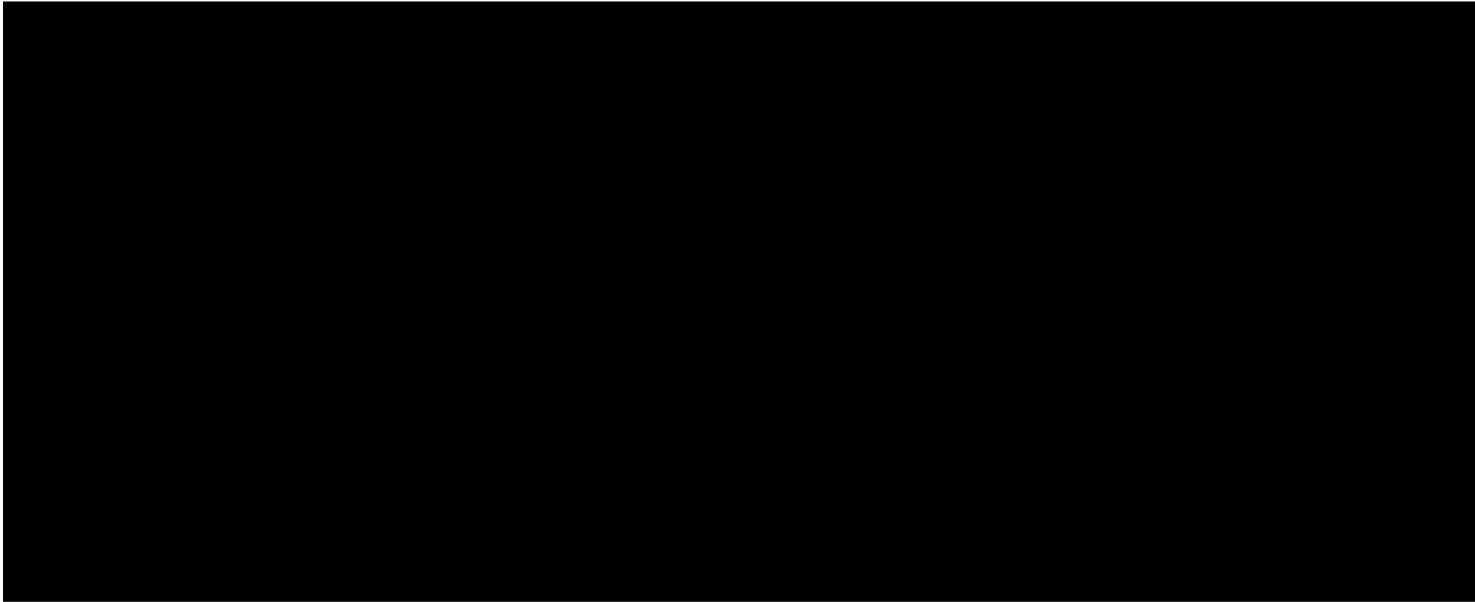
--

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To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).  
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/10c7ebad2f2a496086dfcb1cdb98a788.squirrel%40secure.loyno.edu>.  
For more options, visit <https://groups.google.com/d/optout>.









## Chunlin Leonhard

---

**From:** Loshbaugh, Alysia K <akravitz@tulane.edu>  
**Sent:** Wednesday, May 11, 2016 12:34 PM  
**To:** Chunlin Leonhard  
**Subject:** Automatic reply: Request for Urgent Executive Committee Actin --RE: Letter from Concerned Parents

Hello,

Thank you for your email. Effective March 1, 2016, I will be out of the office on maternity leave. I plan to return to the office in mid-late May. I will be checking and responding to email periodically.

For assistance on financial matters, such as BDS, Concur, TAMS, IT's, etc., or with Interfolio, please contact Kathleen White (kwhite13@tulane.edu). For assistance on issues related to HCM or WFMO, please contact Ann Salzer (asalzer@tulane.edu).

All other inquiries can be directed to the Office of Academic Affairs and Provost at 504-865-5261.

Thank you,  
Alysia Loshbaugh

--

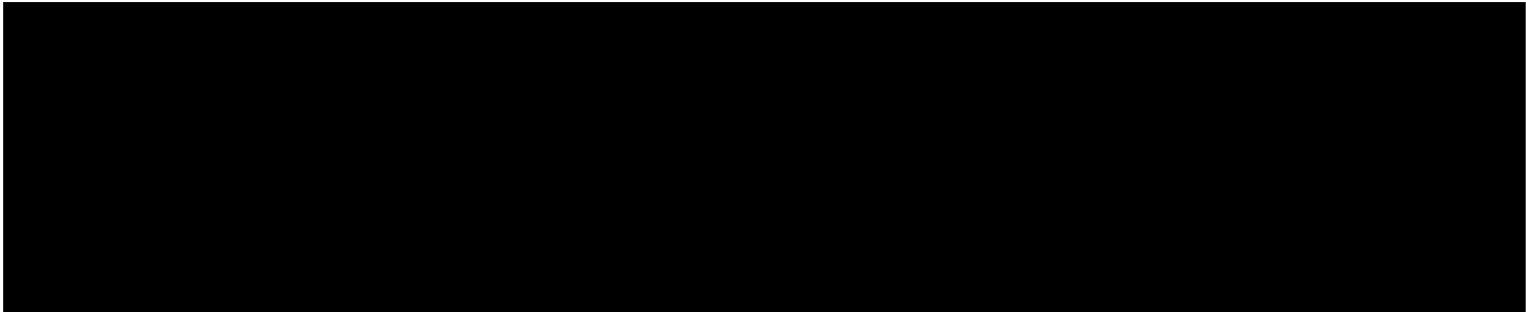
**Alysia K. Loshbaugh**

Director of Financial Affairs & Special Projects  
Office of Academic Affairs and Provost  
6823 St. Charles Avenue  
200 Gibson Hall  
Tulane University  
New Orleans, LA 70118  
tel 504.862.8209 fax 504.865.6723  
[akravitz@tulane.edu](mailto:akravitz@tulane.edu)  
<http://tulane.edu/provost/>

**Chunlin Leonhard**

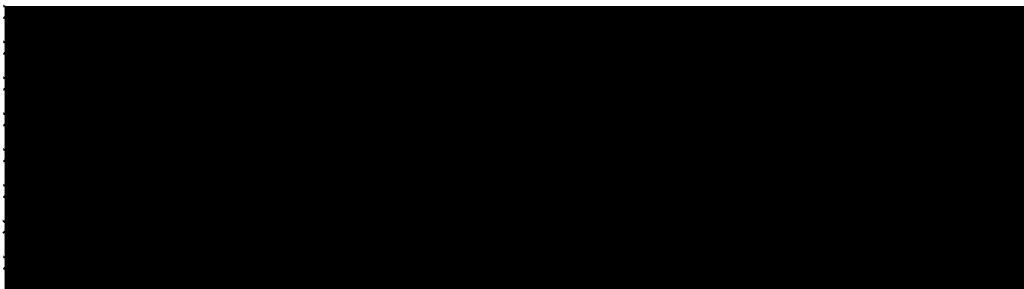
---

**From:** 'Richard Cortizas' via Lusher Board Only <lusher-board-only@googlegroups.com>  
**Sent:** Wednesday, May 11, 2016 11:23 AM  
**To:** blecesne@loyno.edu  
**Cc:** Christina, Angelina; Bickford, Mag; lusher-board-only@googlegroups.com  
**Subject:** Re: [Fwd: Public records request]

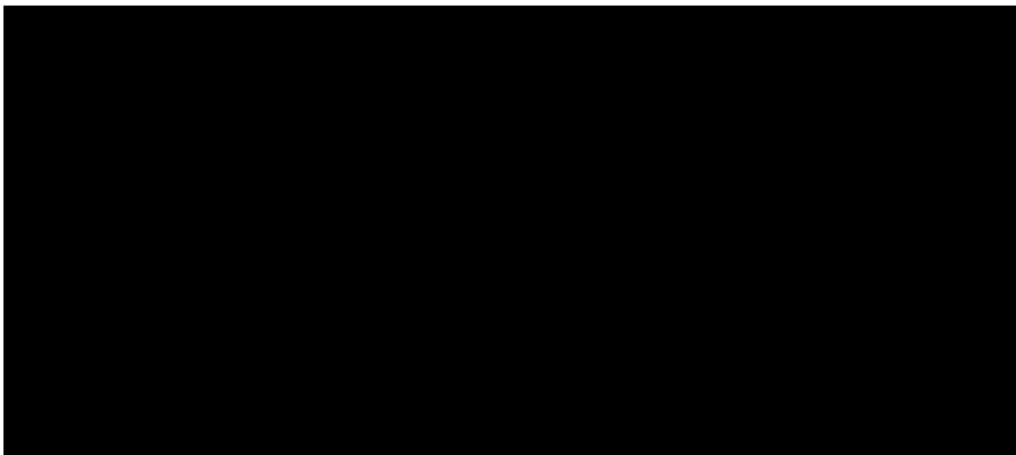


Sent from my iPhone

> On May 11, 2016, at 11:01 AM, blecesne@loyno.edu wrote:



>  
> Blaine  
>  
>  
>  
>> Dear Blaine:



>> Thanks,  
>> Angie  
>>  
>> Angelina Christina

>> McGlinchey Stafford  
>> p: (504) 596-2789  
>> 601 Poydras St, Ste 1200 | New Orleans, LA 70130  
>>  
>>  
>> -----Original Message-----  
>> From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
>> Sent: Wednesday, May 11, 2016 4:35 AM  
>> To: Bickford, Mag  
>> Cc: blecesne@loyno.edu; lusher-board-only@googlegroups.com;  
>> Christina, Angelina  
>> Subject: Re: [Fwd: Public records request]

[REDACTED]

>> Blaine

>>

[REDACTED]

>>> Sent from my iPhone

>>>

>>>> On May 10, 2016, at 9:21 PM, "blecesne@loyno.edu"

>>>> <blecesne@loyno.edu>

>>>> wrote:

>>>>

>>>> FYI

>>>>

>>>>

>>>> ----- Original Message

>>>> -----

>>>> Subject: Public records request

>>>> From: "Marta Jewson" <mjewson@thelensnola.org>

>>>> Date: Tue, May 10, 2016 3:40 pm

>>>> To: blecesne@loyno.edu

>>>> -----

>>>> --

>>>> -----

>>>>

>>>> Hi Mr. LeCesne,

>>>>

>>>> Pursuant to the Louisiana Public Records Act, La. R.S. 44:1 et seq,

>>>> I request access to the following public records, and I reserve the

>>>> right to photograph, scan or obtain copies of these

>>>> records:

>>>>

>>>> -Any and all emails and attachments sent between members of

>>>> Lusher's board between April 2, 2016 and May 9, 2016.

>>>>

>>>> -Any and all emails and attachments sent between member(s) of

>>>> Lusher's board and Kathy Riedlinger between April 2, 2016 and May

>>>> 9, 2016.

>>>>  
>>>> Please don't hesitate to call if I can clarify this request. And  
>>>> feel free to let me know if I should use a different email address  
>>>> for public records requests, I couldn't find one for you on  
>>>> Lusher's website.  
>>>>  
>>>> Thanks  
>>>> Marta  
>>>>  
>>>> --  
>>>> Marta Jewson  
>>>> Education reporter  
>>>> The Lens | [www.thelensnola.org](http://www.thelensnola.org)  
>>>>  
>>>> c:612-802-3063  
>>>> @martajewson  
>>>>  
>>>> --  
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>>>> send an email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).  
>>>> 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/aae00f58a1760084e6107ef5bd9a4657.squirrel%40secure.loyno.edu>.  
>>>> For more options, visit <https://groups.google.com/d/optout>.  
>>>> <untitled-[2]>  
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>>> Poydras Street, New Orleans, LA, 70130 via the United States Postal  
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>> Mississippi, New York, Ohio, Texas, and Washington DC and McGlinchey

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>

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> --

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> [only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).

> 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-](https://groups.google.com/d/msgid/lusher-board-only/5cc63a4c35b0874a2602aeabd5b65dfd.squirrel%40secure.loyno.edu)

> [only/5cc63a4c35b0874a2602aeabd5b65dfd.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/5cc63a4c35b0874a2602aeabd5b65dfd.squirrel%40secure.loyno.edu).

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--

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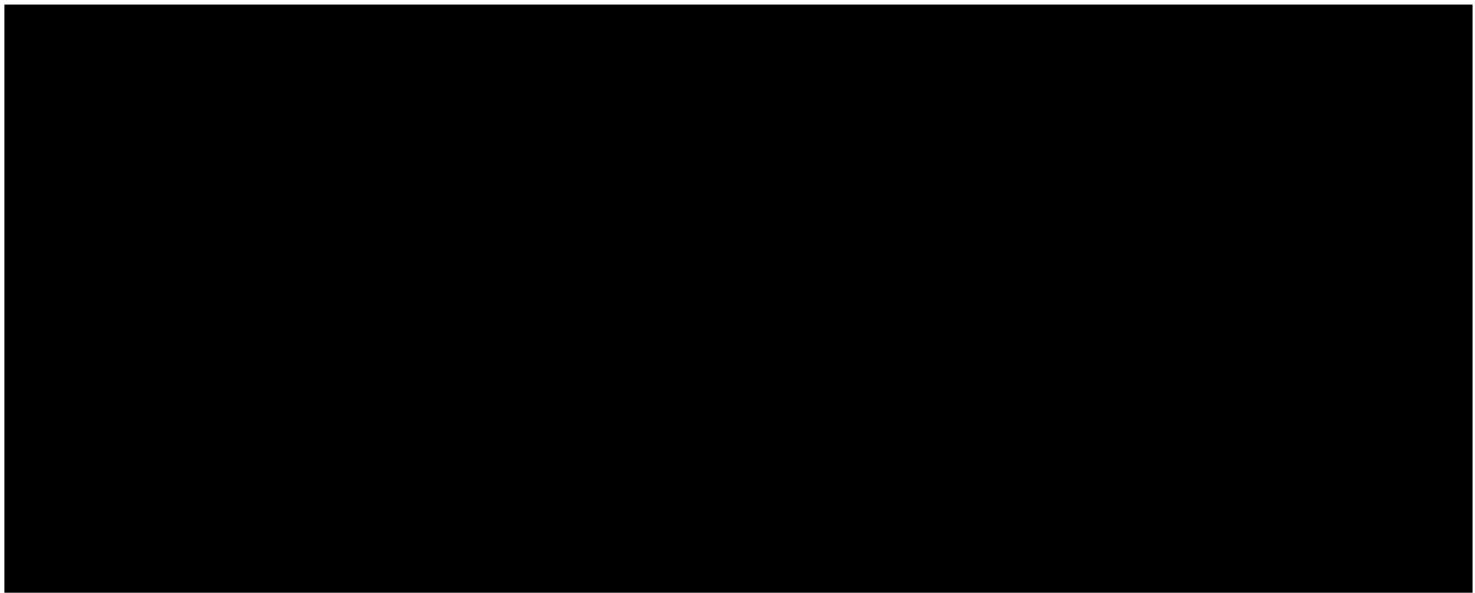
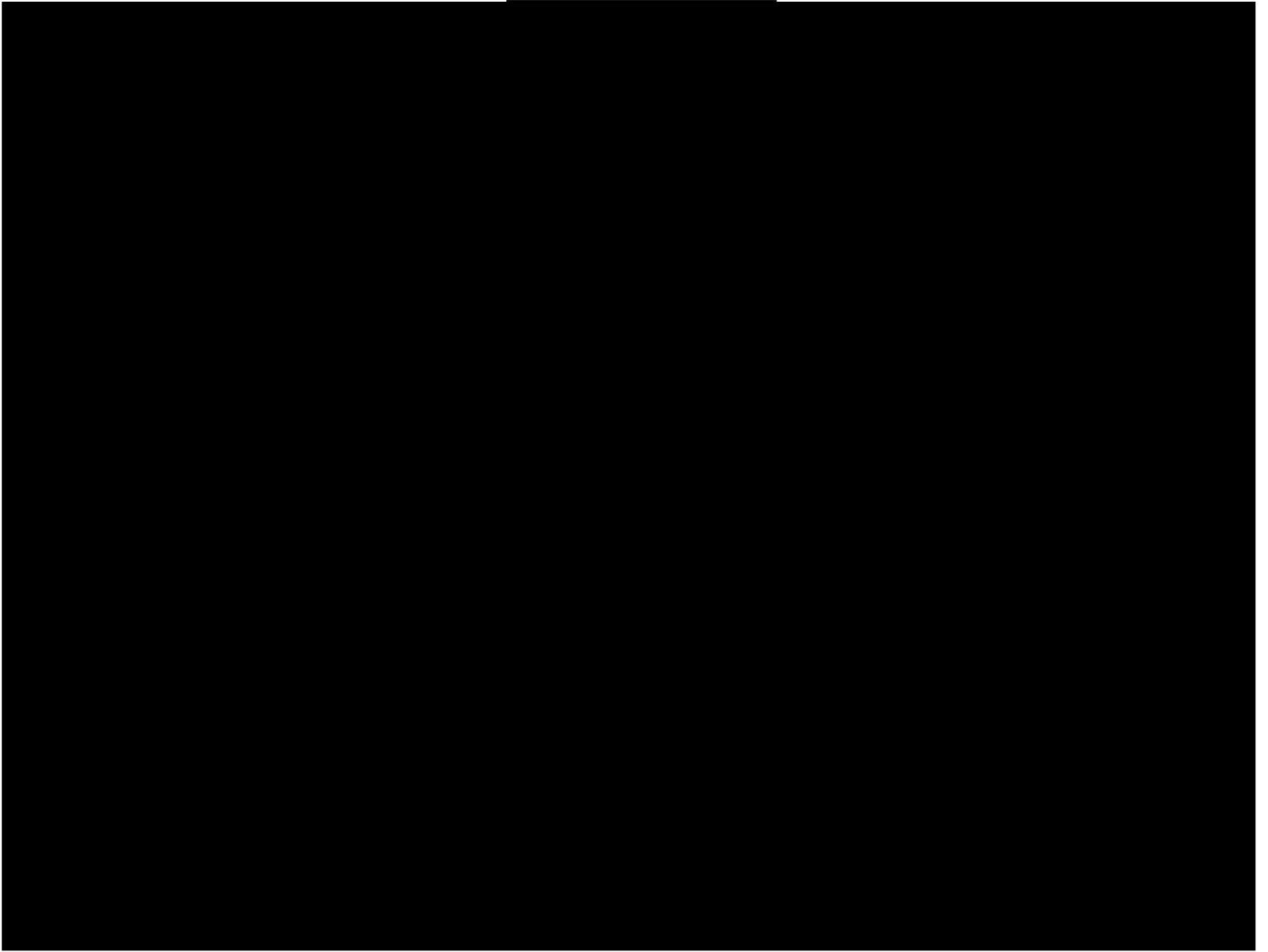
[only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).

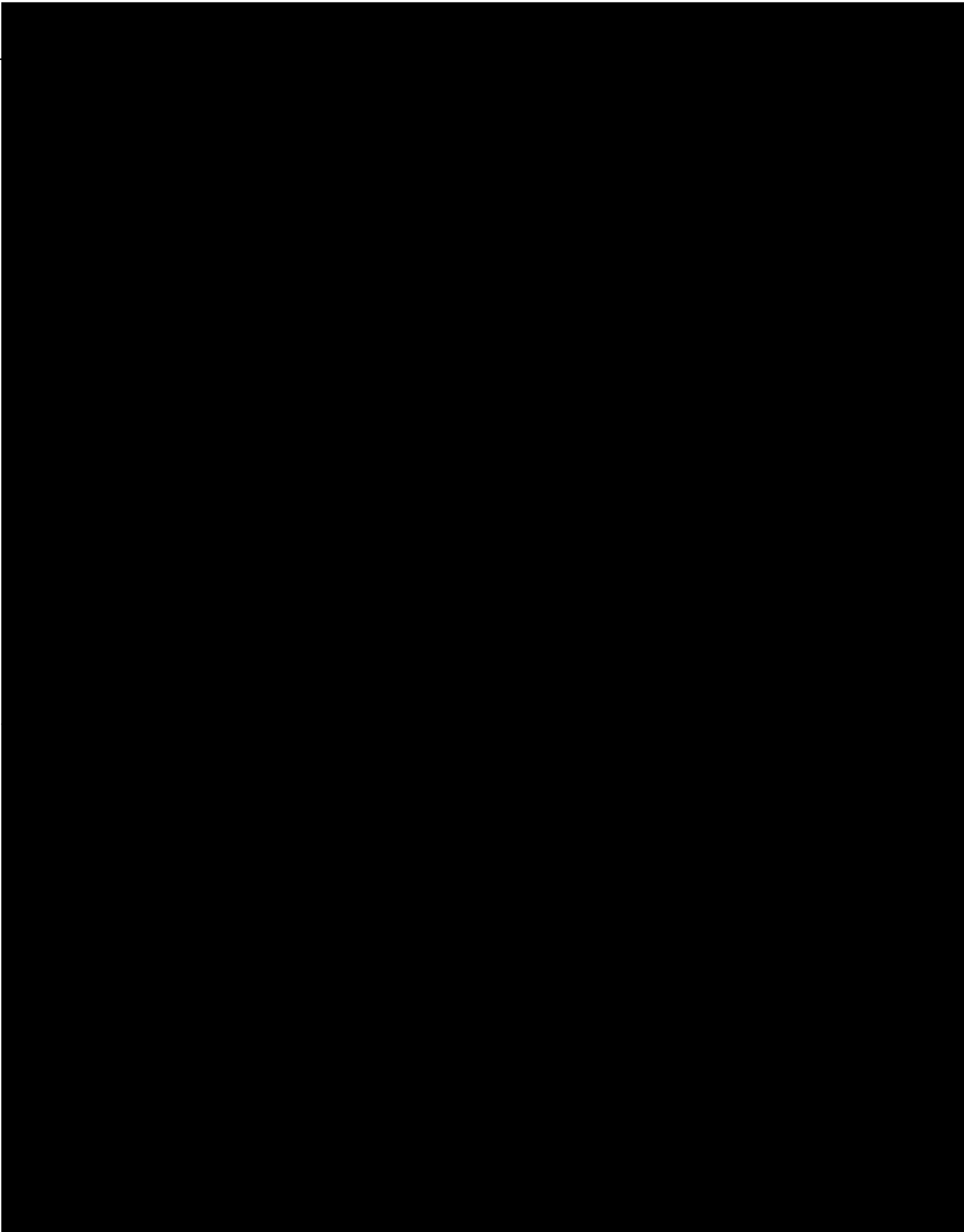
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[B377-77ACF5D1243C%40yahoo.com](https://groups.google.com/d/msgid/lusher-board-only/B4BA890A-2E36-4892-B377-77ACF5D1243C%40yahoo.com).

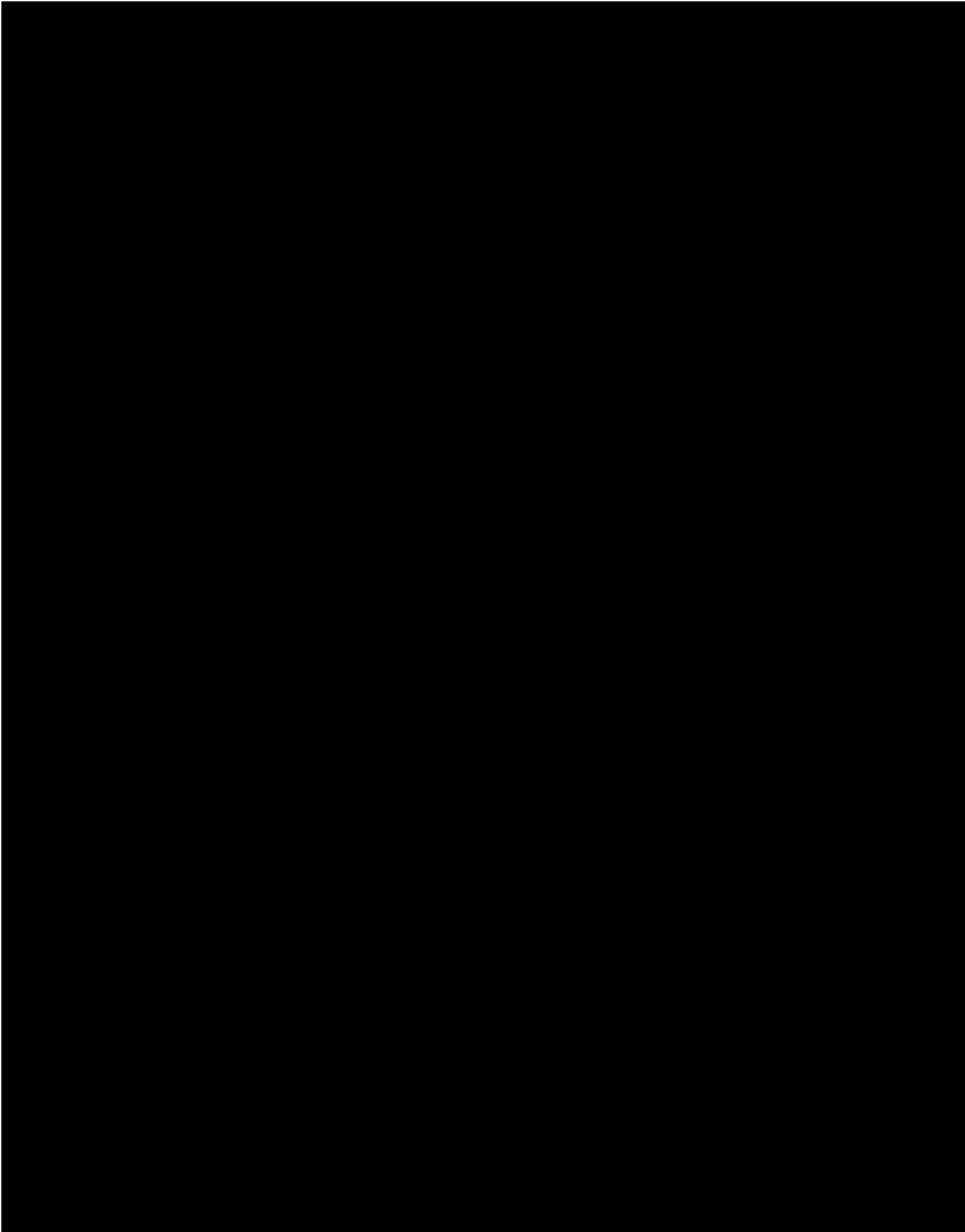
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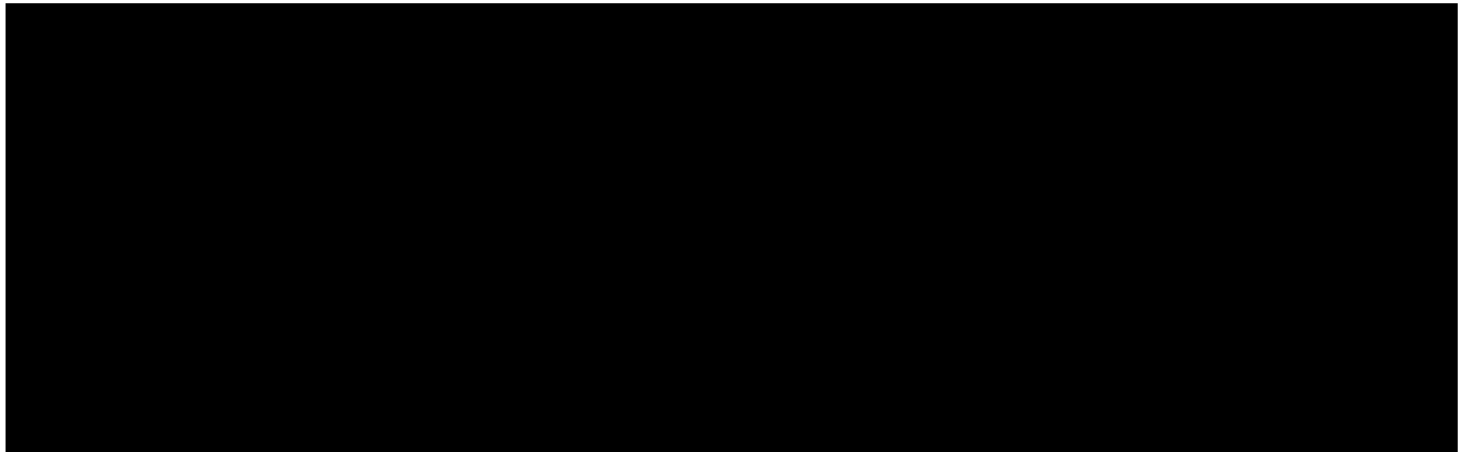












## Chunlin Leonhard

---

**From:** lushers-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Wednesday, May 11, 2016 11:02 AM  
**To:** Christina, Angelina  
**Cc:** blecesne@loyno.edu; Bickford, Mag; lushers-board-only@googlegroups.com  
**Subject:** [REDACTED]

Blaine

> Dear Blaine:

>

> Angie

>

> Angelina Christina

> McGlinchey Stafford

> p: (504) 596-2789

> 601 Poydras St, Ste 1200 | New Orleans, LA 70130

>

>

> -----Original Message-----

> From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]

> Sent: Wednesday, May 11, 2016 4:35 AM

> To: Bickford, Mag

> Cc: blecesne@loyno.edu; lushers-board-only@googlegroups.com; Christina,

> Angelina

> Subject: Re: [REDACTED]

>  
> Blaine

>  
> 

>> Sent from my iPhone

>>  
>>> On May 10, 2016, at 9:21 PM, "blecesne@loyno.edu"  
>>> <blecesne@loyno.edu>  
>>> wrote:



>>>  
>>> ----- Original Message  
>>> -----  
>>> Subject: Public records request  
>>> From: "Marta Jewson" <mjewson@thelensnola.org>  
>>> Date: Tue, May 10, 2016 3:40 pm  
>>> To: blecesne@loyno.edu

>>> -----

>>> -  
>>> ----  
>>>

>>> Hi Mr. LeCesne,

>>>  
>>> Pursuant to the Louisiana Public Records Act, La. R.S. 44:1 et seq,  
>>> I request access to the following public records, and I reserve the  
>>> right to photograph, scan or obtain copies of these  
>>> records:

>>>  
>>> -Any and all emails and attachments sent between members of Lusher's  
>>> board between April 2, 2016 and May 9, 2016.

>>>  
>>> -Any and all emails and attachments sent between member(s) of  
>>> Lusher's board and Kathy Riedlinger between April 2, 2016 and May 9,  
>>> 2016.

>>>  
>>> Please don't hesitate to call if I can clarify this request. And  
>>> feel free to let me know if I should use a different email address  
>>> for public records requests, I couldn't find one for you on Lusher's  
>>> website.

>>>  
>>> Thanks  
>>> Marta

>>>  
>>> --  
>>> Marta Jewson  
>>> Education reporter  
>>> The Lens | [www.thelensnola.org](http://www.thelensnola.org)  
>>>

>>> c:612-802-3063  
>>> @martajewson  
>>>  
>>> --  
>>> You received this message because you are subscribed to the Google  
>>> Groups "Lusher Board Only" group.  
>>> To unsubscribe from this group and stop receiving emails from it,  
>>> send an email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).  
>>> To post to this group, send email to  
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>>> <https://groups.google.com/d/msgid/lusher-board-only/aae00f58a1760084e6107ef5bd9a4657.squirrel%40secure.loyno.edu>.  
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>>> <untitled-[2]>  
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>>  
>> McGlinchey Stafford, PLLC in Alabama, Florida, Louisiana,  
>> Mississippi, New York, Ohio, Texas, and Washington DC and McGlinchey  
>> Stafford, LLP in California.  
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>> error, immediately notify us by telephone at 504-586-1200 and return  
>> the original message to us at McGlinchey Stafford, 12th Floor, 601  
>> Poydras Street, New Orleans, LA, 70130 via the United States Postal  
>> Service.  
>>  
>> We take steps to remove metadata in attachments sent by email, and  
>> any remaining metadata should be presumed inadvertent and should not  
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> McGlinchey Stafford, PLLC in Alabama, Florida, Louisiana, Mississippi,  
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>

--

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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/5cc63a4c35b0874a2602aeabd5b65dfd.squirrel%40secure.loyno.edu>.  
For more options, visit <https://groups.google.com/d/optout>.

**Chunlin Leonhard**

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Wednesday, May 11, 2016 4:35 AM  
**To:** Bickford, Mag  
**Cc:** blecesne@loyno.edu; lusher-board-only@googlegroups.com; Christina, Angelina  
**Subject:** [REDACTED]

[REDACTED]

Blaine

[REDACTED]

> Sent from my iPhone

>  
>> On May 10, 2016, at 9:21 PM, "blecesne@loyno.edu"  
>> <blecesne@loyno.edu>  
>> wrote:

>> [REDACTED]  
>>  
>>  
>> ----- Original Message  
>> -----  
>> Subject: Public records request  
>> From: "Marta Jewson" <mjewson@thelensnola.org>  
>> Date: Tue, May 10, 2016 3:40 pm  
>> To: blecesne@loyno.edu  
>> -----  
>> -----

>> Hi Mr. LeCesne,  
>>  
>> Pursuant to the Louisiana Public Records Act, La. R.S. 44:1 et seq, I  
>> request access to the following public records, and I reserve the  
>> right to photograph, scan or obtain copies of these  
>> records:  
>>  
>> -Any and all emails and attachments sent between members of Lusher's  
>> board between April 2, 2016 and May 9, 2016.  
>>  
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>> Lusher's board and Kathy Riedlinger between April 2, 2016 and May 9, 2016.  
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>> Please don't hesitate to call if I can clarify this request. And feel  
>> free to let me know if I should use a different email address for  
>> public records requests, I couldn't find one for you on Lusher's  
>> website.

>>  
>> Thanks  
>> Marta  
>>  
>> --  
>> Marta Jewson  
>> Education reporter  
>> The Lens | [www.thelensnola.org](http://www.thelensnola.org)  
>>  
>> c:612-802-3063  
>> @martajewson  
>>  
>> --  
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>> To view this discussion on the web visit  
>> <https://groups.google.com/d/msgid/lusher-board-only/aae00f58a1760084e6107ef5bd9a4657.squirrel%40secure.loyno.edu>.  
>> For more options, visit <https://groups.google.com/d/optout>.  
>> <untitled-[2]>

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

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Wednesday, May 11, 2016 1:57 AM  
**To:** lusher-board-only@googlegroups.com  
**Cc:** Julia.Evans2@usdoj.gov  
**Subject:** [Fwd: Teachers' union]  
**Attachments:** FAQ final FINAL version.pdf; ATT00001.htm

Here is yet another parent letter expressing concern over how far things have degenerated with the pervasive, relentless anti-union campaign by an administration clearly out of control. To stand idly by and let this happen is a gross breach of the Board's fiduciary responsibilities. Do you have any concern about how this mess is impacting our students who, in the middle of all this, are taking exams, preparing for graduation, wondering what next school year will be like? Or our teachers who are being subjected to this abuse on a daily basis? What will it take for the Board to do its job?

Blaine

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


Subject: Teachers' union  
From: "Evans, Julia (USALAE)" <Julia.Evans2@usdoj.gov>  
Date: Tue, May 10, 2016 10:12 pm  
To: "blecesne@loyno.edu" <blecesne@loyno.edu>

Dear Lusher board:

I find the tactics of the administration to first ask for all teachers to have a right to vote than to lobby against the opportunity to vote for the union unacceptable. The Lusher CEO is an embarrassment and the laughing stock of the legal community with her most recent law suit.

There are two weeks left of school and we have not received a calendar for the Fall school schedule. We don't even know when the first day of school is because the administration is more interested strong arming teachers to vote against union. Please support the parents and the students of Lusher and put an end to the gorilla tactics employed by the administration. Get a restraining order against the administration so the teachers can peacefully have their vote on May 17. This situation is out of control even by New Orleans standards.

Thank you for your consideration.

Julia Evans  


Sent from my iPhone

Begin forwarded message:

----- Forwarded message -----

From: "Lusher Charter"  
<lusherexecutiveteam@gmail.com<mailto:lusherexecutiveteam@gmail.com>>  
Date: May 10, 2016 9:24 PM

Subject: FAQs

To:

Cc:

Frequently Asked Questions: Unionization at Lusher Please see attached.

--

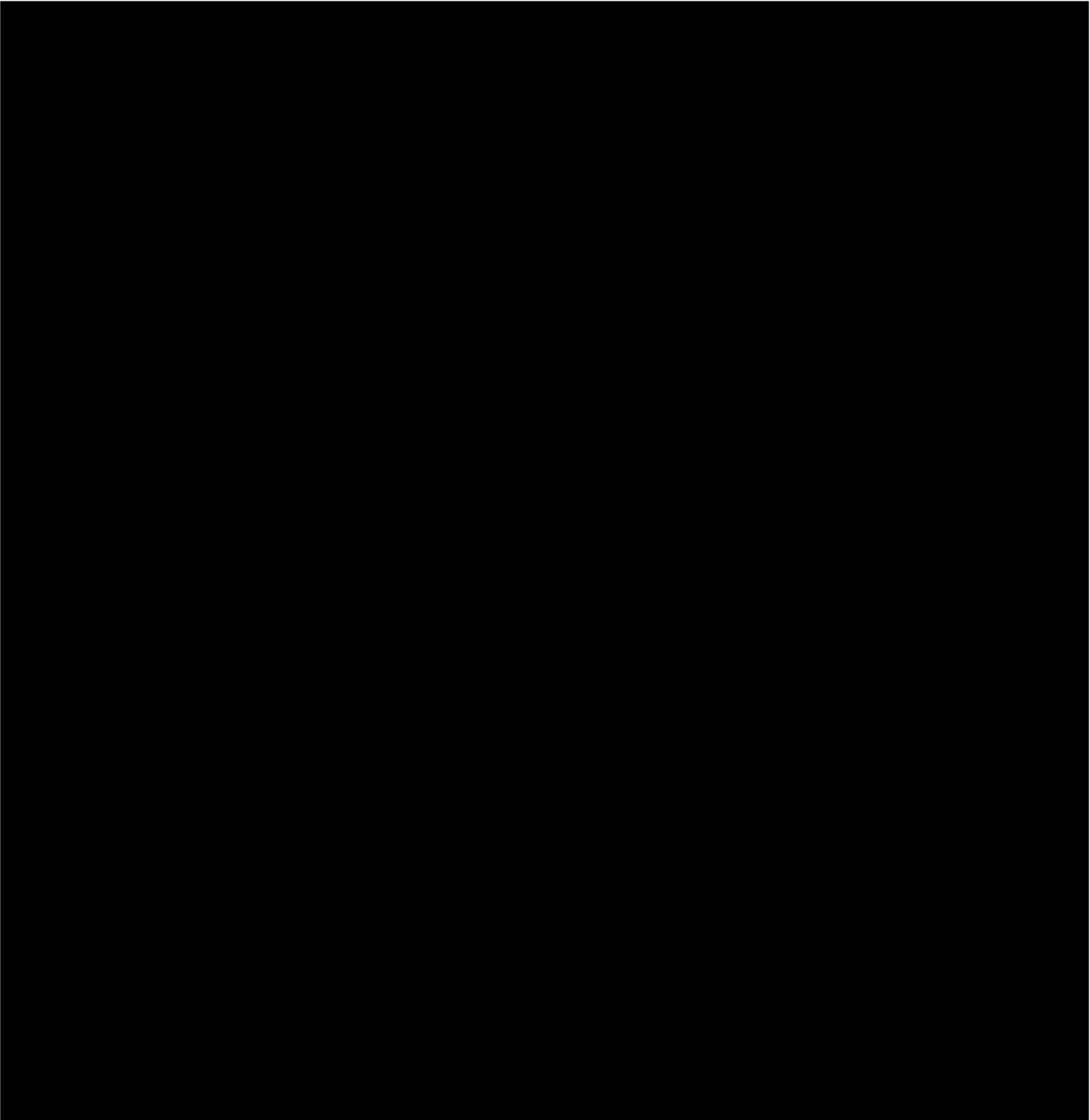
You received this message because you are subscribed to the Google Groups "Lusher Board Only" group.

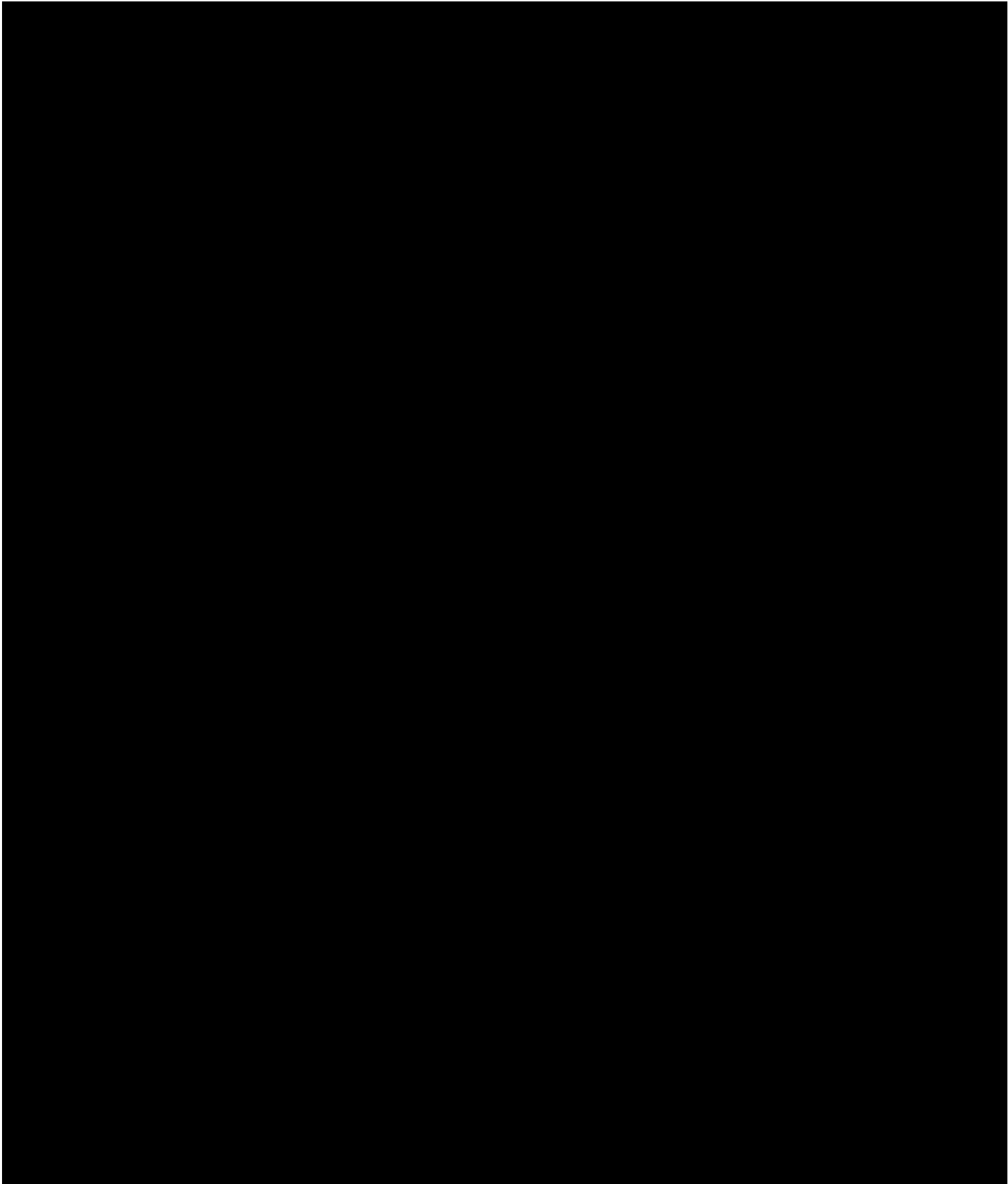
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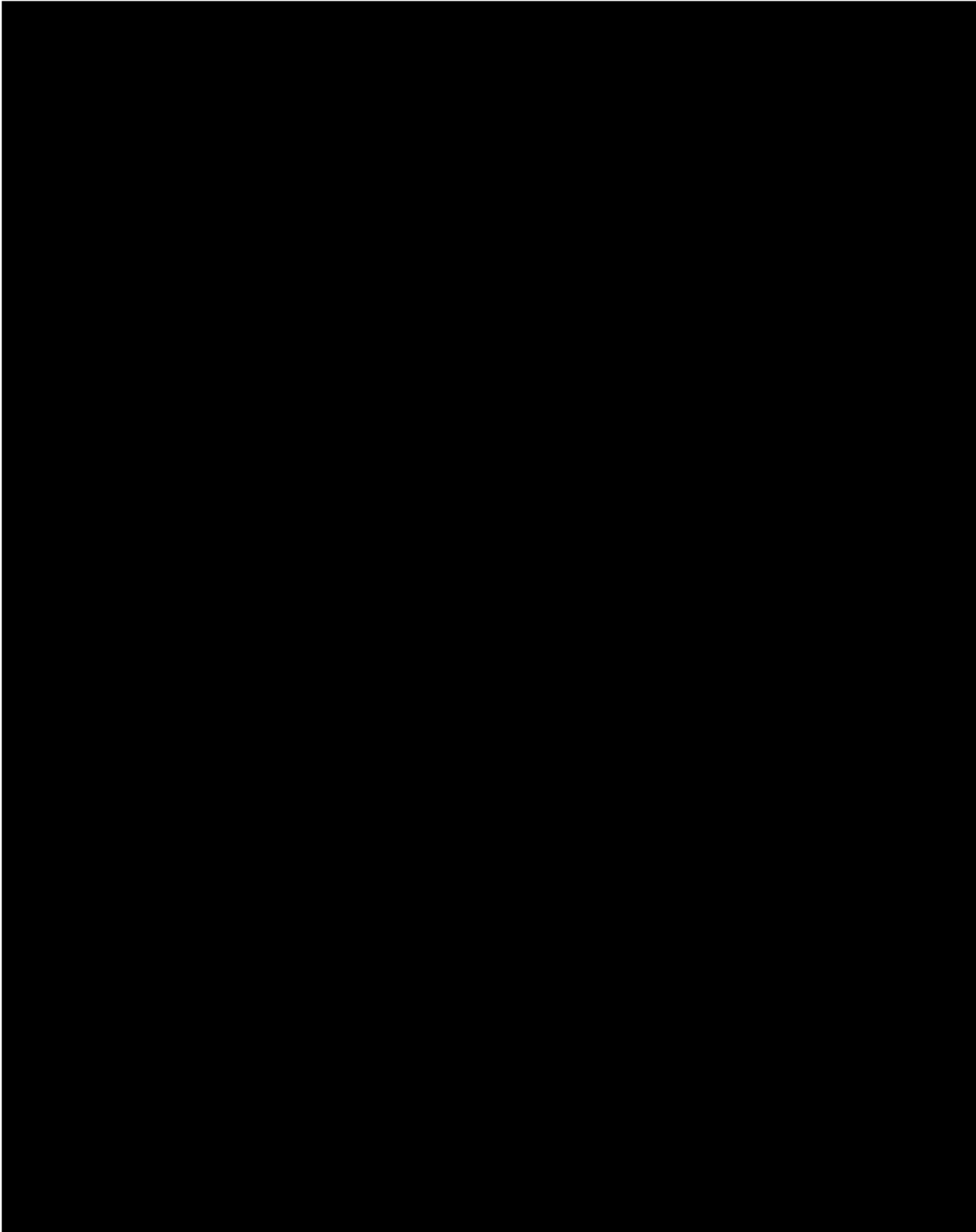
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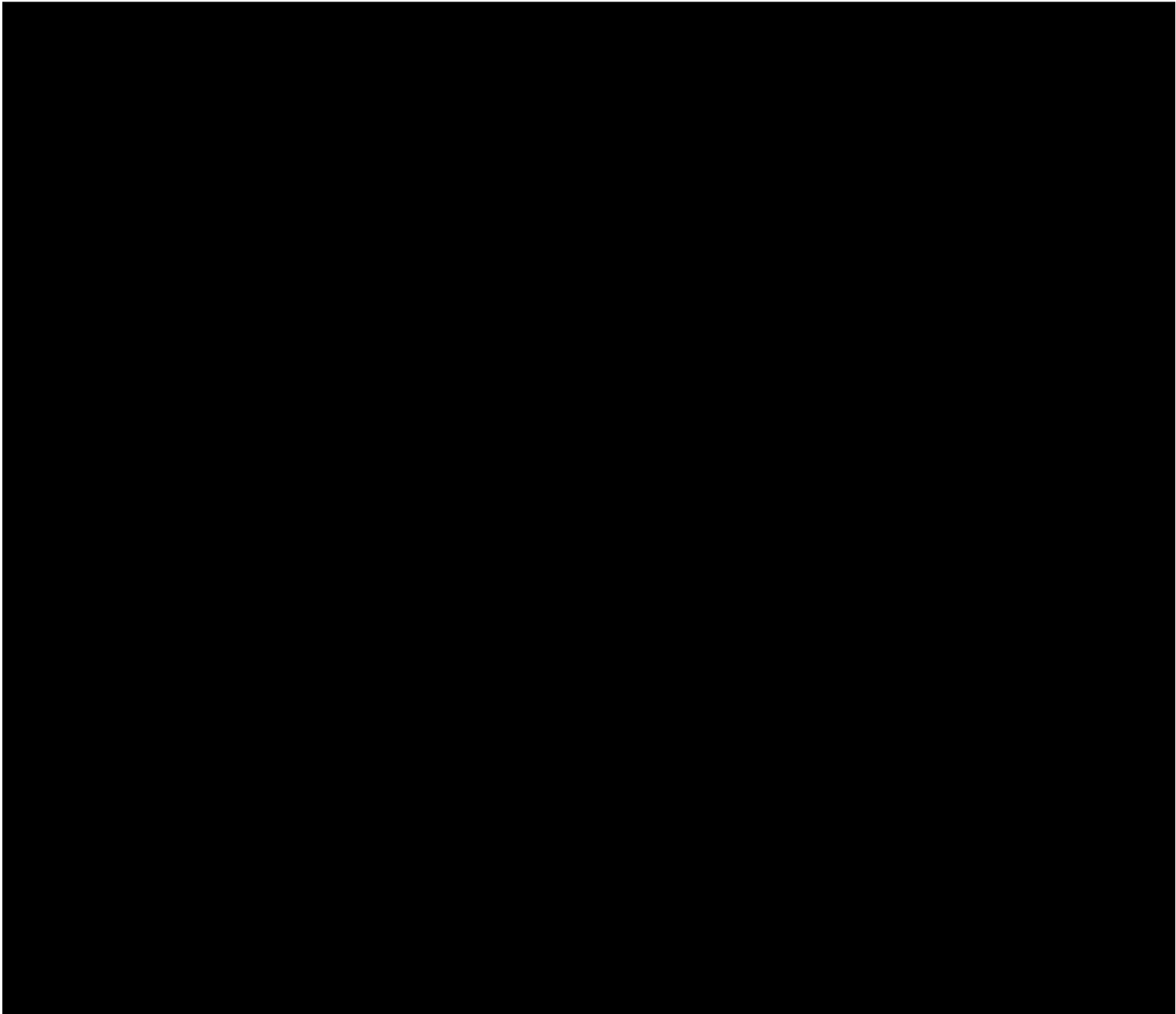
For more options, visit <https://groups.google.com/d/optout>.











**Chunlin Leonhard**

---

**From:** lusher-board-only@googlegroups.com on behalf of Bickford, Mag  
<mbickford@mcglinchey.com>  
**Sent:** Tuesday, May 10, 2016 9:39 PM  
**To:** blecesne@loyno.edu  
**Cc:** lusher-board-only@googlegroups.com; Christina, Angelina  
**Subject:** [REDACTED]

[REDACTED]

Sent from my iPhone

> On May 10, 2016, at 9:21 PM, "blecesne@loyno.edu" <blecesne@loyno.edu> wrote:

>  
> [REDACTED]

>  
>  
> ----- Original Message

> -----  
> Subject: Public records request  
> From: "Marta Jewson" <mjewson@thelensnola.org>  
> Date: Tue, May 10, 2016 3:40 pm  
> To: blecesne@loyno.edu

> -----  
> ----

>  
> Hi Mr. LeCesne,

>  
> Pursuant to the Louisiana Public Records Act, La. R.S. 44:1 et seq, I  
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>  
> Please don't hesitate to call if I can clarify this request. And feel  
> free to let me know if I should use a different email address for  
> public records requests, I couldn't find one for you on Lusher's website.

>  
> Thanks  
> Marta

>  
> --  
> Marta Jewson  
> Education reporter  
> The Lens | www.thelensnola.org

>  
> c:612-802-3063  
> @martajewson  
>  
> --  
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> <untitled-[2]>

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

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, May 10, 2016 9:22 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** [Fwd: Public records request]  
**Attachments:** untitled-[2].htm

FYI

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

Subject: Public records request  
From: "Marta Jewson" <mjewson@thelensnola.org>  
Date: Tue, May 10, 2016 3:40 pm  
To: blecesne@loyno.edu

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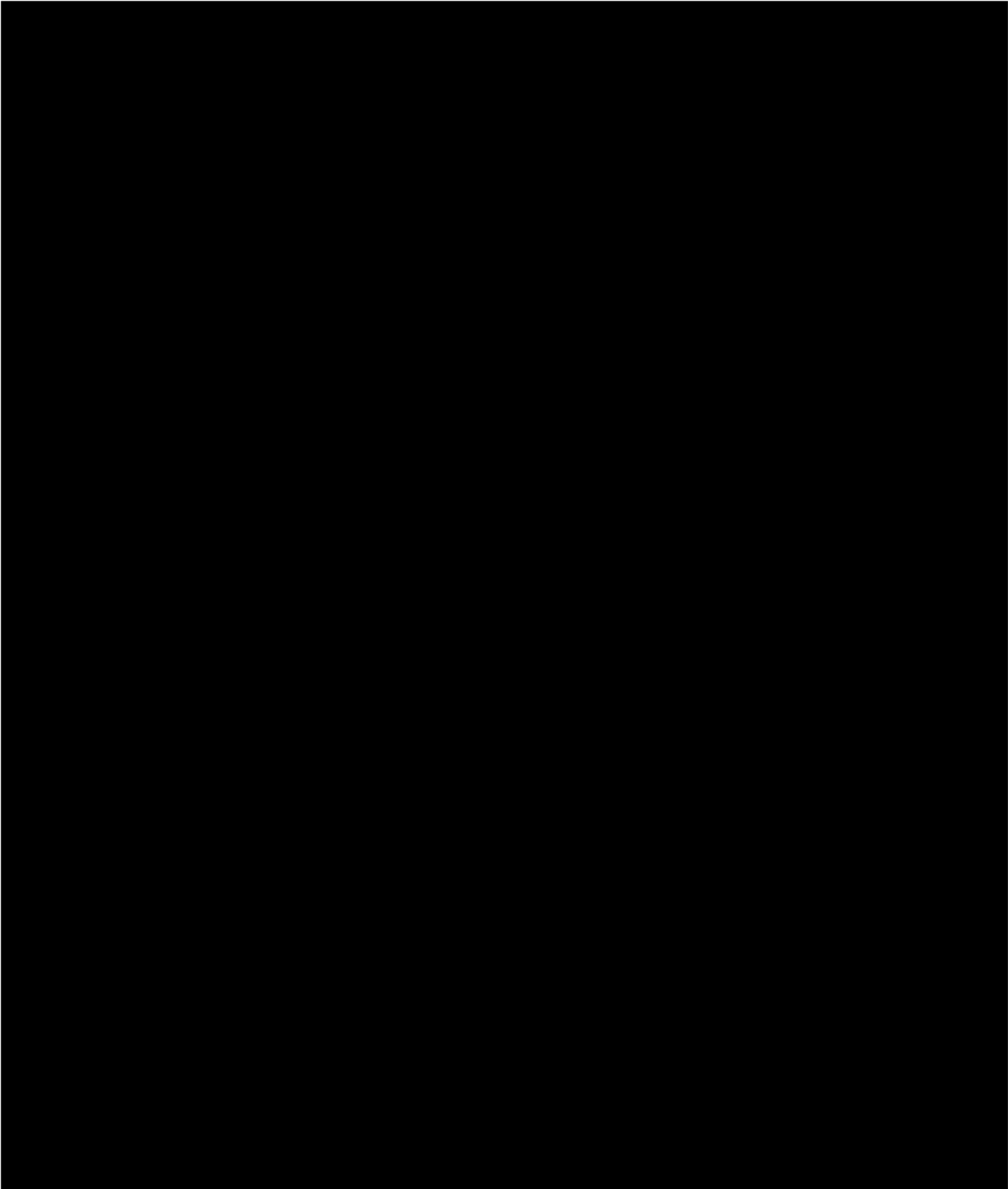
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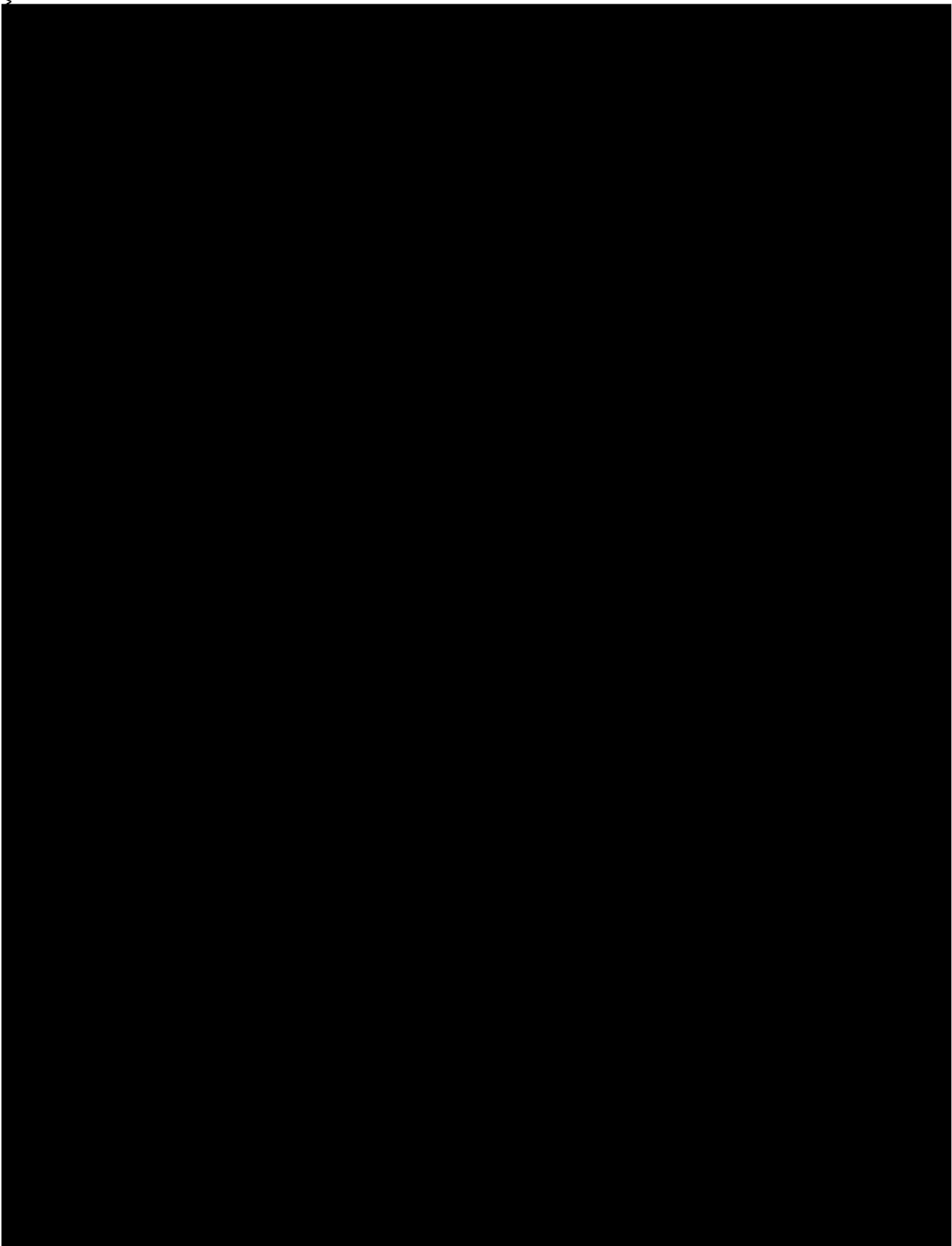
Thanks  
Marta

--  
Marta Jewson  
Education reporter  
The Lens | [www.thelensnola.org](http://www.thelensnola.org)

c:612-802-3063  
@martajewson

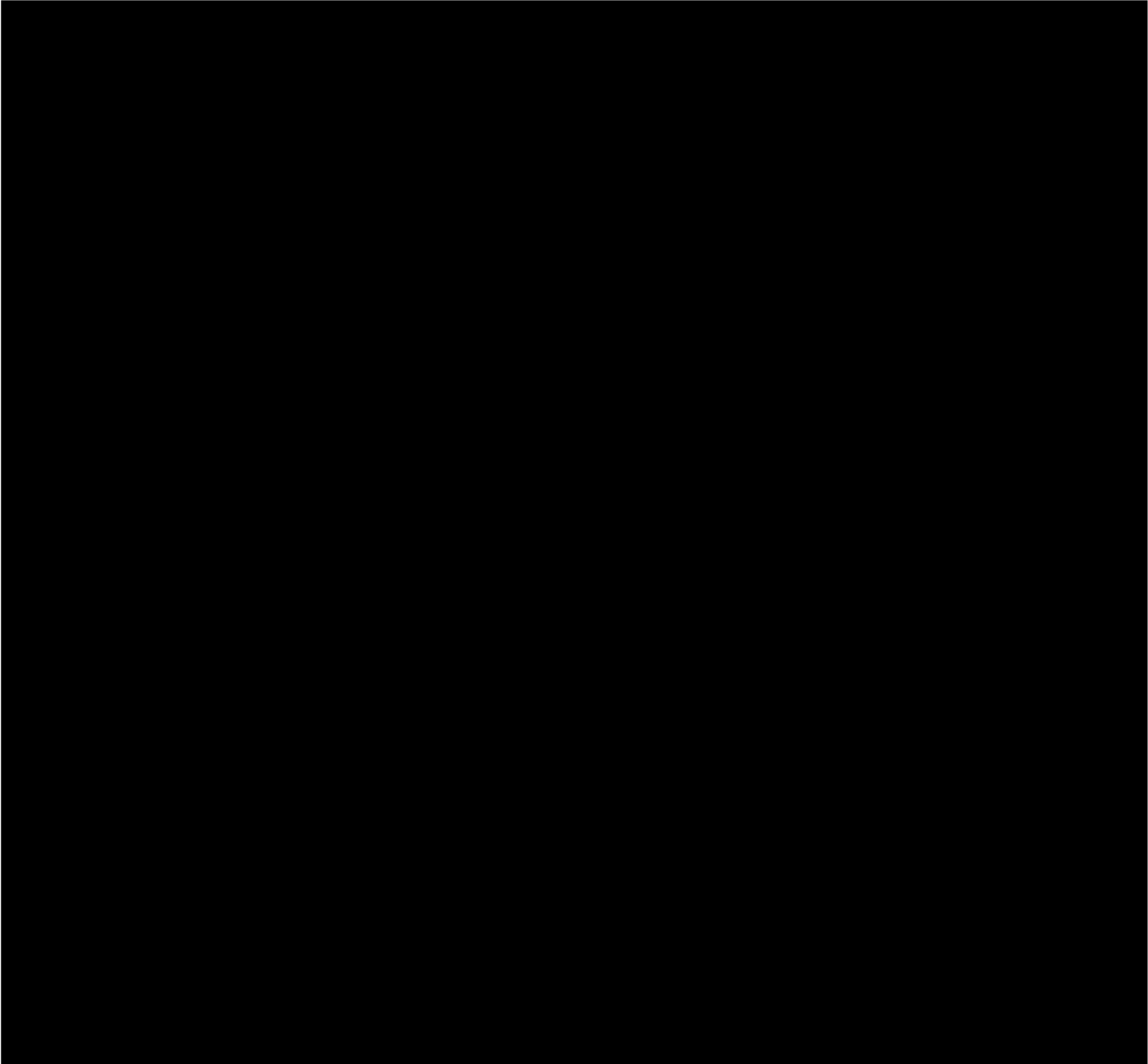
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To post to this group, send email to [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com).  
To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/aae00f58a1760084e6107ef5bd9a4657.squirrel%40secure.loyno.edu>.  
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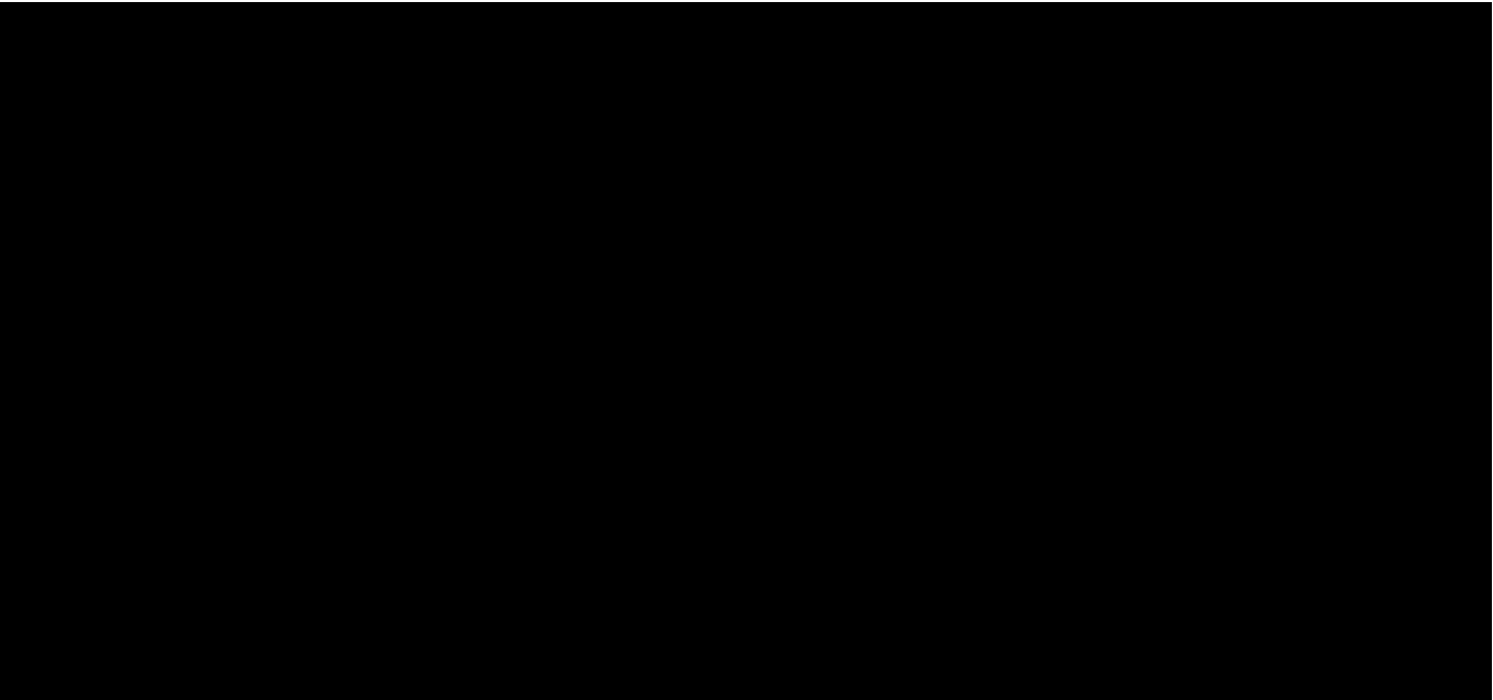




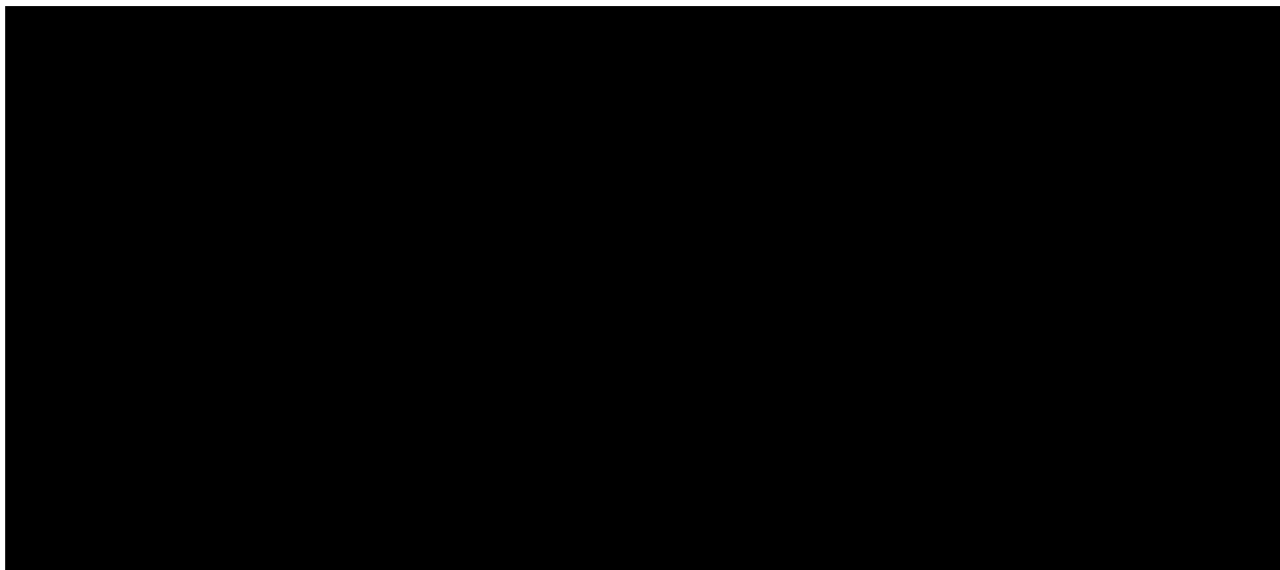
**Chunlin Leonhard**

---

**From:** blecesne@loyno.edu  
**Sent:** Tuesday, May 10, 2016 10:18 AM  
**To:** Bickford, Mag  
**Cc:** rbteagu[REDACTED]; blecesne@loyno.edu; Wisdom, Rachel W.; Chunlin Leonhard; Carol Whelan; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston; Bryant, Camille; Christina, Angelina  
**Subject:** [REDACTED]



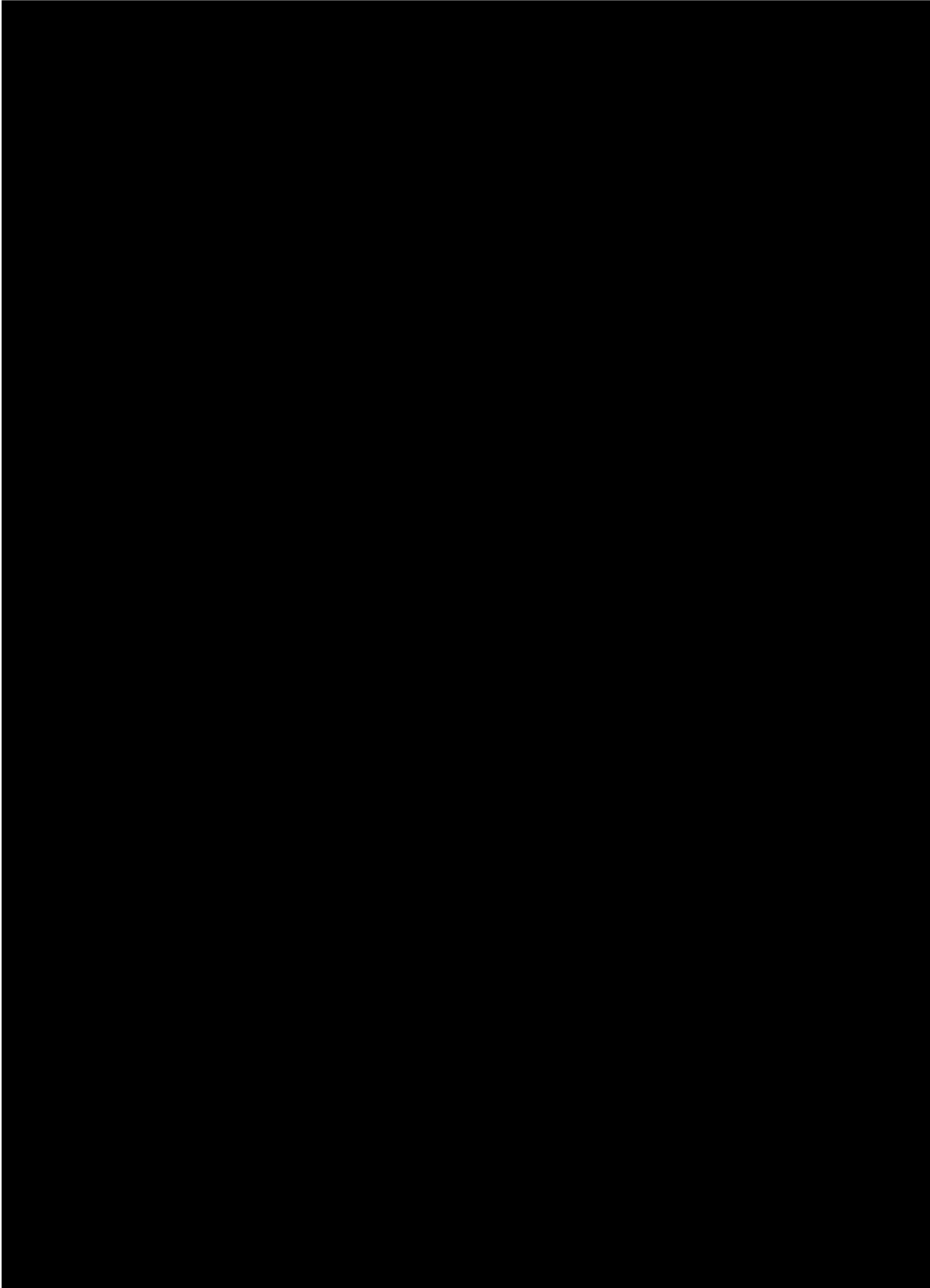
Blaine

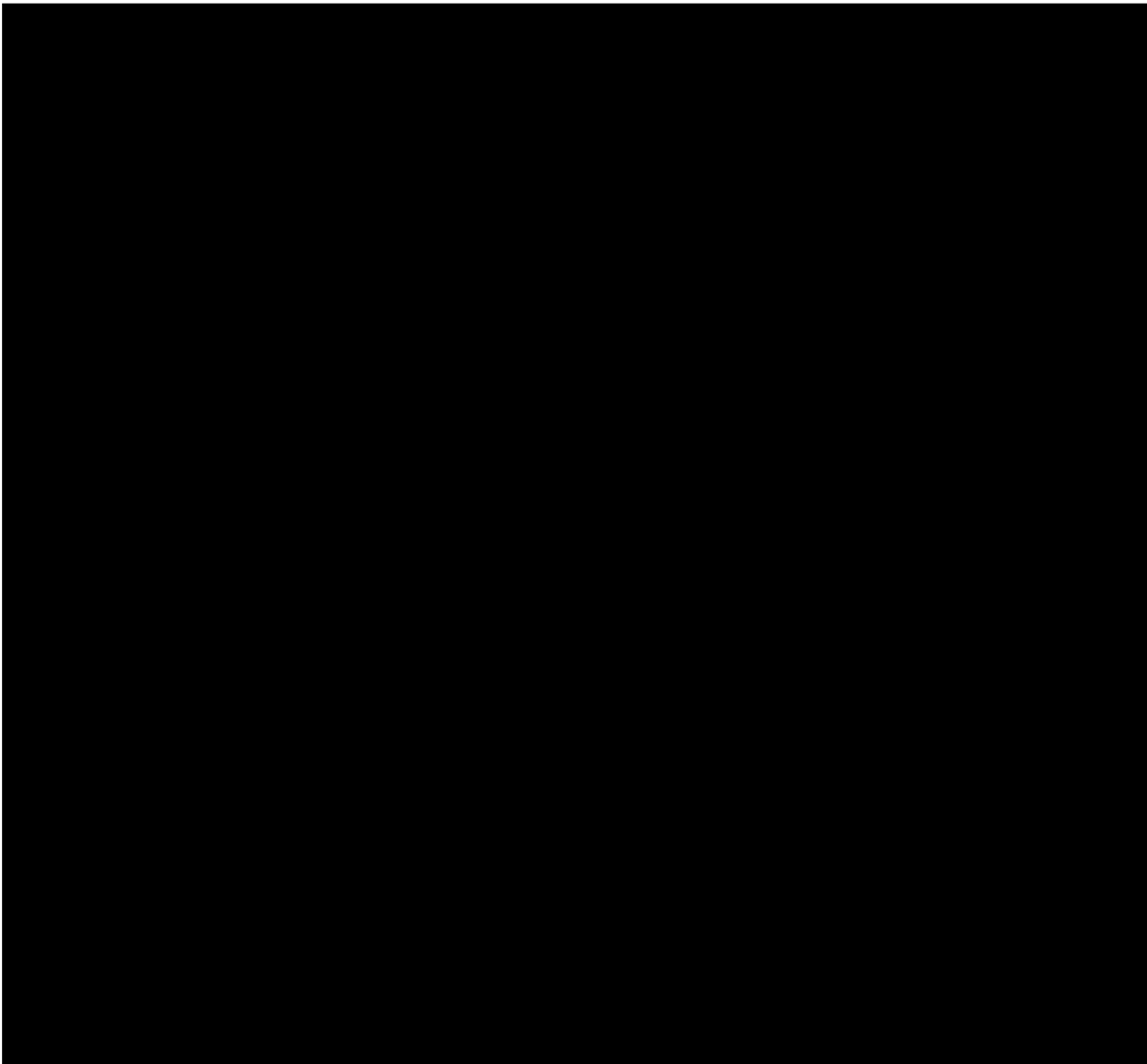


[REDACTED]

>  
> Magdalen Blessey Bickford  
>  
> direct:  
> fax:  
> email:  
> office:  
>  
> (504) 596-2726  
> (504) 910-6944  
> mbickford@mcglinchey.com  
> 601 Poydras St, Ste 1200 | New Orleans, LA 70130  
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>  
> [McGlinchey Stafford]<<http://www.mcglinchey.com/>>  
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> bio<<http://www.mcglinchey.com/Magdalen-Blessey-Bickford>> |  
> vcard<<http://www.mcglinchey.com/professionals/vCard.aspx?attorney=690>>  
> | [www.mcglinchey.com](http://www.mcglinchey.com)<<http://www.mcglinchey.com>> |  
> [www.cafalawblog.com](http://www.cafalawblog.com)<<http://www.cafalawblog.com>>  
>  
>  
>  
> From: rbteague@gmail.com [REDACTED]  
> Sent: Tuesday, May 10, 2016 8:58 AM  
> To: Bickford, Mag  
> [REDACTED]  
>  
> Mag -

[REDACTED]





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> Poydras Street, New Orleans, LA, 70130 via the United States Postal Service.  
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>

## Chunlin Leonhard

---

**From:** Bickford, Mag <mbickford@mcglinchey.com>  
**Sent:** Tuesday, May 10, 2016 9:46 AM  
**To:** rbteague@gmail.com; blecesne@loyno.edu; Wisdom, Rachel W.; Chunlin Leonhard; Carol Whelan; Alysia Loshbaugh; Ann Salzer; Richard F. Cortizas; Kiki Huston  
**Cc:** Bryant, Camille; Christina, Angelina  
**Subject:** [REDACTED]

[REDACTED]

### Magdalen Blessey Bickford

**direct:** (504) 596-2726  
**fax:** (504) 910-6944  
**email:** mbickford@mcglinchey.com  
**office:** 601 Poydras St, Ste 1200 | New Orleans, LA 70130



[bio](#) | [vcard](#) | [www.mcglinchey.com](#) | [www.cafalawblog.com](#)

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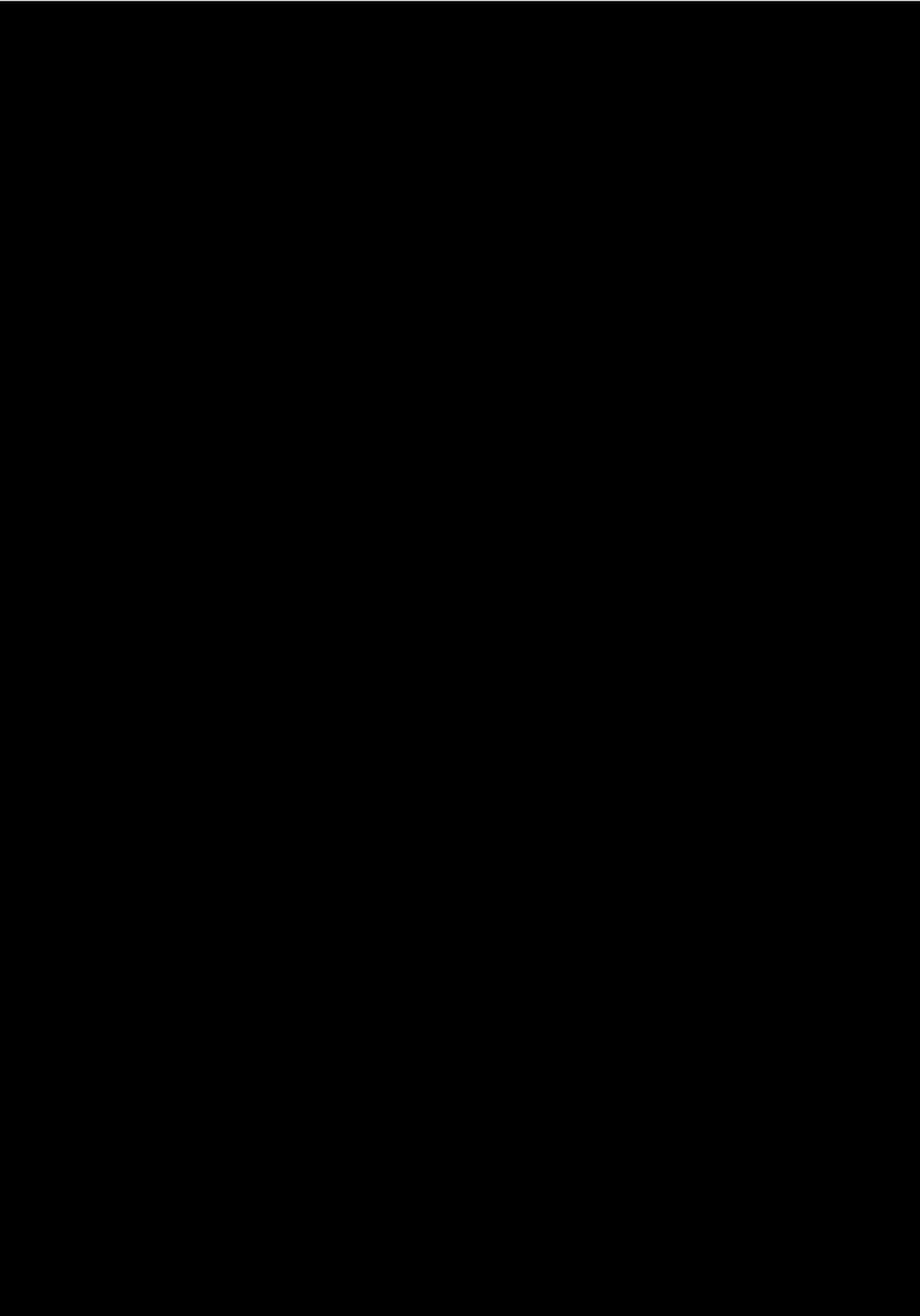
**From:** rbteague [REDACTED]  
**Sent:** Tuesday, May 10, 2016 8:58 AM  
**To:** Bickford, Mag  
**Subject:** [REDACTED]

Mag -


[REDACTED]

Sent from my iPhone

[REDACTED]







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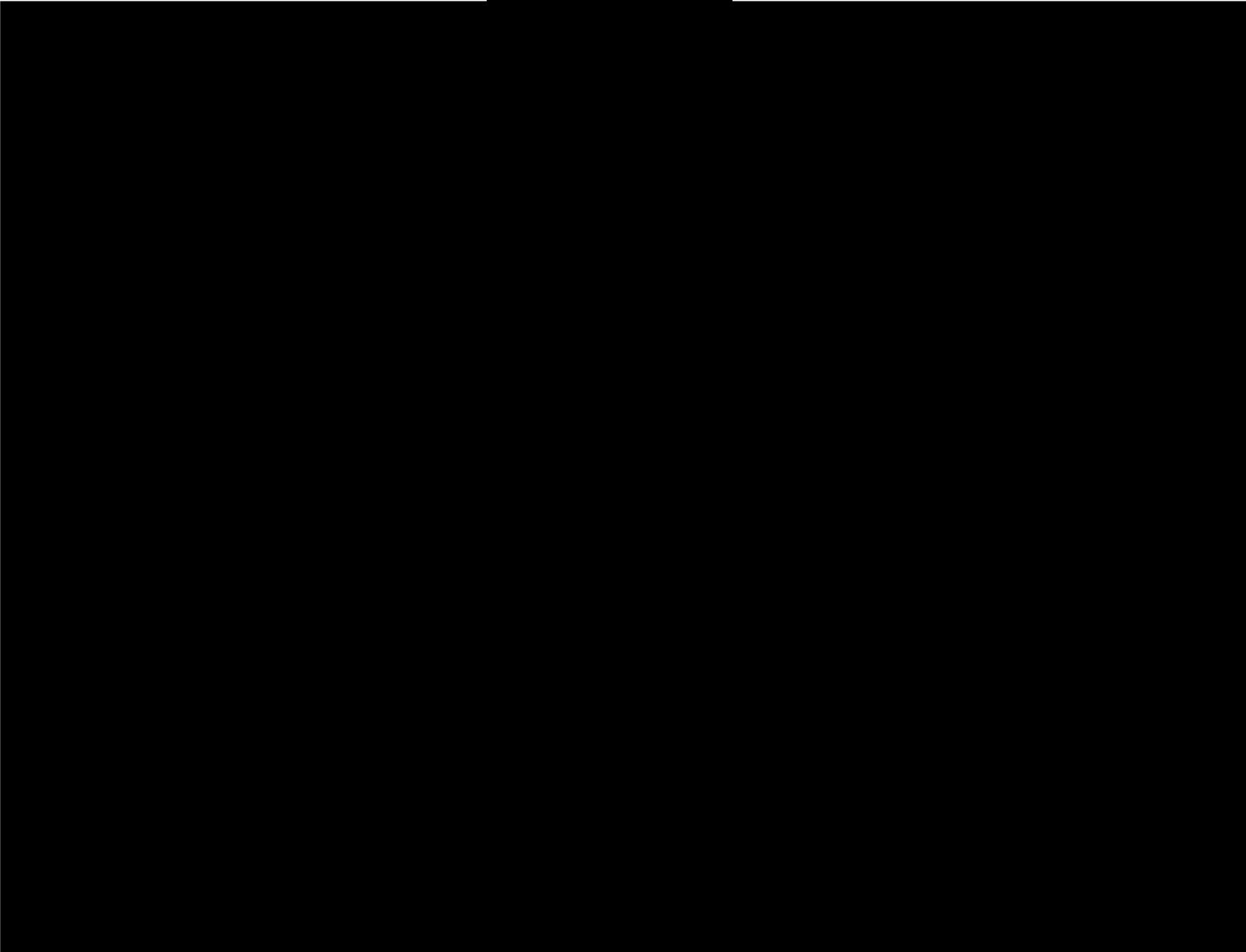
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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Tuesday, May 10, 2016 8:44 AM  
**To:** Wisdom, Rachel W.; kiki huston; Chunlin Leonhard  
**Cc:** pbarron@tulane.edu; reuben.teague@prudential.com; Richard F. Cortizas; alosb[REDACTED]; Ann Salzer; cwhelan@tulane.edu; Blaine Lecesne  
**Subject:** RE: Letter to the editor Uptown Messenger Robbie Evans Comments about Unionization Efforts at Lusher

Let me try to clarify Rachel's attempts to obfuscate the issues in her response below for the record.

1. Rachel tries to dismiss the efforts of the "minority" board members by labeling them as "pro union lobbying." "Pro union" label is a mischaracterization designed to distract the readers from what is at stake here. The position Blaine and Carol and I (and two other board members) have always taken is to avoid the costs of a divisive bitter election which will result in demoralized Lusher teachers (regardless of the result), thereby damaging the Lusher School. A Lusher School without the support of its most important employees cannot possibly be successful. What led us to this position is not because we wanted to have a union at Lusher, but because the teachers presented this board with a petition on April 8. When the teachers presented their petition, this board had only two choices: recognize the union or refuse to recognize the union. The other possible choice (not to have a union) was not an option still open to the board. I (together with four other members) chose to recognize the union not because we are pro union, but because the costs of not recognizing the union would be too high and not in the best interest of Lusher.

If you have been reading what I have been writing and saying so far, I have never urged people to vote for union, contrary to what the Lusher Administration (which can be truthfully labeled as anti-union) has been urging its teachers to do by spreading its own half truths and misinformation. (I may soon choose to urge people to vote for union if that is what has to be done to save Lusher. ) By labeling the efforts by the few of us trying to avoid disastrous consequences of a bitter campaign as "pro-union lobbying," Rachel is trying to undermine our credibility and relying on the traditional kneejerk reaction against union to confuse the real issue that we need to focus on, i.e. which option is best for Lusher?

Please note that I have never called my fellow board members' choice not to recognize the union dismissively as "anti-union lobbying." I respect your wish to give all teachers' an opportunity to be heard.

2. By dismissively labeling the minority position as "pro union," it then gives Rachel permission to describe the three board members' legitimate differences and actions as "reprehensible." "Reprehensible" is a very strong word to condemn actions of fellow board members who are only trying to serve in good faith voluntarily. She, of course, offers not a single shred of evidence to support that derogatory comment, merely relying on the negative connotation of the "pro union" label. Looking at the events subsequent to the April 23 vote and still being played out on the Lusher campuses, one cannot challenge the sincerity of our concerns that the costs of an election are too high. I hope that you have been reading the emails from parents and teachers describing what is happening on the Lusher campuses and examining the information being sent to the teachers.
3. Next, Rachel tries to diminish the significance of Board Resolution 2016-1 by describing it as "minority sponsored." She forgets a couple of things: She herself reviewed and amended the language and the resolution was unanimously adopted by all board members present including herself. The fact that I drafted the resolution is irrelevant once it has been adopted by the board. It is clear that the Board Resolution no matter how one reads or stretches it, does not endorse a full fledged frontal assault of the Lusher teachers with anti-union

messages, as Rachel is advocating. Rachel's attempt to diminish the resolution (hence the collective expression of this board) acknowledges that.

4. Rachel then claims that "these actions undermine the board as a whole." She does not specify which actions, but looking at the email which triggered her email, I assume that she is commenting on our willingness to speak to the media on this issue. I did not choose to speak publicly voluntarily. This board has not been able or willing to get together to exercise its duty to control the business and affairs of the corporation in the best interest of Lusher. Its inability to act has essentially resulted in unrestrained anti-union lobbying by the Lusher administration against its own teachers. This aggressive anti-union stance is so destructive that it is at risk of demoralizing a significant number of teachers regardless of the outcome. Since the board is unable or unwilling to exercise its control or to enforce its own policy, maybe public opinion will. My fiduciary duty as a board member requires no less.

Please also note that my letter to the editor which caused Rachel's reaction did not try to urge people to vote one way or another. I tried to rebut the anti-union comments that are completely outdated and do not apply to the unionization efforts by the Lusher teachers at all. Yes, if people read my letter and conclude that Robbie Evans' dismissive comments about unions based on outdated horror stories are not believable, they may reach the conclusion that they should vote for the union. That does not mean that I am "pro-union." I have shared my views with you candidly and honestly. I have said repeatedly that I would prefer not to have a union; but my preference in light of the petition is no longer relevant.

5. Finally, Rachel concludes by stating that "[t]he only current turmoil or rancor is being generated by the pro-union side of this issue." This is probably the comment that forced me to respond to her email. I am not sure if Rachel has been reading the emails in her inbox. Of course we are only hearing from the pro-union side of the teachers because they are the ones whose career and livelihood are being threatened by the anti-union rhetoric. Dismissing their concerns is like telling an abused wife that there is no problem with abuse in your family because all the complaints we hear are from you.

In any event, we can't so quickly dismiss the parents' voices. Those parents shared with us their heart felt sentiments and well reasoned thoughts. How can one dismiss them as being on the "pro-union side" of this issue? Every single parent email I have read invariably stated in one way or another that they are not pro union; they are just worried sick about what the administration is doing to its teachers.

What about the emails that have been directed at me personally? Is Rachel also dismissing the attempts to undermine my credibility and reputation in the business community? Who do you think is behind those accusations? The accusations that I am engaged in some sort of a fraudulent NLRB election, attempting to harm the Lusher school, to set back the progress the community has made with regard to public education? Those accusations have lowered my professional reputation and standing so much that it caused a committed donor to cancel his scholarship to punish my employer and other parties who have nothing to do with this issue? What do you call that kind of conduct?

The word "disappointment" can't even begin to describe my feelings on this topic right now. It is really hard to watch helplessly a great school being torn apart and excellent teachers being demonized like this!

I do apologize for my lengthy response if you are patient enough to read this far, but I cannot be quiet as long as anyone is trying to espouse partial truth or misinformation out there.

Thank you.

Sincerely,

Chunlin Leonhard

---

**From:** Wisdom, Rachel W. [mailto:RWisdom@stonepigman.com]  
**Sent:** Monday, May 09, 2016 10:42 AM  
**To:** 'kiki huston' [REDACTED]; Chunlin Leonhard <leonhard@loyno.edu>  
**Cc:** pbarron@tulane.edu; reuben.teague@prudential.com; 'Richard F. Cortizas' [REDACTED]; aloschbau [REDACTED]; 'Ann Salzer' <asalzer@tulane.edu>; cwhelan@tulane.edu; Blaine Lecesne <blecesne@loyno.edu>; 'Bickford, Mag' <mbickford@mcglinchey.com>  
**Subject:** RE: Letter to the editor Uptown Messenger Robbie Evans Comments about Unionization Efforts at Lusher

I agree with Kiki. And I fully intended to remain silent until reading Chunlin's emails to the press this morning.

This continued pro-union lobbying by a minority of the board is reprehensible in view of the minority-sponsored resolution that purports to commit the board to neutrality.

I am very disappointed and feel that these actions undermine the board as a whole.

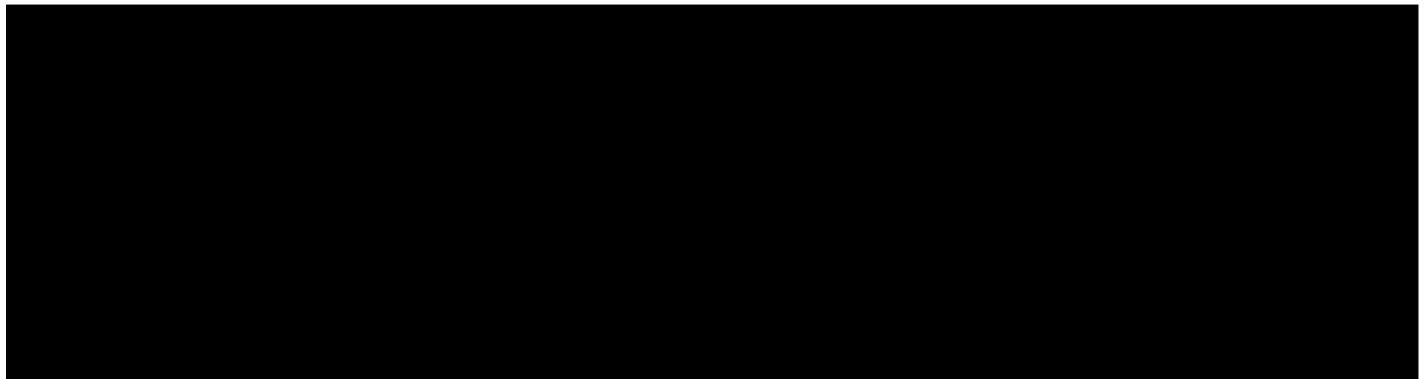
The only current turmoil or rancor is being generated by the pro-union side of this issue, as they persistently claim that every action or statement that is not pro-union is abusive and/or part of some nefarious conspiracy.

That is all from me. I will not respond further.

---

**From:** kiki huston [REDACTED]  
**Sent:** Monday, May 09, 2016 10:23 AM  
**To:** Chunlin Leonhard  
**Cc:** pbarron@tulane.edu; Wisdom, Rachel W.; reuben.teague@prudential.com; 'Richard F. Cortizas'; aloschbau [REDACTED]; 'Ann Salzer'; cwhelan@tulane.edu; Blaine Lecesne  
**Subject:** Re: Letter to the editor Uptown Messenger Robbie Evans Comments about Unionization Efforts at Lusher

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' <rcortizas [REDACTED]>; aloschbau [REDACTED]; 'Ann Salzer' <asalzer@tulane.edu>; cwhelan@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.

---

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's 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>

## Chunlin Leonhard

---

**From:** lushers-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, May 10, 2016 8:41 AM  
**To:** lushers-board-only@googlegroups.com  
**Subject:** [Fwd: Fw: problem-solving Wed 4-5pm in my room]  
**Attachments:** untitled-[2].htm

FYI.

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

**Subject:** Fw: problem-solving Wed 4-5pm in my room  
**From:** "adrienne petrosini" [REDACTED]  
**Date:** Tue, May 10, 2016 3:15 am  
**To:** "Blaine" <blecesne@loyno.edu>  
"Carol S. Whelan" <cwhelan@tulane.edu>

blockquote, div.yahoo\_quoted { margin-left: 0 !important; border-left:1px #715FFA solid !important; padding-left:1ex !important; background-color:white !important; } blockquote, div.yahoo\_quoted {margin-left:0 !important;border-left:1px #715FFA solid !important;padding-left:1ex !important;background-color:white;} Is the following email yet another violation of the neutrality agreement?

I had no idea an HR person was to be appointed and staff contract procedures changed-- only an administrator would know that information and I find it a strange coincidence that such changes would be "announced" or hinted at in an invite that is sent by a "teacher". Will teachers and staff who do not attend this meeting suffer consequences? Can such a meeting be held on site in a classroom? Under the chirpy problem solving veneer, I find it vaguely intimidating. By the way, I do not know this teacher and have no idea how she would have access to my personal email. Thanks for your vigilance.

Sent from Yahoo Mail for iPhone

Begin forwarded message:

On Monday, May 9, 2016, 8:36 PM, Rebekah Olinder [REDACTED] wrote:

Dear colleagues,

In the last several weeks, our faculty and staff have shown a great willingness to speak out together, and our school administration has shown a great openness to change. For the first time in a while, we've come together to share collective concerns with a strong voice. Some feel that unionizing is necessary to ensure that this voice continues to be heard, while others feel that there may be other routes to legitimately addressing our concerns and keeping our voice at the table.



On Wednesday May 11th, from 4-5pm, we'd like to invite all faculty and staff to come together to discuss our concerns and priorities and brainstorm solutions in an open and unguarded environment.

Brief meetings with administrators last week showed that they are open to change. For example, the school is currently in the process of creating an HR position to provide greater support to staff and establish a legitimate grievance process within our organization. Administrators have also been discussing possible changes to our contracts.

Come and share your concerns and priorities with respect to life at Lusher, as well as your problem-solving chops, and help us figure out whether or not we need a union in order to have a collective voice. Over and over, we've shown as a staff that our goal is to make our school a better place for everyone involved: students, faculty, staff, families, and the community. Bring your voice to help us discuss the best way to achieve that goal.

Wed May 11th 4-5pm

Room 304 at the Willow Campus (Olinde's room) [You do not need to request to be removed from this list, as this is the only email you'll receive. This invitation was sent to faculty and staff at their personal email addresses and was done so via blind carbon copy to discourage reply-all chains. If you would like to be reminded about this meeting, Evite can do that for you here. If you're unable to attend but you have concerns and solutions to offer, please don't hesitate to send them via reply. We only ask that you send at least one possible solution for each concern you voice. Your thoughts will be shared at the meeting.] Thank you!Rebekah and other teachers for positive, solution-oriented change

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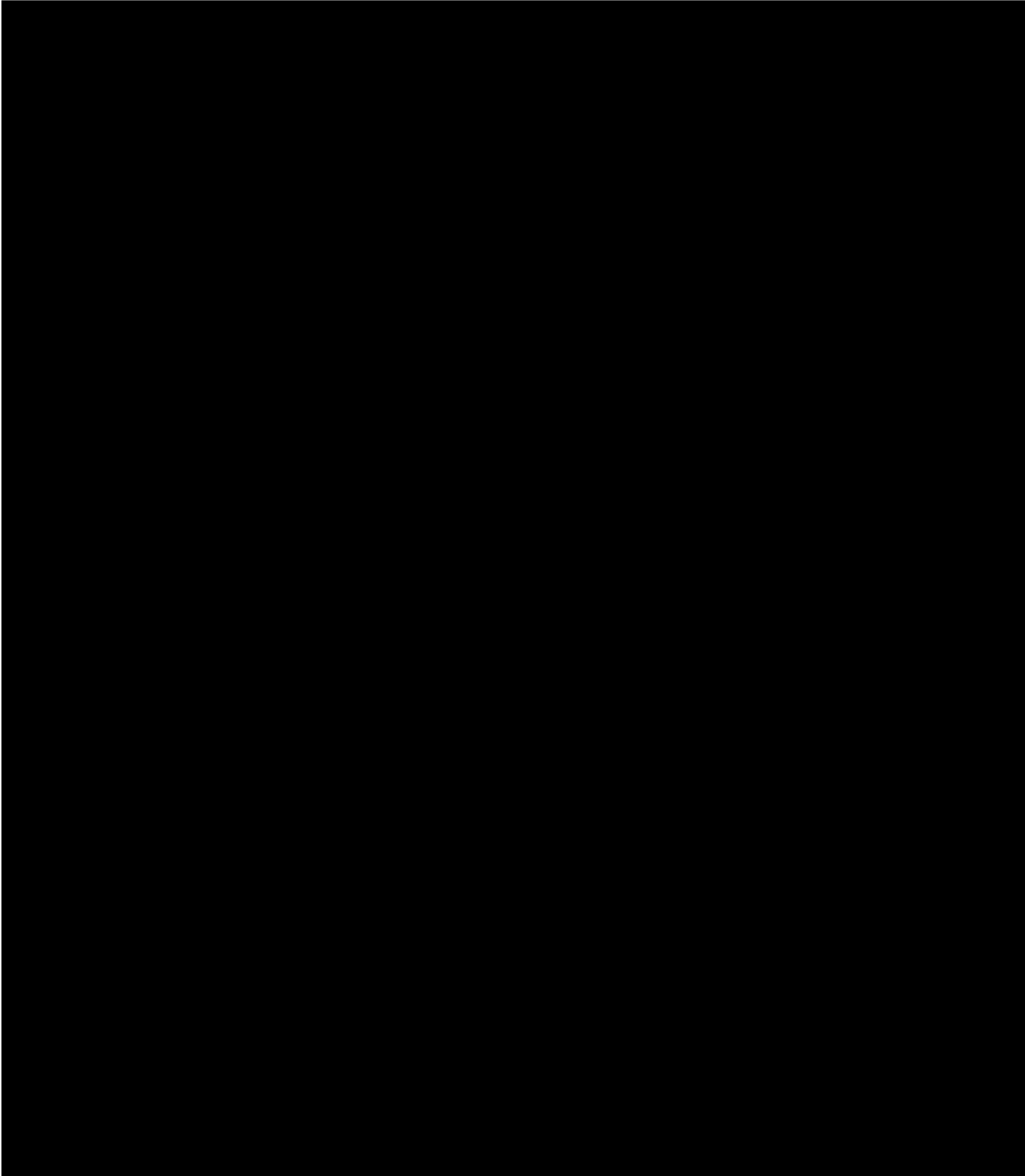
You received this message because you are subscribed to the Google Groups "Lusher Board Only" group.

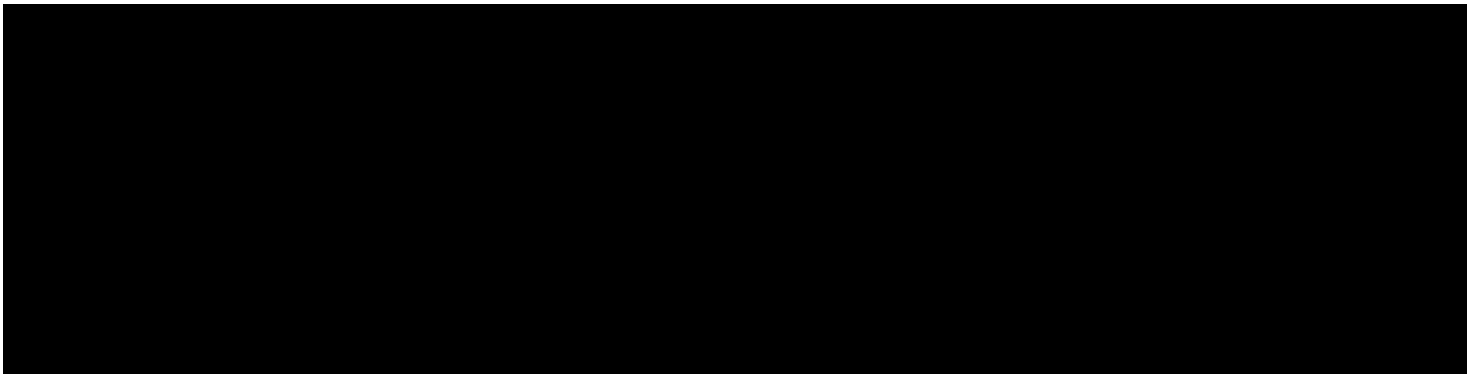
To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).

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/c0a0ac97fe58aa5cd8eedaf685095d7d.squirrel%40secure.loyno.edu>.

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





## Chunlin Leonhard

---

**From:** Whelan, Carol S <cwhelan@tulane.edu>  
**Sent:** Tuesday, May 10, 2016 6:50 AM  
**To:** leonhard@loyno.edu  
**Subject:** Fwd: problem-solving Wed 4-5pm in my room

This was sent to me and Blaine.

Sent from my iPhone

Begin forwarded message:

**From:** adrienne petrosini <[REDACTED]>  
**Date:** May 10, 2016 at 3:15:10 AM CDT  
**To:** Blaine <blecesne@loyno.edu>, "Carol S. Whelan" <cwhelan@tulane.edu>  
**Subject:** Fw: problem-solving Wed 4-5pm in my room

Is the following email yet another violation of the neutrality agreement?

I had no idea an HR person was to be appointed and staff contract procedures changed-- only an administrator would know that information and I find it a strange coincidence that such changes would be "announced" or hinted at in an invite that is sent by a "teacher".

Will teachers and staff who do not attend this meeting suffer consequences? Can such meeting be held on site in a classroom?

Under the chirpy problem solving veneer, I find it vaguely intimidating.

By the way, I do not know this teacher and have no idea how she would have access to my personal email.

Thanks for your vigilance.

Sent from Yahoo Mail for iPhone

Begin forwarded message:

On Monday, May 9, 2016, 8:36 PM, Rebekah Olinde <[REDACTED]> wrote:

Dear colleagues,

In the last several weeks, our faculty and staff have shown a great willingness to speak out together, and our school administration has shown a great openness to change. For the first time in a while, we've come together to share collective concerns with a strong voice. Some feel that unionizing is necessary to ensure that this voice continues to be heard, while others feel that there may be other routes to legitimately addressing our concerns and keeping our voice at the table.

On Wednesday May 11th, from 4-5pm, we'd like to invite all faculty and staff to come together to discuss our concerns and priorities and brainstorm solutions in an open and unguarded environment.

Brief meetings with administrators last week showed that they are open to change. For example, the school is currently in the process of creating an HR position to provide greater support to staff and establish a legitimate grievance process within our organization. Administrators have also been discussing possible changes to our contracts.

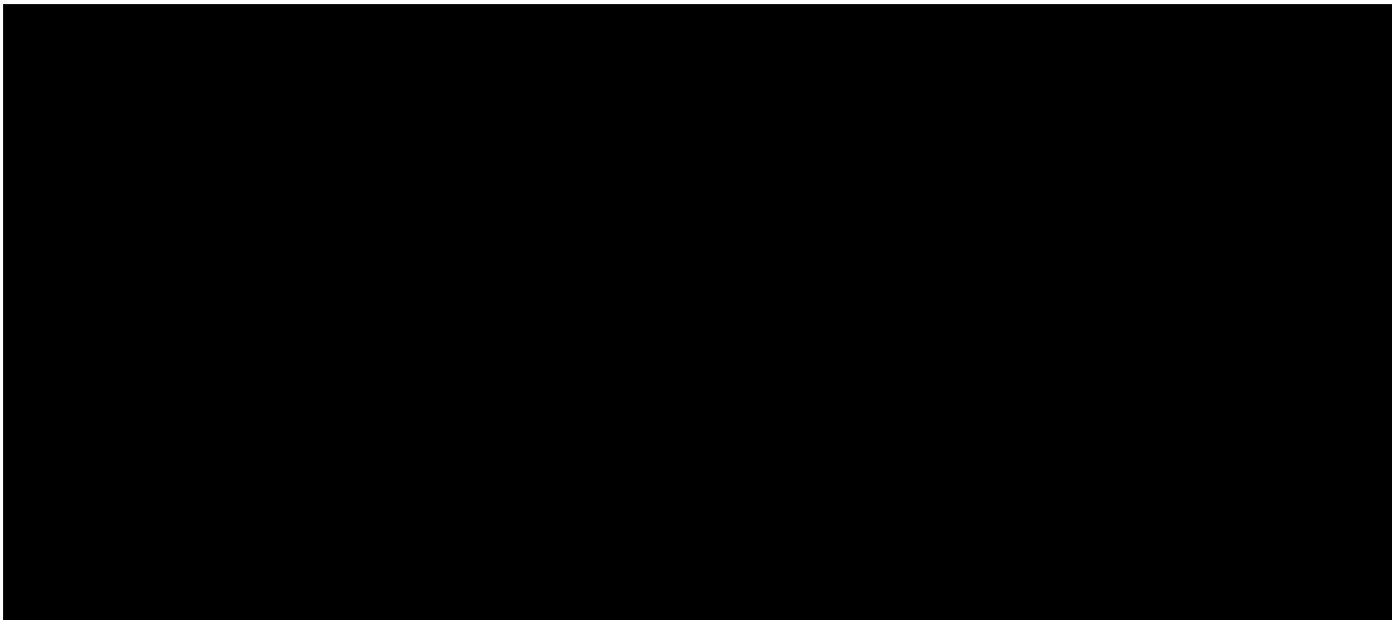
Come and share your concerns and priorities with respect to life at Lusher, as well as your problem-solving chops, and help us figure out whether or not we need a union in order to have a collective voice. Over and over, we've shown as a staff that our goal is to make our school a better place for everyone involved: students, faculty, staff, families, and the community. Bring your voice to help us discuss the best way to achieve that goal.

Wed May 11th 4-5pm  
Room 304 at the Willow Campus (Olinde's room)

[You do not need to request to be removed from this list, as this is the only email you'll receive. This invitation was sent to faculty and staff at their personal email addresses and was done so via blind carbon copy to discourage reply-all chains. If you would like to be reminded about this meeting, Evite can do that for you [here](#). If you're unable to attend but you have concerns and solutions to offer, please don't hesitate to send them via reply. We only ask that you send at least one possible solution for each concern you voice. Your thoughts will be shared at the meeting.]

Thank you!  
Rebekah and other teachers for positive, solution-oriented change





## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, May 09, 2016 3:48 PM  
**To:** Wisdom, Rachel W.; jwilliams@theadvocate.com; Robert Morris  
**Cc:** pbarron@tulane.edu; Blaine Lecesne; Kiki Huston; reuben.teague@prudential.com; Richard F. Cortizas; alosbaugh@gmail.com; Ann Salzer; cwhelan@tulane.edu; Chunlin Leonhard; leonhard@loyno.edu  
**Subject:** RE: Robbie Evans Comments about Unionization Efforts at Lusher  
**Attachments:** Revised Board Resolution re Petition 2016-1 (3).docx; Lusher School By-Laws.pdf; unsigned flyer to urge vote No to Union.JPG

*Dear Rachel, Mr. Morris and Ms. Williams:*

*Please see my responses to Rachel's comments below in black and italics.*

---

**From:** Wisdom, Rachel W. [mailto:RWisdom@stonepigman.com]  
**Sent:** Monday, May 09, 2016 10:34 AM  
**To:** jwilliams@theadvocate.com; 'Robert Morris' <rmorris@nolamessenger.com>  
**Cc:** pbarron@tulane.edu; Blaine Lecesne <blecesne@loyno.edu>; 'Kiki Huston' [REDACTED]; reuben.teague@prudential.com; 'Richard F. Cortizas' [REDACTED]; alosbaugh [REDACTED]; 'Ann Salzer' <asalzer@tulane.edu>; cwhelan@tulane.edu; 'Chunlin Leonhard' <leonhard@loyno.edu>  
**Subject:** RE: Robbie Evans Comments about Unionization Efforts at Lusher

Good Morning Ms. Williams and Mr. Morris.

I hope you are both doing well.

I want to make clear that Ms. Leonhard does not speak for Lusher's Board and that her email below merely communicates her own personal views. She has does not have, and has not sought, the board's consent to make these statements.

***Chunlin's response: My language and/or the context of my emails make it crystal clear that I am only expressing my personal views. I have never presented my own personal views as anything other than my personal views. Contrary to your implicit suggestion, I have no obligation to obtain consent from the Lusher Board to express my personal views on this topic, especially in this case when it is futile and when I believe that I am obligated to speak up because of my fiduciary responsibility to act in the best interest of Lusher. My volunteer position as a board member does not mean that I gave up my First Amendment right to free speech. Indeed, I believe my role as a fiduciary mandates that I exercise independent judgment in the best interests of Lusher.***

Please note as well that she was in the minority of the board when it voted, on April 23, 2016, to decline to voluntarily agree to recognize the UTNO/ATF sponsored union.

***Chunlin's response: This is a matter of public record. Both Mr. Morris and Ms. Williams have been covering this topic diligently and are well aware of the April 23 vote.***

In addition, please understand that when Ms. Leonhard, Ms. Whelen and Mr. LeCesne recently made comments to Ms. Williams that the Lusher administrators have done something wrong, they were not speaking for the board and did not have, or even seek, the consent of the other board members to make those statements.



***Chunlin's response: Ms. Williams' article made it crystal clear that the three of us were speaking on our own behalf. She gave you the opportunity to respond. Nowhere did the article present our comments as those of the Lusher Board. I strongly believed that I had an obligation to point out that the Lusher administration's choice to challenge the NLRB's jurisdiction was unauthorized by the Lusher Board, the governing entity of the Lusher Charter School, and contradicted the neutrality position adopted by the Lusher Board unanimously on April 28. The jurisdictional challenge is a losing legal argument at best. Raising the argument damaged the credibility of the Lusher institution by contradicting its earlier litigation position and it wasted limited public resources.***

I personally do not believe Lusher's administrators have done anything wrong, and I believe that other members of the board share that view.

***Chunlin's response: I respect your personal opinion. I am not sure about the basis for your belief that other members of the Lusher Board share your view.***

After much consideration, we prepared a Board Resolution to address communications with our faculty during the NLRB proceeding. I believe it respects the voice of all stakeholders in the School and allows the voting process to proceed in a fair manner in accordance with applicable labor laws and NLRB processes. That resolution specifically authorizes Lusher administrators to relate their views and information they believe to be relevant, as is permitted by law. To my knowledge, they have acted consistently with the resolution and the law, and are faithfully attempting to fulfill their duties to ensure the continuing success of the school.

***Chunlin's Response: Based on the context, you must be referring to the April 28 Board Resolution 2016-1. To allow Mr. Morris and Ms. Williams an opportunity to judge for themselves, I am attaching the Board Resolution 2016-1 adopted unanimously on April 28 for their reference. (Note for Mr. Morris and Ms. Williams: I believe that Rachel, as the Board's secretary, has the signed copy in her possession.) I am also attaching a copy of the Lusher By-Laws for further context. As I have previously pointed out, Rachel's position is inconsistent with the letter and the spirit of the Board Resolution.***

***Mr. Morris and Ms. Williams, to provide the proper context to understand Rachel's comments, I'd like to explain how the Board Resolution came into existence. As you know, the Lusher Board at a public meeting on April 23 rejected the petition from United Teachers of Lusher for voluntary recognition by a 6 to 5 vote. Five board members voted to recognize the union to avoid the hard and soft costs of having to go through a contentious and toxic election campaign; six members voted against voluntary recognition, primarily because it was not clear to most of them that the Lusher teachers wanted to have a union and most of them felt that an election would allow all teachers to have a voice.***

***Subsequent to the April 23 vote, I felt strongly that the Lusher Board, as the governing entity, needed to make sure that the election can occur in an environment where all Lusher teachers can engage in a rational, civil discourse without fear of intimidation and can vote in a fair election. I was concerned that aggressive positioning on pro and anti union sides would result in a toxic environment and may cause wounds too deep to heal. I then drafted the Board Resolution and offered it for consideration by the Board. As Rachel pointed out, after much consideration and some changes, the Board Resolution was adopted on April 28 unanimously by all the Board members present.***

***The Board Resolution recognizes, among others, that "school administrators may share all information and views, as permitted by law, that they deem necessary or appropriate for all Lusher teachers to make a sound and fully informed decision;". The language limits the administrators' information and views to those consistent with the laws (both national labor relations and corporate governance laws) and aimed at allowing all Lusher teachers to make an informed decision. The significance of the Board Resolution also needs to be understood in light of the attached Lusher By-Laws. The Lusher By-Laws govern all affairs and business of the corporation. The By-Laws place the duty on the Board to "set the policies of the Corporation, ... to supervise and control the affairs and activities of the Corporation, and may adopt positions on issues of substance related to the purpose of the Corporation." (Article IV(A)).***

***The Board is the governing entity under the Lusher By-Laws. The Lusher administration is obligated to follow the Board's directive and their views expressed in their official capacity have to be consistent with the Board Resolution under corporate governance law. The Lusher administration has no authority to adopt an aggressive anti-union approach on this issue in violation of the expressed directive of its governing entity. To reach Rachel's conclusion, we would have to assume that the Lusher Board had adopted the "handsoff" policy, in derogation of its fiduciary duty to act in the best interests of Lusher.***

***Furthermore, the Board Resolution does not authorize the Lusher Administration to share "information [the Lusher Administrators] believe to be relevant, as is permitted by law," as Rachel proclaims. The Board Resolution requires that the information shared by the Lusher administration has to be aimed at informing the Lusher teachers so that they can "make a sound and fully informed decision." Rachel apparently believes that the Lusher administrators "have acted consistently with the resolution and the law, and are faithfully attempting to fulfill their duties to ensure the continuing success of the school." I am attaching a unsigned flyer that was distributed to all Lusher faculty on May 2, 2016. You can judge for yourself whether or not the flyer is necessary and appropriate for the Lusher teachers "to make a sound and fully informed decision" consistent with the Board Resolution or whether it contains partial truths and misinformation designed to persuade the faculty to vote "No" to unionization.***

Finally, please do not consider any statement by an individual board member or group of members to be representative of the board's views, not even mine.

***Chunlin's response: Agree wholeheartedly.***

***Thank you for reading my lengthy responses. I am happy to clarify any of my personal comments above further if necessary.***

Thank you very much for your interest.

Sincerely,

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

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**From:** Chunlin Leonhard [<mailto:leonhard@loyno.edu>]

**Sent:** Monday, May 09, 2016 9:44 AM

**To:** [jwilliams@theadvocate.com](mailto:jwilliams@theadvocate.com)

**Cc:** [pbarron@tulane.edu](mailto:pbarron@tulane.edu); Wisdom, Rachel W.; Blaine Lecesne; 'Kiki Huston'; [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com); 'Richard F. Cortizas'; [aloshbau](mailto:aloshbau) [REDACTED]; 'Ann Salzer'; [cwhelan@tulane.edu](mailto:cwhelan@tulane.edu)

**Subject:** Robbie Evans Comments about Unionization Efforts at Lusher

Dear Ms. Williams,

Thank you very much for your diligent coverage on the Lusher unionization efforts. I want to point out that Mr. Robbie Evans' comment about "union-created deadlock where only ineffective and possibly abusive teachers would benefit" is not only outdated but also completely inapplicable to the unionization efforts at Lusher. (The Advocate, Monday, May 9, 2016 p. 1B) A salient example contradicting Mr. Evans's comment 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. The Franklin agreement struck the right balance between the teacher's 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 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 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 for us, 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 what Mr. Evans described as "rubber rooms" associated with the New York's public schools. I am confident that, working together collaboratively as a team, the Lusher administrators and the teachers will 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

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:** Chunlin Leonhard [<mailto:leonhard@loyno.edu>]

**Sent:** Monday, May 9, 2016 9:44 AM

**To:** Williams, Jessica

**Cc:** [pbarron@tulane.edu](mailto:pbarron@tulane.edu); 'Rachel Wisdom'; Blaine Lecesne; 'Kiki Huston'; [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com); 'Richard F. Cortizas'; [aloshbaugh@tulane.edu](mailto:aloshbaugh@tulane.edu); 'Ann Salzer'; [cwhelan@tulane.edu](mailto:cwhelan@tulane.edu)

**Subject:** Robbie Evans Comments about Unionization Efforts at Lusher

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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. The Franklin agreement struck the right balance between the teacher's 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 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 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 for us, 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 what Mr. Evans described as "rubber rooms" associated with the New York's public schools. I am confident that, working together collaboratively as a team, the Lusher administrators and the teachers will 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

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>

## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Monday, May 09, 2016 10:56 AM  
**To:** Wisdom, Rachel W.  
**Cc:** jwilliams@theadvocate.com; 'Robert Morris'; pbarron@tulane.edu; Blaine Lecesne; 'Kiki Huston'; reuben.teague@prudential.com; 'Richard F. Cortizas'; aloshb [REDACTED]; 'Ann Salzer'; cwhelan@tulane.edu; 'Chunlin Leonhard'  
**Subject:** RE: Robbie Evans Comments about Unionization Efforts at Lusher

Ms. Williams and Mr. Morris,

For the record, I fully concur with the opinion of my fellow Board member, Ms. Leonhard, in her proposed editorial letter. Ms. Leonhard has chosen, as is her first amendment right, to respond to a misleading anti-union message from a third party wholly unrelated to Lusher and which has a vested interest in defeating the union. Worse yet, Choice's attempts to influence the election results by bombarding Lusher teachers' emails, both private and school emails, with a campaign of misinformation is something the Board should be speaking out against consistent with its neutrality policy. The Board majority has chosen not to do so as is their right. It is not their right, however, to try and silence individual Board members from expressing their individual opinions on the matter. It is unfortunate that Ms. Wisdom is fine with and seemingly endorses the teachers being inundated with aggressive anti union messaging from partisan third parties such as Choice and Apel, yet seeks to repress any countervailing views that challenge the credibility and accuracy of those third party messages.

These are my personal views and I offer them strictly in my individual capacity and not as President of AABE.

Blaine LeCesne

> Good Morning Ms. Williams and Mr. Morris.  
>  
> I hope you are both doing well.  
>  
> I want to make clear that Ms. Leonhard does not speak for Lusher's  
> Board and that her email below merely communicates her own personal views.  
> She has does not have, and has not sought, the board's consent to make  
> these statements.  
>  
> Please note as well that she was in the minority of the board when it  
> voted, on April 23, 2016, to decline to voluntarily agree to recognize  
> the UTNO/ATF sponsored union.  
>  
> In addition, please understand that when Ms. Leonhard, Ms. Whelen and Mr.  
> LeCesne recently made comments to Ms. Williams that the Lusher  
> administrators have done something wrong, they were not speaking for  
> the board and did not have, or even seek, the consent of the other

> board members to make those statements.  
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> I personally do not believe Lusher's administrators have done anything  
> wrong, and I believe that other members of the board share that view.  
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> communications with our faculty during the NLRB proceeding.  
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> with applicable labor laws and NLRB processes.  
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> relate their views and information they believe to be relevant, as is permitted  
> by law. To my knowledge, they have acted consistently with the  
> resolution and the law, and are faithfully attempting to fulfill  
> their duties to ensure the continuing success of the school.  
>  
> Finally, please do not consider any statement by an individual board  
> member or group of members to be representative of the board's views,  
> not even mine.

> Thank you very much for your interest.

> Sincerely,

> Rachel W. Wisdom

> [cid:image001.png@01D0DB70.8D6E71B0]

> 546 Carondelet Street

> New Orleans, Louisiana 70130

> Direct Dial: (504)593-0911

> Direct Fax: (504)596-0911

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> From: Chunlin Leonhard [mailto:leonhard@loyno.edu]

> Sent: Monday, May 09, 2016 9:44 AM

> To: jwilliams@theadvocate.com



> Cc: pbarron@tulane.edu; Wisdom, Rachel W.; Blaine Leecesne; 'Kiki  
> Huston'; reuben.teague@prudential.com; 'Richard F. Cortizas';  
> alosbbaugh [REDACTED] 'Ann Salzer'; cwhelan@tulane.edu  
> Subject: Robbie Evans Comments about Unionization Efforts at Lusher

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> Ben Franklin's unionized teachers and its administration concluded  
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> Now that Ben Franklin has blazed the trail for us, Lusher can learn  
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> Lusher teachers will sit together and negotiate an agreement, just  
> like their peers at Ben Franklin. During this contract negotiation  
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> team, the Lusher administrators and the teachers will 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

>  
>  
>  
> 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>

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> author=1615756](http://hq.ssrn.com/GroupProcesses/RedirectClick.cfm?partid=1615756&corid=649&runid=14702&url=http://ssrn.com/author=1615756)>

>

## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Monday, May 09, 2016 10:42 AM  
**To:** 'kiki huston'; Chunlin Leonhard  
**Cc:** pbarron@tulane.edu; reuben.teague@prudential.com; 'Richard F. Cortizas'; alosbaugh@gmail.com; 'Ann Salzer'; cwhelan@tulane.edu; Blaine Lecesne; 'Bickford, Mag'  
**Subject:** RE: Letter to the editor Uptown Messenger Robbie Evans Comments about Unionization Efforts at Lusher

I agree with Kiki. And I fully intended to remain silent until reading Chunlin's emails to the press this morning.

This continued pro-union lobbying by a minority of the board is reprehensible in view of the minority-sponsored resolution that purports to commit the board to neutrality.

I am very disappointed and feel that these actions undermine the board as a whole.

The only current turmoil or rancor is being generated by the pro-union side of this issue, as they persistently claim that every action or statement that is not pro-union is abusive and/or part of some nefarious conspiracy.

That is all from me. I will not respond further.

---

**From:** kiki huston [REDACTED]  
**Sent:** Monday, May 09, 2016 10:23 AM  
**To:** Chunlin Leonhard  
**Cc:** pbarron@tulane.edu; Wisdom, Rachel W.; reuben.teague@prudential.com; 'Richard F. Cortizas'; alosbaugh [REDACTED]; 'Ann Salzer'; cwhelan@tulane.edu; Blaine Lecesne  
**Subject:** Re: Letter to the editor Uptown Messenger Robbie Evans Comments about Unionization Efforts at Lusher

Chunlin -

[REDACTED]

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' <rcortizas [REDACTED]>; alosbaugh [REDACTED]; 'Ann Salzer' <asalzer@tulane.edu>; cwhelan@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.

---

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's 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."

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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>

## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Monday, May 09, 2016 10:34 AM  
**To:** jwilliams@theadvocate.com; 'Robert Morris'  
**Cc:** pbarron@tulane.edu; Blaine LeCesne; 'Kiki Huston'; reuben.teague@prudential.com; 'Richard F. Cortizas'; aloshbau [REDACTED]; 'Ann Salzer'; cwhelan@tulane.edu; 'Chunlin Leonhard'  
**Subject:** RE: Robbie Evans Comments about Unionization Efforts at Lusher

Good Morning Ms. Williams and Mr. Morris.

I hope you are both doing well.

I want to make clear that Ms. Leonhard does not speak for Lusher's Board and that her email below merely communicates her own personal views. She has does not have, and has not sought, the board's consent to make these statements.

Please note as well that she was in the minority of the board when it voted, on April 23, 2016, to decline to voluntarily agree to recognize the UTNO/ATF sponsored union.

In addition, please understand that when Ms. Leonhard, Ms. Whelen and Mr. LeCesne recently made comments to Ms. Williams that the Lusher administrators have done something wrong, they were not speaking for the board and did not have, or even seek, the consent of the other board members to make those statements.

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Finally, please do not consider any statement by an individual board member or group of members to be representative of the board's views, not even mine.

Thank you very much for your interest.

Sincerely,

Rachel W. Wisdom  
  
Walcher Wittmann LLC  
546 Carondelet Street

New Orleans, Louisiana 70130

Direct Dial: (504)593-0911

Direct Fax: (504)596-0911

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---

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]

**Sent:** Monday, May 09, 2016 9:44 AM

**To:** jwilliams@theadvocate.com

**Cc:** pbarron@tulane.edu; Wisdom, Rachel W.; Blaine Lecesne; 'Kiki Huston'; reuben.teague@prudential.com; 'Richard F. Cortizas'; alosbaugh [REDACTED] 'Ann Salzer'; cwhelan@tulane.edu

**Subject:** Robbie Evans Comments about Unionization Efforts at Lusher

Dear Ms. Williams,

Thank you very much for your diligent coverage on the Lusher unionization efforts. I want to point out that Mr. Robbie Evans' comment about "union-created deadlock where only ineffective and possibly abusive teachers would benefit" is not only outdated but also completely inapplicable to the unionization efforts at Lusher. (The Advocate, Monday, May 9, 2016 p. 1B) A salient example contradicting Mr. Evans's comment is the Ben Franklin High School union. Ben Franklin 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. The Franklin agreement struck the right balance between the teacher's 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 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 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 for us, 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 what Mr. Evans described as “rubber rooms” associated with the New York’s public schools. I am confident that, working together collaboratively as a team, the Lusher administrators and the teachers will 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,

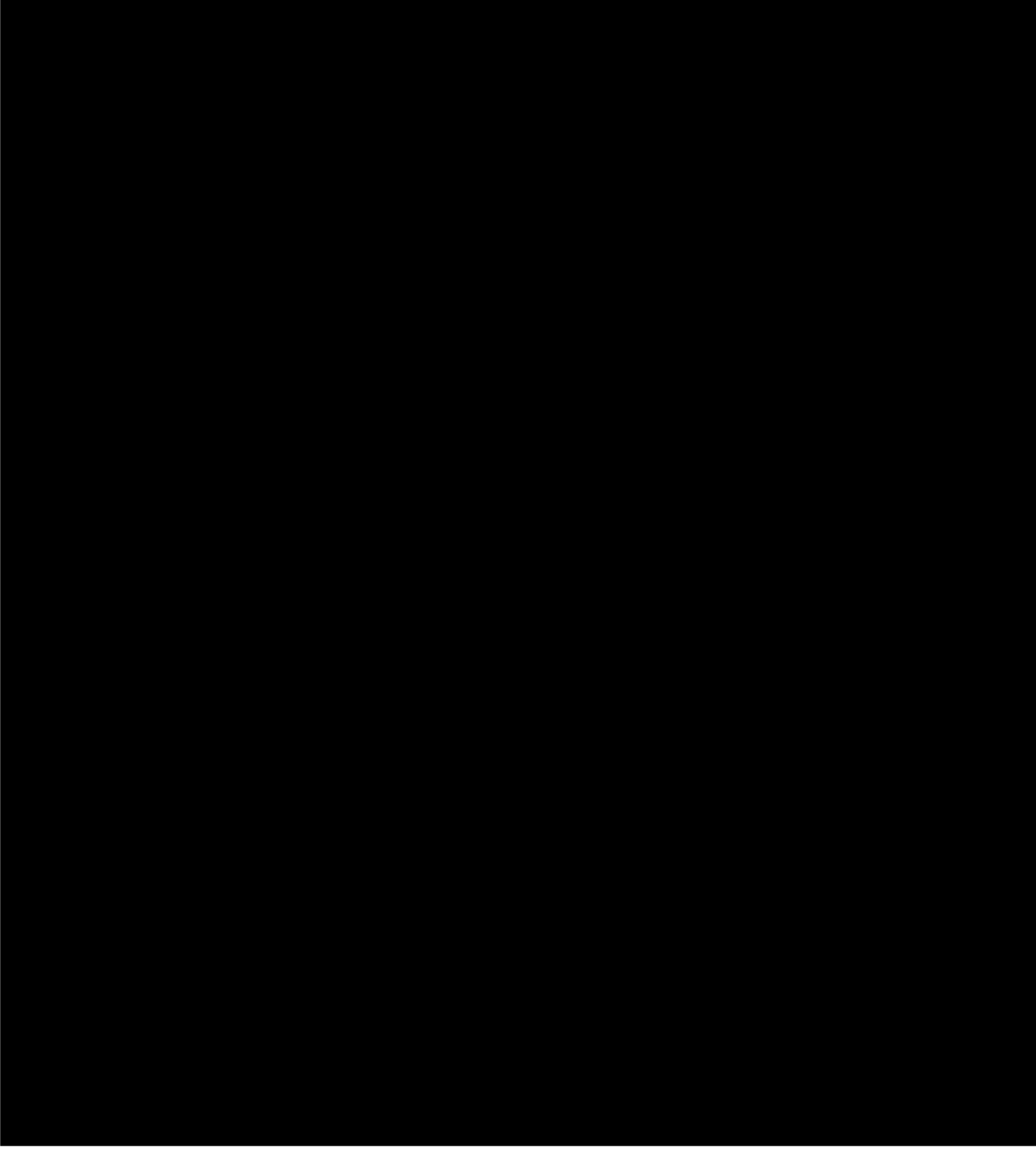
Chunlin Leonhard

Associate Professor of Law  
Director, LL.M. Programs  
Loyola University New Orleans College of Law  
Tel. (504) 861-5854

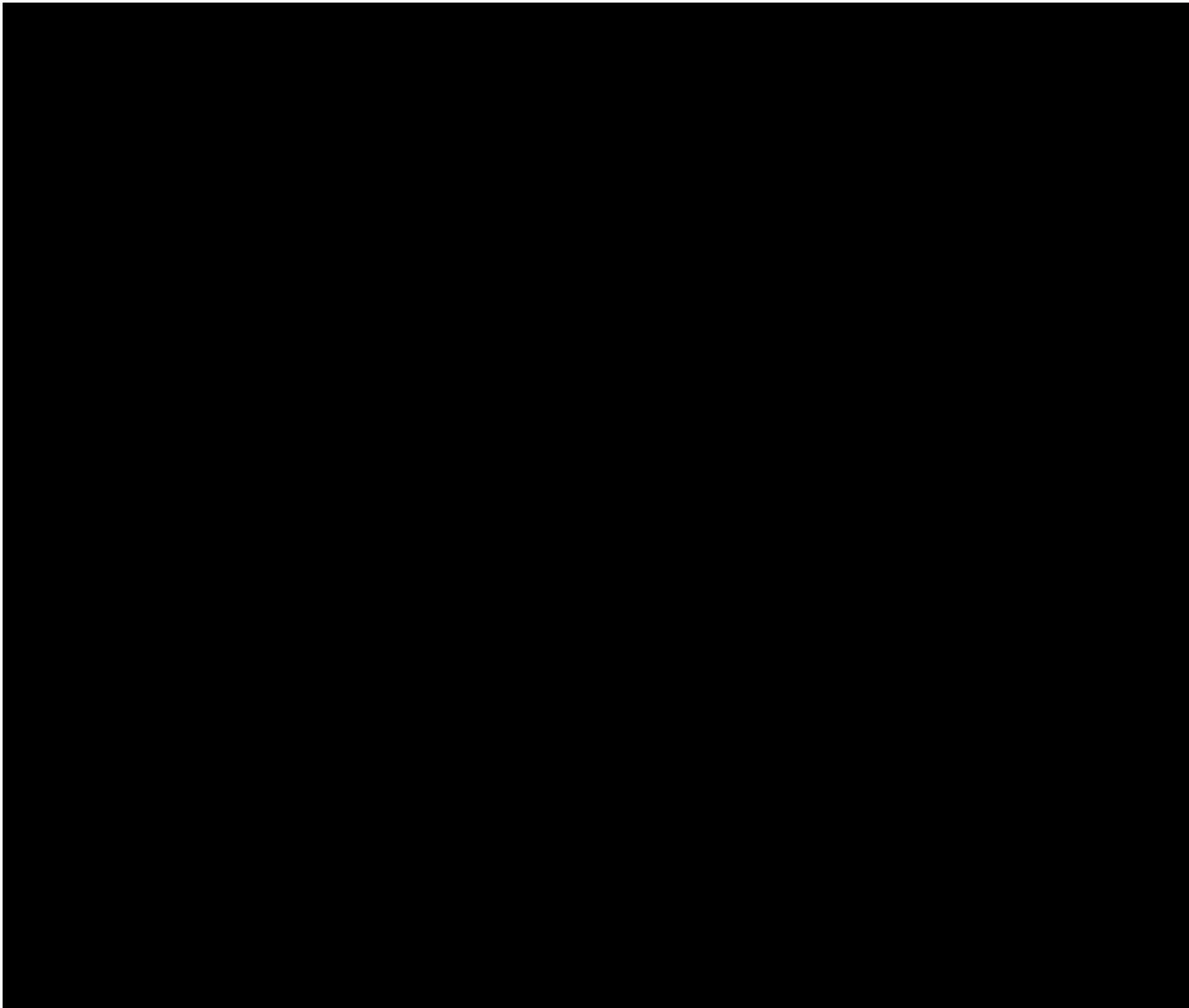
[leonhard@loyno.edu](mailto:leonhard@loyno.edu)

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





As a parent I have received no comparable lobbying from anyone organizing a union.



## Chunlin Leonhard

---

**From:** kiki huston <[REDACTED]>  
**Sent:** Monday, May 09, 2016 10:23 AM  
**To:** Chunlin Leonhard  
**Cc:** pbarron@tulane.edu; 'Rachel Wisdom'; reuben.teague@prudential.com; 'Richard F. Cortizas'; aloshbaugh [REDACTED] 'Ann Salzer'; cwhelan@tulane.edu; Blaine Lecesne  
**Subject:** Re: Letter to the editor Uptown Messenger Robbie Evans Comments about Unionization Efforts at Lusher

Chunlin -

[REDACTED]

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' [REDACTED]; aloshb [REDACTED]; 'Ann Salzer' <asalzer@tulane.edu>; cwhelan@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.

---

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’s 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>

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, May 09, 2016 10:11 AM  
**To:** 'Robert Morris'  
**Cc:** pbarron@tulane.edu; 'Rachel Wisdom'; reuben.teague@prudential.com; 'Richard F. Cortizas'; aloshbaugh [REDACTED] 'Ann Salzer'; cwhelan@tulane.edu; Blaine Lecesne; leonhard@loyno.edu; 'Kiki Huston'  
**Subject:** Letter to the editor Uptown Messenger Robbie Evans Comments about Unionization Efforts at Lusher

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

Associate Professor of Law  
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Tel. (504) 861-5854  
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You can access my papers on SSRN at: <http://ssrn.com/author=1615756>

## Chunlin Leonhard

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**From:** Williams, Jessica <jwilliams@theadvocate.com>  
**Sent:** Monday, May 09, 2016 10:03 AM  
**To:** Chunlin Leonhard  
**Subject:** RE: Robbie Evans Comments about Unionization Efforts at Lusher

Ms. Leonhard,

Thank you for your comments. Were you interested in this being published a letter to the editor? If so, I can forward it to our editorial page editor for his consideration for tomorrow's paper.

Thanks,

Jessica

---

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]  
**Sent:** Monday, May 9, 2016 9:44 AM  
**To:** Williams, Jessica  
**Cc:** pbarron@tulane.edu; 'Rachel Wisdom'; Blaine Lecesne; 'Kiki Huston'; reuben.teague@prudential.com; 'Richard F. Cortizas'; alosbba [REDACTED]; 'Ann Salzer'; cwhelan@tulane.edu  
**Subject:** Robbie Evans Comments about Unionization Efforts at Lusher

Dear Ms. Williams,

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[leonhard@loyno.edu](mailto:leonhard@loyno.edu)  
You can access my papers on SSRN at: <http://ssrn.com/author=1615756>



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

From: Chunlin Leonhard [mailto:leonhard@loyno.edu]  
Sent: Sunday, May 08, 2016 12:26 AM  
To: Lawrence Moore; Blaine Lecesne; Andrea Armstrong  
Subject: FW: Fraudulent NLRB "elections"

FYI.

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

From: Chunlin Leonhard [mailto:leonhard@loyno.edu]  
Sent: Sunday, May 08, 2016 12:24 AM  
To: Gregory Rusovich <GRusovich@tdintlgroup.com>; Chunlin Leonhard <leonhard@loyno.edu>  
Cc: Jim Klebba <klebba@loyno.edu>; Marilyn Rusovich <[REDACTED]>; ICE Suzanne Rusovich <suzanner@[REDACTED]>  
Subject: RE: Fraudulent NLRB "elections"

Dear Mr. Rusovich,

I regret very much that you have decided that your "assessment is clear."  
Based on Ms. Kathy Riedlinger's one sided comments, you have concluded that I engaged in "fraudulent NLRB 'elections'", "presented my position in a disingenuous manner," advocated "dangerous public position" and was part of "harmful effort against our beloved community." You also seem to accuse me of adopting a position "hostile to our community progress" and of "serving a national union agenda." None of your conclusions is correct. My only goal in this entire process is to act in the best interest of Lusher.

In an effort to show my good faith, I am sharing with you my memo that I circulated to my fellow Board members prior to the vote for voluntary recognition. As you can tell from my memo, I did not reach my conclusion lightly. The memo

contains the cost/benefit approach I explained to you during our breakfast meeting on April 26 and I remember your agreeing that that approach seemed to make sense. My advocacy for a neutrality position subsequently (a position adopted unanimously by all Board members present at a meeting on April 28) is my attempt to minimize the damage that can result from overly hostile anti-union environment where teachers are pitted against each other, as it is happening right now. My public comment about the jurisdictional challenge stems from my belief that the position is a losing argument under the law, damages the credibility of Lusher because it contradicts an earlier position that Lusher took, and wastes public resources. Because of the issues with the jurisdictional challenge, the Board did not authorize its attorney to challenge the NLRB jurisdiction. Reasonable people can disagree with my positions on this issue; but no one can impugn my integrity and my character because of my positions.

I regret very much with this turn of events. I truly enjoyed getting to know you that day. I have a lot of respect for you because of your civic leadership and your generous support of Loyola. I find it really unfortunate that you choose to withhold support of a Loyola program because of my personal volunteer civic activity. My volunteer position has nothing to do with Loyola or its LL.M. programs. Your family chose Loyola for a reason and I hope that reason is strong enough to overcome our perceived differences.

I am the Director of the LL.M. programs and responsible for all the LL.M. programs at my law school. My door will always remain open to our generous supporters. We are grateful for what your family has done so far and hope for your continued support despite our differences.

Sincerely,

Chunlin Leonhard

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

From: Gregory Rusovich [mailto:GRusovich@tdintlgroup.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 <suzanne[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 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@tdintlgrou.com]  
> Sent: Saturday, May 07, 2016 11:40 AM  
> To: leonhard@loyno.edu  
> Cc: Jim Klebba <klebba@loyno.edu>; Marilyn Rusovich  
> [REDACTED] ICE Suzanne Rusovich <[REDACTED]>  
> 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 officially notify  
> you that we are stalling our Scholarship program until we can further  
> discuss as a family. Plse 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

## Chunlin Leonhard

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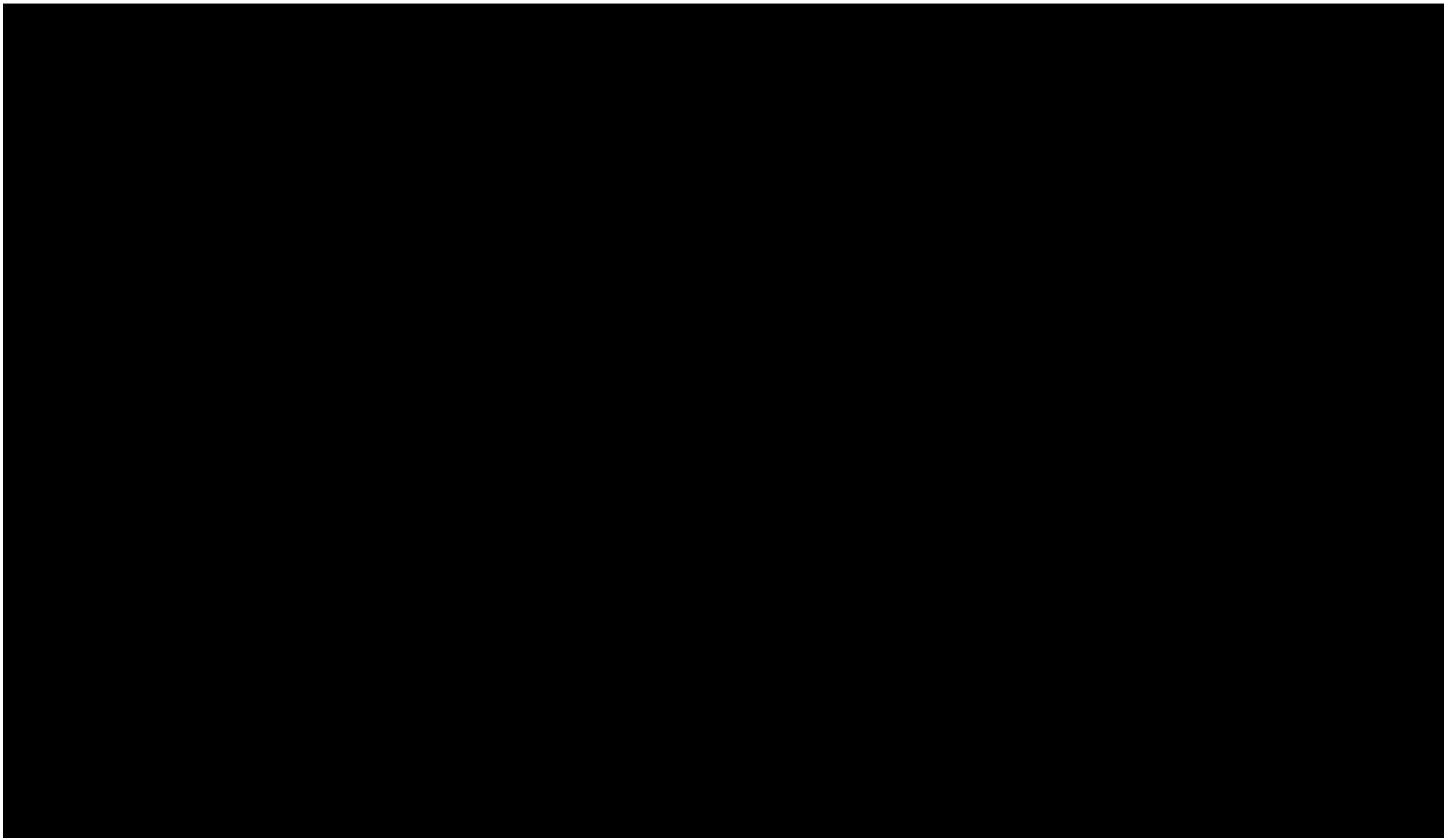
**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Sunday, May 08, 2016 3:19 PM  
**To:** Julie Sanders; leonhard@loyno.edu; blecesne@loyno.edu; cwhelan@tulane.edu  
**Subject:** RE: UTL

Dear Ms. Sanders,

Thank you very much for sharing your sincere concerns with us.

Best regards,

Chunlin Leonhard



## Chunlin Leonhard

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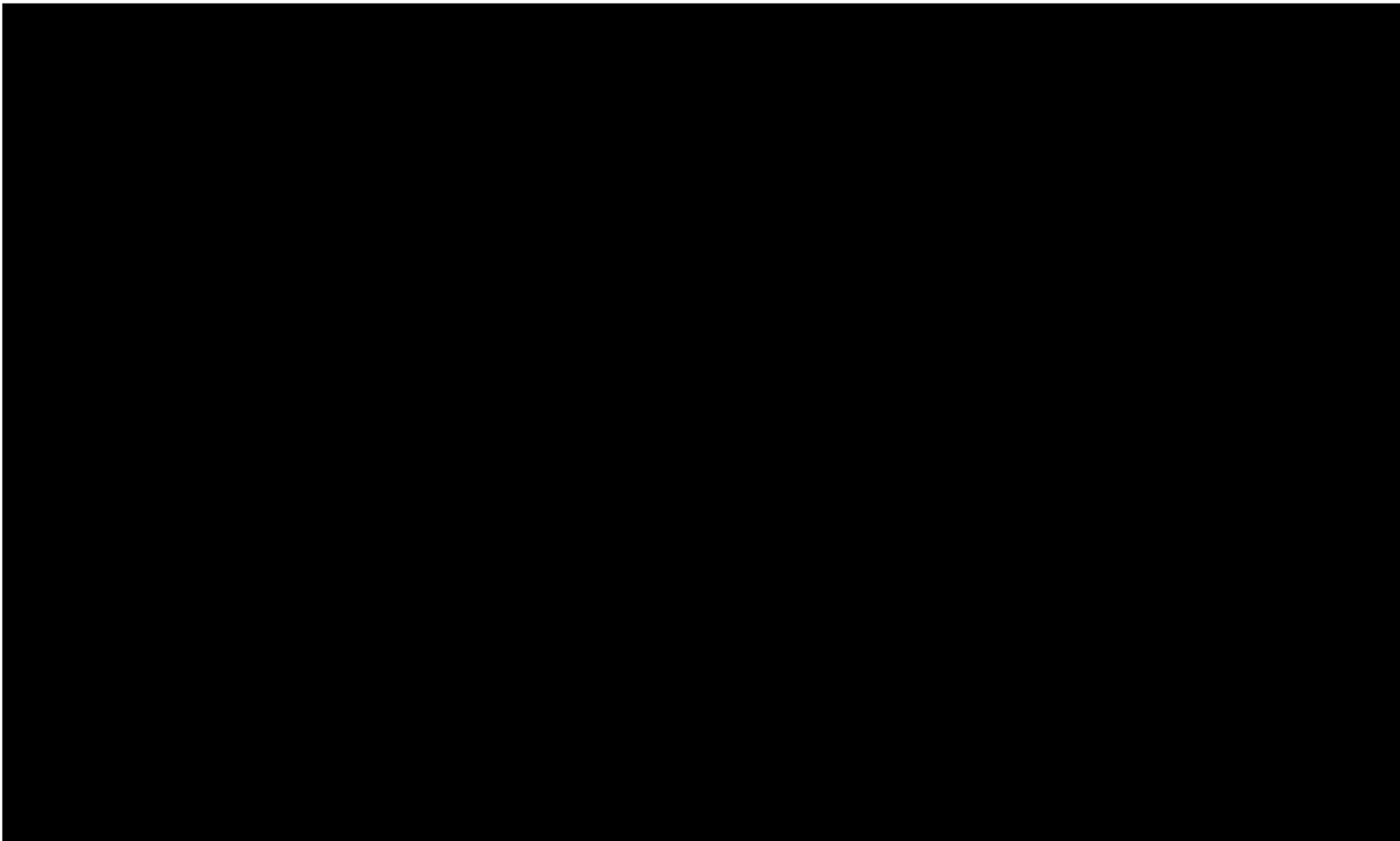
**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Sunday, May 08, 2016 3:19 PM  
**To:** Julie Sanders; leonhard@loyno.edu; blecesne@loyno.edu; cwhelan@tulane.edu  
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Best regards,

Chunlin Leonhard





## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Sunday, May 08, 2016 3:17 PM  
**To:** Larisa Gray; Blaine LeCesne; leonhard@loyno.edu; cwhelan@tulane.edu; Reuben Teague; armstron@loyno.edu  
**Subject:** RE: private meeting request

Dear Ms. Gray,

Thank you very much for sharing your sincere concerns with us.

Best regards,

Chunlin



## Chunlin Leonhard

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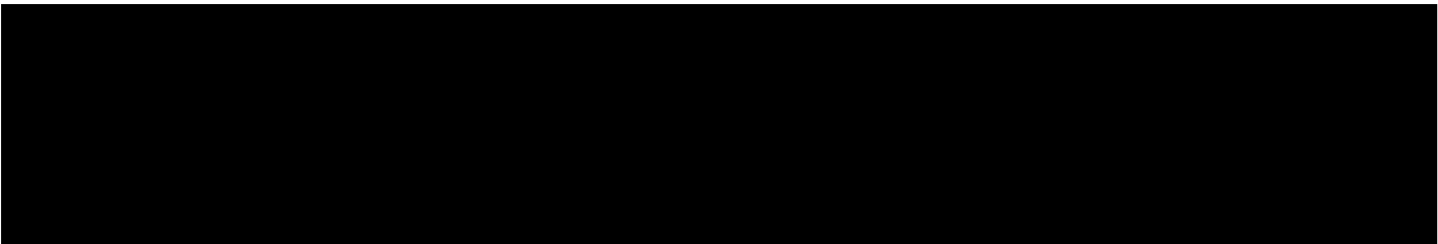
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Chunlin





## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Sunday, May 08, 2016 3:16 PM  
**To:** Whelan, Carol S; rbteagu [REDACTED]  
**Cc:** leonhard@loyno.edu; Blaine LeCesne  
**Subject:** RE: private meeting request

I think it is a cry for help. It is a shame that we are so paralyzed!

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

**From:** Whelan, Carol S [mailto:cwhelan@tulane.edu]  
**Sent:** Sunday, May 08, 2016 12:43 PM  
**To:** rbteague@gmail.com  
**Cc:** leonhard@loyno.edu; Blaine LeCesne <blecesne@loyno.edu>  
**Subject:** Re: private meeting request

To me, it sounds like a desperate cry for help from a teacher.

Sent from my iPhone

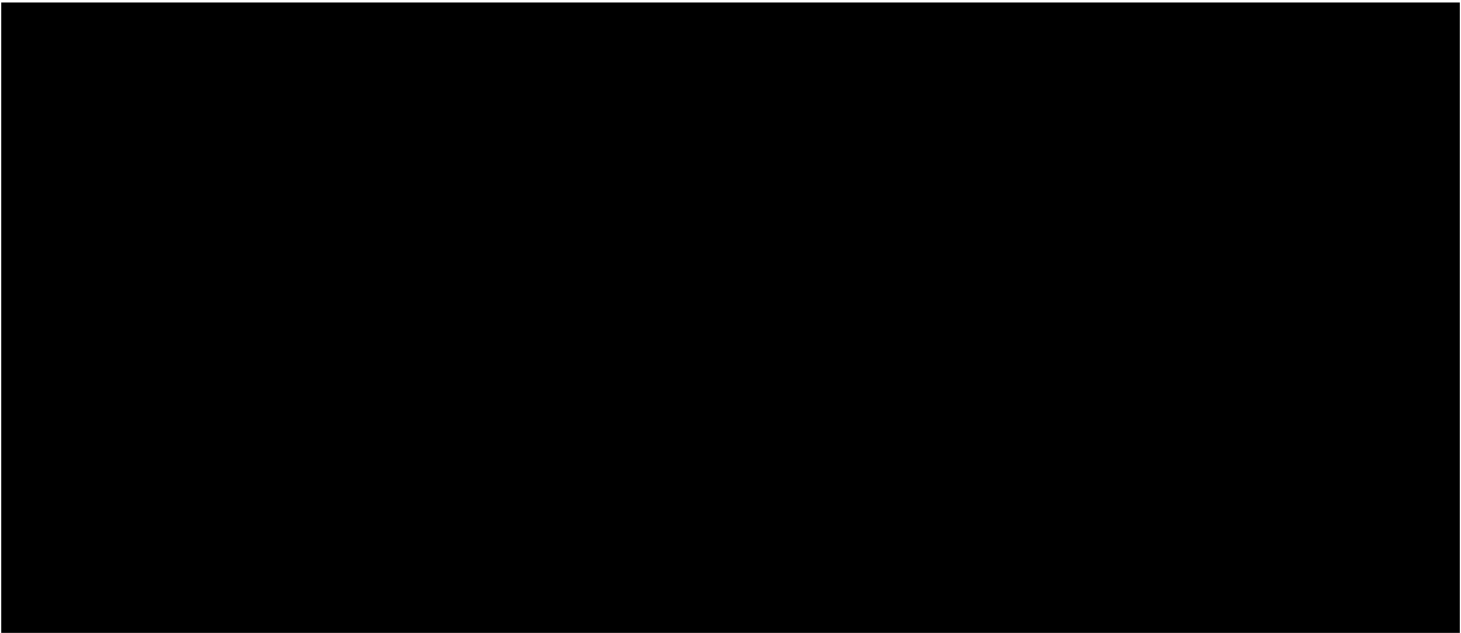
> On May 8, 2016, at 12:14 PM, "rbteague [REDACTED]"  
wrote:

>

> Moving Andrea off - I don't understand this but am not inclined to  
respond, in part because I don't really think this is how these concerns should be addressed. What might she mean by  
"proper motivation"? It sounds vaguely threatening.

>

> Sent from my iPhone



## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Sunday, May 08, 2016 3:16 PM  
**To:** Whelan, Carol S; rbteague@gmail.com  
**Cc:** leonhard@loyno.edu; Blaine LeCesne  
**Subject:** RE: private meeting request

I think it is a cry for help. It is a shame that we are so paralyzed!

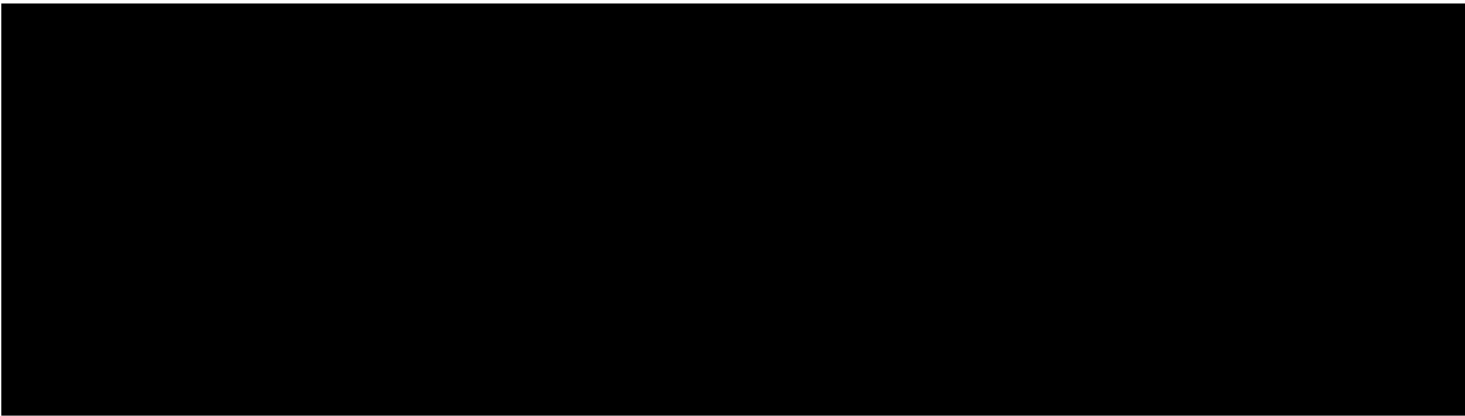
-----Original Message-----

**From:** Whelan, Carol S [mailto:cwhelan@tulane.edu]  
**Sent:** Sunday, May 08, 2016 12:43 PM  
**To:** rbteagu[REDACTED]  
**Cc:** leonhard@loyno.edu; Blaine LeCesne <blecesne@loyno.edu>  
**Subject:** Re: private meeting request

To me, it sounds like a desperate cry for help from a teacher.

Sent from my iPhone

> On May 8, 2016, at 12:14 PM, "rbteague[REDACTED]"  
>  
> Moving Andrea off - I don't understand this but am not inclined to respond, in part because I don't really think this is how these concerns should be addressed. What might she mean by "proper motivation"? It sounds vaguely threatening.  
>  
> Sent from my iPhone





## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Sunday, May 08, 2016 1:01 PM  
**To:** Whelan, Carol S  
**Cc:** rbteagu[REDACTED]; leonhard@loyno.edu; Blaine LeCesne  
**Subject:** Re: private meeting request

I have received a few other pleas for help like this from several other teachers and parents who have asked why is the Board not enforcing its neutrality policy while the administration and our attorney continue to violate it with each passing day.

I would like to hear what this teacher has to say and I am available to meet with her at either of the proposed times tomorrow. If you all are so inclined to do so, I can arrange for a room at Loyola Law School where we can meet. Please let me know.

Blaine

> To me, it sounds like a desperate cry for help from a teacher.

>

> Sent from my iPhone

>

>> On May 8, 2016, at 12:14 PM, [REDACTED]

>> <rbteagu@loyno.edu>

>> wrote:

>>

>> Moving Andrea off - I don't understand this but am not inclined to

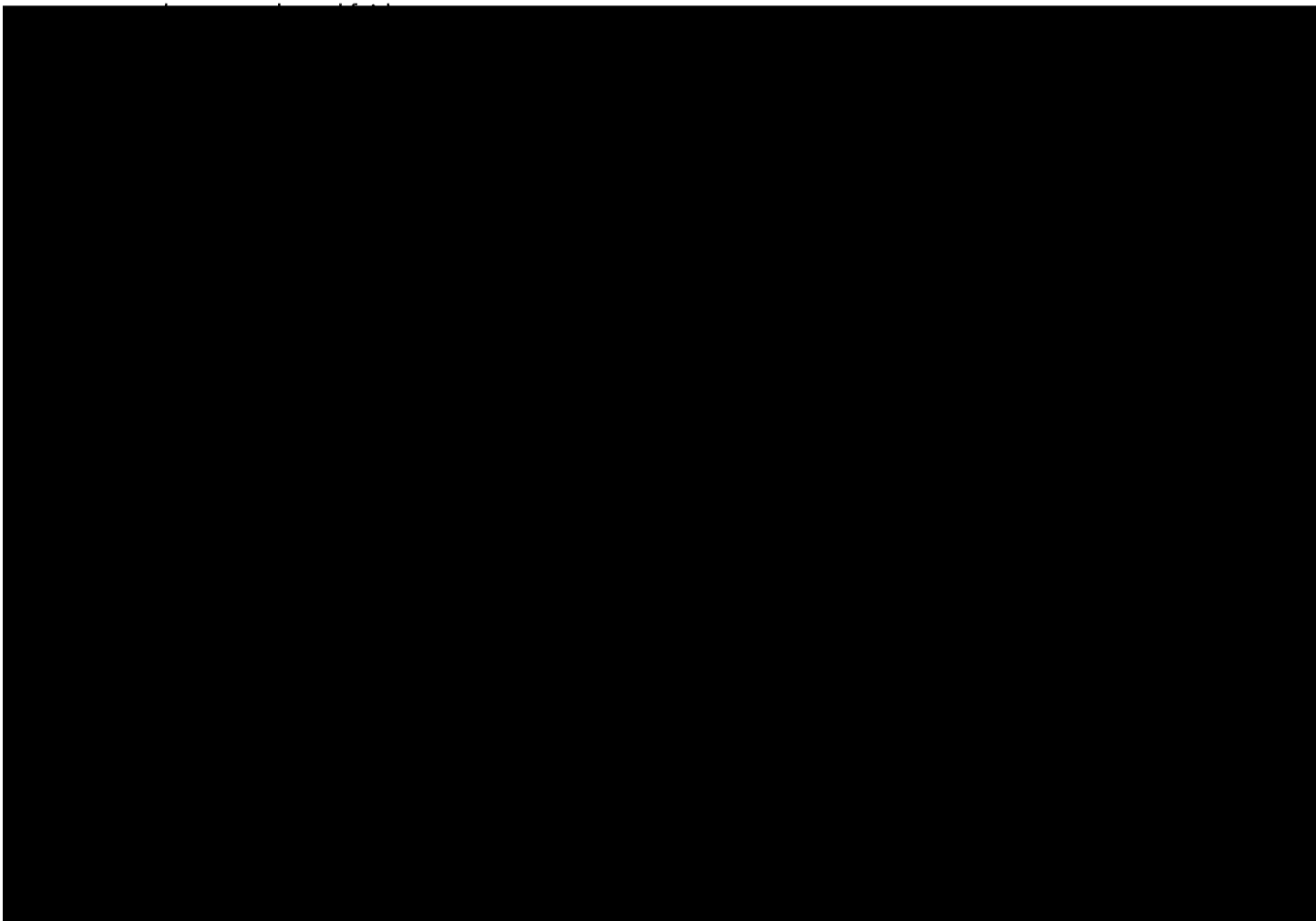
>> respond, in part because I don't really think this is how these

>> concerns should be addressed. What might she mean by "proper

>> motivation"? It sounds vaguely threatening.

>>

>> Sent from my iPhone



## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Sunday, May 08, 2016 12:56 PM  
**To:** Larisa Gray  
**Cc:** Blaine LeCesne; leonhard@loyno.edu; cwhelan@tulane.edu; Reuben Teague; armstron@loyno.edu  
**Subject:** Re: private meeting request

I have received a few other pleas for help like this from both teachers and parents asking why is the Board sitting by while the administration and the Board's attorney violate our neutrality policy each passing day.

I would like to hear what this teacher has to say and I'm available to meet tomorrow at either of the proposed times. I can arrange for a room to meet at Loyola Law School if others are agreeable to doing so.

Blaine



## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Sunday, May 08, 2016 12:50 PM  
**To:** Whelan, Carol S  
**Cc:** rbteague [REDACTED] leonhard@loyno.edu; Blaine LeCesne  
**Subject:** Re: private meeting request

**Flag Status:** Flagged

Same here.

> To me, it sounds like a desperate cry for help from a teacher.

>

> Sent from my iPhone

>

>> On May 8, 2016, at 12:14 PM, "rbteague [REDACTED]"

>> [REDACTED]

>> wrote:

>>

>> Moving Andrea off - I don't understand this but am not inclined to

>> respond, in part because I don't really think this is how these

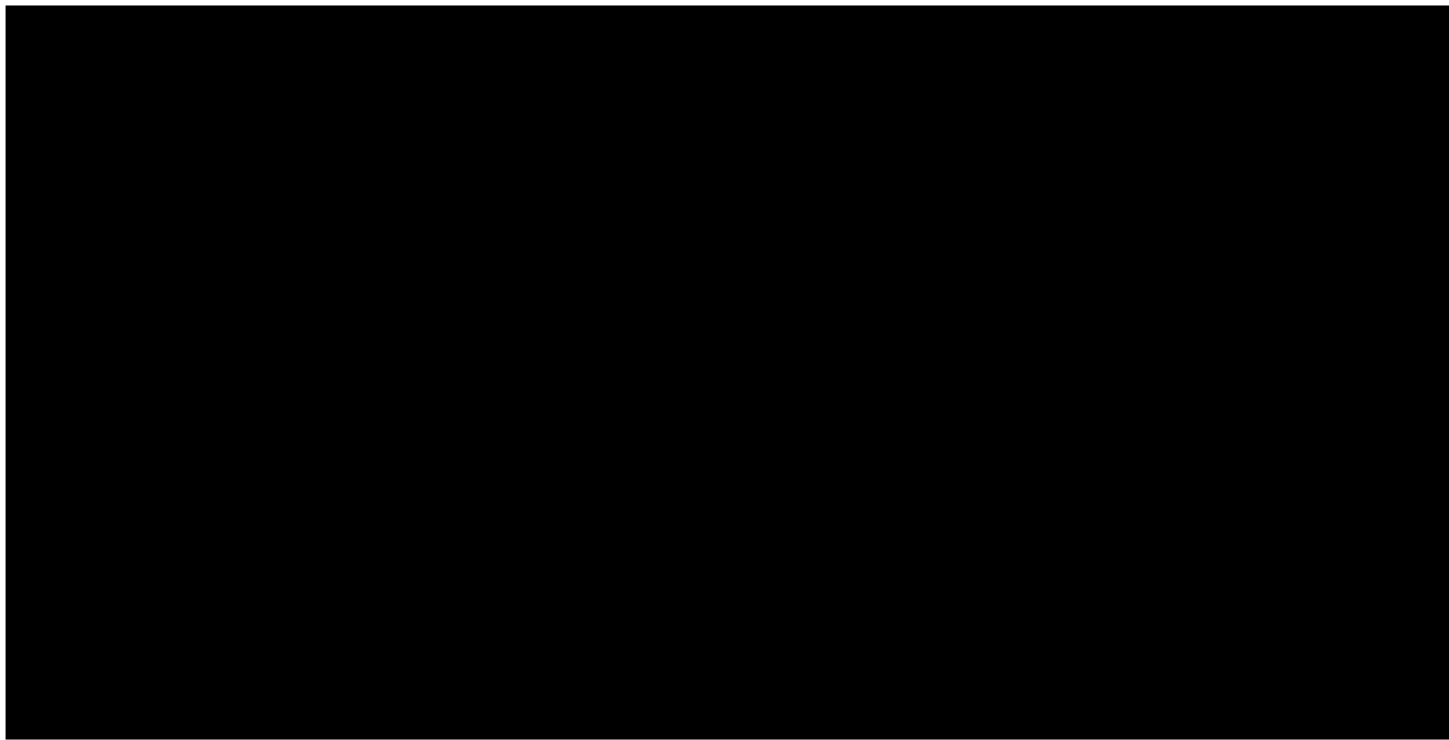
>> concerns should be addressed. What might she mean by "proper

>> motivation"? It sounds vaguely threatening.

>>

>> Sent from my iPhone

>>



**Chunlin Leonhard**

---

**From:** blecesne@loyno.edu  
**Sent:** Sunday, May 08, 2016 12:49 PM  
**To:** leonhard@loyno.edu  
**Subject:** [REDACTED]  
**Attachments:** [REDACTED]

Chunlin,  
[REDACTED]

Blaine

## Chunlin Leonhard

---

**From:** Whelan, Carol S <cwhelan@tulane.edu>  
**Sent:** Sunday, May 08, 2016 12:43 PM  
**To:** rbteague [REDACTED]  
**Cc:** leonhard@loyno.edu; Blaine LeCesne  
**Subject:** Re: private meeting request

To me, it sounds like a desperate cry for help from a teacher.

Sent from my iPhone

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> Moving Andrea off - I don't understand this but am not inclined to respond, in part because I don't really think this is how these concerns should be addressed. What might she mean by "proper motivation"? It sounds vaguely threatening.

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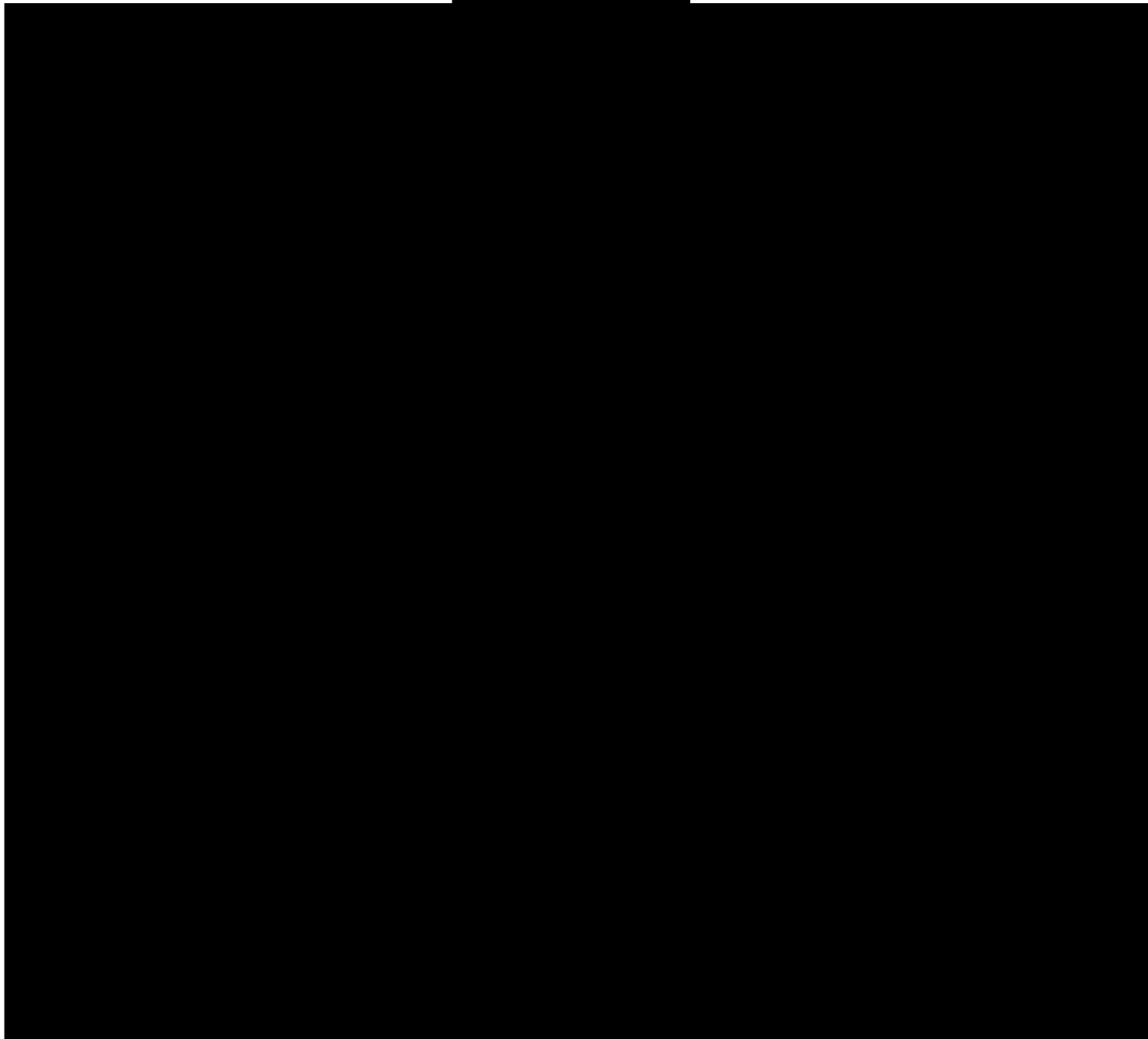
## Chunlin Leonhard

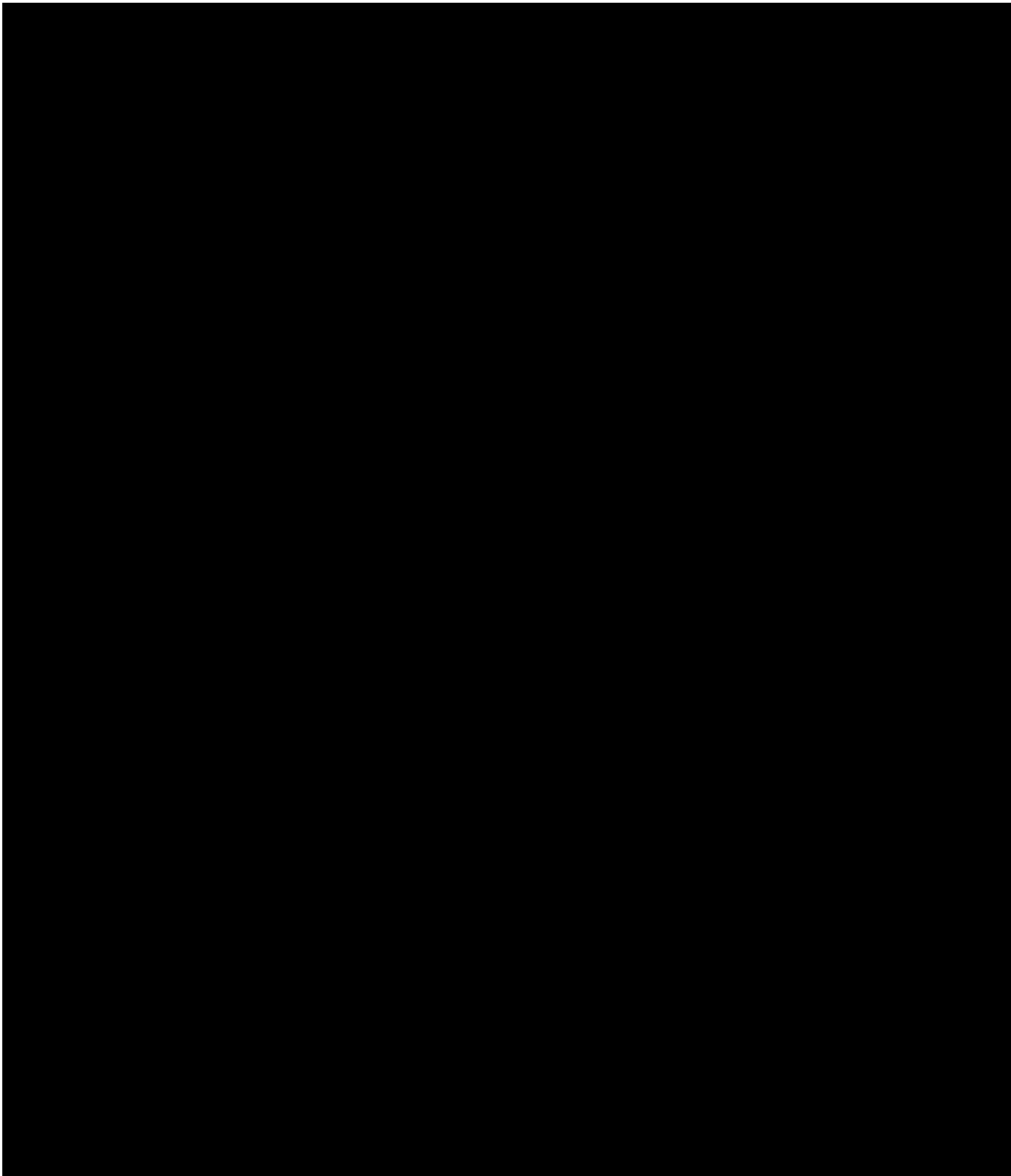
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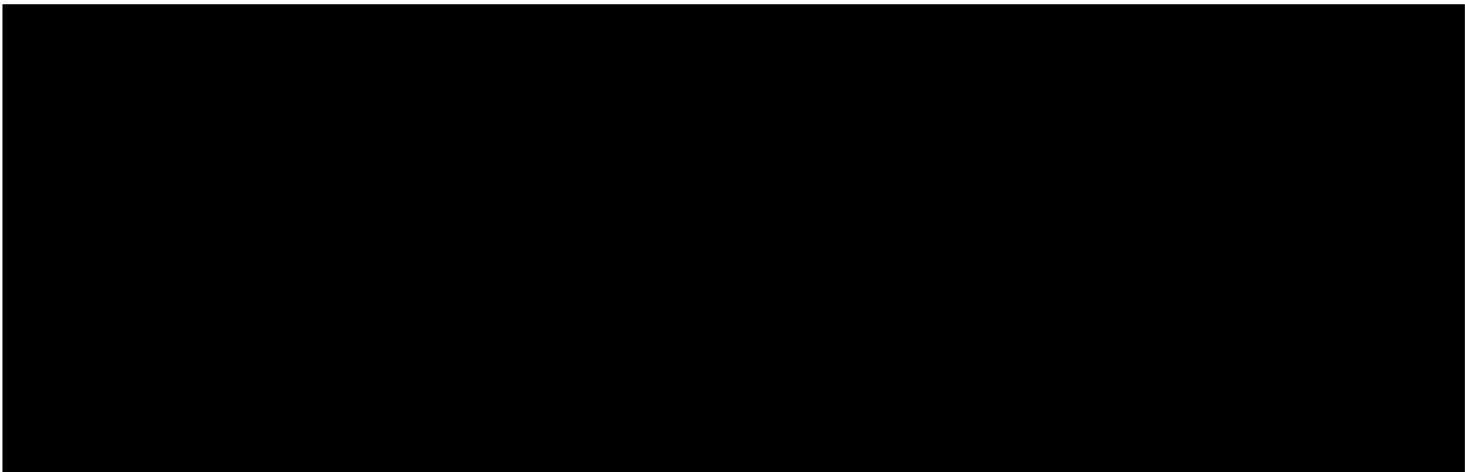
**From:** rbteague [REDACTED]  
**Sent:** Sunday, May 08, 2016 12:14 PM  
**To:** cwhelan@tulane.edu; leonhard@loyno.edu; Blaine LeCesne  
**Subject:** Re: private meeting request

Moving Andrea off - I don't understand this but am not inclined to respond, in part because I don't really think this is how these concerns should be addressed. What might she mean by "proper motivation"? It sounds vaguely threatening.

Sent from my iPhone







## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Sunday, May 08, 2016 8:06 AM  
**To:** leonhard@loyno.edu  
**Subject:** [Fwd: RE: FW: Fraudulent NLRB "elections"]

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

Subject: RE: FW: Fraudulent NLRB "elections"  
From: blecesne@loyno.edu  
Date: Sun, May 8, 2016 8:03 am  
To: "Lawrence Moore" <lmoore@loyno.edu>

Thank you, Larry. That means an awful lot to both of us.

Blaine

> Blaine,  
>  
> I have told Chunlin that I support her. I feel the same way about  
> your role on the Lusher board.  
>  
> Larry  
>  
>  
> -----Original Message-----  
> From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
> Sent: Saturday, May 07, 2016 4:11 PM  
> To: Chunlin Leonhard  
> Cc: lmoore@loyno.edu; Jim Klebba; Blaine Lecesne; Andrea Armstrong  
> Subject: Re: FW: Fraudulent NLRB "elections"  
>  
> Larry,  
> As you know, Chunlin and I both sit on the Lusher Charter Board and I  
> have been the Board's President since the school's inception in 2006.  
> Recently, the teachers at Lusher submitted a petition to unionize and  
> each of us voted to recognize the union. As a result, I have been  
> subject to a number of personal attacks from the anti-union side and  
> now Chunlin is experiencing the same thing with Mr. Rusovich's  
> threats. It is unfortunate that things have sunk to this level, but I  
> do hope you support Chunlin and do not capitulate to this extortion.  
>

> As is plain from Mr. Rusovich's extremist anti-union invective, he is  
> being very unreasonable and punitive towards Chunlin, who has done  
> nothing more than fulfill her fiduciary responsibility as a Lusher  
> Board member.  
>  
> Please let me know if you would like to discuss this any further.  
>  
> Blaine  
>  
>  
>  
>  
>  
>> Dear Larry,  
>> Please see the response to my email below. As you know, I am a  
>> member  
> of  
>> the Lusher Board. This is a blatant attempt to shut me up in the  
> current  
>> battle of Lusher unionization. I am really disappointed that the  
>> Lusher  
> administration is trying to stop at nothing to defeat the unionization  
> efforts of the Lusher teachers. I am happy to give you more context if  
> you would like to. I am copying Blaine and Andrea on this email  
> because  
>> they are well aware of the issues. Blaine is still on the Board, but  
> Andrea resigned recently.  
>> The claims in his email are simply not true. Ben Franklin was  
>> unionized  
> last year and its ranking went up nationally by 27 points, now at 53  
> nationally while Lusher is #206. If Lusher is unionized, the teachers  
> would negotiate with the administration for a contract. The  
>> administration has total control on how to structure the contract.  
>> That  
> is what Ben Franklin did. The kneejerk reaction against union is not  
> reality based. I am really surprised by his current claims because  
> when  
>> we talked, he actually agreed that if the cost of fighting voluntary  
> recognition is too high, it may be better to work with the union. He  
> must  
>> have had a meeting with Kathy Riedlinger, who is the CEO of Lusher  
>> and  
> who  
>> is waging a ruthless battle against the union recklessly, while the  
> Board  
>> is paralyzed.  
>> I am strongly opposed to agreeing to his request for a different  
>> faculty  
> member. I would like to take the position that it is me or nobody. I  
> am  
>> prepared to try one more time to talk to him before I make everything  
> public. Caving in to his request would be contrary to everything that

> we  
>> stand for and agree with him that I did something wrong. My  
>> conscience  
> is  
>> absolutely clear and I tried, and I'm still trying, to do the best I  
>> can  
> for Lusher despite the hostility and intimidation. The  
> administration's position is in danger of damaging the school.  
>> I hope I have your support on this. Please let me know. I will wait  
> for  
>> your response before I respond to him.  
>> Sincerely,  
>> Chunlin  
>> -----Original Message-----  
>> From: Gregory Rusovich [mailto:GRusovich@tdintlgroup.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 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



>>> [REDACTED] ICE Suzanne Rusovich <[REDACTED]>  
> 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 officially notify  
> you that we are stalling our Scholarship program until we can further  
> discuss as a family. Plse 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  
>  
>  
>  
>

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Sunday, May 08, 2016 12:25 AM  
**To:** Gregory Rusovich; Chunlin Leonhard  
**Cc:** Jim Klebba; Marilyn Rusovich; ICE Suzanne Rusovich  
**Subject:** RE: Fraudulent NLRB "elections"  
**Attachments:** Memo to the Board members.pdf

Dear Mr. Rusovich,

I regret very much that you have decided that your "assessment is clear."  
Based on Ms. Kathy Riedlinger's one sided comments, you have concluded that I engaged in "fraudulent NLRB 'elections'", "presented my position in a disingenuous manner," advocated "dangerous public position" and was part of "harmful effort against our beloved community." You also seem to accuse me of adopting a position "hostile to our community progress" and of "serving a national union agenda." None of your conclusions is correct. My only goal in this entire process is to act in the best interest of Lusher.

In an effort to show my good faith, I am sharing with you my memo that I circulated to my fellow Board members prior to the vote for voluntary recognition. As you can tell from my memo, I did not reach my conclusion lightly. The memo contains the cost/benefit approach I explained to you during our breakfast meeting on April 26 and I remember your agreeing that that approach seemed to make sense. My advocacy for a neutrality position subsequently (a position adopted unanimously by all Board members present at a meeting on April 28) is my attempt to minimize the damage that can result from overly hostile anti-union environment where teachers are pitted against each other, as it is happening right now. My public comment about the jurisdictional challenge stems from my belief that the position is a losing argument under the law, damages the credibility of Lusher because it contradicts an earlier position that Lusher took, and wastes public resources. Because of the issues with the jurisdictional challenge, the Board did not authorize its attorney to challenge the NLRB jurisdiction. Reasonable people can disagree with my positions on this issue; but no one can impugn my integrity and my character because of my positions.

I regret very much with this turn of events. I truly enjoyed getting to know you that day. I have a lot of respect for you because of your civic leadership and your generous support of Loyola. I find it really unfortunate that you choose to withhold support of a Loyola program because of my personal volunteer civic activity. My volunteer position has nothing to do with Loyola or its LL.M. programs. Your family chose Loyola for a reason and I hope that reason is strong enough to overcome our perceived differences.

I am the Director of the LL.M. programs and responsible for all the LL.M. programs at my law school. My door will always remain open to our generous supporters. We are grateful for what your family has done so far and hope for your continued support despite our differences.

Sincerely,

Chunlin Leonhard

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

From: Gregory Rusovich [mailto:GRusovich@tdintlgroup.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 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

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> 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  
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> 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  
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> 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

> [REDACTED]; ICE Suzanne Rusovich [REDACTED]

> Subject: Fraudulent NLRB "elections"

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> Chunlin, I have since investigated your position and background as  
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> your own position at bkfst, as well as the dangerous public position  
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> 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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Sunday, May 08, 2016 12:24 AM  
**To:** Gregory Rusovich; Chunlin Leonhard  
**Cc:** Jim Klebba; Marilyn Rusovich; ICE Suzanne Rusovich  
**Subject:** RE: Fraudulent NLRB "elections"  
**Attachments:** Memo to the Board members.pdf

Dear Mr. Rusovich,

I regret very much that you have decided that your "assessment is clear." Based on Ms. Kathy Riedlinger's one sided comments, you have concluded that I engaged in "fraudulent NLRB 'elections'", "presented my position in a disingenuous manner," advocated "dangerous public position" and was part of "harmful effort against our beloved community." You also seem to accuse me of adopting a position "hostile to our community progress" and of "serving a national union agenda." None of your conclusions is correct. My only goal in this entire process is to act in the best interest of Lusher.

In an effort to show my good faith, I am sharing with you my memo that I circulated to my fellow Board members prior to the vote for voluntary recognition. As you can tell from my memo, I did not reach my conclusion lightly. The memo contains the cost/benefit approach I explained to you during our breakfast meeting on April 26 and I remember your agreeing that that approach seemed to make sense. My advocacy for a neutrality position subsequently (a position adopted unanimously by all Board members present at a meeting on April 28) is my attempt to minimize the damage that can result from overly hostile anti-union environment where teachers are pitted against each other, as it is happening right now. My public comment about the jurisdictional challenge stems from my belief that the position is a losing argument under the law, damages the credibility of Lusher because it contradicts an earlier position that Lusher took, and wastes public resources. Because of the issues with the jurisdictional challenge, the Board did not authorize its attorney to challenge the NLRB jurisdiction. Reasonable people can disagree with my positions on this issue; but no one can impugn my integrity and my character because of my positions.

I regret very much with this turn of events. I truly enjoyed getting to know you that day. I have a lot of respect for you because of your civic leadership and your generous support of Loyola. I find it really unfortunate that you choose to withhold support of a Loyola program because of my personal volunteer civic activity. My volunteer position has nothing to do with Loyola or its LL.M. programs. Your family chose Loyola for a reason and I hope that reason is strong enough to overcome our perceived differences.

I am the Director of the LL.M. programs and responsible for all the LL.M. programs at my law school. My door will always remain open to our generous supporters. We are grateful for what your family has done so far and hope for your continued support despite our differences.

Sincerely,

Chunlin Leonhard

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

**From:** Gregory Rusovich [mailto:GRusovich@tdintlgroup.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"

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> [REDACTED]; ICE Suzanne Rusovich <[REDACTED]>  
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-----Original Message-----

From: Chunlin Leonhard [mailto:leonhard@loyno.edu]

Sent: Saturday, May 07, 2016 1:22 PM

To: lmoore@loyno.edu

Cc: Jim Klebba; Blaine Lecesne; Andrea Armstrong

Subject: FW: Fraudulent NLRB "elections"

Dear Larry,

Please see the response to my email below. As you know, I am a member of the Lusher Board. This is a blatant attempt to shut me up in the current battle of Lusher unionization. I am really disappointed that the Lusher administration is trying to stop at nothing to defeat the unionization efforts of the Lusher teachers. I am happy to give you more context if you would like to. I am copying Blaine and Andrea on this email because they are well aware of the issues. Blaine is still on the Board, but Andrea resigned recently.

The claims in his email are simply not true. Ben Franklin was unionized last year and its ranking went up nationally by 27 points, now at 53 nationally while Lusher is #206. If Lusher is unionized, the teachers would negotiate with the

administration for a contract. The administration has total control on how to structure the contract. That is what Ben Franklin did. The kneejerk reaction against union is not reality based. I am really surprised by his current claims because when we talked, he actually agreed that if the cost of fighting voluntary recognition is too high, it may be better to work with the union. He must have had a meeting with Kathy Riedlinger, who is the CEO of Lusher and who is waging a ruthless battle against the union recklessly, while the Board is paralyzed.

I am strongly opposed to agreeing to his request for a different faculty member. I would like to take the position that it is me or nobody. I am prepared to try one more time to talk to him before I make everything public. Caving in to his request would be contrary to everything that we stand for and agree with him that I did something wrong. My conscience is absolutely clear and I tried, and I'm still trying, to do the best I can for Lusher despite the hostility and intimidation. The administration's position is in danger of damaging the school.

I hope I have your support on this. Please let me know. I will wait for your response before I respond to him.

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## Chunlin Leonhard

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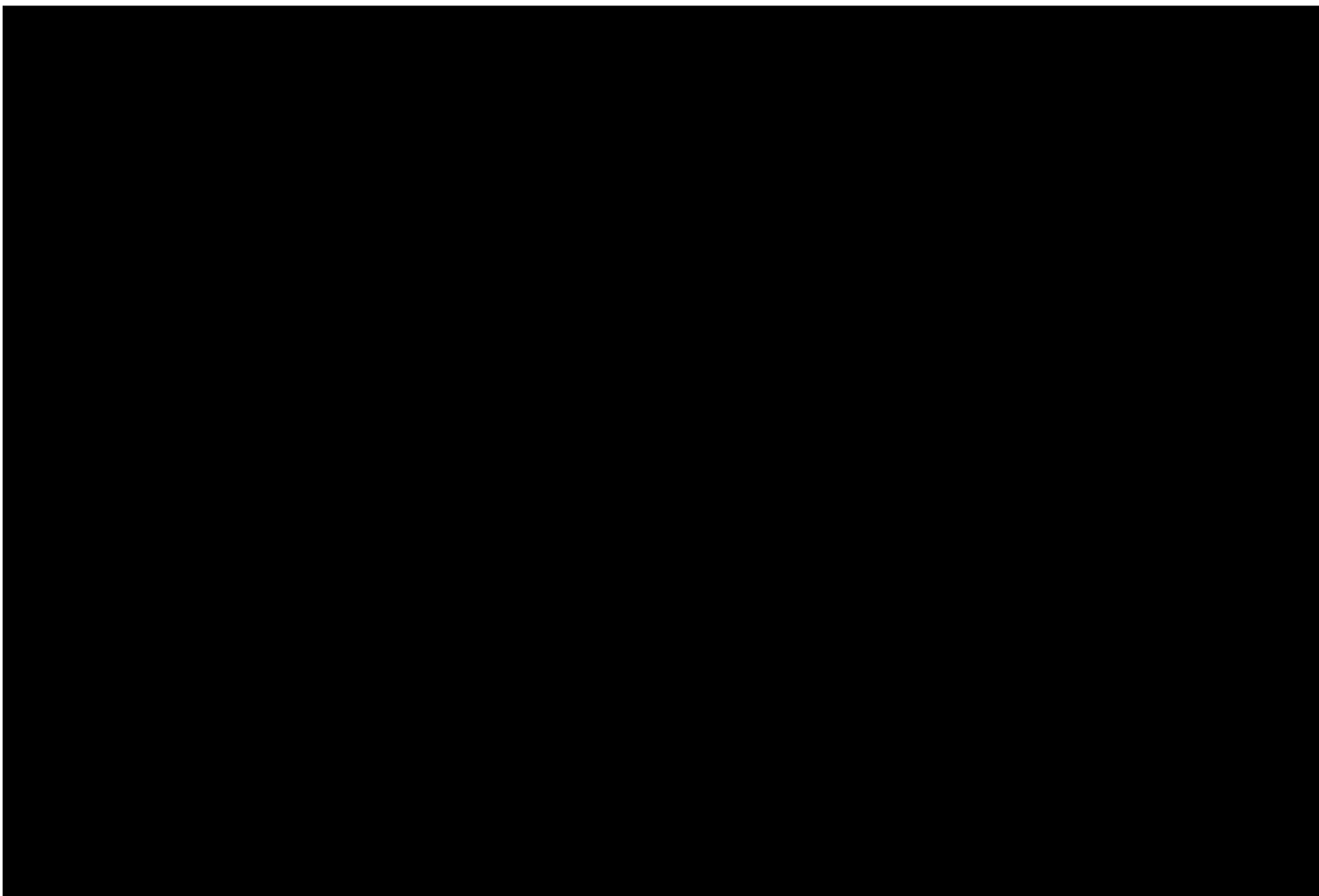
**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, May 07, 2016 8:29 PM  
**To:** cwhelan@tulane.edu  
**Subject:** FW: Response to Paul's Position re. Lusher's Board's Neutrality Policy and Lusher Administrative Conduct

Fyi

---

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]  
**Sent:** Saturday, May 07, 2016 12:34 PM  
**To:** Bickford, Mag <mbickford@mcglinchey.com>  
**Cc:** Blaine Lecesne <blecesne@loyno.edu>; reuben.teague@prudential.com; cwhelan@tulane.edu; alosbaugh@gmail.com; Ann Salzer <asalzer@tulane.edu>; Rachel Wisdom <rwisdom@stonepigman.com>; Richard F. Cortizas <[REDACTED]>; Kiki Huston <[REDACTED]>; pbarron@tulane.edu  
**Subject:** [REDACTED]

Dear Mag,



Chunlin Leonhard

---

**From:** Chunlin Leonhard [mailto:[leonhard@loyno.edu](mailto:leonhard@loyno.edu)]

**Sent:** Friday, May 06, 2016 2:50 PM

**To:** [pbarron@tulane.edu](mailto:pbarron@tulane.edu); 'Kiki Huston' <[kikihuston@yahoo.com](mailto:kikihuston@yahoo.com)>; 'Wisdom, Rachel W.' <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>; 'reuben.teague@prudential.com' <[reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)>; 'Richard Cortizas' [REDACTED] <[aloshbaug@tulane.edu](mailto:aloshbaug@tulane.edu)>; 'Ann K Salzer' <[asalzer@tulane.edu](mailto:asalzer@tulane.edu)>; [cwhelan@tulane.edu](mailto:cwhelan@tulane.edu); Blaine Lecesne <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)>

**Subject:** Response to Paul's Position re. Lusher's Board's Neutrality Policy and Lusher Administrative Conduct

Dear Paul:

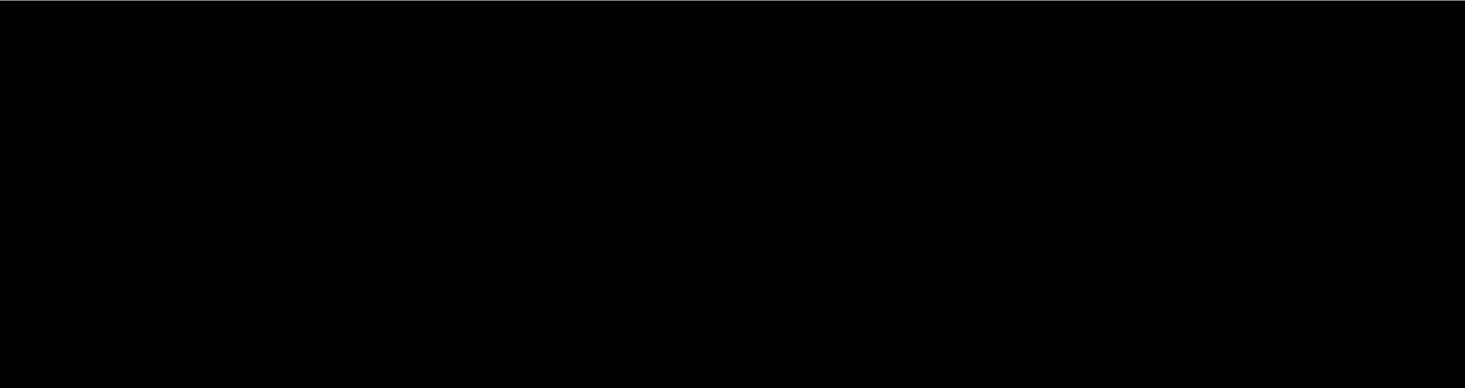
Since I drafted the Board Resolution you interpreted below, I feel obligated to respond. In deference to our open meeting laws, I am only sharing my views for the sake of the record and I am not soliciting any comments on this issue.

I agree with your summary of the situation leading up to the Board's adoption of the Board Resolution. I disagree strongly with your interpretation of the language of the Board Resolution and the neutrality policy embodied therein. You reached your desired conclusion only by ignoring the context of the Board Resolution and by rephrasing the Resolution language. A critical document and information that you did not mention in your discussion is the Lusher By-Laws that govern all affairs and business of the corporation. The By-Laws place the duty on the Board to "set the polices of the Corporation, ... to supervise and control the affairs and activities of the Corporation, and may adopt positions on issues of substance related to the purpose of the Corporation." (Article IV(A)).

You concluded that the Board Resolution clause "expressly states that the administration may not only share information but also their views, *whatever they may be*." (emphasis added). That is not what the Board Resolution says. The Resolution recognizes that "school administrators may share all information and views, *as permitted by law*, that they deem necessary or appropriate for *all Lusher teachers to make a sound and fully informed decision*," (emphasis added). The highlighted language limits the administrators' information and views to those consistent with the laws (both national labor relations and corporate governance laws) and aimed at allowing all Lusher teachers to make an informed decision, not to intimidate them into voting against union. By taking the anti-union position in such public and hostile manner, the Lusher administrators clearly violated the language and the spirit of the Board Resolution.

You also seem to say that Rachel's suggestion to add the word "views" to the sentence and my agreement to it meant somehow that the Board Resolution intends to give the administrators' unfettered authority to engage in anti-union activities. First of all, the word "views" is limited by the entire sentence. Second, I never suspected that Rachel's addition of the word "views" is really intended to allow (as you seem to say) the administrators to express their views contrary to the expressed corporate policy. As lawyers, I assumed that we all have some basic knowledge and understanding of corporate law and the relationship between the Board and the administrators. I certainly have been very vocal about the Board's role as the governing entity

here. I have pointed out many times that the Board is the governing entity. To arrive at the conclusion you drew from my agreement, I would have to assume that Rachel was willing to abdicate the Board's fiduciary duty to "supervise and control the affairs and activities of the Corporation" and allow the administrators to conduct the business and affairs of the corporation in direct violation of the expressed neutrality policy. I did not and had no reason to make that extraordinary assumption. Based on the express language of the Board Resolution, the administrators could have provided information and expressed their views consistent with the Board Resolution, for example, by making sure that the employees have the correct information and data, by nurturing a supportive and empathetic atmosphere wherein all teachers feel safe to express their views and feel that they are being heard. By espousing their anti union views in such an open and hostile manner, the administrators are doing exactly the opposite, and recklessly so.



You also supported your conclusion by relying on general principles of statutory construction. You suggested that the specific (instead of the general) provision should control the interpretation. As I pointed out earlier, you only reached your conclusion by omitting and/or rephrasing the language of the applicable provision. There is also another venerable general rule of statutory construction: All words of the statute have to be construed in such a way so that it does not lead to absurd results. Your construction of the language would have essentially meant that the Board would be abdicating its responsibility under our By-Laws and let the administrators run the Corporation.

You are correct that I understood that the administrators were anti-union. Kathy made no secret of that. That is the very reason that I thought it was necessary to spell out the Board's expectations in light of the expressed views of majority of the Board members. All the Board members who appeared on the April 28 meeting voted to adopt the resolution. I personally wanted to avoid a divisive battle which would have caused long lasting damage. I had hoped that the administrators would keep the best interests of Lusher in mind and work with its own employees to find the best solution in light of the expressed Board policy.

I underestimated the extent to which the administration would go to resist unionization. I cannot believe that the administrators would try to demonize their own teachers publicly, the very people who helped build Lusher to what it is today. Contrary to what you may believe, I am not a big fan of union because of the increased transactional costs. I wish we had taken whatever steps necessary to avoid this unionization efforts.

[REDACTED]  
[REDACTED] Now that it is too late, the least we can do is to try to salvage the situation and preserve the Lusher institution. That apparently is too much to expect.

Finally, your email today transmitted to all the administrators has simply provided additional fuel for their anti-union position. Your personal views (unsupported by the Board Resolution and the corporate law) give the administrators' permission to be even more aggressive in their anti-union messages. I find that extremely regrettable.

I strongly believe, as I have always done, that it is not in the best interests of Lusher to allow this anti-union efforts to continue. It interjects toxicity into the environment, divides the teachers, and incites hostility all around. It is this Board's duty to enforce its own policy. Failure to do so is a violation of this Board's fiduciary duty to the Corporation.

Sincerely,

Chunlin Leonhard

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)] **On Behalf Of** Barron, Paul L

**Sent:** Friday, May 06, 2016 10:48 AM

**To:** Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>; Wisdom, Rachel W. <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

**Cc:** Richard Cortizas <[REDACTED]> Alysia Loshbaugh <[REDACTED]>

**Subject:** [Lusher] Neutrality Policy

Dear Board Members,

I have tried to refrain from the email discussion regarding the impending NLRB union election so as to not further exacerbate the situation. While I know that some of you are less than happy with me, I hope that you will find my email only as a way to make my view known and I hope that it is not viewed as hyperbole.

We are obviously strongly divided on the method of resolving the issue of union representation of the Lusher teachers and other related employees. Five of us favored representation of the union without an election. As they indicated, they felt that the cost of the election route was hurtful for Lusher. In taking that position, these board members were not indicating whether or not they favor unions. Six of us felt that the assertion that a majority of the teachers preferred representation was unclear. As a result, they preferred the NLRB run election. As with the other five, the six board members were not indicating by their vote, their position as to whether or not they favor union representation of the Lusher teachers. There was a full discussion of the

reasons for one route or the other. The vote resolved the election route Lusher should take. This issue has been resolved.

In my experience such as it is, the decision to go the election route indicated that the owner or the board of a private company was opposed to unionization. While some of us may have a view regarding opposition to the union that is not what is happening in this case. Because of that division noted above, the board, at a special meeting, adopted a resolution that it would not take a position, referred to as the neutrality policy.

The neutrality policy states:

WHEREAS the consensus opinion of the Board is to allow all of the Lusher teachers an opportunity to be heard, consider all relevant information reasonably available, and to vote in a fair election;

I assume that all of the members of the board understood that the administrative team are opposed to unionization of Lusher's teachers because they felt it would be destructive for Lusher. The above provision raises the question as to whether the administration may voice their view in a public way.

I believe that the neutrality policy has two provisions that bear on that question. They are the following:

WHEREAS the Board desires to ensure that all of the teachers at Lusher can and should have an open, polite, rational discourse on the matter, free from any hostility, intimidation or undue pressure from anyone;

WHEREAS the Board therefore recognizes that school administrators may share all information and views, as permitted by law, that they deem necessary or appropriate for all Lusher teachers to make a sound and fully informed decision;

One could read the first provision as limiting views of only the teachers which does not include the administration. However, the second provision expressly states that the administration may not only share information but also their views, whatever they may be.

I note that the second provision was added to the initial draft of the neutrality policy. Rachel suggested the addition of the second provision which included the reference to "views". This inclusion was agreed to by the drafter of the policy.

For those of us who are lawyers, there is generally agreement that there are rules for resolving seemingly contrary provisions of the statute. One of those rules is that if the provision is general and one that is specific, the specific provision should be adhered to.

Obviously, I believe that the specific provision controls and allows administration to state its views so long as they are not in violation of the NLRB limitations. [REDACTED]

[REDACTED] I had not read the letter before it was sent but it does not seem to be in violation of the NLRB rules or the neutrality policy.

Again, I hope that this email is not viewed by anyone on the board as either impolite or strident.

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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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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

## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Saturday, May 07, 2016 4:45 PM  
**To:** Chunlin Leonhard  
**Cc:** pbarron@tulane.edu; Rachel Wisdom; reuben.teague@prudential.com; Richard F. Cortizas; aloschbaug [REDACTED] Ann Salzer; Blaine Lecesne; cwhelan@tulane.edu; Kiki Huston  
**Subject:** Re: FW: Fraudulent NLRB "elections"

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@tdintlgroup.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 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

>> [REDACTED]; ICE Suzanne Rusovich <[REDACTED]>

>> 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  
>> officially notify you that we are stalling our Scholarship program  
>> until we can further discuss as a family. Plse 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

>

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, May 07, 2016 4:33 PM  
**To:** pbarron@tulane.edu; Rachel Wisdom; reuben.teague@prudential.com; Richard F. Cortizas; alos[REDACTED] Ann Salzer; Blaine Lecesne; cwhelan@tulane.edu; Kiki Huston  
**Subject:** FW: Fraudulent NLRB "elections"

FYI.

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

**From:** Gregory Rusovich [mailto:GRusovich@tdintlgroup.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"

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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  
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> truly enjoyed meeting you that day.

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> 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  
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> for recognition are some of the best teachers that Lusher has.  
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> 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  
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> 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

> [REDACTED]; ICE Suzanne Rusovich <[REDACTED]>

> Subject: Fraudulent NLRB "elections"

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> Chunlin, I have since investigated your position and background as  
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> huge positive strides in vastly improving our public education for our  
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> beloved community to take us back to a broken system. The entire  
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> Loyola by implication of your position), as part of this harmful

> effort against our beloved community. I shall not stand by and watch  
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> 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

## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Saturday, May 07, 2016 4:31 PM  
**To:** Bickford, Mag  
**Cc:** Chunlin Leonhard; blecesne@loyno.edu; reuben.teague@prudential.com; Richard F. Cortizas; Rachel Wisdom; Alysia Loshbaugh; Paul Barron; Carol Whelan; Ann Salzer; Kiki Huston  
**Subject:** [REDACTED]  
**Flag Status:** [REDACTED]

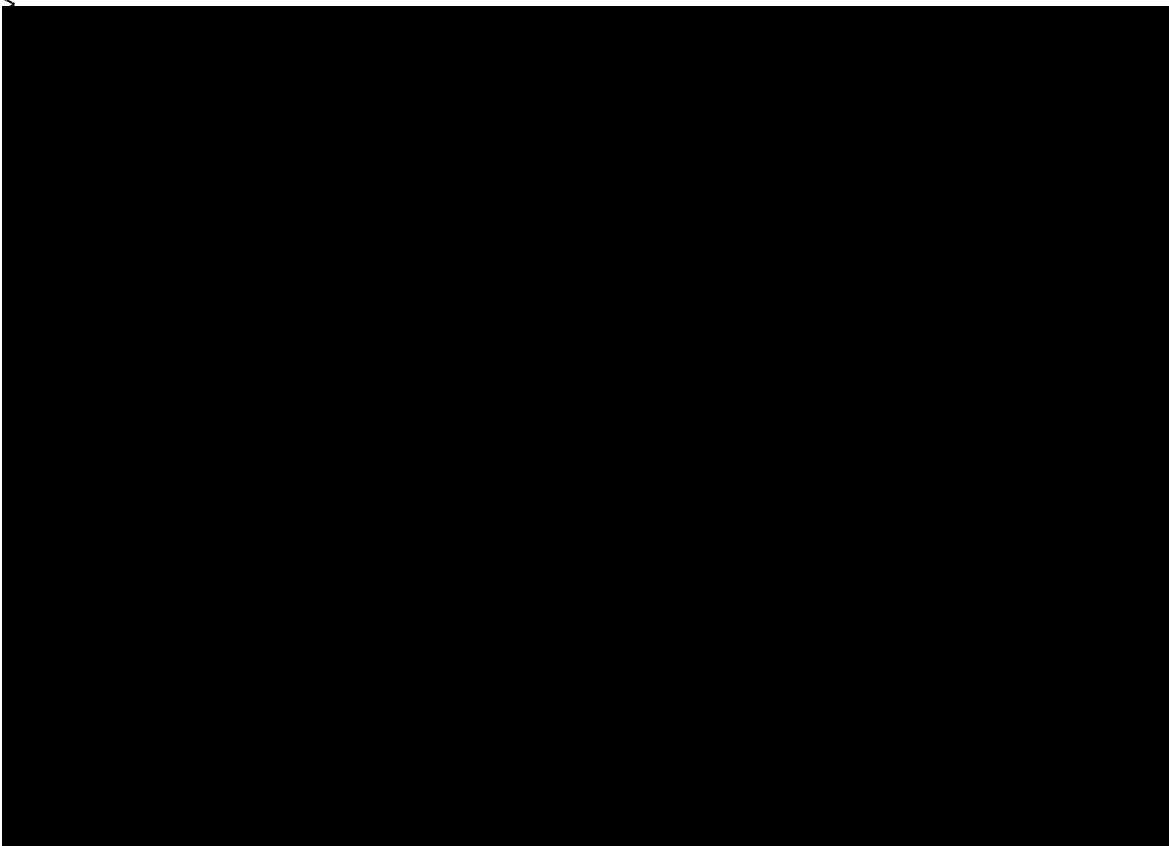
[REDACTED]

Blaine

[REDACTED]

> Magdalen Blessey Bickford  
>  
> direct:  
> fax:  
> email:  
> office:  
>

> (504) 596-2726  
> (504) 910-6944  
> mbickford@mcglinchey.com  
> 601 Poydras St, Ste 1200 | New Orleans, LA 70130  
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> vcard<<http://www.mcglinchey.com/professionals/vCard.aspx?attorney=690>>  
> | [www.mcglinchey.com](http://www.mcglinchey.com)<<http://www.mcglinchey.com>> |  
> [www.cafalawblog.com](http://www.cafalawblog.com)<<http://www.cafalawblog.com>>  
>  
>  
>  
> From: Chunlin Leonhard [mailto:[leonhard@loyno.edu](mailto:leonhard@loyno.edu)]  
> Sent: Saturday, May 07, 2016 8:57 AM  
> To: Bickford, Mag; [blecesne@loyno.edu](mailto:blecesne@loyno.edu); Chunlin Leonhard;  
> [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com); Richard F. Cortizas; Rachel Wisdom;  
> Alysia Loshbaugh; Paul Barron; Carol Whelan; Ann Salzer; Kiki Huston



[REDACTED]

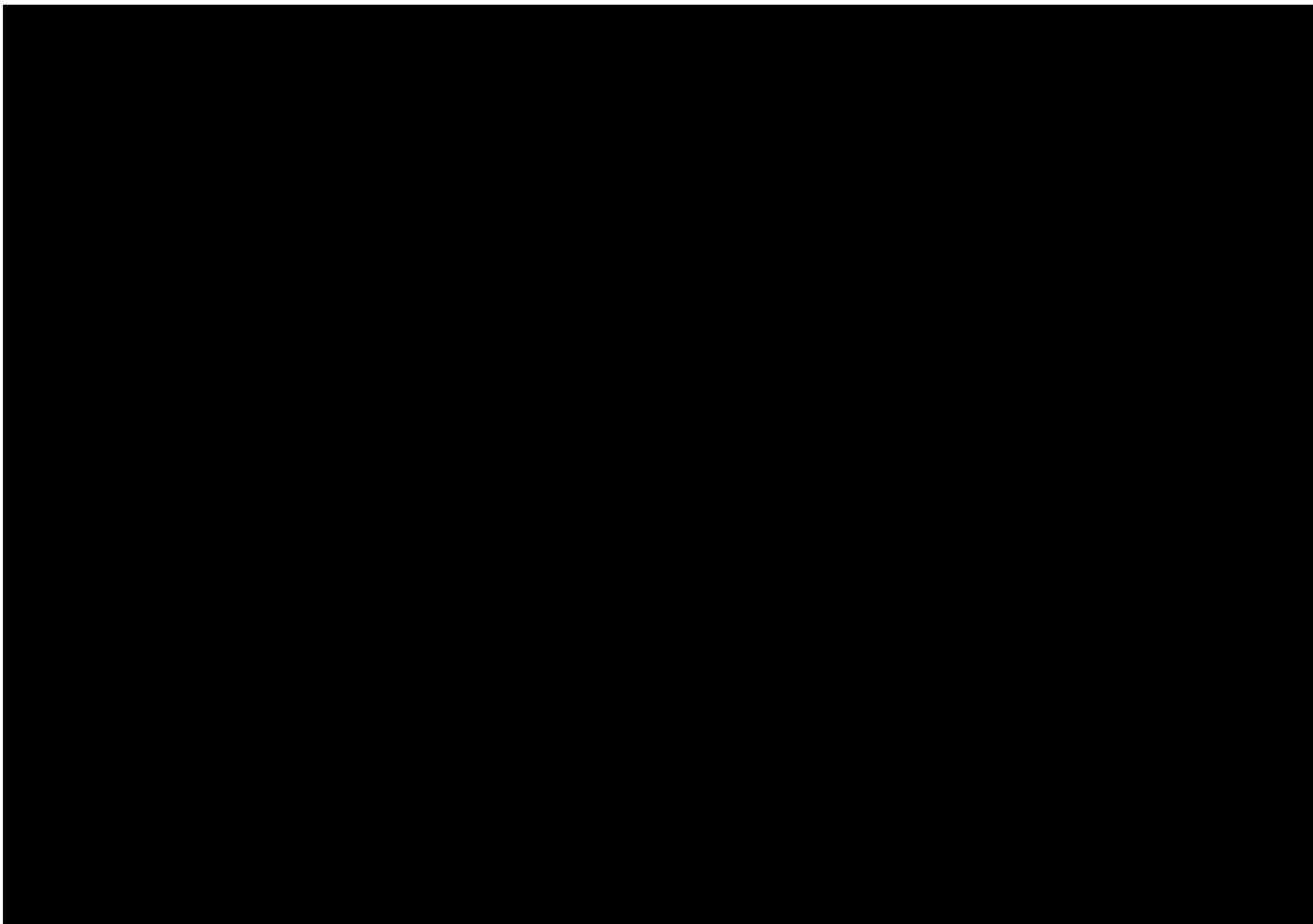
>  
> From: Bickford, Mag [mailto:mbickford@mcglinchey.com]  
> Sent: Saturday, May 07, 2016 8:43 AM  
> To: blecesne@loyno.edu<mailto:blecesne@loyno.edu>; Chunlin Leonhard  
> <leonhard@loyno.edu<mailto:leonhard@loyno.edu>>;  
> reuben.teague@prudential.com<mailto:reuben.teague@prudential.com>;  
> Richard F. Cortizas [REDACTED];  
> Rachel Wisdom  
> <rwisdom@stonepigman.com<mailto:rwisdom@stonepigman.com>>; Alysia  
> Loshbaugh [REDACTED]; Paul  
> Barron <pbarron@tulane.edu<mailto:pbarron@tulane.edu>>; Carol Whelan  
> <cwhelan@tulane.edu<mailto:cwhelan@tulane.edu>>; Ann Salzer  
> <asalzer@tulane.edu<mailto:asalzer@tulane.edu>>; Kiki Huston

[REDACTED]

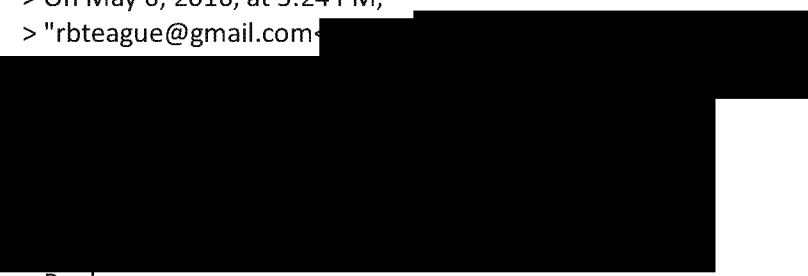
>  
>  
> Sent from my iPhone  
>  
> Begin forwarded message:  
> From: <rbteague@[REDACTED]>  
> Date: May 7, 2016 at 5:49:53 AM CDT  
> To: "Bickford, Mag"  
> <mbickford@mcglinchey.com<mailto:mbickford@mcglinchey.com>>

[REDACTED]

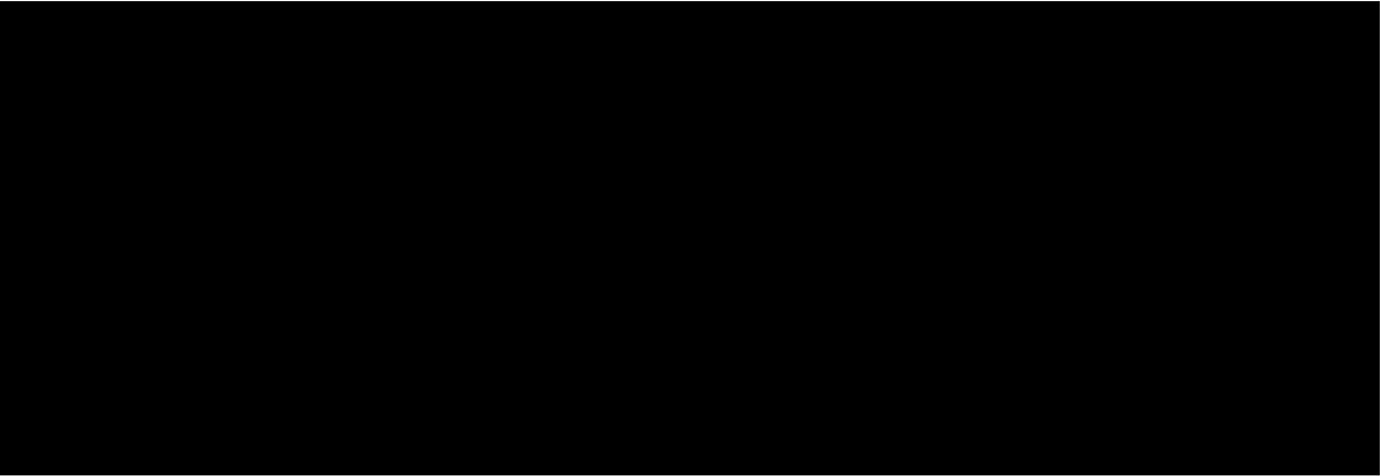
>  
> Sent from my iPhone  
>  
> On May 6, 2016, at 11:45 PM, Bickford, Mag  
> <mbickford@mcglinchey.com<mailto:mbickford@mcglinchey.com>> wrote:



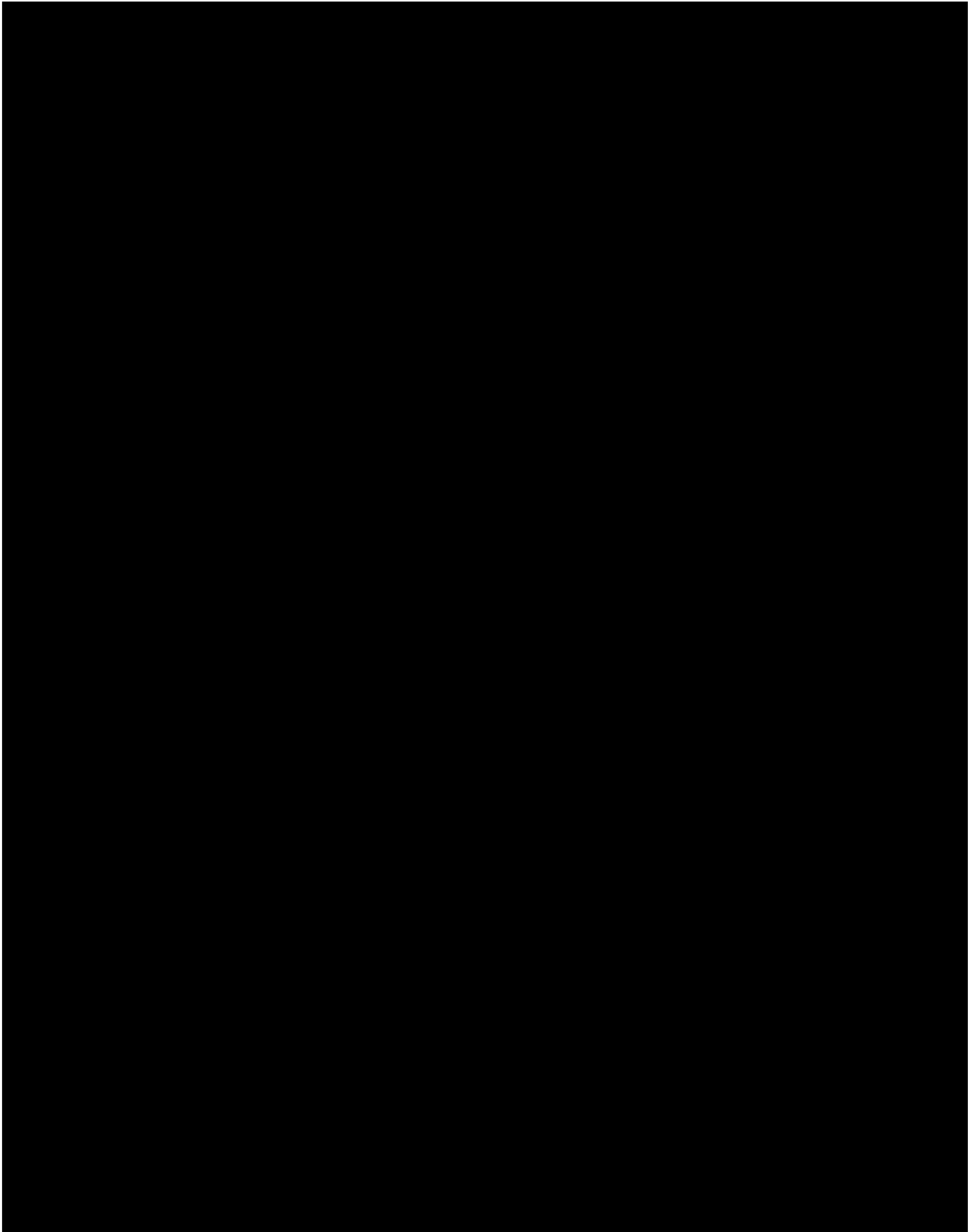
>  
> Sent from my iPhone  
>  
> On May 6, 2016, at 5:24 PM,  
> "rbteague@gmail.com"



> Reuben

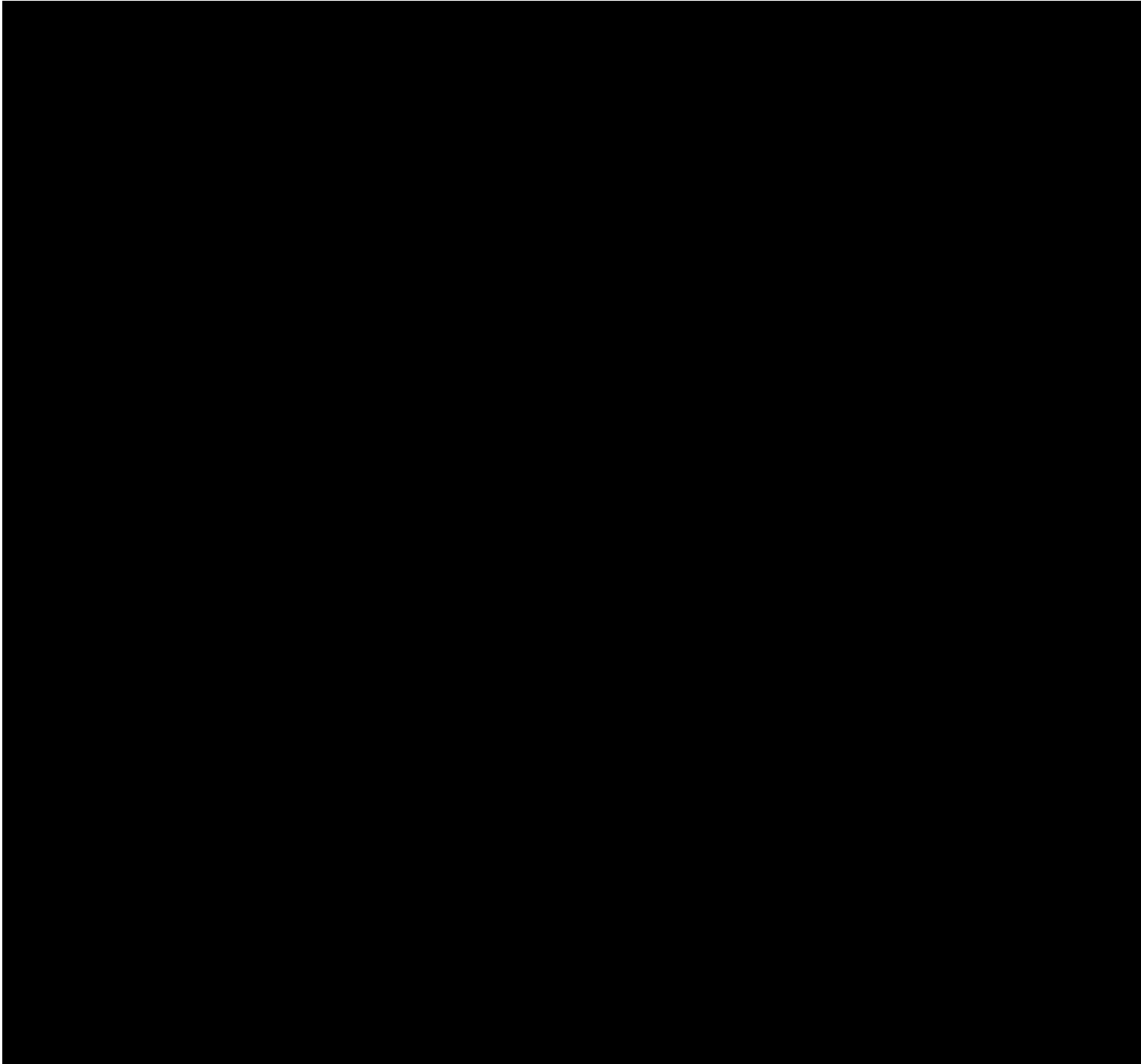








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> [www.CafaLawBlog.com](http://www.cafalawblog.com)<<http://www.cafalawblog.com>>  
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> New York, Ohio, Texas, and Washington DC and McGlinchey Stafford, LLP  
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>



## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Saturday, May 07, 2016 4:11 PM  
**To:** Chunlin Leonhard  
**Cc:** lmoore@loyno.edu; Jim Klebba; Blaine Lecesne; Andrea Armstrong  
**Subject:** Re: FW: Fraudulent NLRB "elections"

Larry,

As you know, Chunlin and I both sit on the Lusher Charter Board and I have been the Board's President since the school's inception in 2006. Recently, the teachers at Lusher submitted a petition to unionize and each of us voted to recognize the union. As a result, I have been subject to a number of personal attacks from the anti-union side and now Chunlin is experiencing the same thing with Mr. Rusovich's threats. It is unfortunate that things have sunk to this level, but I do hope you support Chunlin and do not capitulate to this extortion.

As is plain from Mr. Rusovich's extremist anti-union invective, he is being very unreasonable and punitive towards Chunlin, who has done nothing more than fulfill her fiduciary responsibility as a Lusher Board member.

Please let me know if you would like to discuss this any further.

Blaine

> Dear Larry,

> Please see the response to my email below. As you know, I am a member of

> the Lusher Board. This is a blatant attempt to shut me up in the current

> battle of Lusher unionization. I am really disappointed that the > Lusher

administration is trying to stop at nothing to defeat the unionization efforts of the Lusher teachers. I am happy to give you more context if you would like to. I am copying Blaine and Andrea on this email because

> they are well aware of the issues. Blaine is still on the Board, but Andrea resigned recently.

> The claims in his email are simply not true. Ben Franklin was > unionized

last year and its ranking went up nationally by 27 points, now at 53 nationally while Lusher is #206. If Lusher is unionized, the teachers would negotiate with the administration for a contract. The

> administration has total control on how to structure the contract.

> That

is what Ben Franklin did. The kneejerk reaction against union is not reality based. I am really surprised by his current claims because when

> we talked, he actually agreed that if the cost of fighting voluntary recognition is too high, it may be better to work with the union. He must

> have had a meeting with Kathy Riedlinger, who is the CEO of Lusher and who  
> is waging a ruthless battle against the union recklessly, while the Board  
> is paralyzed.  
> I am strongly opposed to agreeing to his request for a different  
> faculty member. I would like to take the position that it is me or nobody. I am  
> prepared to try one more time to talk to him before I make everything public. Caving in to his request would be contrary to everything that we  
> stand for and agree with him that I did something wrong. My  
> conscience is  
> absolutely clear and I tried, and I'm still trying, to do the best I  
> can  
for Lusher despite the hostility and intimidation. The administration's position is in danger of damaging the school.  
> I hope I have your support on this. Please let me know. I will wait  
for  
> your response before I respond to him.  
> Sincerely,  
> Chunlin  
> -----Original Message-----  
> From: Gregory Rusovich [mailto:GRusovich@tdintlgrou.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 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  
>> [REDACTED]; ICE Suzanne Rusovich [REDACTED]  
Subject: Fraudulent NLRB "elections"  
>> Chunlin, I have since investigated your position and background as  
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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 officially notify you that we are stalling our Scholarship program until we can further discuss as a family. Plse 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



## Chunlin Leonhard

---

**From:** Richard Cortizas [REDACTED]  
**Sent:** Saturday, May 07, 2016 4:04 PM  
**To:** blecesne@loyno.edu  
**Cc:** Chunlin Leonhard; pbarron@tulane.edu; Rachel Wisdom; reuben.teague@prudential.com; alosbaugh [REDACTED]; Ann Salzer; Kiki Huston; cwhelan@tulane.edu  
**Subject:** Re: Fraudulent NLRB "elections"

Understand. Thank you.

Sent from my iPhone

> On May 7, 2016, at 3:13 PM, blecesne@loyno.edu wrote:

>  
> Greg Rusovich is a member of the Business Council of New Orleans and a  
> very good friend of Kathy. Kathy has routinely called upon him (and  
> sometimes the BCNO) over the years to assist her with various high  
> profile Lusher related issues. I know because she often apprised me of  
> these instances over the years.

>  
> Blaine

>  
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>> my earlier response to Greg. Some additional context for our conversation:  
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>> program on April 26, to discuss the scholarship that his family has  
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>> contentious election is too high and since majority of the teachers  
>> wanted to be recognized, it would be better to avoid a nasty fight.  
>> I remember Greg commenting that that was a reasonable approach. That  
>> is why I was shocked by his claims in his email.

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>> Rick, just for the record, I have never taken a pro union position,  
>> either privately or publicly. For me, it was always a cost/benefit  
>> analysis. I am a very pragmatic person and don't believe in fighting

>> useless battles, especially where it could hurt us. [REDACTED]

[REDACTED] In my memo that I circulated to the  
>> Board, I pointed out that the unionization increases transaction cost  
>> and in an ideal world, we could do without a union. When the  
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>> I appreciate your offer to intervene. I am giving you the context so  
>> that you know what happened. I am grateful to your offer, but I  
>> think that the damage has already been done, to my tremendous regret.

>>  
>> Sincerely,

>>  
>> Chunlin

>>  
>> -----Original Message-----

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

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>> Dear Greg,

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>> for recognition are some of the best teachers that Lusher has.

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>> ulterior motives other than to serve the best interest of Lusher, as  
>> I am obligated to do as a member of the Board.  
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>> wonderful opportunity that your family has been so generously giving  
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>> 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  
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>> 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

>> [REDACTED]; ICE Suzanne Rusovich [REDACTED]

>> Subject: Fraudulent NLRB "elections"

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>> Chunlin, I have since investigated your position and background as  
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>> 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  
>  
>

## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Saturday, May 07, 2016 3:14 PM  
**To:** Chunlin Leonhard  
**Cc:** Richard F. Cortizas; pbarron@tulane.edu; Rachel Wisdom; reuben.teague@prudential.com; alosbaugh [REDACTED] Ann Salzer; Blaine Lecesne; Kiki Huston; cwhelan@tulane.edu  
**Subject:** Re: FW: Fraudulent NLRB "elections"

Greg Rusovich is a member of the Business Council of New Orleans and a very good friend of Kathy. Kathy has routinely called upon him (and sometimes the BCNO) over the years to assist her with various high profile Lusher related issues. I know because she often apprised me of these instances over the years.

Blaine

> Dear Rick,  
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> Thanks for your inquiry. To answer your question, I am forwarding you  
> my earlier response to Greg. Some additional context for our conversation:  
> I met Greg together with my colleague Jim Klebba at a private  
> breakfast meeting related to my job as the director of the LL.M.  
> program on April 26, to discuss the scholarship that his family has  
> created in honor of his father for a law student of Serbian decent to study at our LL.M. program.  
> That scholarship is what Greg is threatening to cancel right now.  
> During the meeting, the topic came up about Lusher and the union  
> petition. Greg mentioned to me that he is a good friend of Kathy's.  
> I mentioned to him that Kathy is probably unhappy with me because I  
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> contentious election is too high and since majority of the teachers  
> wanted to be recognized, it would be better to avoid a nasty fight. I  
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> Rick, just for the record, I have never taken a pro union position,  
> either privately or publicly. For me, it was always a cost/benefit  
> analysis. I am a very pragmatic person and don't believe in fighting  
> useless battles, especially where it could hurt us. [REDACTED]  
> [REDACTED]  
> [REDACTED]  
> [REDACTED] In my memo that I circulated to the Board, I  
> pointed out that the unionization increases transaction cost and in an  
> ideal world, we could do without a union. When the teachers presented  
> their petition, it was too late for us to try to do anything. My  
> position has always been trying to prevent a not ideal situation from getting worse. I think this situation has

> finally gotten a lot worse. This kind of conduct is exactly what I was  
> worried about. Actually, I underestimated again how low it would sink.

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> I appreciate your offer to intervene. I am giving you the context so  
> that you know what happened. I am grateful to your offer, but I think  
> that the damage has already been done, to my tremendous regret.

>  
> Sincerely,

>  
> Chunlin

>  
> -----Original Message-----

> From: Chunlin Leonhard [mailto:leonhard@loyno.edu]

> Sent: Saturday, May 07, 2016 12:12 PM

> To: Gregory Rusovich <GRusovich@tdintlgrou.com>; leonhard@loyno.edu

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

> [REDACTED] ICE Suzanne Rusovich [REDACTED]

> Subject: RE: Fraudulent NLRB "elections"

>  
> 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  
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> I have always tried to behave honestly and credibly. If you have  
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> truly enjoyed meeting you that day.

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> I understand that this issue is polarizing and reasonable good people  
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> Finally, I would hate to see our students being deprived of the  
> wonderful opportunity that your family has been so generously giving  
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> be able to find it within your hearts to tolerate our differences in  
> opinion and continue your support of our Serbian students despite our  
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> 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.

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> 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.

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> Thank you very much,

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> 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

> [REDACTED]; ICE Suzanne Rusovich [REDACTED]

> 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  
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> children, and we do not need outside union lackies converging on our  
> beloved community to take us back to a broken system. The entire  
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> 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

>



## Chunlin Leonhard

---

**From:** Richard Cortizas <[REDACTED]>  
**Sent:** Saturday, May 07, 2016 2:57 PM  
**To:** Chunlin Leonhard  
**Cc:** pbarron@tulane.edu; Rachel Wisdom; reuben.teague@prudential.com; alosbau [REDACTED] Ann Salzer; Blaine Lecesne; Kiki Huston; cwhelelan@tulane.edu  
**Subject:** Re: Fraudulent NLRB "elections"  
**Flag Status:** Flagged

Thank you, Chunlin, for that background. It is indeed extremely regrettable that it has gotten to this point. I'll speak with Greg and get his side. Thanks again. Richard

Sent from my iPhone

> On May 7, 2016, at 2:39 PM, Chunlin Leonhard <leonhard@loyno.edu> wrote:

>  
> Dear Rick,  
>  
> Thanks for your inquiry. To answer your question, I am forwarding you  
> my earlier response to Greg. Some additional context for our conversation:  
> I met Greg together with my colleague Jim Klebba at a private  
> breakfast meeting related to my job as the director of the LL.M.  
> program on April 26, to discuss the scholarship that his family has  
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> finally gotten a lot worse. This kind of conduct is exactly what I was  
> worried about. Actually, I underestimated again how low it would sink.

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[REDACTED]

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> that the damage has already been done, to my tremendous regret.

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> Sincerely,

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> Chunlin

>

> -----Original Message-----

> From: Chunlin Leonhard [mailto:leonhard@loyno.edu]

> Sent: Saturday, May 07, 2016 12:12 PM

> To: Gregory Rusovich <GRusovich@tdintlgrou.com>; leonhard@loyno.edu

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

> [REDACTED] ICE Suzanne Rusovich [REDACTED]

> Subject: RE: Fraudulent NLRB "elections"

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> Sincerely,

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> Chunlin Leonhard

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> 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

> [REDACTED]; ICE Suzanne Rusovich [REDACTED]

> Subject: Fraudulent NLRB "elections"

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> deem appropriate. We are also  
> investigating moving our program to Tulane. Regards, Greg

>

> Sent from my iPhone

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, May 07, 2016 2:39 PM  
**To:** Richard F. Cortizas  
**Cc:** pbarron@tulane.edu; Rachel Wisdom; reuben.teague@prudential.com; alosbau [REDACTED] Ann Salzer; Blaine Lecesne; Kiki Huston; cwhelan@tulane.edu  
**Subject:** FW: Fraudulent NLRB "elections"

Dear Rick,

Thanks for your inquiry. To answer your question, I am forwarding you my earlier response to Greg. Some additional context for our conversation: I met Greg together with my colleague Jim Klebba at a private breakfast meeting related to my job as the director of the LL.M. program on April 26, to discuss the scholarship that his family has created in honor of his father for a law student of Serbian decent to study at our LL.M. program. That scholarship is what Greg is threatening to cancel right now. During the meeting, the topic came up about Lusher and the union petition. Greg mentioned to me that he is a good friend of Kathy's. I mentioned to him that Kathy is probably unhappy with me because I advocated for the voluntary recognition of the union. I explained to Greg that I took that approach because I felt that the cost of a contentious election is too high and since majority of the teachers wanted to be recognized, it would be better to avoid a nasty fight. I remember Greg commenting that that was a reasonable approach. That is why I was shocked by his claims in his email.

Rick, just for the record, I have never taken a pro union position, either privately or publicly. For me, it was always a cost/benefit analysis. I am a very pragmatic person and don't believe in fighting useless battles, especially where it could hurt us. [REDACTED]

[REDACTED] In my memo that I circulated to the Board, I pointed out that the unionization increases transaction cost and in an ideal world, we could do without a union. When the teachers presented their petition, it was too late for us to try to do anything. My position has always been trying to prevent a not ideal situation from getting worse. I think this situation has finally gotten a lot worse. This kind of conduct is exactly what I was worried about. Actually, I underestimated again how low it would sink.

[REDACTED]

I appreciate your offer to intervene. I am giving you the context so that you know what happened. I am grateful to your offer, but I think that the damage has already been done, to my tremendous regret.

Sincerely,

Chunlin

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

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

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 [REDACTED]; ICE Suzanne Rusovich [REDACTED]

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 officially notify you that we are stalling our Scholarship program until we can further discuss as a

family. Plse 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

## Chunlin Leonhard

---

**From:** Richard Cortizas [REDACTED]  
**Sent:** Saturday, May 07, 2016 1:57 PM  
**To:** Chunlin Leonhard  
**Cc:** pbarron@tulane.edu; Rachel Wisdom; reuben.teague@prudential.com; aloschbaug [REDACTED]; Ann Salzer; Kiki Huston; Blaine Lecesne; cwhelelan@tulane.edu  
**Subject:** Re: Fraudulent NLRB "elections"

Hi Chunlin,

I know Greg very well and will call him to discuss. However, it appears and reads from the below messages that you were apparently speaking at business breakfast about the pro-union position? Is that correct? If not, can you provide and clarify the context in which you were presenting your position at a breakfast- and exactly what your position was? I am also happy to ask Greg what the context was if you'd like?

Thanks.  
Richard

Sent from my iPhone

> On May 7, 2016, at 12:18 PM, Chunlin Leonhard <leonhard@loyno.edu> wrote:

>  
> Please see below an attempt to silence me by resorting to impugning my  
> character and credibility in front of the business community and  
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> unionization issue.

>  
> I will get to the bottom of this and will not be silenced!

>  
> Sincerely,

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> 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  
> [REDACTED]; ICE Suzanne Rusovich [REDACTED]  
> Subject: Fraudulent NLRB "elections"

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> investigating moving our program to Tulane. Regards, Greg  
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> Sent from my iPhone

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

From: Chunlin Leonhard [mailto:leonhard@loyno.edu]

Sent: Saturday, May 07, 2016 12:12 PM

To: Gregory Rusovich <GRusovich@tdintlgrou.com>; leonhard@loyno.edu

Cc: Jim Klebba <klebba@loyno.edu>; Marilyn Rusovich [REDACTED]; ICE Suzanne Rusovich [REDACTED]

Subject: RE: Fraudulent NLRB "elections"

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 <[REDACTED]> 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 officially notify you that we are stalling our Scholarship program until we can further discuss as a family. Plse 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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, May 07, 2016 1:22 PM  
**To:** lmoore@loyno.edu  
**Cc:** Jim Klebba; Blaine Leecesne; Andrea Armstrong  
**Subject:** FW: Fraudulent NLRB "elections"

Dear Larry,

Please see the response to my email below. As you know, I am a member of the Lusher Board. This is a blatant attempt to shut me up in the current battle of Lusher unionization. I am really disappointed that the Lusher administration is trying to stop at nothing to defeat the unionization efforts of the Lusher teachers. I am happy to give you more context if you would like to. I am copying Blaine and Andrea on this email because they are well aware of the issues. Blaine is still on the Board, but Andrea resigned recently.

The claims in his email are simply not true. Ben Franklin was unionized last year and its ranking went up nationally by 27 points, now at 53 nationally while Lusher is #206. If Lusher is unionized, the teachers would negotiate with the administration for a contract. The administration has total control on how to structure the contract. That is what Ben Franklin did. The kneejerk reaction against union is not reality based. I am really surprised by his current claims because when we talked, he actually agreed that if the cost of fighting voluntary recognition is too high, it may be better to work with the union. He must have had a meeting with Kathy Riedlinger, who is the CEO of Lusher and who is waging a ruthless battle against the union recklessly, while the Board is paralyzed.

I am strongly opposed to agreeing to his request for a different faculty member. I would like to take the position that it is me or nobody. I am prepared to try one more time to talk to him before I make everything public. Caving in to his request would be contrary to everything that we stand for and agree with him that I did something wrong. My conscience is absolutely clear and I tried, and I'm still trying, to do the best I can for Lusher despite the hostility and intimidation. The administration's position is in danger of damaging the school.

I hope I have your support on this. Please let me know. I will wait for your response before I respond to him.

Sincerely,

Chunlin

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

**From:** Gregory Rusovich [mailto:GRusovich@tdintlgroup.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 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  
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> 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

> [REDACTED]; ICE Suzanne Rusovich <[REDACTED]>

> Subject: Fraudulent NLRB "elections"

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> 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

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> Sent from my iPhone

## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Saturday, May 07, 2016 12:36 PM  
**To:** Chunlin Leonhard  
**Cc:** pbarron@tulane.edu; Rachel Wisdom; reuben.teague@prudential.com; Richard F. Cortizas; alosbaugh [REDACTED]; Ann Salzer; Kiki Huston; Blaine Lecesne; cwhelan@tulane.edu  
**Subject:** Re: FW: Fraudulent NLRB "elections"

This is a form of extortion and we need to be truthful with ourselves as to the origins of this pathology which is consistent with prior personal attacks against other Board members. Do we just let this continue without speaking out against it? It's just plain wrong to pretend we do not know what is happening or who is responsible for it.

Blaine

> Please see below an attempt to silence me by resorting to impugning my  
> character and credibility in front of the business community and  
> undermining a Loyola program that has nothing to do with the  
> unionization issue.

>  
> I will get to the bottom of this and will not be silenced!

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> Sincerely,  
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> 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

> [REDACTED] ICE Suzanne Rusovich [REDACTED]

> Subject: Fraudulent NLRB "elections"

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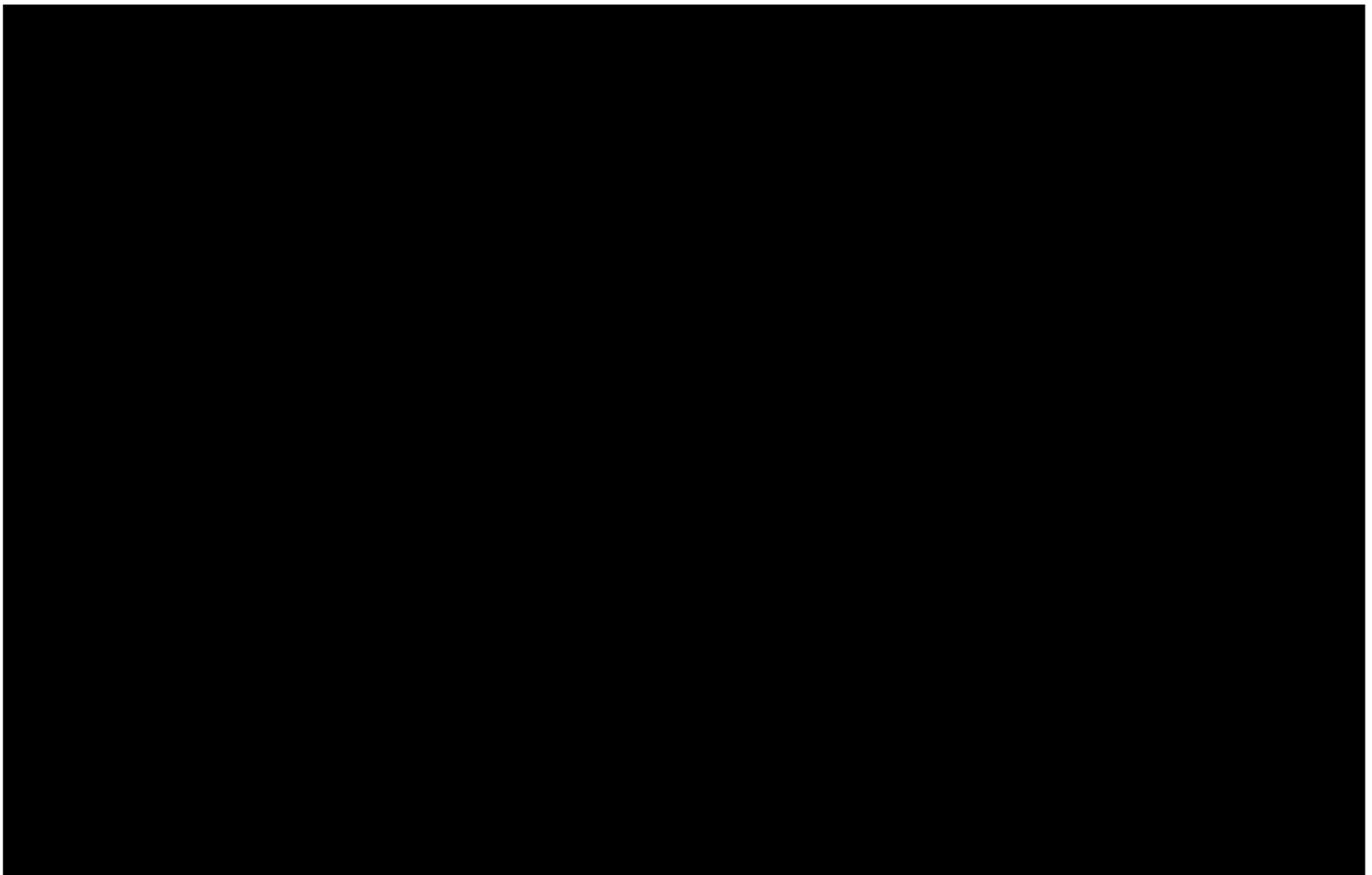


## Chunlin Leonhard

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**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, May 07, 2016 12:34 PM  
**To:** Bickford, Mag  
**Cc:** Blaine Lecesne; reuben.teague@prudential.com; cwhelan@tulane.edu; alosbaugh@gmail.com; Ann Salzer; Rachel Wisdom; Richard F. Cortizas; Kiki Huston; pbarron@tulane.edu  
**Subject:** [REDACTED]

Dear Mag,



Chunlin Leonhard

---

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]  
**Sent:** Friday, May 06, 2016 2:50 PM  
**To:** pbarron@tulane.edu; 'Kiki Huston' <[REDACTED]>; 'Wisdom, Rachel W.' <RWisdom@stonepigman.com>; 'reuben.teague@prudential.com' <reuben.teague@prudential.com>; 'Richard Cortizas' <[REDACTED]>; alosbaugh@[REDACTED]; 'Ann K Salzer' <asalzer@tulane.edu>; cwhelan@tulane.edu; Blaine Lecesne

<blecesne@loyno.edu>

**Subject:** Response to Paul's Position re. Lusher's Board's Neutrality Policy and Lusher Administrative Conduct

Dear Paul:


Since I drafted the Board Resolution you interpreted below, I feel obligated to respond. In deference to our open meeting laws, I am only sharing my views for the sake of the record and I am not soliciting any comments on this issue.

I agree with your summary of the situation leading up to the Board's adoption of the Board Resolution. I disagree strongly with your interpretation of the language of the Board Resolution and the neutrality policy embodied therein. You reached your desired conclusion only by ignoring the context of the Board Resolution and by rephrasing the Resolution language. A critical document and information that you did not mention in your discussion is the Lusher By-Laws that govern all affairs and business of the corporation. The By-Laws place the duty on the Board to "set the polices of the Corporation, ... to supervise and control the affairs and activities of the Corporation, and may adopt positions on issues of substance related to the purpose of the Corporation." (Article IV(A)).

You concluded that the Board Resolution clause "expressly states that the administration may not only share information but also their views, *whatever they may be.*" (emphasis added). That is not what the Board Resolution says. The Resolution recognizes that "school administrators may share all information and views, *as permitted by law*, that they deem necessary or appropriate for *all Lusher teachers to make a sound and fully informed decision*;" (emphasis added). The highlighted language limits the administrators' information and views to those consistent with the laws (both national labor relations and corporate governance laws) and aimed at allowing all Lusher teachers to make an informed decision, not to intimidate them into voting against union. By taking the anti-union position in such public and hostile manner, the Lusher administrators clearly violated the language and the spirit of the Board Resolution.

You also seem to say that Rachel's suggestion to add the word "views" to the sentence and my agreement to it meant somehow that the Board Resolution intends to give the administrators' unfettered authority to engage in anti-union activities. First of all, the word "views" is limited by the entire sentence. Second, I never suspected that Rachel's addition of the word "views" is really intended to allow (as you seem to say) the administrators to express their views contrary to the expressed corporate policy. As lawyers, I assumed that we all have some basic knowledge and understanding of corporate law and the relationship between the Board and the administrators. I certainly have been very vocal about the Board's role as the governing entity here. I have pointed out many times that the Board is the governing entity. To arrive at the conclusion you drew from my agreement, I would have to assume that Rachel was willing to abdicate the Board's fiduciary duty to "supervise and control the affairs and activities of the Corporation" and allow the administrators to conduct the business and affairs of the corporation in direct violation of the expressed neutrality policy. I did not and had no reason to make that


extraordinary assumption. Based on the express language of the Board Resolution, the administrators could have provided information and expressed their views consistent with the Board Resolution, for example, by making sure that the employees have the correct information and data, by nurturing a supportive and empathetic atmosphere wherein all teachers feel safe to express their views and feel that they are being heard. By espousing their anti union views in such an open and hostile manner, the administrators are doing exactly the opposite, and recklessly so.



You also supported your conclusion by relying on general principles of statutory construction. You suggested that the specific (instead of the general) provision should control the interpretation. As I pointed out earlier, you only reached your conclusion by omitting and/or rephrasing the language of the applicable provision. There is also another venerable general rule of statutory construction: All words of the statute have to be construed in such a way so that it does not lead to absurd results. Your construction of the language would have essentially meant that the Board would be abdicating its responsibility under our By-Laws and let the administrators run the Corporation.

You are correct that I understood that the administrators were anti-union. Kathy made no secret of that. That is the very reason that I thought it was necessary to spell out the Board's expectations in light of the expressed views of majority of the Board members. All the Board members who appeared on the April 28 meeting voted to adopt the resolution. I personally wanted to avoid a divisive battle which would have caused long lasting damage. I had hoped that the administrators would keep the best interests of Lusher in mind and work with its own employees to find the best solution in light of the expressed Board policy.

I underestimated the extent to which the administration would go to resist unionization. I cannot believe that the administrators would try to demonize their own teachers publicly, the very people who helped build Lusher to what it is today. Contrary to what you may believe, I am not a big fan of union because of the increased transactional costs. I wish we had taken whatever steps necessary to avoid this unionization efforts.



Now that it is too late, the least we can do is to try to salvage the situation and preserve the Lusher institution. That apparently is too much to expect.

Finally, your email today transmitted to all the administrators has simply provided additional fuel for their anti-union position. Your personal views (unsupported by the Board Resolution and the corporate law) give the administrators' permission to be even more aggressive in their anti-union messages. I find that extremely regrettable.

I strongly believe, as I have always done, that it is not in the best interests of Lusher to allow this anti-union efforts to continue. It interjects toxicity into the environment, divides the teachers, and incites hostility all around. It is this Board's duty to enforce its own policy. Failure to do so is a violation of this Board's fiduciary duty to the Corporation.

Sincerely,

Chunlin Leonhard

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)] **On Behalf Of** Barron, Paul L  
**Sent:** Friday, May 06, 2016 10:48 AM  
**To:** Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>; Wisdom, Rachel W. <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Cc:** Richard Cortizas <[REDACTED]>; Alysia Loshbaugh <[REDACTED]>  
**Subject:** [Lusher] Neutrality Policy

Dear Board Members,

I have tried to refrain from the email discussion regarding the impending NLRB union election so as to not further exacerbate the situation. While I know that some of you are less than happy with me, I hope that you will find my email only as a way to make my view known and I hope that it is not viewed as hyperbole.

We are obviously strongly divided on the method of resolving the issue of union representation of the Lusher teachers and other related employees. Five of us favored representation of the union without an election. As they indicated, they felt that the cost of the election route was hurtful for Lusher. In taking that position, these board members were not indicating whether or not they favor unions. Six of us felt that the assertion that a majority of the teachers preferred representation was unclear. As a result, they preferred the NLRB run election. As with the other five, the six board members were not indicating by their vote, their position as to whether or not they favor union representation of the Lusher teachers. There was a full discussion of the reasons for one route or the other. The vote resolved the election route Lusher should take. This issue has been resolved.

In my experience such as it is, the decision to go the election route indicated that the owner or the board of a private company was opposed to unionization. While some of us may have a

view regarding opposition to the union that is not what is happening in this case. Because of that division noted above, the board, at a special meeting, adopted a resolution that it would not take a position, referred to as the neutrality policy.

The neutrality policy states:

WHEREAS the consensus opinion of the Board is to allow all of the Lusher teachers an opportunity to be heard, consider all relevant information reasonably available, and to vote in a fair election;

I assume that all of the members of the board understood that the administrative team are opposed to unionization of Lusher's teachers because they felt it would be destructive for Lusher. The above provision raises the question as to whether the administration may voice their view in a public way.

I believe that the neutrality policy has two provisions that bear on that question. They are the following:

WHEREAS the Board desires to ensure that all of the teachers at Lusher can and should have an open, polite, rational discourse on the matter, free from any hostility, intimidation or undue pressure from anyone;

WHEREAS the Board therefore recognizes that school administrators may share all information and views, as permitted by law, that they deem necessary or appropriate for all Lusher teachers to make a sound and fully informed decision;

One could read the first provision as limiting views of only the teachers which does not include the administration. However, the second provision expressly states that the administration may not only share information but also their views, whatever they may be.

I note that the second provision was added to the initial draft of the neutrality policy. Rachel suggested the addition of the second provision which included the reference to "views". This inclusion was agreed to by the drafter of the policy.

For those of us who are lawyers, there is generally agreement that there are rules for resolving seemingly contrary provisions of the statute. One of those rules is that if the provision is general and one that is specific, the specific provision should be adhered to.

Obviously, I believe that the specific provision controls and allows administration to state its views so long as they are not in violation of the NLRB limitations. [REDACTED]

[REDACTED] I had not read the letter before it was sent but it does not seem to be in violation of the NLRB rules or the neutrality policy.

Again, I hope that this email is not viewed by anyone on the board as either impolite or strident.

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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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, May 07, 2016 12:18 PM  
**To:** pbarron@tulane.edu; Rachel Wisdom; reuben.teague@prudential.com; Richard F. Cortizas; alosbaugh [REDACTED]; Ann Salzer; Kiki Huston; Blaine Lecesne; cwhelan@tulane.edu  
**Subject:** FW: Fraudulent NLRB "elections"

Please see below an attempt to silence me by resorting to impugning my character and credibility in front of the business community and undermining a Loyola program that has nothing to do with the unionization issue.

I will get to the bottom of this and will not be silenced!

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 <[REDACTED]>; ICE Suzanne Rusovich <[REDACTED]>  
**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 officially notify you that we are stalling our Scholarship program until we can further discuss as a family. Plse 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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, May 07, 2016 12:12 PM  
**To:** Gregory Rusovich; leonhard@loyno.edu  
**Cc:** Jim Klebba; Marilyn Rusovich; ICE Suzanne Rusovich  
**Subject:** RE: Fraudulent NLRB "elections"

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 <[REDACTED]>; ICE Suzanne Rusovich  
[REDACTED]

Subject: Fraudulent NLRB "elections"

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Sent from my iPhone

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, May 07, 2016 12:12 PM  
**To:** Gregory Rusovich; leonhard@loyno.edu  
**Cc:** Jim Klebba; Marilyn Rusovich; ICE Suzanne Rusovich  
**Subject:** RE: Fraudulent NLRB "elections"

Dear Greg,

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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,

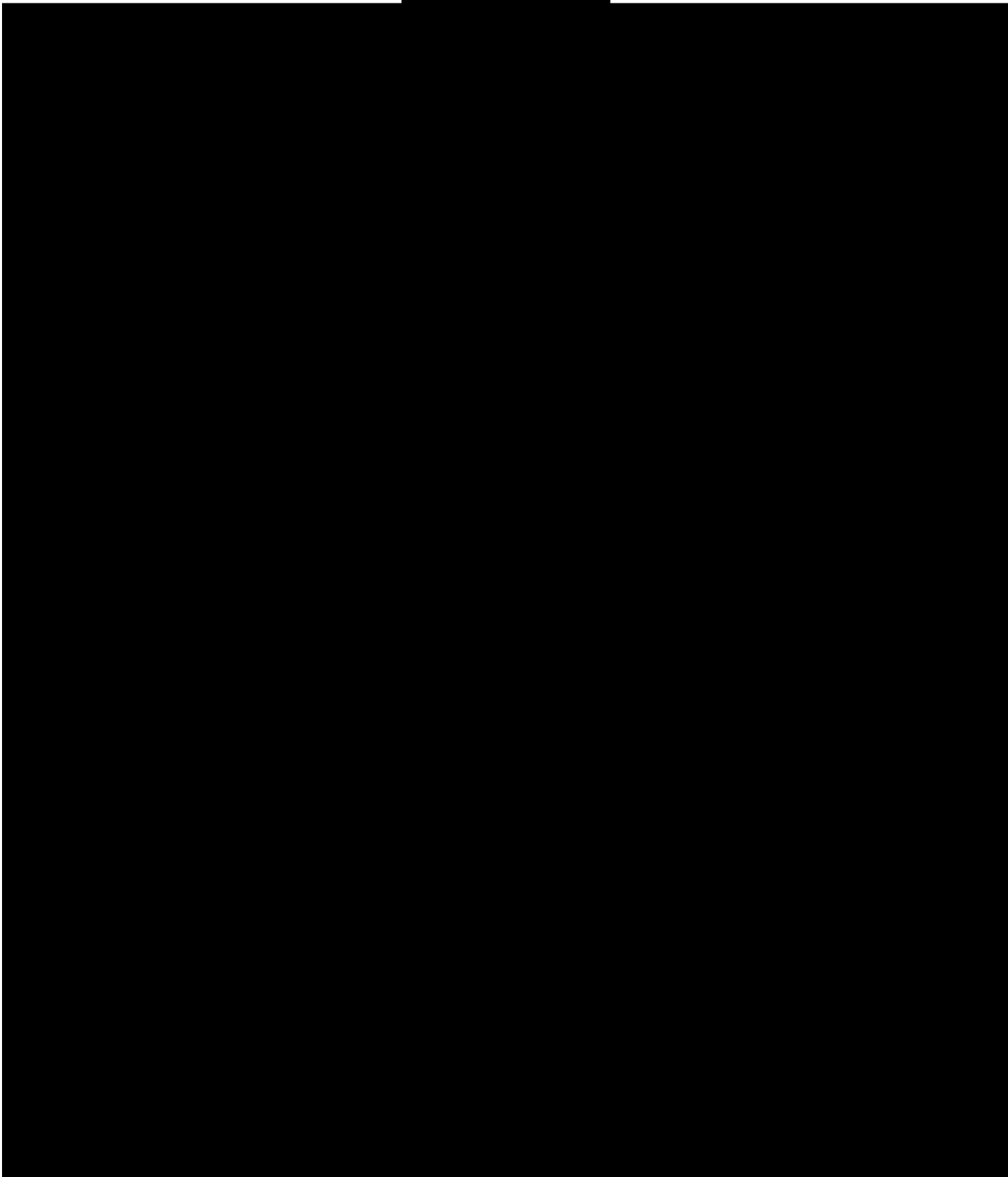
Chunlin Leonhard

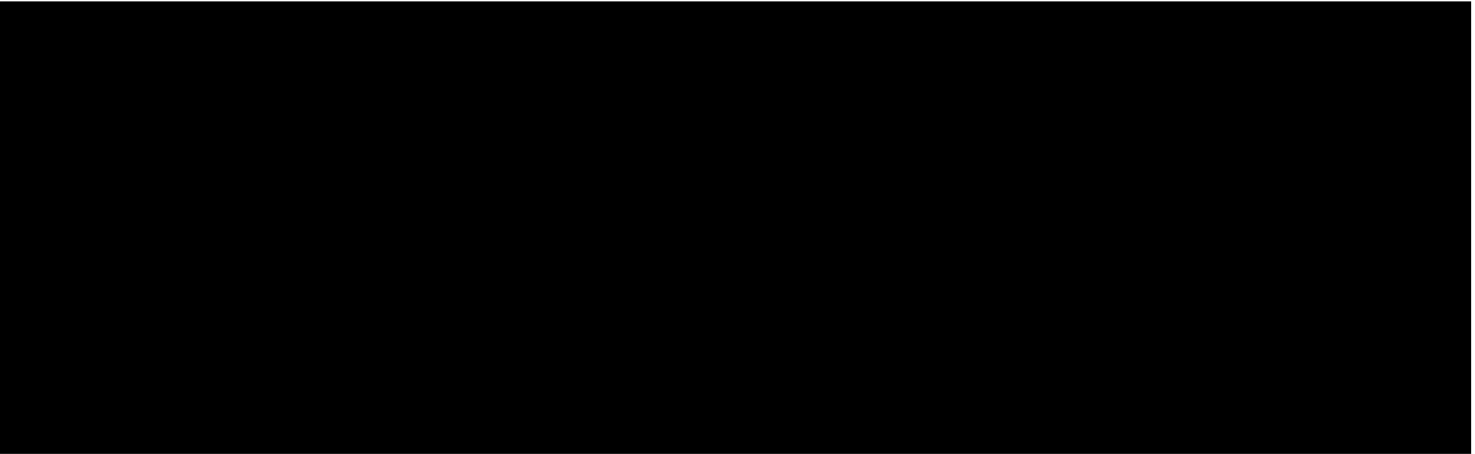
-----Original Message-----

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 <[REDACTED]>; ICE Suzanne Rusovich <[REDACTED]>  
Subject: Fraudulent NLRB "elections"

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Sent from my iPhone





## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, May 07, 2016 11:45 AM  
**To:** lmoore@loyno.edu  
**Cc:** Blaine Lecezne; James M. Klebba; Andrea Armstrong  
**Subject:** FW: Fraudulent NLRB "elections"

Dear Larry,

I just want to keep you posted of this disturbing email. The accusation of fraud is absolutely untrue. I will reach out to him and try to clarify the issues and figure out what he is talking about.

I will keep you posted.

Best regards,

Chunlin

-----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 <[REDACTED]> ICE Suzanne Rusovich  
[REDACTED]  
Subject: Fraudulent NLRB "elections"

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Sent from my iPhone

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Saturday, May 07, 2016 11:44 AM  
**To:** Wisdom, Rachel W.  
**Cc:** lusher-board-and-administrators@googlegroups.com; 'Bickford, Mag'  
**Subject:** Re: [Lusher] May 2016 AABE meeting notice.DOC

Please add teacher satisfaction and retention to the agenda.

Blaine

> Hi all  
>  
> Attached is a draft notice for the May meeting. Please let me know  
> whether there are an items to add, particularly action items.  
>  
> I have an executive session at the end for us to get advice from Mag  
> about the NLEB proceeding. If the present schedule holds, the election  
> will have taken place by then.  
>  
> I don't have any of the minutes for any of the meetings we've had over the  
> last couple of months prepared yet. I hope to have all of them done by  
> then, but am having trouble keeping up and may not. I will circulate  
> them when I have completed them.  
>  
>  
>  
> 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>.



## Chunlin Leonhard

---

**From:** Gregory Rusovich <GRusovich@tdintlgroup.com>  
**Sent:** Saturday, May 07, 2016 11:40 AM  
**To:** leonhard@loyno.edu  
**Cc:** Jim Klebba; Marilyn Rusovich; 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 officially notify you that we are stalling our Scholarship program until we can further discuss as a family. Plse 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

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Saturday, May 07, 2016 11:38 AM  
**To:** lusher-board-and-administrators@googlegroups.com; 'Bickford, Mag'  
**Subject:** [Lusher] May 2016 AABE meeting notice.DOC  
**Attachments:** May 2016 AABE meeting notice (3).DOC

Hi all

Attached is a draft notice for the May meeting. Please let me know whether there are any items to add, particularly action items.

I have an executive session at the end for us to get advice from Mag about the NLEB proceeding. If the present schedule holds, the election will have taken place by then.

I don't have any of the minutes for any of the meetings we've had over the last couple of months prepared yet. I hope to have all of them done by then, but am having trouble keeping up and may not. I will circulate them when I have completed them.

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>.

## Chunlin Leonhard

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**From:** Bickford, Mag <mbickford@mcglinchey.com>  
**Sent:** Saturday, May 07, 2016 10:41 AM  
**To:** Chunlin Leonhard; blecesne@loyno.edu; reuben.teague@prudential.com; Richard F. Cortizas; Rachel Wisdom; Alysia Loshbaugh; Paul Barron; Carol Whelan; Ann Salzer; Kiki Huston

**Subject:** [REDACTED]

### Magdalen Blessey Bickford

**direct:** (504) 596-2726  
**fax:** (504) 910-6944  
**email:** mbickford@mcglinchey.com  
**office:** 601 Poydras St, Ste 1200 | New Orleans, LA 70130



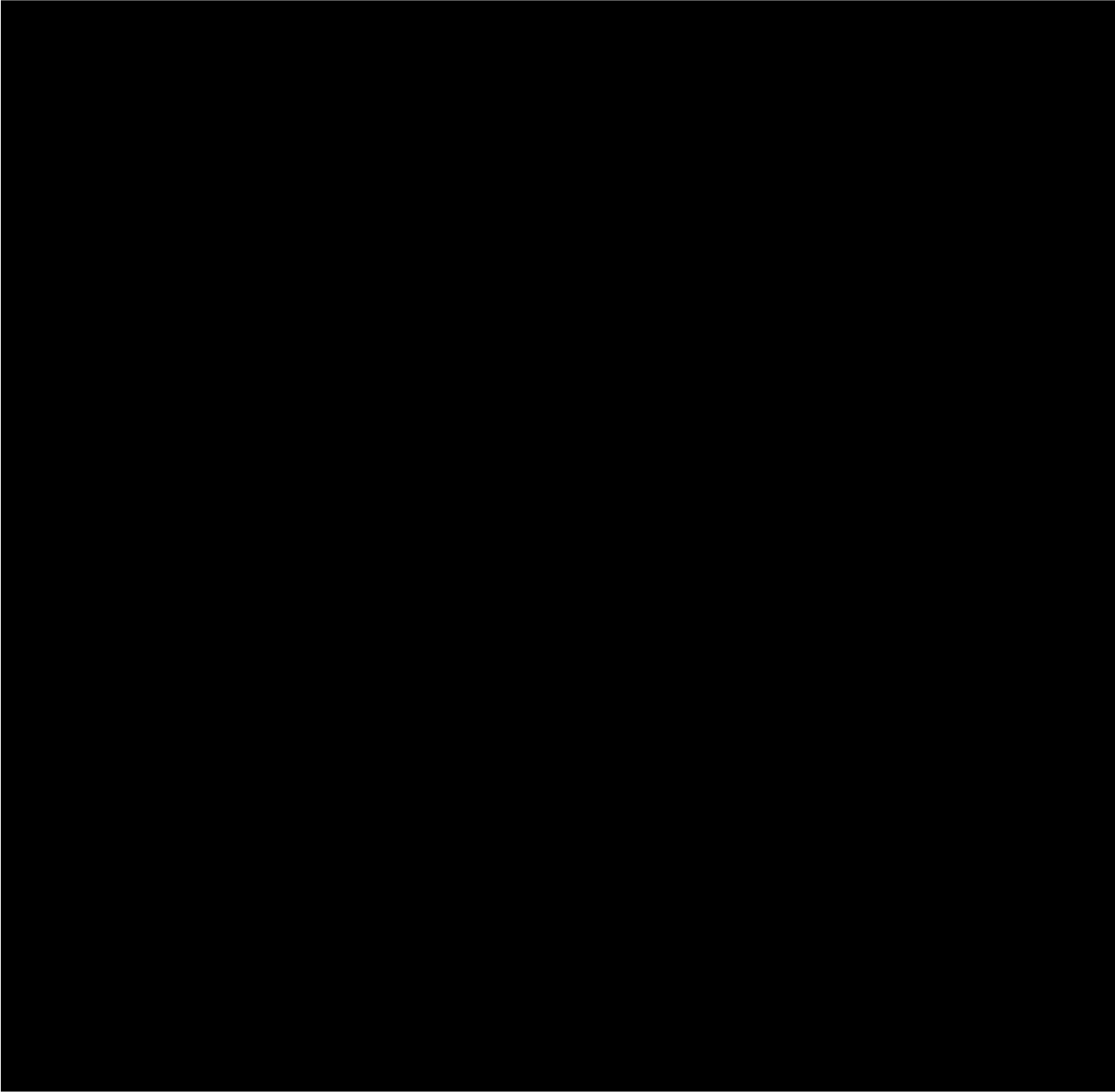
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[bio](#) | [vcard](#) | [www.mcglinchey.com](#) | [www.cafalawblog.com](#)

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**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]  
**Sent:** Saturday, May 07, 2016 8:57 AM  
**To:** Bickford, Mag; blecesne@loyno.edu; Chunlin Leonhard; reuben.teague@prudential.com; Richard F. Cortizas; Rachel Wisdom; Alysia Loshbaugh; Paul Barron; Carol Whelan; Ann Salzer; Kiki Huston



---

**From:** Bickford, Mag [<mailto:mbickford@mcglinchey.com>]

**Sent:** Saturday, May 07, 2016 8:43 AM

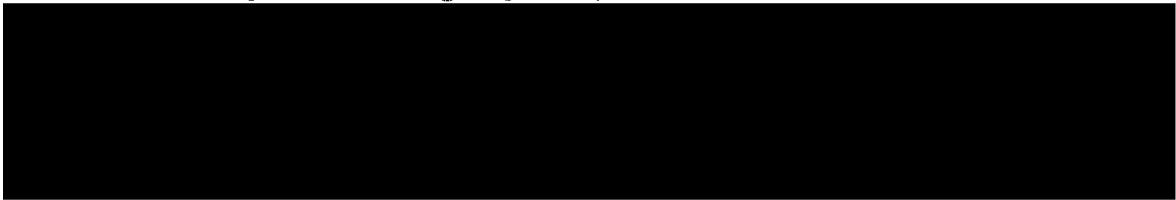
**To:** [blecesne@loyno.edu](mailto:blecesne@loyno.edu); Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [reuben.teague@prudential.com](mailto:reuben.teague@prudential.com); Richard F. Cortizas <[REDACTED]>; Rachel Wisdom <[rwisdom@stonepigman.com](mailto:rwisdom@stonepigman.com)>; Alysia Loshbaugh [REDACTED]; Paul Barron <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>; Carol Whelan <[cwhelan@tulane.edu](mailto:cwhelan@tulane.edu)>; Ann Salzer <[asalzer@tulane.edu](mailto:asalzer@tulane.edu)>; Kiki Huston <[REDACTED]>

**Subject:** Fwd: Follow-up to Letter to Lusher Board Urging Voluntary Acceptance and Acknowledgement of United Teachers of Lusher

Sent from my iPhone

Begin forwarded message:

**From:** <rbteague[REDACTED]>  
**Date:** May 7, 2016 at 5:49:53 AM CDT  
**To:** "Bickford, Mag" <[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)>




Sent from my iPhone

On May 6, 2016, at 11:45 PM, Bickford, Mag <[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)> wrote:



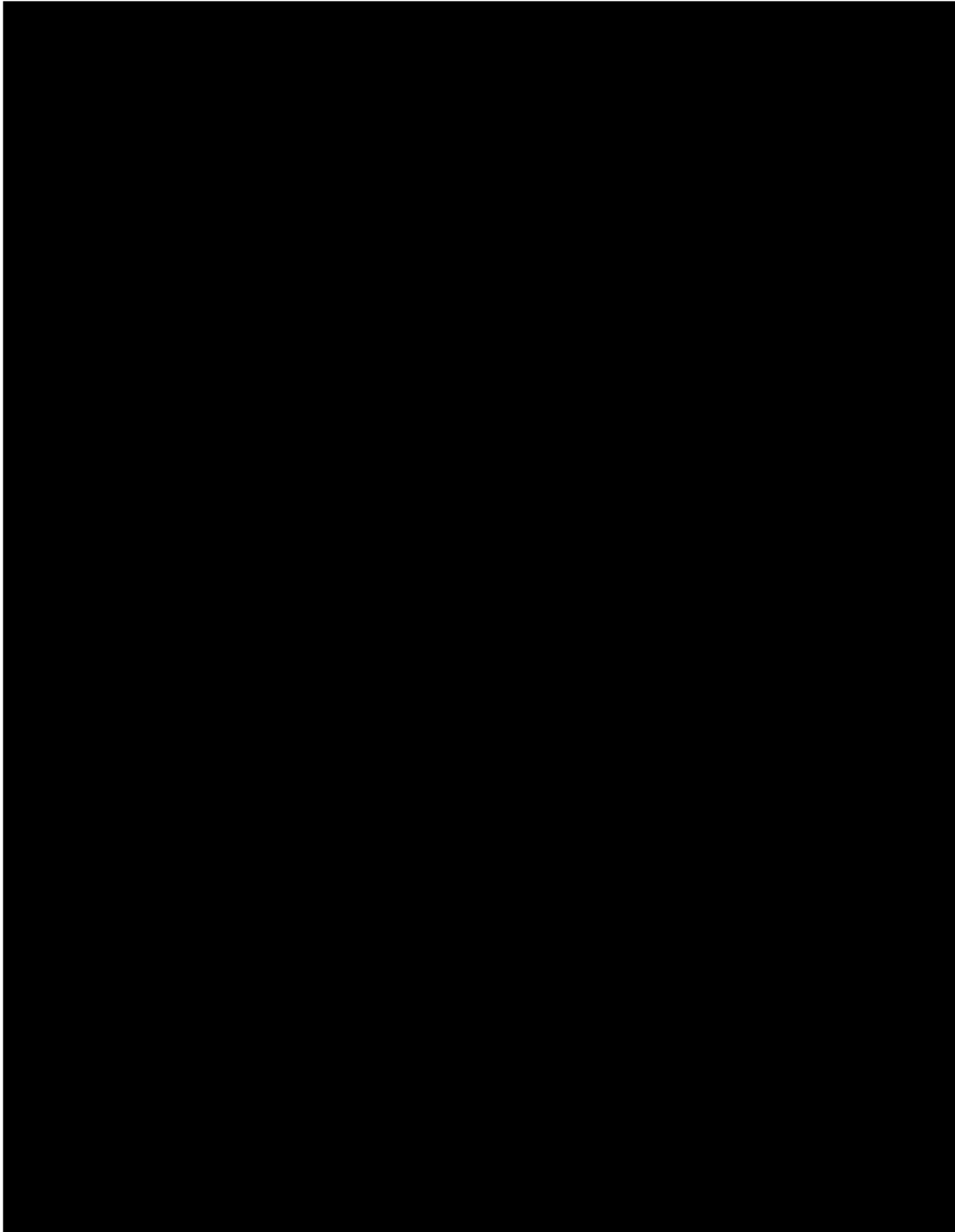
Sent from my iPhone

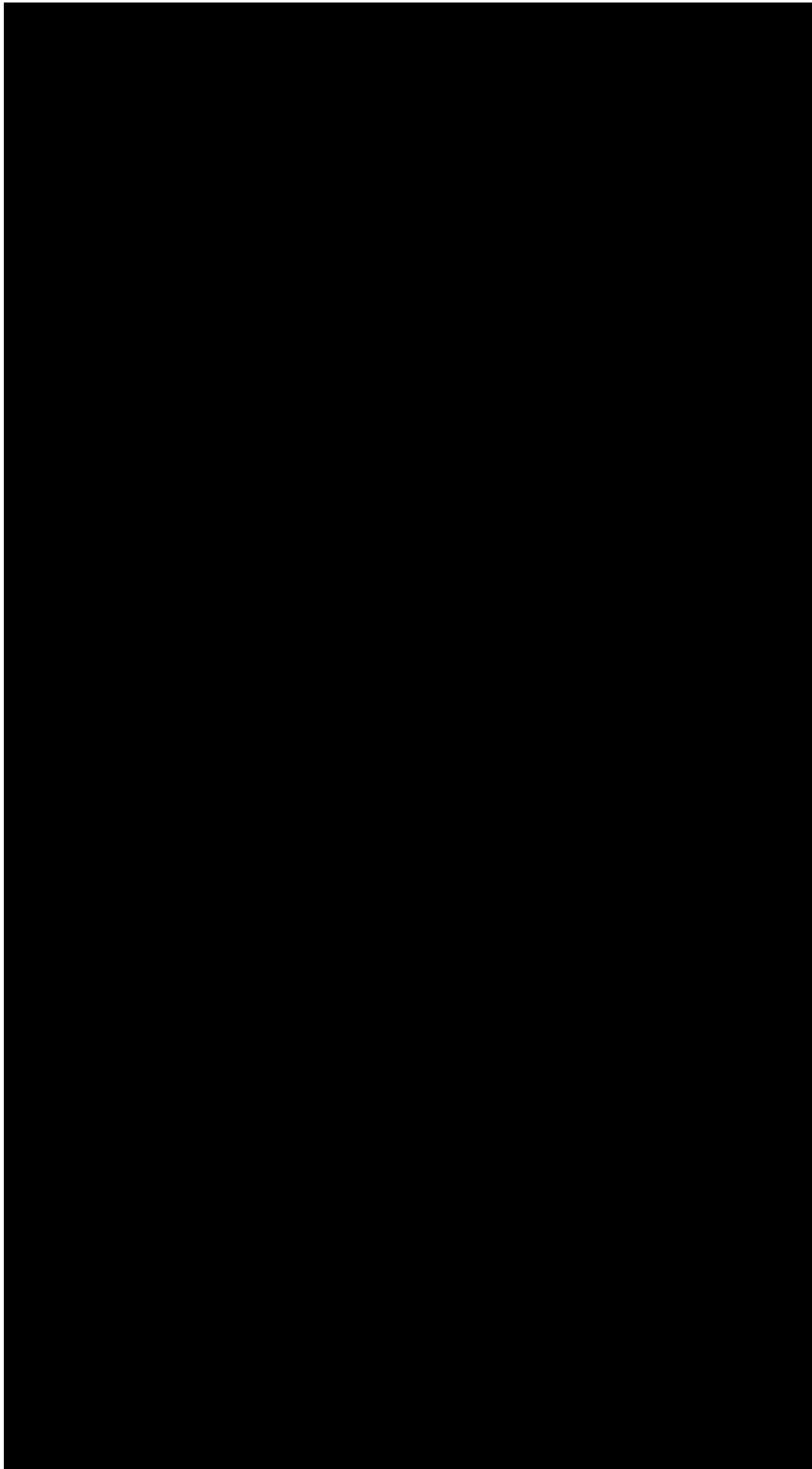
On May 6, 2016, at 5:24 PM, "rbteague@



Thanks,  
Reuben

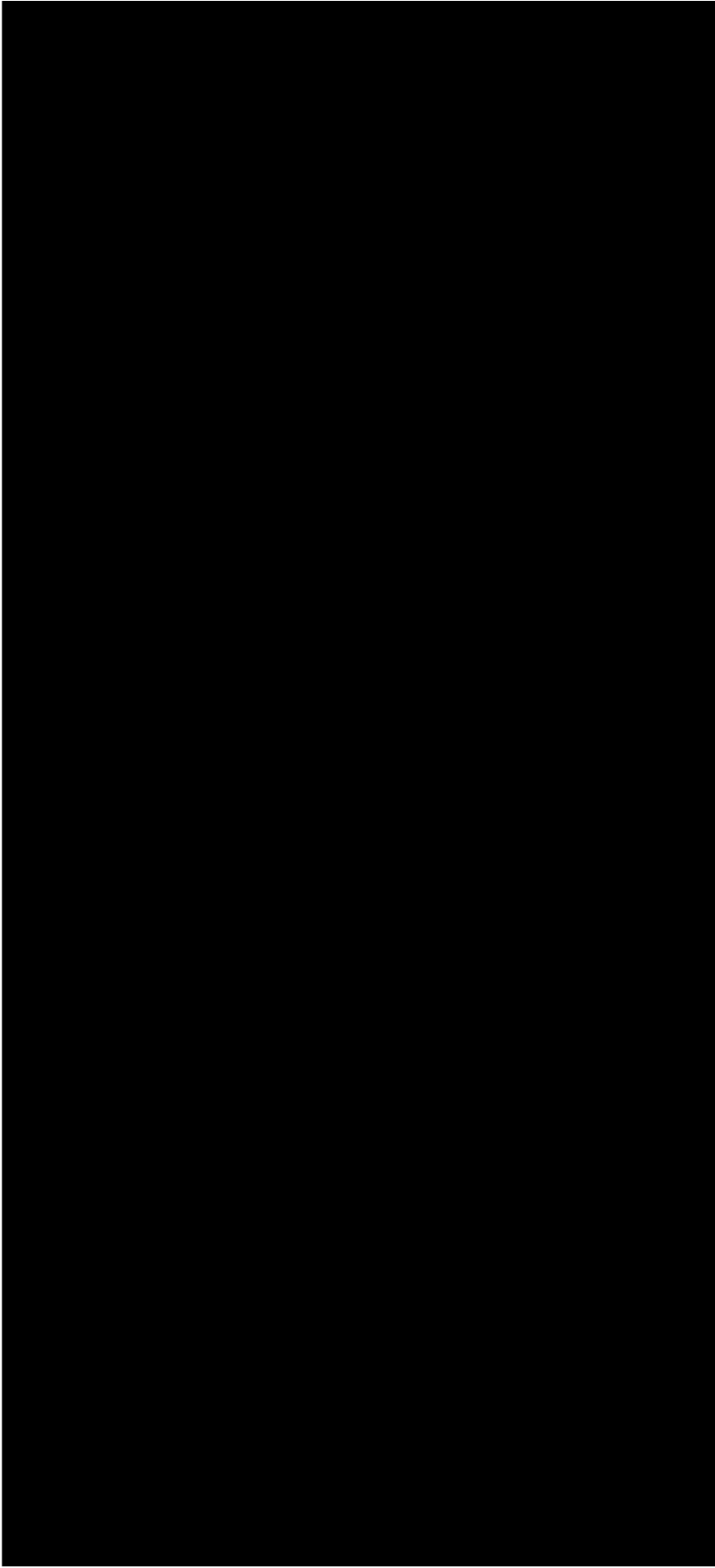
Sent from my iPhone

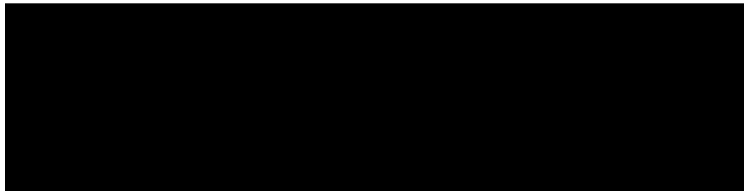












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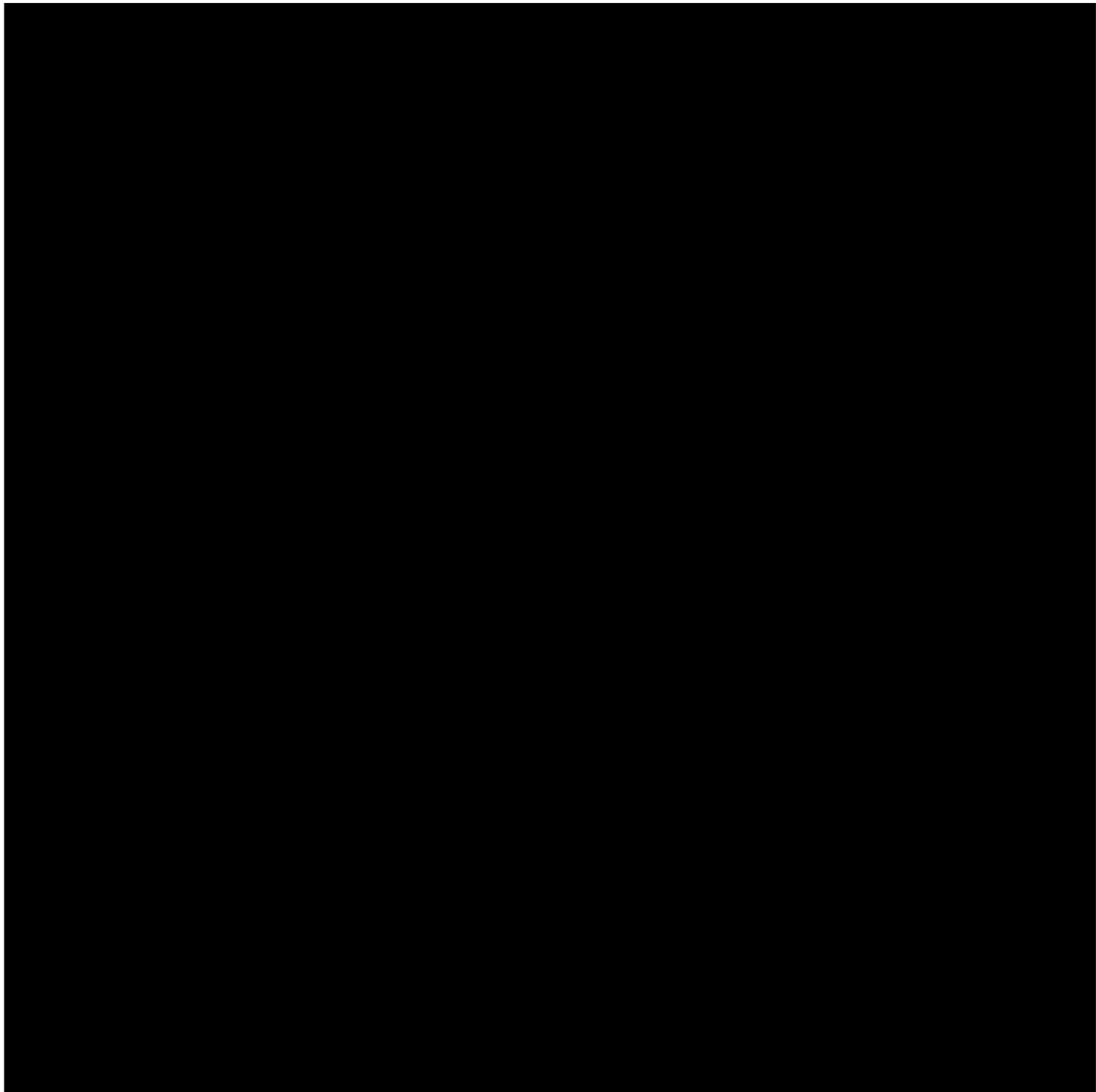
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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, May 07, 2016 8:57 AM  
**To:** Bickford, Mag; blecesne@loyno.edu; Chunlin Leonhard;  
reuben.teague@prudential.com; Richard F. Cortizas; Rachel Wisdom; Alysia Loshbaugh;  
Paul Barron; Carol Whelan; Ann Salzer; Kiki Huston

**Subject:**






---

**From:** Bickford, Mag [mailto:mbickford@mcglinchey.com]

**Sent:** Saturday, May 07, 2016 8:43 AM

**To:** blecesne@loyno.edu; Chunlin Leonhard <leonhard@loyno.edu>; reuben.teague@prudential.com; Richard F. Cortizas <rcortizas@yahoo.com>; Rachel Wisdom <rwisdom@stonepigman.com>; Alysia Loshbaugh [redacted]; Paul Barron <pbarron@tulane.edu>; Carol Whelan <cwhelan@tulane.edu>; Ann Salzer <asalzer@tulane.edu>; Kiki Huston <[redacted]>



Sent from my iPhone

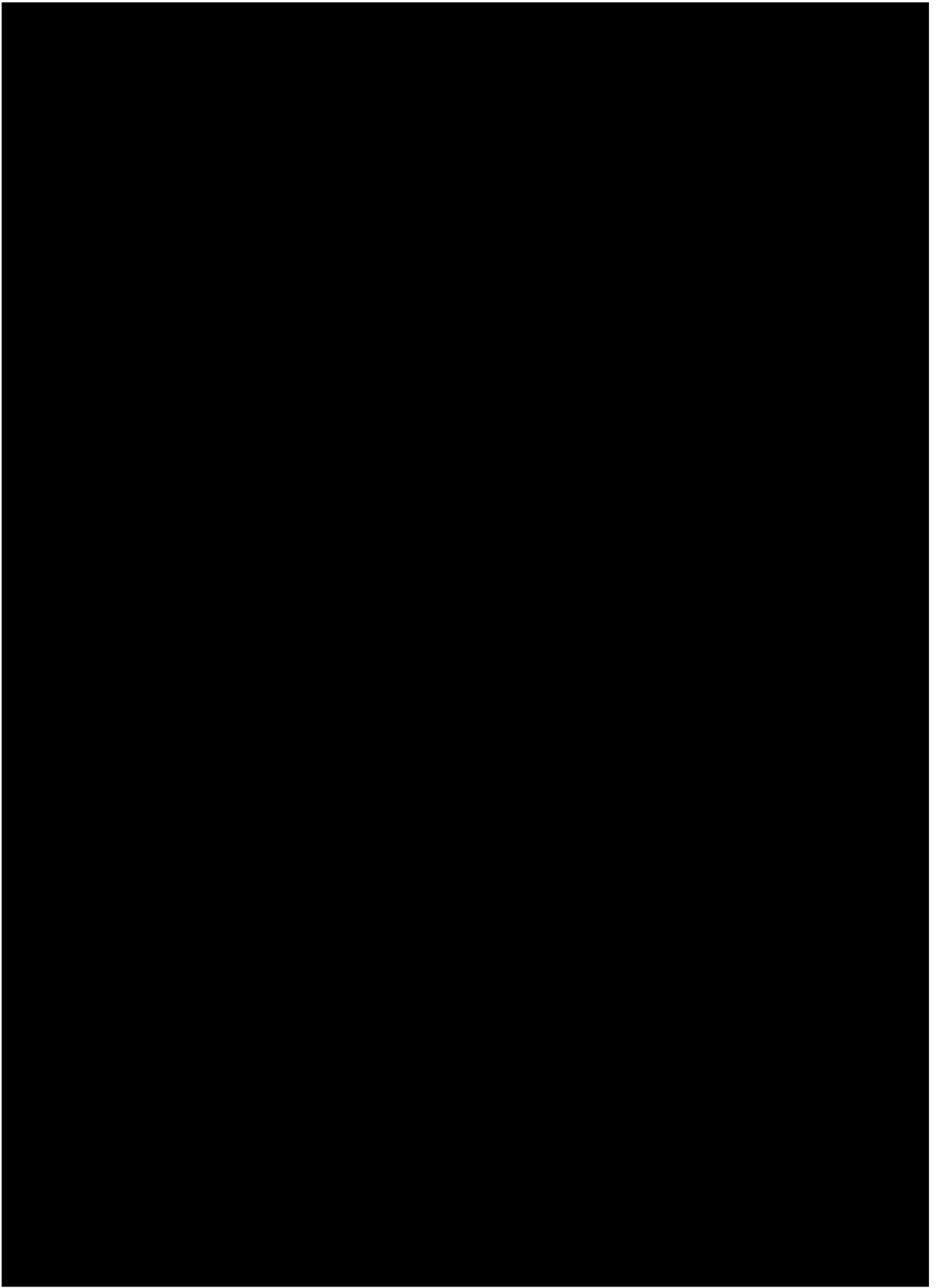
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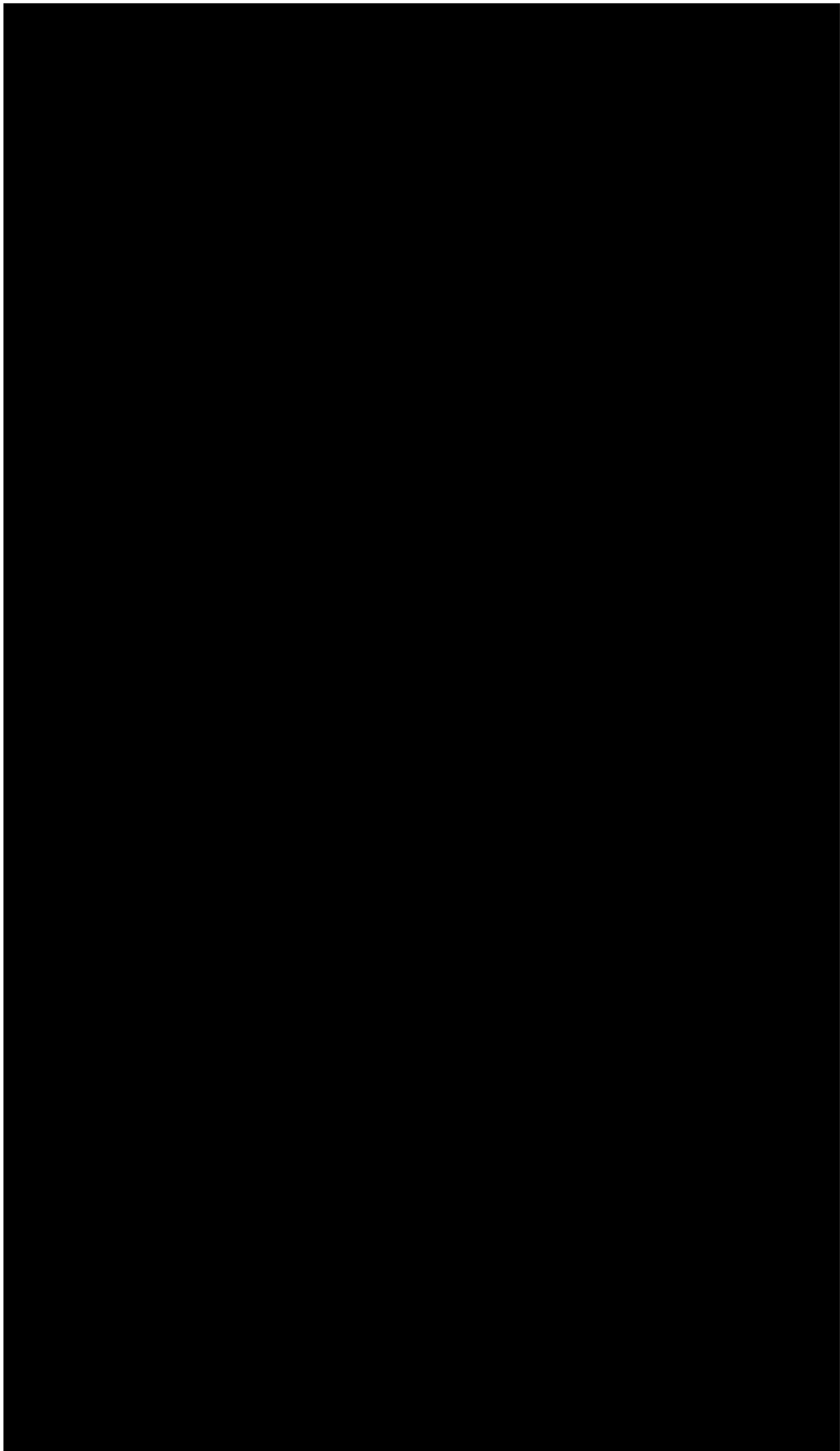
**From:** <rbteague@[redacted]>

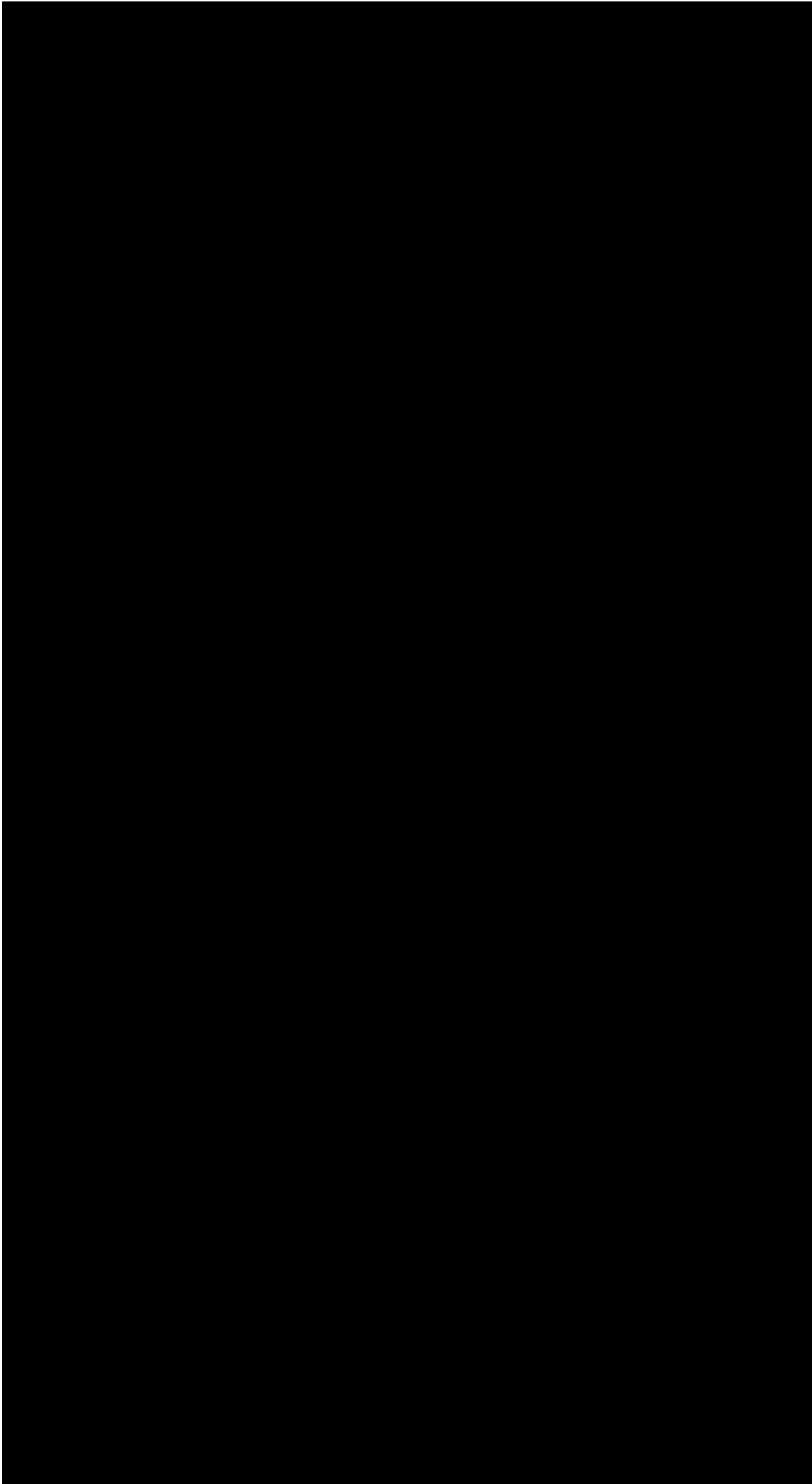
**Date:** May 7, 2016 at 5:49:53 AM CDT

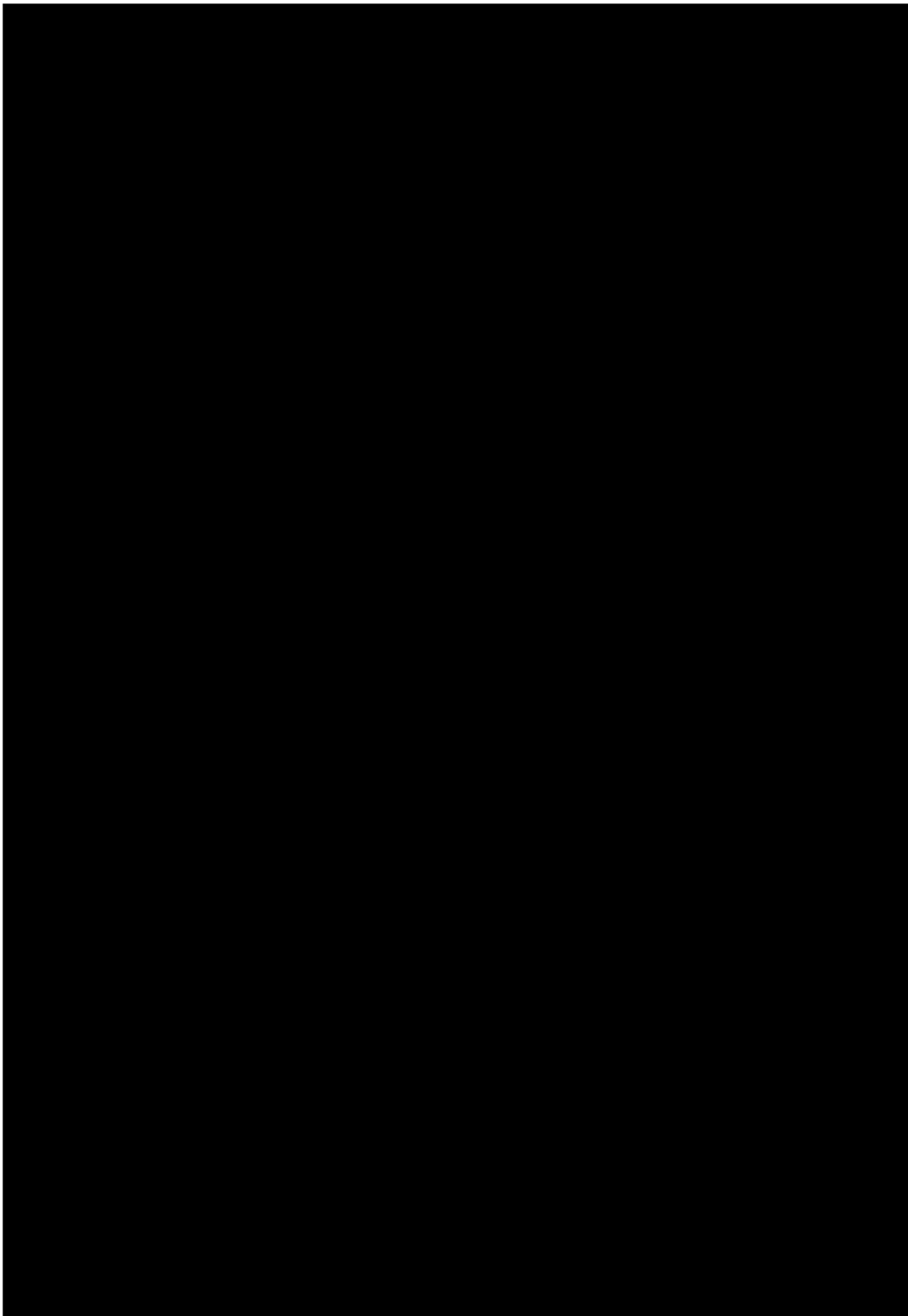
**To:** "Bickford, Mag" <mbickford@mcglinchey.com>











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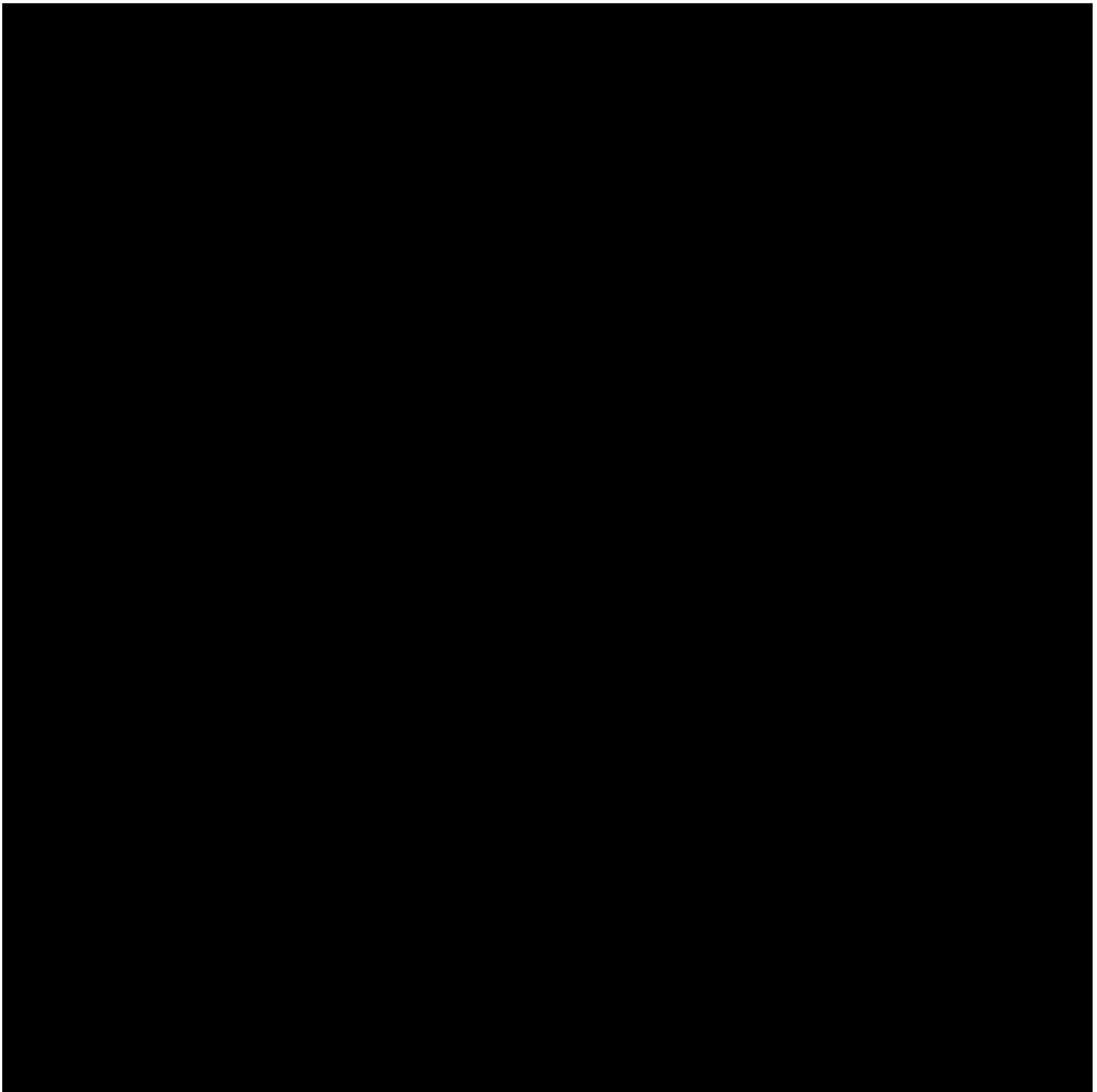
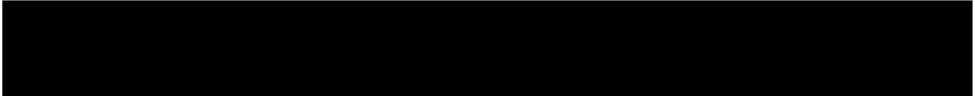
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**Chunlin Leonhard**

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reuben.teague@prudential.com; Richard F. Cortizas; Rachel Wisdom; Alysia Loshbaugh;  
Paul Barron; Carol Whelan; Ann Salzer; Kiki Huston

**Subject:**



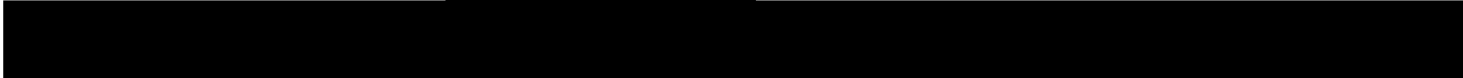


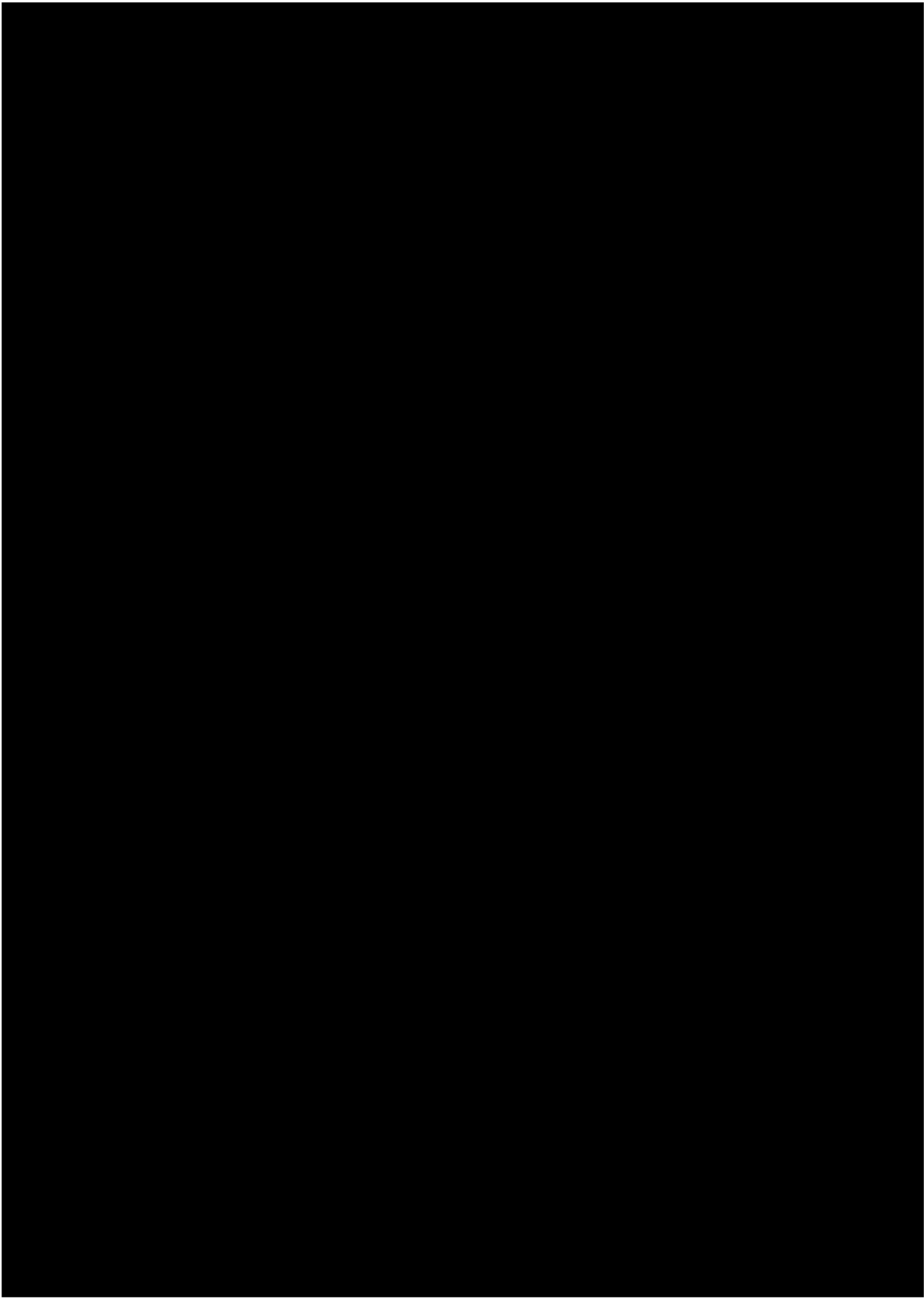
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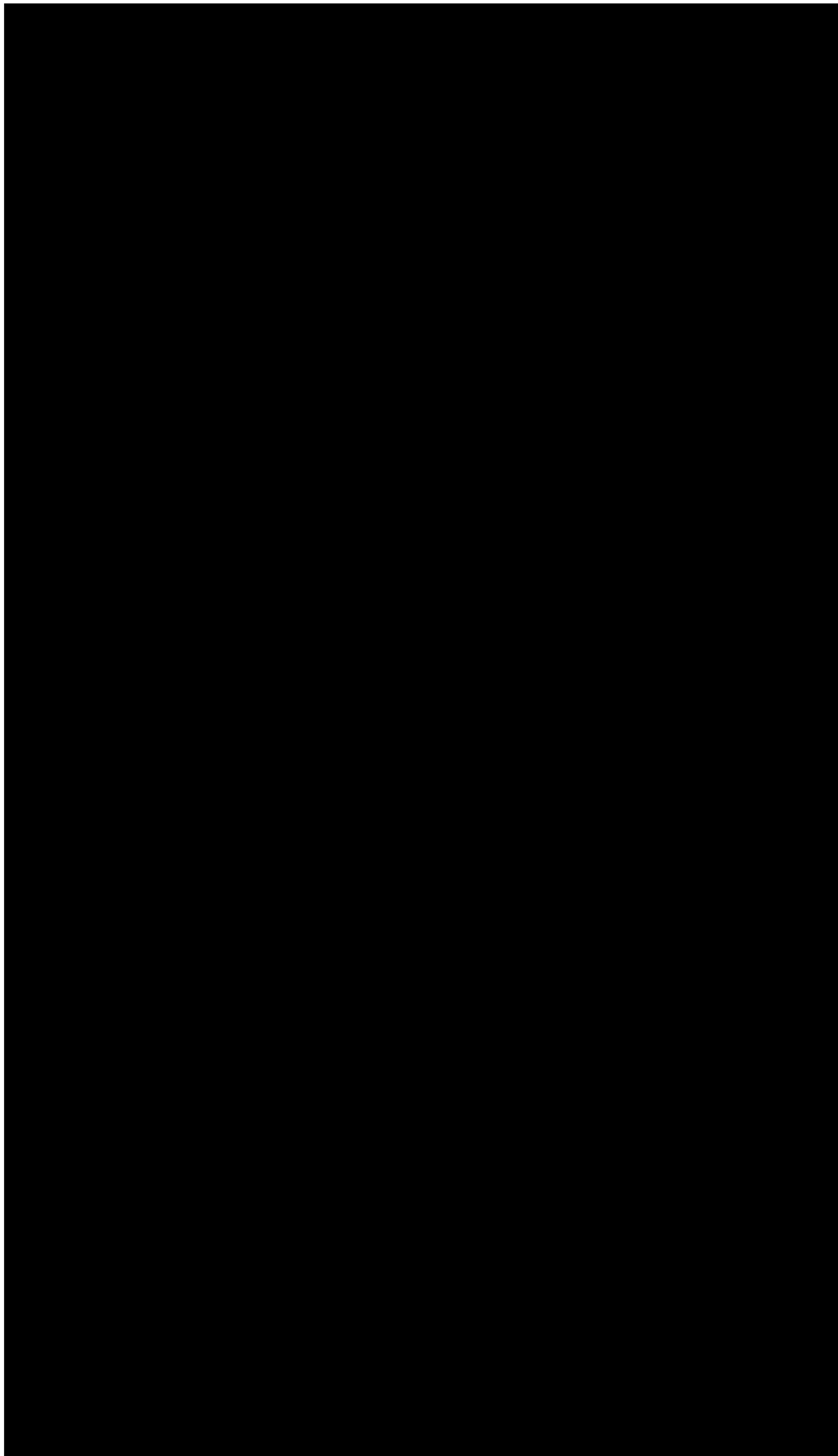
**From:** Bickford, Mag [mailto:mbickford@mcglinchey.com]

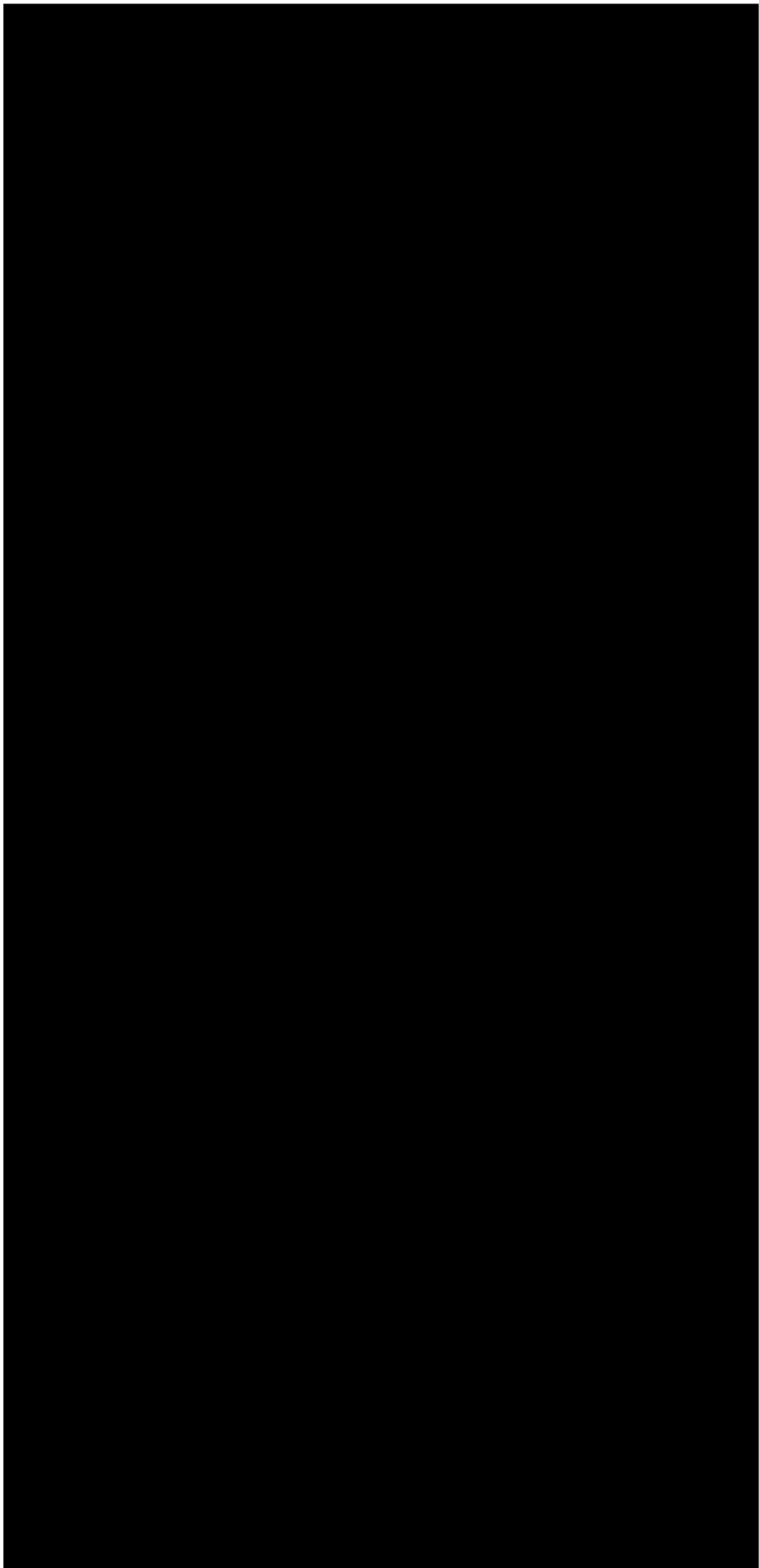
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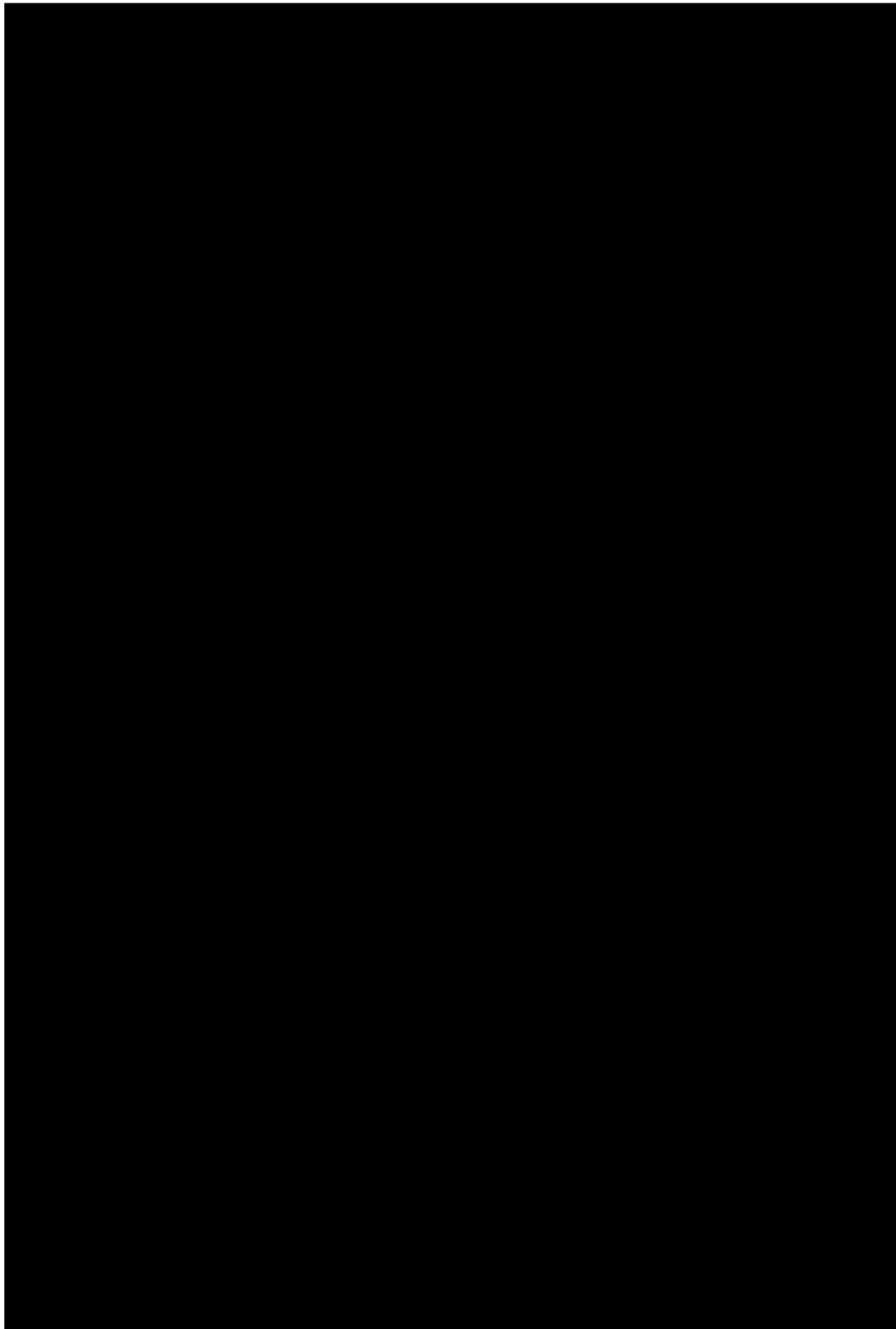
**To:** blecesne@loyno.edu; Chunlin Leonhard <leonhard@loyno.edu>; reuben.teague@prudential.com; Richard F. Cortizas <[REDACTED]>; Rachel Wisdom <rwisdom@stonepigman.com>; Alysia Loshbaugh <[REDACTED]>; Paul Barron <pbarron@tulane.edu>; Carol Whelan <cwhelan@tulane.edu>; Ann Salzer <asalzer@tulane.edu>; Kiki Huston <[REDACTED]>











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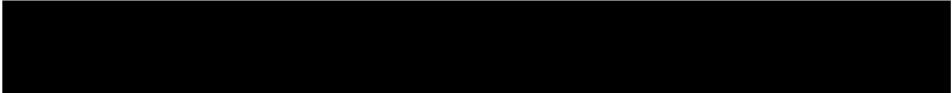
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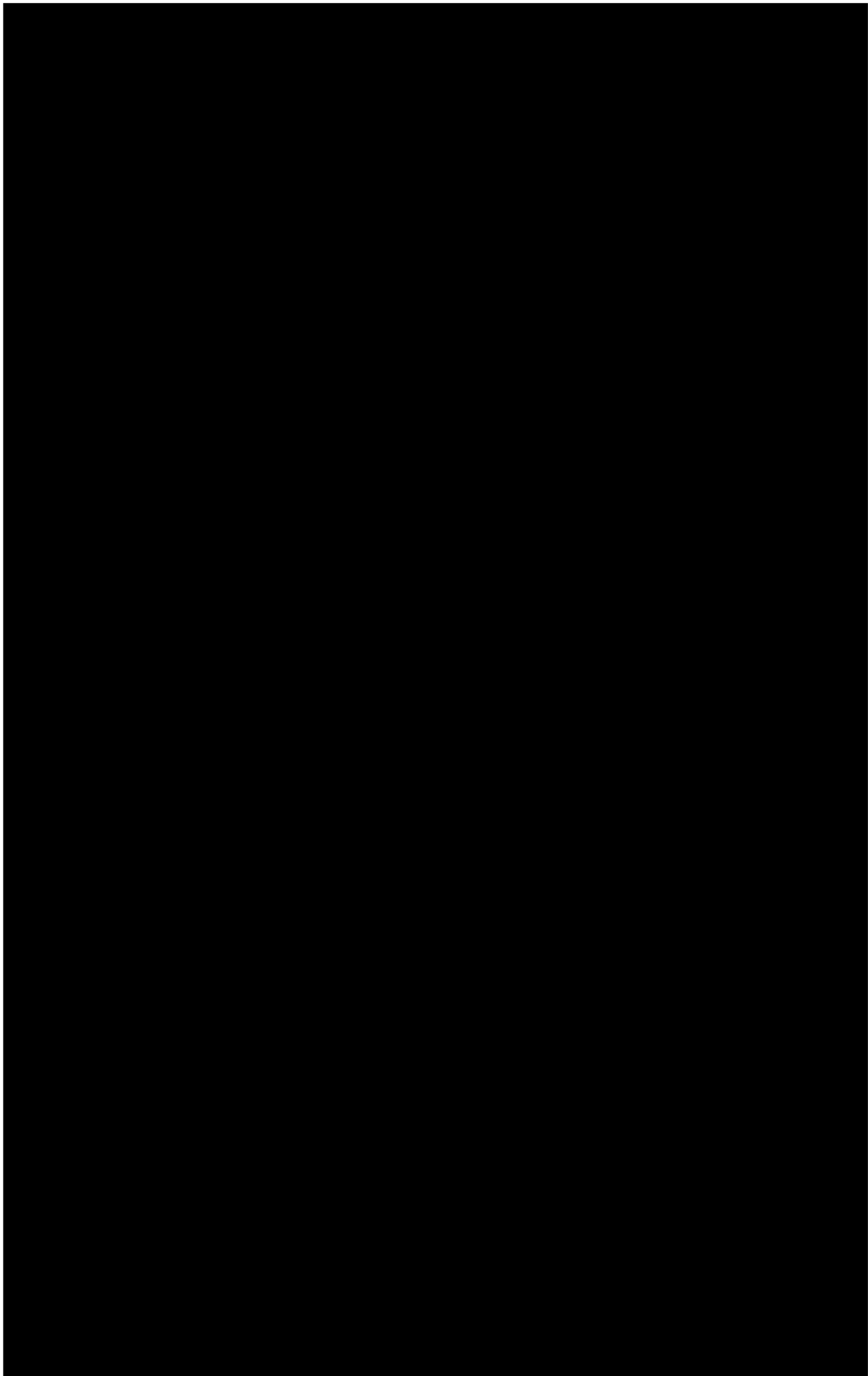
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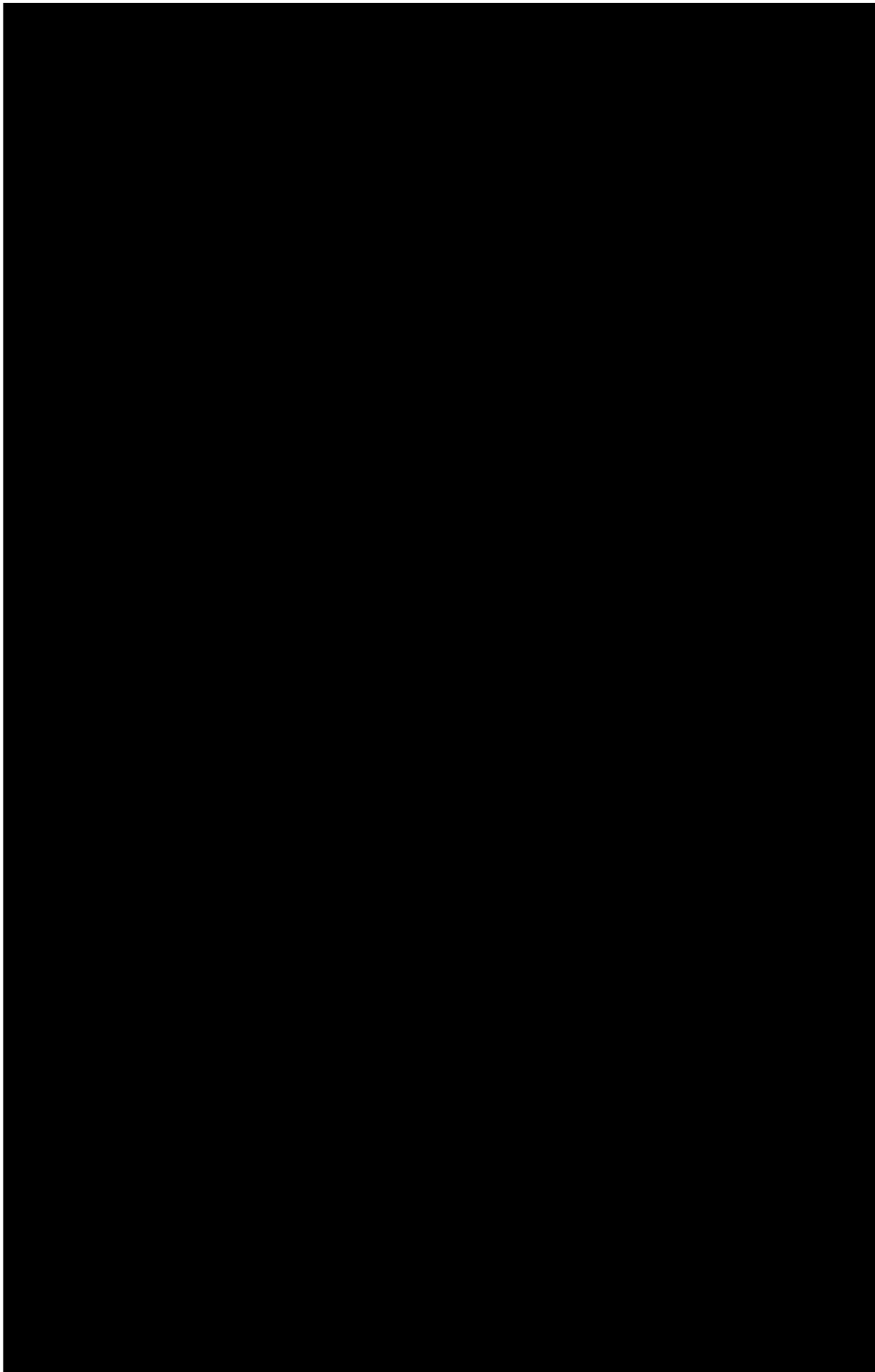


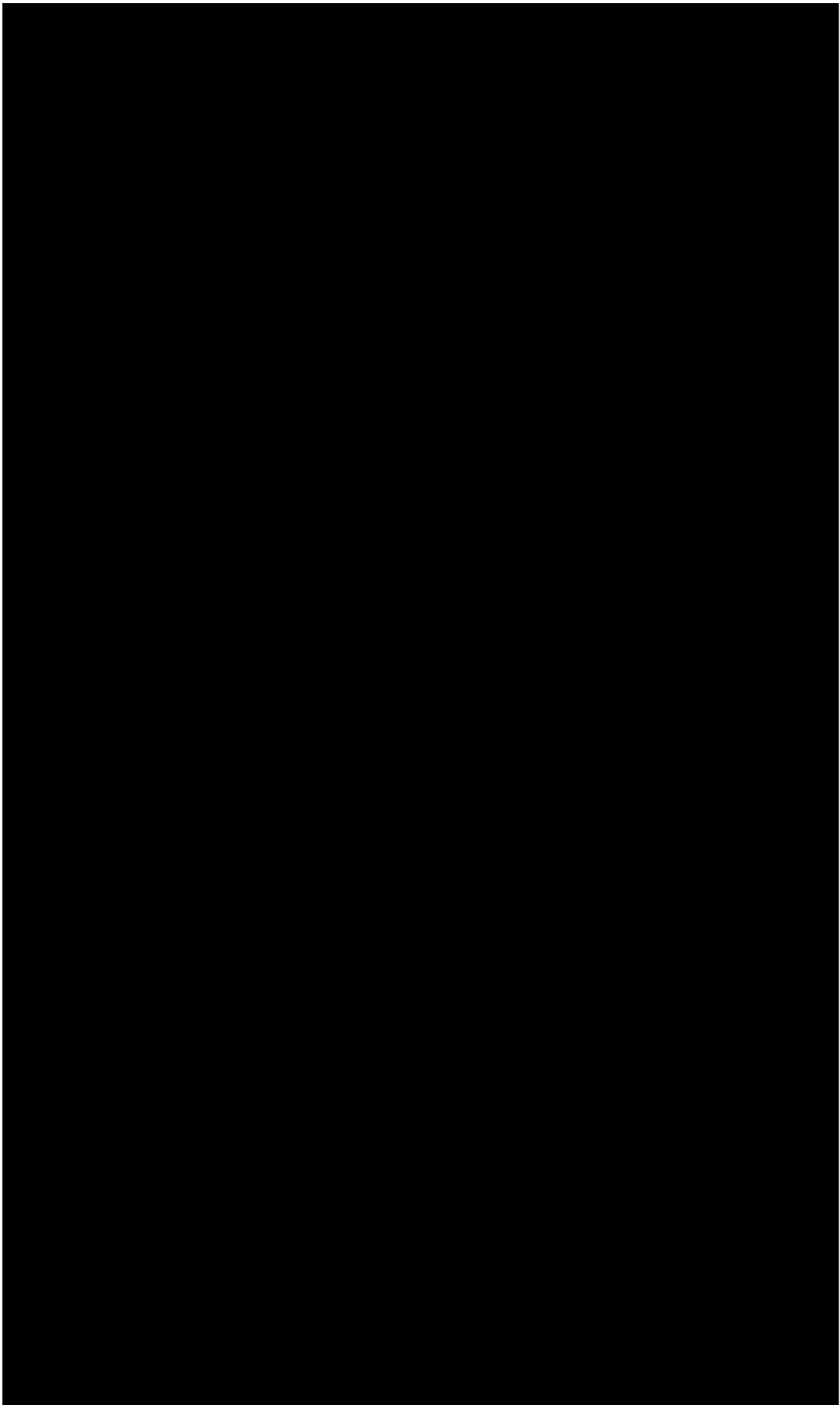
## Chunlin Leonhard

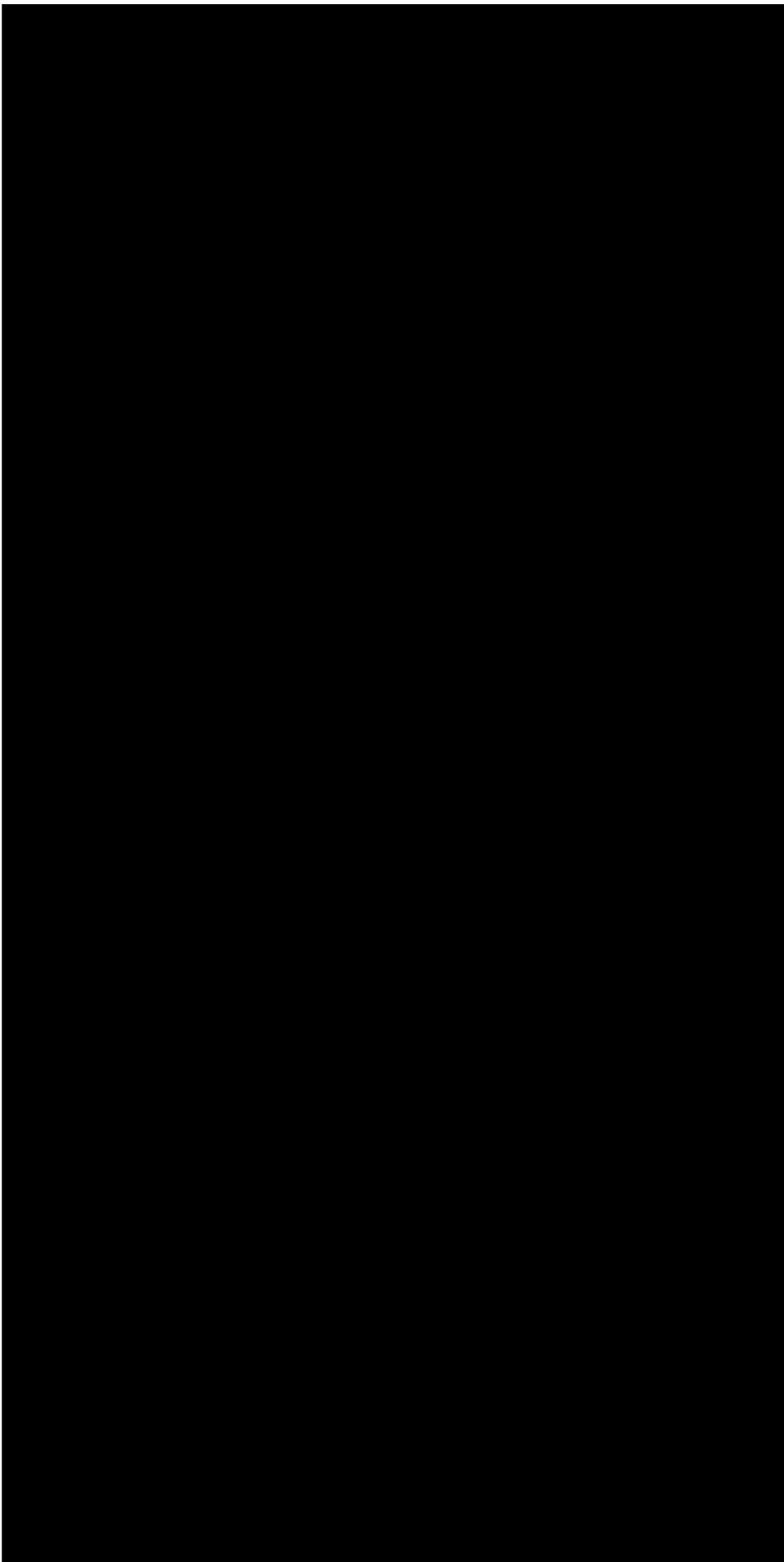
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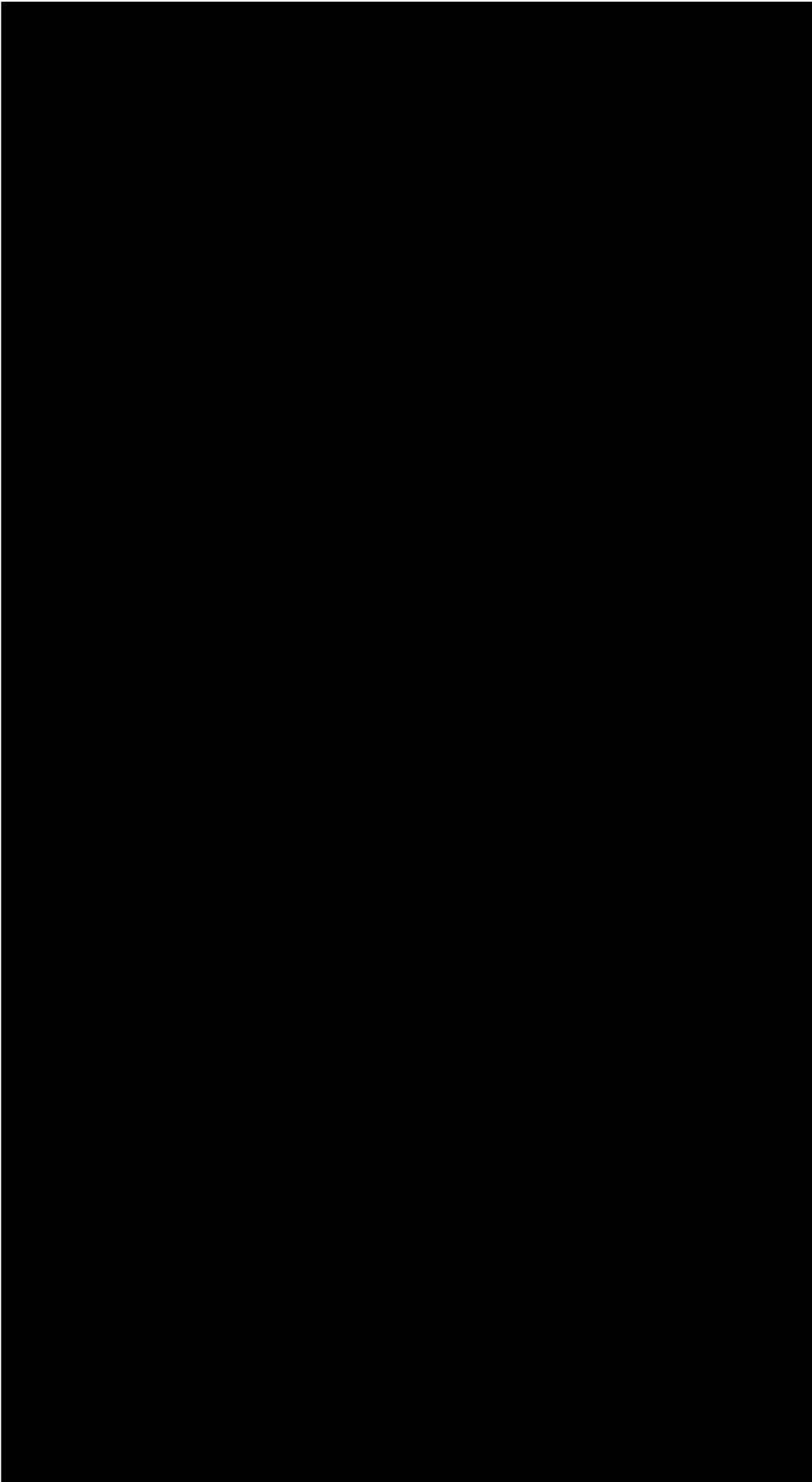
**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Saturday, May 07, 2016 8:48 AM  
**To:** Bickford, Mag  
**Cc:** blecesne@loyno.edu; Chunlin Leonhard; reuben.teague@prudential.com; Richard F. Cortizas; Alysia Loshbaugh; Paul Barron; Carol Whelan; Ann Salzer; Kiki Huston  
**Subject:** 

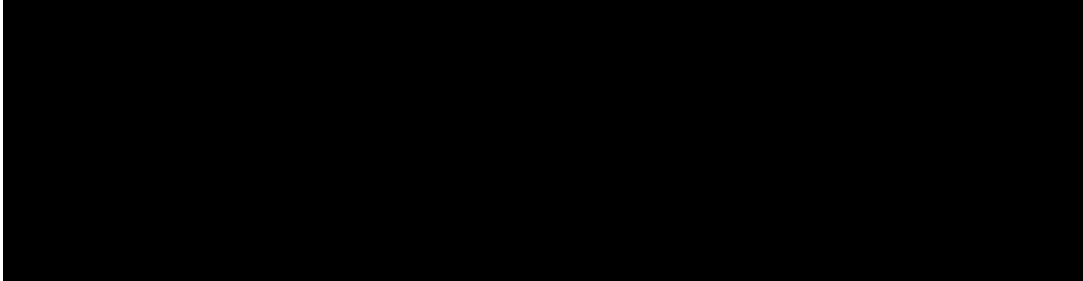












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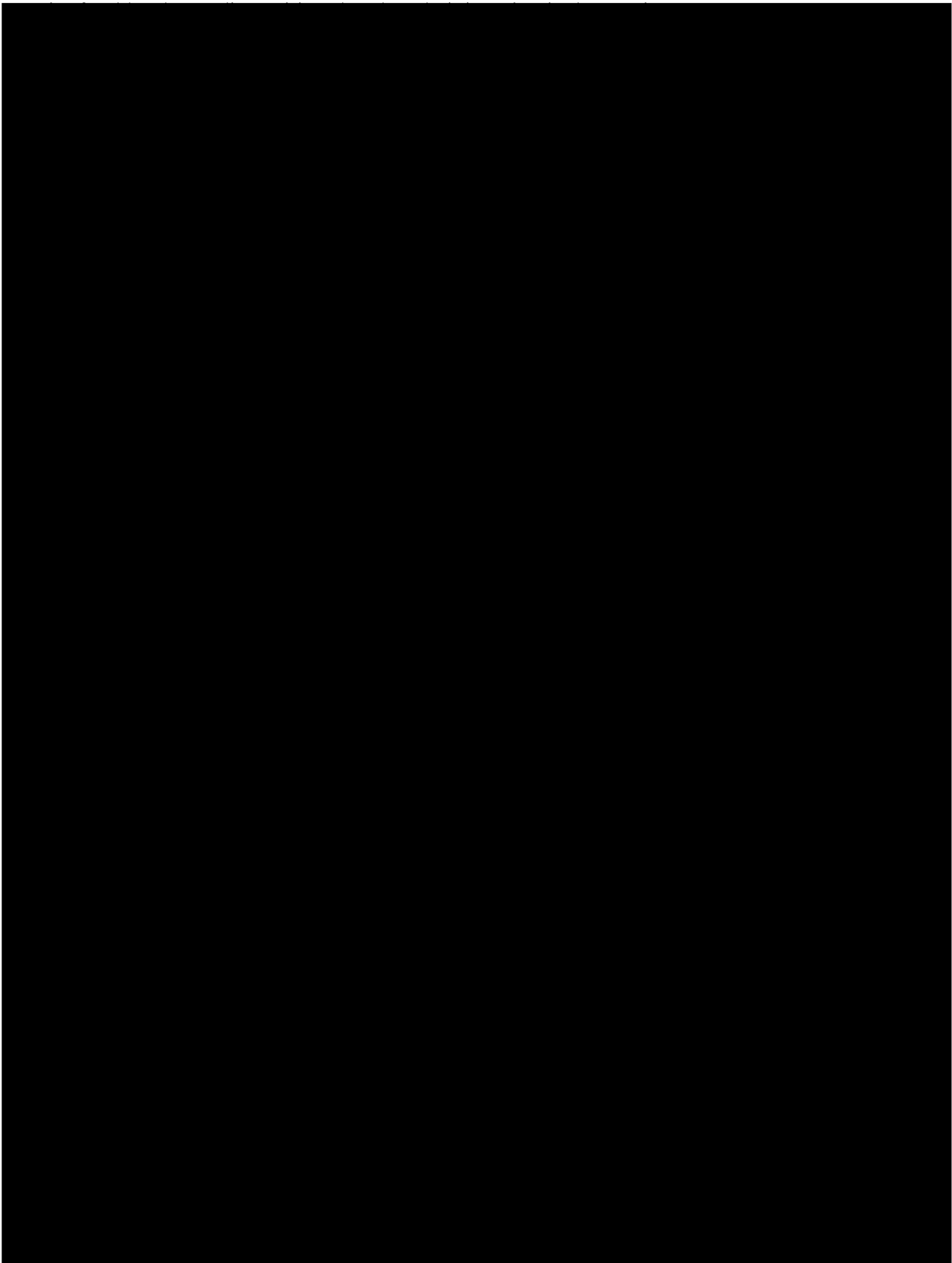
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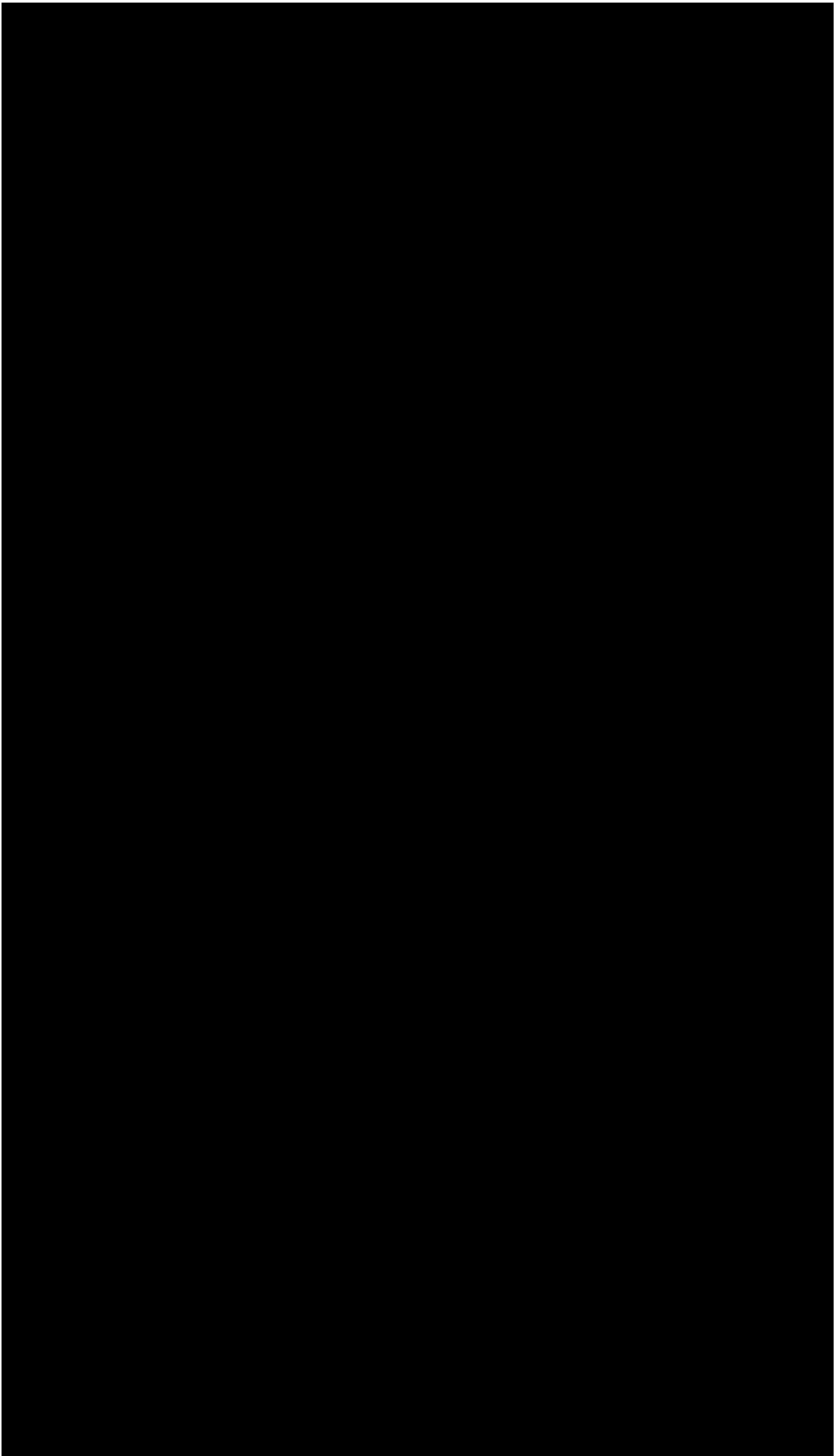
**From:** Bickford, Mag <mbickford@mcglinchey.com>  
**Sent:** Saturday, May 07, 2016 8:43 AM  
**To:** blecesne@loyno.edu; Chunlin Leonhard; reuben.teague@prudential.com; Richard F. Cortizas; Rachel Wisdom; Alysia Loshbaugh; Paul Barron; Carol Whelan; Ann Salzer; Kiki Huston

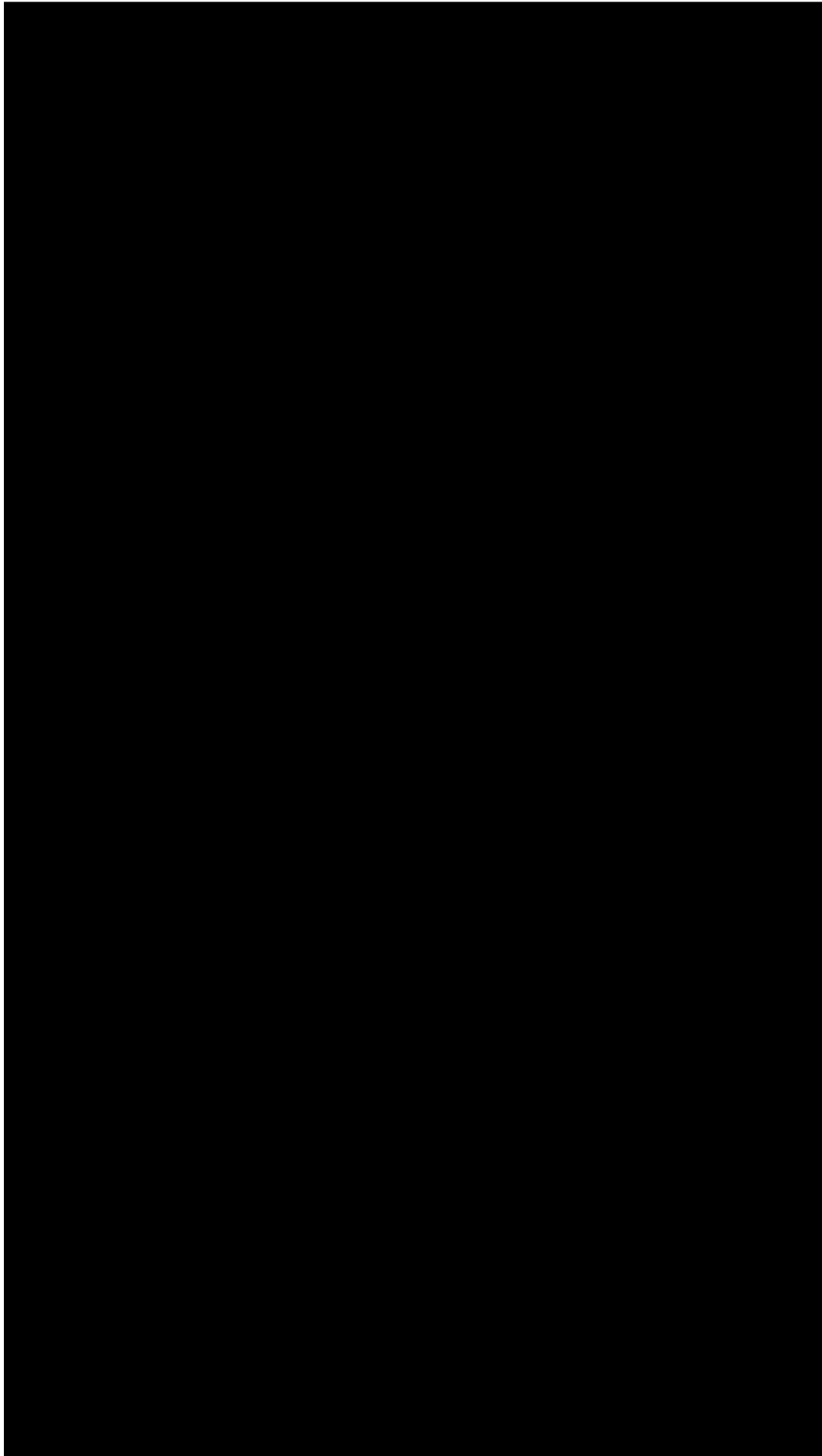
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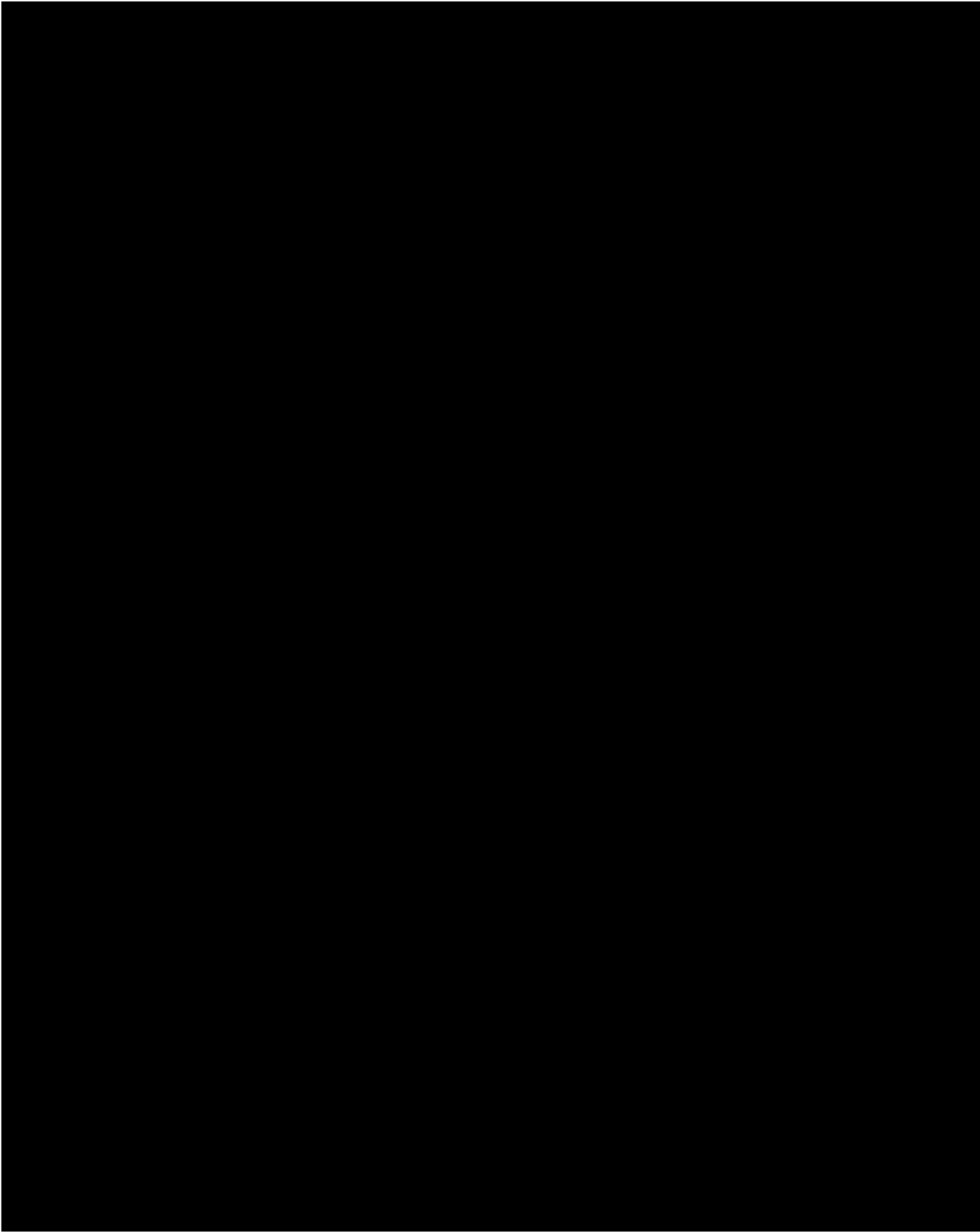












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## Chunlin Leonhard

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**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Friday, May 06, 2016 11:23 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] News reports

**Importance:** High

Blaine:

Please call me immediately.  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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To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-and-administrators+unsubscribe@googlegroups.com](mailto:lusher-board-and-administrators+unsubscribe@googlegroups.com).

To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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

## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Friday, May 06, 2016 10:55 PM  
**To:** blecesne@loyno.edu  
**Cc:** Aaron Ahlquist; pbarron@tulane.edu; rcortizas@joneswalker.com; leonhard@loyno.edu; asalzer@tulane.edu; rogerogden@ogdendev.com; cwhelan@tulane.edu; akravitz@tulane.edu; [REDACTED]; armstron@loyno.edu; Rbteague [REDACTED]  
**Subject:** Re: Follow-up to Letter to Lusher Board Urging Voluntary Acceptance and Acknowledgement of United Teachers of Lusher

Please call immediately. Urgent. The press is reporting stuff. Please call. Or email.

Sent from my iPhone

> On May 6, 2016, at 9:51 PM, "blecesne@loyno.edu" <blecesne@loyno.edu> wrote:

>

>

> Mr. Ahlquist,

> I agree with everything you have said and have voiced the very same

> concerns to my fellow Board members numerous times, thus far, to no avail.

>

> Thank you for taking the time to provide your thoughtful insight which

> I hope makes a difference.

>

> Blaine LeCesne

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>

>> Dear Board Members,

>>

>>

>> I wanted to follow up on my email below, and voice my concern over

>> the current state of affairs at Lusher. It should go without saying

>> that we all love Lusher and that we want what we feel is best for it.

>> However, the actions of the administration are such that there may be

>> some very real and very negative outcomes facing Lusher as a school

>> and as a community, regardless of the outcome of any vote (if in fact

>> a vote is actually held). I strongly urge that the board quickly put

>> itself into a neutral stance, and not condone or allow a continuation

>> of the current strong arm tactics that are being seen from the

>> administration side of the equation. If the current actions are  
>> allowed to continue unchecked, any outcome, most certainly a defeat  
>> of the union, will result in a Pyrrhic victory for the administration  
>> at best, and may be so costly for the school and community well-being  
>> as a whole, that Lusher may have difficulty recovering. The tactics  
>> being employed will force out some of Lusher's best teachers, and  
>> negatively impact its competitiveness. Most concerning to me is the  
>> fact that the entire anti-voluntary recognition camp based its  
>> argument on the proposition that all teachers should have the right  
>> to cast their vote in this decision. However, at this point, the administration is challenging the teacher's right to even  
do that.

>> This reeks of hypocrisy and parents are taking notice. Further, as a  
>> labor attorney, I am truly shocked that you are not facing multiple  
>> unfair labor practice charges at this point. If my clients had been  
>> subjected to the actions of the administration like the teachers  
>> have, I would have filed about 10-15 unfair labor practice charges at  
>> this point. I can only imagine that those are coming. You, as a  
>> board, are rapidly approaching a point where there may be  
>> irreversible damage done to Lusher and the Lusher community. You  
>> need to take action to curb the administration and their actions, or you will face a morass that will be very time  
consuming,  
>> costly, and which nobody will win. I speak as a parent and as a labor  
>> attorney. I would greatly appreciate your taking my thoughts into  
>> consideration.

>>  
>>  
>> Good luck and best regards,

>> Aaron Ahlquist

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>>  
>>  
>>  
>>

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>> From: Aaron Ahlquist <ahlquist76@hotmail.com>  
>> Sent: Wednesday, April 20, 2016 4:51 PM  
>> To: blecesne@loyno.edu; pbarron@tulane.edu;  
>> rcortizas@joneswalker.com; leonhard@loyno.edu; asalzer@tulane.edu;  
>> rogerogden@ogdendev.com; rwisdom@stonepigman.com; cwhelan@tulane.edu;  
>> akravitz@tulane.edu; kikhuston [REDACTED]; armstron@loyno.edu;  
>> Rbteague [REDACTED]  
>> Subject: Letter to Lusher Board Urging Voluntary Acceptance and  
>> Acknowledgement of United Teachers of Lusher

>>  
>>

>> Dear Board Members,

>>  
>>

>> I know some of you professionally, and others personally, and to  
>> those of you whom I do not yet know, I look forward to the  
>> opportunity to speak with you. I am an attorney with a portion of my  
>> practice committed to union side labor law. I am also a Lusher  
>> Parent. I know that this petition for voluntary recognition of the

>> teachers' union has raised a tremendous amount of emotion from  
>> parents on both sides, and puts tremendous pressure on the board.  
>> However, I would like to take a moment to point out something for  
>> your consideration that may seem obvious, but which I believe is an  
>> important factor to take into account. With a showing of 57% of  
>> teacher support, it is very likely that a union will be certified by  
>> the NLRB if this goes to an election. If it does not, there will  
>> most likely be time consuming and costly charges brought with the NLRB alleging unfair practices or irregularities, if  
>> not suppression of  
>> protected union activities. The majority support presented to the board  
>> gives the board an opportunity to voluntarily acknowledge the union  
>> and avoid the potential pitfalls and contentiousness that an election  
>> would bring. Further, forcing the election would likely also create  
>> entrenchment and a more contentious collective bargaining session.  
>> With an understanding that the board will much more likely than not  
>> be facing collective bargaining with the teachers, this showing of  
>> good faith could go a long way towards an amicable bargaining  
>> engagement. The clearest message that it would send, however, was  
>> that the board absolutely values the teachers that it, and the  
>> families and children of Lusher, place their hopes and confidence in  
>> every day. An organized teacher population would certainly present  
>> challenges, but if it is inevitable, then you should consider the  
>> ways to approach the next steps with as much positive impact as possible, and eliminate creating unnecessary  
>> contentiousness.  
>>  
>>  
>> I urge the board to voluntarily acknowledge the United Teachers of  
>> Lusher, and work with them to address their issues with the focus  
>> being on maintaining and building Lusher as a premier educational  
>> institution in New Orleans. I thank you for your time and consideration.  
>>  
>>  
>> Sincerely,  
>>  
>> Aaron Ahlquist, Esq.  
>  
>



## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Friday, May 06, 2016 9:51 PM  
**To:** Aaron Ahlquist  
**Cc:** blecesne@loyno.edu; pbarron@tulane.edu; rcortizas@joneswalker.com; leonhard@loyno.edu; asalzer@tulane.edu; rogerogden@ogdendev.com; rwisdom@stonepigman.com; cwhelan@tulane.edu; akravitz@tulane.edu; kikihuston@██████████ armstron@loyno.edu; Rbteagu██████████  
**Subject:** Re: Follow-up to Letter to Lusher Board Urging Voluntary Acceptance and Acknowledgement of United Teachers of Lusher

Mr. Ahlquist,

I agree with everything you have said and have voiced the very same concerns to my fellow Board members numerous times, thus far, to no avail.

Thank you for taking the time to provide your thoughtful insight which I hope makes a difference.

Blaine LeCesne

> Dear Board Members,

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> curb the administration and their actions, or you will face a morass that will be very time consuming,  
> costly, and which nobody will win. I speak as a parent and as a labor  
> attorney. I would greatly appreciate your taking my thoughts into  
> consideration.

>  
>  
> Good luck and best regards,

> Aaron Ahlquist

>  
>  
>  
>  
> \_\_\_\_\_  
> From: Aaron Ahlquist <ahlquist76@hotmail.com>  
> Sent: Wednesday, April 20, 2016 4:51 PM  
> To: blecesne@loyno.edu; pbarron@tulane.edu; rcortizas@joneswalker.com;  
> leonhard@loyno.edu; asalzer@tulane.edu; rogerogden@ogdendev.com;  
> rwisdom@stonepigman.com; cwheLAN@tulane.edu; akravitz@tulane.edu;  
> kikhuston( [REDACTED] ) armstron@loyno.edu; Rbteagu [REDACTED]  
> Subject: Letter to Lusher Board Urging Voluntary Acceptance and  
> Acknowledgement of United Teachers of Lusher

>  
>  
> Dear Board Members,

>  
> I know some of you professionally, and others personally, and to those  
> of you whom I do not yet know, I look forward to the opportunity to  
> speak with you. I am an attorney with a portion of my practice  
> committed to union side labor law. I am also a Lusher Parent. I know  
> that this petition for voluntary recognition of the teachers' union  
> has raised a tremendous amount of emotion from parents on both sides,  
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> organized teacher population would certainly present challenges, but  
> if it is inevitable, then you should consider the ways to approach the  
> next steps with as much positive impact as possible, and eliminate creating unnecessary contentiousness.

>

>

> I urge the board to voluntarily acknowledge the United Teachers of  
> Lusher, and work with them to address their issues with the focus  
> being on maintaining and building Lusher as a premier educational  
> institution in New Orleans. I thank you for your time and consideration.

>

>

> Sincerely,

>

> Aaron Ahlquist, Esq.

>

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Friday, May 06, 2016 8:30 PM  
**To:** Aaron Ahlquist  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** RE: Follow-up to Letter to Lusher Board Urging Voluntary Acceptance and Acknowledgement of United Teachers of Lusher

Dear Mr. Ahlquist,

Thank you very much for taking the time again to share with us your thoughts and concerns. I appreciate your willingness to share with us your expertise. I would like to have more details about the specific actions that you referred to in your email and that may expose Lusher to unfair labor practices actions.

Sincerely,

Chunlin Leonhard

---

**From:** Aaron Ahlquist [REDACTED]  
**Sent:** Friday, May 06, 2016 1:15 PM  
**To:** blecesne@loyno.edu; pbarron@tulane.edu; rcortizas@joneswalker.com; leonhard@loyno.edu; asalzer@tulane.edu; rogerogden@ogdendev.com; rwisdom@stonepigman.com; cwhelan@tulane.edu; akravitz@tulane.edu; kikhustor [REDACTED]; armstron@loyno.edu; Rbteag [REDACTED]  
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Aaron Ahlquist

---

**From:** Aaron Ahlquist <[ahlquist76@hotmail.com](mailto:ahlquist76@hotmail.com)>

**Sent:** Wednesday, April 20, 2016 4:51 PM

**To:** [bleecesne@loyno.edu](mailto:bleecesne@loyno.edu); [pbarron@tulane.edu](mailto:pbarron@tulane.edu); [rcortizas@joneswalker.com](mailto:rcortizas@joneswalker.com); [leonhard@loyno.edu](mailto:leonhard@loyno.edu); [asalzer@tulane.edu](mailto:asalzer@tulane.edu); [rogerogden@ogdendev.com](mailto:rogerogden@ogdendev.com); [rwisdom@stonepigman.com](mailto:rwisdom@stonepigman.com); [cwhelan@tulane.edu](mailto:cwhelan@tulane.edu); [akravitz@tulane.edu](mailto:akravitz@tulane.edu); [kikihus@loyno.edu](mailto:kikihus@loyno.edu); [armstron@loyno.edu](mailto:armstron@loyno.edu); [Rbteagu@loyno.edu](mailto:Rbteagu@loyno.edu)

**Subject:** Letter to Lusher Board Urging Voluntary Acceptance and Acknowledgement of United Teachers of Lusher

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Aaron Ahlquist, Esq.

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To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/e02b0155.000020a4.00000004%40leonhard-PC>.

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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Friday, May 06, 2016 8:30 PM  
**To:** Aaron Ahlquist  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** RE: Follow-up to Letter to Lusher Board Urging Voluntary Acceptance and Acknowledgement of United Teachers of Lusher

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**Subject:** Letter to Lusher Board Urging Voluntary Acceptance and Acknowledgement of United Teachers of Lusher

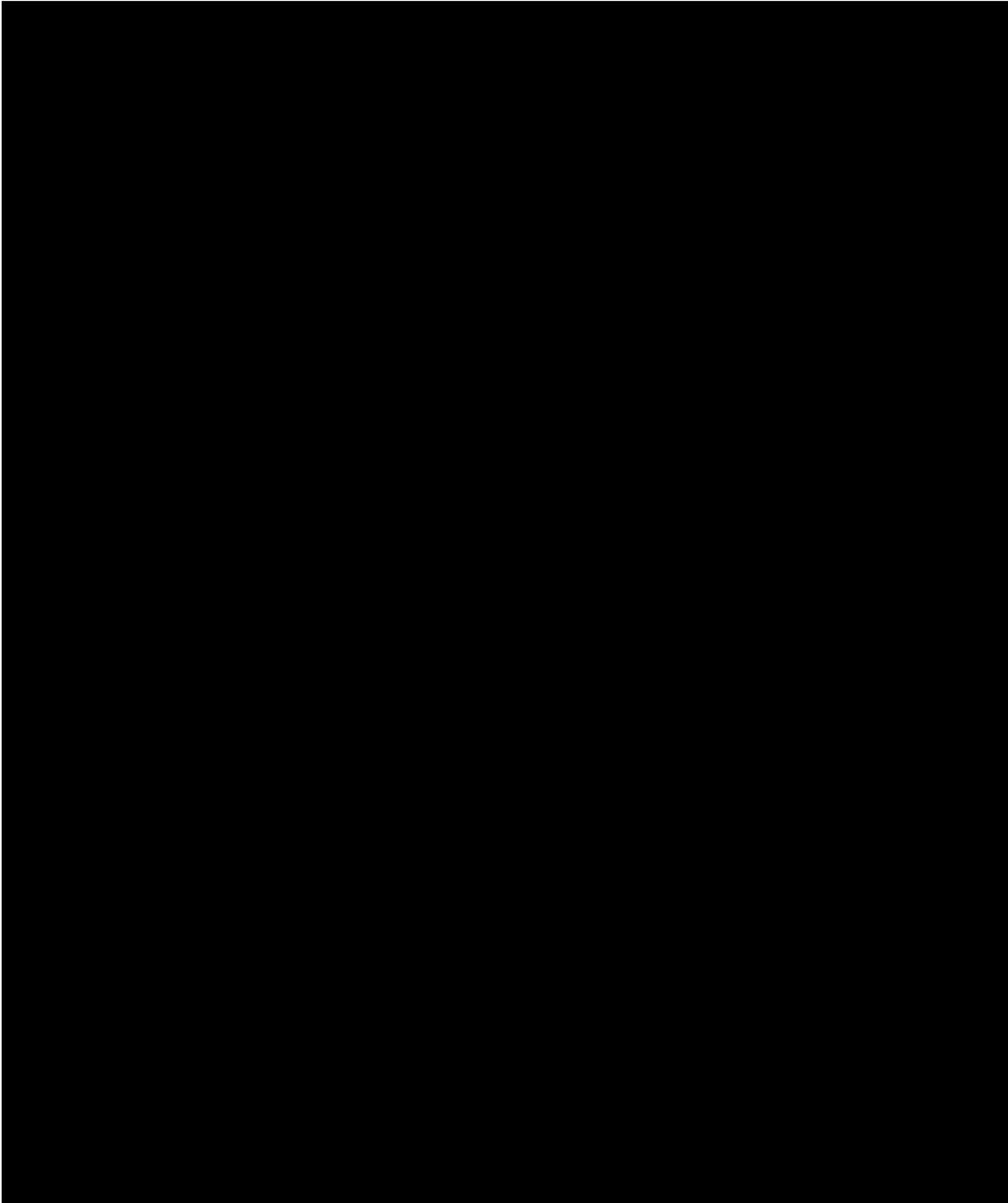
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Aaron Ahlquist, Esq.







## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Friday, May 06, 2016 5:36 PM  
**To:** lusher-board-only@googlegroups.com  
**Cc:** mbickford@mcglinchey.com  
**Subject:** [Fwd: Lusher Governance]  
**Attachments:** untitled-[2].htm

Here's yet another parent calling us on our inaction in allowing the administration to disregard our neutrality policy. We are rapidly losing credibility as a Board and contributing to the divisiveness by allowing this to continue. The anti-union hostility from the administration and its surrogates has created a toxic environment. No matter how much some of us try to rely on strained legal arguments to support the untenable and hypocritical positions we are condoning, it reeks of bad faith and the parents know it. And the press is catching on as well.

Blaine

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

Subject: Lusher Governance

From: "Kevin Cox" [REDACTED]

Date: Fri, May 6, 2016 1:14 pm

To: blecesne@loyno.edu

-----

Mr. Lencese,

I attended my first Lusher Board meeting and appreciated your reasoning that informed your vote to accept the check box ballot to recognize the Lusher teachers seeking recognition of their union to begin collective bargaining negotiations and avoid an ugly and potentially costly legal battle. I also respect the views of the 6 members in the majority that expressed their view that all the teachers should vote in an NLRB election. I listened to one speaker make the point that 60% is more than 50% and then a teacher that I respect greatly state he signed without fully understanding the implications of his action. While I felt the 60 is more than 50 argument was more persuasive, I respected the majority vote to allow all the teachers an to vote in an NLRB election, so all the teachers could participate in an informed manner in a voting booth rather than, as some have claimed, checking a box in a closet.

Surprisingly, the administration appears to have confused the intent of your Board's action to move forward with an election as an opportunity to identify a legal ambiguity in its entity status to undermine the governing authority vested in Lusher's Board. All 6 members that voted no to accepting the check box ballot affirmatively stated their desire to allow all the teachers to vote in an election with many stating the vote would be through an NLRB sanctioned election. In any event, every single member voted to either accept the union's petition or to allow a vote, so it seems the administration's engagement of legal council must be inconsistent with your vote and possibly with the Lusher Board's Charter by-laws. In my opinion, the most expedient way from a governance standpoint would be for the board to meet to decide whether to proceed with an NLRB election.

Entity laws are vague, particularly in regards to 501 c 3 organizations and more so with NPL's that are charter schools. I know you all have a lot of attorney's on your board and form is important in the law, but consider the substantive issue that teachers should vote and your Board has already authorized that action without any negative reservations of the fairness to the NLRB voting rules.

Best!

Kevin Cox, CPA  
[REDACTED]

Sent from my iPhone

--

You received this message because you are subscribed to the Google Groups "Lusher Board Only" group. To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).

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

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Friday, May 06, 2016 4:34 PM  
**To:** Wisdom, Rachel W.  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] Postponement of May Meeting from 5/14 to 5/21

I can make it.

It is absolutely essential that we meet in May in light of all the major issues before us, including pending litigation, the prospect of collective bargaining, and likely unfair labor practice allegations. Apart from how poorly it would reflect upon us as a Board to avoid meeting during these times, it would be an abdication of our responsibilities to not meet. I am amazed at the suggestion that we put this off until June and hope that those who can make it on May 21st will endeavor to do so.

Blaine

> Hi all.  
>  
> I have not heard back from all of you but we do appear to have a  
> quorum for a meeting at 2 on 5/21.  
>  
> However, Carol cannot make it.  
>  
> And Lynden has suggested a way she can meet her deadlines if we have a  
> June rather than a May meeting.  
>  
> So we could have a June meeting instead.  
>  
> Since we ordinarily don't meet between May and August, I don't know  
> that anyone would want to reschedule for June.  
>  
> But if so, please let me know because we can do that if we want.  
>  
> Thanks  
>  
> R  
>  
> From: Salzer, Ann K [mailto:asalzer@tulane.edu]  
> Sent: Thursday, May 05, 2016 10:46 AM  
> To: Wisdom, Rachel W.;  
> lusher-board-and-administrators@googlegroups.com  
> Subject: Re: [Lusher] Postponement of May Meeting from 5/14 to 5/21  
>  
> Yes, I can attend.  
>  
> Ann Salzer

> Assistant Provost  
> Tulane University  
> asalzer@tulane.edu<mailto:asalzer@tulane.edu>  
> 504-314-2816  
>  
> From: <Wisdom>, Rachel Wisdom  
> <RWisdom@stonepigman.com<mailto:RWisdom@stonepigman.com>>  
> Date: Thursday, May 5, 2016 at 10:43 AM  
> 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>>  
> Subject: [Lusher] Postponement of May Meeting from 5/14 to 5/21  
>  
> All:  
>  
> There are at least six board members (Ann, Alysia, Kiki, Richard, Paul  
> and  
> me) who have conflicts and will not attend on 5/14.  
>  
> Carol and Reuben did not state that they could not be there, but expressed  
> preferences for other dates. Reuben, due to flight arrangements,  
> prefers 5/21.  
>  
> So, we are going to reschedule the meeting to 5/21 at 2 p.m. to try  
> to get a quorum to attend.  
>  
> Another reason we need to meet then and need a quorum is that on 4/15,  
> Lynden has asked me to put approval of the budget calendar and  
> approval of a preliminary budget on the May meeting agenda, due to related deadlines  
> she must meet. As per her email below, we need to meet and provide those  
> approvals by 5/21.  
>  
> I inquired about 5/21 to several board members and both Paul and  
> Rueben have confirmed that date works for them.  
>  
> Please let me know whether you can attend on 5/21 at 2 p.m.  
>  
> Thank you  
>  
> Rachel  
>  
>  
> From: Lynden Swayze [mailto:lynden\_swayze@lusherschool.org]  
> Sent: Wednesday, May 04, 2016 7:56 AM  
> To: Wisdom, Rachel W.  
> Cc: Kathy Riedlinger  
> Subject: Question about Board Meeting to Approve FY17 Budget  
>  
> Counting back 10 calendar days before the hearing, I believe that the  
> board could meet to approve the budget on 05/21/16.  
>

> As a cost saving measure, Lusher places the advertisement required by  
> the Louisiana Local Government Budget Act, in one ad, along with other  
> member schools of our charter school co-op. Below is the wording from  
> the tear sheet for the ad.

>  
>  
>  
> Notice of Hearings on Proposed 2016-17 Budgets for the Following Schools:  
> (Hearings may last approximately one hour) For at least ten calendar  
> days before its Public Hearing, each school's proposed budget will be  
> available for public inspection during school hours in its Main Office  
> at its address listed below.

> Advocates for Arts-Based Education Corporation Lusher Charter School  
> May 31, 2016, 6pm @ 5624 Freret St., NOLA 70115, Room 207

>  
>  
>  
> Below is the link to the Budget Act

> .  
>  
> <http://www.legis.la.gov/legis/law.aspx?d=95806><<http://www.legis.la.gov/legis/law.aspx?d=95806>>

>  
> RS39:1307 states

>  
> B. Upon completion of the proposed budget and, if applicable, its  
> submission to the governing authority, the political subdivision shall  
> cause to be published a notice stating that the proposed budget is  
> available for public inspection. The notice shall also state that a  
> public hearing on the proposed budget shall be held with the date,  
> time, and place of the hearing specified in the notice. The notice  
> shall be published at least ten days prior to the date of the first public hearing.

>  
>  
> \_\_\_\_\_  
> Lynden Clay Swayze, CPA  
> Chief Financial Officer  
> Lusher Charter School  
> Advocates for Arts-Based Education Corp  
> 5624 Freret Street, Room 201B  
> New Orleans, Louisiana 70115  
> 504-324-7307  
> Fax: 504-861-1839

>  
>  
> [lynden\\_swayze@lusherschool.org](mailto:lynden_swayze@lusherschool.org)<[mailto:lynden\\_swayze@lusherschool.org](mailto:lynden_swayze@lusherschool.org)>

>  
>  
> --  
> You received this message because you are subscribed to the Google  
> Groups "Lusher Charter Board and Administrators" group.  
> To unsubscribe from this group and stop receiving emails from it, send

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> To post to this group, send email to  
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> For more options, visit  
> <https://groups.google.com/d/optout><<https://groups.google.com/d/optout>>.  
>  
> --  
> You received this message because you are subscribed to the Google  
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> To unsubscribe from this group and stop receiving emails from it, send  
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> To post to this group, send email to  
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>

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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Friday, May 06, 2016 3:53 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] Postponement of May Meeting from 5/14 to 5/21

Hi all.

I have not heard back from all of you but we do appear to have a quorum for a meeting at 2 on 5/21.

However, Carol cannot make it.

And Lynden has suggested a way she can meet her deadlines if we have a June rather than a May meeting.

So we could have a June meeting instead.

Since we ordinarily don't meet between May and August, I don't know that anyone would want to reschedule for June.

But if so, please let me know because we can do that if we want.

Thanks

R

---

**From:** Salzer, Ann K [mailto:asalzer@tulane.edu]  
**Sent:** Thursday, May 05, 2016 10:46 AM  
**To:** Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] Postponement of May Meeting from 5/14 to 5/21

Yes, I can attend.

Ann Salzer  
Assistant Provost  
Tulane University  
[asalzer@tulane.edu](mailto:asalzer@tulane.edu)  
504-314-2816

---

**From:** <Wisdom>, Rachel Wisdom <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>  
**Date:** Thursday, May 5, 2016 at 10:43 AM  
**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)>  
**Subject:** [Lusher] Postponement of May Meeting from 5/14 to 5/21

All:

There are at least six board members (Ann, Alysia, Kiki, Richard, Paul and me) who have conflicts and will not attend on 5/14.

Carol and Reuben did not state that they could not be there, but expressed preferences for other dates. Reuben, due to flight arrangements, prefers 5/21.

So, we are going to reschedule the meeting to **5/21 at 2 p.m. to try to get a quorum to attend.**

Another reason we need to meet then and need a quorum is that on 4/15, Lynden has asked me to put approval of the budget calendar and approval of a preliminary budget on the May meeting agenda, due to related deadlines she must meet. As per her email below, we need to meet and provide those approvals by 5/21.

I inquired about 5/21 to several board members and both Paul and Rueben have confirmed that date works for them.

**Please let me know whether you can attend on 5/21 at 2 p.m.**

Thank you

Rachel

**From:** Lynden Swayze [[mailto:lynden\\_swayze@luserschool.org](mailto:lynden_swayze@luserschool.org)]

**Sent:** Wednesday, May 04, 2016 7:56 AM

**To:** Wisdom, Rachel W.

**Cc:** Kathy Riedlinger

**Subject:** Question about Board Meeting to Approve FY17 Budget

**Counting back 10 calendar days before the hearing, I believe that the board could meet to approve the budget on 05/21/16.**

As a cost saving measure, Lusher places the advertisement required by the Louisiana Local Government Budget Act, in one ad, along with other member schools of our charter school co-op. Below is the wording from the tear sheet for the ad.

Notice of Hearings on Proposed 2016-17 Budgets for the Following Schools: (Hearings may last approximately one hour) For at least ten calendar days before its Public Hearing, each school's proposed budget will be available for public inspection during school hours in its Main Office at its address listed below.  
Advocates for Arts-Based Education Corporation Lusher Charter School May 31, 2016, 6pm @ 5624 Freret St., NOLA 70115, Room 207

Below is the link to the Budget Act

<http://www.legis.la.gov/legis/law.aspx?d=95806>

RS39:1307 states

B. Upon completion of the proposed budget and, if applicable, its submission to the governing authority, the political subdivision shall cause to be published a notice stating that the proposed budget is available for public inspection. The notice shall also state that a public hearing on the proposed budget shall be held with the date, time, and place of the hearing specified in the notice. The notice shall be published at least ten days prior to the date of the first public hearing.

---

**Lynden Clay Swayze, CPA**  
**Chief Financial Officer**  
Lusher Charter School  
Advocates for Arts-Based Education Corp  
5624 Freret Street, Room 201B  
New Orleans, Louisiana 70115  
504-324-7307  
Fax: 504-861-1839

[lynden\\_swayze@lusherschool.org](mailto:lynden_swayze@lusherschool.org)

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## Chunlin Leonhard

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**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Friday, May 06, 2016 3:33 PM  
**To:** 'Whelan, Carol S'; blecesne@loyno.edu; lusher-board-only@googlegroups.com  
**Subject:** RE: [Fwd: Lusher - Union Issues

Dear Carol:

I have notes and an outline from which I spoke, and remember very well, and independently from those, what I said.

The substance of what I said is not as you relate below, so I assume you are thinking of someone else.

I said I wouldn't vote for voluntary recognition because I had not had enough time to get information about and assess the role of a union in a charter school and had serious concerns about the long-term effect that a unionized faculty might have on the school, both financially and in terms of its academic program.

The information I have obtained since then has only served to heighten my concerns.

I also said that it appeared our teachers had not had time to consider and assess information either, and that I doubted that petition demonstrated a majority support of the faculty because it had about 15 or so signatures I did not think should be counted.

Under those circumstances, I did not think it was responsible to vote for voluntary recognition.

And that was what I stated at the meeting.

While I do prefer a secret ballot vote to voluntary recognition, I have never said to anyone anything to suggest that I am in favor of a union at the school.

As far as the "neutrality policy" is concerned, it is a resolution not a policy, and it governs **communications to our teachers** during the NLRB process, nothing else. And it specifically provides that the administrators and speak their views and provide information, as permitted by law. The law does not require them not to be anti-union in their views, statements or actions, but merely limits them [REDACTED]

If anything has been unfair in this process, it's the effort to stifle the administrators, to keep information from them and/or portray their conduct or motives as sinister.

They are very experienced educators and know more about the school, its teachers and the role a union would or could play there than just about anyone.

I have read what they circulated and its not hostile, threatening or coercive in any way. So I just don't see any support for the assertions you reference.

Our administrators are good people and great professionals, but they are not being treated that way.

I respect you very much, Carol, and I do not mean to impugn your experience or character in any manner.

You, like our administrators, have relevant knowledge about unions in public schools than most if not all of our board members.

I just felt compelled to respond because I think some of the assumptions and arguments from the persons to whom you refer are untenable.

No more on this for me.

Peace to all and a nice weekend too.

R

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**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** Whelan, Carol S  
**Sent:** Friday, May 06, 2016 2:36 PM  
**To:** blecesne@loyno.edu; lusher-board-only@googlegroups.com  
**Subject:** Re: [Fwd: Lusher - Union Issues

Hello fellow board members,

This parent really understands what is happening and it is so sad to see. Is the board going to continue to let this go on?

All of the board members who spoke up at the meeting on April 16th, both pro and con on the issue of recognizing the United Teachers of Lusher, said they wanted "everyone to have a voice", thus the need for the election. On April 29th the board met again and voted to support a resolution to maintain neutrality, and yet the board is not stopping the administrators' actions that both parents and teachers are telling us are very hostile toward them. I know and have worked with many of teachers on both sides of the issue and respect all of them. This is not a fair way to treat them.

Carol

Sent from my iPhone

> On May 5, 2016, at 11:36 PM, "[blecesne@loyno.edu](mailto:blecesne@loyno.edu)" <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)> wrote:

>

> We continue to ignore parents like this at our own peril. There are many

> more who feel the same way.

>

> Blaine

>

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>

> ----- Original Message -----

> Subject: Lusher - Union Issues

> From: "Susan B. Kohn" <[Suek@spsr-law.com](mailto:Suek@spsr-law.com)>

> Date: Thu, May 5, 2016 10:30 pm

> To: "[armstron@loyno.edu](mailto:armstron@loyno.edu)" <[armstron@loyno.edu](mailto:armstron@loyno.edu)>

> "pbarron@tulane.edu" <pbarron@tulane.edu>  
> "rcortizas@tulane.edu" <rcortizas@tulane.edu>  
> "Huston Kiki" <[REDACTED]>  
> "aloshba@tulane.edu" <aloshba@tulane.edu>  
> "blecesne@loyno.edu" <blecesne@loyno.edu>  
> "leonhard@loyno.edu" <leonhard@loyno.edu>  
> "asalzer@tulane.edu" <asalzer@tulane.edu>  
> "Reuben Teague" <[REDACTED]>  
> "cwhelan@tulane.edu" <cwhelan@tulane.edu>  
> "rwisdom@stonepigman.com" <rwisdom@stonepigman.com>

> -----  
>

> Dear Board Members,

>  
> I am the parent of a Lusher [REDACTED]

> While I obviously do not get a vote, I am neither for or against our  
> teachers unionizing. What I am against, and am so disheartened by, is the  
> divisiveness being created by the Lusher administration. It is one thing  
> for the administration to state its position about a union - which is its  
> right. It is quite another thing to do so in a divisive manner. And while  
> the Board issued a resolution of neutrality, given that the administration  
> works for the Board, its resolution seems meaningless in light of certain  
> actions taken by the Lusher administration.

> It is disingenuous to argue that all teachers should have a voice and an  
> opportunity to vote only to turn around and attempt to stop the election.  
> As a lawyer and parent, it is embarrassing to see the administration take  
> the position that Lusher is a political subdivision not subject to the  
> jurisdiction of the NLRB given that Lusher took the opposite position in  
> its 2009 lawsuit against the Orleans Parish School Board, and received a  
> ruling from the Court that Lusher is not a political subdivision.

> Regardless of the outcome of an election, how can the administration  
> expect to resolve conflicts with its teachers given the divisiveness it is  
> creating in the run up to an election. And if the teachers vote not to  
> unionize, my fear is that such a result will be nothing more than a  
> pyrrhic victory for the administration whose actions will cause good  
> teachers to leave the school. This is not what is best for our children.

> I urge the Board to do everything possible to stop the divisiveness so  
> that our Lusher community can come together and the teachers and  
> administration can resolve their differences regardless of the outcome of  
> the election.

> Sincerely,

> Sue Kohn

> Susan B. Kohn

- > Simon, Peragine, Smith & Redfearn L.L.P.
- > 1100 Poydras St. 30th Floor.
- > New Orleans, LA 70163
- > <http://www.spsr-law.com>
- > Phone: 504-569-2906
- > Fax: 504-569-2999

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

## Chunlin Leonhard

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**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Friday, May 06, 2016 2:50 PM  
**To:** pbarron@tulane.edu; 'Kiki Huston'; 'Wisdom, Rachel W.'; 'reuben.teague@prudential.com'; 'Richard Cortizas'; aloschbaug [REDACTED] 'Ann K Salzer'; cwhelan@tulane.edu; Blaine Lecezne  
**Subject:** Response to Paul's Position re. Lusher's Board's Neutrality Policy and Lusher Administrative Conduct

Dear Paul:

Since I drafted the Board Resolution you interpreted below, I feel obligated to respond. In deference to our open meeting laws, I am only sharing my views for the sake of the record and I am not soliciting any comments on this issue.

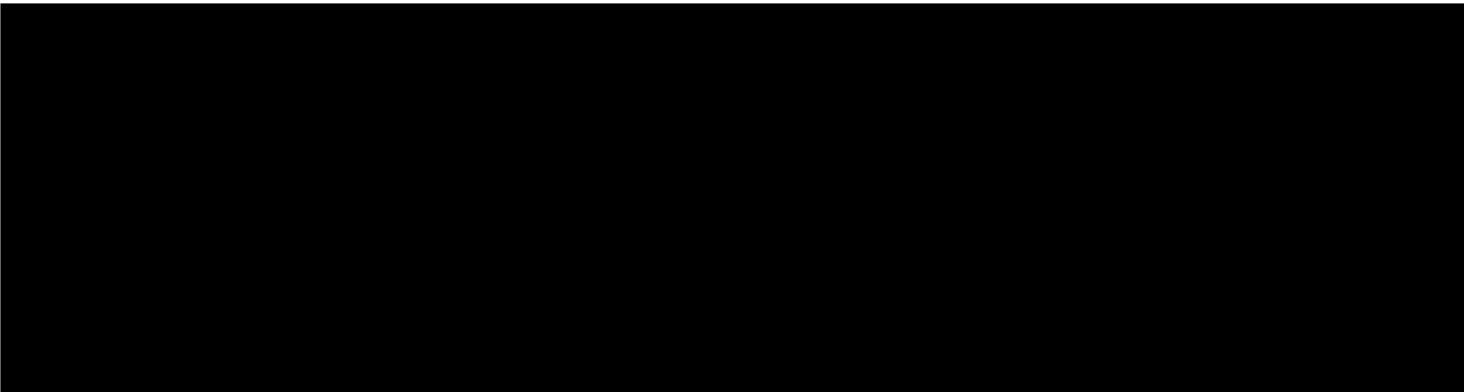
I agree with your summary of the situation leading up to the Board's adoption of the Board Resolution. I disagree strongly with your interpretation of the language of the Board Resolution and the neutrality policy embodied therein. You reached your desired conclusion only by ignoring the context of the Board Resolution and by rephrasing the Resolution language. A critical document and information that you did not mention in your discussion is the Lusher By-Laws that govern all affairs and business of the corporation. The By-Laws place the duty on the Board to "set the polices of the Corporation, ... to supervise and control the affairs and activities of the Corporation, and may adopt positions on issues of substance related to the purpose of the Corporation." (Article IV(A)).

You concluded that the Board Resolution clause "expressly states that the administration may not only share information but also their views, *whatever they may be*." (emphasis added). That is not what the Board Resolution says. The Resolution recognizes that "school administrators may share all information and views, *as permitted by law*, that they deem necessary or appropriate for *all Lusher teachers to make a sound and fully informed decision*," (emphasis added). The highlighted language limits the administrators' information and views to those consistent with the laws (both national labor relations and corporate governance laws) and aimed at allowing all Lusher teachers to make an informed decision, not to intimidate them into voting against union. By taking the anti-union position in such public and hostile manner, the Lusher administrators clearly violated the language and the spirit of the Board Resolution.

You also seem to say that Rachel's suggestion to add the word "views" to the sentence and my agreement to it meant somehow that the Board Resolution intends to give the administrators' unfettered authority to engage in anti-union activities. First of all, the word "views" is limited by the entire sentence. Second, I never suspected that Rachel's addition of the word "views" is really intended to allow (as you seem to say) the administrators to express their views contrary to the expressed corporate policy. As lawyers, I assumed that we all have some basic



knowledge and understanding of corporate law and the relationship between the Board and the administrators. I certainly have been very vocal about the Board's role as the governing entity here. I have pointed out many times that the Board is the governing entity. To arrive at the conclusion you drew from my agreement, I would have to assume that Rachel was willing to abdicate the Board's fiduciary duty to "supervise and control the affairs and activities of the Corporation" and allow the administrators to conduct the business and affairs of the corporation in direct violation of the expressed neutrality policy. I did not and had no reason to make that extraordinary assumption. Based on the express language of the Board Resolution, the administrators could have provided information and expressed their views consistent with the Board Resolution, for example, by making sure that the employees have the correct information and data, by nurturing a supportive and empathetic atmosphere wherein all teachers feel safe to express their views and feel that they are being heard. By espousing their anti union views in such an open and hostile manner, the administrators are doing exactly the opposite, and recklessly so.



You also supported your conclusion by relying on general principles of statutory construction. You suggested that the specific (instead of the general) provision should control the interpretation. As I pointed out earlier, you only reached your conclusion by omitting and/or rephrasing the language of the applicable provision. There is also another venerable general rule of statutory construction: All words of the statute have to be construed in such a way so that it does not lead to absurd results. Your construction of the language would have essentially meant that the Board would be abdicating its responsibility under our By-Laws and let the administrators run the Corporation.

You are correct that I understood that the administrators were anti-union. Kathy made no secret of that. That is the very reason that I thought it was necessary to spell out the Board's expectations in light of the expressed views of majority of the Board members. All the Board members who appeared on the April 28 meeting voted to adopt the resolution. I personally wanted to avoid a divisive battle which would have caused long lasting damage. I had hoped that the administrators would keep the best interests of Lusher in mind and work with its own employees to find the best solution in light of the expressed Board policy.

I underestimated the extent to which the administration would go to resist unionization. I cannot believe that the administrators would try to demonize their own teachers publicly, the very people who helped build Lusher to what it is today. Contrary to what you may believe, I

am not a big fan of union because of the increased transactional costs. I wish we had taken whatever steps necessary to avoid this unionization efforts. [REDACTED]

[REDACTED] Now that it is too late, the least we can do is to try to salvage the situation and preserve the Lusher institution. That apparently is too much to expect.

Finally, your email today transmitted to all the administrators has simply provided additional fuel for their anti-union position. Your personal views (unsupported by the Board Resolution and the corporate law) give the administrators' permission to be even more aggressive in their anti-union messages. I find that extremely regrettable.

I strongly believe, as I have always done, that it is not in the best interests of Lusher to allow this anti-union efforts to continue. It interjects toxicity into the environment, divides the teachers, and incites hostility all around. It is this Board's duty to enforce its own policy. Failure to do so is a violation of this Board's fiduciary duty to the Corporation.

Sincerely,

Chunlin Leonhard

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**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Barron, Paul L

**Sent:** Friday, May 06, 2016 10:48 AM

**To:** Barron, Paul L <pbarron@tulane.edu>; Wisdom, Rachel W. <RWisdom@stonepigman.com>; lusher-board-and-administrators@googlegroups.com

**Cc:** Richard Cortiza [REDACTED]; Alysia Loshbaugh [REDACTED]

**Subject:** [Lusher] Neutrality Policy

Dear Board Members,

I have tried to refrain from the email discussion regarding the impending NLRB union election so as to not further exacerbate the situation. While I know that some of you are less than happy with me, I hope that you will find my email only as a way to make my view known and I hope that it is not viewed as hyperbole.

We are obviously strongly divided on the method of resolving the issue of union representation of the Lusher teachers and other related employees. Five of us favored representation of the union without an election. As they indicated, they felt that the cost of the election route was hurtful for Lusher. In taking that position, these board members were not indicating whether or not they favor unions. Six of us felt that the assertion that a majority of the teachers preferred representation was unclear. As a result, they preferred the NLRB run election. As with the other five, the six board members were not indicating by their vote, there position as to whether or

not they favor union representation of the Lusher teachers. There was a full discussion of the reasons for one route or the other. The vote resolved the election route Lusher should take. This issue has been resolved.

In my experience such as it is, the decision to go the election route indicated that the owner or the board of a private company was opposed to unionization. While some of us may have a view regarding opposition to the union that is not what is happening in this case. Because of that division noted above, the board, at a special meeting, adopted a resolution that it would not take a position, referred to as the neutrality policy.

The neutrality policy states:

WHEREAS the consensus opinion of the Board is to allow all of the Lusher teachers an opportunity to be heard, consider all relevant information reasonably available, and to vote in a fair election;

I assume that all of the members of the board understood that the administrative team are opposed to unionization of Lusher's teachers because they felt it would be destructive for Lusher. The above provision raises the question as to whether the administration may voice their view in a public way.

I believe that the neutrality policy has two provisions that bear on that question. They are the following:

WHEREAS the Board desires to ensure that all of the teachers at Lusher can and should have an open, polite, rational discourse on the matter, free from any hostility, intimidation or undue pressure from anyone;

WHEREAS the Board therefore recognizes that school administrators may share all information and views, as permitted by law, that they deem necessary or appropriate for all Lusher teachers to make a sound and fully informed decision;

One could read the first provision as limiting views of only the teachers which does not include the administration. However, the second provision expressly states that the administration may not only share information but also their views, whatever they may be.

I note that the second provision was added to the initial draft of the neutrality policy. Rachel suggested the addition of the second provision which included the reference to "views". This inclusion was agreed to by the drafter of the policy.

For those of us who are lawyers, there is generally agreement that there are rules for resolving seemingly contrary provisions of the statute. One of those rules is that if the provision is general and one that is specific, the specific provision should be adhered to.

Obviously, I believe that the specific provision controls and allows administration to state its views so long as they are not in violation of the NLRB limitations. [REDACTED]

[REDACTED] I had not read the letter before it was sent but it does not seem to be in violation of the NLRB rules or the neutrality policy.

Again, I hope that this email is not viewed by anyone on the board as either impolite or strident.

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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## Chunlin Leonhard

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**From:** lusher-board-only@googlegroups.com on behalf of Whelan, Carol S  
<cwhelan@tulane.edu>  
**Sent:** Friday, May 06, 2016 2:36 PM  
**To:** blecesne@loyno.edu; lusher-board-only@googlegroups.com  
**Subject:** Re: [Fwd: Lusher - Union Issues

**Flag Status:** Flagged

Hello fellow board members,

This parent really understands what is happening and it is so sad to see. Is the board going to continue to let this go on?

All of the board members who spoke up at the meeting on April 16th, both pro and con on the issue of recognizing the United Teachers of Lusher, said they wanted "everyone to have a voice", thus the need for the election. On April 29th the board met again and voted to support a resolution to maintain neutrality, and yet the board is not stopping the administrators' actions that both parents and teachers are telling us are very hostile toward them. I know and have worked with many of teachers on both sides of the issue and respect all of them. This is not a fair way to treat them.

Carol

Sent from my iPhone

> On May 5, 2016, at 11:36 PM, "blecesne@loyno.edu" <blecesne@loyno.edu> wrote:

>

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> many more who feel the same way.

>

> Blaine

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> ----- Original Message

> -----

> Subject: Lusher - Union Issues

> From: "Susan B. Kohn" <Suek@spsr-law.com>

> Date: Thu, May 5, 2016 10:30 pm

> To: "armstron@loyno.edu" <armstron@loyno.edu>

> "pbarron@tulane.edu" <pbarron@tulane.edu>

> "rcortizas@yahoo.com" <[REDACTED]>

> "Huston Kiki" <[REDACTED]>

> "aloshbau" <[REDACTED]>

> "blecesne@loyno.edu" <blecesne@loyno.edu>

> "leonhard@loyno.edu" <leonhard@loyno.edu>

> "asalzer@tulane.edu" <asalzer@tulane.edu>

> "Reuben Teague" <rbteague@gmail.com>  
> "cwhelan@tulane.edu" <cwhelan@tulane.edu>  
> "rwisdom@stonepigman.com" <rwisdom@stonepigman.com>

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>

> Dear Board Members,

>

> I am the parent of a Lusher [REDACTED]

>

> While I obviously do not get a vote, I am neither for or against our  
> teachers unionizing. What I am against, and am so disheartened by, is  
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> It is disingenuous to argue that all teachers should have a voice and  
> an opportunity to vote only to turn around and attempt to stop the election.  
> As a lawyer and parent, it is embarrassing to see the administration  
> take the position that Lusher is a political subdivision not subject  
> to the jurisdiction of the NLRB given that Lusher took the opposite  
> position in its 2009 lawsuit against the Orleans Parish School Board,  
> and received a ruling from the Court that Lusher is not a political subdivision.

>

> Regardless of the outcome of an election, how can the administration  
> expect to resolve conflicts with its teachers given the divisiveness  
> it is creating in the run up to an election. And if the teachers vote  
> not to unionize, my fear is that such a result will be nothing more  
> than a pyrrhic victory for the administration whose actions will cause  
> good teachers to leave the school. This is not what is best for our children.

>

> I urge the Board to do everything possible to stop the divisiveness so  
> that our Lusher community can come together and the teachers and  
> administration can resolve their differences regardless of the outcome  
> of the election.

>

> Sincerely,

>

> Sue Kohn

>

> Susan B. Kohn

>

> Simon, Peragine, Smith & Redfearn L.L.P.

> 1100 Poydras St. 30th Floor.

> New Orleans, LA 70163

> <http://www.spsr-law.com>

> Phone: 504-569-2906

> Fax: 504-569-2999

>

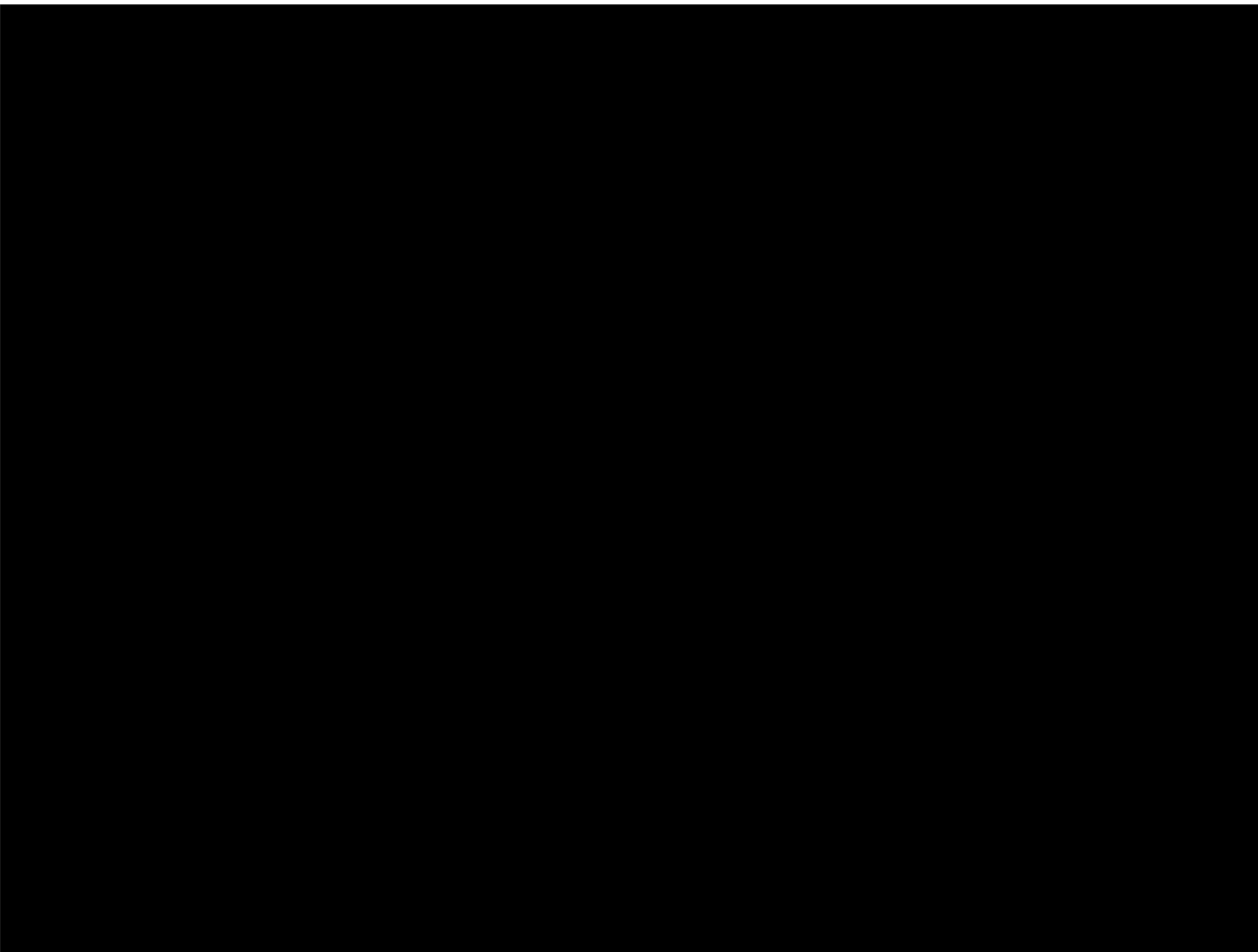
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only/31baa29b284b867ada567bf5798ed576.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/31baa29b284b867ada567bf5798ed576.squirrel%40secure.loyno.edu).  
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> <untitled-[2]>

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94F6-E174E7482AB6%40tulane.edu](https://groups.google.com/d/msgid/lusher-board-only/4AA28FA6-9975-4E3D-94F6-E174E7482AB6%40tulane.edu).  
For more options, visit <https://groups.google.com/d/optout>.









## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Friday, May 06, 2016 10:48 AM  
**To:** Barron, Paul L; Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com  
**Cc:** Richard Cortizas; Alysia Loshbaugh  
**Subject:** [Lusher] Neutrality Policy

Dear Board Members,

I have tried to refrain from the email discussion regarding the impending NLRB union election so as to not further exacerbate the situation. While I know that some of you are less than happy with me, I hope that you will find my email only as a way to make my view known and I hope that it is not viewed as hyperbole.

We are obviously strongly divided on the method of resolving the issue of union representation of the Lusher teachers and other related employees. Five of us favored representation of the union without an election. As they indicated, they felt that the cost of the election route was hurtful for Lusher. In taking that position, these board members were not indicating whether or not they favor unions. Six of us felt that the assertion that a majority of the teachers preferred representation was unclear. As a result, they preferred the NLRB run election. As with the other five, the six board members were not indicating by their vote, their position as to whether or not they favor union representation of the Lusher teachers. There was a full discussion of the reasons for one route or the other. The vote resolved the election route Lusher should take. This issue has been resolved.

In my experience such as it is, the decision to go the election route indicated that the owner or the board of a private company was opposed to unionization. While some of us may have a view regarding opposition to the union that is not what is happening in this case. Because of that division noted above, the board, at a special meeting, adopted a resolution that it would not take a position, referred to as the neutrality policy.

The neutrality policy states:

WHEREAS the consensus opinion of the Board is to allow all of the Lusher teachers an opportunity to be heard, consider all relevant information reasonably available, and to vote in a fair election;

I assume that all of the members of the board understood that the administrative team are opposed to unionization of Lusher's teachers because they felt it would be destructive for Lusher. The above provision raises the question as to whether the administration may voice their view in a public way.

I believe that the neutrality policy has two provisions that bear on that question. They are the following:

WHEREAS the Board desires to ensure that all of the teachers at Lusher can and should have an open, polite, rational discourse on the matter, free from any hostility, intimidation or undue pressure from anyone;

WHEREAS the Board therefore recognizes that school administrators may share all information and views, as permitted by law, that they deem necessary or appropriate for all Lusher teachers to make a sound and fully informed decision;

One could read the first provision as limiting views of only the teachers which does not include the administration. However, the second provision expressly states that the administration may not only share information but also their views, whatever they may be.

I note that the second provision was added to the initial draft of the neutrality policy. Rachel suggested the addition of the second provision which included the reference to “views”. This inclusion was agreed to by the drafter of the policy.

For those of us who are lawyers, there is generally agreement that there are rules for resolving seemingly contrary provisions of the statute. One of those rules is that if the provision is general and one that is specific, the specific provision should be adhered to.

Obviously, I believe that the specific provision controls and allows administration to state its views so long as they are not in violation of the NLRB limitations. [REDACTED]

[REDACTED] I had not read the letter before it was sent but it does not seem to be in violation of the NLRB rules or the neutrality policy.

Again, I hope that this email is not viewed by anyone on the board as either impolite or strident.

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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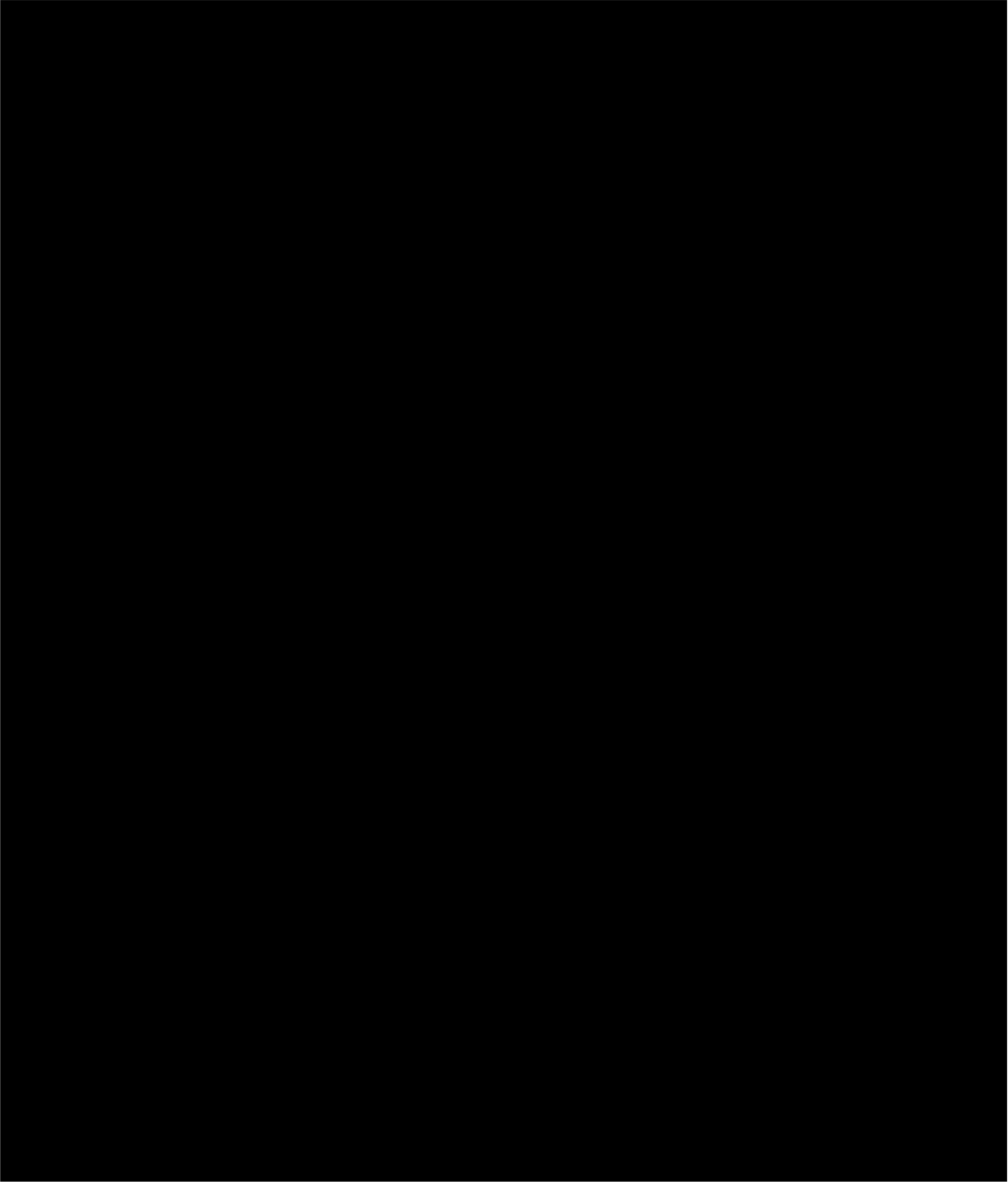
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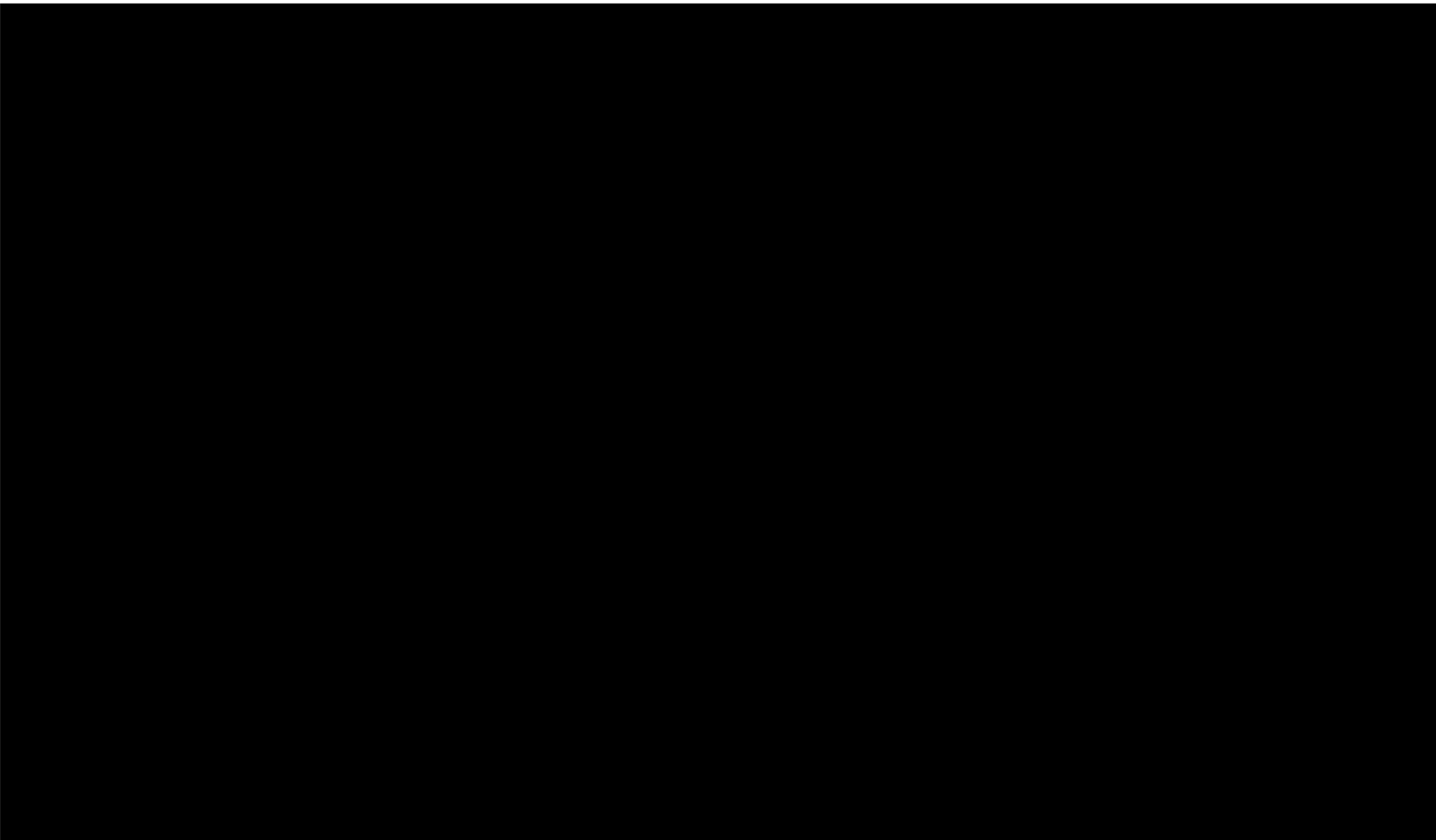
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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Thursday, May 05, 2016 11:36 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** [Fwd: Lusher - Union Issues]  
**Attachments:** untitled-[2].htm

We continue to ignore parents like this at our own peril. There are many more who feel the same way.

Blaine

----- Original Message -----  
Subject: Lusher - Union Issues  
From: "Susan B. Kohn" <Suek@spsr-law.com>  
Date: Thu, May 5, 2016 10:30 pm  
To: "armstron@loyno.edu" <armstron@loyno.edu>  
"pbarron@tulane.edu" <pbarron@tulane.edu>  
"rcortiza [REDACTED]" <[REDACTED]>  
"Huston Kiki" <[REDACTED]>  
"aloshbau [REDACTED]" <[REDACTED]>  
"blecesne@loyno.edu" <blecesne@loyno.edu>  
"leonhard@loyno.edu" <leonhard@loyno.edu>  
"asalzer@tulane.edu" <asalzer@tulane.edu>  
"Reuben Teague" <[REDACTED]>  
"cwhelan@tulane.edu" <cwhelan@tulane.edu>  
"rwisdom@stonepigman.com" <rwisdom@stonepigman.com>

Dear Board Members,

I am the parent of a Lusher [REDACTED]

While I obviously do not get a vote, I am neither for or against our teachers unionizing. What I am against, and am so disheartened by, is the divisiveness being created by the Lusher administration. It is one thing for the administration to state its position about a union - which is its right. It is quite another thing to do so in a divisive manner. And while the Board issued a resolution of neutrality, given that the administration works for the Board, its resolution seems meaningless in light of certain actions taken by the Lusher administration.

It is disingenuous to argue that all teachers should have a voice and an opportunity to vote only to turn around and attempt to stop the election.

As a lawyer and parent, it is embarrassing to see the administration take the position that Lusher is a political subdivision not subject to the jurisdiction of the NLRB given that Lusher took the opposite position in its 2009 lawsuit against the Orleans Parish School Board, and received a ruling from the Court that Lusher is not a political subdivision.



Regardless of the outcome of an election, how can the administration expect to resolve conflicts with its teachers given the divisiveness it is creating in the run up to an election. And if the teachers vote not to unionize, my fear is that such a result will be nothing more than a pyrrhic victory for the administration whose actions will cause good teachers to leave the school. This is not what is best for our children.

I urge the Board to do everything possible to stop the divisiveness so that our Lusher community can come together and the teachers and administration can resolve their differences regardless of the outcome of the election.

Sincerely,

Sue Kohn

Susan B. Kohn

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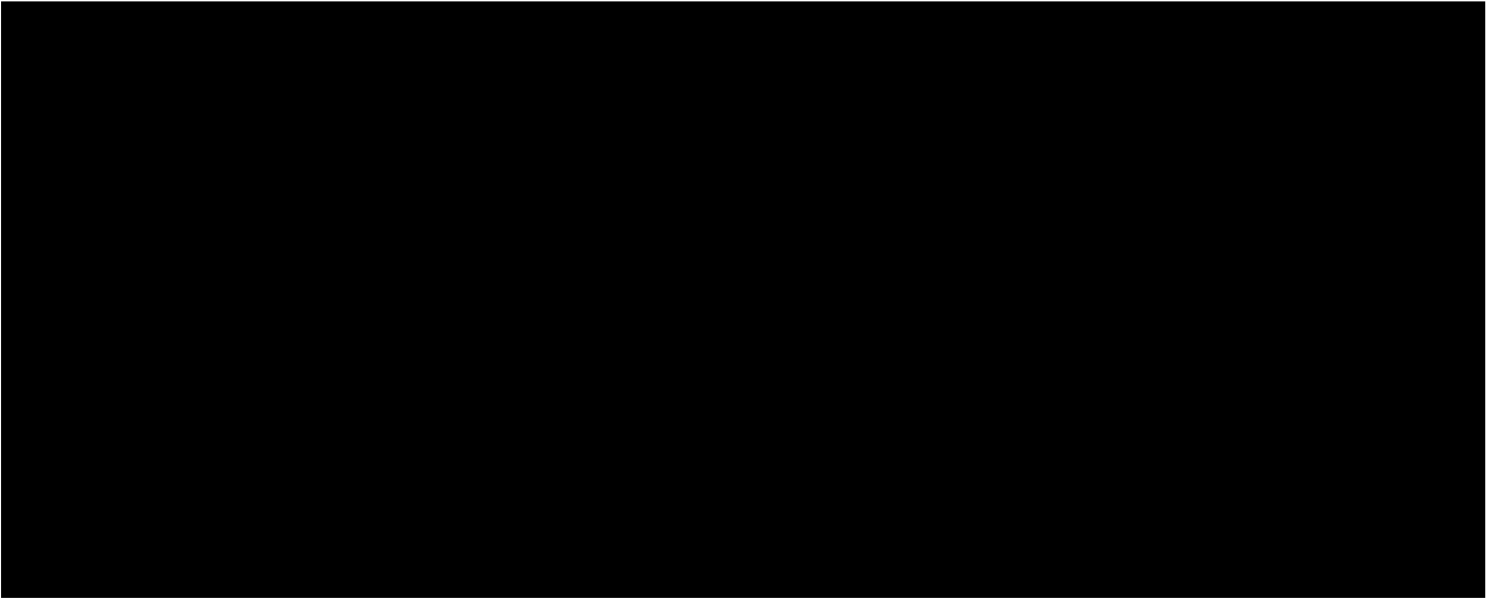
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To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/31baa29b284b867ada567bf5798ed576.squirrel%40secure.loyno.edu>.

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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of reuben.teague@prudential.com  
**Sent:** Thursday, May 05, 2016 2:57 PM  
**To:** Wisdom, Rachel W.  
**Cc:** Alysia Loshbaugh; Richard Cortizas; Barron, Paul L; lusher-board-and-administrators@googlegroups.com; Bickford Mag  
**Subject:** Re: [Lusher] RE: May 14 meeting -- poll

I agree with Rachel and Richard.

Sent from my iPhone

On May 5, 2016, at 3:53 PM, Wisdom, Rachel W. <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)> wrote:

Me too. Ms. Williams called on my cell phone and left me a voice mail with an explanation. I just talked to Richard and neither he nor I think it is wise to respond. Anyone who wants to know why can call me.

---

**From:** Alysia Loshbaugh [REDACTED]  
**Sent:** Thursday, May 05, 2016 2:49 PM  
**To:** Richard Cortizas  
**Cc:** Barron, Paul L; Wisdom, Rachel W.; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com); Bickford Mag  
**Subject:** Re: [Lusher] RE: May 14 meeting -- poll

I also received a call from The Advocate today.

Alysia K. Loshbaugh

Sent from my iPhone

On May 5, 2016, at 2:41 PM, 'Richard Cortizas' via Lusher Charter Board and Administrators <[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)> wrote:

All,  
Just a head up...I received a call message from the Advocate earlier regarding the union matter, and apparently wanting a comment from me about the board position? Please note that I am inclined not to respond, as I would feel it inappropriate to interject my personal beliefs.

Is there a formal communications process that we follow regarding media? Are we referring media calls to the President? Administration?  
If anyone knows please let me know...otherwise I do not plan to respond.  
Thank you.

Sent from my iPhone

On May 5, 2016, at 10:20 AM, 'Richard Cortizas' via Lusher Charter Board and Administrators <[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)> wrote:

I can not attend on the 21st in the morning. That is my son's birthday and we have a party scheduled from 10a.m.-12p.m

Sent from my iPhone

On May 4, 2016, at 8:55 AM, Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)> wrote:

We have friends in town over the weekend because of graduation and I am not able to attend the meeting on the 14<sup>th</sup>. However, at this time, I am able to attend a meeting on the 21<sup>st</sup>. I have placed that on my calendar in the event that there is no meeting on the 14<sup>th</sup>.

*Paul Barron*

The Class of 1937 Professor of Law (Emeritus)  
Tulane Law School  
6329 Freret Street  
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**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [<mailto:lusher-board-and-administrators@googlegroups.com>] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Tuesday, May 03, 2016 8:22 PM  
**To:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**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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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Thursday, May 05, 2016 2:53 PM  
**To:** 'Alysia Loshbaugh'; Richard Cortizas  
**Cc:** Barron, Paul L; lusher-board-and-administrators@googlegroups.com; Bickford Mag  
**Subject:** RE: [Lusher] RE: May 14 meeting -- poll

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**Sent:** Thursday, May 05, 2016 2:49 PM  
**To:** Richard Cortizas  
**Cc:** Barron, Paul L; Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com; Bickford Mag  
**Subject:** Re: [Lusher] RE: May 14 meeting -- poll

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**Behalf Of** Wisdom, Rachel W.  
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**Subject:** [Lusher] May 14 meeting -- poll

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**From:** 'Richard Cortizas' via Lusher Charter Board and Administrators <lusher-board-and-administrators@googlegroups.com>  
**Sent:** Thursday, May 05, 2016 2:41 PM  
**To:** Richard Cortizas  
**Cc:** Barron, Paul L; Wisdom, Rachel W.; lushers-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] RE: May 14 meeting -- poll

All,  
Just a head up...I received a call message from the Advocate earlier regarding the union matter, and apparently wanting a comment from me about the board position? Please note that I am inclined not to respond, as I would feel it inappropriate to interject my personal beliefs.

Is there a formal communications process that we follow regarding media? Are we referring media calls to the President? Administration?

If anyone knows please let me know...otherwise I do not plan to respond.

Thank you.

Sent from my iPhone

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I can not attend on the 21st in the morning. That is my son's birthday and we have a party scheduled from 10a.m.-12p.m

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On May 4, 2016, at 8:55 AM, Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)> wrote:

We have friends in town over the weekend because of graduation and I am not able to attend the meeting on the 14<sup>th</sup>. However, at this time, I am able to attend a meeting on the 21<sup>st</sup>. I have placed that on my calendar in the event that there is no meeting on the 14<sup>th</sup>.

*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:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Tuesday, May 03, 2016 8:22 PM  
**To:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**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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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Alysia Loshbaugh <aloshbaugh@gmail.com>  
**Sent:** Thursday, May 05, 2016 2:49 PM  
**To:** Richard Cortizas  
**Cc:** Barron, Paul L; Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com; Bickford Mag  
**Subject:** Re: [Lusher] RE: May 14 meeting -- poll

I also received a call from The Advocate today.

Alysia K. Loshbaugh

Sent from my iPhone

On May 5, 2016, at 2:41 PM, 'Richard Cortizas' via Lusher Charter Board and Administrators <[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)> wrote:

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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Andrea Armstrong  
**Sent:** Thursday, May 05, 2016 1:28 PM  
**To:** Blaine Lecesne  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] resignation

May 5, 2016

Dear Blaine LeCesne, President

After much thought and deliberation, I have decided to resign my position on the Board of Directors of the Advocates for Arts Based Education effective immediately. It has been my honor and privilege to serve on the board of Lusher, the school I once attended as an elementary student.

Sincerely,

Andrea Armstrong

--

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Blaine LeCesne <blecesne@loyno.edu>  
**Sent:** Thursday, May 05, 2016 1:20 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** FW: Clarification if you have a moment

FYI.

For the record, I concur wholly with this teacher's assessment.

Blaine

**From:** Learned scholar [REDACTED]  
**Sent:** Thursday, May 05, 2016 12:40 PM  
**To:** blecesne@loyno.edu  
**Subject:** Clarification if you have a moment

I read, sadly, that some in the Lusher Admin are attempting a legal move to block the vote that you all recognized as valid, and asked for neutrality in moving forward.

I understood from the lengthy discussion and feedback from the meeting I attended that the issue was time to discuss (which I can attest is happening) and not a legal tactic to silence a majority. Has the board's position changed to actively opposing a vote?

You passed a resolution of neutrality, yet the admin team has totally ignored it and has allowed third party outsiders like Apel inc and Robbie Evans from Choice to send emails via our school emails that are divisive and certainly not neutral. A teacher asked if they could block those emails - of which I think I sent you a copy. The teacher was told that admin said "do not block that outside emailer".

The board responded to pleas of a Fair Vote - which I understand based on the feedback you heard. But it it looks like that fairness is only going one way.

I respect you and your board, but I would like for all teachers to all be treated fairly.

Thanks,

Chuck Greiner

--

This is at the heart of all good education, where the teacher asks students to think and engages them in encouraging dialogues, constantly checking for understanding and growth.

William Glasser

Mr. Charles Greiner  
2001 National Milken Educator [www.mff.org](http://www.mff.org)  
AP Psychology/Government/SGA Advisor  
Tech Mentor  
Lusher Charter School 5624 Freret St | [map](#) | [email Mr. Greiner](#)  
NOLA 70125

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Salzer, Ann K <asalzer@tulane.edu>  
**Sent:** Thursday, May 05, 2016 10:46 AM  
**To:** Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] Postponement of May Meeting from 5/14 to 5/21

Yes, I can attend.

Ann Salzer  
Assistant Provost  
Tulane University  
asalzer@tulane.edu  
504-314-2816

---

**From:** <Wisdom>, Rachel Wisdom <RWisdom@stonepigman.com>  
**Date:** Thursday, May 5, 2016 at 10:43 AM  
**To:** "lusher-board-and-administrators@googlegroups.com" <lusher-board-and-administrators@googlegroups.com>  
**Subject:** [Lusher] Postponement of May Meeting from 5/14 to 5/21

All:

There are at least six board members (Ann, Alysia, Kiki, Richard, Paul and me) who have conflicts and will not attend on 5/14.

Carol and Reuben did not state that they could not be there, but expressed preferences for other dates. Reuben, due to flight arrangements, prefers 5/21.

So, we are going to reschedule the meeting to **5/21 at 2 p.m. to try to get a quorum to attend.**

Another reason we need to meet then and need a quorum is that on 4/15, Lynden has asked me to put approval of the budget calendar and approval of a preliminary budget on the May meeting agenda, due to related deadlines she must meet. As per her email below, we need to meet and provide those approvals by 5/21.

I inquired about 5/21 to several board members and both Paul and Rueben have confirmed that date works for them.

**Please let me know whether you can attend on 5/21 at 2 p.m.**

Thank you

Rachel

**From:** Lynden Swayze [mailto:lynden\_swayze@luserschool.org]  
**Sent:** Wednesday, May 04, 2016 7:56 AM  
**To:** Wisdom, Rachel W.  
**Cc:** Kathy Riedlinger  
**Subject:** Question about Board Meeting to Approve FY17 Budget

**Counting back 10 calendar days before the hearing, I believe that the board could meet to approve the budget on 05/21/16.**

As a cost saving measure, Lusher places the advertisement required by the Louisiana Local Government Budget Act, in one ad, along with other member schools of our charter school co-op. Below is the wording from the tear sheet for the ad.

Notice of Hearings on Proposed 2016-17 Budgets for the Following Schools: (Hearings may last approximately one hour) For at least ten calendar days before its Public Hearing, each school's proposed budget will be available for public inspection during school hours in its Main Office at its address listed below.  
Advocates for Arts-Based Education Corporation Lusher Charter School May 31, 2016, 6pm @ 5624 Freret St., NOLA 70115, Room 207

Below is the link to the Budget Act

<http://www.legis.la.gov/legis/law.aspx?d=95806>

RS39:1307 states

B. Upon completion of the proposed budget and, if applicable, its submission to the governing authority, the political subdivision shall cause to be published a notice stating that the proposed budget is available for public inspection. The notice shall also state that a public hearing on the proposed budget shall be held with the date, time, and place of the hearing specified in the notice. The notice shall be published at least ten days prior to the date of the first public hearing.

---

**Lynden Clay Swayze, CPA**  
**Chief Financial Officer**  
Lusher Charter School  
Advocates for Arts-Based Education Corp  
5624 Freret Street, Room 201B  
New Orleans, Louisiana 70115

504-324-7307  
Fax: 504-861-1839

[lynden\\_swayze@lusherschool.org](mailto:lynden_swayze@lusherschool.org)

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## Chunlin Leonhard

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**To:** Barron, Paul L  
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Direct Dial: (504)593-0911  
Direct Fax: (504)596-0911

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**Sent:** Wednesday, May 04, 2016 1:09 PM  
**To:** Barron, Paul L; blecesne@loyno.edu; Wisdom, Rachel W.; Chunlin Leonhard; Whelan, Carol S; reuben.teague@prudential.com; Alysia Loshbaugh; Salzer, Ann K; rcortizas [REDACTED]; kiki huston; Andrea Armstrong (andrea.craig.armstrong@gmail.com)  
**Cc:** Bickford, Mag; Kathy Riedlinger (kathy\_riedlinger@lusherschool.org)  
**Subject:** [REDACTED]

Camille

### Camille R. Bryant

**direct:** (504) 596-2763  
**fax:** (504) 596-2800  
**email:** cbryant@mcglinchey.com  
**office:** 601 Poydras St, Ste 1200 | New Orleans, LA 70130



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[bio](#) | [vcard](#) | [www.mcglinchey.com](#) | [www.cafalawblog.com](#)

---

---

**From:** Barron, Paul L [mailto:pbarron@tulane.edu]  
**Sent:** Wednesday, May 04, 2016 11:04 AM  
**To:** Bryant, Camille; blecesne@loyno.edu; Wisdom, Rachel W.; Chunlin Leonhard; Whelan, Carol S; reuben.teague@prudential.com; Alysia Loshbaugh; Salzer, Ann K; rcortizas@yahoo.com; kiki huston; Andrea Armstrong [REDACTED]  
**Cc:** Bickford, Mag; Kathy Riedlinger (kathy\_riedlinger@lusherschool.org)

[REDACTED]

Camille:

[REDACTED]

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:** Bryant, Camille [<mailto:cbryant@mcglinchey.com>]

**Sent:** Wednesday, May 04, 2016 10:40 AM

**To:** bleecesne@loyno.edu; Wisdom, Rachel W. <[rwisdom@stonepigman.com](mailto:rwisdom@stonepigman.com)>; Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>; Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; Whelan, Carol S <[cwhelan@tulane.edu](mailto:cwhelan@tulane.edu)>; reuben.teague@prudential.com; Alysia Loshbaugh <[REDACTED]> Salzer, Ann K <[asalzer@tulane.edu](mailto:asalzer@tulane.edu)>; rcorti [REDACTED] kiki huston <[REDACTED]>; Andrea Armstrong (e [REDACTED] <[andrea.craig.armstrong@gmail.com](mailto:andrea.craig.armstrong@gmail.com)>

**Cc:** Bickford, Mag <[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)>; Kathy Riedlinger ([kathy\\_riedlinger@lusherschool.org](mailto:kathy_riedlinger@lusherschool.org)) <[kathy\\_riedlinger@lusherschool.org](mailto:kathy_riedlinger@lusherschool.org)>

[REDACTED]

All:

[REDACTED]

Best regards,  
Camille

**Camille R. Bryant**

**direct:** (504) 596-2763  
**fax:** (504) 596-2800  
**email:** [cbryant@mcglinchey.com](mailto:cbryant@mcglinchey.com)  
**office:** 601 Poydras St., Ste 1200 | New Orleans, LA 70130



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## Chunlin Leonhard

---

**From:** Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Wednesday, May 04, 2016 11:04 AM  
**To:** Bryant, Camille; blecesne@loyno.edu; Wisdom, Rachel W.; Chunlin Leonhard; Whelan, Carol S; reuben.teague@prudential.com; Alysia Loshbaugh; Salzer, Ann K; rcortiz [REDACTED]; kiki huston; Andrea Armstrong [REDACTED]  
**Cc:** Bickford, Mag; Kathy Riedlinger (kathy\_riedlinger@lusherschool.org)  
**Subject:** [REDACTED]

Camille:

[REDACTED]

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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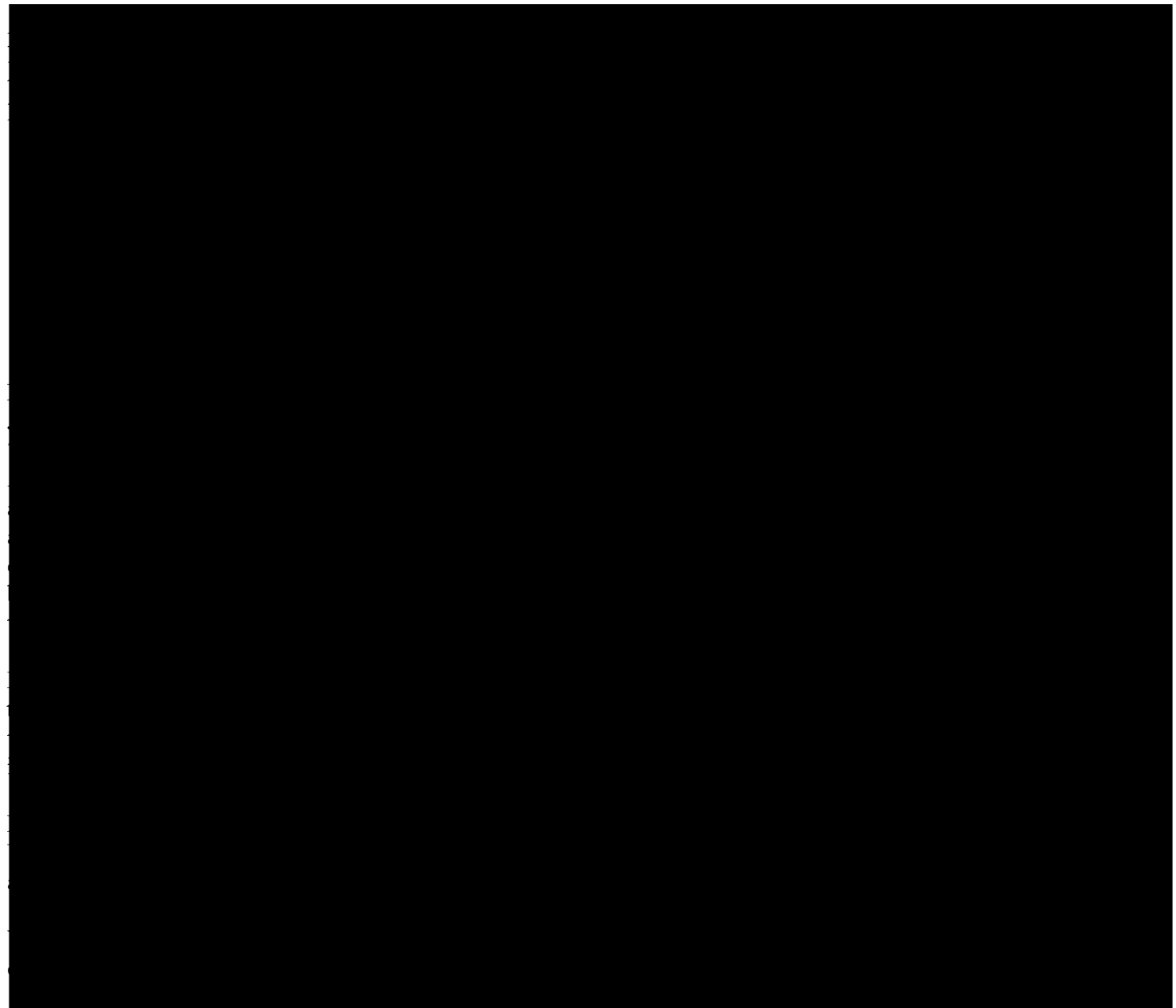
---

**From:** Bryant, Camille [mailto:cbryant@mcglinchey.com]  
**Sent:** Wednesday, May 04, 2016 10:40 AM  
**To:** blecesne@loyno.edu; Wisdom, Rachel W. <rwisdom@stonepigman.com>; Barron, Paul L <pbarron@tulane.edu>; Chunlin Leonhard <leonhard@loyno.edu>; Whelan, Carol S <cwhelan@tulane.edu>; reuben.teague@prudential.com; Alysia Loshbaugh <[REDACTED]>; Salzer, Ann K <asalzer@tulane.edu>; rcortiz [REDACTED] kiki huston [REDACTED]; Andrea Armstrong [REDACTED]  
**Cc:** Bickford, Mag <mbickford@mcglinchey.com>; Kathy Riedlinger (kathy\_riedlinger@lusherschool.org)

<kathy\_riedlinger@luserschool.org>

Subject: [REDACTED]

All:



Best regards,  
Camille

**Camille R. Bryant**

**direct:** (504) 596-2763  
**fax:** (504) 596-2800  
**email:** [cbryant@mcglinchey.com](mailto:cbryant@mcglinchey.com)  
**office:** 601 Poydras St, Ste 1200 | New Orleans, LA 70130

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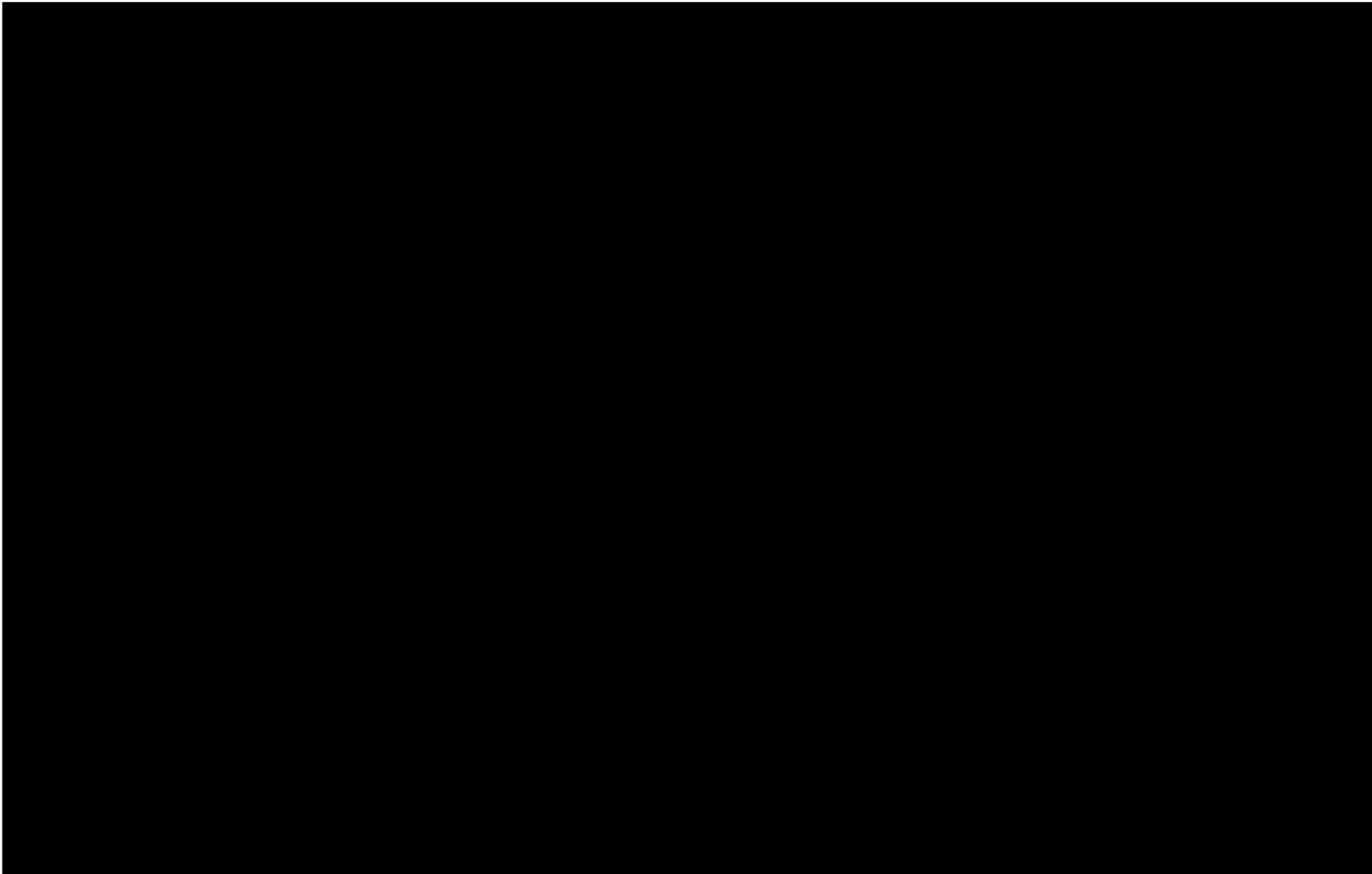
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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Salzer, Ann K <asalzer@tulane.edu>  
**Sent:** Wednesday, May 04, 2016 8:58 AM  
**To:** Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] May 14 meeting -- poll

Sorry, Tulane's commencement is that Saturday so I can't attend the Lusher Board meeting.

Ann Salzer  
Assistant Provost  
Tulane University  
asalzer@tulane.edu  
504-314-2816

---

**From:** <Wisdom>, Rachel Wisdom <RWisdom@stonepigman.com>  
**Date:** Tuesday, May 3, 2016 at 8:21 PM  
**To:** "lusher-board-and-administrators@googlegroups.com" <lusher-board-and-administrators@googlegroups.com>  
**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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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Wednesday, May 04, 2016 8:56 AM  
**To:** Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] RE: May 14 meeting -- poll

We have friends in town over the weekend because of graduation and I am not able to attend the meeting on the 14<sup>th</sup>. However, at this time, I am able to attend a meeting on the 21<sup>st</sup>. I have placed that on my calendar in the event that there is no meeting on the 14<sup>th</sup>.

*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:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Tuesday, May 03, 2016 8:22 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**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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For more options, visit <https://groups.google.com/d/optout>.

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Whelan, Carol S <cwhelan@tulane.edu>  
**Sent:** Wednesday, May 04, 2016 8:02 AM  
**To:** Wisdom, Rachel W.  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] May 14 meeting -- poll

I'd prefer to meet on May 11th or 12th.

Carol

Sent from my iPhone

On May 3, 2016, at 8:21 PM, Wisdom, Rachel W. <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)> wrote:

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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Tuesday, April 26, 2016 8:40 PM  
**To:** 'reuben.teague@prudential.com'  
**Subject:** Your Skype name

Dear Reuben,

As you can tell from the email traffic, the special meeting is all set up and will happen on the Loyola campus. I don't think it is going to be that long. Can you please share with me your Skype name? I will connect with you and skype you in when the meeting starts.

Best, Chunlin

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>



## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Tuesday, April 26, 2016 8:40 PM  
**To:** 'reuben.teague@prudential.com'  
**Subject:** Your Skype name

Dear Reuben,

As you can tell from the email traffic, the special meeting is all set up and will happen on the Loyola campus. I don't think it is going to be that long. Can you please share with me your Skype name? I will connect with you and skype you in when the meeting starts.

Best, Chunlin

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>

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Tuesday, April 26, 2016 4:56 PM  
**To:** lushers-board-only@googlegroups.com  
**Cc:** Bickford, Mag  
**Subject:** FW: A different perspective, maybe :)

Please see below the email from one of the teachers, I believe. I am not sure if he wrote to everyone because it looks like that he addressed it only to me.

Please note that I am forwarding this email to board members only plus our attorney.

**From:** Learned scholar [REDACTED]  
**Sent:** Tuesday, April 26, 2016 10:02 AM  
**To:** Chunlin Leonhard <leonhard@loyno.edu>  
**Subject:** Re: A different perspective, maybe :)

In deed, I want you to know your prediction about the tension is/was quite accurate.

I am going to write a note the whole board to request that those who voted No - return to the table and offer a Motion to Reconsider. I suspect that many board members have new information that was not provided earlier and could possibly help them understand a little more the nature of our request. This could also make the NLRB vote moot. It may not be successful but I feel like I must make an effort.

I must say that I really appreciated the context of your views and the substantive nature of your comments. You were also kind to both sides, something I noted was not true of all board members.

Many thanks.

Chuck Greiner

On Sat, Apr 23, 2016 at 5:27 PM, Learned scholar <[REDACTED]> wrote:

Thanks for the reply. I am disappointed in the result. I wish you the best. Now that we finally know who are board is, I hope we can be more active in working with you to make substantive change in the future.

Peace

Chuck Greiner

On Fri, Apr 22, 2016 at 9:50 PM, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)> wrote:

Thank you very much for sharing your thoughts with me.

Best regards,

Chunlin Leonhard

**From:** Learned scholar [REDACTED]  
**Sent:** Friday, April 22, 2016 4:35 PM  
**To:** undisclosed-recipients:  
**Subject:** A different perspective, maybe :)

I wish you and the Board well, I know that you are all working hard to do what is best for Lusher School.

I am writing to ask that you and the rest of the board to support the Teachers of Lusher in the Elementary, Secondary and Middle School in their bid to have a voice in the very important job of educating our youth.

I am the Advisor to the Lusher Charter High School STUDENT Government. I have been thinking recently that it is odd that our students have a voice in their school, and yet the teachers do not. We value the voice of our students enough that we codified their voice in a Lusher Student Constitution that gives them the voice to be heard by the administration. They sit with the principal and others and voice their positions on topics ranging from Dress Code to the Honor Code. This voice is not seen as a threat to the school - to the leadership or to any personnel. It is in fact a very highly regarded group of young men and women who are standing up for their right to have their concerns voiced. If we grant students a say in their education - it seems logical to grant teachers at least as much in a school committed to diverse ideas and great academic achievement.

If I may be so bold as to suggest we are from the same generation, I would like to suggest that this is not our father's union or even the union of the 1990's. We are committed to the education of the youth, and to the positive interaction between staff and administration.

A lack of clear, open, and honest communication undermines the safety, security and success of the entire school. Please support our bid to have a voice - if not for the teachers - for our students and the future success of Lusher School.

Thank you so very much for all you have done to this point. I truly wish you and the board well.

--

This is at the heart of all good education, where the teacher asks students to think and engages them in encouraging dialogues, constantly checking for understanding and growth.

William Glasser

Mr. Charles Greiner  
2001 National Milken Educator [www.mff.org](http://www.mff.org)

AP Psychology/Government/SGA Advisor  
Tech Mentor  
Lusher Charter School 5624 Freret St | [map](#) | [email Mr. Greiner](#)

NOLA 70125

--

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AP Psychology/Government/SGA Advisor

Tech Mentor

Lusher Charter School 5624 Freret St | [map](#) | [email Mr. Greiner](#)

NOLA 70125

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Tuesday, April 26, 2016 3:55 PM  
**To:** 'Wisdom, Rachel W.'; 'Chunlin Leonhard'; lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Revised Notice of Meeting with new location  
**Attachments:** April 28 AABE special meeting agenda.doc

Dear Rachel,

I appreciate your concern about creating any disruption on Lusher campus during this time. To avoid that problem, I have reserved a classroom in the College of Law building located at 526 Pine Street. I have attached the revised notice with the new location for your posting.

The classroom is located on the first floor of the law school building on the left side after you walk past the elevators. Please call me on my cell phone [REDACTED] if you have trouble finding the room.

Rachel, since you are the person who interacts with Pat to have the notice posted, can you please ask Pat to post it by 8:30 a.m. tomorrow morning? If you are too busy to take care of it, I am happy to post the meeting myself by 8:30 a.m. tomorrow morning. I won't be able to post it on the website since I have no access, but I am happy to send the notice to the Uptown messenger and/or other media outlet if necessary.

Please let me know by 9 p.m. tonight that Pat will post the meeting notice by 8:30 a.m. tomorrow.

Best regards,  
Chunlin

---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Tuesday, April 26, 2016 10:49 AM  
**To:** 'Chunlin Leonhard' <leonhard@loyno.edu>; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Hi -- at the end of a 15 minute break and may not be able to reply again til this evening because we plan to work through lunch.

I don't think the request follows the bylaws, but we can waive objections if the all of the board members want to waive them and can to meet as proposed.

I have heard from more people who cannot make than can, and haven't hear from others. Kiki cannot re-arrange at all. She will be setting up her booth. It will be really hard for me, but I can't say definitely yet.

I did look into getting meeting space in case. It is testing week and the cafeteria is probably the only place available because of that.

I am very concerned about having a public meeting on school day during testing week. I think it could draw a crowd and be very disruptive.

And I don't want to publish a notice for a meeting tomorrow if I don't know we have a quorum. However, if you insist, I will unless there are objections from the other board members.

I haven't been able to really study what you and Andrea have circulated, [REDACTED] Like we normally do -- e.g., letters Blaine gets out when there are tight time restraints

---

**From:** Chunlin Leonhard [<mailto:leonhard@loyno.edu>]  
**Sent:** Monday, April 25, 2016 10:00 PM  
**To:** Wisdom, Rachel W.; Chunlin Leonhard; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

I have called for a special meeting consistent with our By-laws. I think that it is important for us to get together to clarify the Board's position in light of the vote last Saturday and the petition filed with the National Labor Relations Board today.

I am not sure where you get the information to form the belief that we may not have a quorum. I understand that without a quorum, the board may not be able to take any action. That, however, is not a reason not to have the meeting, because we won't know if there is a quorum until we start the meeting.

Best regards,

Chunlin

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [<mailto:lusher-board-and-administrators@googlegroups.com>] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Monday, April 25, 2016 8:26 PM  
**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Leaving aside all other issues, I do not believe we have a quorum for this proposed meeting.

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [<mailto:lusher-board-and-administrators@googlegroups.com>]  
**On Behalf Of** Chunlin Leonhard  
**Sent:** Monday, April 25, 2016 12:03 PM  
**To:** Wisdom, Rachel W.  
**Cc:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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>

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## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 26, 2016 4:03 PM  
**To:** 'Chunlin Leonhard'  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Thank you so much!

---

**From:** Chunlin Leonhard [mailto:[leonhard@loyno.edu](mailto:leonhard@loyno.edu)]  
**Sent:** Tuesday, April 26, 2016 3:40 PM  
**To:** Wisdom, Rachel W.  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

Thank you very much for the proposed amendment. I am willing to accept your amendment. Please note that I did not copy anyone else on this email because I don't want to engage in a discussion of this by email.

Best regards,

Chunlin

---

**From:** Wisdom, Rachel W. [mailto:[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)]  
**Sent:** Tuesday, April 26, 2016 1:41 PM  
**To:** 'leonhard@zmail.loyno.edu' <[leonhard@zmail.loyno.edu](mailto:leonhard@zmail.loyno.edu)>; [asalzer@tulane.edu](mailto:asalzer@tulane.edu); Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Hi all.

I am still trying to arrange things so I can be there.

I just read the proposed resolution that Chunlin sent this morning.

I recall an email exchange between Paul and Reuben yesterday about allowing the administrators to provide information. I have revised the proposed resolution to reflect that exchange, which I believe is consistent with Reuben's statements and addresses Paul's concerns.

Chunlin, Will you please accept this as a friendly amendment to your proposed resolution?

Thank you.

Rachel Wisdom

---

**From:** [leonhard@zmail.loyno.edu](mailto:leonhard@zmail.loyno.edu) [mailto:[leonhard@zmail.loyno.edu](mailto:leonhard@zmail.loyno.edu)]  
**Sent:** Tuesday, April 26, 2016 1:03 PM  
**To:** [asalzer@tulane.edu](mailto:asalzer@tulane.edu); Chunlin Leonhard; Wisdom, Rachel W.; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** Re: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting



Hi, Ann,

Five of us (Andrea, Reuben, Carol, Blaine and I) called the meeting. Rachel made a good point about potential disruption on a school day. I'm working on an alternative location right now and will circulate the information as soon as I finalize it.

Thanks for being so flexible. With the petition already filed, we feel that it's necessary to meet.

Best, Chunlin

T-Mobile. America's First Nationwide 4G Network.

----- Original message-----

**From:** Salzer, Ann K

**Date:** Tue, Apr 26, 2016 12:45 PM

**To:** Chunlin Leonhard; Wisdom, Rachel W.; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com);

**Subject:** Re: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Hello Everyone,

If I recall correctly, 4 people have to call for a special meeting. Are there 4 people calling for this meeting during regular work hours? This is a burden for me but if it's necessary I will miss a scheduled commencement meeting and request some personal time from the Provost.

Ann

Ann Salzer

Assistant Provost

Tulane University

[asalzer@tulane.edu](mailto:asalzer@tulane.edu)

[504-314-2816](tel:504-314-2816)

---

**From:** Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>

**Date:** Monday, April 25, 2016 at 9:59 PM

**To:** Rachel Wisdom <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>, "[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)>

**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

2 1 6 0 3 1 1 1 1 1;}@font-face {font-family:"Cambria Math"; panose-1:2 4 5 3 5 4 6 3 2 4;}@font-face {font-family:Calibri; panose-1:2 15 5 2 2 2 4 3 2 4;}@font-face {font-family:Tahoma; panose-1:2 11 6 4 3 5 4 4 2 4;}@font-face {font-family:"@SimSun"; panose-1:2 1 6 0 3 1 1 1 1 1;}/\* Style Definitions \*/p.MsoNormal, li.MsoNormal, div.MsoNormal {margin:0in; margin-bottom:.0001pt; font-size:11.0pt; font-family:"Calibri",sans-serif;}a:link, span.MsoHyperlink {mso-style-priority:99; color:#0563C1; text-decoration:underline;}a:visited, span.MsoHyperlinkFollowed {mso-style-priority:99; color:#954F72; text-decoration:underline;}p {mso-style-priority:99; mso-margin-top-alt:auto; margin-right:0in; mso-margin-bottom-alt:auto; margin-left:0in; font-size:12.0pt; font-family:"Times New Roman",serif;}span.EmailStyle18 {mso-style-type:personal; font-family:"Calibri",sans-serif; color:windowtext;}span.EmailStyle19 {mso-style-type:personal; font-family:"Calibri",sans-serif; color:#1F497D;}span.EmailStyle20 {mso-style-type:personal-reply; font-family:"Calibri",sans-serif; color:#1F497D;} .MsoChpDefault {mso-style-type:export-only; font-size:10.0pt;}@page WordSection1 {size:8.5in 11.0in; margin:1.0in 1.0in 1.0in 1.0in;}div.WordSection1 {page:WordSection1;}-->

Dear Rachel,

I have called for a special meeting consistent with our By-laws. I think that it is important for us to get together to clarify the Board's position in light of the vote last Saturday and the petition filed with the National Labor Relations Board today.

I am not sure where you get the information to form the belief that we may not have a quorum. I understand that without a quorum, the board may not be able to take any action. That, however, is not a reason not to have the meeting, because we won't know if there is a quorum until we start the meeting.

Best regards,

Chunlin

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Monday, April 25, 2016 8:26 PM  
**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Leaving aside all other issues, I do not believe we have a quorum for this proposed meeting.

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**Sent:** Monday, April 25, 2016 12:03 PM  
**To:** Wisdom, Rachel W.  
**Cc:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

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Best regards,

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Associate Professor of Law

Director, LL.M. Programs

Loyola University New Orleans College of Law

Tel. (504) 861-5854

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## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 26, 2016 4:01 PM  
**To:** 'Chunlin Leonhard'; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: Revised Notice of Meeting with new location

Thank you, Chunlin. I will work with Pat.

But someone will need to post a notice Loyola law school too. Can you do that? If not I will pass by there tonight with a copy and tape it somewhere near the door.

I am on another break from my OSHA work, and have an idea how to address Richard's objections and suggestion.

Will you please call me on my direct dial at [REDACTED] so I can explain? It will save me time.

---

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]  
**Sent:** Tuesday, April 26, 2016 3:55 PM  
**To:** Wisdom, Rachel W.; 'Chunlin Leonhard'; lusher-board-and-administrators@googlegroups.com  
**Subject:** Revised Notice of Meeting with new location

Dear Rachel,

I appreciate your concern about creating any disruption on Lusher campus during this time. To avoid that problem, I have reserved a classroom in the College of Law building located at 526 Pine Street. I have attached the revised notice with the new location for your posting.

The classroom is located on the first floor of the law school building on the left side after you walk past the elevators. Please call me on my cell phone [REDACTED] if you have trouble finding the room.

Rachel, since you are the person who interacts with Pat to have the notice posted, can you please ask Pat to post it by 8:30 a.m. tomorrow morning? If you are too busy to take care of it, I am happy to post the meeting myself by 8:30 a.m. tomorrow morning. I won't be able to post it on the website since I have no access, but I am happy to send the notice to the Uptown messenger and/or other media outlet if necessary.

Please let me know by 9 p.m. tonight that Pat will post the meeting notice by 8:30 a.m. tomorrow.

Best regards,  
Chunlin

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Tuesday, April 26, 2016 10:49 AM  
**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Hi -- at the end of a 15 minute break and may not be able to reply again til this evening because we plan to work through lunch.

I don't think the request follows the bylaws, but we can waive objections if the all of the board members want to waive them and can to meet as proposed.

I have heard from more people who cannot make than can, and haven't hear from others. Kiki cannot re-arrange at all. She will be setting up her booth. It will be really hard for me, but I can't say definitely yet.

I did look into getting meeting space in case. It is testing week and the cafeteria is probably the only place available because of that.

I am very concerned about having a public meeting on school day during testing week. I think it could draw a crowd and be very disruptive.

And I don't want to publish a notice for a meeting tomorrow if I don't know we have a quorum. However, if you insist, I will unless there are objections from the other board members.

I haven't been able to really study what you and Andrea have circulated, [REDACTED] Like we normally do -- e.g., letters Blaine gets out when there are tight time restraints

---

**From:** Chunlin Leonhard [<mailto:leonhard@loyno.edu>]  
**Sent:** Monday, April 25, 2016 10:00 PM  
**To:** Wisdom, Rachel W.; Chunlin Leonhard; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

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Best regards,

Chunlin

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**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [<mailto:lusher-board-and-administrators@googlegroups.com>] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Monday, April 25, 2016 8:26 PM  
**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

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**Sent:** Monday, April 25, 2016 12:03 PM  
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## Chunlin Leonhard

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**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Tuesday, April 26, 2016 3:55 PM  
**To:** 'Wisdom, Rachel W.'; 'Chunlin Leonhard'; 'lusher-board-and-administrators@googlegroups.com'  
**Subject:** Revised Notice of Meeting with new location  
**Attachments:** April 28 AABE special meeting agenda.doc

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Best regards,  
Chunlin

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**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Tuesday, April 26, 2016 10:49 AM  
**To:** 'Chunlin Leonhard' <leonhard@loyno.edu>; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

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**Sent:** Monday, April 25, 2016 10:00 PM

**To:** Wisdom, Rachel W.; Chunlin Leonhard; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

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Chunlin

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**Sent:** Monday, April 25, 2016 8:26 PM

**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

**Subject:** [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

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**Sent:** Monday, April 25, 2016 12:03 PM

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

## Chunlin Leonhard

---

**From:** Richard Cortizas <[REDACTED]>  
**Sent:** Tuesday, April 26, 2016 3:41 PM  
**To:** Wisdom, Rachel W.; 'leonhard@zmail.loyno.edu'; asalzer@tulane.edu; Chunlin Leonhard; lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Chunlin and Rachel,

Given the fact that (1) it appears we only have a quorum if several board members undertake significant burden to rearrange their schedules, (2) the request was not timely, (3) the proposed resolution was not timely submitted, and (4) the meeting is unnecessary since the proposed resolutions only states what the law provides and what we, in effect, stated when we voted Saturday.

May I suggest that a meeting not be had?

Thanks.

On Tuesday, April 26, 2016 1:40 PM, "Wisdom, Rachel W." <RWisdom@stonepigman.com> wrote:

Hi all.

I am still trying to arrange things so I can be there.

I just read the proposed resolution that Chunlin sent this morning.

I recall an email exchange between Paul and Reuben yesterday about allowing the administrators to provide information. I have revised the proposed resolution to reflect that exchange, which I believe is consistent with Reuben's statements and addresses Paul's concerns.

Chunlin, Will you please accept this as a friendly amendment to your proposed resolution?

Thank you.

Rachel Wisdom

---

**From:** leonhard@zmail.loyno.edu [mailto:leonhard@zmail.loyno.edu]  
**Sent:** Tuesday, April 26, 2016 1:03 PM  
**To:** asalzer@tulane.edu; Chunlin Leonhard; Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Hi, Ann,

Five of us (Andrea, Reuben, Carol, Blaine and I) called the meeting. Rachel made a good point about potential disruption on a school day. I'm working on an alternative location right now and will circulate the information as soon as I finalize it.

Thanks for being so flexible. With the petition already filed, we feel that it's necessary to meet.

Best, Chunlin

T-Mobile. America's First Nationwide 4G Network.

----- Original message-----

**From:** Salzer, Ann K

**Date:** Tue, Apr 26, 2016 12:45 PM

**To:** Chunlin Leonhard; Wisdom, Rachel W.; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com);

**Subject:** Re: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Hello Everyone,

If I recall correctly, 4 people have to call for a special meeting. Are there 4 people calling for this meeting during regular work hours? This is a burden for me but if it's necessary I will miss a scheduled commencement meeting and request some personal time from the Provost.

Ann

Ann Salzer  
Assistant Provost  
Tulane University  
[asalzer@tulane.edu](mailto:asalzer@tulane.edu)  
504-314-2816

---

**From:** Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>

**Date:** Monday, April 25, 2016 at 9:59 PM

**To:** Rachel Wisdom <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>, "[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)>

**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

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Best regards,

Chunlin

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**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>;[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
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**Subject:** [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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://hq.ssrn.com/GroupProcesses/RedirectClick.cfm?partid=1615756&corid=649&runid=14702&url=http://ssrn.com/author=1615756>

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## Chunlin Leonhard

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**Sent:** Tuesday, April 26, 2016 3:40 PM  
**To:** Wisdom, Rachel W.  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

Thank you very much for the proposed amendment. I am willing to accept your amendment. Please note that I did not copy anyone else on this email because I don't want to engage in a discussion of this by email.

Best regards,

Chunlin

---

**From:** Wisdom, Rachel W. [mailto:RWisdom@stonepigman.com]  
**Sent:** Tuesday, April 26, 2016 1:41 PM  
**To:** 'leonhard@zmail.loyno.edu' <leonhard@zmail.loyno.edu>; asalzer@tulane.edu; Chunlin Leonhard <leonhard@loyno.edu>; lusher-board-and-administrators@googlegroups.com  
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**Date:** Tue, Apr 26, 2016 12:45 PM

**To:** Chunlin Leonhard; Wisdom, Rachel W.; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com);

**Subject:** Re: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

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Tulane University

[asalzer@tulane.edu](mailto:asalzer@tulane.edu)

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**Date:** Monday, April 25, 2016 at 9:59 PM

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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>

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## Chunlin Leonhard

---

**From:** Bickford, Mag <mbickford@mcglinchey.com>  
**Sent:** Tuesday, April 26, 2016 3:19 PM  
**To:** Kathy Riedlinger; 'blecesne@loyno.edu'; Wisdom, Rachel W.; reuben.teague@prudential.com; rcortizas [REDACTED]; Alysia Loshbaugh; Andrea Armstrong; Ann Salzer; kiki huston; Chunlin Leonhard

**Subject:** [REDACTED]

**Attachments:** [REDACTED]

[REDACTED]

### Magdalen Blessey Bickford

**direct:** (504) 596-2726  
**fax:** (504) 910-6944  
**email:** mbickford@mcglinchey.com  
**office:** 601 Poydras St, Ste 1200 | New Orleans, LA 70130

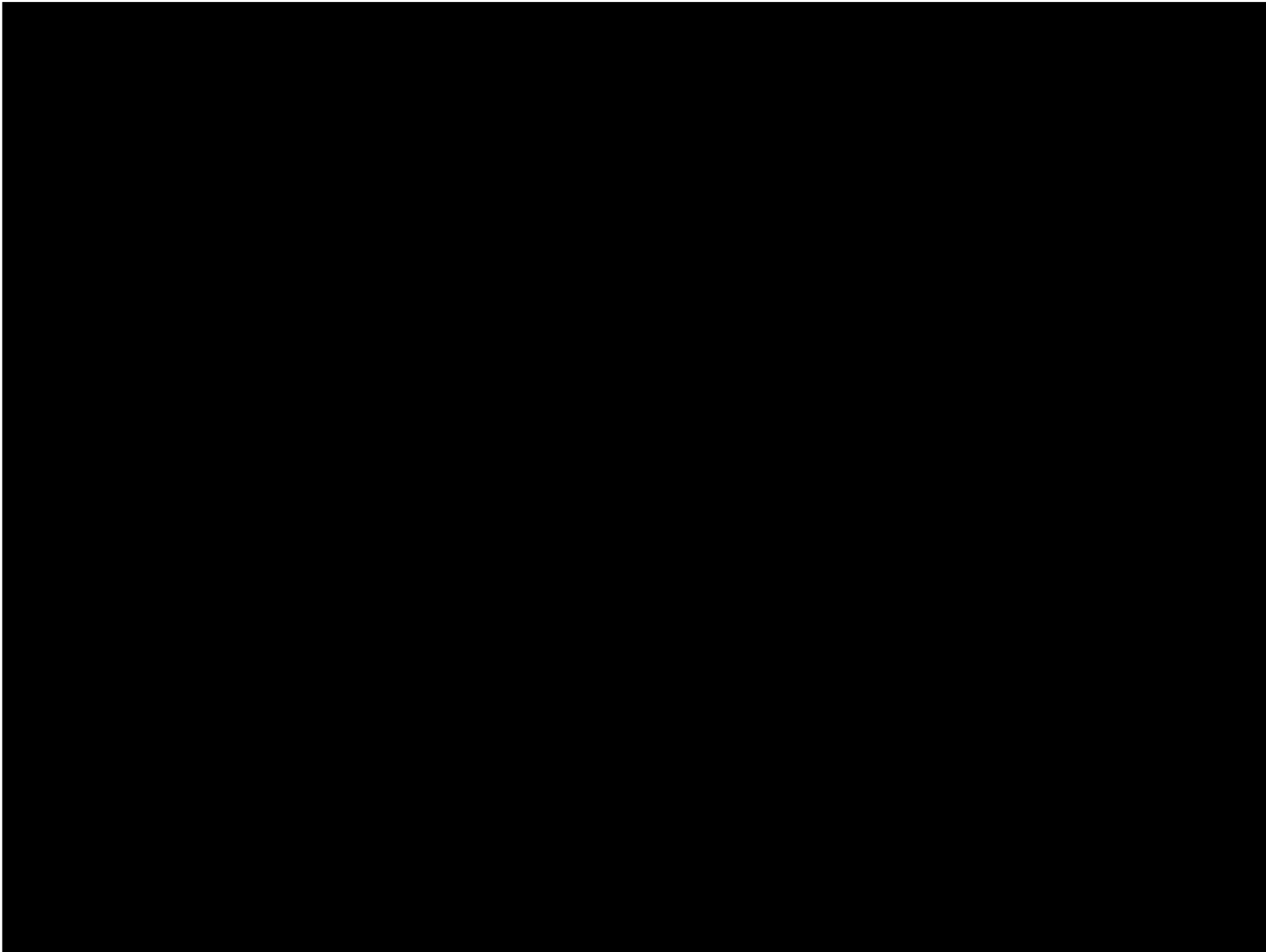


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[REDACTED]



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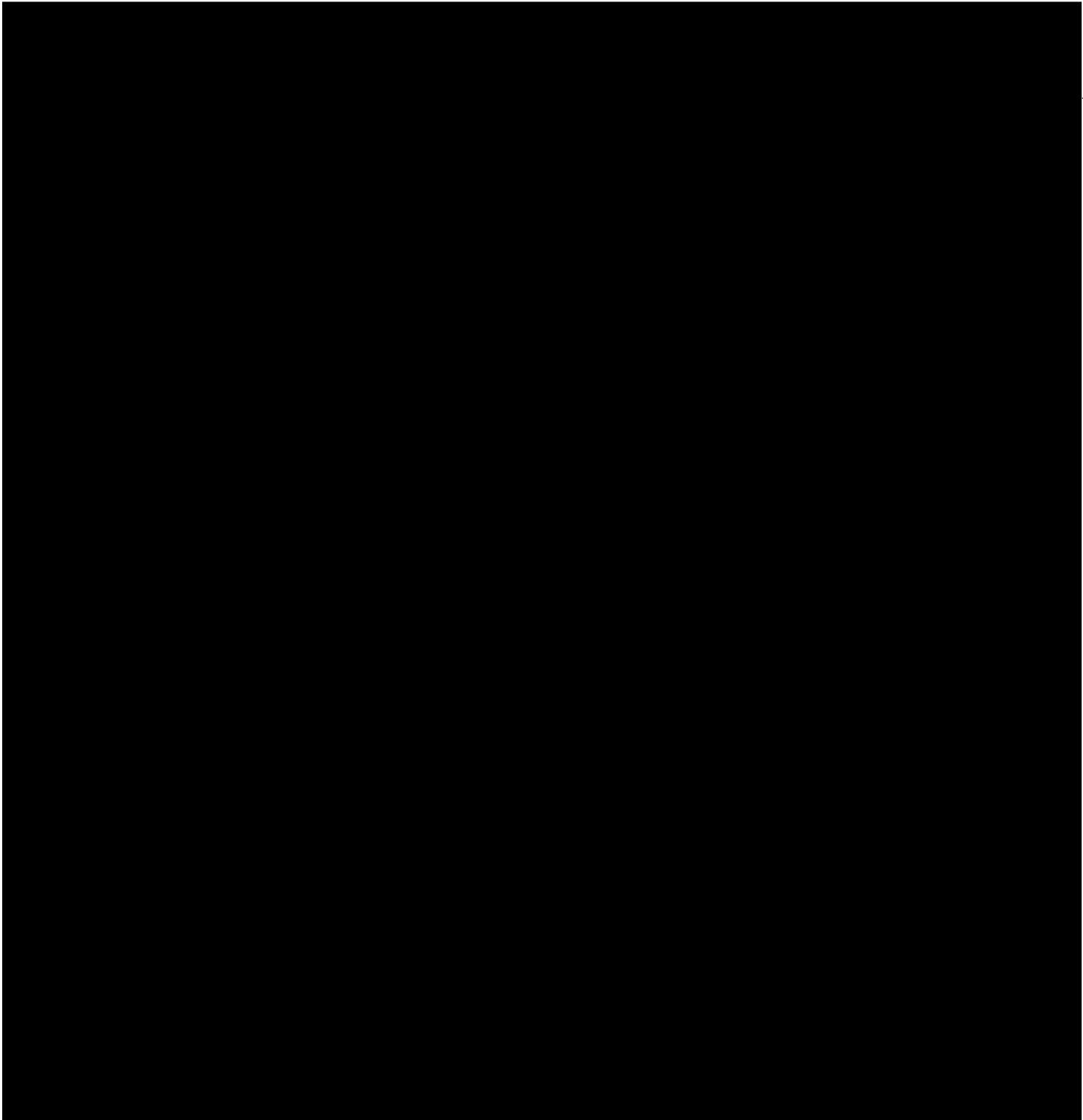
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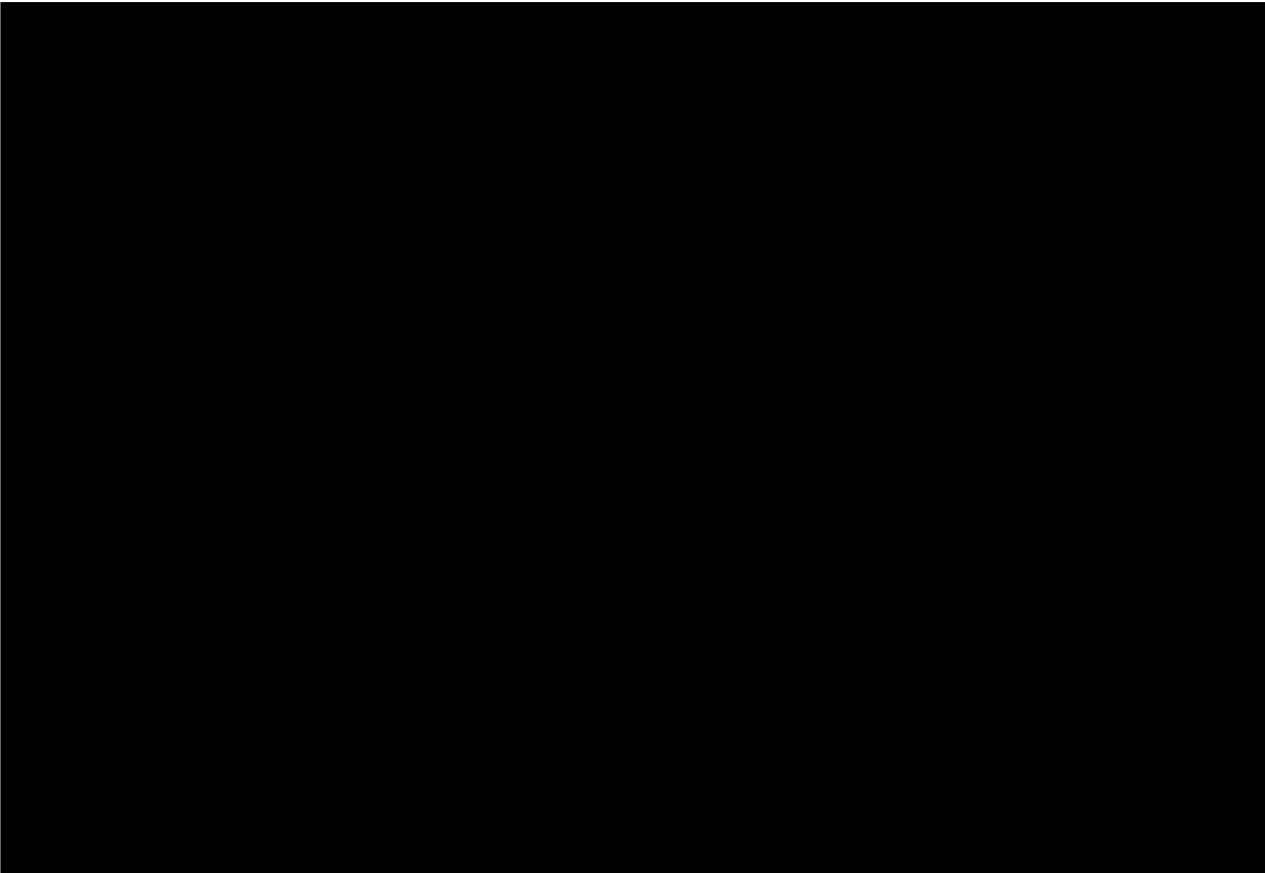
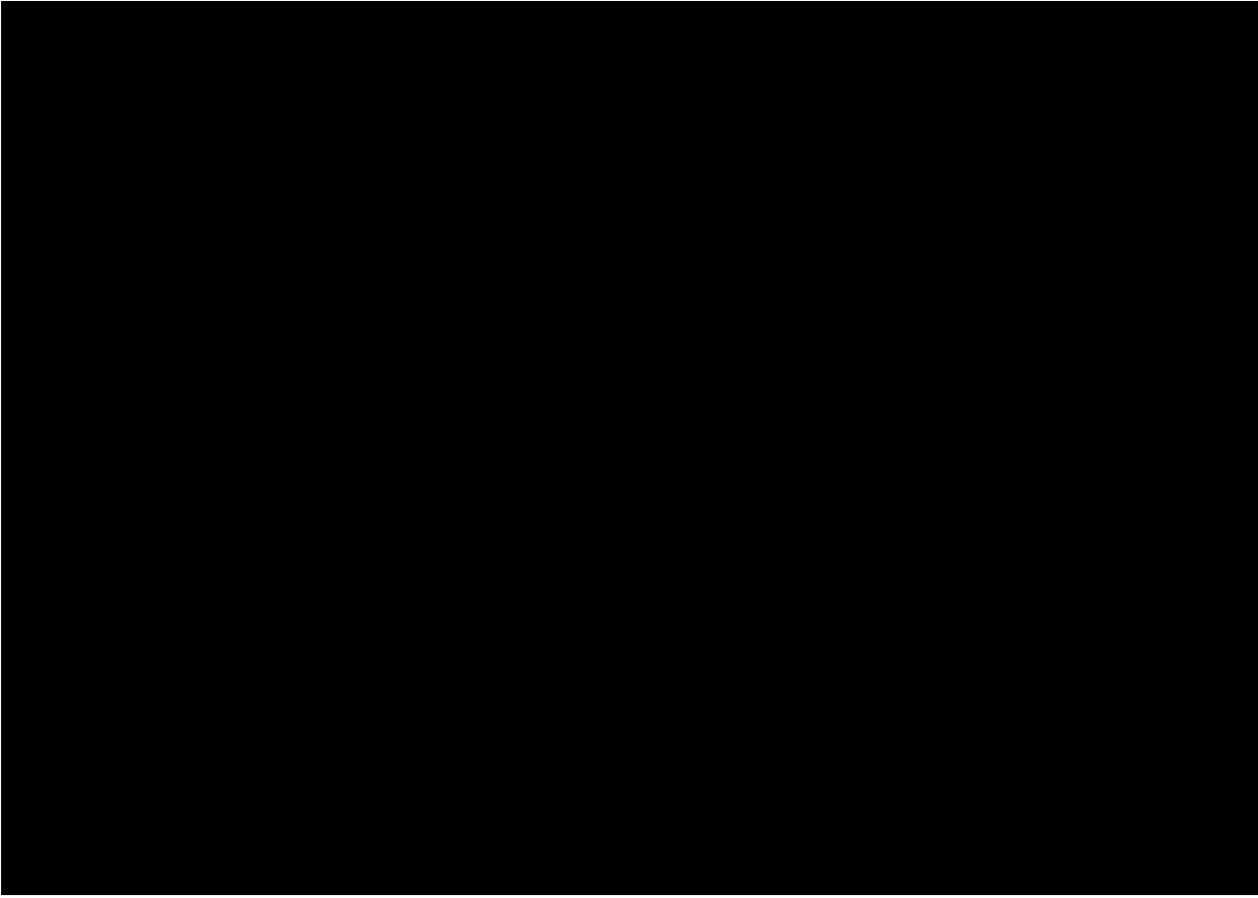
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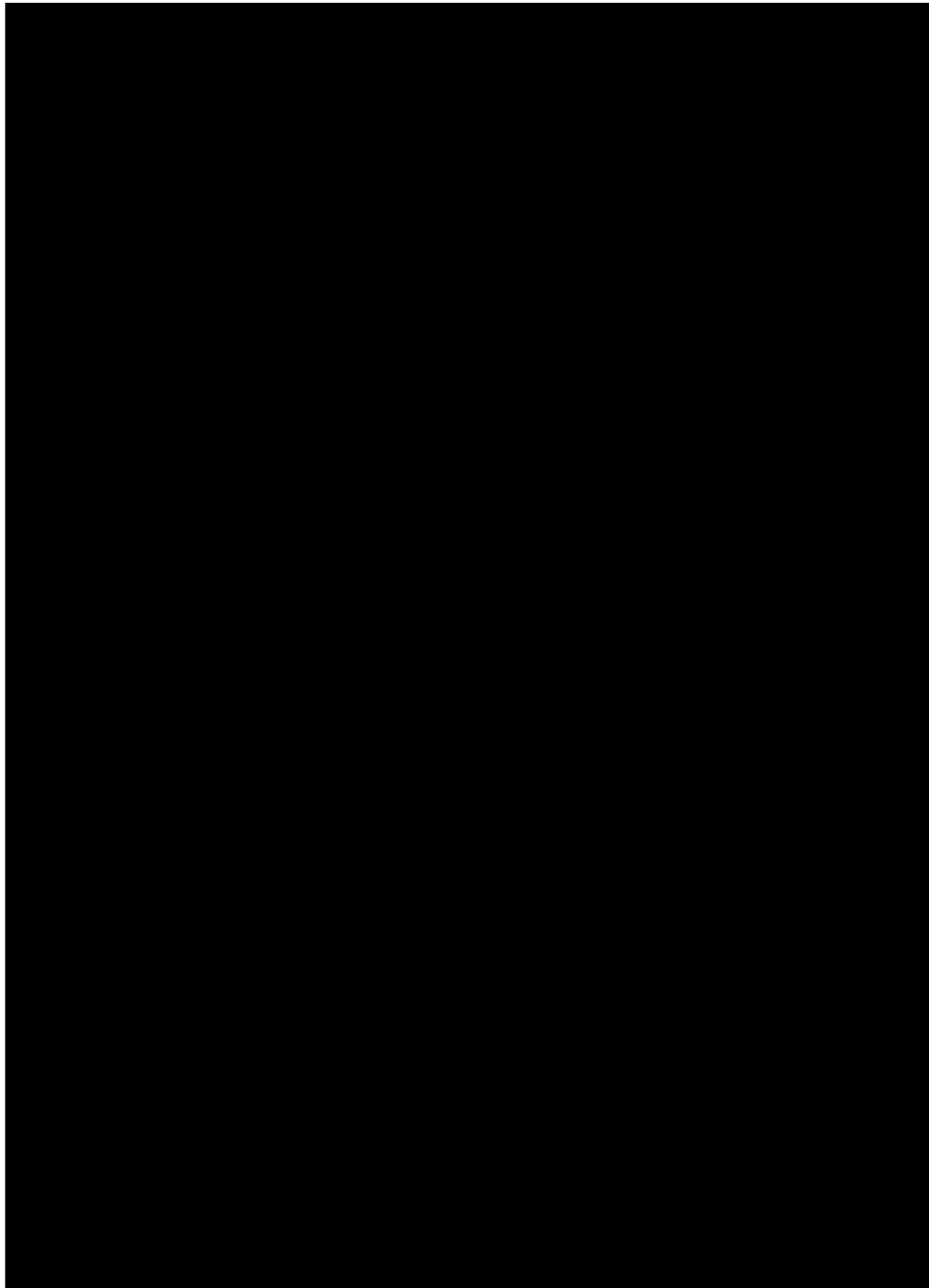
**Chunlin Leonhard**

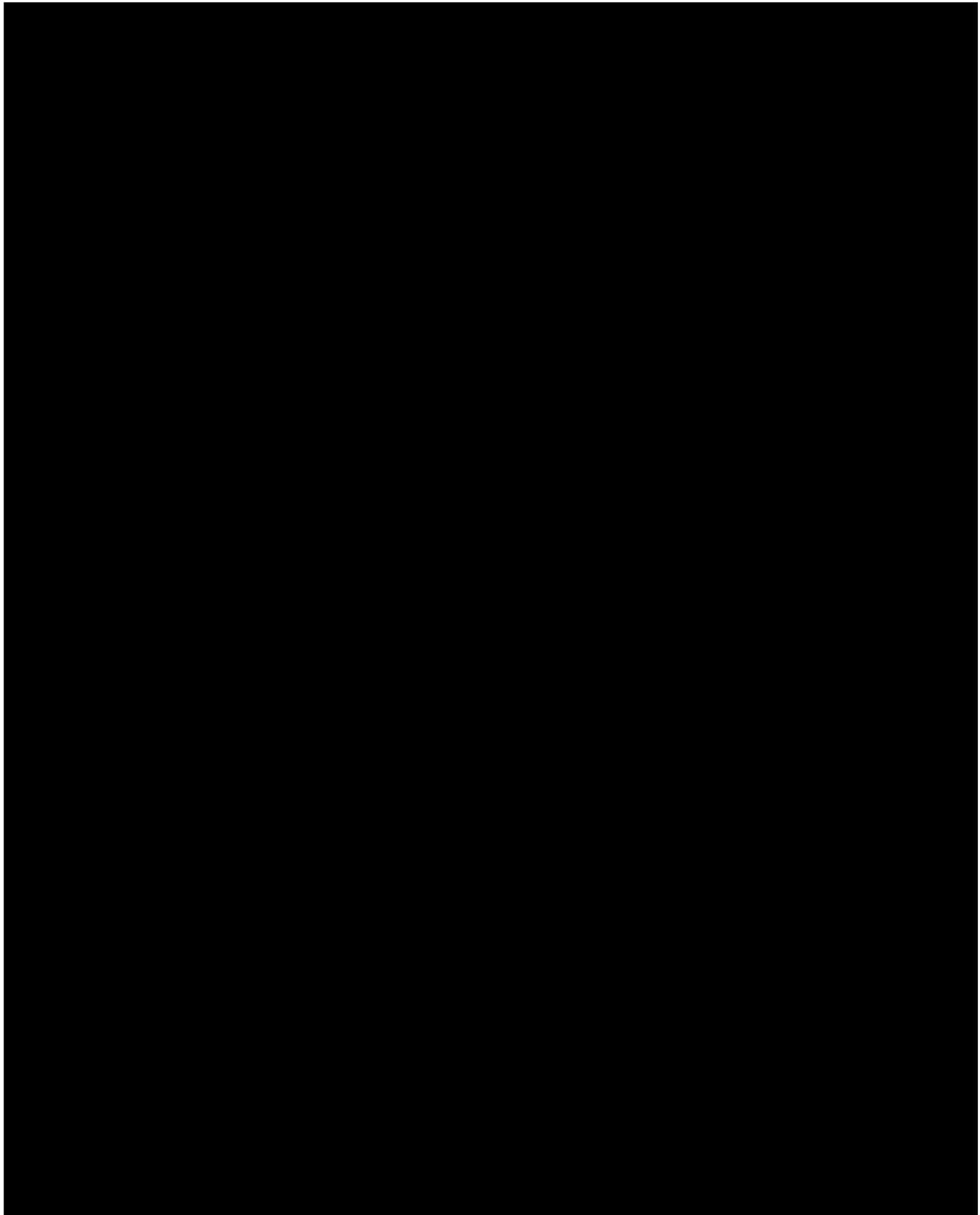
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**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 26, 2016 1:57 PM  
**To:** 'Bickford, Mag'; kconklin@mcglinchey.com  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** [REDACTED]

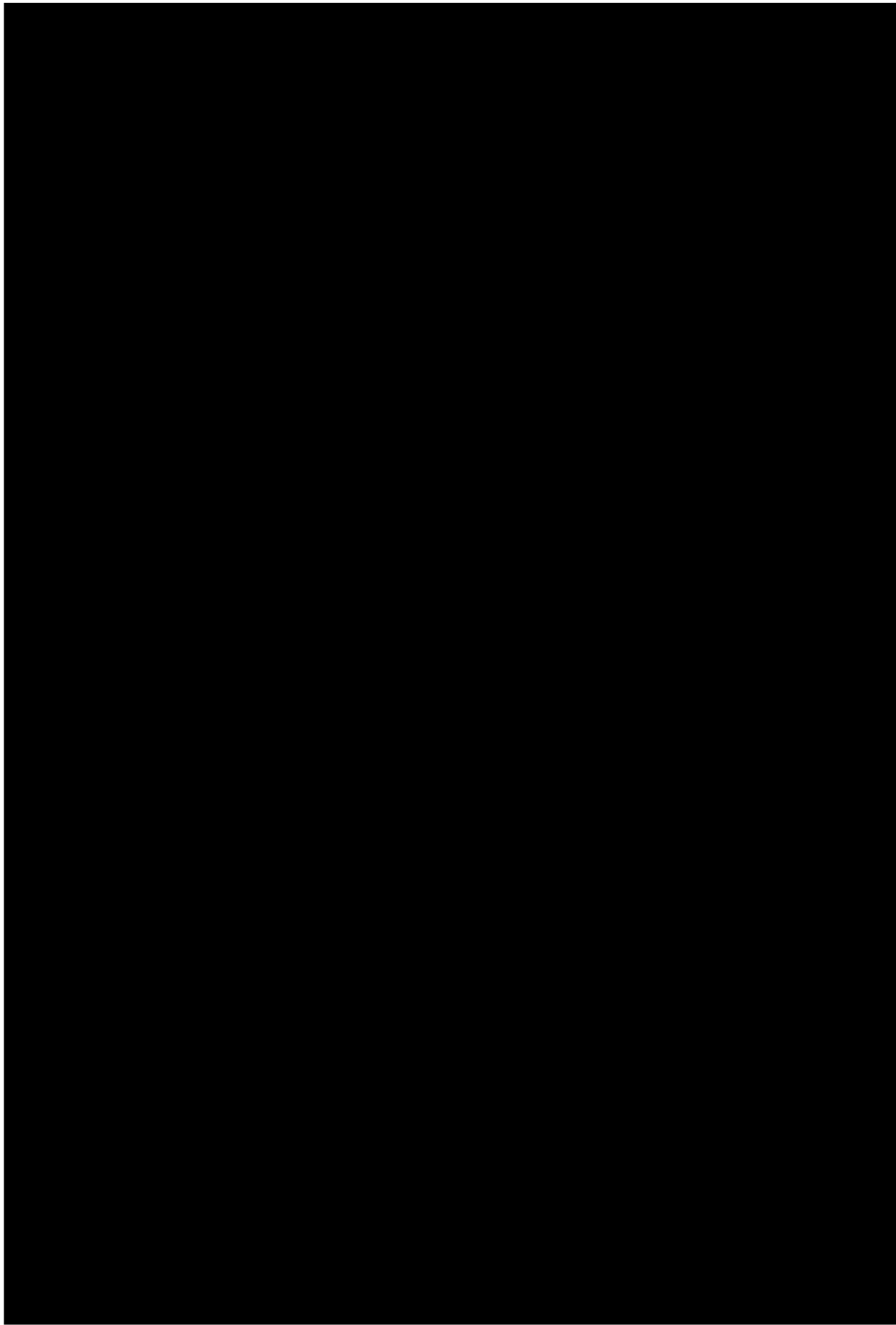


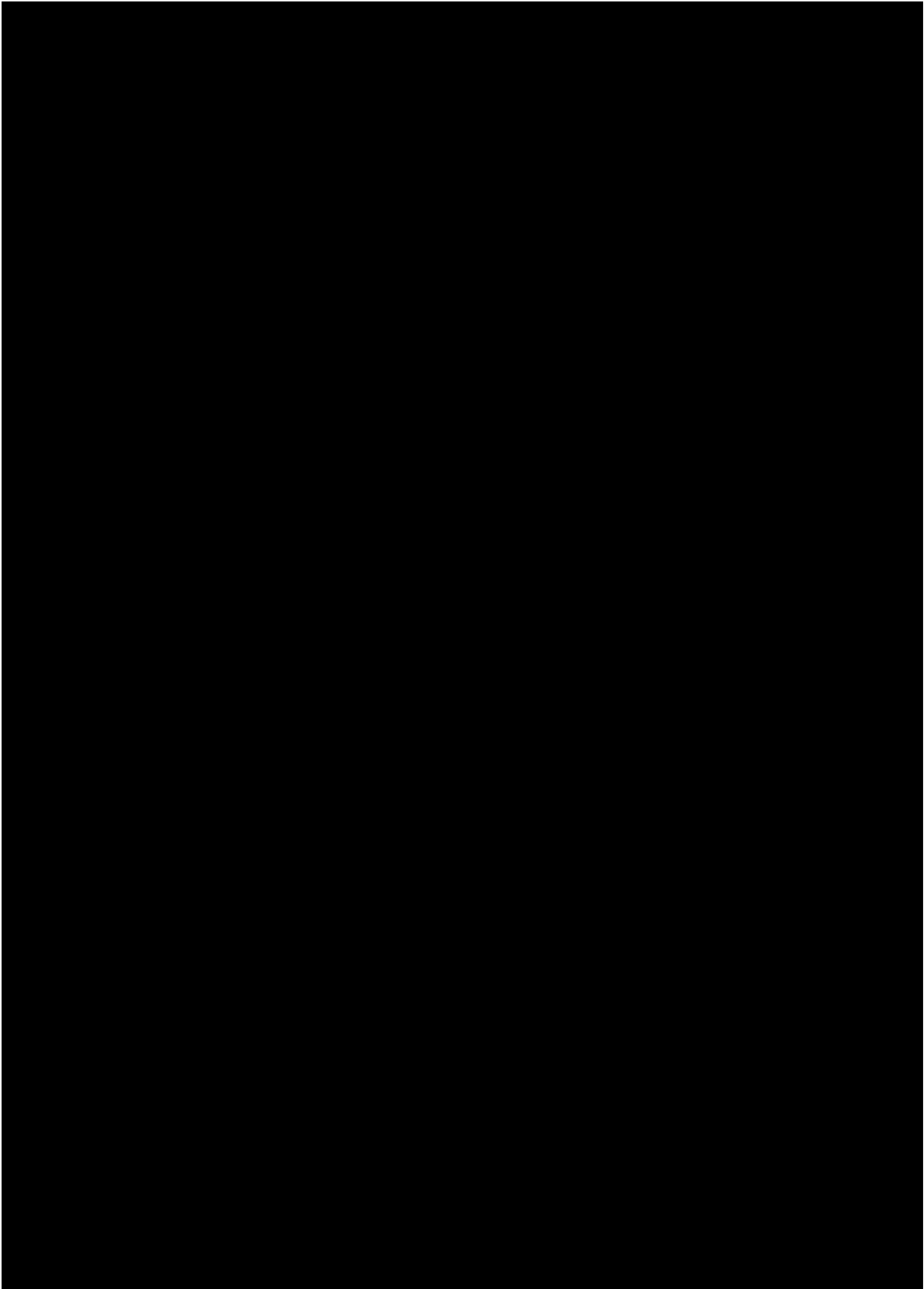














## Chunlin Leonhard

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**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting  
**Attachments:** Board Resolution re Petition.DOCX

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Rachel Wisdom

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**Date:** Tue, Apr 26, 2016 12:45 PM  
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Assistant Provost  
Tulane University  
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**To:** Rachel Wisdom <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>, "[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)>  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

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Best regards,

Chunlin

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**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)]**On Behalf Of** Wisdom, Rachel W.  
**Sent:** Monday, April 25, 2016 8:26 PM  
**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>;[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
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**Sent:** Monday, April 25, 2016 12:03 PM  
**To:** Wisdom, Rachel W.  
**Cc:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

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Best regards,

Chunlin

Associate Professor of Law

Director, LL.M. Programs

Loyola University New Orleans College of Law

Tel. (504) 861-5854

leonhard@loyno.edu

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

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## Chunlin Leonhard

---

**From:** Richard Cortizas <[REDACTED]>  
**Sent:** Tuesday, April 26, 2016 1:25 PM  
**To:** Salzer, Ann K  
**Cc:** Chunlin Leonhard; Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Apologies for just now responding...but I will not be able to attend. Thanks

Sent from my iPhone

On Apr 26, 2016, at 12:45 PM, Salzer, Ann K <[asalzer@tulane.edu](mailto:asalzer@tulane.edu)> wrote:

Hello Everyone,

If I recall correctly, 4 people have to call for a special meeting. Are there 4 people calling for this meeting during regular work hours? This is a burden for me but if it's necessary I will miss a scheduled commencement meeting and request some personal time from the Provost.

Ann

Ann Salzer  
Assistant Provost  
Tulane University  
[asalzer@tulane.edu](mailto:asalzer@tulane.edu)  
504-314-2816

---

**From:** Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>  
**Date:** Monday, April 25, 2016 at 9:59 PM  
**To:** Rachel Wisdom <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>, "lusher-board-and-administrators@googlegroups.com" <[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)>  
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**Sent:** Monday, April 25, 2016 8:26 PM  
**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
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Leaving aside all other issues, I do not believe we have a quorum for this proposed meeting.

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Dear Rachel,

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Best regards,

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Associate Professor of Law  
Director, LL.M. Programs  
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## Chunlin Leonhard

---

**From:** leonhard@zmail.loyno.edu  
**Sent:** Tuesday, April 26, 2016 1:03 PM  
**To:** asalzer@tulane.edu; Chunlin Leonhard; RWisdom@stonepigman.com; lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Hi, Ann,

Five of us (Andrea, Reuben, Carol, Blaine and I) called the meeting. Rachel made a good point about potential disruption on a school day. I'm working on an alternative location right now and will circulate the information as soon as I finalize it.

Thanks for being so flexible. With the petition already filed, we feel that it's necessary to meet.

Best, Chunlin

T-Mobile. America's First Nationwide 4G Network.

----- Original message-----

**From:** Salzer, Ann K  
**Date:** Tue, Apr 26, 2016 12:45 PM  
**To:** Chunlin Leonhard; Wisdom, Rachel W.; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com);  
**Subject:** Re: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting  
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Ann

Ann Salzer  
Assistant Provost  
Tulane University  
[asalzer@tulane.edu](mailto:asalzer@tulane.edu)  
[504-314-2816](tel:504-314-2816)

---

**From:** Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>  
**Date:** Monday, April 25, 2016 at 9:59 PM  
**To:** Rachel Wisdom <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>, "[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)>  
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**Sent:** Monday, April 25, 2016 8:26 PM

**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

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## Chunlin Leonhard

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**Sent:** Tuesday, April 26, 2016 12:45 PM  
**To:** Chunlin Leonhard; Wisdom, Rachel W.; lushers-board-and-administrators@googlegroups.com  
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Ann Salzer  
Assistant Provost  
Tulane University  
asalzer@tulane.edu  
504-314-2816

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**Date:** Monday, April 25, 2016 at 9:59 PM  
**To:** Rachel Wisdom <RWisdom@stonepigman.com>, Chunlin Leonhard <leonhard@loyno.edu>, "lushers-board-and-administrators@googlegroups.com" <lusers-board-and-administrators@googlegroups.com>  
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**Sent:** Monday, April 25, 2016 8:26 PM

To: 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

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**Sent:** Monday, April 25, 2016 12:03 PM

**To:** Wisdom, Rachel W.

**Cc:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

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## Chunlin Leonhard

---

**From:** Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Tuesday, April 26, 2016 11:24 AM  
**To:** Wisdom, Rachel W.; 'Chunlin Leonhard'; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

The suggested meeting time creates a problem for me. I will try to rearrange if enough people want to have a meeting.

*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:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Tuesday, April 26, 2016 10:49 AM  
**To:** 'Chunlin Leonhard' <leonhard@loyno.edu>; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Hi -- at the end of a 15 minute break and may not be able to reply again til this evening because we plan to work through lunch.

I don't think the request follows the bylaws, but we can waive objections if the all of the board members want to waive them and can to meet as proposed.

I have heard from more people who cannot make than can, and haven't hear from others. Kiki cannot re-arrange at all. She will be setting up her booth. It will be really hard for me, but I can't say definitely yet.

I did look into getting meeting space in case. It is testing week and the cafeteria is probably the only place available because of that.

I am very concerned about having a public meeting on school day during testing week. I think it could draw a crowd and be very disruptive.

And I don't want to publish a notice for a meeting tomorrow if I don't know we have a quorum. However, if you insist, I will unless there are objections from the other board members.

I haven't been able to really study what you and Andrea have circulated, but maybe we can just ask Kathy and Mag to put something together to post some place that states something along those lines? Like we normally do -- e.g., letters Blaine gets out when there are tight time restraints

---

**From:** Chunlin Leonhard [<mailto:leonhard@loyno.edu>]  
**Sent:** Monday, April 25, 2016 10:00 PM  
**To:** Wisdom, Rachel W.; Chunlin Leonhard; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

I have called for a special meeting consistent with our By-laws. I think that it is important for us to get together to clarify the Board's position in light of the vote last Saturday and the petition filed with the National Labor Relations Board today.

I am not sure where you get the information to form the belief that we may not have a quorum. I understand that without a quorum, the board may not be able to take any action. That, however, is not a reason not to have the meeting, because we won't know if there is a quorum until we start the meeting.

Best regards,

Chunlin

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [<mailto:lusher-board-and-administrators@googlegroups.com>] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Monday, April 25, 2016 8:26 PM  
**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Leaving aside all other issues, I do not believe we have a quorum for this proposed meeting.

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [<mailto:lusher-board-and-administrators@googlegroups.com>]  
**On Behalf Of** Chunlin Leonhard  
**Sent:** Monday, April 25, 2016 12:03 PM  
**To:** Wisdom, Rachel W.  
**Cc:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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>

--

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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 26, 2016 10:49 AM  
**To:** 'Chunlin Leonhard'; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Hi -- at the end of a 15 minute break and may not be able to reply again til this evening because we plan to work through lunch.

I don't think the request follows the bylaws, but we can waive objections if the all of the board members want to waive them and can to meet as proposed.

I have heard from more people who cannot make than can, and haven't hear from others. Kiki cannot re-arrange at all. She will be setting up her booth. It will be really hard for me, but I can't say definitely yet.

I did look into getting meeting space in case. It is testing week and the cafeteria is probably the only place available because of that.

I am very concerned about having a public meeting on school day during testing week. I think it could draw a crowd and be very disruptive.

And I don't want to publish a notice for a meeting tomorrow if I don't know we have a quorum. However, if you insist, I will unless there are objections from the other board members.

I haven't been able to really study what you and Andrea have circulated, but maybe we can just ask Kathy and Mag to put something together to post some place that states something along those lines? Like we normally do -- e.g., letters Blaine gets out when there are tight time restraints

---

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]  
**Sent:** Monday, April 25, 2016 10:00 PM  
**To:** Wisdom, Rachel W.; Chunlin Leonhard; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

I have called for a special meeting consistent with our By-laws. I think that it is important for us to get together to clarify the Board's position in light of the vote last Saturday and the petition filed with the National Labor Relations Board today.

I am not sure where you get the information to form the belief that we may not have a quorum. I understand that without a quorum, the board may not be able to take any action. That, however, is not a reason not to have the meeting, because we won't know if there is a quorum until we start the meeting.

Best regards,

Chunlin

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)] **On Behalf Of** Wisdom, Rachel W.

**Sent:** Monday, April 25, 2016 8:26 PM

**To:** 'Chunlin Leonhard' <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>; [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

**Subject:** [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Leaving aside all other issues, I do not believe we have a quorum for this proposed meeting.

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)]

**On Behalf Of** Chunlin Leonhard

**Sent:** Monday, April 25, 2016 12:03 PM

**To:** Wisdom, Rachel W.

**Cc:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

**Subject:** [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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>

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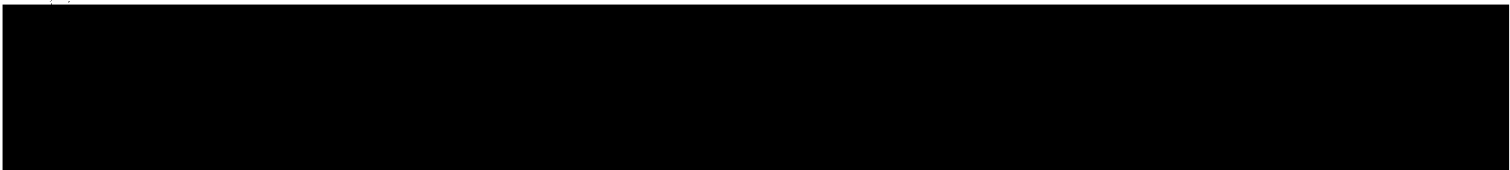
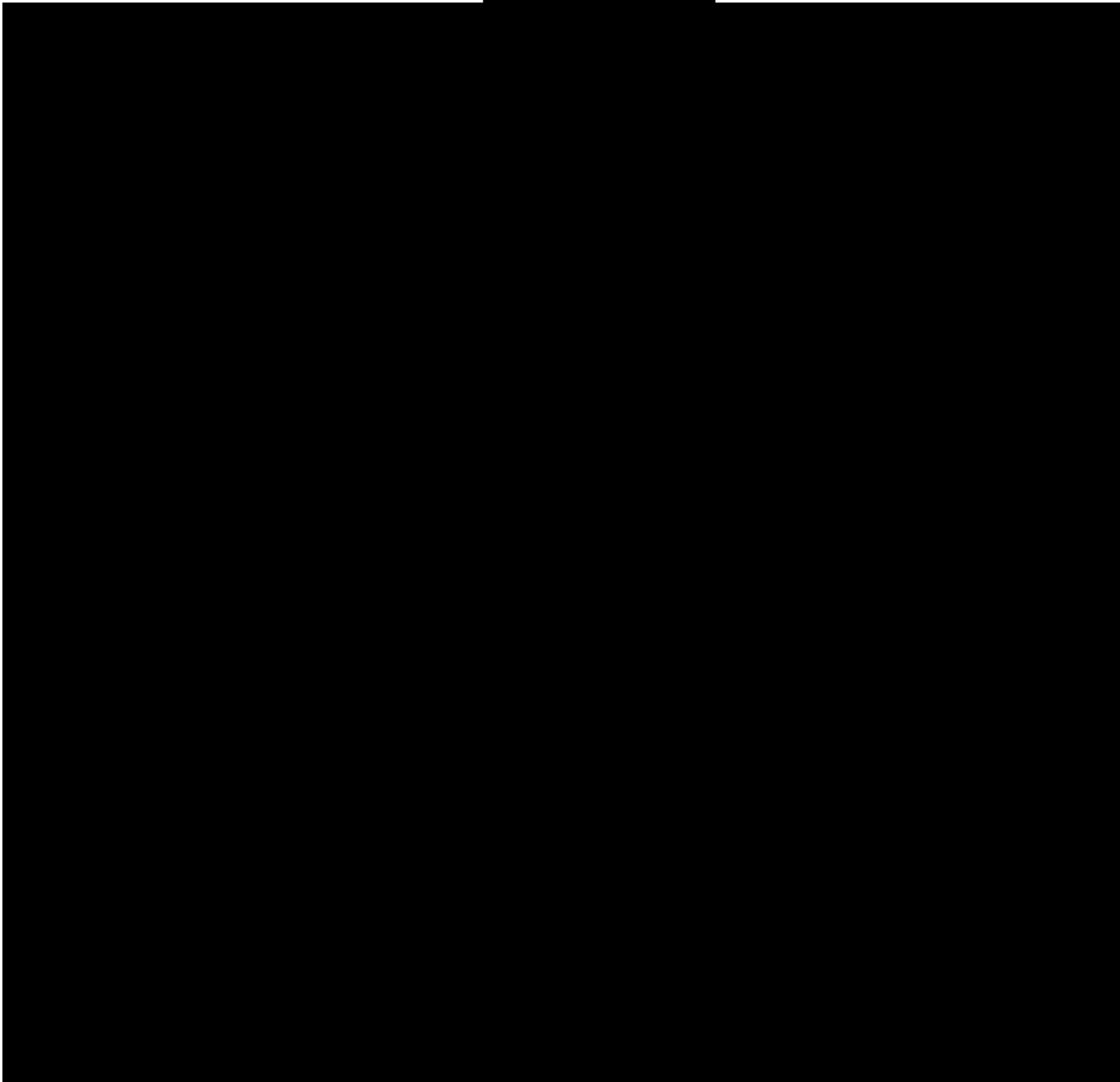
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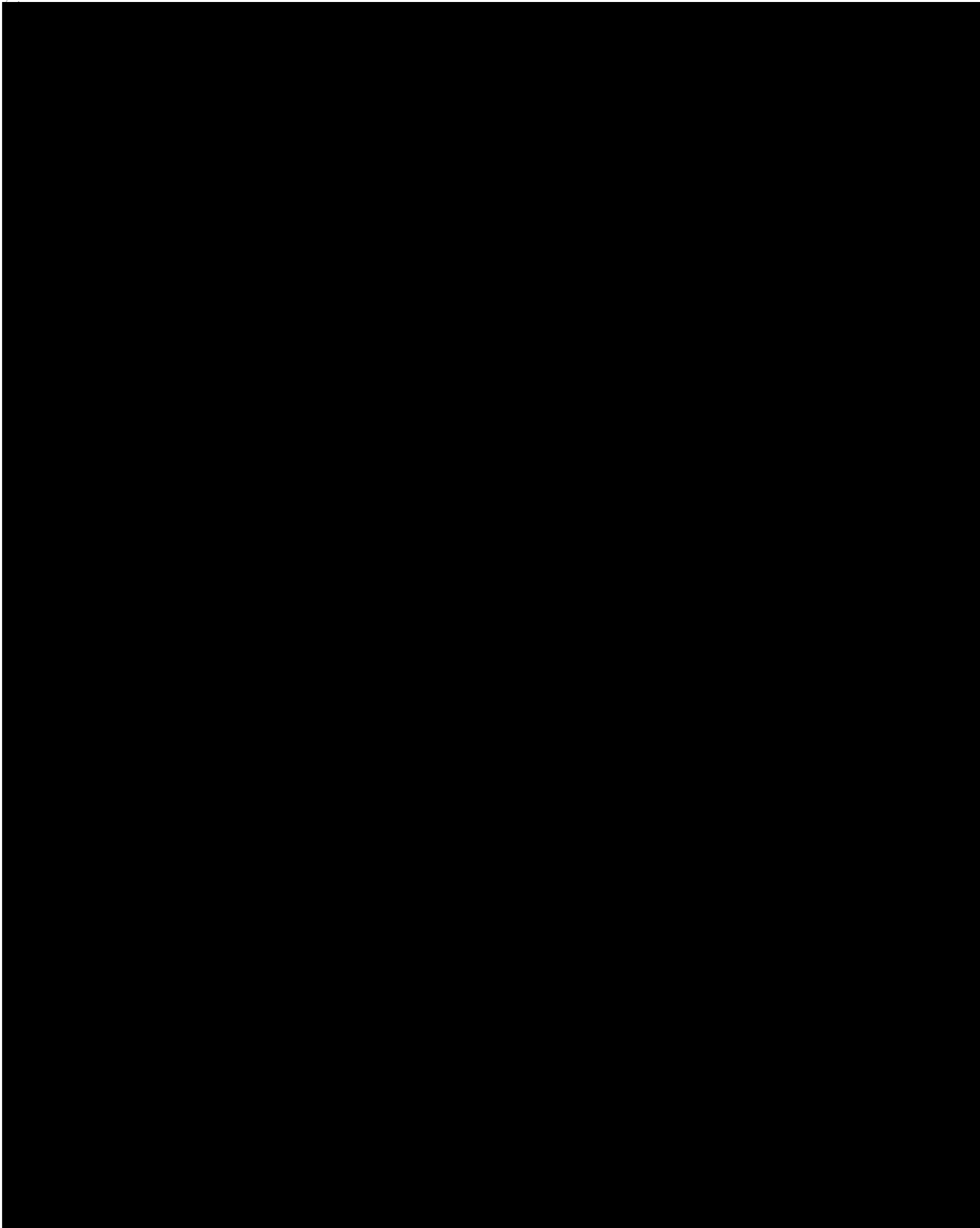
[administrators+unsubscribe@googlegroups.com](mailto:administrators+unsubscribe@googlegroups.com).

To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

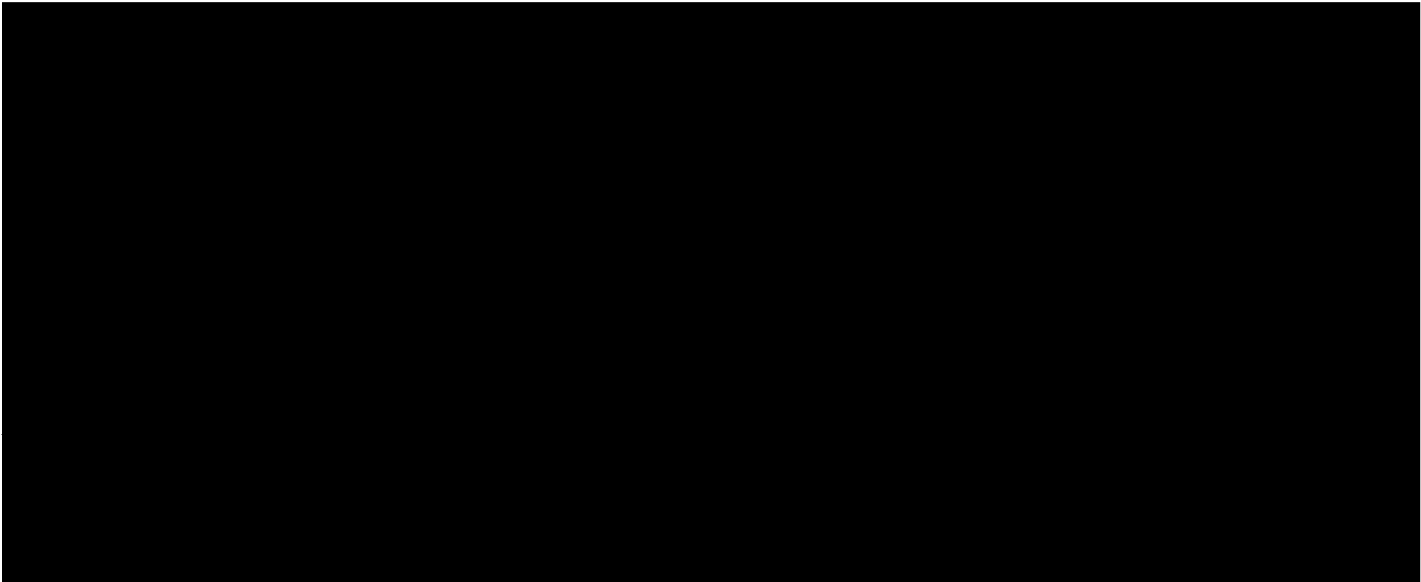
For more options, visit <https://groups.google.com/d/optout>.

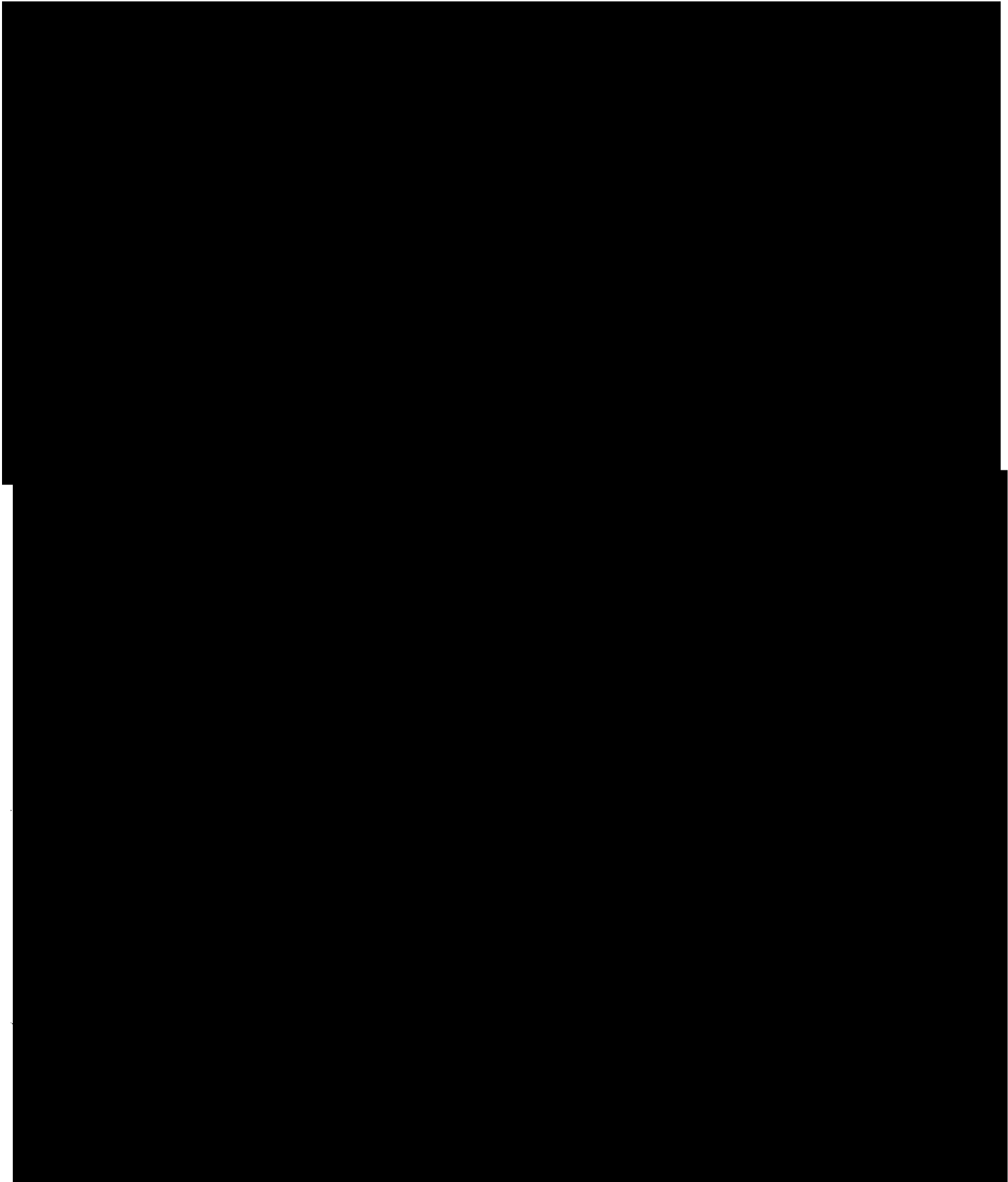


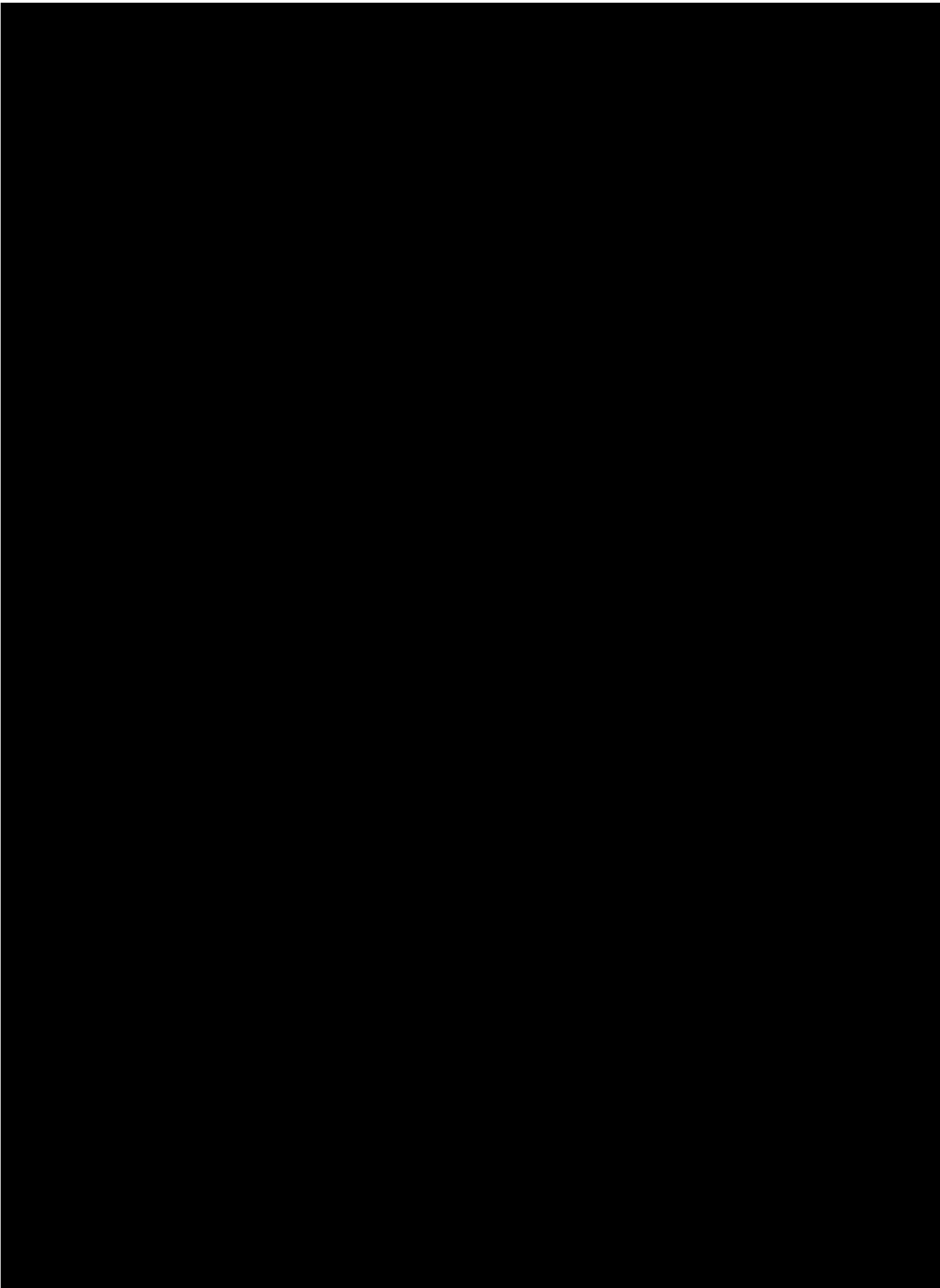
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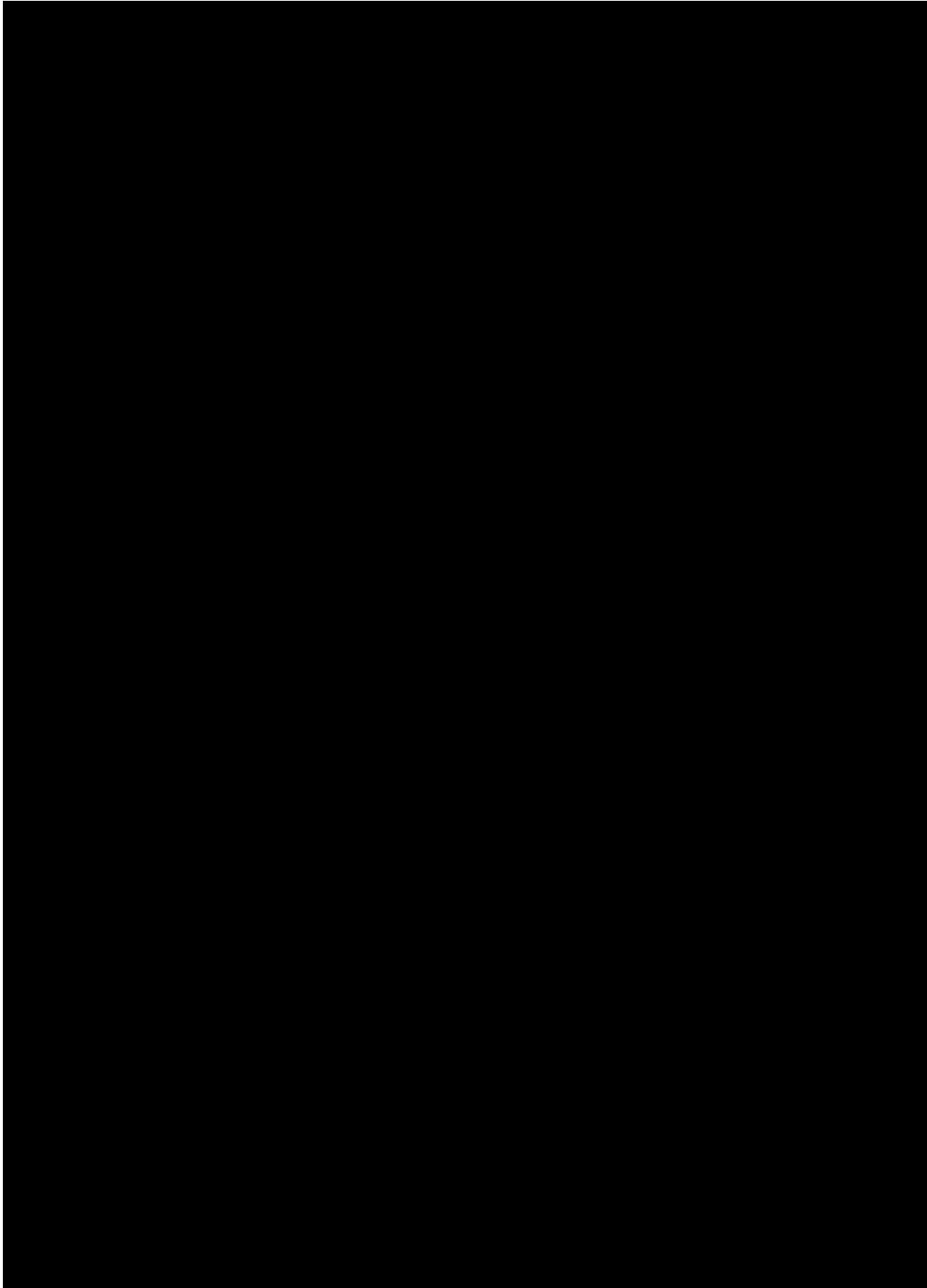


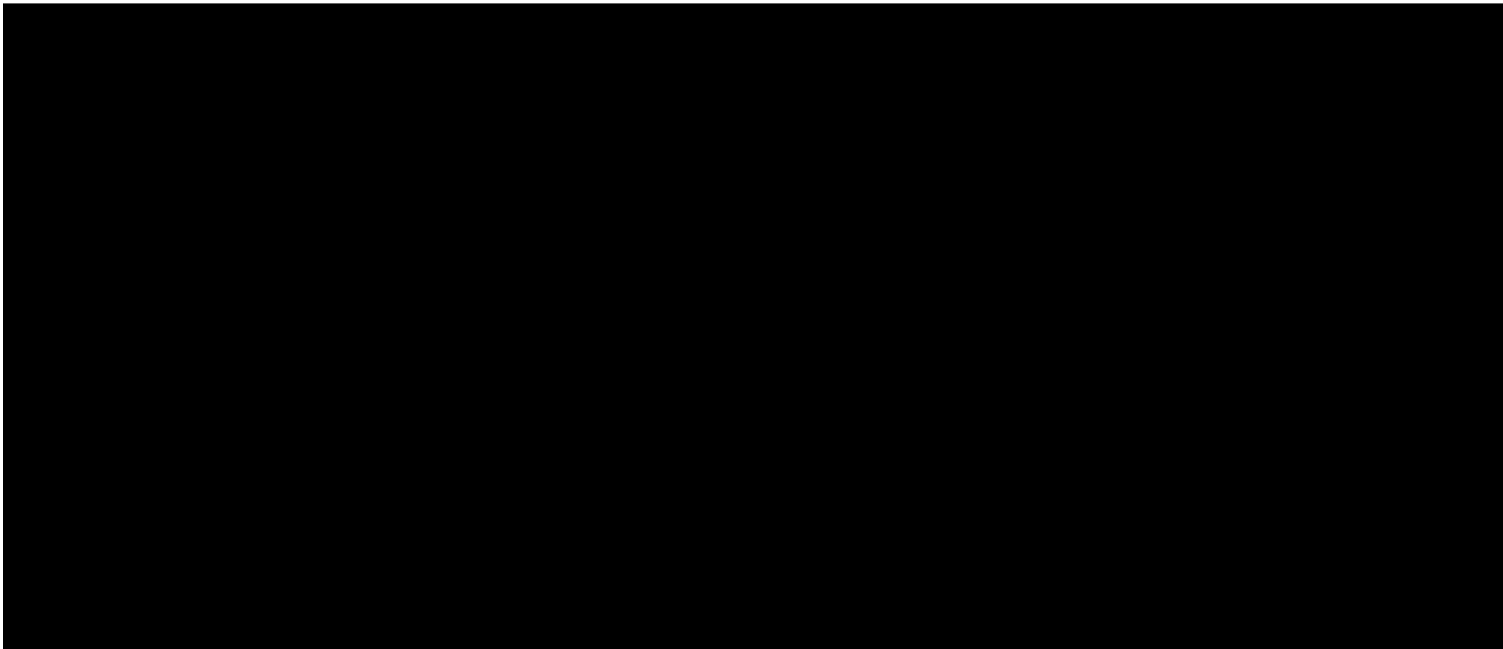
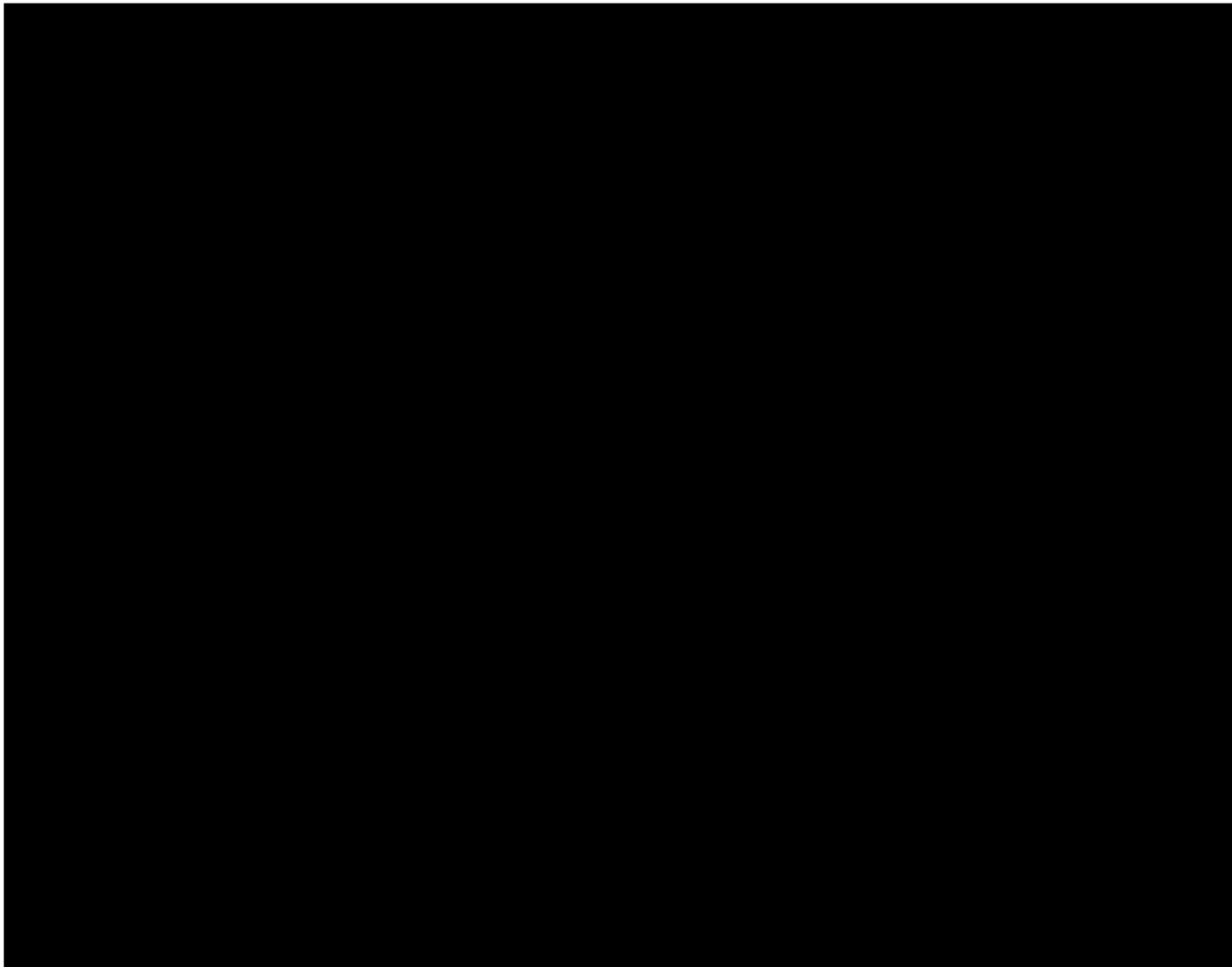












## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 26, 2016 8:23 AM  
**To:** 'blecesne@loyno.edu'; 'lusher-board-only@googlegroups.com'  
**Cc:** 'mbickford@mcglinchey.com'  
**Subject:** RE: [Fwd: Public Records Request]

Hi. I am unable to assist with this due to my schedule. Will you please forward to whoever normally handles public records requests for the school? [REDACTED] Thank you.

Sent from my iPhone |

---

**From:** Wisdom, Rachel W.  
**Sent:** Monday, April 25, 2016 11:00 PM  
**To:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Cc:** mbickford@mcglinchey.com  
**Subject:** RE: [Fwd: Public Records Request]

[REDACTED] is

---

**From:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com) [<mailto:lusher-board-only@googlegroups.com>] **On Behalf Of** [blecesne@loyno.edu](mailto:blecesne@loyno.edu)  
**Sent:** Monday, April 25, 2016 10:15 PM  
**To:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
**Cc:** [mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)  
**Subject:** [Fwd: Public Records Request]

Below is a public records request sent to my wife's employer and my employer, the President of Loyola. This is the second one I have received. The first was directed to me individually and I responded to it.

This one goes much further by involving my, and my wife's, employer. This is clearly intended to harass and intimidate. It is equally clear that it is being orchestrated, given the teachers' names that appear on the requests.

Blaine

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

Subject: Public Records Request  
From: "Sophia Ryan" <[sophia.ryan@gmail.com](mailto:sophia.ryan@gmail.com)>  
Date: Mon, April 25, 2016 6:32 pm  
To: [pres@loyno.edu](mailto:pres@loyno.edu)  
[daniel\\_davis@einsteincharterschools.org](mailto:daniel_davis@einsteincharterschools.org)  
[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)  
[blecesne@loyno.edu](mailto:blecesne@loyno.edu)  
[tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org)

Sophia B. Ryan  
850 S. Clearview Pkwy  
New Orleans, LA 70123

April 25, 2016

Dear Custodian of Records for Einstein Charter Schools, Loyola University School of Law as the custodian of public record emails Blaine Lecesne, Lusher Charter School, Einstein Charter School, and Board of Directors for the Advocates for Arts-Based Education (Lusher School Board):

Please produce within three (3) days as required by the Public Record Act, La. Rev. Stat. 44.1, et seq., a copy of each public record in your possession which is responsive to these search terms. Please include any text or written communications, whether stored or maintained in physical format or electronic format on public or private phone or computer devices, or on public servers or private servers between these parties:

1. Charles Grenier or [charles\\_grenier@lusherschool.org](mailto:charles_grenier@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
2. Bonnie Thiel, Bonnie Bowler, [Bonnie\\_Thiel@lusherschool.org](mailto:Bonnie_Thiel@lusherschool.org), or [Bonnie\\_Bowler@lusherschool.org](mailto:Bonnie_Bowler@lusherschool.org) to/from Tiffany Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
3. Jerome White or [Jerome\\_White@lusherschool.org](mailto:Jerome_White@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
4. Julie Sanders or [Julie\\_Sanders@lusherschool.org](mailto:Julie_Sanders@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
5. Rachel Tabak or [Rachel\\_Tabak@lusherschool.org](mailto:Rachel_Tabak@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
6. Sara Slaughter or [Sara\\_Slaughter@lusherschool.org](mailto:Sara_Slaughter@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
7. Geraldine Boesch or [Geraldine\\_Boesch@lusherschool.org](mailto:Geraldine_Boesch@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and

- [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
8. Terry Marek or [Terry\\_Marek@lusherschool.org](mailto:Terry_Marek@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
9. Allison Belmont or [Allison\\_Bellmont@lusherschool.org](mailto:Allison_Bellmont@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
10. Beth Rota or [Beth\\_Rota@lusherschool.org](mailto:Beth_Rota@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
11. Matt Owen or [Matt\\_Owen@lusherschool.org](mailto:Matt_Owen@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
12. Bonnie Greco or [Bonnie\\_Greco@lusherschool.org](mailto:Bonnie_Greco@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
13. Larisa Gray or [Larisa\\_Gray@lusherschool.org](mailto:Larisa_Gray@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
14. Brad Richard or [Brad\\_Richard@lusherschool.org](mailto:Brad_Richard@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
15. Any member, affiliate, agent, or employee of UTNO, UT Lusher, or other union to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
16. Mary Prevost or [Mary\\_Prevost@lusherschool.org](mailto:Mary_Prevost@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
17. From or to any of the above parties containing the search term  
 ♦union, ♦ UTNO, ♦ or ♦UT Lusher♦ anywhere in the email or text

All of these documents are public records, wherever stored, they, nevertheless, are public records documents evidencing the conduct of public business. I admonish Loyola University that it is the custodian of Blaine Lecesne's email records even though Loyola itself is not subject to the Public Records Act. I further ask that all such materials, whether released to me under this public records request or not, be maintained, kept, and preserved by all records custodians of same as litigation should be anticipated and federal and state laws require the preservation of these records when litigation is anticipated.

These records may be sent to me at [sophia.ryan@gmail.com](mailto:sophia.ryan@gmail.com). If there are any objections, please provide specific arguments, citing legal authority for withholding these public documents, and the appropriate appeal process.

Sincerely,

Sophia B Ryan



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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/b061e2d8bf3e58a83a0d39332f9d21cd.squirrel%40secure.loyno.edu>.

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

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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/FE94FE8E1F04F744BCD6D9A5E438A242ED16E77F%40SPEXCH.stonepigman.com>.

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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Tuesday, April 26, 2016 6:02 AM  
**To:** Alysia Loshbaugh; Chunlin Leonhard  
**Cc:** Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] Proposed Board resolution the April 28 only  
**Attachments:** Board Resolution re Petition.docx

My apologies. Here is the proposed Board resolution.

---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Alysia Loshbaugh  
**Sent:** Tuesday, April 26, 2016 5:11 AM  
**To:** Chunlin Leonhard <leonhard@loyno.edu>  
**Cc:** Wisdom, Rachel W. <RWisdom@stonepigman.com>; lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] Proposed Board resolution the April 28 only

Please resend? The attachment I received was the proposed agenda. I did not see a proposed resolution.

Alysia K. Loshbaugh

Sent from my iPhone

On Apr 26, 2016, at 12:13 AM, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)> wrote:

Dear Board members,

I am sharing a draft board resolution for discussion at the April 28 meeting. Please note I am not soliciting any comments on this topic. Consistent with the requirements of the La. open meeting laws, I am sharing this draft for purpose of discussion at the special meeting on April 28 only.

Thank you,

Chunlin Leonhard

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>

--

You received this message because you are subscribed to the Google Groups "Lusher Charter Board and Administrators" group.

To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-and-administrators+unsubscribe@googlegroups.com](mailto:lusher-board-and-administrators+unsubscribe@googlegroups.com).

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<April 28 AABE special meeting agenda.doc>

--

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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Tuesday, April 26, 2016 6:02 AM  
**To:** Alysia Loshbaugh; Chunlin Leonhard  
**Cc:** Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] Proposed Board resolution the April 28 only  
**Attachments:** Board Resolution re Petition.docx

My apologies. Here is the proposed Board resolution.

---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Alysia Loshbaugh  
**Sent:** Tuesday, April 26, 2016 5:11 AM  
**To:** Chunlin Leonhard <leonhard@loyno.edu>  
**Cc:** Wisdom, Rachel W. <RWisdom@stonepigman.com>; lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] Proposed Board resolution the April 28 only

Please resend? The attachment I received was the proposed agenda. I did not see a proposed resolution.

Alysia K. Loshbaugh

Sent from my iPhone

On Apr 26, 2016, at 12:13 AM, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)> wrote:

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Loyola University New Orleans College of Law  
Tel. (504) 861-5854  
[leonhard@loyno.edu](mailto:leonhard@loyno.edu)

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--

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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Alysia Loshbaugh <aoshbaugh@gmail.com>  
**Sent:** Tuesday, April 26, 2016 5:11 AM  
**To:** Chunlin Leonhard  
**Cc:** Wisdom, Rachel W.; lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] Proposed Board resolution the April 28 only

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Alysia K. Loshbaugh

Sent from my iPhone

On Apr 26, 2016, at 12:13 AM, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)> wrote:

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

## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Tuesday, April 26, 2016 12:29 AM  
**To:** Chunlin Leonhard  
**Subject:** Re: [Lusher] Proposed Board resolution the April 28 only

Chunlin,  
The resolution is not attached. Only the agenda is.

Blaine

> Dear Board members,  
>  
>  
>  
> I am sharing a draft board resolution for discussion at the April 28  
> meeting. Please note I am not soliciting any comments on this topic.  
> Consistent with the requirements of the La. open meeting laws, I am  
> sharing this draft for purpose of discussion at the special meeting on  
> April 28 only.  
>  
>  
>  
> Thank you,  
>  
>  
>  
> Chunlin Leonhard  
>  
>  
>  
> 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>  
> <<http://hq.ssrn.com/GroupProcesses/RedirectClick.cfm?partid=1615756&co>  
> rid= 649&runid=14702&url=<http://ssrn.com/author=1615756>>  
>  
> --

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



## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Tuesday, April 26, 2016 12:13 AM  
**To:** 'Wisdom, Rachel W.'; lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Proposed Board resolution the April 28 only  
**Attachments:** April 28 AABE special meeting agenda.doc

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Tel. (504) 861-5854  
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For more options, visit <https://groups.google.com/d/optout>.

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Tuesday, April 26, 2016 12:13 AM  
**To:** 'Wisdom, Rachel W.'; 'lusher-board-and-administrators@googlegroups.com'  
**Subject:** Proposed Board resolution the April 28 only  
**Attachments:** April 28 AABE special meeting agenda.doc

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Tel. (504) 861-5854

[leonhard@loyno.edu](mailto:leonhard@loyno.edu)

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

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Monday, April 25, 2016 11:48 PM  
**To:** Richard Cortizas  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; lusher-board-only@googlegroups.com; mbickford@mcglinchey.com  
**Subject:** Re: [Fwd: Public Records Request]

Thanks, Richard. Wouldn't I be considered the head of a public body as President of the Board?

I'm thinking about just giving her the handful of emails I have which are responsive to her requests to end this nonsense. They are the same emails we all received last week asking us to recognize UTL and thanking us for our consideration after the vote. That's all I have in response to this ridiculous fishing expedition. So maybe this will put an end to it. ■

Blaine

> FYI- Please note that you need not produce such records within the  
> (3)day period if it's overly burdensome. However, a reply explanation  
> must be provided, to the requestor, within (3) days explaining why you  
> can not produce the record, as well as give a reasonable time for  
> expected production.

>  
> Don't quote me, but I think, if recall correctly, R.S.44:1(A) provides  
> that the "The Custodian of Records" is the head of the public body if  
> one was not specifically designated.

>  
> ■ Just offering my former City  
> Attorney recollection.

>  
> Sent from my iPhone  
>  
>> On Apr 25, 2016, at 11:01 PM, blecesne@loyno.edu wrote:

>>  
>> That's a good point. Mag, are we "custodians of public records?"  
>>  
>> Blaine

>>  
>>

>>> From: lusher-board-only@googlegroups.com  
>>> [mailto:lusher-board-only@googlegroups.com] On Behalf Of

>>> blecesne@loyno.edu  
 >>> Sent: Monday, April 25, 2016 10:15 PM  
 >>> To: lusher-board-only@googlegroups.com  
 >>> Cc: mbickford@mcglinchey.com  
 >>> Subject: [Fwd: Public Records Request]  
 >>>  
 >>> Below is a public records request sent to my wife's employer and my  
 >>> employer, the President of Loyola. This is the second one I have  
 >>> received.  
 >>> The first was directed to me individually and I responded to it.  
 >>>  
 >>> This one goes much further by involving my, and my wife's, employer.  
 >>> This  
 >>> is clearly intended to harass and intimidate. It is equally clear  
 >>> that it is being orchestrated, given the teachers' names that appear  
 >>> on the requests.  
 >>>  
 >>> Blaine  
 >>>  
 >>>  
 >>>  
 >>>  
 >>>  
 >>>  
 >>>  
 >>>  
 >>>  
 >>>  
 >>>

>>> ----- Original Message

>>> -----  
 >>> Subject: Public Records Request  
 >>> From: "Sophia Ryan"  
 >>> <sophia.ryan@gmail.com<mailto:sophia.ryan@gmail.com>>  
 >>> Date: Mon, April 25, 2016 6:32 pm  
 >>> To: pres@loyno.edu<mailto:pres@loyno.edu>  
 >>> daniel\_davis@einsteincharterschools.org<mailto:daniel\_davis@einstein  
 >>> charterschools.org>  
 >>> RWisdom@stonepigman.com<mailto:RWisdom@stonepigman.com>  
 >>> blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
 >>> tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
 >>> nsteincharterschools.org>

>>> -----

>>> -----  
 >>>

>>> Sophia B. Ryan  
 >>> 850 S. Clearview Pkwy  
 >>> New Orleans, LA 70123  
 >>>  
 >>> April 25, 2016  
 >>>

>>> Dear Custodian of Records for Einstein Charter Schools, Loyola  
 >>> University School of Law as the custodian of public record emails  
 >>> Blaine Lecesne, Lusher Charter School, Einstein Charter School, and  
 >>> Board of Directors for the Advocates for Arts-Based Education

>>> (Lusher School Board):  
>>>  
>>> Please produce within three (3) days as required by the Public  
>>> Record Act, La. Rev. Stat. 44.1, et seq., a copy of each public  
>>> record in your possession which is responsive to these search terms.  
>>> Please include any text or written communications, whether stored or  
>>> maintained in physical format or electronic format on public or  
>>> private phone or computer devices, or on public servers or private  
>>> servers between these parties:  
>>>  
>>> 1. Charles Grenier or  
>>> charles\_grenier@lusherschool.org<mailto:charles\_grenier@lusherschool  
>>> .org>  
>>> to/from Tiffany  
>>> Cherrie Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>  
>>> and  
>>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
>>> .org>) or Blaine Lecesne  
>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>>> 2. Bonnie Thiel, Bonnie Bowler,  
>>> Bonnie\_Thiel@lusherschool.org<mailto:Bonnie\_Thiel@lusherschool.org>,  
>>> or  
>>> Bonnie\_Bowler@lusherschool.org<mailto:Bonnie\_Bowler@lusherschool.org  
>>> >  
>>> to/from Tiffany Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>  
>>> and  
>>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
>>> .org>) or Blaine Lecesne  
>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>>> 3. Jerome White or  
>>> Jerome\_White@lusherschool.org<mailto:Jerome\_White@lusherschool.org>  
>>> to/from Tiffany Cherrie  
>>> Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>  
>>> and  
>>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
>>> .org>) or Blaine Lecesne  
>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>>> 4. Julie Sanders or  
>>> Julie\_Sanders@lusherschool.org<mailto:Julie\_Sanders@lusherschool.org  
>>> >  
>>> to/from Tiffany  
>>> Cherrie Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>  
>>> and  
>>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool

>>> .org>) or Blaine Lecesne  
>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>>> 5. Rachel Tabak or  
>>> Rachel\_Tabak@lusherschool.org<mailto:Rachel\_Tabak@lusherschool.org>  
>>> to/from Tiffany Cherrie  
>>> Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>  
>>> and  
>>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
>>> .org>) or Blaine Lecesne  
>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>>> 6. Sara Slaughter or  
>>> Sara\_Slaughter@lusherschool.org<mailto:Sara\_Slaughter@lusherschool.o  
>>> rg>  
>>> to/from Tiffany  
>>> Cherrie Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>  
>>> and  
>>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
>>> .org>) or Blaine Lecesne  
>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>>> 7. Geraldine Boesch or  
>>> Geraldine\_Boesch@lusherschool.org<mailto:Geraldine\_Boesch@lusherscho  
>>> ol.org>  
>>> to/from Tiffany  
>>> Cherrie Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>  
>>> and  
>>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
>>> .org>) or Blaine Lecesne  
>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>>> 8. Terry Marek or  
>>> Terry\_Marek@lusherschool.org<mailto:Terry\_Marek@lusherschool.org>  
>>> to/from  
>>> Tiffany Cherrie  
>>> Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>  
>>> and  
>>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
>>> .org>) or Blaine Lecesne  
>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>>> 9. Allison Bellmont or  
>>> Allison\_Bellmont@lusherschool.org<mailto:Allison\_Bellmont@lusherscho  
>>> ol.org>  
>>> to/from Tiffany  
>>> Cherrie Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>

>>> and  
 >>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
 >>> .org>) or Blaine Lecesne  
 >>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 >>> 10. Beth Rota or  
 >>> Beth\_Rota@lusherschool.org<mailto: Beth\_Rota@lusherschool.org>  
 >>> to/from Tiffany Cherrie Lecesne  
 >>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
 >>> insteincharterschools.org>  
 >>> and  
 >>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
 >>> .org>) or Blaine Lecesne  
 >>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 >>> 11. Matt Owen or  
 >>> Matt\_Owen@lusherschool.org<mailto:Matt\_Owen@lusherschool.org>  
 >>> to/from Tiffany Cherrie Lecesne  
 >>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
 >>> insteincharterschools.org>  
 >>> and  
 >>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
 >>> .org>) or Blaine Lecesne  
 >>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 >>> 12. Bonnie Greco or  
 >>> Bonnie\_Greco@lusherschool.org<mailto:Bonnie\_Greco@lusherschool.org>  
 >>> to/from Tiffany Cherrie  
 >>> Lecesne  
 >>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
 >>> insteincharterschools.org>  
 >>> and  
 >>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
 >>> .org>) or Blaine Lecesne  
 >>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 >>> 13. Larisa Gray or  
 >>> Larisa\_Gray@lusherschool.org<mailto:Larisa\_Gray@lusherschool.org>  
 >>> to/from  
 >>> Tiffany Cherrie  
 >>> Lecesne  
 >>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
 >>> insteincharterschools.org>  
 >>> and  
 >>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
 >>> .org>) or Blaine Lecesne  
 >>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 >>> 14. Brad Richard or  
 >>> Brad\_Richard@lusherschool.org<mailto:Brad\_Richard@lusherschool.org>  
 >>> to/from Tiffany  
 >>> Cherrie Lecesne  
 >>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
 >>> insteincharterschools.org>  
 >>> and  
 >>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
 >>> .org>) or Blaine Lecesne

>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
>>> 15. Any member, affiliate, agent, or employee of UTNO, UT Lusher, or  
>>> other union to/from Tiffany Cherrie Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>  
>>> and  
>>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool  
>>> .org>) or Blaine Lecesne  
>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
>>> 16. Mary Prevost or  
>>> Mary\_Prevost@lusherschool.org<mailto:Mary\_Prevost@lusherschool.org>  
>>> to/from Tiffany  
>>> Cherrie Lecesne  
>>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@e  
>>> insteincharterschools.org>  
>>> and  
>>> tiffany\_cherrie@lusherschool.org)or<mailto:tiffany\_cherrie@lushersch  
>>> ool.org)or> Blaine Lecesne  
>>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
>>> 17. From or to any of the above parties containing the search term  
>>> union, UTNO, or UT Lusher anywhere in the email or text  
>>>  
>>>  
>>> All of these documents are public records, wherever stored, they,  
>>> nevertheless, are public records documents evidencing the conduct of  
>>> public business. I admonish Loyola University that it is the  
>>> custodian of Blaine Lecesne s email records even though Loyola  
>>> itself is not subject to the Public Records Act. I further ask that  
>>> all such materials, whether released to me under this public records  
>>> request or not, be maintained, kept, and preserved by all records  
>>> custodians of same as litigation should be anticipated and federal  
>>> and state laws require the preservation of these records when  
>>> litigation is anticipated.  
>>>  
>>> These records may be sent to me at  
>>> sophia.ryan@gmail.com<mailto:sophia.ryan@gmail.com>. If there are  
>>> any objections, please provide specific arguments, citing legal  
>>> authority for withholding these public documents, and the  
>>> appropriate appeal process.  
>>>  
>>> Sincerely,  
>>>  
>>> Sophia B Ryan  
>>>  
>>> --  
>>> You received this message because you are subscribed to the Google  
>>> Groups "Lusher Board Only" group.  
>>> To unsubscribe from this group and stop receiving emails from it,  
>>> send an email to  
>>> lusher-board-only+unsubscribe@googlegroups.com<mailto:lusher-board-only+unsubscribe@googlegroups.com>.  
>>> 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/b061e2d8bf3e58a83a0d39332f9d21cd.squirrel%40secure.loyno.edu><<https://groups.google.com/d/msgid/lusher-board-only/b061e2d8bf3e58a83a0d39332f9d21cd.squirrel%40secure.loyno.edu>>.  
>>> For more options, visit  
>>> <https://groups.google.com/d/optout><<https://groups.google.com/d/optout>>.  
>>  
>>  
>> --  
>> You received this message because you are subscribed to the Google  
>> Groups "Lusher Board Only" group.  
>> To unsubscribe from this group and stop receiving emails from it,  
>> send an email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).  
>> 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/0a69be2f4a23acd8cd282ef3849e8a70.squirrel%40secure.loyno.edu>.  
>> For more options, visit <https://groups.google.com/d/optout>.  
>  
>

--  
You received this message because you are subscribed to the Google Groups "Lusher Board Only" group.  
To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).  
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/b54eb4510c98c97924fc0e61ffafb09b.squirrel%40secure.loyno.edu>.  
For more options, visit <https://groups.google.com/d/optout>.


## Chunlin Leonhard

---

**From:** 'Richard Cortizas' via Lusher Board Only <lusher-board-only@googlegroups.com>  
**Sent:** Monday, April 25, 2016 11:28 PM  
**To:** blecesne@loyno.edu  
**Cc:** Wisdom, Rachel W.; lushers-board-only@googlegroups.com;  
mbickford@mcglinchey.com  
**Subject:** Re: [Fwd: Public Records Request]

FYI- Please note that you need not produce such records within the (3)day period if it's overly burdensome. However, a reply explanation must be provided, to the requestor, within (3) days explaining why you can not produce the record, as well as give a reasonable time for expected production.

Don't quote me, but I think, if recall correctly, R.S.44:1(A) provides that the "The Custodian of Records" is the head of the public body if one was not specifically designated.

 Just offering my former City Attorney recollection.

Sent from my iPhone

> On Apr 25, 2016, at 11:01 PM, blecesne@loyno.edu wrote:

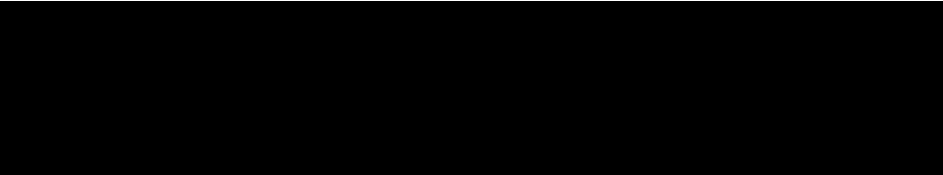
>

> 

> Blaine

>

>



>> From: lushers-board-only@googlegroups.com  
>> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
>> blecesne@loyno.edu  
>> Sent: Monday, April 25, 2016 10:15 PM  
>> To: lushers-board-only@googlegroups.com  
>> Cc: mbickford@mcglinchey.com  
>> Subject: [Fwd: Public Records Request]

>>  
>> Below is a public records request sent to my wife's employer and my  
>> employer, the President of Loyola. This is the second one I have  
>> received.

>> The first was directed to me individually and I responded to it.

>>

>> This one goes much further by involving my, and my wife's, employer.

>> This is clearly intended to harass and intimidate. It is equally  
>> clear that it is being orchestrated, given the teachers' names that  
>> appear on the requests.

>>

>> Blaine

>>  
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>>  
>>  
>>  
>>  
>>  
>>  
>>

>> ----- Original Message

>> -----

>> Subject: Public Records Request  
>> From: "Sophia Ryan"  
>> <sophia.ryan@gmail.com<mailto:sophia.ryan@gmail.com>>  
>> Date: Mon, April 25, 2016 6:32 pm  
>> To: pres@loyno.edu<mailto:pres@loyno.edu>  
>> daniel\_davis@einsteincharterschools.org<mailto:daniel\_davis@einstein  
>> charterschools.org>  
>> RWisdom@stonepigman.com<mailto:RWisdom@stonepigman.com>  
>> blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
>> tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> steincharterschools.org>

>> -----

>> -----

>>

>> Sophia B. Ryan  
>> 850 S. Clearview Pkwy  
>> New Orleans, LA 70123

>>

>> April 25, 2016

>>

>> Dear Custodian of Records for Einstein Charter Schools, Loyola  
>> University School of Law as the custodian of public record emails  
>> Blaine Lecesne, Lusher Charter School, Einstein Charter School, and  
>> Board of Directors for the Advocates for Arts-Based Education (Lusher  
>> School Board):

>>

>> Please produce within three (3) days as required by the Public Record  
>> Act, La. Rev. Stat. 44.1, et seq., a copy of each public record in  
>> your possession which is responsive to these search terms. Please  
>> include any text or written communications, whether stored or  
>> maintained in physical format or electronic format on public or  
>> private phone or computer devices, or on public servers or private  
>> servers between these parties:

>>

>> 1. Charles Grenier or  
>> charles\_grenier@lusherschool.org<mailto:charles\_grenier@lusherschool.  
>> org>

>> to/from Tiffany

>> Cherrie Lecesne

>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>

>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 2. Bonnie Thiel, Bonnie Bowler,  
>> Bonnie\_Thiel@lusherschool.org<mailto:Bonnie\_Thiel@lusherschool.org>,  
>> or  
>> Bonnie\_Bowler@lusherschool.org<mailto:Bonnie\_Bowler@lusherschool.org>  
>> to/from Tiffany Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 3. Jerome White or  
>> Jerome\_White@lusherschool.org<mailto:Jerome\_White@lusherschool.org>  
>> to/from Tiffany Cherrie  
>> Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 4. Julie Sanders or  
>> Julie\_Sanders@lusherschool.org<mailto:Julie\_Sanders@lusherschool.org>  
>> to/from Tiffany  
>> Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 5. Rachel Tabak or  
>> Rachel\_Tabak@lusherschool.org<mailto:Rachel\_Tabak@lusherschool.org>  
>> to/from Tiffany Cherrie  
>> Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 6. Sara Slaughter or  
>> Sara\_Slaughter@lusherschool.org<mailto:Sara\_Slaughter@lusherschool.or  
>> g>  
>> to/from Tiffany  
>> Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>

>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 7. Geraldine Boesch or  
>> Geraldine\_Boesch@lusherschool.org<mailto:Geraldine\_Boesch@lusherschoo  
>> l.org>  
>> to/from Tiffany  
>> Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 8. Terry Marek or  
>> Terry\_Marek@lusherschool.org<mailto:Terry\_Marek@lusherschool.org>  
>> to/from Tiffany Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 9. Allison Bellmont or  
>> Allison\_Bellmont@lusherschool.org<mailto:Allison\_Bellmont@lusherschoo  
>> l.org>  
>> to/from Tiffany  
>> Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 10. Beth Rota or  
>> Beth\_Rota@lusherschool.org<mailto:Beth\_Rota@lusherschool.org> to/from  
>> Tiffany Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 11. Matt Owen or  
>> Matt\_Owen@lusherschool.org<mailto:Matt\_Owen@lusherschool.org> to/from  
>> Tiffany Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne

>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 12. Bonnie Greco or  
>> Bonnie\_Greco@lusherschool.org<mailto:Bonnie\_Greco@lusherschool.org>  
>> to/from Tiffany Cherrie  
>> Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 13. Larisa Gray or  
>> Larisa\_Gray@lusherschool.org<mailto:Larisa\_Gray@lusherschool.org>  
>> to/from Tiffany Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 14. Brad Richard or  
>> Brad\_Richard@lusherschool.org<mailto:Brad\_Richard@lusherschool.org>  
>> to/from Tiffany  
>> Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 15. Any member, affiliate, agent, or employee of UTNO, UT Lusher, or  
>> other union to/from Tiffany Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.  
>> org>) or Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 16. Mary Prevost or  
>> Mary\_Prevost@lusherschool.org<mailto:Mary\_Prevost@lusherschool.org>  
>> to/from Tiffany  
>> Cherrie Lecesne  
>> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ei  
>> nsteincharterschools.org>  
>> and  
>> tiffany\_cherrie@lusherschool.org)or<mailto:tiffany\_cherrie@lusherscho  
>> ol.org)or> Blaine Lecesne  
>> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
>> 17. From or to any of the above parties containing the search term  
>> union, UTNO, or UT Lusher anywhere in the email or text  
>>  
>>

>> All of these documents are public records, wherever stored, they,  
>> nevertheless, are public records documents evidencing the conduct of  
>> public business. I admonish Loyola University that it is the  
>> custodian of Blaine Lece s email records even though Loyola itself  
>> is not subject to the Public Records Act. I further ask that all such  
>> materials, whether released to me under this public records request  
>> or not, be maintained, kept, and preserved by all records custodians  
>> of same as litigation should be anticipated and federal and state  
>> laws require the preservation of these records when litigation is anticipated.

>>  
>> These records may be sent to me at  
>> sophia.ryan@gmail.com<mailto:sophia.ryan@gmail.com>. If there are any  
>> objections, please provide specific arguments, citing legal authority  
>> for withholding these public documents, and the appropriate appeal  
>> process.

>>  
>> Sincerely,

>>  
>> Sophia B Ryan

>>  
>> --  
>> You received this message because you are subscribed to the Google  
>> Groups "Lusher Board Only" group.  
>> To unsubscribe from this group and stop receiving emails from it,  
>> send an email to  
>> lusher-board-only+unsubscribe@googlegroups.com<mailto:lusher-board-only+unsubscribe@googlegroups.com>.  
>> 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/b061e2d8bf3e58a83a0d39332f9d21cd.squirrel%40secure.loyno.edu><<https://groups.google.com/d/msgid/lusher-board-only/b061e2d8bf3e58a83a0d39332f9d21cd.squirrel%40secure.loyno.edu>>.  
>> For more options, visit  
>> <https://groups.google.com/d/optout><<https://groups.google.com/d/optout>>.

>  
>  
> --  
> You received this message because you are subscribed to the Google Groups "Lusher Board Only" group.  
> To unsubscribe from this group and stop receiving emails from it, send an email to lusher-board-only+unsubscribe@googlegroups.com.  
> To post to this group, send email to lusher-board-only@googlegroups.com.  
> To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/0a69be2f4a23acd8cd282ef3849e8a70.squirrel%40secure.loyno.edu>.  
> For more options, visit <https://groups.google.com/d/optout>.

--  
You received this message because you are subscribed to the Google Groups "Lusher Board Only" group.  
To unsubscribe from this group and stop receiving emails from it, send an email to lusher-board-only+unsubscribe@googlegroups.com.  
To post to this group, send email to lusher-board-only@googlegroups.com.  
To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/47DEDE22-4BA9-4E0B-9BA9-FDEC7E934AB1%40yahoo.com>.

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



**Chunlin Leonhard**

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Monday, April 25, 2016 11:02 PM  
**To:** Wisdom, Rachel W.  
**Cc:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com;  
mbickford@mcglinchey.com  
**Subject:** RE: [Fwd: Public Records Request]

[REDACTED]

Blaine

[REDACTED]

> From: lusher-board-only@googlegroups.com  
> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
> blecesne@loyno.edu  
> Sent: Monday, April 25, 2016 10:15 PM  
> To: lusher-board-only@googlegroups.com  
> Cc: mbickford@mcglinchey.com  
> Subject: [Fwd: Public Records Request]  
>  
> Below is a public records request sent to my wife's employer and my  
> employer, the President of Loyola. This is the second one I have  
> received.  
> The first was directed to me individually and I responded to it.  
>  
> This one goes much further by involving my, and my wife's, employer.  
> This is clearly intended to harass and intimidate. It is equally clear  
> that it is being orchestrated, given the teachers' names that appear  
> on the requests.  
>  
> Blaine  
>  
>  
>  
>  
>  
>  
>  
>  
> ----- Original Message  
> -----  
> Subject: Public Records Request  
> From: "Sophia Ryan"

> <sophia.ryan@gmail.com<mailto:sophia.ryan@gmail.com>>  
> Date: Mon, April 25, 2016 6:32 pm  
> To: pres@loyno.edu<mailto:pres@loyno.edu>  
> daniel\_davis@einsteincharterschools.org<mailto:daniel\_davis@einsteinch  
> arterschools.org>  
> RWisdom@stonepigman.com<mailto:RWisdom@stonepigman.com>  
> blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
> tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@eins  
> teincharterschools.org>

> -----

> ----

>

> Sophia B. Ryan  
> 850 S. Clearview Pkwy  
> New Orleans, LA 70123

>

> April 25, 2016

>

> Dear Custodian of Records for Einstein Charter Schools, Loyola  
> University School of Law as the custodian of public record emails  
> Blaine Lecesne, Lusher Charter School, Einstein Charter School, and  
> Board of Directors for the Advocates for Arts-Based Education (Lusher  
> School Board):

>

> Please produce within three (3) days as required by the Public Record  
> Act, La. Rev. Stat. 44.1, et seq., a copy of each public record in  
> your possession which is responsive to these search terms. Please  
> include any text or written communications, whether stored or  
> maintained in physical format or electronic format on public or  
> private phone or computer devices, or on public servers or private  
> servers between these parties:

>

> 1. Charles Grenier or  
> charles\_grenier@lusherschool.org<mailto:charles\_grenier@lusherschool.o  
> rg>

> to/from Tiffany

> Cherrie Lecesne

> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
> steincharterschools.org>

> and

> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.o  
> rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)

> 2. Bonnie Thiel, Bonnie Bowler,

> Bonnie\_Thiel@lusherschool.org<mailto:Bonnie\_Thiel@lusherschool.org>,

> or

> Bonnie\_Bowler@lusherschool.org<mailto:Bonnie\_Bowler@lusherschool.org>

> to/from Tiffany Lecesne

> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
> steincharterschools.org>

> and

> tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.o

> rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)

> 3. Jerome White or  
> Jerome\_White@luserschool.org<mailto:Jerome\_White@luserschool.org>  
> to/from Tiffany Cherrie  
> Lecesne  
> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
> steincharterschools.org>  
> and  
> tiffany\_cherrie@luserschool.org<mailto:tiffany\_cherrie@luserschool.o  
> rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
> 4. Julie Sanders or  
> Julie\_Sanders@luserschool.org<mailto:Julie\_Sanders@luserschool.org>  
> to/from Tiffany  
> Cherrie Lecesne  
> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
> steincharterschools.org>  
> and  
> tiffany\_cherrie@luserschool.org<mailto:tiffany\_cherrie@luserschool.o  
> rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
> 5. Rachel Tabak or  
> Rachel\_Tabak@luserschool.org<mailto:Rachel\_Tabak@luserschool.org>  
> to/from Tiffany Cherrie  
> Lecesne  
> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
> steincharterschools.org>  
> and  
> tiffany\_cherrie@luserschool.org<mailto:tiffany\_cherrie@luserschool.o  
> rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
> 6. Sara Slaughter or  
> Sara\_Slaughter@luserschool.org<mailto:Sara\_Slaughter@luserschool.org  
>>  
> to/from Tiffany  
> Cherrie Lecesne  
> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
> steincharterschools.org>  
> and  
> tiffany\_cherrie@luserschool.org<mailto:tiffany\_cherrie@luserschool.o  
> rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
> 7. Geraldine Boesch or  
> Geraldine\_Boesch@luserschool.org<mailto:Geraldine\_Boesch@luserschool  
> .org>  
> to/from Tiffany  
> Cherrie Lecesne  
> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
> steincharterschools.org>  
> and  
> tiffany\_cherrie@luserschool.org<mailto:tiffany\_cherrie@luserschool.o  
> rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
> 8. Terry Marek or  
> Terry\_Marek@luserschool.org<mailto:Terry\_Marek@luserschool.org>  
> to/from Tiffany Cherrie Lecesne  
> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
> steincharterschools.org>

> and  
 > tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.o  
 > rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 > 9. Allison Belmont or  
 > Allison\_Bellmont@lusherschool.org<mailto:Allison\_Bellmont@lusherschool  
 > .org>  
 > to/from Tiffany  
 > Cherrie Lecesne  
 > (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
 > steincharterschools.org>  
 > and  
 > tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.o  
 > rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 > 10. Beth Rota or  
 > Beth\_Rota@lusherschool.org<mailto: Beth\_Rota@lusherschool.org> to/from  
 > Tiffany Cherrie Lecesne  
 > (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
 > steincharterschools.org>  
 > and  
 > tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.o  
 > rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 > 11. Matt Owen or  
 > Matt\_Owen@lusherschool.org<mailto:Matt\_Owen@lusherschool.org> to/from  
 > Tiffany Cherrie Lecesne  
 > (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
 > steincharterschools.org>  
 > and  
 > tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.o  
 > rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 > 12. Bonnie Greco or  
 > Bonnie\_Greco@lusherschool.org<mailto:Bonnie\_Greco@lusherschool.org>  
 > to/from Tiffany Cherrie  
 > Lecesne  
 > (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
 > steincharterschools.org>  
 > and  
 > tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.o  
 > rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 > 13. Larisa Gray or  
 > Larisa\_Gray@lusherschool.org<mailto:Larisa\_Gray@lusherschool.org>  
 > to/from Tiffany Cherrie Lecesne  
 > (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
 > steincharterschools.org>  
 > and  
 > tiffany\_cherrie@lusherschool.org<mailto:tiffany\_cherrie@lusherschool.o  
 > rg>) or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
 > 14. Brad Richard or  
 > Brad\_Richard@lusherschool.org<mailto:Brad\_Richard@lusherschool.org>  
 > to/from Tiffany  
 > Cherrie Lecesne  
 > (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
 > steincharterschools.org>

> and  
> tiffany\_cherrie@luserschool.org<mailto:tiffany\_cherrie@luserschool.o  
> rg> or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
> 15. Any member, affiliate, agent, or employee of UTNO, UT Lusher, or  
> other union to/from Tiffany Cherrie Lecesne  
> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
> steincharterschools.org>  
> and  
> tiffany\_cherrie@luserschool.org<mailto:tiffany\_cherrie@luserschool.o  
> rg> or Blaine Lecesne (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
> 16. Mary Prevost or  
> Mary\_Prevost@luserschool.org<mailto:Mary\_Prevost@luserschool.org>  
> to/from Tiffany  
> Cherrie Lecesne  
> (tiffany\_cherrie@einsteincharterschools.org<mailto:tiffany\_cherrie@ein  
> steincharterschools.org>  
> and  
> tiffany\_cherrie@luserschool.org)or<mailto:tiffany\_cherrie@luserschoo  
> l.org)or> Blaine Lecesne  
> (blecesne@loyno.edu<mailto:blecesne@loyno.edu>)  
> 17. From or to any of the above parties containing the search term  
> union, UTNO, or UT Lusher anywhere in the email or text  
>  
>  
> All of these documents are public records, wherever stored, they,  
> nevertheless, are public records documents evidencing the conduct of  
> public business. I admonish Loyola University that it is the custodian  
> of Blaine Lecesne s email records even though Loyola itself is not  
> subject to the Public Records Act. I further ask that all such  
> materials, whether released to me under this public records request or  
> not, be maintained, kept, and preserved by all records custodians of  
> same as litigation should be anticipated and federal and state laws  
> require the preservation of these records when litigation is anticipated.  
>  
> These records may be sent to me at  
> sophia.ryan@gmail.com<mailto:sophia.ryan@gmail.com>. If there are any  
> objections, please provide specific arguments, citing legal authority  
> for withholding these public documents, and the appropriate appeal  
> process.  
>  
> Sincerely,  
>  
> Sophia B Ryan  
>  
> --  
> You received this message because you are subscribed to the Google  
> Groups "Lusher Board Only" group.  
> To unsubscribe from this group and stop receiving emails from it, send  
> an email to  
> lusher-board-only+unsubscribe@googlegroups.com<mailto:lusher-board-only+unsubscribe@googlegroups.com>.  
> 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/b061e2d8bf3e58a83a0d39332f9d21cd.squirrel%40secure.loyno.edu><<https://groups.google.com/d/msgid/lusher-board-only/b061e2d8bf3e58a83a0d39332f9d21cd.squirrel%40secure.loyno.edu>>.  
> For more options, visit  
> <https://groups.google.com/d/optout><<https://groups.google.com/d/optout>>.  
>

--

You received this message because you are subscribed to the Google Groups "Lusher Board Only" group.  
To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).  
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/0a69be2f4a23acd8cd282ef3849e8a70.squirrel%40secure.loyno.edu>.  
For more options, visit <https://groups.google.com/d/optout>.

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Monday, April 25, 2016 11:00 PM  
**To:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Cc:** mbickford@mcglinchey.com  
**Subject:** RE: [Fwd: Public Records Request]

---

**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of**  
blecesne@loyno.edu  
**Sent:** Monday, April 25, 2016 10:15 PM  
**To:** lusher-board-only@googlegroups.com  
**Cc:** mbickford@mcglinchey.com  
**Subject:** [Fwd: Public Records Request]

Below is a public records request sent to my wife's employer and my employer, the President of Loyola. This is the second one I have received. The first was directed to me individually and I responded to it.

This one goes much further by involving my, and my wife's, employer. This is clearly intended to harass and intimidate. It is equally clear that it is being orchestrated, given the teachers' names that appear on the requests.

Blaine

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

Subject: Public Records Request  
From: "Sophia Ryan" <[sophia.ryan@gmail.com](mailto:sophia.ryan@gmail.com)>  
Date: Mon, April 25, 2016 6:32 pm  
To: [pres@loyno.edu](mailto:pres@loyno.edu)  
[daniel\\_davis@einsteincharterschools.org](mailto:daniel_davis@einsteincharterschools.org)  
[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)  
[blecesne@loyno.edu](mailto:blecesne@loyno.edu)  
[tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org)

Sophia B. Ryan  
850 S. Clearview Pkwy

New Orleans, LA 70123

April 25, 2016

Dear Custodian of Records for Einstein Charter Schools, Loyola University School of Law as the custodian of public record emails Blaine Lecesne, Lusher Charter School, Einstein Charter School, and Board of Directors for the Advocates for Arts-Based Education (Lusher School Board):

Please produce within three (3) days as required by the Public Record Act, La. Rev. Stat. 44.1, et seq., a copy of each public record in your possession which is responsive to these search terms. Please include any text or written communications, whether stored or maintained in physical format or electronic format on public or private phone or computer devices, or on public servers or private servers between these parties:

1. Charles Grenier or [charles\\_grenier@lusherschool.org](mailto:charles_grenier@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
2. Bonnie Thiel, Bonnie Bowler, [Bonnie\\_Thiel@lusherschool.org](mailto:Bonnie_Thiel@lusherschool.org), or [Bonnie\\_Bowler@lusherschool.org](mailto:Bonnie_Bowler@lusherschool.org) to/from Tiffany Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
3. Jerome White or [Jerome\\_White@lusherschool.org](mailto:Jerome_White@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
4. Julie Sanders or [Julie\\_Sanders@lusherschool.org](mailto:Julie_Sanders@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
5. Rachel Tabak or [Rachel\\_Tabak@lusherschool.org](mailto:Rachel_Tabak@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
6. Sara Slaughter or [Sara\\_Slaughter@lusherschool.org](mailto:Sara_Slaughter@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
7. Geraldine Boesch or [Geraldine\\_Boesch@lusherschool.org](mailto:Geraldine_Boesch@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
8. Terry Marek or [Terry\\_Marek@lusherschool.org](mailto:Terry_Marek@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
9. Allison Belmont or [Allison\\_Bellmont@lusherschool.org](mailto:Allison_Bellmont@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
10. Beth Rota or [Beth\\_Rota@lusherschool.org](mailto:Beth_Rota@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
11. Matt Owen or [Matt\\_Owen@lusherschool.org](mailto:Matt_Owen@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
12. Bonnie Greco or [Bonnie\\_Greco@lusherschool.org](mailto:Bonnie_Greco@lusherschool.org) to/from Tiffany Cherrie



- Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
13. Larisa Gray or [Larisa\\_Gray@lusherschool.org](mailto:Larisa_Gray@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
14. Brad Richard or [Brad\\_Richard@lusherschool.org](mailto:Brad_Richard@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
15. Any member, affiliate, agent, or employee of UTNO, UT Lusher, or other union to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
16. Mary Prevost or [Mary\\_Prevost@lusherschool.org](mailto:Mary_Prevost@lusherschool.org) to/from Tiffany Cherrie Lecesne ([tiffany\\_cherrie@einsteincharterschools.org](mailto:tiffany_cherrie@einsteincharterschools.org) and [tiffany\\_cherrie@lusherschool.org](mailto:tiffany_cherrie@lusherschool.org)) or Blaine Lecesne ([blecesne@loyno.edu](mailto:blecesne@loyno.edu))
17. From or to any of the above parties containing the search term ♦union, ♦♦UTNO, ♦♦ or ♦♦UT Lusher♦♦ anywhere in the email or text

All of these documents are public records, wherever stored, they, nevertheless, are public records documents evidencing the conduct of public business. I admonish Loyola University that it is the custodian of Blaine Lecesne's email records even though Loyola itself is not subject to the Public Records Act. I further ask that all such materials, whether released to me under this public records request or not, be maintained, kept, and preserved by all records custodians of same as litigation should be anticipated and federal and state laws require the preservation of these records when litigation is anticipated.

These records may be sent to me at [sophia.ryan@gmail.com](mailto:sophia.ryan@gmail.com). If there are any objections, please provide specific arguments, citing legal authority for withholding these public documents, and the appropriate appeal process.

Sincerely,

Sophia B Ryan

--

You received this message because you are subscribed to the Google Groups "Lusher Board Only" group. To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).

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/b061e2d8bf3e58a83a0d39332f9d21cd.squirrel%40secure.loyno.edu>.

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

--

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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/FE94FE8E1F04F744BCD6D9A5E438A242ED16DAC0%40SPEXCH.stonepigman.com>.  
For more options, visit <https://groups.google.com/d/optout>.

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Monday, April 25, 2016 10:15 PM  
**To:** lusher-board-only@googlegroups.com  
**Cc:** mbickford@mcglinchey.com  
**Subject:** [Fwd: Public Records Request]  
**Attachments:** untitled-[2].htm

Below is a public records request sent to my wife's employer and my employer, the President of Loyola. This is the second one I have received.

The first was directed to me individually and I responded to it.

This one goes much further by involving my, and my wife's, employer. This is clearly intended to harass and intimidate. It is equally clear that it is being orchestrated, given the teachers' names that appear on the requests.

Blaine

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

Subject: Public Records Request  
From: "Sophia Ryan" <sophia.ryan@gmail.com>  
Date: Mon, April 25, 2016 6:32 pm  
To: pres@loyno.edu  
daniel\_davis@einsteincharterschools.org  
RWisdom@stonepigman.com  
blecesne@loyno.edu  
tiffany\_cherrie@einsteincharterschools.org

Sophia B. Ryan  
850 S. Clearview Pkwy  
New Orleans, LA 70123

April 25, 2016

Dear Custodian of Records for Einstein Charter Schools, Loyola University School of Law as the custodian of public record emails Blaine Lecesne, Lusher Charter School, Einstein Charter School, and Board of Directors for the Advocates for Arts-Based Education (Lusher School Board):

Please produce within three (3) days as required by the Public Record Act, La. Rev. Stat. 44.1, et seq., a copy of each public record in your possession which is responsive to these search terms. Please include any text or written communications, whether stored or maintained in physical format or electronic format on public or private phone or computer devices, or on public servers or private servers between these parties:

1. Charles Grenier or charles\_grenier@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
2. Bonnie Thiel, Bonnie Bowler, Bonnie\_Thiel@luserschool.org, or Bonnie\_Bowler@luserschool.org to/from Tiffany Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
3. Jerome White or Jerome\_White@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
4. Julie Sanders or Julie\_Sanders@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
5. Rachel Tabak or Rachel\_Tabak@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
6. Sara Slaughter or Sara\_Slaughter@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
7. Geraldine Boesch or Geraldine\_Boesch@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
8. Terry Marek or Terry\_Marek@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
9. Allison Belmont or Allison\_Belmont@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
10. Beth Rota or Beth\_Rota@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
11. Matt Owen or Matt\_Owen@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
12. Bonnie Greco or Bonnie\_Greco@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
13. Larisa Gray or Larisa\_Gray@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
14. Brad Richard or Brad\_Richard@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
15. Any member, affiliate, agent, or employee of UTNO, UT Lusher, or other union to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
16. Mary Prevost or Mary\_Prevost@luserschool.org to/from Tiffany Cherrie Lecesne (tiffany\_cherrie@einsteincharterschools.org and tiffany\_cherrie@luserschool.org) or Blaine Lecesne (blecesne@loyno.edu)
17. From or to any of the above parties containing the search term union, UTNO, or UT Lusher anywhere in the email or text

All of these documents are public records, wherever stored, they, nevertheless, are public records documents evidencing the conduct of public business. I admonish Loyola University that it is the custodian of Blaine Lecesne s email records even though Loyola itself is not subject to the Public Records Act. I further ask that all such materials, whether released to me under this public records request or not, be maintained, kept, and preserved by all records custodians of same as litigation should be anticipated and federal and state laws require the preservation of these records when litigation is anticipated.

These records may be sent to me at [sophia.ryan@gmail.com](mailto:sophia.ryan@gmail.com). If there are any objections, please provide specific arguments, citing legal authority for withholding these public documents, and the appropriate appeal process.

Sincerely,

Sophia B Ryan

--

You received this message because you are subscribed to the Google Groups "Lusher Board Only" group. To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).

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/b061e2d8bf3e58a83a0d39332f9d21cd.squirrel%40secure.loyno.edu>.

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

## Chunlin Leonhard

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**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, April 25, 2016 10:00 PM  
**To:** Wisdom, Rachel W.; Chunlin Leonhard; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

I have called for a special meeting consistent with our By-laws. I think that it is important for us to get together to clarify the Board's position in light of the vote last Saturday and the petition filed with the National Labor Relations Board today.

I am not sure where you get the information to form the belief that we may not have a quorum. I understand that without a quorum, the board may not be able to take any action. That, however, is not a reason not to have the meeting, because we won't know if there is a quorum until we start the meeting.

Best regards,

Chunlin

---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Monday, April 25, 2016 8:26 PM  
**To:** 'Chunlin Leonhard' <leonhard@loyno.edu>; lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Leaving aside all other issues, I do not believe we have a quorum for this proposed meeting.

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)]  
**On Behalf Of** Chunlin Leonhard  
**Sent:** Monday, April 25, 2016 12:03 PM  
**To:** Wisdom, Rachel W.  
**Cc:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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>

--

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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, April 25, 2016 9:59 PM  
**To:** Wisdom, Rachel W.; Chunlin Leonhard; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

I have called for a special meeting consistent with our By-laws. I think that it is important for us to get together to clarify the Board's position in light of the vote last Saturday and the petition filed with the National Labor Relations Board today.

I am not sure where you get the information to form the belief that we may not have a quorum. I understand that without a quorum, the board may not be able to take any action. That, however, is not a reason not to have the meeting, because we won't know if there is a quorum until we start the meeting.

Best regards,

Chunlin

---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Monday, April 25, 2016 8:26 PM  
**To:** 'Chunlin Leonhard' <leonhard@loyno.edu>; lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] RE: Notice of Meeting and Agenda for the April 28 special meeting

Leaving aside all other issues, I do not believe we have a quorum for this proposed meeting.

---

**From:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)]  
**On Behalf Of** Chunlin Leonhard  
**Sent:** Monday, April 25, 2016 12:03 PM  
**To:** Wisdom, Rachel W.  
**Cc:** [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)  
**Subject:** [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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>

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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, April 25, 2016 9:50 PM  
**To:** Wisdom, Rachel W.  
**Subject:** RE: Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Dear Rachel,

Thank you for your email. I have no intention of escalating this discussion any further. Like I stated in my earlier email, I hoped that that was the last email I had to write on that topic.

I agree with you wholeheartedly that being respectful is more conducive to a constructive dialogue. I sincerely hope that we can proceed on that basis going forward.

Sincerely,

Chunlin

---

**From:** Wisdom, Rachel W. [mailto:RWisdom@stonepigman.com]  
**Sent:** Sunday, April 24, 2016 8:14 PM  
**To:** leonhard@loyno.edu  
**Subject:** RE: Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Dear Chunlin,

I am sending this just to you, out of respect and a desire not to increase the unnecessary adversity of the dialogue amongst us all.

I have been on this board since inception of AABE.

I have a full time job too, as does every board member but Paul and Carol. We all have lives. I have three children and [REDACTED] Big woop.

Lusher is important to the community and so we give, WITHOUT complaint.

The tone of your email is blaming and disrespectful.

You are a distinguished law professor, but I do not point that out and suggest that your disagreement with me calls that into question,

And I have never suggested, as you did, that your disagreement with me may be based on something other than good faith.

You don't have to assume my good faith. It is there and I stand behind it like a mountain. If you doubt it, so be it.

You can disagree with someone without calling into question their bona fides, and I suggest that produces a better conversation.

Sincerely,

Rachel

---

**From:** Wisdom, Rachel W.  
**Sent:** Sunday, April 24, 2016 5:33 PM  
**To:** 'Chunlin Leonhard'; [pbarron@tulane.edu](mailto:pbarron@tulane.edu); [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
**Cc:** 'Bickford, Mag'  
**Subject:** RE: Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Dear Chunlin:

I don't agree that there is any conflict.

The Board, as I understand it anyway, has not decided whether it is in favor of having a unionized faculty or not. Although five voted to accept the petition, the reasons given were mostly that the costs were too great to resist the request for voluntary recognition. We are past that point now.

Blaine, in pas, has adamantly stated that it is his preference not to have a union. I don't recall you, Andrea, Carol or Reuben stating one way or another. I am trying to gather information on my own to make up my own mind, but do start with a bias against it because of my own experiences. My hope is that there is a way to star neutral and still create a vehicle for the administrators to voice their positions.

Because the board did not vote about opposing or not opposing unionization in the election process, there is no board position here in conflict with those of the administration. There may be disagreement between board members but we don't even know that yet.

You may personally have a conflict with the administration because of your views. But your views are not mine and not the boards.

I want to hear from the administrators [REDACTED] and see no reason to exclude them from the discussion. I do not want the executive sessions to serve as a means to air opinions that differ from the administrators or to make assertions about them, while precluding their contemporaneous response. At least not in the absence of compelling reason.

We may agree with them or disagree with them. I don't know. But I don't think we should be afraid to disagree with them to their face or afraid to confront. In fact, I believe that is what is most productive and fair. Discussing opposing views openly and respectfully can lead to consensus or at least better decision-making.

What is most important to me, is that they be allowed to express their views at board meetings and in communications with the board. That is not happening. Their voices are being stifled. And it is damaging their morale when they most need our encouragement and support.

Finally, with all due respect, Paul and I did not create the "wedge." Excluding them continuously without explanation and without encouragement and reassurance, and failing to listen to them on this subject has.

I hope you will reconsider your positions, especially your assumption that your views are the boards. [REDACTED]

[REDACTED]  
Sincerely,

Rachel

---

**From:** Chunlin Leonhard [mailto:[leonhard@loyno.edu](mailto:leonhard@loyno.edu)]

**Sent:** Sunday, April 24, 2016 2:53 PM

**To:** [pbarron@tulane.edu](mailto:pbarron@tulane.edu); Wisdom, Rachel W.; [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

**Cc:** 'Bickford, Mag'

**Subject:** Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Dear Paul, Rachel and other Board members,

I am writing about the continued opposition to my good faith request for an opportunity for the Board to seek its attorney's advice without the presence of the administrators. I am deeply troubled and offended by the continued opposition. I thought that this was a settled issue after the last round of discussions in front of the administrators on this issue and repeated statements by the board's attorney about the need to allow the board to seek legal advice without the administrators' presence. Obviously not. To avoid escalating the issue in such a public manner, I refrained from answering Paul's pointed question for me to explain the need for my request during the executive session yesterday. Let me respond to Paul's question now (for the second time).

My request is necessitated by the unique issues raised by the union petition and the upcoming election. Our duty as a board member is to act in the best interest of Lusher. In most situations, the Board and the administrators do not have conflict of interest. However, the union petition, by its very nature, is one of those matters, like CEO compensation, where the interest of the Board and that of the administrators do not necessarily coincide. As yesterday's Board vote indicated, five of us believed the best interest of Lusher is to voluntarily recognize the union as a collective bargaining unit instead of spending financial resources, exposing ourselves to unpredictable legal risks, and being damaged in the eyes of the public. A majority of six board members believed the best interest of Lusher is not to voluntarily recognize the union immediately and to have an election to give all teachers a chance to vote whether or not they wish to be represented by the union. As it stands now, the board has not taken a position in favor or against the union. In fact, I heard Paul say that repeatedly. [REDACTED]

[REDACTED] Therefore, the board's position is not the same as that of the administrators who are opposed to recognizing the union as a collective bargaining unit and who will attempt to influence Lusher teachers to vote against the union. This presents a conflict between the views of the Board and the views of administrators and creates the need for the Board to seek legal advice on this issue from its attorney.

[REDACTED]

Paul and Rachel, I find your opposition difficult to understand because Rachel is an experienced attorney and Paul is a labor law expert. It should not have been necessary for me to justify myself again and again. Your multiple attempts to oppose my request in front of the administrators are especially damaging because they suggest to the administrators that I am acting improperly while portraying yourselves as supporting the administrators. This has already resulted in your driving a wedge between me and the administrators.

I especially resent this because I have spent incredible amount of time on this issue despite my full time job and multiple other obligations. I advocated for a position that I strongly believed (and still do) is in the best interest of Lusher in good faith and based on my best professional judgment. I am merely trying to fulfill my fiduciary duty as a board member to act in the best interest of Lusher, even though it was a difficult decision. I had hoped that fair minded people would be able to see my position as a good faith difference in opinion in how to best serve Lusher. My request for an opportunity to consult the board's attorney is by no means a request to exclude the administrators from all

deliberations. I therefore ask that you stop portraying my request to secure legal counsel as an attempt to exclude the administrators, so as not to further damage my relationship with the administrators by setting me up as the "bad guy."

I am going to assume good faith intentions on your part so far instead of inferring that you cannot distinguish your fiduciary duty as a board member and your loyalty to the administrator. I hope that this is the last time I have to write on this topic and it will be a matter of routine for the board to consult its attorney on the union issue without the presence of the administrators if necessary.

By the way, Rachel, your observation that the Board has never had to have separate attorney discussions for the last decade or so is because this is the first time that Lusher has faced the union issue. It is no proof that my request was unusual or improper. My request was perceived as improper in the eyes of the administrators because you and Paul opposed it multiple times.

Sincerely,

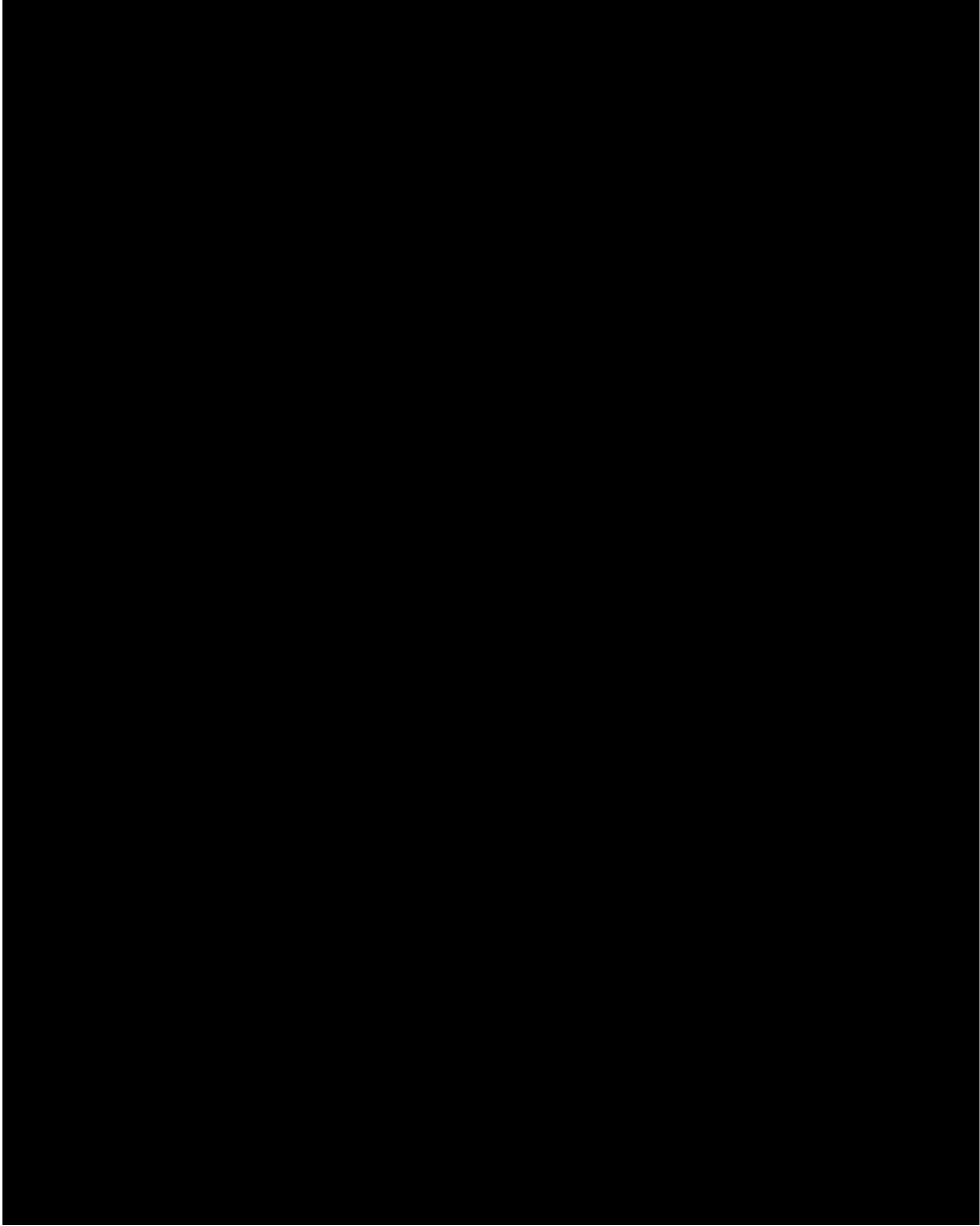
Chunlin Leonhard

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)

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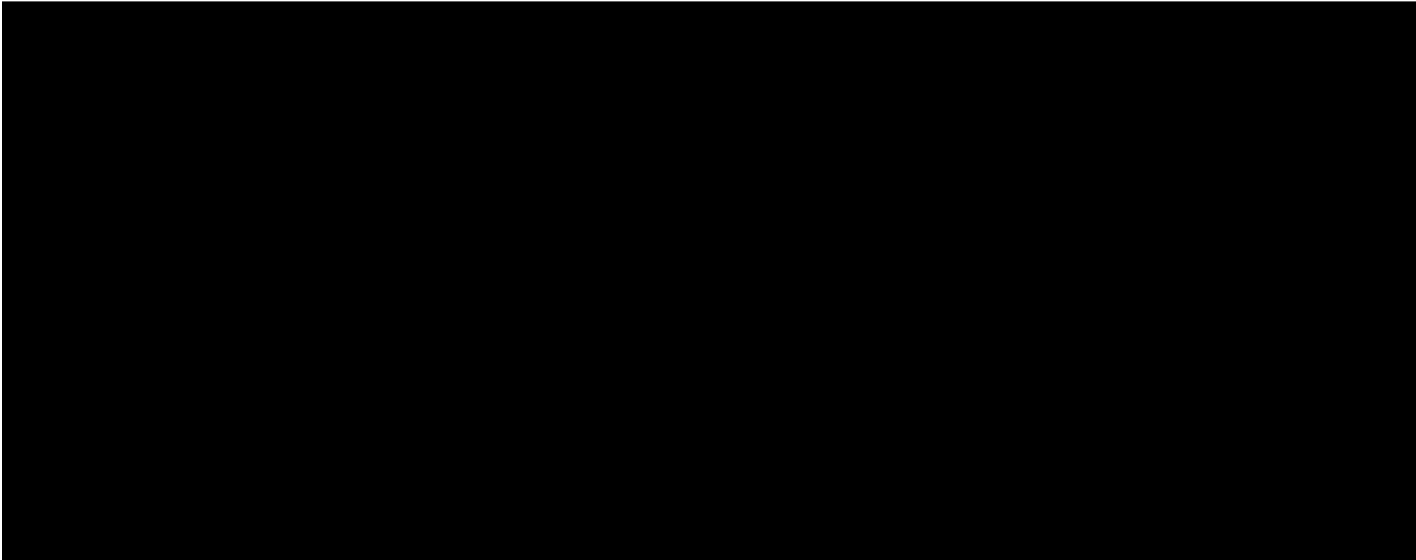












## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Monday, April 25, 2016 5:43 PM  
**To:** kiki houston  
**Cc:** Barron, Paul L; armstron@nadal.loyno.edu; blecesne@loyno.edu; rcortiz [REDACTED]; alosb [REDACTED]; leonhard@loyno.edu; Salzer, Ann K; rbte [REDACTED]; Whelan, Carol S; rwisdom@stonepigman.com  
**Subject:** Re: Board Concerns

I am not going to get into the weeds on this. I will just point out that while Paul and Kiki argue for who should drive the bus, Rome burns.

Moreover, this internal dispute is now all a matter of public record.

Blaine

> 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  
>  
> 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>; "[REDACTED]"  
> <rcortiz@[REDACTED]>; Kristin Huston <[REDACTED]>  
> "aloshba@[REDACTED]" <aloshba@[REDACTED]>; "blecesne@loyno.edu"  
> <blecesne@loyno.edu>; "leonhard@loyno.edu" <leonhard@loyno.edu>;  
> "Salzer, Ann K" <asalzer@tulane.edu>; "rbteag@[REDACTED]"  
> <rbteague@[REDACTED]> "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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> -----Original Message-----

> From: armstron@nadal.loyno.edu [mailto:armstron@nadal.loyno.edu]  
> Sent: Monday, April 25, 2016 1:09 PM  
> To: blecesne@loyno.edu  
> Cc: Barron, Paul L <pbarron@tulane.edu>; armstron@loyno.edu;

> rcortiz[REDACTED]; Kristin Huston <kil[REDACTED]>  
> aloshbau[REDACTED]; blecesne@loyno.edu; leonhard@loyno.edu; Salzer,  
> Ann K <asalzer@tulane.edu>; rbteagu[REDACTED] Whelan, Carol S  
> <cwhelan@tulane.edu>; 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 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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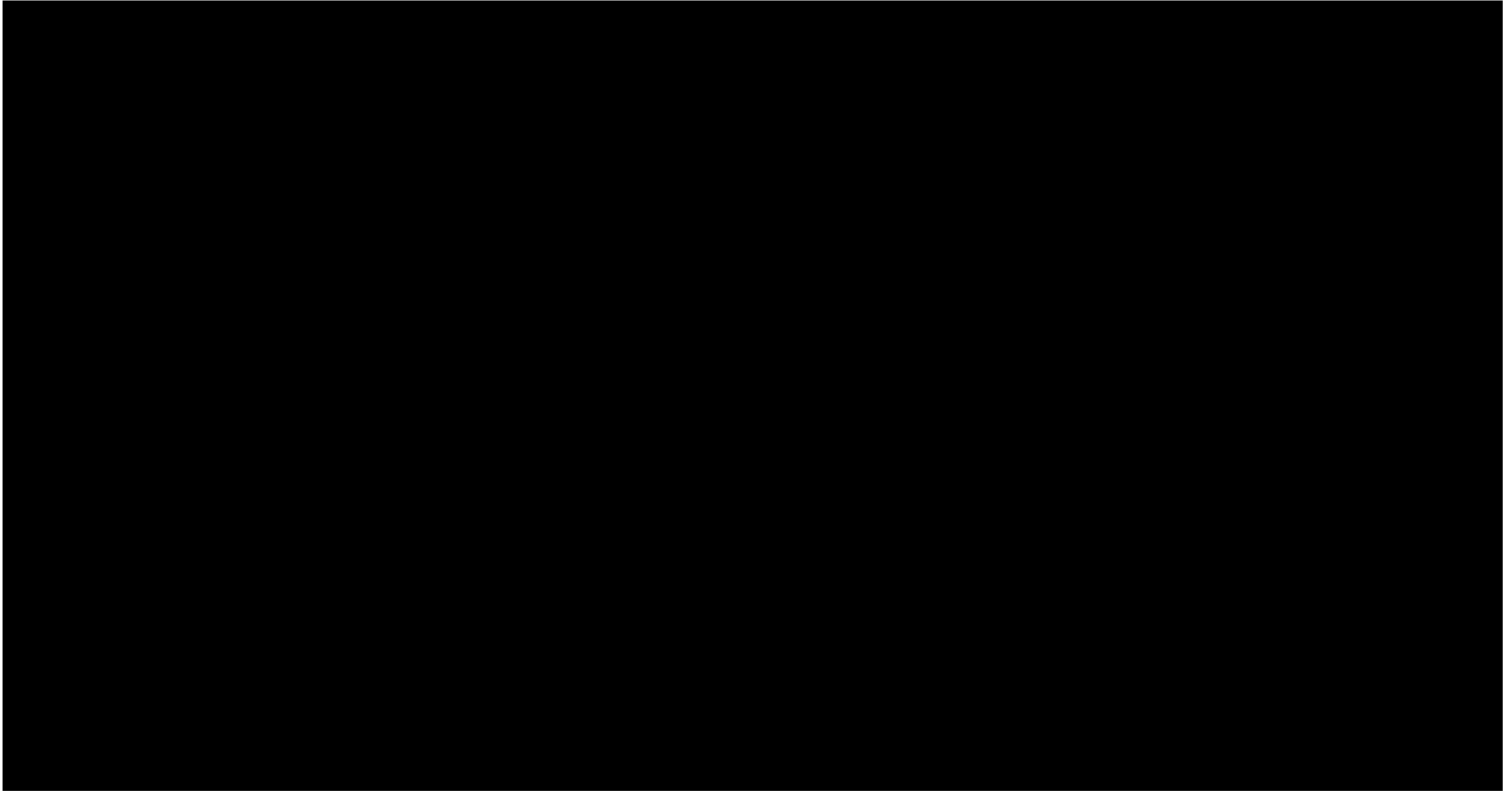
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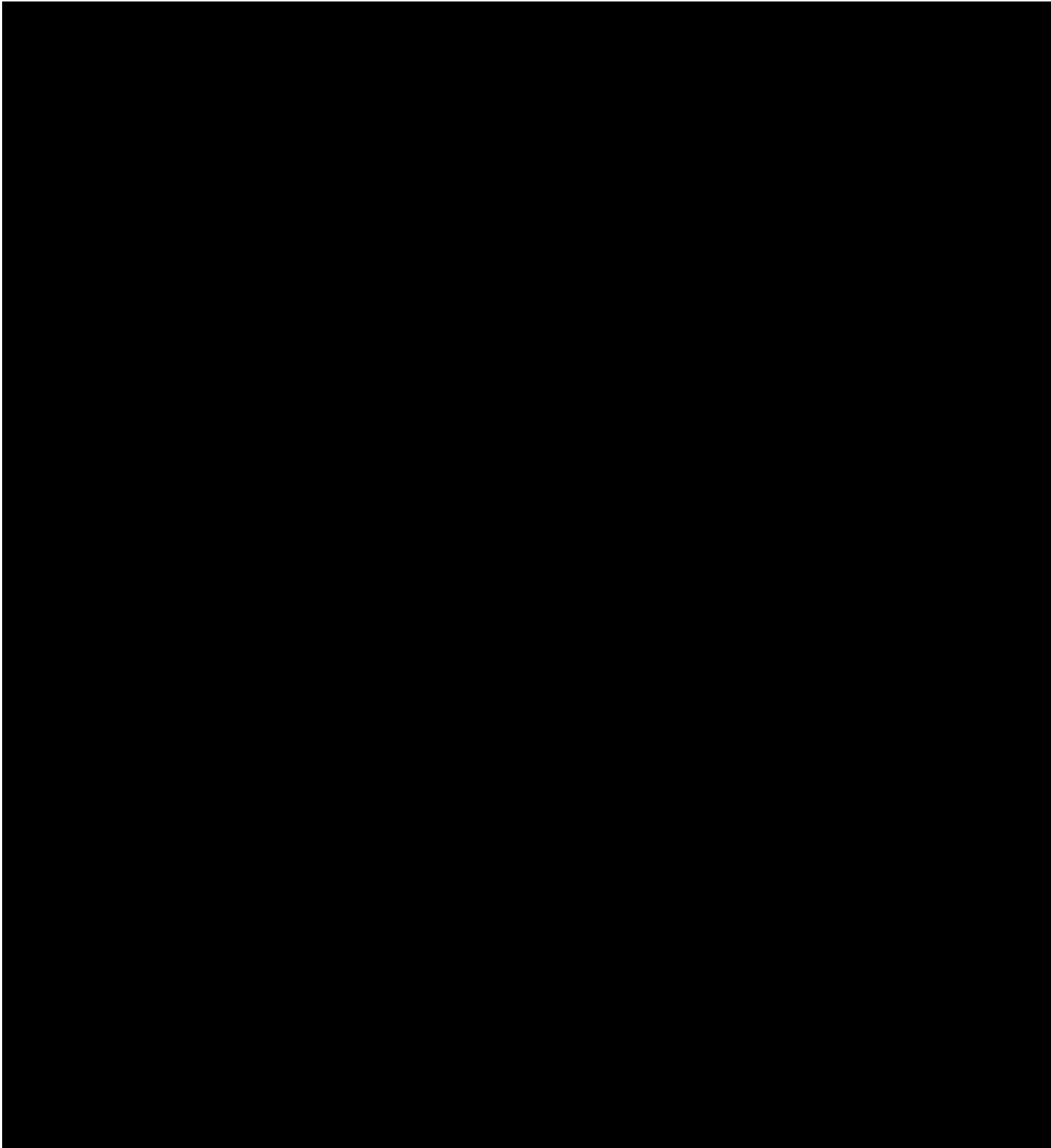
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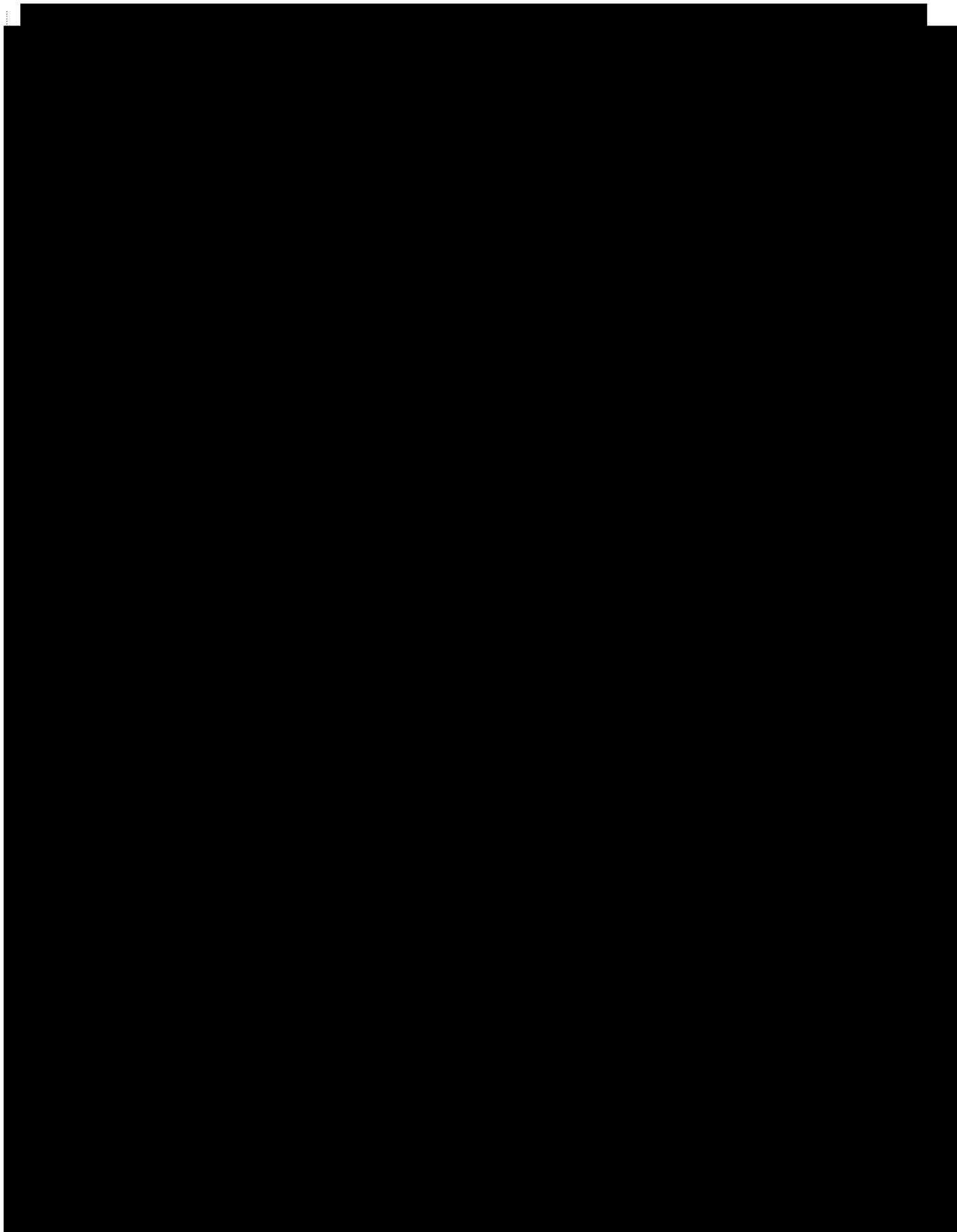
>>  
>  
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>















## Chunlin Leonhard


---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Andrea Armstrong <andrea.craig.armstrong@gmail.com>  
**Sent:** Monday, April 25, 2016 4:03 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Cc:** Mag Bickford; cbryant@mcglinchey.com  
**Subject:** [Lusher] draft board statement  
**Attachments:** DRAFT – Board statement in light of the upcoming elections.docx; Untitled attachment 00004.txt

Hi folks -

Pursuant to Chunlin's notice for a special meeting and my request for a limited meeting, please find attached a draft statement by the board on the pending election. I take no pride in authorship and tried to keep it simple. I hope that we can unanimously agree to this (or something along these lines).

Because of open meetings law, I would prefer that we not deliberate or discuss this proposal via email. But rather I wanted to be transparent and at least have a starting point for our meeting this Thursday.

  
All the best,  
Andrea

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## Chunlin Leonhard

---

**From:** kiki huston <[REDACTED]>  
**Sent:** Monday, April 25, 2016 3:40 PM  
**To:** Barron, Paul L; armstron@nadal.loyno.edu; blecesne@loyno.edu  
**Cc:** armstron@loyno.edu; rcortiz@[REDACTED]; aloshbau@[REDACTED];  
leonhard@loyno.edu; Salzer, Ann K, rbteague@gmail.com; Whelan, Carol S;  
rwisdom@stonepigman.com  
**Subject:** Re: Board Concerns

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

---

**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>; "rcortiza@[REDACTED]" <rcortizas@yahoo.com>; Kristin Huston <[REDACTED]>; "aloshbau@[REDACTED]" <[REDACTED]>; "blecesne@loyno.edu" <blecesne@loyno.edu>; "leonhard@loyno.edu" <leonhard@loyno.edu>; "Salzer, Ann K" <asalzer@tulane.edu>; "rbteague@[REDACTED]" <rbteague@[REDACTED]>; "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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-----Original Message-----

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); [rcortizas@yahoo.com](mailto:rcortizas@yahoo.com); Kristin Huston [REDACTED]; [aloshbaud@loyno.edu](mailto:aloshbaud@loyno.edu); [blecesne@loyno.edu](mailto:blecesne@loyno.edu); [leonhard@loyno.edu](mailto:leonhard@loyno.edu); Salzer, Ann K <[asalzer@tulane.edu](mailto:asalzer@tulane.edu)>; [rbtea@loyno.edu](mailto:rbtea@loyno.edu); 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 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  
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>  
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>  
>> Dear Blaine:  
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>> Then, your second email suggested that Kathy was hiding something and  
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>> number of years to ensure continuity. That group be Kiki, Rachel, and Carol.

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>> work us through this difficult time whether the union is certified or  
>> not.

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>> 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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>

>

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, April 25, 2016 3:38 PM  
**To:** blecesne@loyno.edu; Barron, Paul L  
**Cc:** armstron@loyno.edu; Barron, Paul L; rcortiz [REDACTED]; Kristin Huston;  
aloshbaug [REDACTED] leonhard@loyno.edu; Salzer, Ann K; rbteag [REDACTED]  
Whelan, Carol S; rwisdom@stonepigman.com  
**Subject:** RE: Board Concerns

Dear Blaine,

Thank you very much for your leadership. I appreciate your dedication and your willingness to lead us despite the unfair accusations.

Sincerely,

Chunlin

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

**From:** blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
**Sent:** Sunday, April 24, 2016 8:21 PM  
**To:** Barron, Paul L <pbarron@tulane.edu>  
**Cc:** armstron@loyno.edu; Barron, Paul L <pbarron@tulane.edu>; rcortiz [REDACTED]; Kristin Huston <kikihust [REDACTED]>; aloshbaug [REDACTED]; blecesne@loyno.edu; leonhard@loyno.edu; Salzer, Ann K <asalzer@tulane.edu>; rbteague [REDACTED]; Whelan, Carol S <cwhelan@tulane.edu>; rwisdom@stonepigman.com  
**Subject:** Re: Board Concerns

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:

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> this morning. I was very disappointed in the way you handled that  
> exchange.

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> been on the board since the beginning. She is very knowledgeable  
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> board chair of a charter school would, if possible, be an educator.  
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> time to work us through this difficult time whether the union is  
> certified or not.  
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> Obviously, I've not spoken to Carol about this but I am hopeful,  
> should you step down, that she will take up the challenge.  
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> Respectfully,  
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> Paul  
>  
>  
> Paul Barron  
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>  
>

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, April 25, 2016 3:37 PM  
**To:** blecesne@loyno.edu; Barron, Paul L  
**Cc:** armstron@loyno.edu; Barron, Paul L; rcortiz [REDACTED]; Kristin Huston;  
aloshbaug [REDACTED]; leonhard@loyno.edu; Salzer, Ann K; rbtea [REDACTED];  
Whelan, Carol S; rwisdom@stonepigman.com  
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<asalzer@tulane.edu>; rbteague [REDACTED]; Whelan, Carol S <cwhelan@tulane.edu>; rwisdom@stonepigman.com  
**Subject:** Re: Board Concerns

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>  
>



## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, April 25, 2016 2:10 PM  
**To:** Alysia Loshbaugh  
**Subject:** RE: [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Hi, Alysia,

I just kept the room number in there because that's what we had last time. I am totally flexible with the location. I just think that we need to meet as soon as possible now that the petition has been filed.

Absolutely, you can bring your baby with you. I would love to meet him.

---

**From:** Alysia Loshbaugh [REDACTED]  
**Sent:** Monday, April 25, 2016 12:10 PM  
**To:** Chunlin Leonhard <leonhard@loyno.edu>  
**Subject:** Re: [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Hi Chunlin--I think room 300 is the library--do we need such a large venue again? Or do you think we can fit in 207?

Also, I'm probably going to have to bring the baby with me, FYI, so don't be surprised by that. Hopefully he'll sleep during the meeting.

Thanks,  
Alysia

Alysia K. Loshbaugh

Sent from my iPhone

On Apr 25, 2016, at 12:03 PM, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)> wrote:

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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>

--

You received this message because you are subscribed to the Google Groups "Lusher Charter Board and Administrators" group.

To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-and-administrators+unsubscribe@googlegroups.com](mailto:lusher-board-and-administrators+unsubscribe@googlegroups.com).

To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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

<April 28 AABE special meeting agenda.doc>

## Chunlin Leonhard

---

**From:** Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Monday, April 25, 2016 1:37 PM  
**To:** armstron@nadal.loyno.edu; blecesne@loyno.edu  
**Cc:** armstron@loyno.edu; rcortiza [REDACTED] Kristin Huston; alos [REDACTED]  
blecesne@loyno.edu; leonhard@loyno.edu; Salzer, Ann K; rbteague [REDACTED]  
Whelan, Carol S; rwisdom@stonepigman.com  
**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.

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From: armstron@nadal.loyno.edu [mailto:armstron@nadal.loyno.edu]  
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To: blecesne@loyno.edu  
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>

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## Chunlin Leonhard

---

**From:** Reuben Teague <reuben.teague@prudential.com>  
**Sent:** Monday, April 25, 2016 1:28 PM  
**To:** Andrea Armstrong  
**Cc:** Chunlin Leonhard; lusher-board-and-administrators@googlegroups.com; Wisdom, Rachel W.  
**Subject:** Re: [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

I agree and think that would be helpful, thanks.

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

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**From:** Andrea Armstrong [REDACTED]  
**To:** Chunlin Leonhard <leonhard@loyno.edu>,  
**Cc:** "Wisdom, Rachel W." <RWisdom@stonepigman.com>, lusher-board-and-administrators@googlegroups.com  
**Date:** 04/25/2016 02:00 PM  
**Subject:** Re: [Lusher] Notice of Meeting and Agenda for the April 28 special meeting  
**Sent by:** lusher-board-and-administrators@googlegroups.com

---

Hi folks -

I would like for this to be a limited meeting focusing on one deliverable: a) a clear statement of the board's position in light of the upcoming election, taking into consideration our divided vote last Saturday and b) most importantly, clear communication about our expectations for our teachers and administration for engaging in constructive and civil debate on these important issues. I am happy to draft something short tomorrow and circulate if people think it would be helpful. Just let me know.

Andrea

On Apr 25, 2016, at 12:03 PM, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)> wrote:

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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>

--

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<April 28 AABE special meeting agenda.doc>

--

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

## Chunlin Leonhard

---

**From:** armstron@nadal.loyno.edu  
**Sent:** Monday, April 25, 2016 1:09 PM  
**To:** blecesne@loyno.edu  
**Cc:** Barron, Paul L; armstron@loyno.edu; rcortiz: [REDACTED] Kristin Huston; alosht [REDACTED]; blecesne@loyno.edu; leonhard@loyno.edu; Salzer, Ann K; rbteag [REDACTED]; Whelan, Carol S; 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 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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>>

>>  
>>  
>  
>

## Chunlin Leonhard

---

**From:** Andrea Armstrong [REDACTED]  
**Sent:** Monday, April 25, 2016 12:59 PM  
**To:** Chunlin Leonhard  
**Cc:** Wisdom, Rachel W.; lushers-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Hi folks -

I would like for this to be a limited meeting focusing on one deliverable: a) a clear statement of the board's position in light of the upcoming election, taking into consideration our divided vote last Saturday and b) most importantly, clear communication about our expectations for our teachers and administration for engaging in constructive and civil debate on these important issues. I am happy to draft something short tomorrow and circulate if people think it would be helpful. Just let me know.

Andrea

On Apr 25, 2016, at 12:03 PM, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)> wrote:

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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>

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

<April 28 AABE special meeting agenda.doc>

## Chunlin Leonhard

---

**From:** Alysia Loshbaugh [REDACTED]  
**Sent:** Monday, April 25, 2016 12:10 PM  
**To:** Chunlin Leonhard  
**Subject:** Re: [Lusher] Notice of Meeting and Agenda for the April 28 special meeting

Hi Chunlin--I think room 300 is the library--do we need such a large venue again? Or do you think we can fit in 207?

Also, I'm probably going to have to bring the baby with me, FYI, so don't be surprised by that. Hopefully he'll sleep during the meeting.

Thanks,  
Alysia

Alysia K. Loshbaugh

Sent from my iPhone

On Apr 25, 2016, at 12:03 PM, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)> wrote:

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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>

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

<April 28 AABE special meeting agenda.doc>

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, April 25, 2016 12:03 PM  
**To:** 'Wisdom, Rachel W.'  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Notice of Meeting and Agenda for the April 28 special meeting  
**Attachments:** April 28 AABE special meeting agenda.doc

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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)

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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, April 25, 2016 12:03 PM  
**To:** 'Wisdom, Rachel W.'  
**Cc:** 'lusher-board-and-administrators@googlegroups.com'  
**Subject:** Notice of Meeting and Agenda for the April 28 special meeting  
**Attachments:** April 28 AABE special meeting agenda.doc

Dear Rachel,

Please see the attached notice and agenda for the special meeting.

Best regards,

Chunlin

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>

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Monday, April 25, 2016 12:01 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] [Fwd: Advocates for Arts-Based Education Corporation d/b/a Lusher Charter School]  
**Attachments:** Form\_NLRB\_505\_Statement\_of\_Position.pdf; Form\_NLRB\_4812\_Description\_of\_Procedures\_in\_Certification\_and\_Decertification\_Cases.pdf; RC\_Petition.pdf

Here's the NLRB petition.

Blaine

----- Original Message -----  
Subject: Advocates for Arts-Based Education Corporation d/b/a Lusher Charter School  
From: "Mindy Wilson" <mwilson@ruspclaw.com>  
Date: Mon, April 25, 2016 11:34 am  
To: "Magdalen Blessey Bickford (mbickford@mcglinchey.com)" <mbickford@mcglinchey.com>  
"blecesne@loyno.edu" <blecesne@loyno.edu>  
"kathy\_riedlinger@luserschool.org" <kathy\_riedlinger@luserschool.org>  
Cc: "Louis Robein" <lrobein@ruspclaw.com>

Dear Ms. Bickford, Mr. LeCesne and Ms. Riedlinger:

Please find attached the following:

1. RC Petition - NLRB Inquiry No. 1-1657347941
2. NLRB Form 505 - Statement of Position form
3. NLRB Form 4812 - Description of Procedures in Representation Cases

Please confirm receipt of this communication.

Sincerely,

Mindy Wilson  
Legal Secretary to Louis Robein  
Robein, Urann, Spencer, Picard & Cangemi, APLC mwilson@ruspclaw.com

Robein, Urann, Spencer, Picard & Cangemi APLC. 2540 Severn Ave, Suite 400 Metairie, LA 70002 Phone: 504.885.9994  
Fax: 504.885.9969 <http://www.ruspclaw.com>

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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, April 25, 2016 11:51 AM  
**To:** 'Wisdom, Rachel W.'  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Call for special meeting of the Board

Dear Board members:

I (together with Andrea, Reuben, Blaine, and Carol) would like to call for a special meeting this Thursday between 8:30 a.m. to 10:30 a.m. (usual location on the Lusher campus) for the limited purpose of articulating clearly the Board's position and policy guidelines in light of the petition filed this morning.

Sincerely,

Chunlin

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>

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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Monday, April 25, 2016 11:51 AM  
**To:** 'Wisdom, Rachel W.'  
**Cc:** 'lusher-board-and-administrators@googlegroups.com'  
**Subject:** Call for special meeting of the Board

Dear Board members:

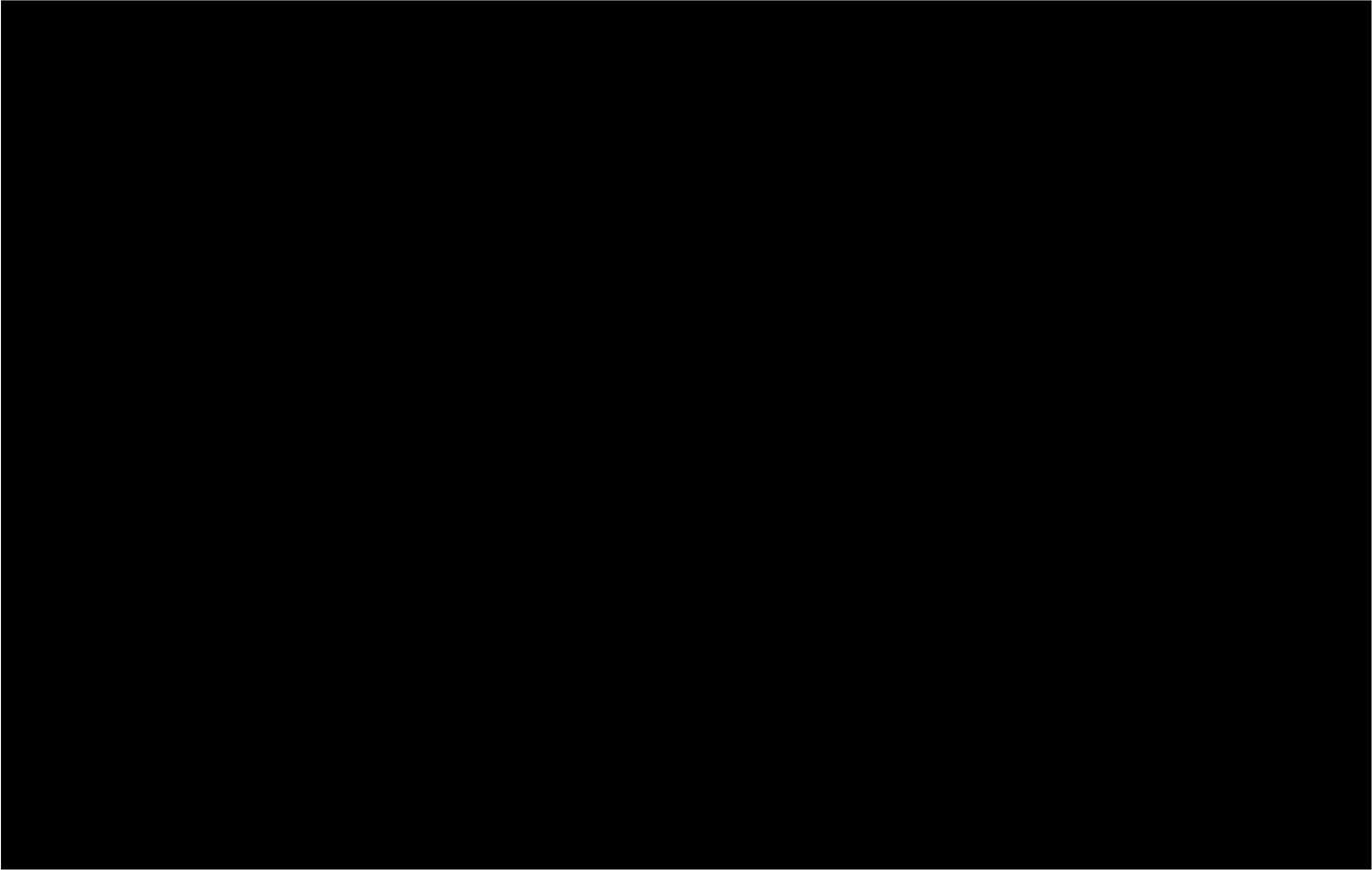
I (together with Andrea, Reuben, Blaine, and Carol) would like to call for a special meeting this Thursday between 8:30 a.m. to 10:30 a.m. (usual location on the Lusher campus) for the limited purpose of articulating clearly the Board's position and policy guidelines in light of the petition filed this morning.

Sincerely,

Chunlin

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>



## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Barron, Paul L  
<pbarron@tulane.edu>  
**Sent:** Monday, April 25, 2016 9:26 AM  
**To:** Bickford, Mag; Salzer, Ann K  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**Subject:** RE: [Fwd: FW: Lusher Docs]

I am available both times. Am I correct that this will be a special meeting which will then allow us to go into an executive session?

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

From: lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] On Behalf Of Bickford, Mag  
Sent: Sunday, April 24, 2016 8:50 PM  
To: Salzer, Ann K <asalzer@tulane.edu>  
Cc: blecesne@loyno.edu; Wisdom, Rachel W. <rwisdom@stonepigman.com>; lusher-board-only@googlegroups.com

Sent from my iPhone

> On Apr 17, 2016, at 3:12 PM, Salzer, Ann K <asalzer@tulane.edu> wrote:  
>  
> Blaine,  
>  
> It was not my intent to cast any blame. The memo provides much needed  
> information for understanding our current situation. Let's build on that.  
>

> Ann  
>  
>  
>

> On 4/17/16, 1:19 PM, "lusher-board-only@googlegroups.com on behalf of  
> blecesne@loyno.edu" <lusher-board-only@googlegroups.com on behalf of  
> blecesne@loyno.edu> wrote:

>

>> Ann,

>> [REDACTED]

>> [REDACTED] I just did. I am trying to provide information and handle a

>> lot of tasks necessitated by the union matter. I try to prioritize

>> the flow of information as there are not enough hours in the day to

>> do everything. [REDACTED]

>> [REDACTED] I

>> followed up with the Board, on a Sunday morning, as one of a dozen

>> other follow-up tasks, and now this. Let me explain one more time.

>> [REDACTED]

>>

>> Blaine

>>

>>

>>> Hello Everyone,

>>>

>>> This is Ann. [REDACTED]

>>>

>>> As a board member, this is the first time I am receiving this

>>> information.

>>> Blaine didn't share it. Kathy didn't share.

>>>

>>> We have some serious communication issues that we have to resolve if

>>> we are going to act responsibly and effectively as a board to make

>>> the best possible decisions for Lusher. [REDACTED]

>> [REDACTED]

>> [REDACTED]

>> [REDACTED]

>> [REDACTED]

>> [REDACTED]

>>> We are in the spotlight and concrete decisions and actions have to

>>> be taken.

>>>

>>> Lusher needs us to come together. We must all put our egos aside,

>>> focus, include our administrators who we have charged with operating  
>>> Lusher, and create a work plan for next week and the weeks ahead.  
>>>  
>>> Let's use our heads and concentrate on the here and now. The past  
>>> is past. We have to get through the present so that Lusher has a future.  
>>>  
>>> I think we need to meet before next Saturday in order to decide what  
>>> we're doing next Saturday, if anything.

>>>  
>>>  
>>> Ann Salzer  
>>> Assistant Provost  
>>> Tulane University  
>>> asalzer@tulane.edu  
>>> 504-314-2816

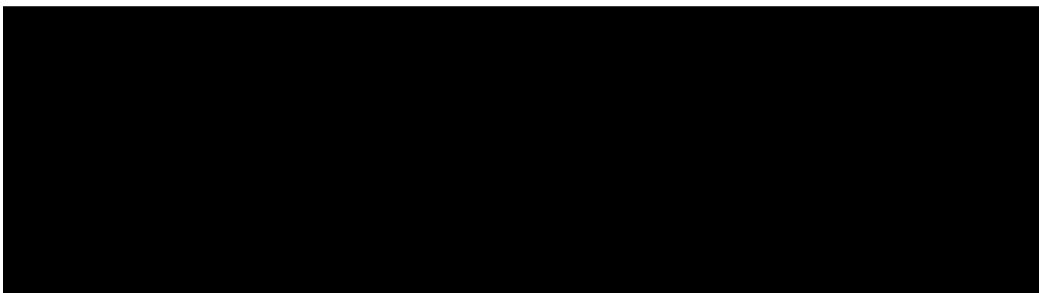
>>>  
>>>  
>>>  
>>>  
>>> -----Original Message-----  
>>> From: Blaine LeCesne <blecesne@loyno.edu>  
>>> Date: Sunday, April 17, 2016 at 11:50 AM  
>>> To: Rachel Wisdom <RWisdom@stonepigman.com>  
>>> Cc: Blaine LeCesne <blecesne@loyno.edu>,  
>>> "lusher-board-only@googlegroups.com"  
>>> <lusher-board-only@googlegroups.com>  
>>> Subject: RE: [Fwd: FW: Lusher Docs]

>>>  
>>> Sure. The only reason I didn't do so is because they already have it  
>>> and it would have been duplicative. If you still feel the need to  
>>> send material that I have told you, three times now, that they  
>>> already have, then go ahead and send it.

>>>  
>>> Blaine  
>>>  
>>>  
>>>

>>>> I just want to share this information with the administrators and have  
>>>> them be a part of our communications about this matter. I am not  
>>>> doing  
>>>> anything other than asking you why we can't do that. Is it ok  
>>>> with  
>>>> you if I share this information via the other googlegroups email?  
>>>> Thanks, R

>>>>  
>>>> From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
>>>> Sent: Sunday, April 17, 2016 11:23 AM  
>>>> To: Wisdom, Rachel W.  
>>>> Cc: 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
>>>> Subject: RE: [Fwd: FW: Lusher Docs]  
>>>>  
>>>> Rachel,



>>>>  
 >>>> Please read my email below before jumping to conclusions. My purely  
 >>>> informational email was not an attempt to exclude, so please don't  
 >>>> read anything untoward in it. In my email below, [redacted]  
 >>>> [redacted]  
 >>>> [redacted]. It is  
 >>>> counterproductive to constantly make these suggestions.  
 >>>> It also threatens our functionality as a Board. Even the smallest  
 >>>> ministerial task (such as this) of keeping the Board updated is  
 >>>> drawing an immediate accusation of exclusion which is unfounded and  
 >>>> belied by the transmittal email itself.

>>>>  
 >>>> Blaine

>>>>  
 >>>>  
 >>>>

>>>>> Thank you very much Blaine. These are helpful.

>>>>>  
 >>>>> Why can't this be shared with our administrators? I am deeply  
 >>>>> troubled by their continued exclusion from our communications  
 >>>>> about this matter.

>>>>>  
 >>>>>

>>>>> R  
 >>>>> From:

>>>>>  
 >>>>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@google  
 >>>>> group  
 >>>>> s.  
 >>>>> com>

>>>>> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
 >>>>> blecesne@loyno.edu<mailto:blecesne@loyno.edu>

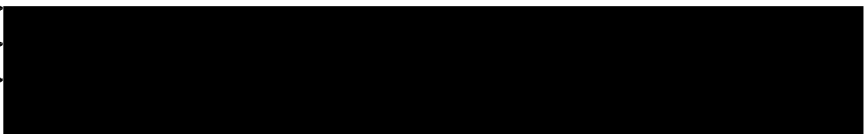
>>>>> Sent: Sunday, April 17, 2016 10:44 AM

>>>>> To:

>>>>>  
 >>>>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@google  
 >>>>> group  
 >>>>> s.  
 >>>>> com>

>>>>> Subject: [Fwd: FW: Lusher Docs]

>>>>>  
 >>>>>  
 >>>>>







>>>> lusher-board-only+only  
>>>> +u  
>>>> nsubscribe@googlegroups.com<mailto:lusher-board-only+unsubscribe@g  
>>>> oogle  
>>>> gr  
>>>> ous.com%3cmailto:lusher-board-only+unsubscribe@googlegroups.com>>.  
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>>>> s.  
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>>>> d-onl  
>>>> y@  
>>>> googlegroups.com>>.  
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>>>> https://groups.google.com/d/msgid/lusher-board-only/37083de3a423d7  
>>>> 33960  
>>>> b7  
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>>>> id  
>>>> /lusher-board-only/37083de3a423d733960b7cc12fe132d7.squirrel%40sec  
>>>> ure.l  
>>>> oy  
>>>> no.edu><https://groups.google.com/d/msgid/lusher-board-only/37083d  
>>>> e3a42  
>>>> 3d  
>>>> 733960b7cc12fe132d7.squirrel%40secure.loyno.edu<https://groups.goo  
>>>> gle.c  
>>>> om  
>>>> /d/msgid/lusher-board-only/37083de3a423d733960b7cc12fe132d7.squirr  
>>>> el%40  
>>>> se  
>>>> cure.loyno.edu>>.  
>>>> For more options, visit  
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>>>> https://groups.google.com/d/optout<https://groups.google.com/d/opt  
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>>> [https://groups.google.com/d/msgid/lusher-board-only/300561dd6d5a262a](https://groups.google.com/d/msgid/lusher-board-only/300561dd6d5a262a6a632d5051275653.squirrel%40secure.loyno.edu)  
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>> <https://groups.google.com/d/msgid/lusher-board-only/013f7da6a6f6a080d>  
>> [c3433 d19b603d86.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/013f7da6a6f6a080d).  
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To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/BN3PR03MB22607FDD00DA084F4F0D092DD5620%40BN3PR03MB2260.namprd03.prod.outlook.com>.  
For more options, visit <https://groups.google.com/d/optout>.

**From:** Audra George, Organization & Field Services [mailto:AGeorge@aft.org]  
**Sent:** Friday, April 22, 2016 6:21 PM  
**To:** 'blecesne@loyno.edu'; Bickford, Mag  
**Subject:** Updated Lusher Petition

Blaine/Mag:

Please find the attached updated petition from the United Teachers of New Orleans Local 527 seeking recognition on behalf of the Teachers/Teacher assistants and other certificated personnel (The United Teachers of Lusher) . This petition demonstrates a majority of over 60% asking that UTNO act as their exclusive representative for the purposes of collective bargaining with their employer.

Please feel free to share with other Lusher Board members as it might be valuable in your discussions. If you have any questions, please feel free to contact me.

Audra George  
National Representative  
AFT Organization and Field services Dept.  
P: 504-304-2160  
F: 504-304-2159  
E: [ageorge@aft.org](mailto:ageorge@aft.org)

American Federation of Teachers, AFL-CIO  
555 New Jersey Ave. N.W.  
Washington, DC 20001  
202/879-4400

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> On Apr 17, 2016, at 3:12 PM, Salzer, Ann K <asalzer@tulane.edu> wrote:

>

> Blaine,

>

> It was not my intent to cast any blame. [REDACTED]

[REDACTED] Let's build on that.

>

> Ann

>

>

>

> On 4/17/16, 1:19 PM, "lusher-board-only@googlegroups.com on behalf of

> blecesne@loyno.edu" <lusher-board-only@googlegroups.com on behalf of

> blecesne@loyno.edu> wrote:

>

>> Ann,

[REDACTED] am trying to provide information and handle a

>> lot of tasks necessitated by the union matter. I try to prioritize

>> the flow of information as there are not enough hours in the day to

>> do everything. [REDACTED]

>>

>>

>>

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>>

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>>

>> [REDACTED]

>> Blaine

>>  
>>

>>> Hello Everyone,

>>> This is Ann. [REDACTED]

>>> [REDACTED]

>>> We have some serious communication issues that we have to resolve if  
>>> we are going to act responsibly and effectively as a board to make  
>>> the best possible decisions for Lusher.

>>> [REDACTED]

>>> We are in the spotlight and concrete decisions and actions have to  
>>> be taken.

>>> Lusher needs us to come together. We must all put our egos aside,  
>>> focus, include our administrators who we have charged with operating  
>>> Lusher, and create a work plan for next week and the weeks ahead.

>>> Let's use our heads and concentrate on the here and now. The past  
>>> is past. We have to get through the present so that Lusher has a future.

>>> I think we need to meet before next Saturday in order to decide what  
>>> we're doing next Saturday, if anything.

>>>  
>>>

>>> Ann Salzer  
>>> Assistant Provost  
>>> Tulane University  
>>> asalzer@tulane.edu  
>>> 504-314-2816

>>>  
>>>  
>>>  
>>>

>>> -----Original Message-----

>>> From: Blaine LeCesne <blecesne@loyno.edu>

>>> Date: Sunday, April 17, 2016 at 11:50 AM

>>> To: Rachel Wisdom <RWisdom@stonepigman.com>

>>> Cc: Blaine LeCesne <blecesne@loyno.edu>,  
>>> "lusher-board-only@googlegroups.com"

>>> <lusher-board-only@googlegroups.com>

>>> Subject: RE: [Fwd: FW: Lusher Docs]

>>>

>>> Sure.

>> [REDACTED] If you still feel the need to  
>>> send material that I have told you, three times now, that they  
>>> already have, then go ahead and send it.

>>>

>>> Blaine

>>>

>>>

>>>

>>>> I just want to share this information with the administrators and have  
>>>> them be a part of our communications about this matter. I am not  
>>>> doing

>>>> anything other than asking you why we can't do that. Is it ok  
>>>> with

>>>> you if I share this information via the other googlegroups email?

>>>> Thanks, R

>>>>

>>>> From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]

>>>> Sent: Sunday, April 17, 2016 11:23 AM

>>>> To: Wisdom, Rachel W.

>>>> Cc: 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com

>>>> Subject: RE: [Fwd: FW: Lusher Docs]

>>>>

>>>> Rachel,

>>>>

>>>> It already has been shared with the administration [REDACTED]

>>>>

>>>>

>>>>

>>>>

>>>>

>>>>

>>>>

>>>> Please read my email below before jumping to conclusions. My purely  
>>>> informational email was not an attempt to exclude, so please don't  
>>>> read anything untoward in it. In my email below, [REDACTED]

>>>>

>>>> [REDACTED] "exclusion,"

>>>> which are occurring with troubling frequency. It is  
>>>> counterproductive to constantly make these suggestions.

>>>> It also threatens our functionality as a Board. Even the smallest  
>>>> ministerial task (such as this) of keeping the Board updated is


>>>> drawing an immediate accusation of exclusion which is unfounded and  
>>>> belied by the transmittal email itself.

>>>>

>>>> Blaine





>>>> cmailto:jabrown@liskow.com>>>  
>>>> Date: Wed, April 6, 2016 1:35 pm  
>>>> To:  
>>>>  
>>>> "blecesne@loyno.edu<mailto:blecesne@loyno.edu><mailto:blecesne@loy  
>>>> no.ed  
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>>>> To view this discussion on the web visit  
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>>>> https://groups.google.com/d/msgid/lusher-board-only/37083de3a423d7  
>>>> 33960  
>>>> b7  
>>>> cc12fe132d7.squirrel%40secure.loyno.edu<https://groups.google.com/  
>>>> d/msg

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>>>> /lusher-board-only/37083de3a423d733960b7cc12fe132d7.squirrel%40sec  
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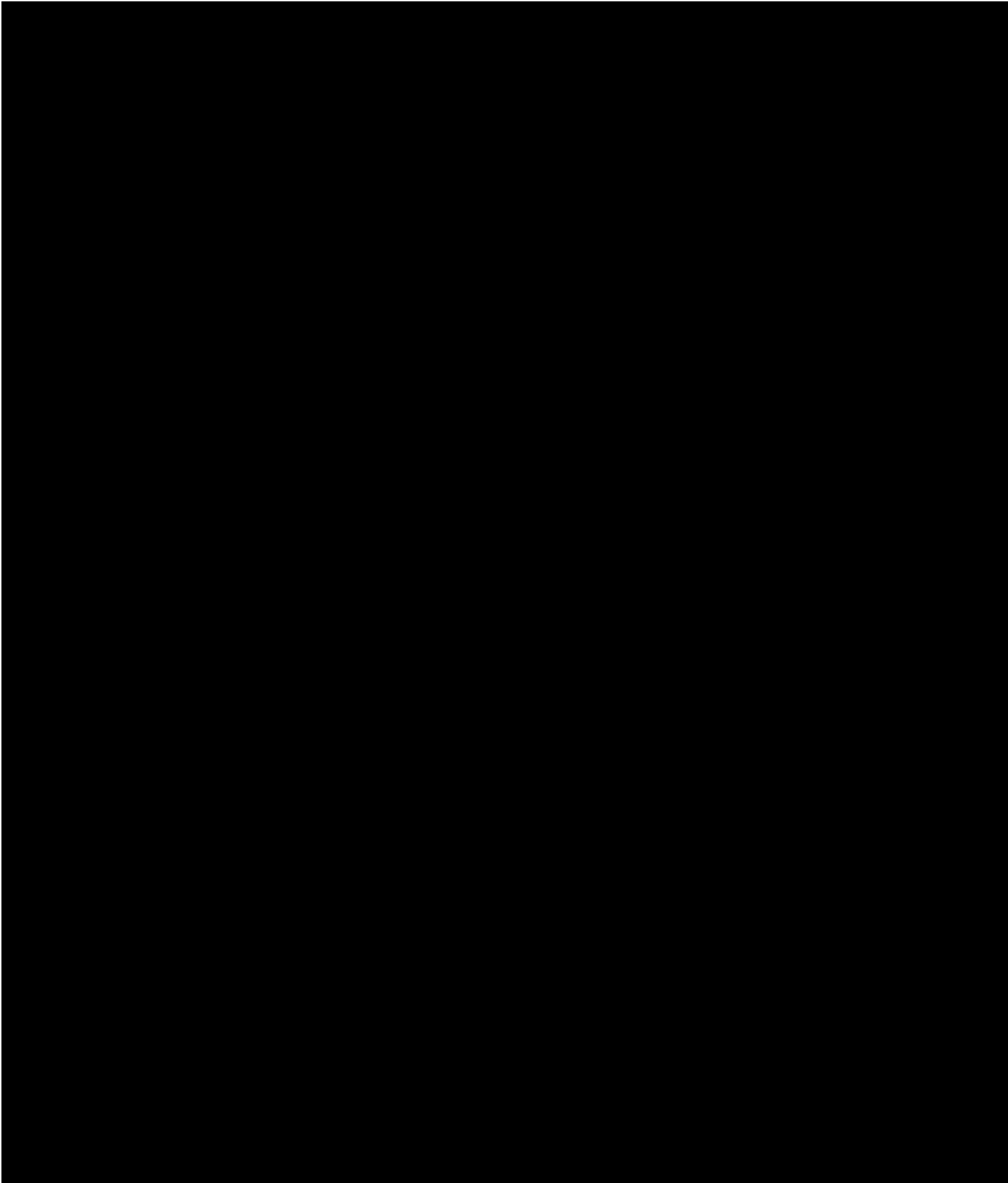
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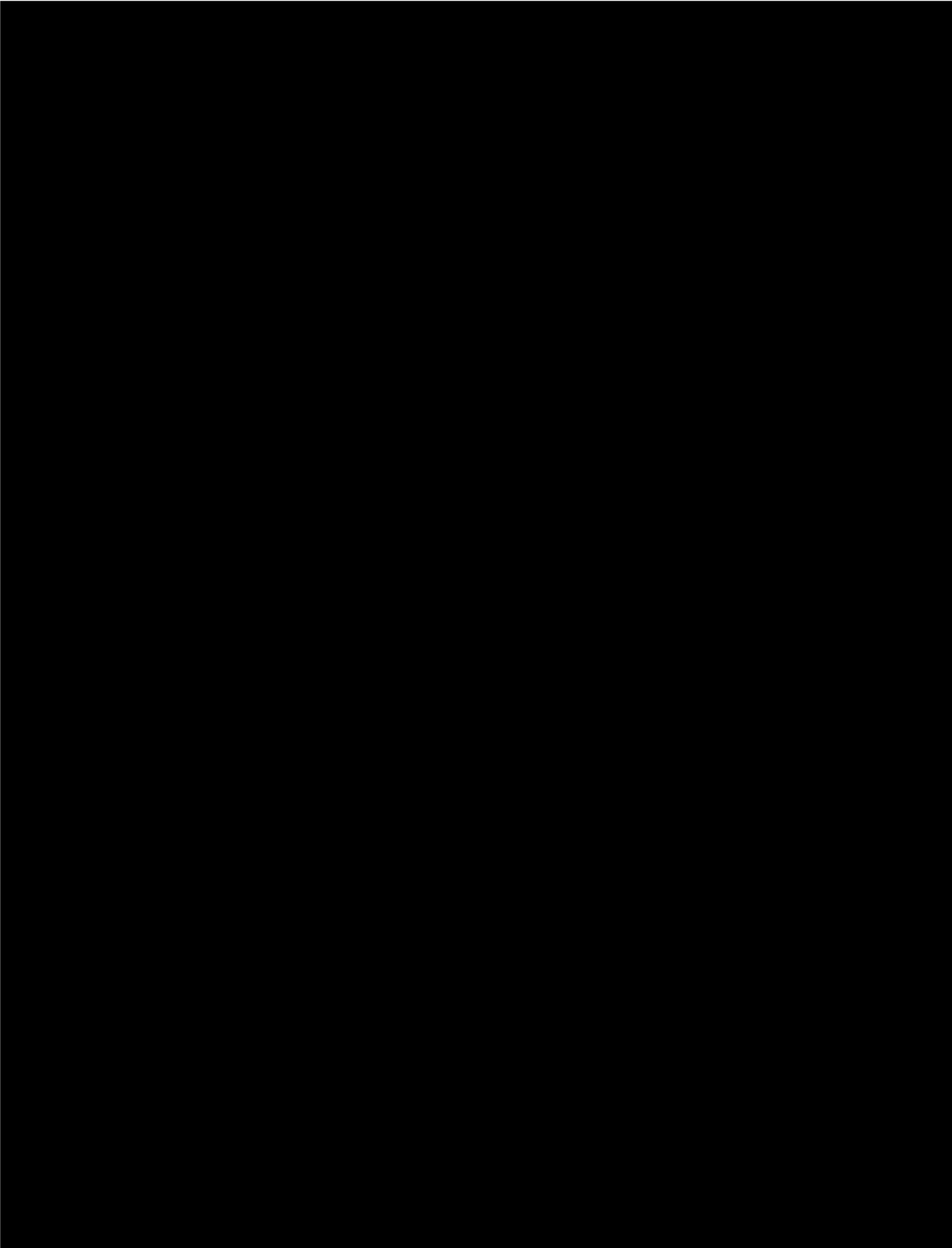
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For more options, visit <https://groups.google.com/d/optout>.









## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Sunday, April 24, 2016 8:21 PM  
**To:** Barron, Paul L  
**Cc:** armstron@loyno.edu; Barron, Paul L; rcortizas@yahoo.com; Kristin Huston; alosbba [REDACTED] blecesne@loyno.edu; leonhard@loyno.edu; Salzer, Ann K; rbteag [REDACTED] Whelan, Carol S; rwisdom@stonepigman.com  
**Subject:** Re: Board Concerns

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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>  
>

## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 8:14 PM  
**To:** leonhard@loyno.edu  
**Subject:** RE: Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Dear Chunlin,

I am sending this just to you, out of respect and a desire not to increase the unnecessary adversity of the dialogue amongst us all.

I have been on this board since inception of AABE.

I have a full time job too, as does every board member but Paul and Carol. We all have lives. I have three children and [REDACTED] Big woop.

Lusher is important to the community and so we give, WITHOUT complaint.

The tone of your email is blaming and disrespectful.

You are a distinguished law professor, but I do not point that out and suggest that your disagreement with me calls that into question,

And I have never suggested, as you did, that your disagreement with me may be based on something other than good faith.

You don't have to assume my good faith. It is there and I stand behind it like a mountain. If you doubt it, so be it.

You can disagree with someone without calling into question their bona fides, and I suggest that produces a better conversation.

Sincerely,

Rachel

---

**From:** Wisdom, Rachel W.  
**Sent:** Sunday, April 24, 2016 5:33 PM  
**To:** 'Chunlin Leonhard'; pbarron@tulane.edu; lusher-board-only@googlegroups.com  
**Cc:** 'Bickford, Mag'  
**Subject:** RE: Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Dear Chunlin:

I don't agree that there is any conflict.

The Board, as I understand it anyway, has not decided whether it is in favor of having a unionized faculty or not. Although five voted to accept the petition, the reasons given were mostly that the costs were too great to resist the request for voluntary recognition. We are past that point now.

Blaine, in pas, has adamantly stated that it is his preference not to have a union. I don't recall you, Andrea, Carol or Reuben stating one way or another. I am trying to gather information on my own to make up my own mind, but do start with a bias against it because of my own experiences. My hope is that there is a way to star neutral and still create a vehicle for the administrators to voice their positions.

Because the board did not vote about opposing or not opposing unionization in the election process, there is no board position here in conflict with those of the administration. There may be disagreement between board members but we don't even know that yet.

You may personally have a conflict with the administration because of your views. But your views are not mine and not the boards.

I want to hear from the administrators v [REDACTED] and see no reason to exclude them from the discussion. I do not want the executive sessions to serve as a means to air opinions that differ from the administrators or to make assertions about them, while precluding their contemporaneous response. At least not in the absence of compelling reason.

We may agree with them or disagree with them. I don't know. But I don't think we should be afraid to disagree with them to their face or afraid to confront. In fact, I believe that is what is most productive and fair. Discussing opposing views openly and respectfully can lead to consensus or at least better decision-making.

What is most important to me, is that they be allowed to express their views at board meetings and in communications with the board. That is not happening. Their voices are being stifled. And it is damaging their morale when they most need our encouragement and support.

Finally, with all due respect, Paul and I did not create the "wedge." Excluding them continuously without explanation and without encouragement and reassurance, and failing to listen to them on this subject has.

I hope you will reconsider your positions, especially your assumption that your views are the boards. [REDACTED]

Sincerely,

Rachel

---

**From:** Chunlin Leonhard [<mailto:leonhard@loyno.edu>]

**Sent:** Sunday, April 24, 2016 2:53 PM

**To:** [pbarron@tulane.edu](mailto:pbarron@tulane.edu); Wisdom, Rachel W.; [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

**Cc:** 'Bickford, Mag'

**Subject:** Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Dear Paul, Rachel and other Board members,

I am writing about the continued opposition to my good faith request for an opportunity for the Board to seek its attorney's advice without the presence of the administrators. I am deeply troubled and offended by the continued

opposition. I thought that this was a settled issue after the last round of discussions in front of the administrators on this issue and repeated statements by the board's attorney about the need to allow the board to seek legal advice without the administrators' presence. Obviously not. To avoid escalating the issue in such a public manner, I refrained from answering Paul's pointed question for me to explain the need for my request during the executive session yesterday. Let me respond to Paul's question now (for the second time).

My request is necessitated by the unique issues raised by the union petition and the upcoming election. Our duty as a board member is to act in the best interest of Lusher. In most situations, the Board and the administrators do not have conflict of interest. However, the union petition, by its very nature, is one of those matters, like CEO compensation, where the interest of the Board and that of the administrators do not necessarily coincide. As yesterday's Board vote indicated, five of us believed the best interest of Lusher is to voluntarily recognize the union as a collective bargaining unit instead of spending financial resources, exposing ourselves to unpredictable legal risks, and being damaged in the eyes of the public. A majority of six board members believed the best interest of Lusher is not to voluntarily recognize the union immediately and to have an election to give all teachers a chance to vote whether or not they wish to be represented by the union. As it stands now, the board has not taken a position in favor or against the union. In fact, I heard Paul say that repeatedly. However, Kathy indicated during the executive session the administrators will oppose the union efforts, "a little more than that" to quote her own words. Therefore, the board's position is not the same as that of the administrators who are opposed to recognizing the union as a collective bargaining unit and who will attempt to influence Lusher teachers to vote against the union. This presents a conflict between the views of the Board and the views of administrators and creates the need for the Board to seek legal advice on this issue from its attorney.

Paul and Rachel, I find your opposition difficult to understand because Rachel is an experienced attorney and Paul is a labor law expert. It should not have been necessary for me to justify myself again and again. Your multiple attempts to oppose my request in front of the administrators are especially damaging because they suggest to the administrators that I am acting improperly while portraying yourselves as supporting the administrators. This has already resulted in your driving a wedge between me and the administrators.

I especially resent this because I have spent incredible amount of time on this issue despite my full time job and multiple other obligations. I advocated for a position that I strongly believed (and still do) is in the best interest of Lusher in good faith and based on my best professional judgment. I am merely trying to fulfill my fiduciary duty as a board member to act in the best interest of Lusher, even though it was a difficult decision. I had hoped that fair minded people would be able to see my position as a good faith difference in opinion in how to best serve Lusher. My request for an opportunity to consult the board's attorney is by no means a request to exclude the administrators from all deliberations. I therefore ask that you stop portraying my request to secure legal counsel as an attempt to exclude the administrators, so as not to further damage my relationship with the administrators by setting me up as the "bad guy."

I am going to assume good faith intentions on your part so far instead of inferring that you cannot distinguish your fiduciary duty as a board member and your loyalty to the administrator. I hope that this is the last time I have to write on this topic and it will be a matter of routine for the board to consult its attorney on the union issue without the presence of the administrators if necessary.

By the way, Rachel, your observation that the Board has never had to have separate attorney discussions for the last decade or so is because this is the first time that Lusher has faced the union issue. It is no proof that my request was unusual or improper. My request was perceived as improper in the eyes of the administrators because you and Paul opposed it multiple times.

Sincerely,

Chunlin Leonhard

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>

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 7:11 PM  
**To:** 'Bickford, Mag'  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [REDACTED]

[REDACTED]

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>.

## Chunlin Leonhard

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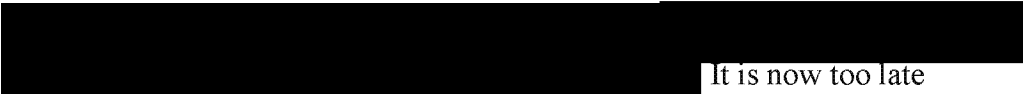
**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 6:35 PM  
**To:** blecesne@loyno.edu  
**Cc:** Chunlin Leonhard; pbarron@tulane.edu; lusher-board-only@googlegroups.com;  
Bickford, Mag  
**Subject:** Re: Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Sorry. I thought you'd said it was your preference not to have a union. I did not intend to misstate and stand corrected.

Sent from my iPhone

On Apr 24, 2016, at 6:17 PM, "[blecesne@loyno.edu](mailto:blecesne@loyno.edu)" <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)> wrote:

I have never "adamantly stated that it is [my] preference not to have a union." What I have stated is that, hypothetically, in a perfect world, it would be preferable to maintain autonomy assuming fair, reasonable, and healthy workplace conditions. Ours is far from a perfect world and we have a very unhealthy workplace, as confirmed by the meetings with UTL teachers. I have said time and again that I believe there is deep-seeded low morale on both campuses and that we have a teacher retention and satisfaction problem. I do not think I am alone on the Board in that assesment.

 It is now too late and our choices are much more limited. I made my preference clear on Saturday given the reality we are facing, and that is to voluntarily recognize UTL.

Blaine

> Dear Chunlin:  
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> I don't agree that there is any conflict.  
>  
> The Board , as I understand it anyway, has not decided whether it is in  
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> accept the petition, the reasons given were mostly that the costs were too  
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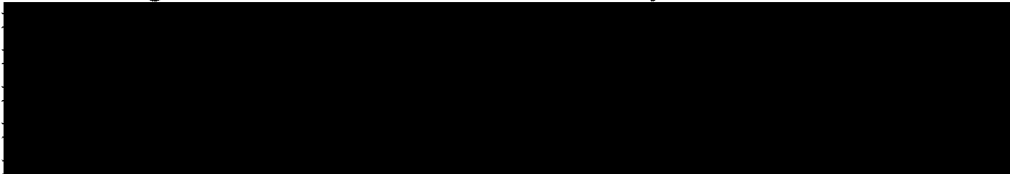
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> unionization in the election process, there is no board position here in  
> conflict with those of the administration. There may be disagreement  
> between board members but we don't even know that yet.  
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> You may personally have a conflict with the administration because of your  
> views. But your views are not mine and not the boards.  
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> I want to hear from the administrators [REDACTED]  
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> not want the executive sessions to serve as a means to air opinions that  
> differ from the administrators or to make assertions about them, while  
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> of compelling reason.  
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> We may agree with them or disagree with them. I don't know. But I  
> don't think we should be afraid to disagree with them to their face or  
> afraid to confront. In fact, I believe that is what is most productive  
> and fair. Discussing opposing views openly and respectfully can lead to  
> consensus or at least better decision-making.  
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> views at board meetings and in communications with the board. That is  
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> their morale when they most need our encouragement and support.  
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> Finally, with all due respect, Paul and I did not create the "wedge."  
> Excluding them continuously without explanation and without encouragement  
> and reassurance, and failing to listen to them on this subject has.  
>  
> I hope you will reconsider your positions, especially your assumption that  
> your views are the boards. I hope to talk to Meg tomorrow to try to  
> find sound resolutions for the problems we are facing.  
>  
> Sincerely,  
>  
> Rachel  
>  
>  
>  
>  
> From: Chunlin Leonhard [<mailto:leonhard@loyno.edu>]  
> Sent: Sunday, April 24, 2016 2:53 PM  
> To: [pbarron@tulane.edu](mailto:pbarron@tulane.edu); Wisdom, Rachel W.;

> [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
> Cc: 'Bickford, Mag'  
> Subject: Continued Opposition to Board's ability to consult with its  
> Attorney without administrators' presence

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> [leonhard@loyno.edu](mailto:leonhard@loyno.edu)<<mailto:leonhard@loyno.edu>>  
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> <http://ssrn.com/author=1615756><<http://hq.ssrn.com/GroupProcesses/RedirectClick.cfm?partid=1615756&corid=649&runid=14702&url=http://ssrn.com/author=1615756>>

>  
> --

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## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Sunday, April 24, 2016 6:17 PM  
**To:** Wisdom, Rachel W.  
**Cc:** 'Chunlin Leonhard'; pbarron@tulane.edu; lusher-board-only@googlegroups.com; 'Bickford, Mag'  
**Subject:** RE: Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

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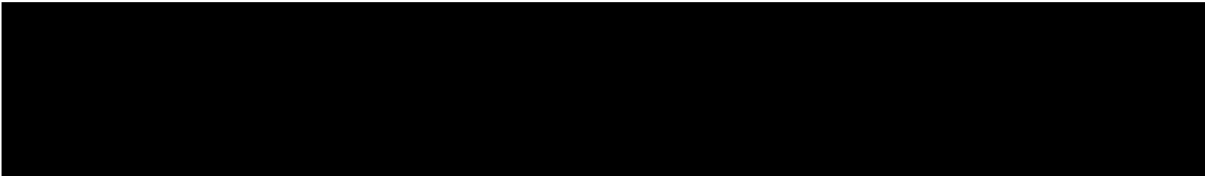
> Rachel

> From: Chunlin Leonhard [mailto:leonhard@loyno.edu]  
> Sent: Sunday, April 24, 2016 2:53 PM  
> To: pbarron@tulane.edu; Wisdom, Rachel W.;  
> lusher-board-only@googlegroups.com  
> Cc: 'Bickford, Mag'  
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> You can access my papers on SSRN at:  
> <http://ssrn.com/author=1615756><<http://hq.ssrn.com/GroupProcesses/RedirectClick.cfm?partid=1615756&corid=649&runid=14702&url=http://ssrn.com/author=1615756>>  
>  
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> [only/FE94FE8E1F04F744BCD6D9A5E438A242ED16B1DB%40SPEXCH.stonepigman.com](https://groups.google.com/d/msgid/lusher-board-only/FE94FE8E1F04F744BCD6D9A5E438A242ED16B1DB%40SPEXCH.stonepigman.com).  
> For more options, visit <https://groups.google.com/d/optout>.  
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## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 5:59 PM  
**To:** 'Bickford, Mag'  
**Cc:** Blaine LeCesne; Andrea Armstrong (andrea.craig. [REDACTED]);  
leonhard@loyno.edu; Reuben Teague (reuben.teague@prudential.com); Whelan, Carol S  
**Subject:** [REDACTED]

[REDACTED]

---

**From:** Bickford, Mag [mailto:mbickford@mcglinchey.com]  
**Sent:** Sunday, April 24, 2016 12:16 PM  
**To:** Wisdom, Rachel W.  
**Cc:** Blaine LeCesne; Andrea Armstrong (andrea.craig. [REDACTED]); leonhard@loyno.edu; Reuben Teague  
(reuben.teague@prudential.com); Whelan, Carol S  
**Subject:** [REDACTED]

[REDACTED]

Sent from my iPhone

On Apr 24, 2016, at 11:58 AM, Wisdom, Rachel W. <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)> wrote:

[REDACTED]

Rachel Wisdom

---

**From:** Wisdom, Rachel W.  
**Sent:** Sunday, April 24, 2016 11:32 AM  
**To:** Blaine LeCesne; Andrea Armstrong ([REDACTED]); [leonhard@loyno.edu](mailto:leonhard@loyno.edu);

Reuben Teague ([reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)); 'Whelan, Carol S'  
**Subject:** FW: Thank you for time regarding UTL vote

When I looked back, I realized the email did not go to whole board. Here it is.

**From:** Jerome White [REDACTED]  
**Sent:** Sunday, April 24, 2016 9:32 AM  
**To:** [pbarron@tulane.edu](mailto:pbarron@tulane.edu); [rcortizas@joneswalker.com](mailto:rcortizas@joneswalker.com); [asalzer@tulane.edu](mailto:asalzer@tulane.edu); Wisdom, Rachel W.; [akravitz@tulane.edu](mailto:akravitz@tulane.edu); [ki@tulane.edu](mailto:ki@tulane.edu) [REDACTED]  
**Subject:** Thank you for time regarding UTL vote

Hello Lusher board members,

As a UTL member, of course I am disappointed with the outcome of yesterday's board meeting, but I respect your votes. I realize that in the short timeline, we were unable to provide the evidence you needed to offer your support.

We had many more colleagues who voiced support for seeking a stronger voice at Lusher, but fear of retribution was the biggest hurdle we faced in getting them to sign on. I hope that teachers who felt compelled to stay quiet through all this will feel free to vote with their true desires in a few weeks. However I do fear that those with power will find ways to influence the outcome (Not like this concern is new to democracy).

Regardless, I greatly appreciate your volunteering your time to serve on the board for Lusher and having given us the time to present our case to you in recent weeks.

Sincerely,

Jerome White  
Lusher Charter School  
PreCalculus Honors & AP Calculus AB/BC

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 5:33 PM  
**To:** 'Chunlin Leonhard'; pbarron@tulane.edu; lusher-board-only@googlegroups.com  
**Cc:** 'Bickford, Mag'  
**Subject:** RE: Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Dear Chunlin:

I don't agree that there is any conflict.

The Board, as I understand it anyway, has not decided whether it is in favor of having a unionized faculty or not. Although five voted to accept the petition, the reasons given were mostly that the costs were too great to resist the request for voluntary recognition. We are past that point now.

Blaine, in pas, has adamantly stated that it is his preference not to have a union. I don't recall you, Andrea, Carol or Reuben stating one way or another. I am trying to gather information on my own to make up my own mind, but do start with a bias against it because of my own experiences. My hope is that there is a way to star neutral and still create a vehicle for the administrators to voice their positions.

Because the board did not vote about opposing or not opposing unionization in the election process, there is no board position here in conflict with those of the administration. There may be disagreement between board members but we don't even know that yet.

You may personally have a conflict with the administration because of your views. But your views are not mine and not the boards.

I want to hear from the administrators [REDACTED] and see no reason to exclude them from the discussion. I do not want the executive sessions to serve as a means to air opinions that differ from the administrators or to make assertions about them, while precluding their contemporaneous response. At least not in the absence of compelling reason.

We may agree with them or disagree with them. I don't know. But I don't think we should be afraid to disagree with them to their face or afraid to confront. In fact, I believe that is what is most productive and fair. Discussing opposing views openly and respectfully can lead to consensus or at least better decision-making.

What is most important to me, is that they be allowed to express their views at board meetings and in communications with the board. That is not happening. Their voices are being stifled. And it is damaging their morale when they most need our encouragement and support.

Finally, with all due respect, Paul and I did not create the "wedge." Excluding them continuously without explanation and without encouragement and reassurance, and failing to listen to them on this subject has.

I hope you will reconsider your positions, especially your assumption that your views are the boards. [REDACTED]

Sincerely,

Rachel

---

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]

**Sent:** Sunday, April 24, 2016 2:53 PM

**To:** pbarron@tulane.edu; Wisdom, Rachel W.; lusher-board-only@googlegroups.com

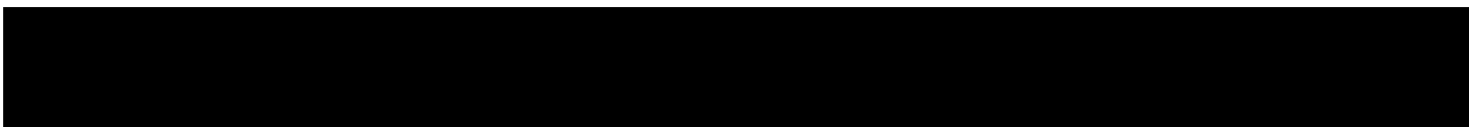
**Cc:** 'Bickford, Mag'

**Subject:** Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Dear Paul, Rachel and other Board members,

I am writing about the continued opposition to my good faith request for an opportunity for the Board to seek its attorney's advice without the presence of the administrators. I am deeply troubled and offended by the continued opposition. I thought that this was a settled issue after the last round of discussions in front of the administrators on this issue and repeated statements by the board's attorney about the need to allow the board to seek legal advice without the administrators' presence. Obviously not. To avoid escalating the issue in such a public manner, I refrained from answering Paul's pointed question for me to explain the need for my request during the executive session yesterday. Let me respond to Paul's question now (for the second time).

My request is necessitated by the unique issues raised by the union petition and the upcoming election. Our duty as a board member is to act in the best interest of Lusher. In most situations, the Board and the administrators do not have conflict of interest. However, the union petition, by its very nature, is one of those matters, like CEO compensation, where the interest of the Board and that of the administrators do not necessarily coincide. As yesterday's Board vote indicated, five of us believed the best interest of Lusher is to voluntarily recognize the union as a collective bargaining unit instead of spending financial resources, exposing ourselves to unpredictable legal risks, and being damaged in the eyes of the public. A majority of six board members believed the best interest of Lusher is not to voluntarily recognize the union immediately and to have an election to give all teachers a chance to vote whether or not they wish to be represented by the union. As it stands now, the board has not taken a position in favor or against the union. In fact, I heard Paul say that repeatedly. However, Kathy indicated during the executive session the administrators will oppose the union efforts, "a little more than that" to quote her own words. Therefore, the board's position is not the same as that of the administrators who are opposed to recognizing the union as a collective bargaining unit and who will attempt to influence Lusher teachers to vote against the union. This presents a conflict between the views of the Board and the views of administrators and creates the need for the Board to seek legal advice on this issue from its attorney.



Paul and Rachel, I find your opposition difficult to understand because Rachel is an experienced attorney and Paul is a labor law expert. It should not have been necessary for me to justify myself again and again. Your multiple attempts to oppose my request in front of the administrators are especially damaging because they suggest to the administrators that I am acting improperly while portraying yourselves as supporting the administrators. This has already resulted in your driving a wedge between me and the administrators.

I especially resent this because I have spent incredible amount of time on this issue despite my full time job and multiple other obligations. I advocated for a position that I strongly believed (and still do) is in the best interest of Lusher in good faith and based on my best professional judgment. I am merely trying to fulfill my fiduciary duty as a board member to act in the best interest of Lusher, even though it was a difficult decision. I had hoped that fair minded people would be able to see my position as a good faith difference in opinion in how to best serve Lusher. My request for an opportunity to consult the board's attorney is by no means a request to exclude the administrators from all

deliberations. I therefore ask that you stop portraying my request to secure legal counsel as an attempt to exclude the administrators, so as not to further damage my relationship with the administrators by setting me up as the "bad guy."

I am going to assume good faith intentions on your part so far instead of inferring that you cannot distinguish your fiduciary duty as a board member and your loyalty to the administrator. I hope that this is the last time I have to write on this topic and it will be a matter of routine for the board to consult its attorney on the union issue without the presence of the administrators if necessary.

By the way, Rachel, your observation that the Board has never had to have separate attorney discussions for the last decade or so is because this is the first time that Lusher has faced the union issue. It is no proof that my request was unusual or improper. My request was perceived as improper in the eyes of the administrators because you and Paul opposed it multiple times.

Sincerely,

Chunlin Leonhard

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>

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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/FE94FE8E1F04F744BCD6D9A5E438A242ED16B1DB%40SPEXCH.stonepigman.com>.

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

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Sunday, April 24, 2016 2:53 PM  
**To:** pbarron@tulane.edu; 'Wisdom, Rachel W.'; lusher-board-only@googlegroups.com  
**Cc:** 'Bickford, Mag'  
**Subject:** Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

Dear Paul, Rachel and other Board members,

I am writing about the continued opposition to my good faith request for an opportunity for the Board to seek its attorney's advice without the presence of the administrators. I am deeply troubled and offended by the continued opposition. I thought that this was a settled issue after the last round of discussions in front of the administrators on this issue and repeated statements by the board's attorney about the need to allow the board to seek legal advice without the administrators' presence. Obviously not. To avoid escalating the issue in such a public manner, I refrained from answering Paul's pointed question for me to explain the need for my request during the executive session yesterday. Let me respond to Paul's question now (for the second time).

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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>

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To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/d9347db6.00001430.0000000c%40leonhard-PC>.

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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Sunday, April 24, 2016 2:53 PM  
**To:** pbarron@tulane.edu; 'Wisdom, Rachel W.'; 'lusher-board-only@googlegroups.com'  
**Cc:** 'Bickford, Mag'  
**Subject:** Continued Opposition to Board's ability to consult with its Attorney without administrators' presence

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[REDACTED]

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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>

## Chunlin Leonhard

---

**From:** Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Sunday, April 24, 2016 12:40 PM  
**To:** Whelan, Carol S  
**Cc:** armstron@loyno.edu; rcortizas [REDACTED] Kristin Huston; alosb [REDACTED]  
blecesne@loyno.edu; leonhard@loyno.edu; Salzer, Ann K; rbteagu [REDACTED]  
rwisdom@stonepigman.com  
**Subject:** Re: Board Concerns

Your support of Blaine is fine but I have not suggested a coup. It is simply a suggestion to Blaine that he step down so that the board can better function for the school.

Sent from my iPhone

On Apr 24, 2016, at 12:14 PM, Whelan, Carol S <[cwhelan@tulane.edu](mailto:cwhelan@tulane.edu)> wrote:

Hello All,

I support Blaine and am thankful for his leadership of the Lusher Board and have confidence in his continued leadership. I would never be part of a coup to replace him.

Carol

Sent from my iPhone

On Apr 24, 2016, at 11:03 AM, Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)> wrote:

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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## Chunlin Leonhard

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**From:** Bickford, Mag <mbickford@mcglinchey.com>  
**Sent:** Sunday, April 24, 2016 12:16 PM  
**To:** Wisdom, Rachel W.  
**Cc:** Blaine LeCesne; Andrea Armstrong (andrea.d[REDACTED]);  
leonhard@loyno.edu; Reuben Teague (reuben.teague@prudential.com); Whelan, Carol S  
**Subject:** [REDACTED]

[REDACTED]

Sent from my iPhone

On Apr 24, 2016, at 11:58 AM, Wisdom, Rachel W. <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)> wrote:

[REDACTED]

Rachel Wisdom

---

**From:** Wisdom, Rachel W.  
**Sent:** Sunday, April 24, 2016 11:32 AM  
**To:** Blaine LeCesne; Andrea Armstrong (andrea.craig [REDACTED]); [leonhard@loyno.edu](mailto:leonhard@loyno.edu);  
Reuben Teague ([reuben.teague@prudential.com](mailto:reuben.teague@prudential.com)); 'Whelan, Carol S'  
**Subject:** FW: Thank you for time regarding UTL vote

When I looked back, I realized the email did not go to whole board. Here it is.

**From:** Jerome White [REDACTED]  
**Sent:** Sunday, April 24, 2016 9:32 AM  
**To:** [pbarron@tulane.edu](mailto:pbarron@tulane.edu); [rcortizas@joneswalker.com](mailto:rcortizas@joneswalker.com); [asalzer@tulane.edu](mailto:asalzer@tulane.edu); Wisdom, Rachel W.;  
[akravitz@tulane.edu](mailto:akravitz@tulane.edu); [kikihust\[REDACTED\]](mailto:kikihust[REDACTED])  
**Subject:** Thank you for time regarding UTL vote

Hello Lusher board members,

As a UTL member, of course I am disappointed with the outcome of yesterday's board meeting, but I respect your votes. I realize that in the short timeline, we were unable to provide the evidence you needed to offer your support.

We had many more colleagues who voiced support for seeking a stronger voice at Lusher, but fear of retribution was the biggest hurdle we faced in getting them to sign on. I hope that teachers who felt compelled to stay quiet through all this will feel free to vote with their true desires in a few weeks. However I do fear that those with power will find ways to influence the outcome (Not like this concern is new to democracy).

Regardless, I greatly appreciate your volunteering your time to serve on the board for Lusher and having given us the time to present our case to you in recent weeks.

Sincerely,

Jerome White  
Lusher Charter School  
PreCalculus Honors & AP Calculus AB/BC

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## Chunlin Leonhard

---

**From:** Whelan, Carol S <cwhelan@tulane.edu>  
**Sent:** Sunday, April 24, 2016 12:15 PM  
**To:** Barron, Paul L  
**Cc:** armstron@loyno.edu; rcortiza [REDACTED] Kristin Huston; alosbaugh [REDACTED]  
blecesne@loyno.edu; leonhard@loyno.edu; Salzer, Ann K; rbteague [REDACTED]  
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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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## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 11:59 AM  
**To:** 'Bickford, Mag'  
**Cc:** 'Blaine LeCesne'; 'Andrea Armstrong' [REDACTED]; 'leonhard@loyno.edu'; 'Reuben Teague (reuben.teague@prudential.com)'; 'Whelan, Carol S'  
**Subject:** RE: Thank you for time regarding UTL vote

Rachel Wisdom

---

**From:** Wisdom, Rachel W.  
**Sent:** Sunday, April 24, 2016 11:32 AM  
**To:** Blaine LeCesne; Andrea Armstrong ([REDACTED]); leonhard@loyno.edu; Reuben Teague (reuben.teague@prudential.com); 'Whelan, Carol S'  
**Subject:** FW: Thank you for time regarding UTL vote

When I looked back, I realized the email did not go to whole board. Here it is.

**From:** Jerome White [mailto:[REDACTED]]  
**Sent:** Sunday, April 24, 2016 9:32 AM  
**To:** [pbarron@tulane.edu](mailto:pbarron@tulane.edu); [rcortizas@joneswalker.com](mailto:rcortizas@joneswalker.com); [asalzer@tulane.edu](mailto:asalzer@tulane.edu); Wisdom, Rachel W.; [akravitz@tulane.edu](mailto:akravitz@tulane.edu); [REDACTED]  
**Subject:** Thank you for time regarding UTL vote

Hello Lusher board members,

As a UTL member, of course I am disappointed with the outcome of yesterday's board meeting, but I respect your votes. I realize that in the short timeline, we were unable to provide the evidence you needed to offer your support.



We had many more colleagues who voiced support for seeking a stronger voice at Lusher, but fear of retribution was the biggest hurdle we faced in getting them to sign on. I hope that teachers who felt compelled to stay quiet through all this will feel free to vote with their true desires in a few weeks. However I do fear that those with power will find ways to influence the outcome (Not like this concern is new to democracy).

Regardless, I greatly appreciate your volunteering your time to serve on the board for Lusher and having given us the time to present our case to you in recent weeks.

Sincerely,

Jerome White  
Lusher Charter School  
PreCalculus Honors & AP Calculus AB/BC

## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 11:32 AM  
**To:** Blaine LeCesne; Andrea Armstrong (a [REDACTED])  
leonhard@loyno.edu; Reuben Teague (reuben.teague@prudential.com); 'Whelan, Carol S'  
**Subject:** FW: Thank you for time regarding UTL vote

When I looked back, I realized the email did not go to whole board. Here it is.

**From:** Jerome White [REDACTED]  
**Sent:** Sunday, April 24, 2016 9:32 AM  
**To:** pbarron@tulane.edu; rcortizas@joneswalker.com; asalzer@tulane.edu; Wisdom, Rachel W.; akravitz@tulane.edu; kikhuston@[REDACTED]  
**Subject:** Thank you for time regarding UTL vote

Hello Lusher board members,

As a UTL member, of course I am disappointed with the outcome of yesterday's board meeting, but I respect your votes. I realize that in the short timeline, we were unable to provide the evidence you needed to offer your support.

We had many more colleagues who voiced support for seeking a stronger voice at Lusher, but fear of retribution was the biggest hurdle we faced in getting them to sign on. I hope that teachers who felt compelled to stay quiet through all this will feel free to vote with their true desires in a few weeks. However I do fear that those with power will find ways to influence the outcome (Not like this concern is new to democracy).

Regardless, I greatly appreciate your volunteering your time to serve on the board for Lusher and having given us the time to present our case to you in recent weeks.

Sincerely,

Jerome White  
Lusher Charter School  
PreCalculus Honors & AP Calculus AB/BC

## Chunlin Leonhard

---

**From:** Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Sunday, April 24, 2016 11:03 AM  
**To:** armstron@loyno.edu; Barron, Paul L; rcortiza [REDACTED] Kristin Huston;  
aloshbaugh [REDACTED] blecesne@loyno.edu; leonhard@loyno.edu; Salzer, Ann K;  
rbteagu [REDACTED] Whelan, Carol S; rwisdom@stonepigman.com  
**Subject:** Board Concerns

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*

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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 10:54 AM  
**To:** 'reuben.teague@prudential.com'; blecesne@loyno.edu  
**Cc:** Kathy Riedlinger; lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** RE: [Lusher] Fwd: Incident at Board Meeting

Sorry all -- never mind .. I had missed it.

---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com]  
**On Behalf Of** reuben.teague@prudential.com  
**Sent:** Saturday, April 23, 2016 8:03 PM  
**To:** blecesne@loyno.edu  
**Cc:** Kathy Riedlinger; lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

Whatever the facts of the matter may be, two things are clear:

1. There are likely to be more reports as we move forward, and the board is not the right entity to resolve them, though I think keeping us informed is good. [REDACTED]

2. The administration need to be able to maintain order and sanity for the sake of the kids. It can't be that their hands are completely tied with respect to faculty behavior.

Sent from my iPhone

> On Apr 23, 2016, at 8:44 PM, [blecesne@loyno.edu](mailto:blecesne@loyno.edu) wrote:  
>  
> Kathy,  
> This is not an "incident." This is a one-sided portrayal of an encounter  
> between two people. Unless you hear the other version of this encounter,  
> instantaneously accepting one version over the other could be construed  
> as  
> taking sides. Apart from the pettiness of this complaint, the  
> administration needs to stay above these kinds of accusations. There will  
> be many more on both sides of the issue. It looks bad for the  
> administration to so quickly (27 minutes) report this without even  
> verifying its accuracy.  
>  
> Blaine  
>  
>  
>  
>

>> FYI  
>> Sent from my iPhone  
>> Begin forwarded message:  
>>> From: Casey Hurstell <[casey\\_hurstell@lusherschool.org](mailto:casey_hurstell@lusherschool.org)>  
>>> Date: April 23, 2016 at 6:50:20 PM CDT  
>>> To: Kathy Riedlinger <[kathy\\_riedlinger@lusherschool.org](mailto:kathy_riedlinger@lusherschool.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  
>>> shoving 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  
>>> --  
>>> \*\*\*\*\*  
> Confidentiality Notice: The information contained in this electronic  
> message may be PRIVILEGED and confidential information intended only  
> for  
>>> the use of the individual entity or entities named as recipient or  
> recipients. If the reader is not the intended recipient, be hereby  
> notified that any dissemination, distribution or copy of this  
>>> communication is strictly prohibited. If you have received this  
> communication in error, please notify me immediately by electronic mail  
> or by telephone and permanently delete this message from your computer  
> system. Also please note that emails are not encrypted and that  
> servers  
>>> have unlimited and direct access to all emails that go through them.  
> Thank you.  
>> --  
>> You received this message because you are subscribed to the Google  
> Groups

>> "Lusher Charter Board and Administrators" group.  
>> To unsubscribe from this group and stop receiving emails from it, send  
> an  
>> email to [lusher-board-and-administrators+unsubscribe@googlegroups.com](mailto:lusher-board-and-administrators+unsubscribe@googlegroups.com).  
> To post to this group, send email to  
>> [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).  
>> For more options, visit <https://groups.google.com/d/optout>.

>  
>  
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>  
> --  
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"Lusher Charter Board and Administrators" group.  
> To unsubscribe from this group and stop receiving emails from it, send an  
email to [lusher-board-and-administrators+unsubscribe@googlegroups.com](mailto:lusher-board-and-administrators+unsubscribe@googlegroups.com).  
> To post to this group, send email to  
[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).  
> For more options, visit <https://groups.google.com/d/optout>.

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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).  
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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).  
For more options, visit <https://groups.google.com/d/optout>.

## Chunlin Leonhard

---

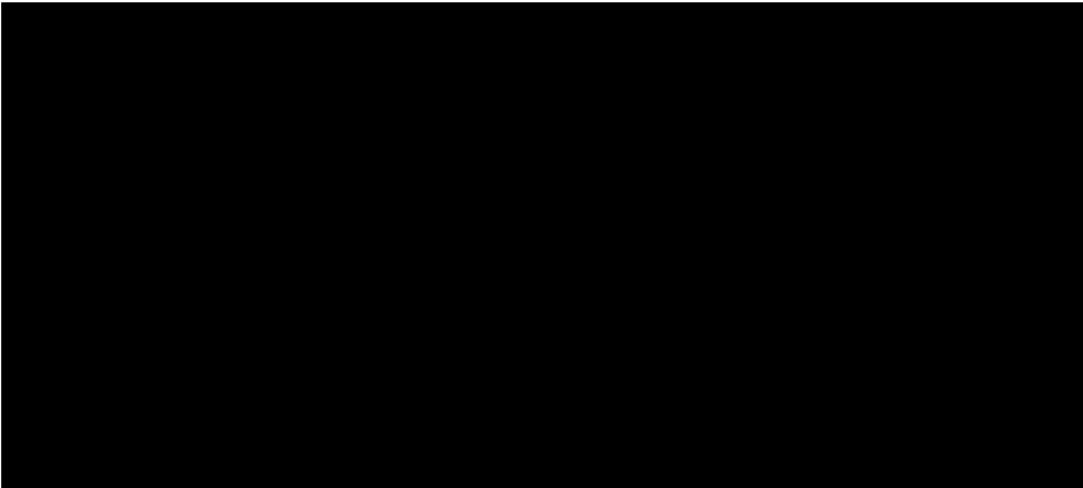
**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 10:52 AM  
**To:** 'blecesne@loyno.edu'; mbickford@mcglinchey.com  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] Fear of intimidation

Hi Blaine. Who is that email you forwarded from? It has no sender information. I received a lovely one from Jerome White addressed to all the board.

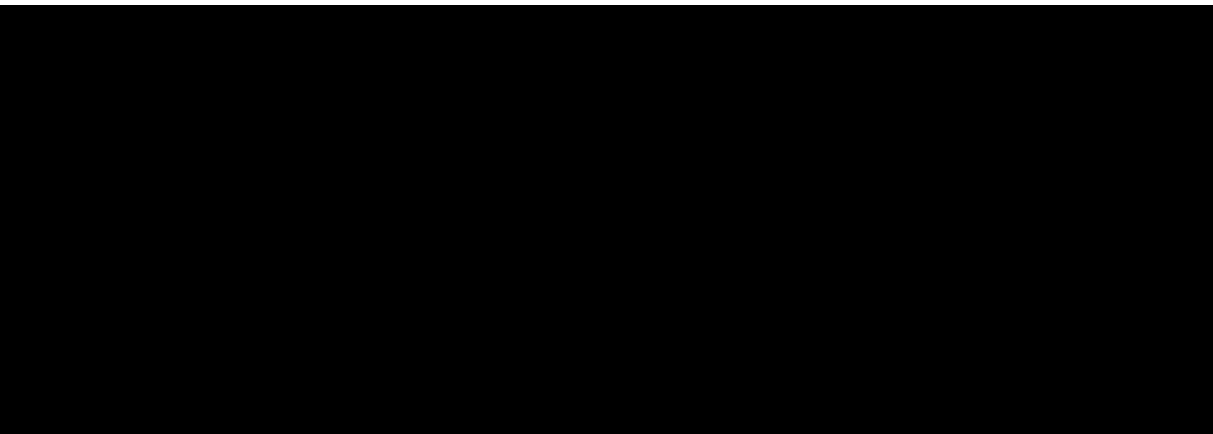
---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com]  
**On Behalf Of** blecesne@loyno.edu  
**Sent:** Sunday, April 24, 2016 9:47 AM  
**To:** mbickford@mcglinchey.com  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [REDACTED]

Mag,



Blaine







--

You received this message because you are subscribed to the Google Groups "Lusher Charter Board and Administrators" group.

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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 10:52 AM  
**To:** 'Andrea Armstrong'; Kiki Huston  
**Cc:** Kathy Riedlinger; Blaine Lecesne; lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** RE: [Lusher] Fwd: Incident at Board Meeting

I agree with Andrea.

I did not received an email from Reuben. Will someone please forward that? Or Reuben, will you please send it to me?

---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com]  
**On Behalf Of** Andrea Armstrong  
**Sent:** Sunday, April 24, 2016 9:52 AM  
**To:** Kiki Huston  
**Cc:** Kathy Riedlinger; Blaine Lecesne; lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

I agree with Reuben.

As a practical matter, Kathy will probably only receive complaints about union organizing, since the union organizers will forward their complaints through the UTL channels directly to Mag. I appreciate receiving that information from her and I think the board should continue to receive it, [REDACTED]

We have to do our best to ratchet this situation down and being informed of questionable behavior by ANY person is an important first step to de-escalating the situation.

All the best,  
Andrea

> On Apr 24, 2016, at 7:40 AM, 'kiki huston' via Lusher Charter Board and Administrators <[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)> wrote:

>  
> 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](mailto:kathy_riedlinger@lusherschool.org)> wrote:

>> I'm done on this issue. [REDACTED]  
[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, [blecesne@loyno.edu](mailto:blecesne@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, [blecesne@loyno.edu](mailto:blecesne@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 Hurstell <[casey\\_hurstell@lusherschool.org](mailto:casey_hurstell@lusherschool.org)>  
>>>>>> Date: April 23, 2016 at 6:50:20 PM CDT  
>>>>>> To: Kathy Riedlinger <[kathy\\_riedlinger@lusherschool.org](mailto:kathy_riedlinger@lusherschool.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

>>>>>> shoving 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

>>>>>>

>>>>>> --

>>>>>>

>>>>>> \*\*\*\*\*

>>>>>> Confidentiality Notice: The information contained in this electronic  
>>>>>> message may be PRIVILEGED and confidential information intended only  
>>>>>> for

>>>>>> the use of the individual entity or entities named as recipient or  
>>>>>> recipients. If the reader is not the intended recipient, be hereby  
>>>>>> notified that any dissemination, distribution or copy of this  
>>>>>> communication is strictly prohibited. If you have received this  
>>>>>> communication in error, please notify me immediately by electronic

>>>>>> mail  
>>>>>> or by telephone and permanently delete this message from your computer  
>>>>>> system. Also please note that emails are not encrypted and that  
>>>>>> servers  
>>>>>> have unlimited and direct access to all emails that go through them.  
>>>>>> Thank you.  
>>>>>>  
>>>>>> --  
>>>>>> You received this message because you are subscribed to the Google  
>>>>>> Groups  
>>>>>> "Lusher Charter Board and Administrators" group.  
>>>>>> To unsubscribe from this group and stop receiving emails from it, send  
>>>>>> an  
>>>>>> email to [lusher-board-and-administrators+unsubscribe@googlegroups.com](mailto:lusher-board-and-administrators+unsubscribe@googlegroups.com).  
>>>>>> To post to this group, send email to  
>>>>>> [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).  
>>>>>> For more options, visit <https://groups.google.com/d/optout>.  
>>  
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>> To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).  
>> For more options, visit <https://groups.google.com/d/optout>.  
>  
> --  
> You received this message because you are subscribed to the Google Groups "Lusher Charter Board and  
Administrators" group.  
> To unsubscribe from this group and stop receiving emails from it, send an email to [lusher-board-and-administrators+unsubscribe@googlegroups.com](mailto:lusher-board-and-administrators+unsubscribe@googlegroups.com).  
> To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).  
> For more options, visit <https://groups.google.com/d/optout>.  
--  
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Administrators" group.  
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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).  
For more options, visit <https://groups.google.com/d/optout>.  
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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).  
For more options, visit <https://groups.google.com/d/optout>.

## Chunlin Leonhard

---

**From:** lushers-board-and-administrators@googlegroups.com on behalf of Andrea Armstrong <and[REDACTED]>  
**Sent:** Sunday, April 24, 2016 9:52 AM  
**To:** Kiki Huston  
**Cc:** Kathy Riedlinger; Blaine Lecesne; lushers-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

I agree with Reuben.

As a practical matter, Kathy will probably only receive complaints about union organizing, since the union organizers will forward their complaints through the UTL channels directly to Mag. I appreciate receiving that information from her and I think the board should continue to receive it, [REDACTED]

We have to do our best to ratchet this situation down and being informed of questionable behavior by ANY person is an important first step to de-escalating the situation.

All the best,  
Andrea

> On Apr 24, 2016, at 7:40 AM, 'kiki huston' via Lusher Charter Board and Administrators <lushers-board-and-administrators@googlegroups.com> wrote:

>  
> 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@luserschool.org> wrote:

>>  
>> I'm done on this issue. [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, blecesne@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, blecesne@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 Hurstell <casey\_hurstell@luserschool.org>

>>>>>>> Date: April 23, 2016 at 6:50:20 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."

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>>>>>>> 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

>>>>>> shoving 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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>>>>>> Thank you.

>>>>>>

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**Chunlin Leonhard**

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Sunday, April 24, 2016 9:47 AM  
**To:** mbickford@mcglinchey.com  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [REDACTED]

Mag,

[REDACTED]

Blaine

[REDACTED]

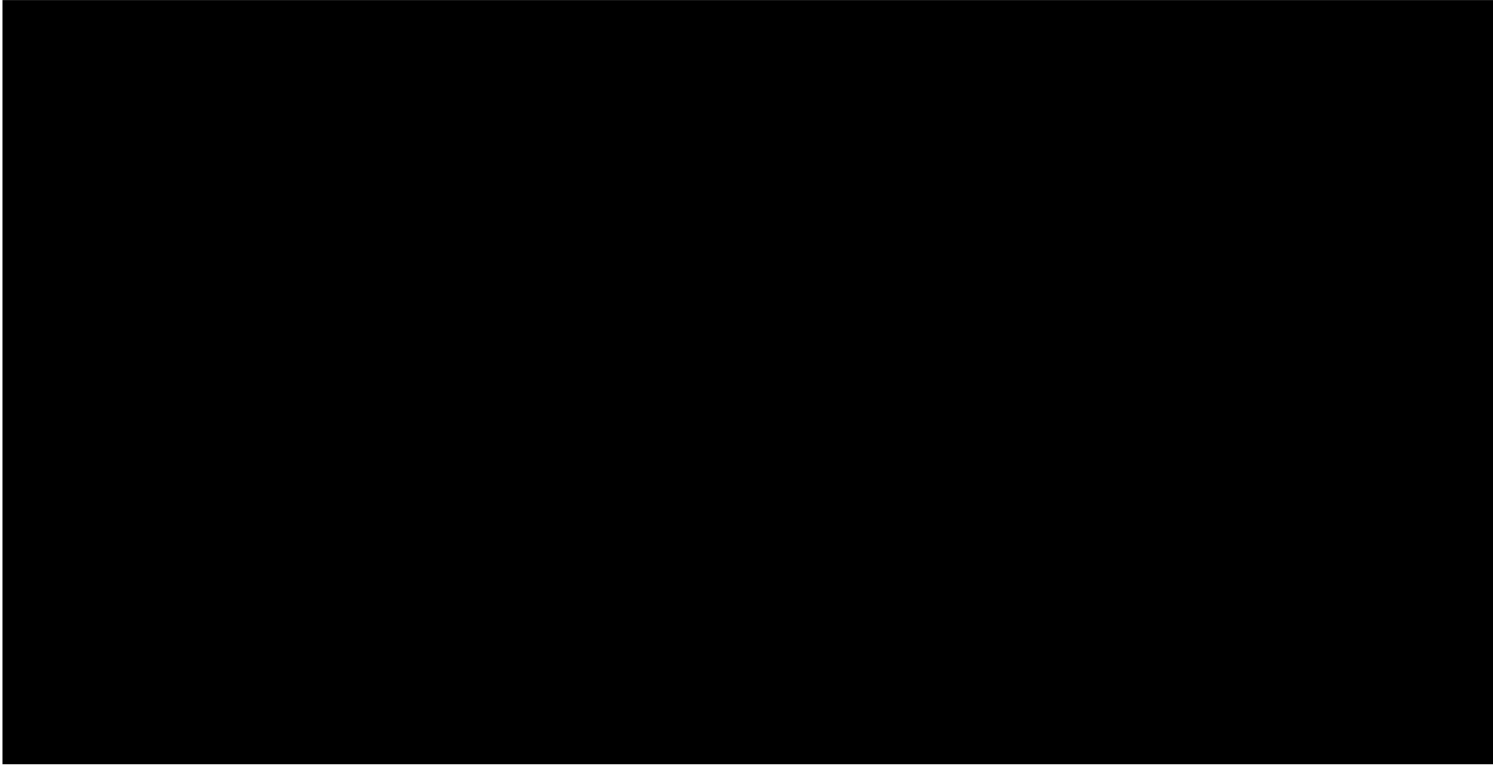
--

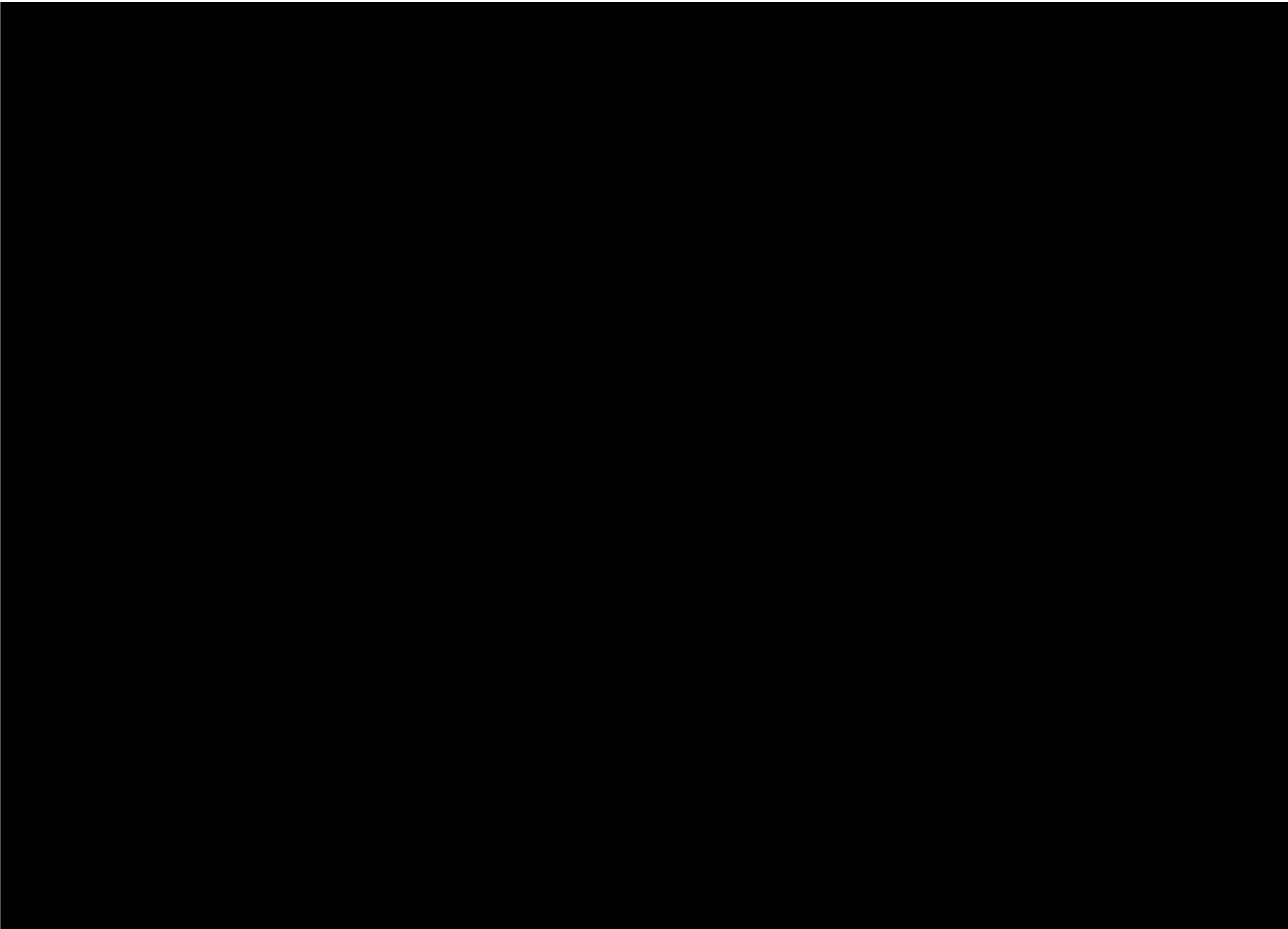
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## Chunlin Leonhard

---

**From:** 'kiki huston' via Lusher Charter Board and Administrators <lusher-board-and-administrators@googlegroups.com>  
**Sent:** Sunday, April 24, 2016 7:41 AM  
**To:** Kathy Riedlinger  
**Cc:** blecesne@loyno.edu; lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

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]

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, blecesne@loyno.edu wrote:

>>

>>

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>> 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, blecesne@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 Hurstell <casey\_hurstell@luserschool.org>

>>>>>> Date: April 23, 2016 at 6:50:20 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  
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>>>>>> 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

>>>>>> shoving 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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>>>>> --

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## Chunlin Leonhard

---

**From:** lushers-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Sunday, April 24, 2016 7:19 AM  
**To:** Kathy Riedlinger  
**Cc:** blecesne@loyno.edu; lushers-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

[REDACTED] This behavior seems purposefully intimidating to me. [REDACTED]  
[REDACTED]. Thanks you.

Sent from my iPhone

On Apr 23, 2016, at 10:22 PM, Kathy Riedlinger <kathy\_riedlinger@luserschool.org> wrote:

I'm done on this issue. [REDACTED]  
[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, [blecesne@loyno.edu](mailto:blecesne@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, [blecesne@loyno.edu](mailto:blecesne@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 Hurstell <[casey\\_hurstell@luserschool.org](mailto:casey_hurstell@luserschool.org)>  
>>>>> Date: April 23, 2016 at 6:50:20 PM CDT  
>>>>> To: Kathy Riedlinger <[kathy\\_riedlinger@luserschool.org](mailto: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  
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>>>>> 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  
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>>>>> 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  
>>>>> shoving 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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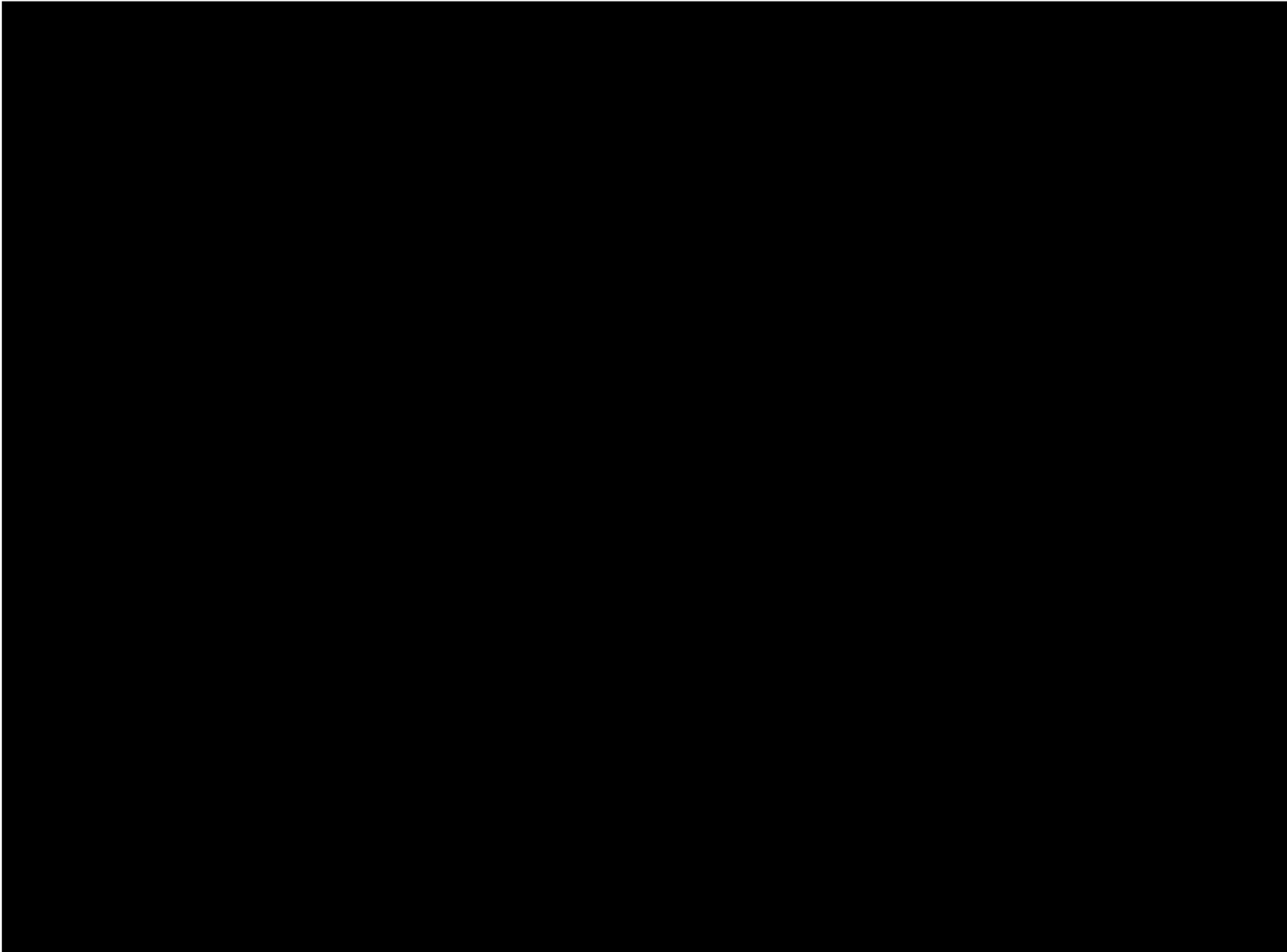
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>  
>

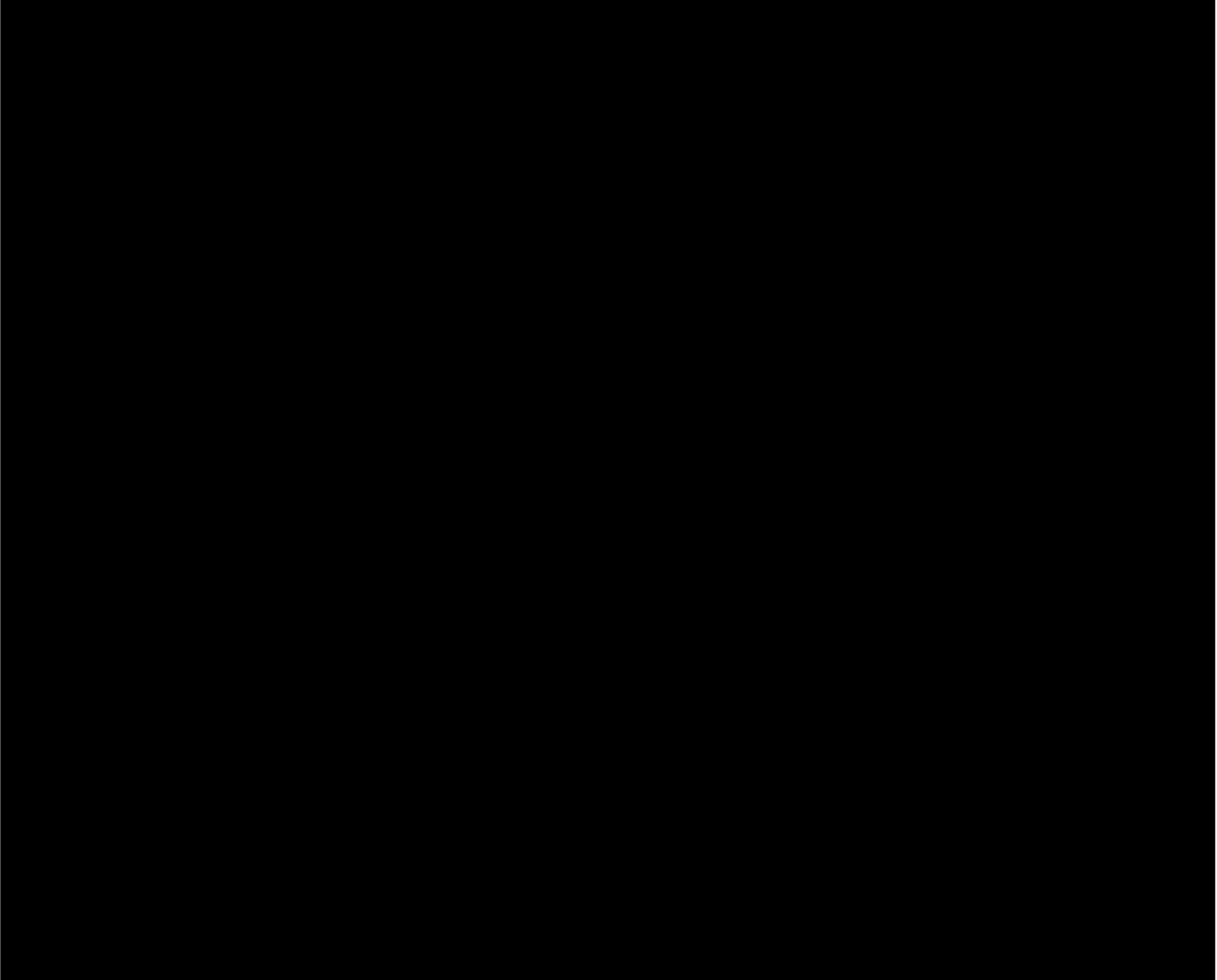
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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Sent:** Saturday, April 23, 2016 10:35 PM  
**To:** blecesne@loyno.edu  
**Cc:** lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

I'm done on this issue. [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, blecesne@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.

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>>> Kathy,  
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>>> Isn't  
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>>> alluded to in my previous email.

>>>  
>>> Blaine

>>>  
>>>  
>>>  
>>>  
>>>

>>>> FYI

>>>>  
>>>> Sent from my iPhone  
>>>>  
>>>> Begin forwarded message:  
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>>>>> From: Casey Hurstell <casey\_hurstell@luserschool.org>  
>>>>> Date: April 23, 2016 at 6:50:20 PM CDT  
>>>>> To: Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
>>>>> Subject: Incident at Board Meeting  
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>>>>> 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.  
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>>>>> Best,  
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>>>>>  
>>>>> --  
>>>>>  
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## Chunlin Leonhard

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**From:** lusher-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Saturday, April 23, 2016 9:41 PM  
**To:** Kathy Riedlinger  
**Cc:** blecesne@loyno.edu; lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

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, blecesne@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 Hurstell <casey\_hurstell@lusherschool.org>  
>>>> Date: April 23, 2016 at 6:50:20 PM CDT  
>>>> To: Kathy Riedlinger <kathy\_riedlinger@lusherschool.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  
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>>>> Gray body checked me, using her hips to push me into another seat.  
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>>>> my own, and put her face within 2 inches of mine and said, "There's  
>>>> going to be a lot of us coming."  
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>>>> 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."  
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>>>> shoving her face in my own, she replied, "There's been a lot of  
>>>> weird things happening lately."  
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>>>> 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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>>>>  
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>

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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>  
**Sent:** Saturday, April 23, 2016 8:57 PM  
**To:** Mag Bickford  
**Cc:** lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** [REDACTED]

Mag,

[REDACTED]

Kathy

Sent from my iPhone

> On Apr 23, 2016, at 8:02 PM, blecesne@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  
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> Blaine  
>  
>  
>  
>> FYI  
>>  
>> Sent from my iPhone  
>>  
>> Begin forwarded message:  
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>>> From: Casey Hurstell <casey\_hurstell@lusherschool.org>  
>>> Date: April 23, 2016 at 6:50:20 PM CDT  
>>> To: Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>  
>>> Subject: Incident at Board Meeting  
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>>> Best,  
>>> Casey

>>>  
>>> --  
>>>

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>>> Thank you.

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## Chunlin Leonhard

---

**From:** lushers-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Sent:** Saturday, April 23, 2016 8:29 PM  
**To:** blecesne@loyno.edu  
**Cc:** lushers-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

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, blecesne@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  
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>  
> Blaine  
>  
>  
>  
>  
>> FYI  
>>  
>> Sent from my iPhone  
>>  
>> Begin forwarded message:  
>>  
>>> From: Casey Hurstell <casey\_hurstell@luserschool.org>  
>>> Date: April 23, 2016 at 6:50:20 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.  
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>>> 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  
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>>> Gray body checked me, using her hips to push me into another seat.  
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>>> own, and put her face within 2 inches of mine and said, "There's going to be a lot of us coming."

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>>> My hands were literally shaking. I have never felt so unwelcome or  
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>>> the room and seemed to be going for the front row. Ms. Gray leapt up  
>>> and sprawled herself across the front row.  
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>>> I felt you should be made aware of this incident. If there is anyone  
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>>> Best,  
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>>>  
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To post to this group, send email to lusher-board-and-administrators@googlegroups.com.  
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**Chunlin Leonhard**

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>  
**Sent:** Saturday, April 23, 2016 8:19 PM  
**To:** Mag Bickford  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [REDACTED]

Hi Mag,

[REDACTED]

Kathy

Sent from my iPhone

[REDACTED]





--

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## Chunlin Leonhard

---

**From:** lushers-board-and-administrators@googlegroups.com on behalf of reuben.teague@prudential.com  
**Sent:** Saturday, April 23, 2016 8:03 PM  
**To:** blecesne@loyno.edu  
**Cc:** Kathy Riedlinger; lushers-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

Whatever the facts of the matter may be, two things are clear:

1. There are likely to be more reports as we move forward, and the board is not the right entity to resolve them, though I think keeping us informed is good. [REDACTED]

2. The administration need to be able to maintain order and sanity for the sake of the kids. It can't be that their hands are completely tied with respect to faculty behavior.

Sent from my iPhone

> On Apr 23, 2016, at 8:44 PM, blecesne@loyno.edu wrote:

>

> Kathy,

> This is not an "incident." This is a one-sided portrayal of an  
> encounter between two people. Unless you hear the other version of  
> this encounter, instantaneously accepting one version over the other  
> could be construed

as

> taking sides. Apart from the pettiness of this complaint, the  
> administration needs to stay above these kinds of accusations. There  
> will be many more on both sides of the issue. It looks bad for the  
> administration to so quickly (27 minutes) report this without even  
> verifying its accuracy.

>

> Blaine

>

>

>

>

>> FYI

>> Sent from my iPhone

>> Begin forwarded message:

>>> From: Casey Hurstell <casey\_hurstell@luserschool.org>

>>> Date: April 23, 2016 at 6:50:20 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  
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> only person who had arrived who was not wearing a UTL button. There  
> were  
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> said hello and made my way to the second row. The seat on the aisle  
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> 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  
>>> shoving her face in my own, she replied, "There's been a lot of  
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>>> My hands were literally shaking. I have never felt so unwelcome or  
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> unsafe at Lusher in my 5 years here.  
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> sprawled herself across the front row.  
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>>> Best,  
>>> Casey  
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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Saturday, April 23, 2016 8:02 PM  
**To:** Kathy Riedlinger  
**Cc:** lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

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 Hurstell <casey\_hurstell@lusherschool.org>

>> Date: April 23, 2016 at 6:50:20 PM CDT

>> To: Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>

>> Subject: Incident at Board Meeting

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>>

>> 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 shoving 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.

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>> Ms. Gray finally left the seat next to me once Erica Hahne entered  
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For more options, visit <https://groups.google.com/d/optout>.



## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Saturday, April 23, 2016 7:45 PM  
**To:** Kathy Riedlinger  
**Cc:** lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Incident at Board Meeting

Kathy,

This is not an "incident." This is a one-sided portrayal of an encounter between two people. Unless you hear the other version of this encounter, instantaneously accepting one version over the other could be construed as taking sides. Apart from the pettiness of this complaint, the administration needs to stay above these kinds of accusations. There will be many more on both sides of the issue. It looks bad for the administration to so quickly (27 minutes) report this without even verifying its accuracy.

Blaine

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>> Casey

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

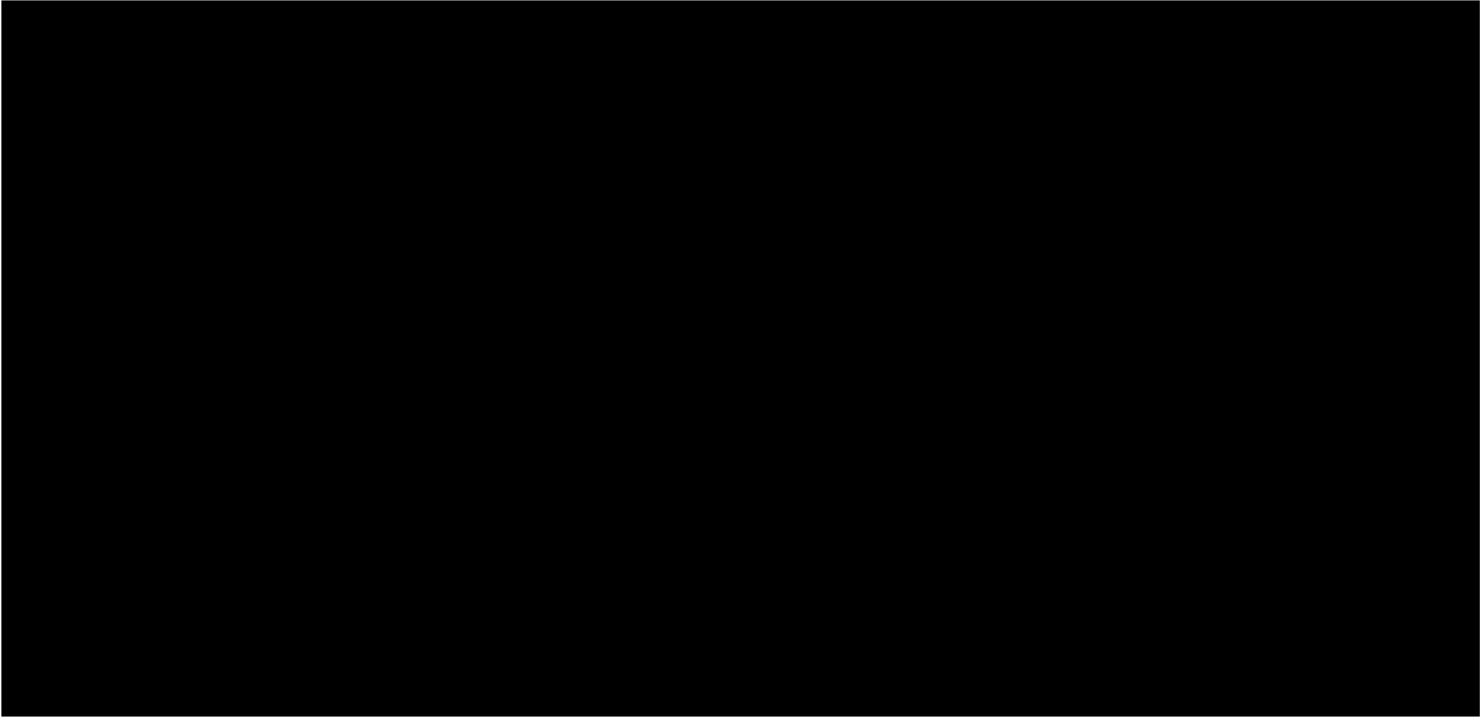
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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>  
**Sent:** Saturday, April 23, 2016 7:18 PM  
**To:** lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** [Lusher] Fwd: Incident at Board Meeting

FYI

Sent from my iPhone

Begin forwarded message:

**From:** Casey Hurstell <casey\_hurstell@lusherschool.org>  
**Date:** April 23, 2016 at 6:50:20 PM CDT  
**To:** Kathy Riedlinger <kathy\_riedlinger@lusherschool.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 shoving 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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Thank you.

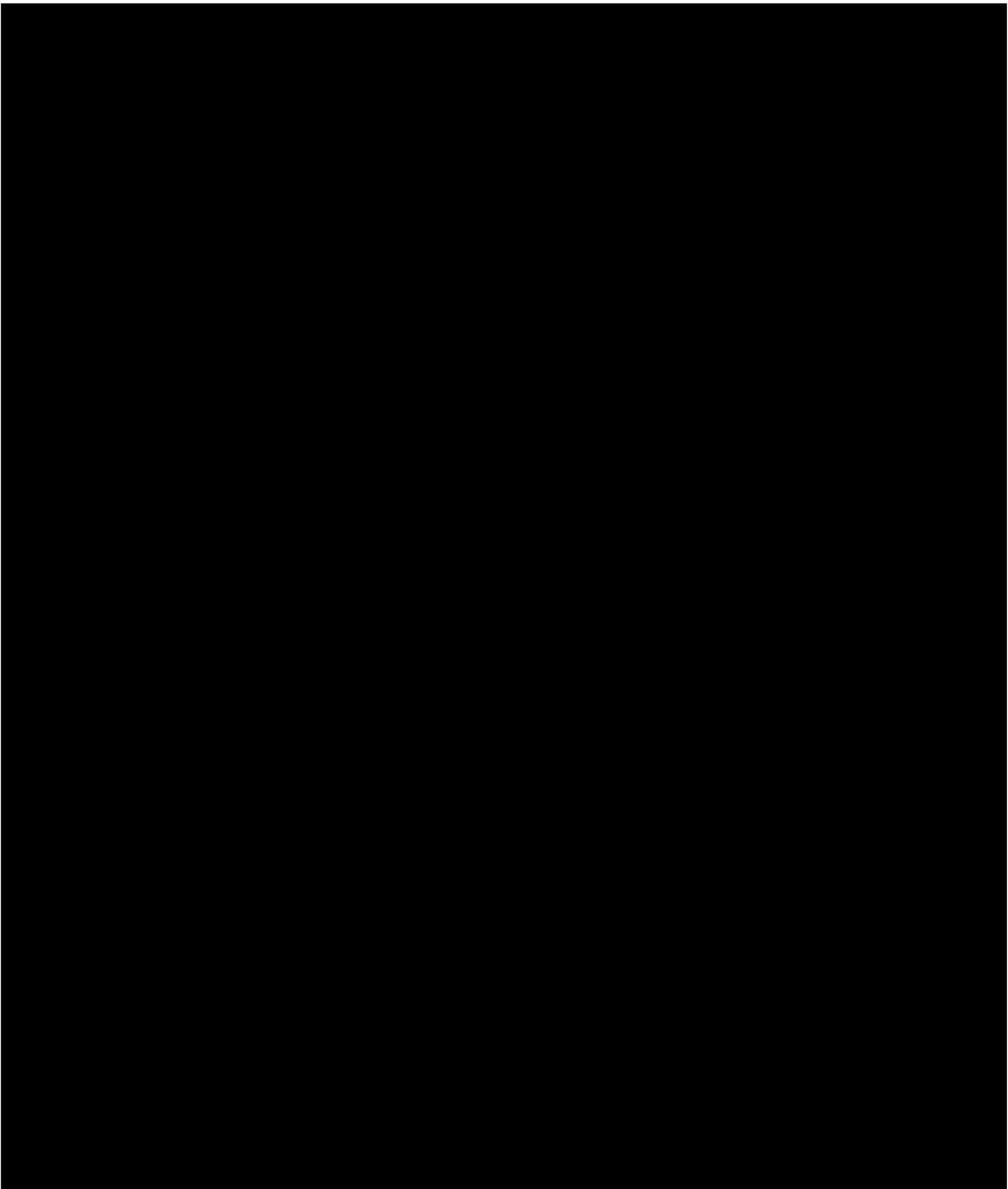
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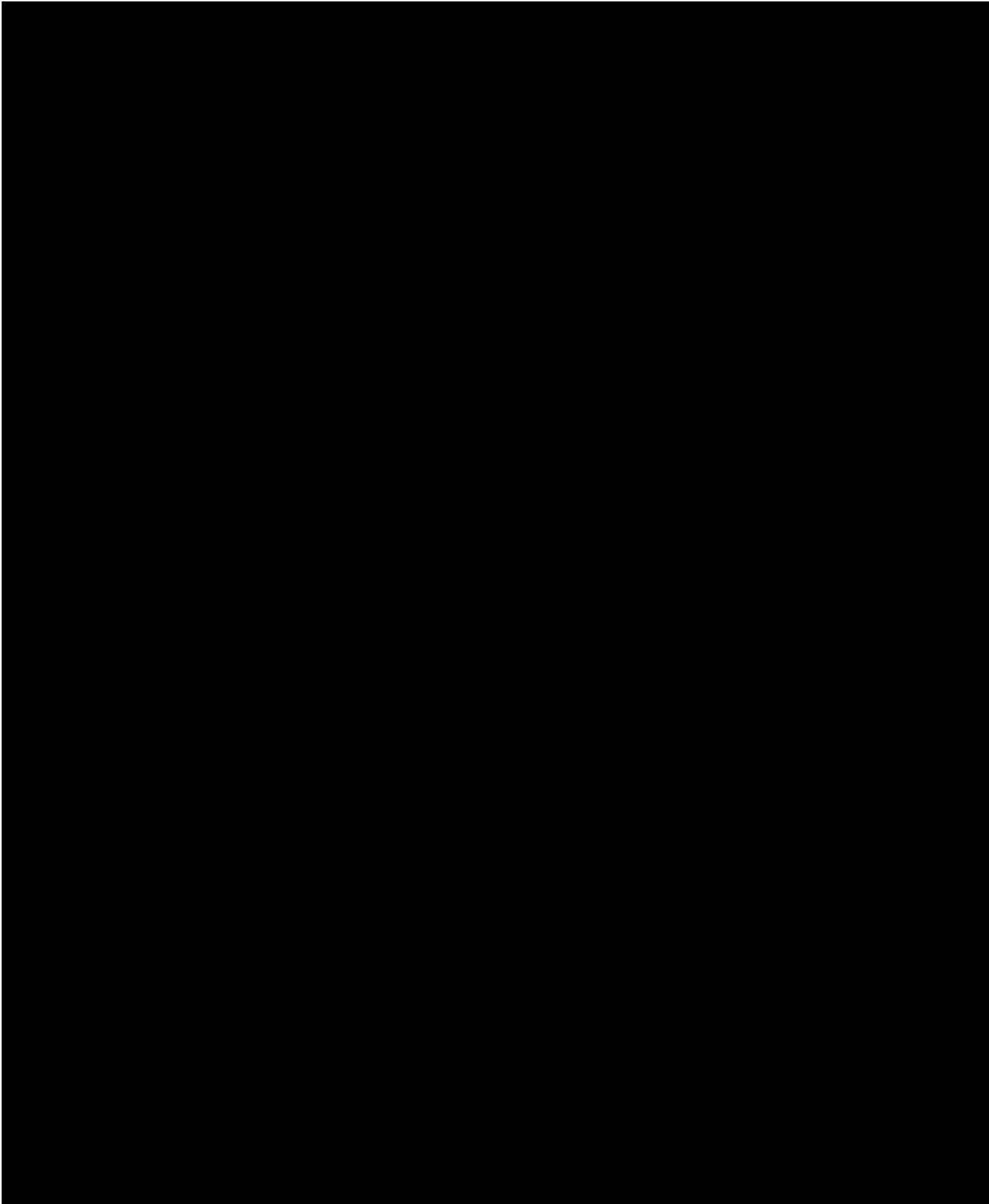
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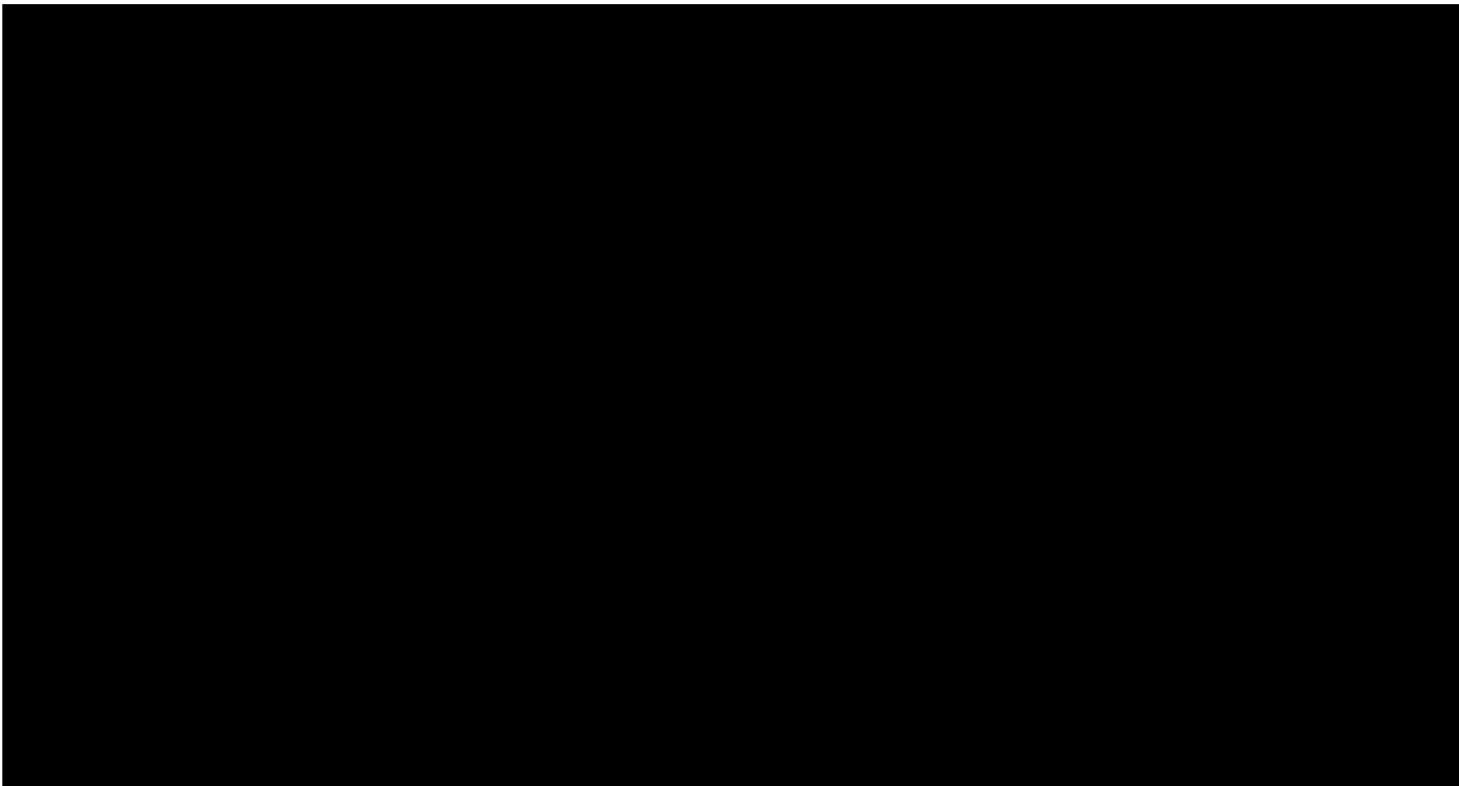
For more options, visit <https://groups.google.com/d/optout>.



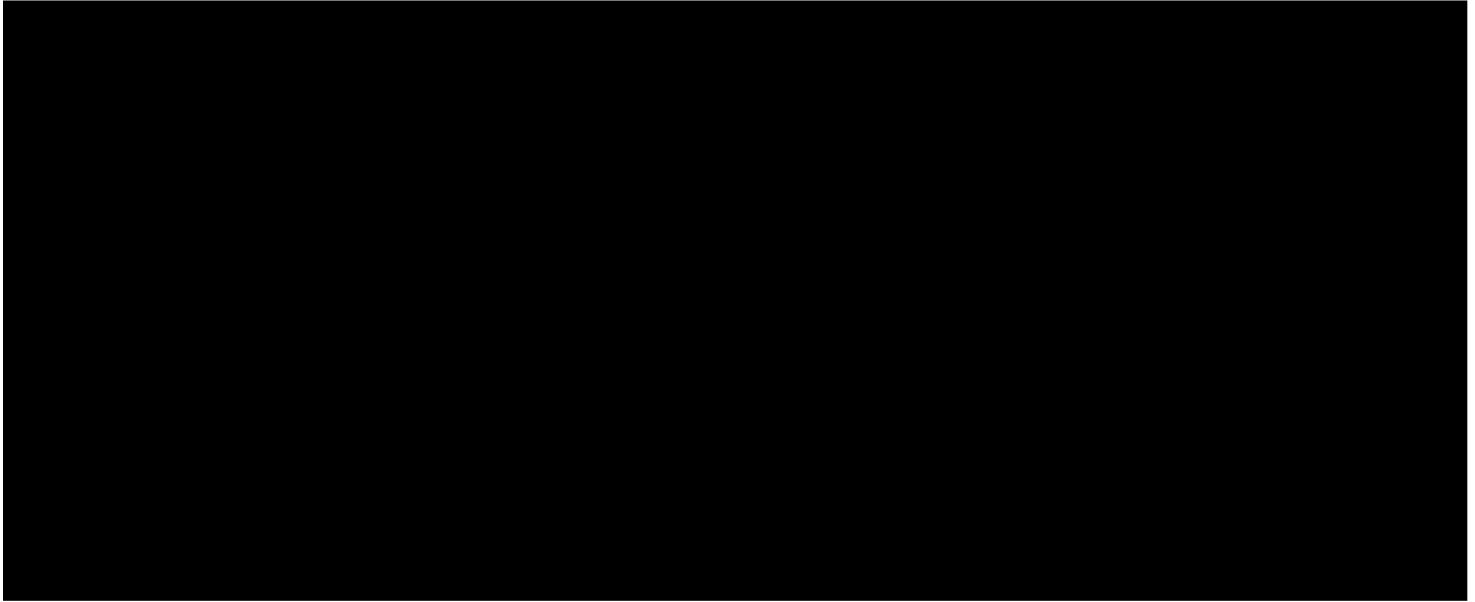












## Chunlin Leonhard

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**From:** lusher-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>  
**Sent:** Saturday, April 23, 2016 8:42 AM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Fwd: union list

Sent from my iPhone

Begin forwarded message:

**From:** Jennifer Miller <jennifer\_miller@lusherschool.org>  
**Date:** April 22, 2016 at 8:18:52 PM CDT  
**To:** Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>  
**Subject:** union list

Dear Ms Riedlinger,

I would like my name removed from the list that supports the union. I do not want to be part of a union.

Thank you,  
Jenn Miller

--

Jenn Miller  
Middle School Health/PE  
High School Health/PE  
Varsity Girls Basketball

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Thank you.

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

## Chunlin Leonhard

---

**From:** lushers-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Sent:** Saturday, April 23, 2016 8:35 AM  
**To:** lushers-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Fwd: Question: Why are these counted?

Sent from my iPhone

Begin forwarded message:

**From:** Sheila Nelson <[sheila\\_nelson@luserschool.org](mailto:sheila_nelson@luserschool.org)>  
**Date:** April 22, 2016 at 9:43:34 PM CDT  
**To:** Kathy Riedlinger <[kathy\\_riedlinger@luserschool.org](mailto:kathy_riedlinger@luserschool.org)>  
**Subject: Question: Why are these counted?**

- Robin Delamatre does admissions as part of the office, and is not instructional staff.
- Karen Salter is a school nurse.
- Myrna Phypps was assigned through the medical department of NOPS as a medical assistant (CRNA) for a student.
- Dan Perez spoke to board members last week and said that he was not going to join the union. He explained how the organizers got signatures. That's my understanding.
- Rhonda Balsamo send a letter to remove her name.

--

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

## Chunlin Leonhard

---

**From:** lushers-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Sent:** Saturday, April 23, 2016 8:34 AM  
**To:** lushers-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Fwd: union

Sent from my iPhone

Begin forwarded message:

**From:** Julie Swan <julie\_swan@luserschool.org>  
**Date:** April 22, 2016 at 11:08:56 PM CDT  
**To:** Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Subject:** union

Hi Mrs. Reidlinger,

I am writing to you to confirm that I asked the board last Friday, April 15th to remove my name from the list of supporters. In all fairness to those who have had no time to understand what this union has to offer, I believe that a vote is needed to fairly represent the faculty at Lusher.

Julie Swan

--

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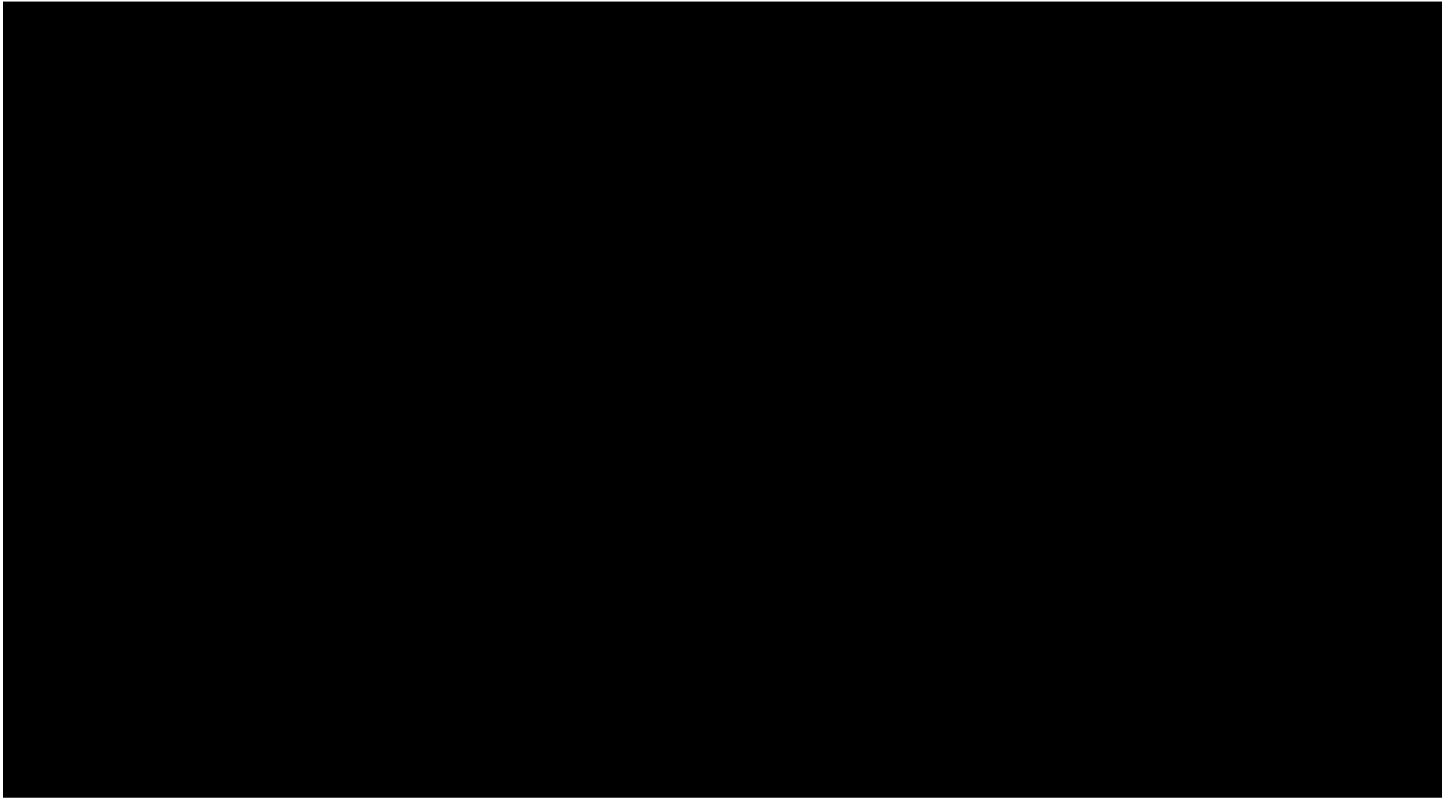
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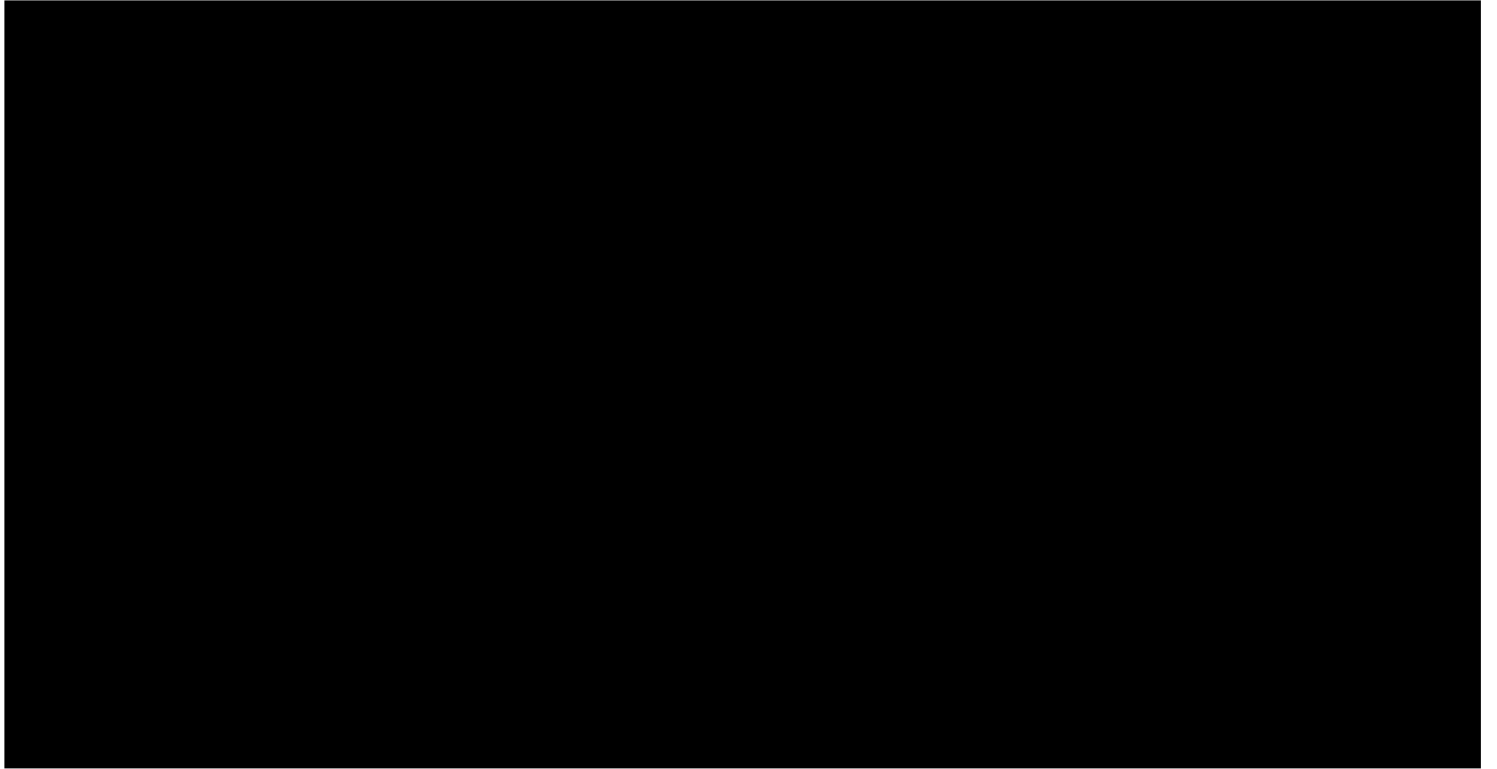
To post to this group, send email to [lusers-board-and-administrators@googlegroups.com](mailto:lusers-board-and-administrators@googlegroups.com).

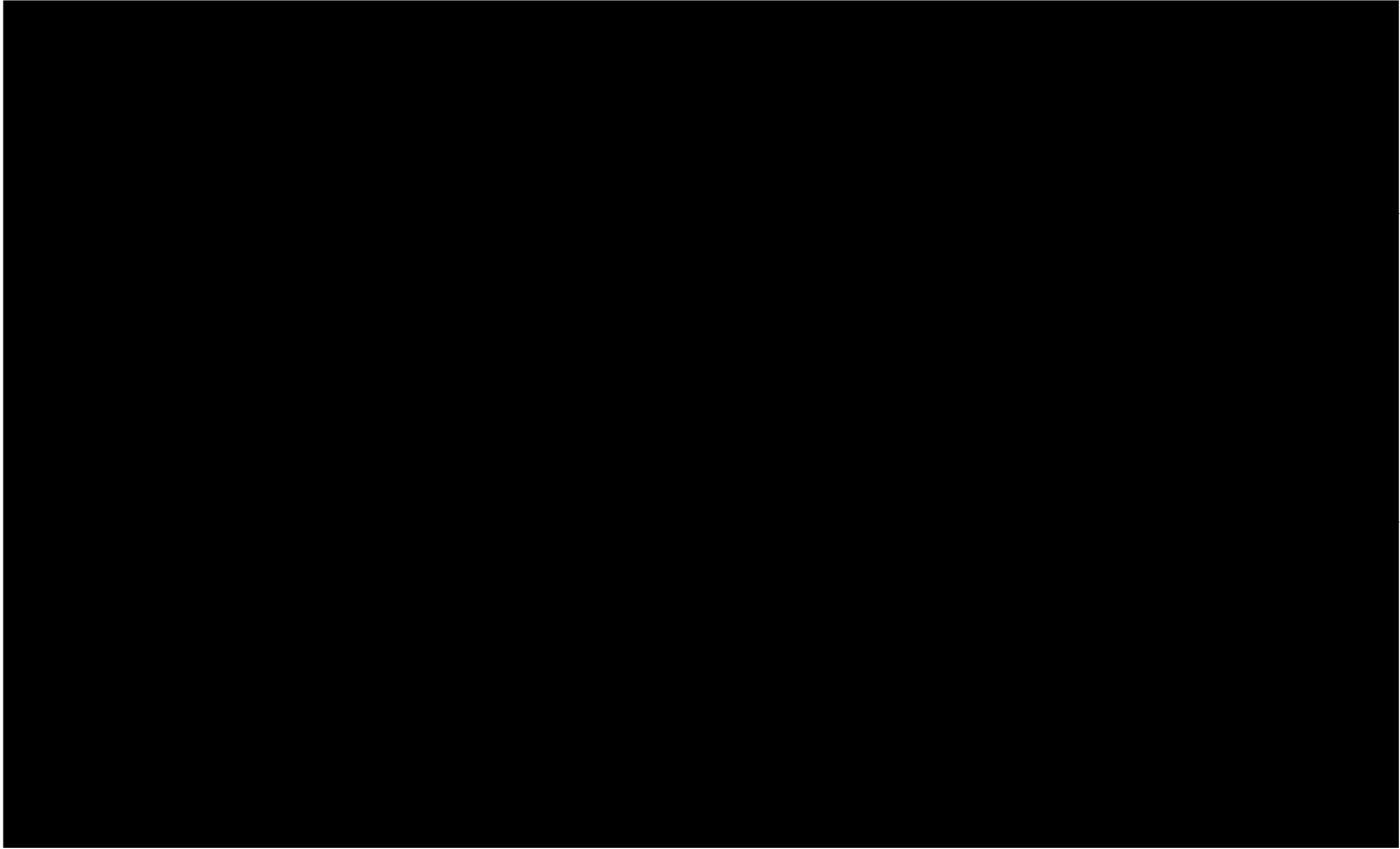
For more options, visit <https://groups.google.com/d/optout>.

















## Chunlin Leonhard

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**From:** lusher-board-and-administrators@googlegroups.com on behalf of Sheila <sheila\_nelson@luserschool.org>  
**Sent:** Friday, April 22, 2016 11:14 PM  
**To:** Kathy Riedlinger  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] Fwd: Petition

Please remove two Chinese teachers who are not our employees.

Sent from my iPhone

On Apr 22, 2016, at 11:02 PM, Kathy Riedlinger <[kathy\\_riedlinger@luserschool.org](mailto:kathy_riedlinger@luserschool.org)> wrote:

FYI

Sent from my iPhone

Begin forwarded message:

**From:** Coach Smith <[jewel\\_smith@luserschool.org](mailto:jewel_smith@luserschool.org)>  
**Date:** April 22, 2016 at 10:31:31 PM CDT  
**To:** Kathy Riedlinger <[kathy\\_riedlinger@luserschool.org](mailto:kathy_riedlinger@luserschool.org)>  
**Subject:** **Petition**

Please remove my name from the UTNO petition.

--

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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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## Chunlin Leonhard

---

**From:** lushers-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Sent:** Friday, April 22, 2016 11:03 PM  
**To:** lushers-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Fwd: Petition

FYI

Sent from my iPhone

Begin forwarded message:

**From:** Coach Smith <jewel\_smith@luserschool.org>  
**Date:** April 22, 2016 at 10:31:31 PM CDT  
**To:** Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Subject:** **Petition**

Please remove my name from the UTNO petition.

--

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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Sent:** Friday, April 22, 2016 10:59 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Fwd: Question: Why are these counted?

FYI

Sent from my iPhone

Begin forwarded message:

**From:** Sheila Nelson <[sheila\\_nelson@luserschool.org](mailto:sheila_nelson@luserschool.org)>  
**Date:** April 22, 2016 at 9:43:34 PM CDT  
**To:** Kathy Riedlinger <[kathy\\_riedlinger@luserschool.org](mailto:kathy_riedlinger@luserschool.org)>  
**Subject: Question: Why are these counted?**

- Robin Delamatre does admissions as part of the office, and is not instructional staff.
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- Rhonda Balsamo send a letter to remove her name.

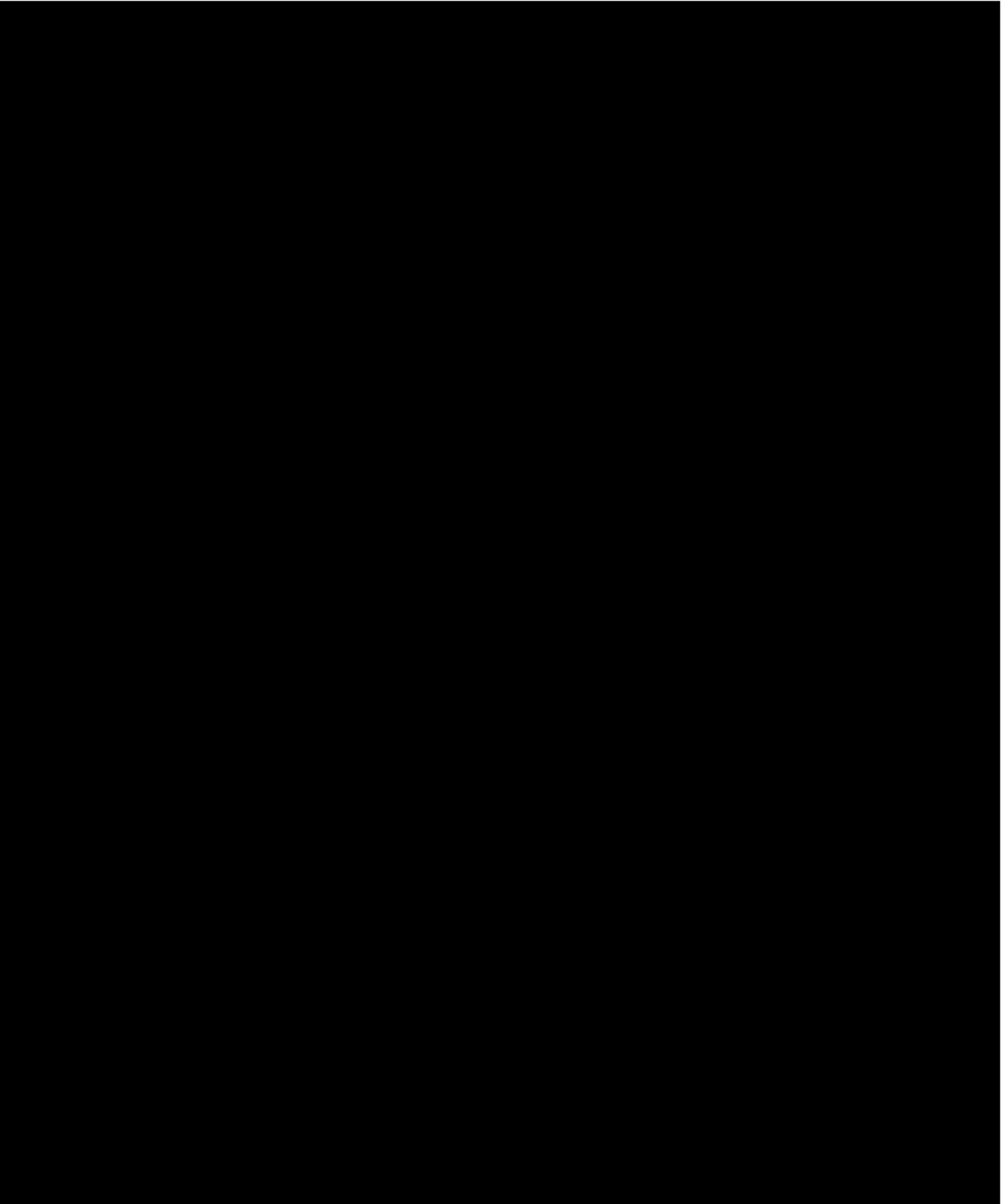
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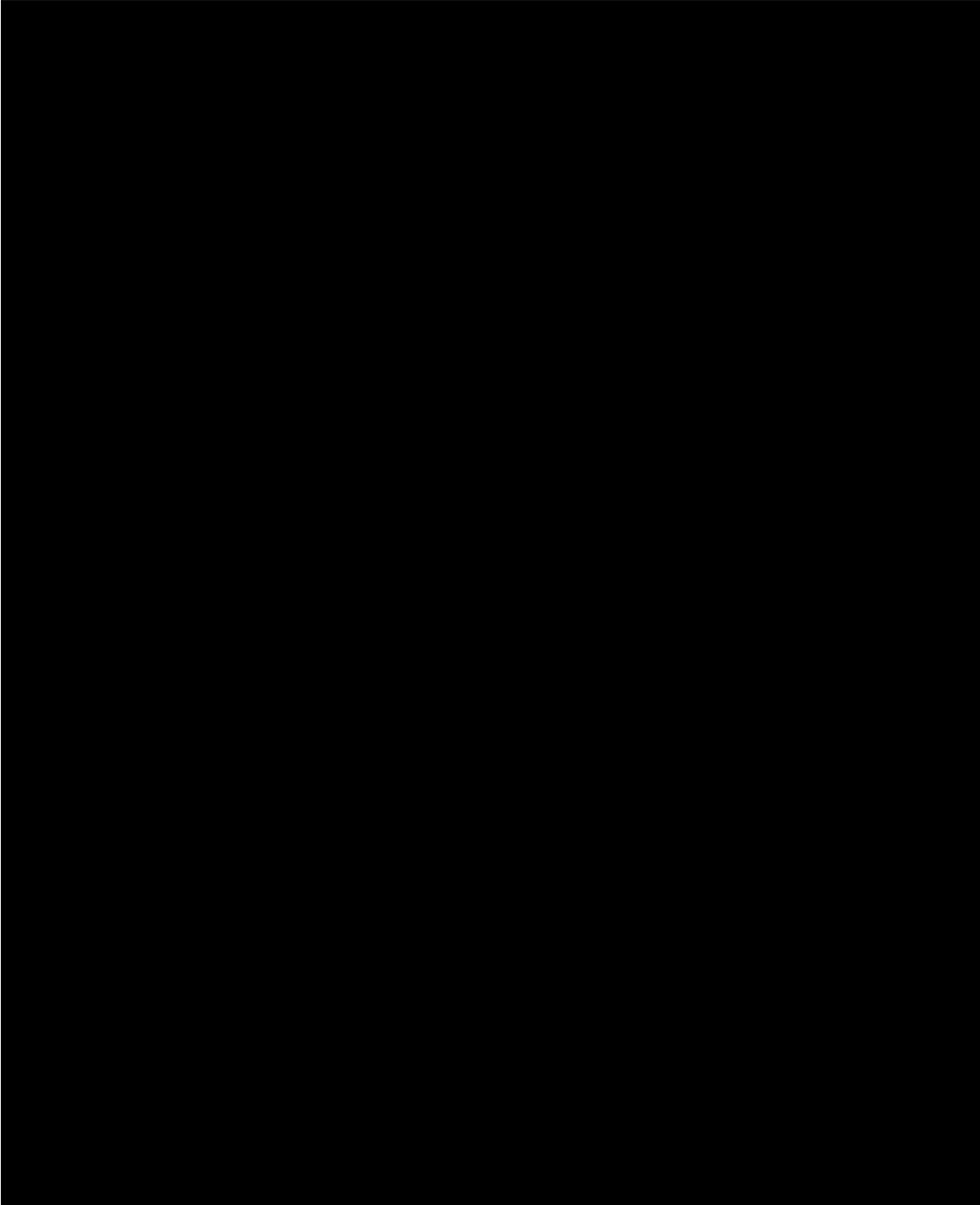
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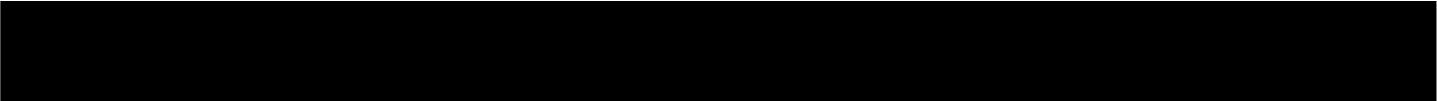
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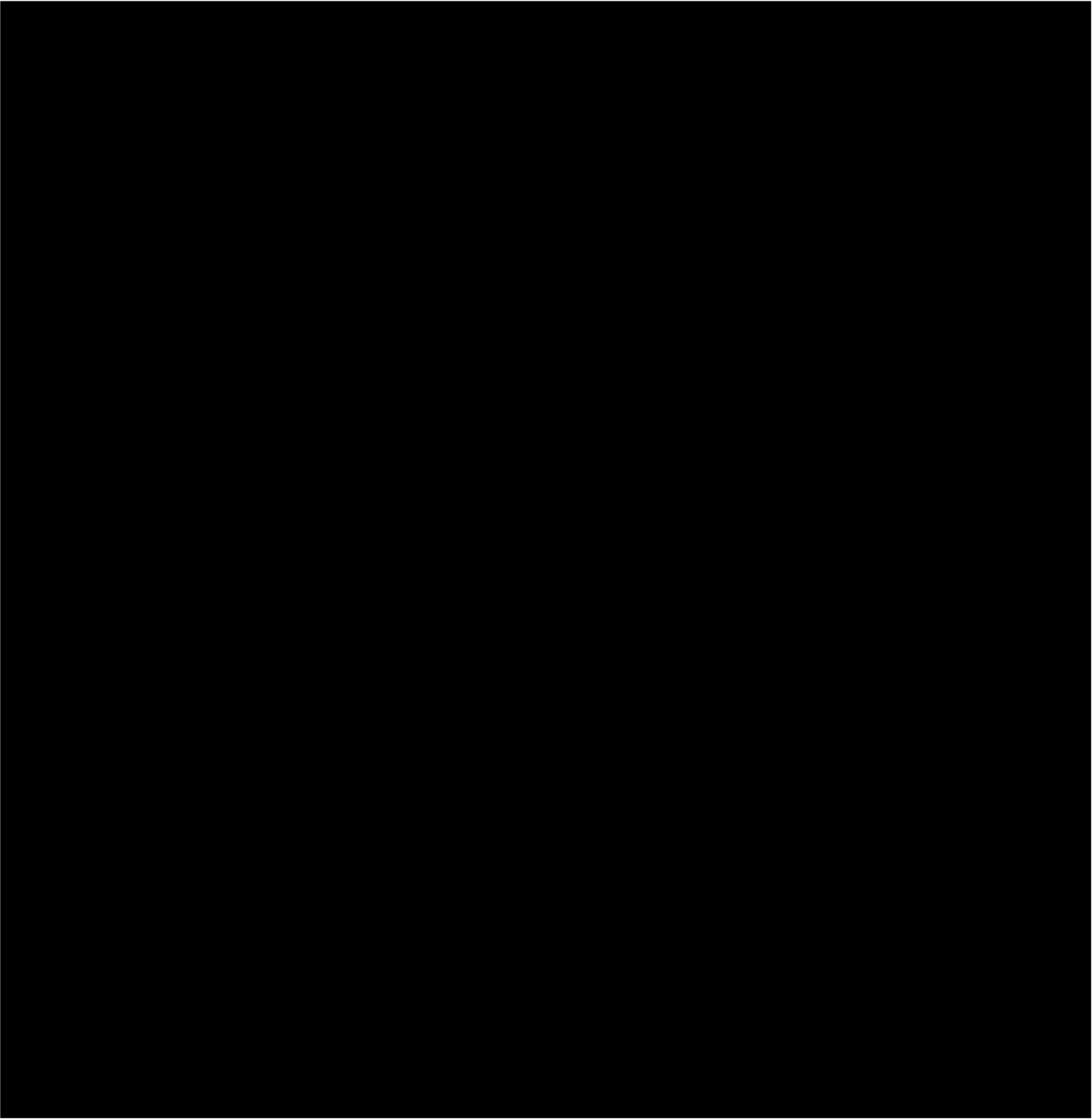






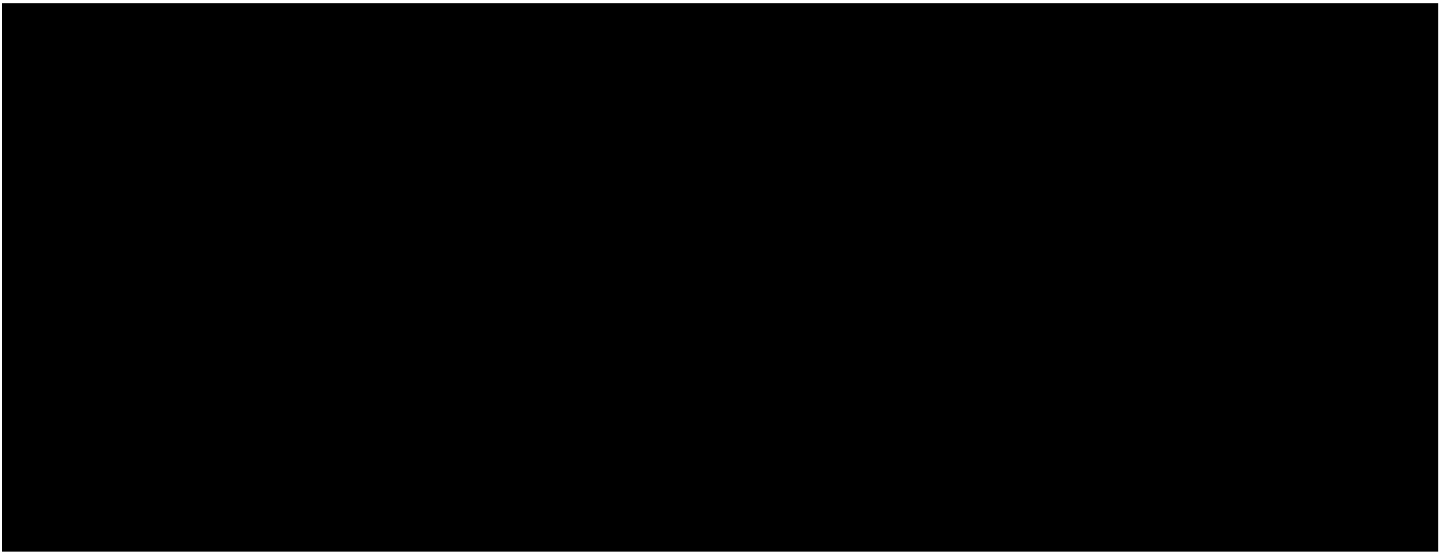


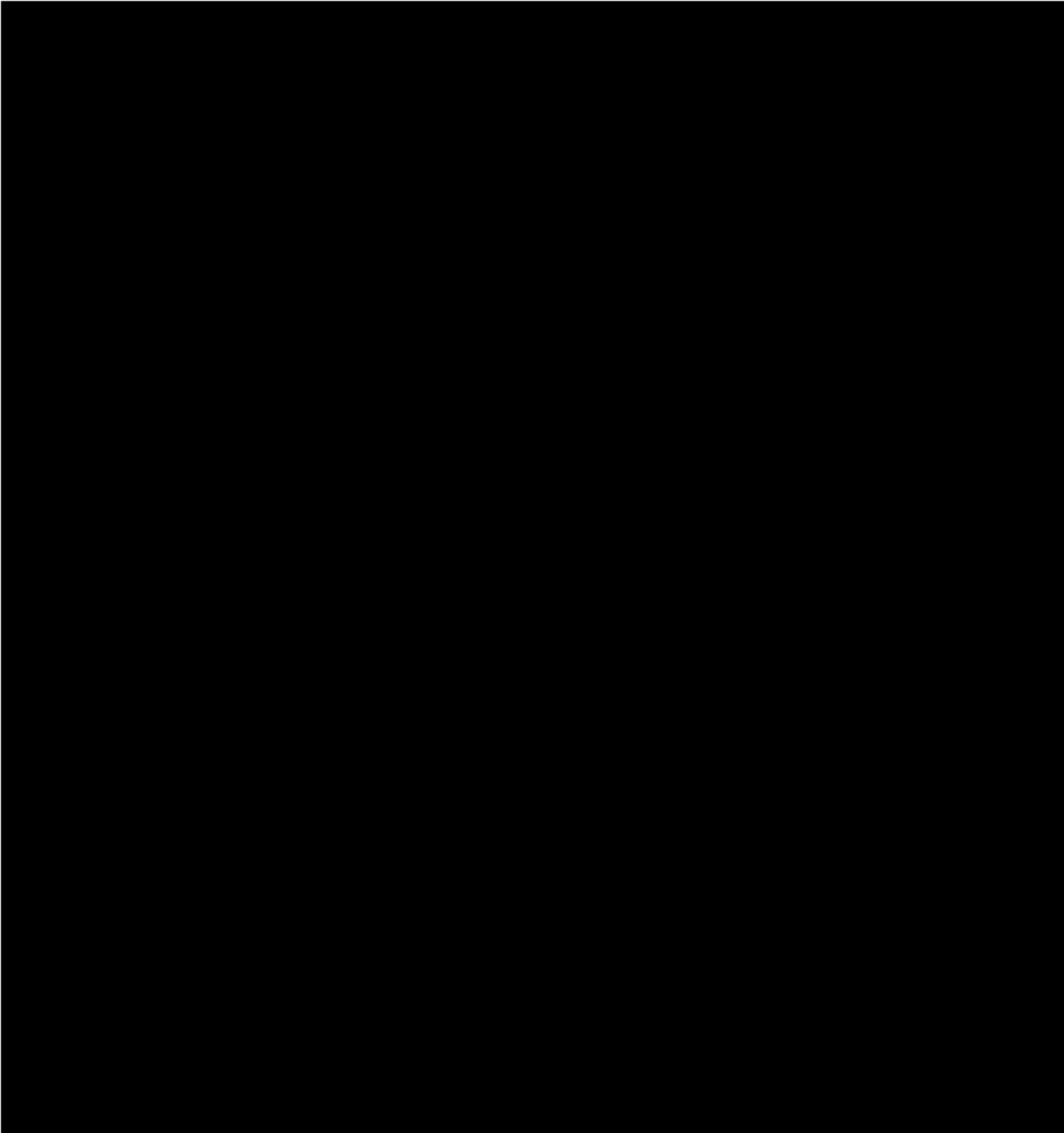


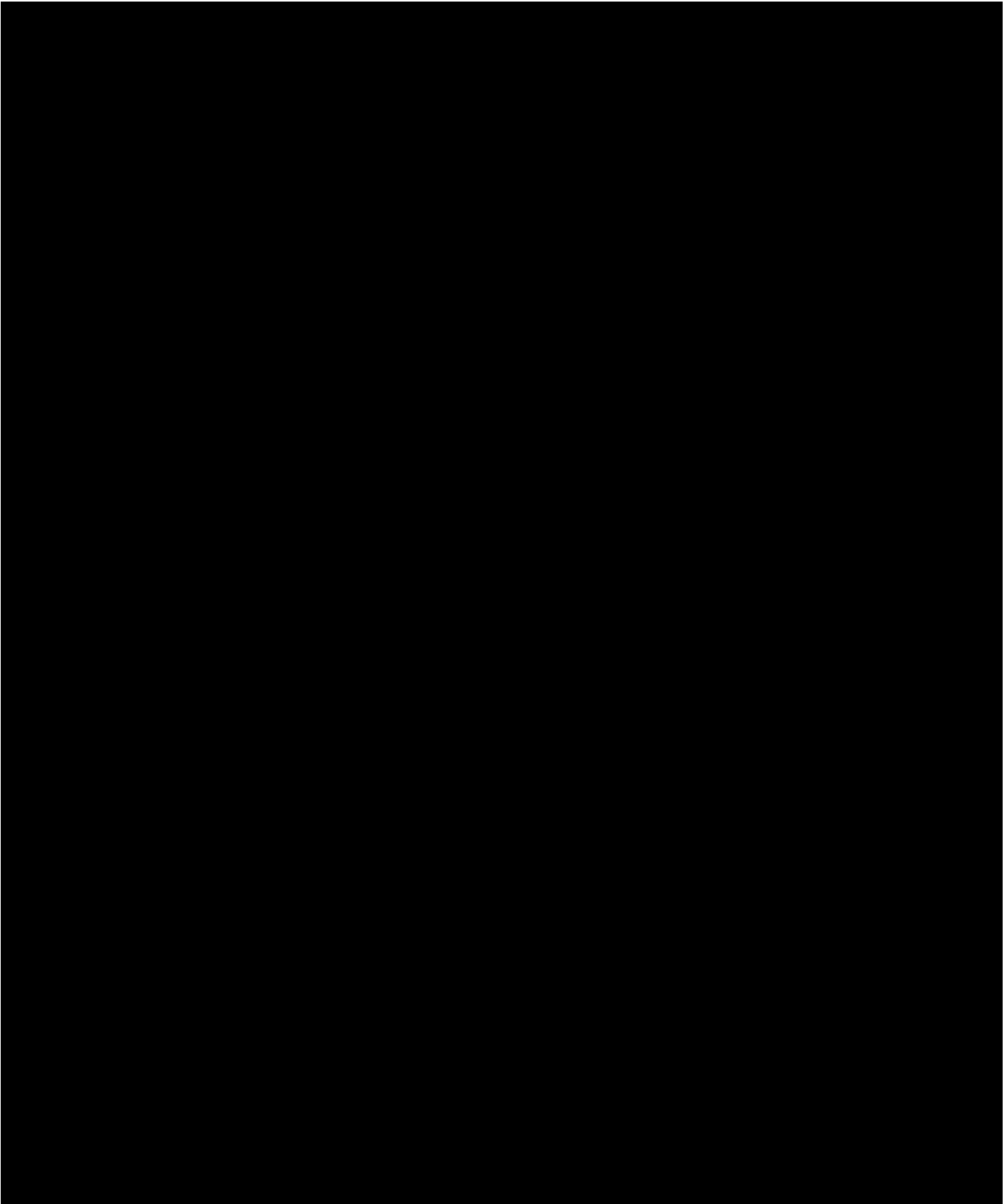




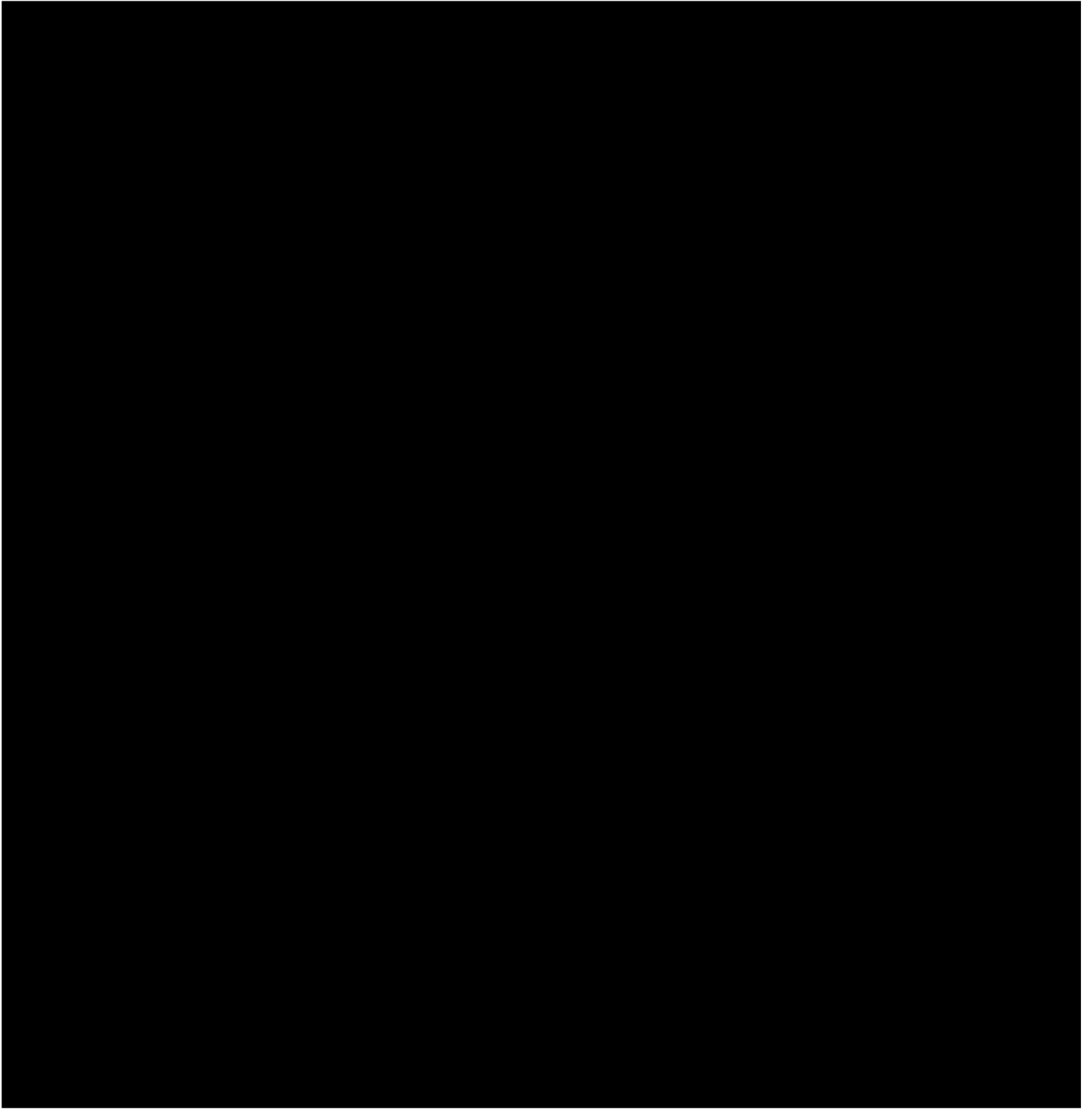


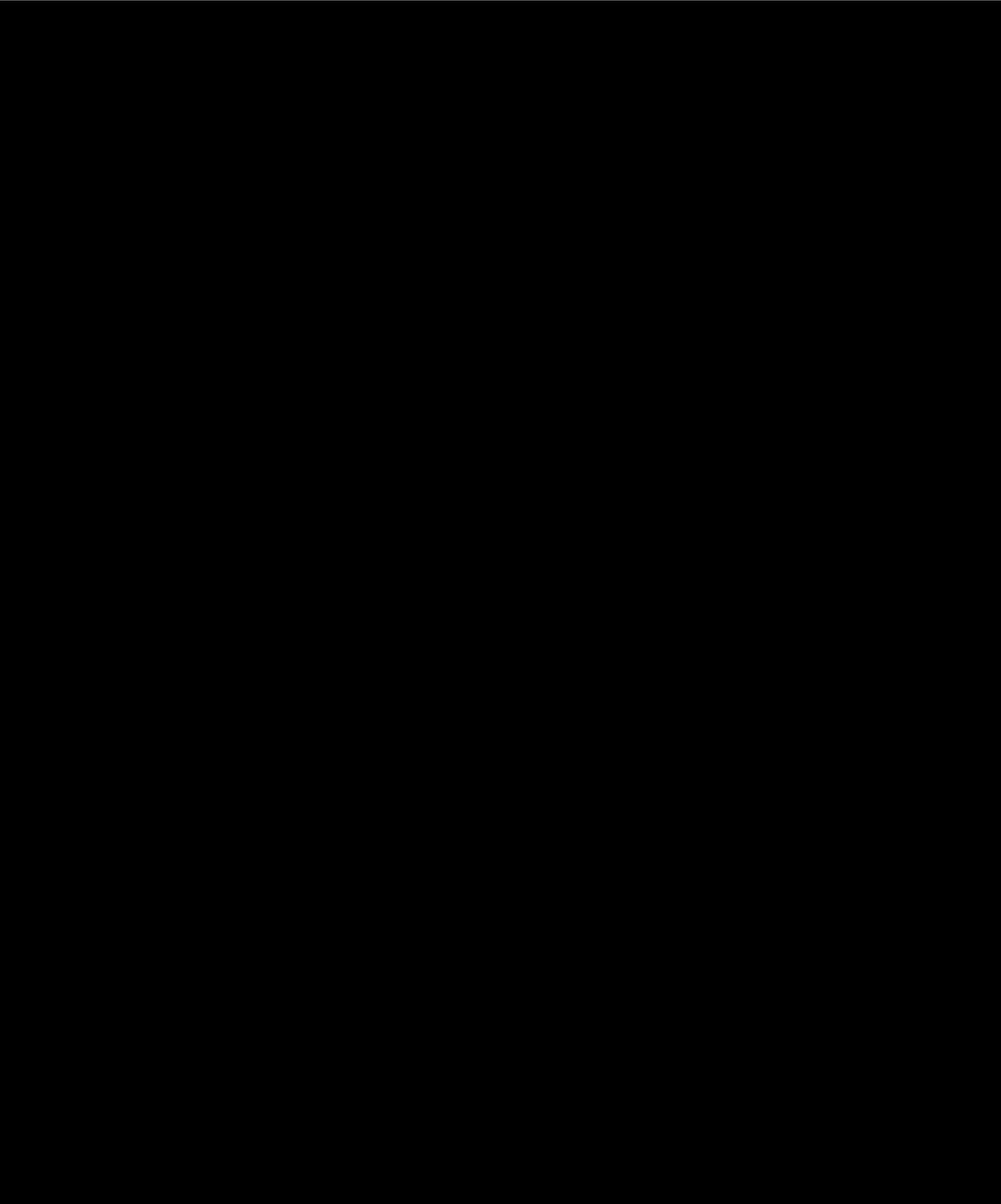


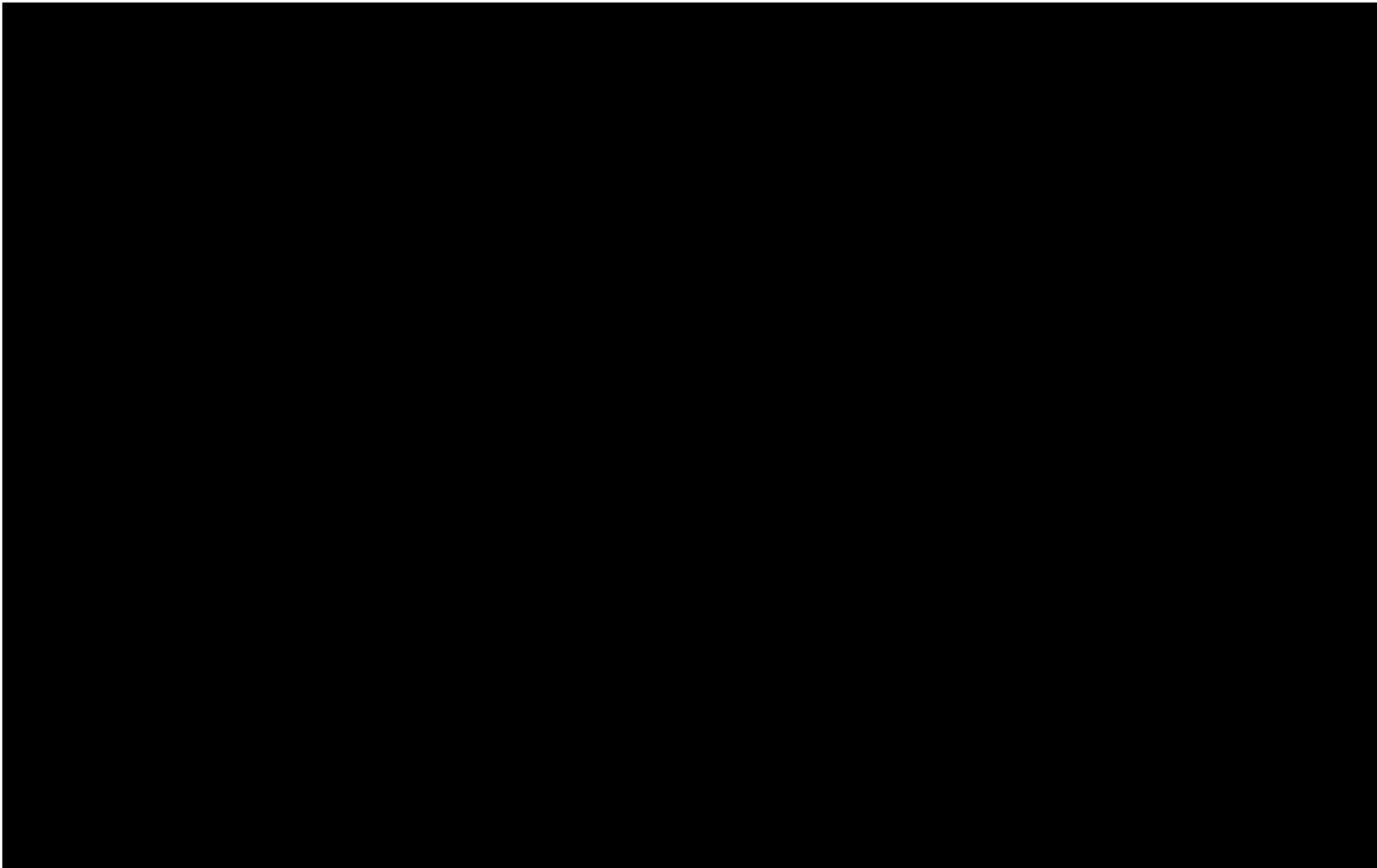


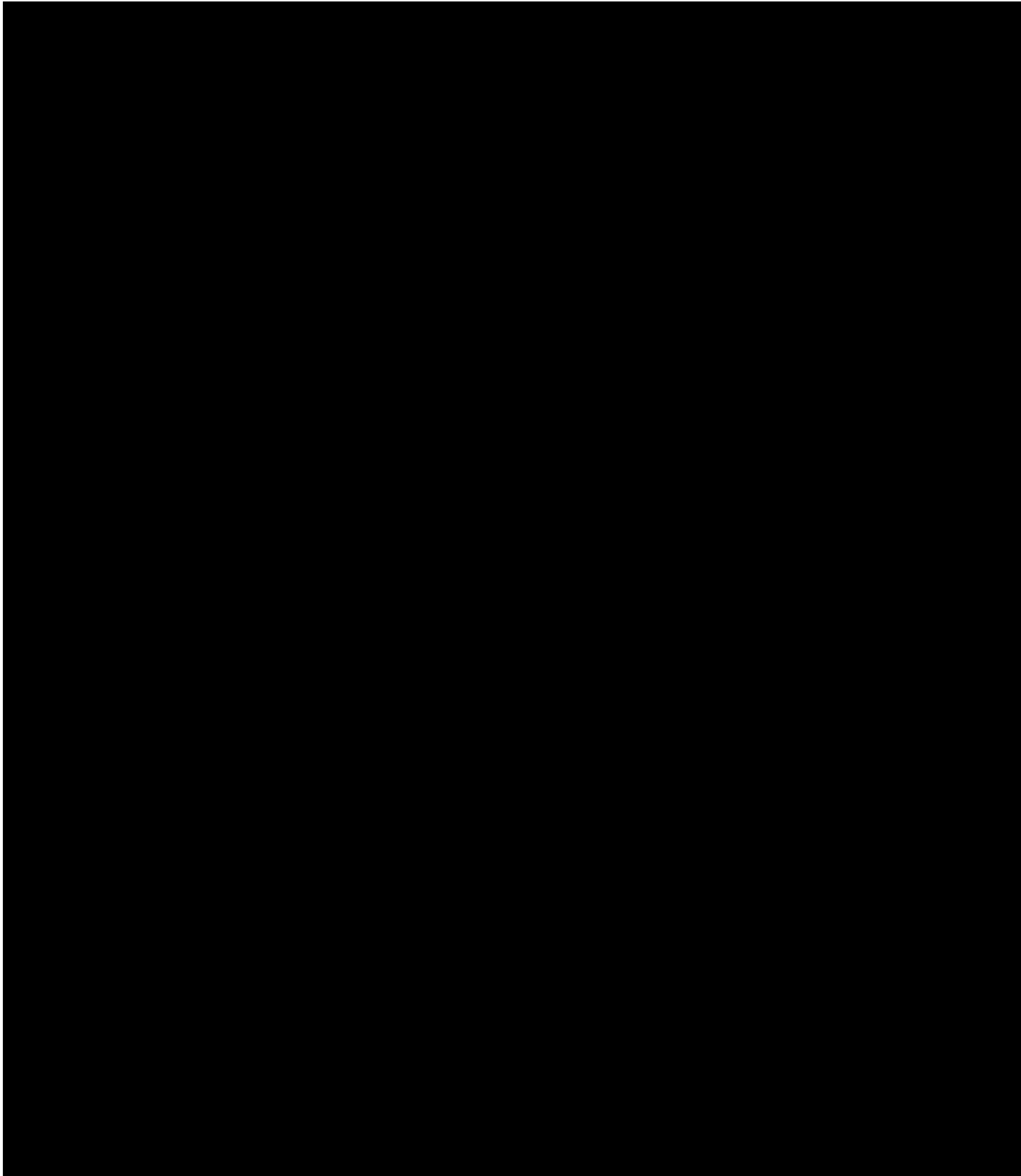


precise. The teachers have a constitutional right to organize. Please accept their petition, so that we can all move forward in a professional and healing manner.

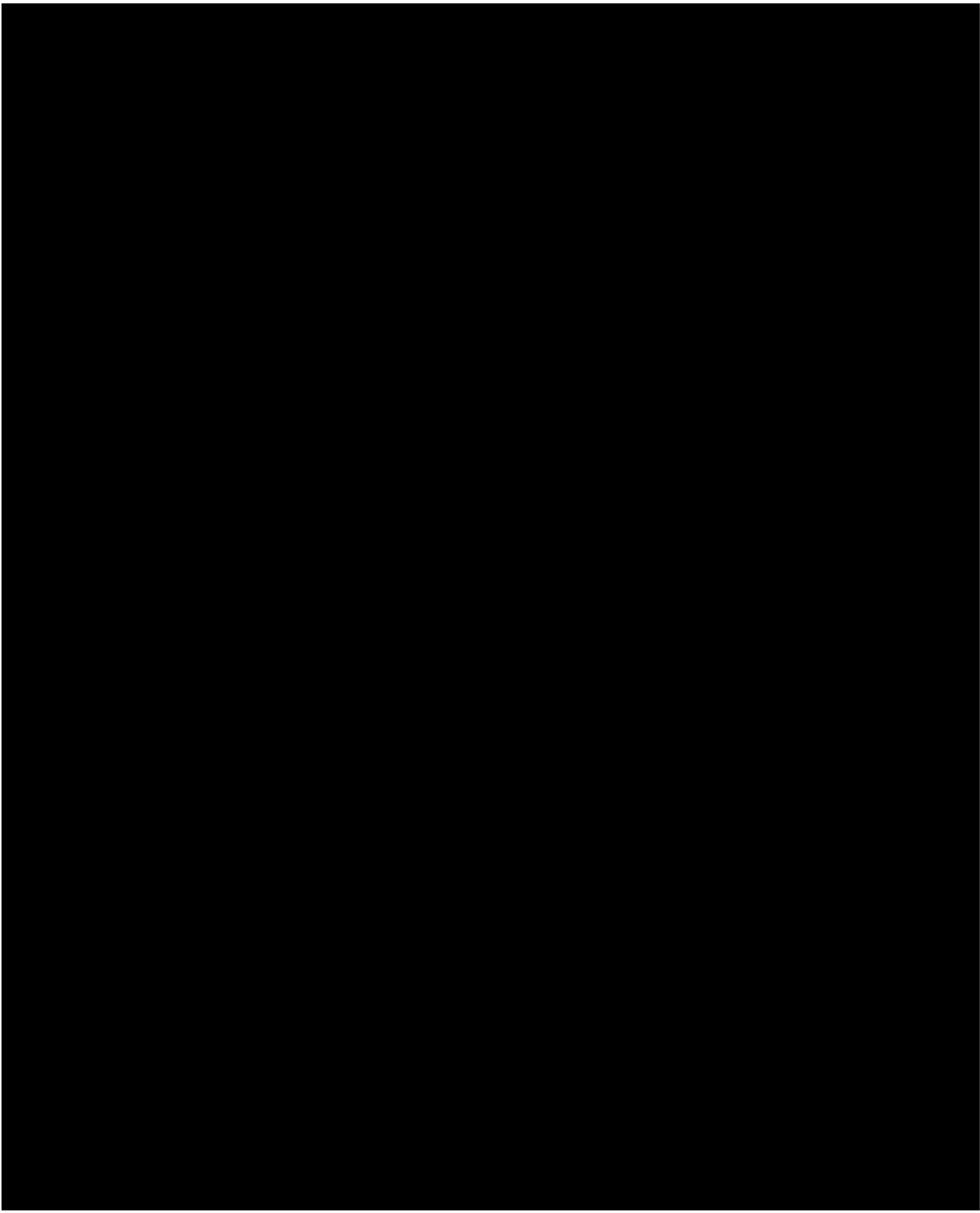




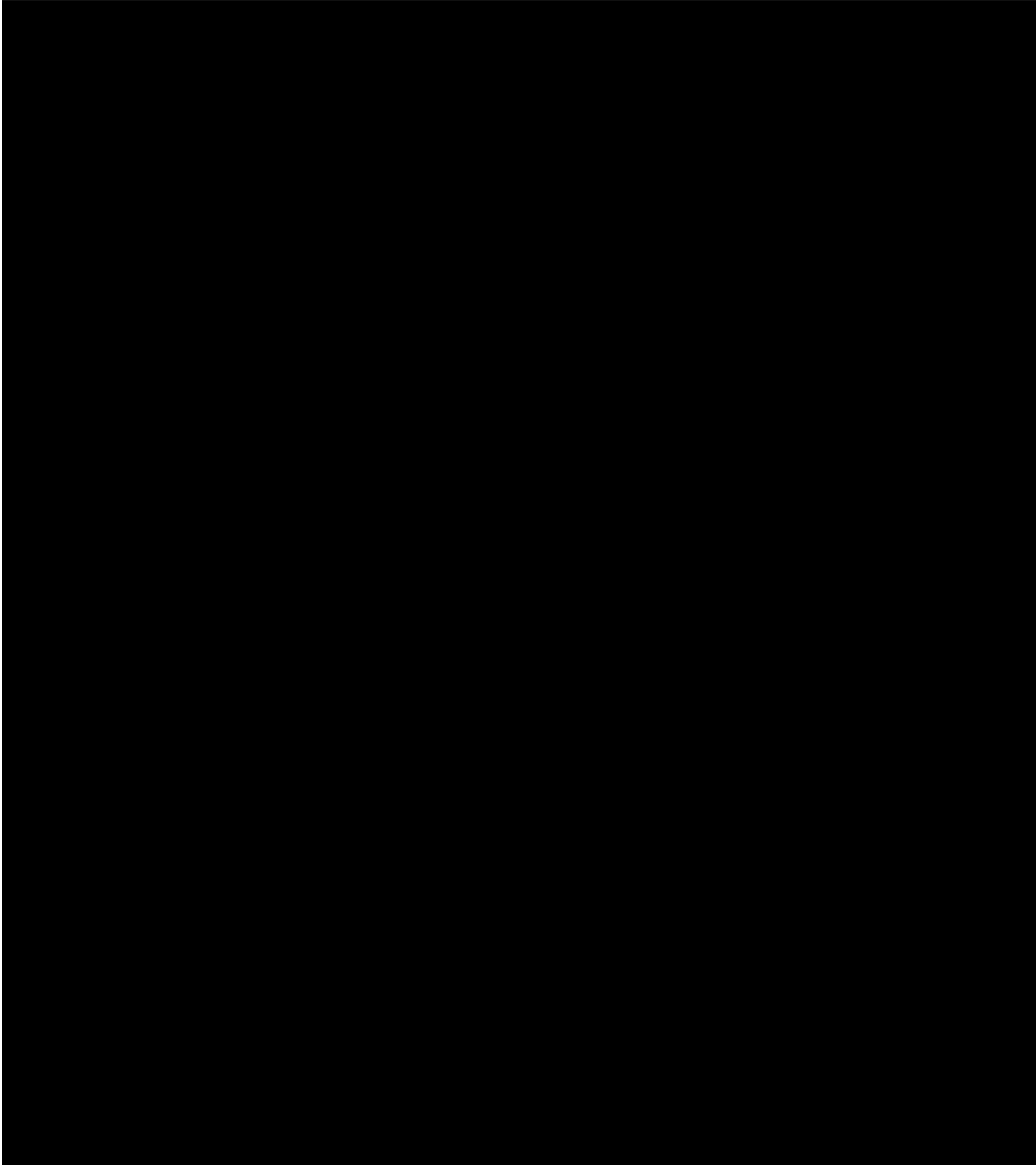


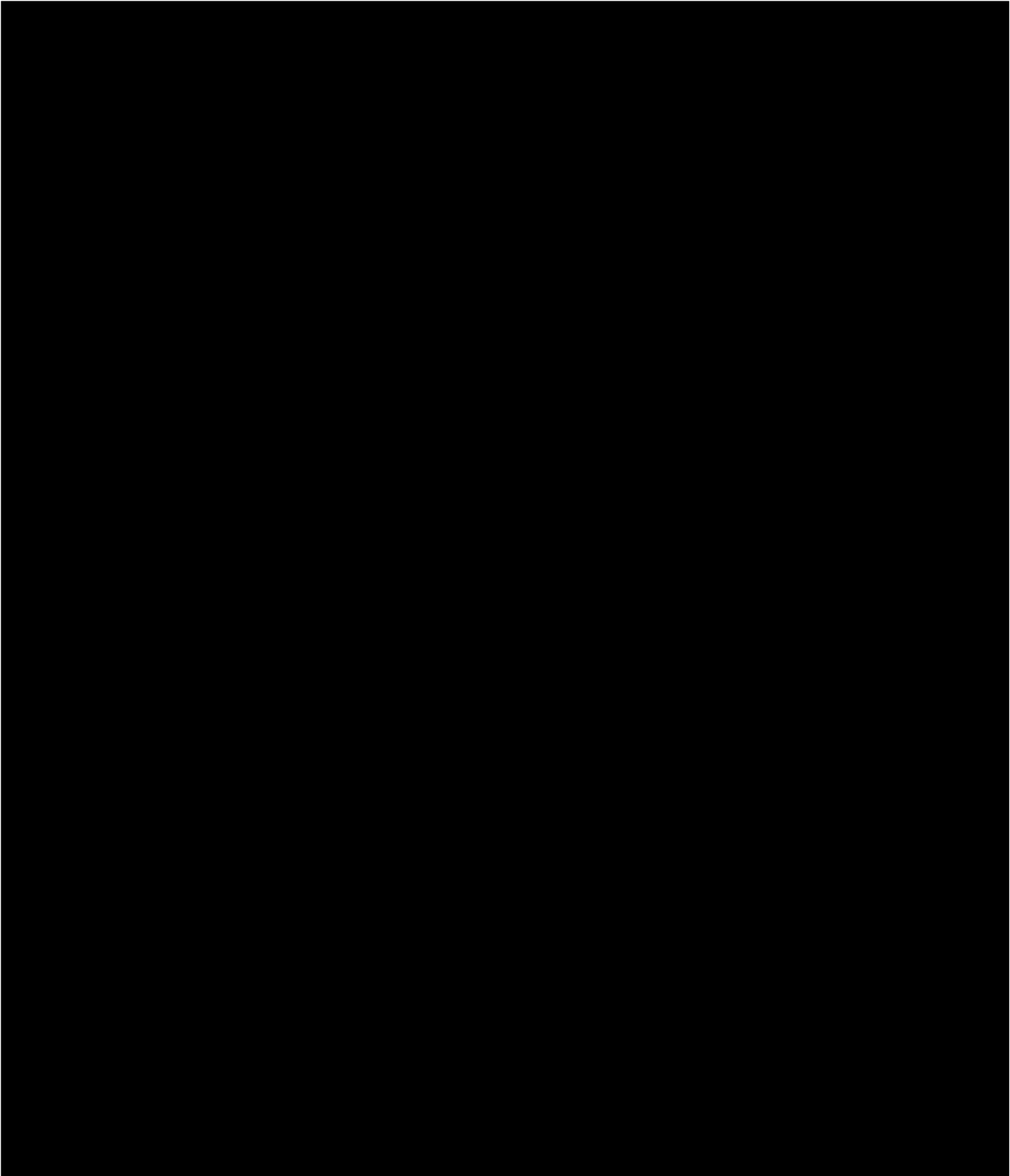




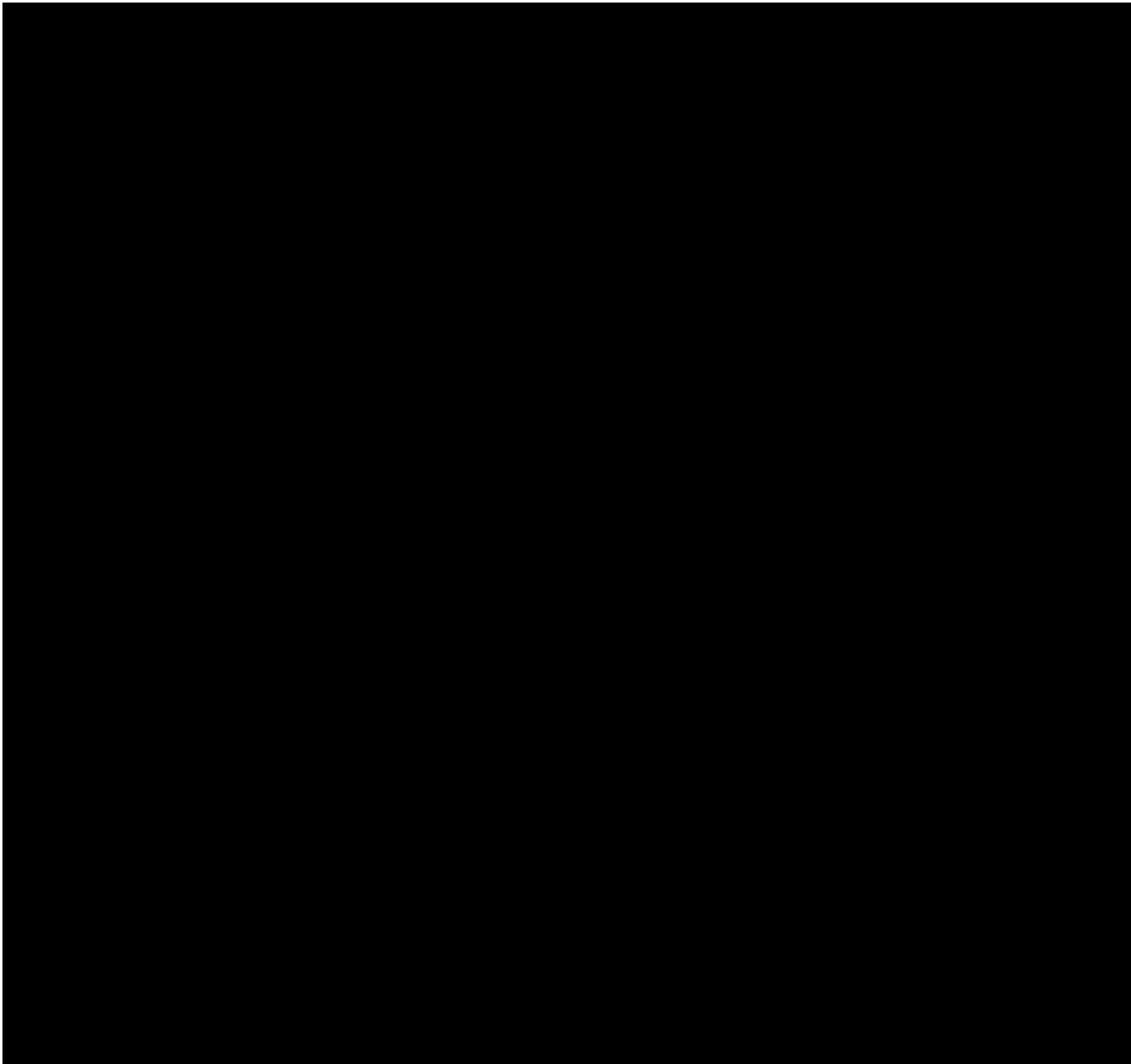








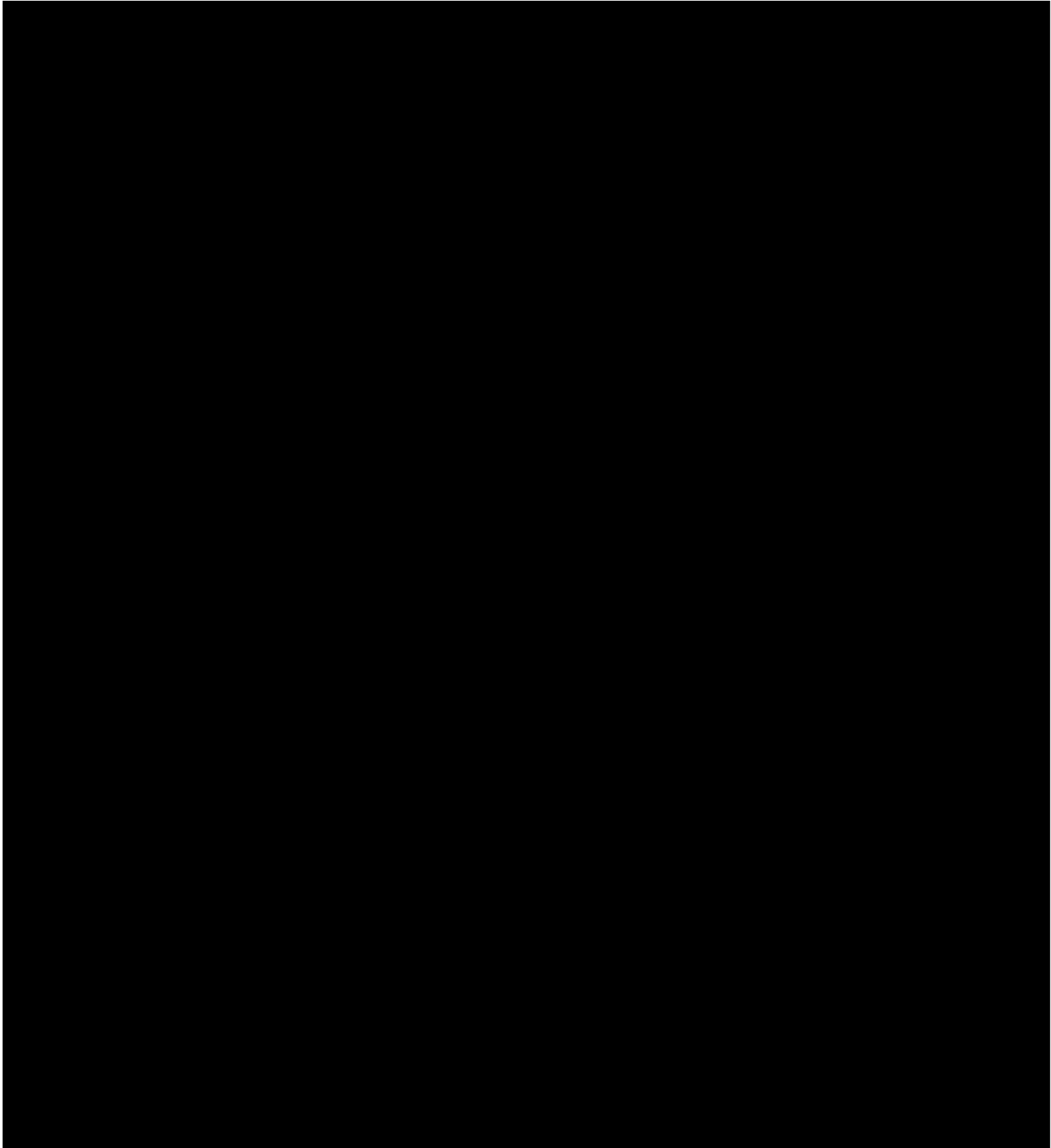




**Chunlin Leonhard**

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**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Friday, April 22, 2016 9:40 PM  
**To:** [REDACTED]  
**Subject:** RE: Honor Board Verdict



## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of reuben.teague@prudential.com  
**Sent:** Friday, April 22, 2016 9:37 PM  
**To:** Kathy Riedlinger  
**Cc:** lusher-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** Re: [Lusher] Fwd: Updated Lusher Petition

Kathy, can you clarify what the list below is? It's not clear from the context and I think maybe there's an email missing somewhere?

Sent from my iPhone

On Apr 22, 2016, at 10:21 PM, Kathy Riedlinger <kathy\_riedlinger@lusherschool.org> wrote:

FYI

Sent from my iPhone

Begin forwarded message:

**From:** Charlene Hebert <charlene\_hebert@lusherschool.org>  
**Date:** April 22, 2016 at 8:09:48 PM CDT  
**To:** Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>  
**Subject:** Re: Updated Lusher Petition

Ed Cerrone (per his conversation with me)  
Jenn Miller (she spoke to me and sent a letter to the board)  
Erica Cross  
Paul Jacob (he spoke to me)  
Eileen Guillory (per Bradshaw)  
Lisa Richardson (undecided - she came and spoke to me today)  
Kayla Basalmo (spoke to Virginia today)  
Yamin Liu (not our employee)  
Yulin Wang (not an employee)  
Rock Riehlmann (per Cerrone)  
Laura Owen (undecided - spoke to me this week)

On Fri, Apr 22, 2016 at 8:09 PM, Kathy Riedlinger <kathy\_riedlinger@lusherschool.org> wrote:

Sent from my iPhone

Begin forwarded message:

**From:** "Bickford, Mag" <mbickford@mcglinchey.com>  
**Date:** April 22, 2016 at 6:52:15 PM CDT



**To:** "lusher-board-only@googlegroups.com" <lusher-board-only@googlegroups.com>, "kathy\_riedlinger@lusherschool.org" <kathy\_riedlinger@lusherschool.org>

**Subject: Fwd: Updated Lusher Petition**

Sent from my iPhone

Begin forwarded message:

**From:** "Audra George, Organization & Field Services" <AGeorge@aft.org>

**To:** "'blecesne@loyno.edu'" <blecesne@loyno.edu>, "Bickford, Mag" <mbickford@mcglinchey.com>

**Subject: Updated Lusher Petition**

Blaine/Mag:

Please find the attached updated petition from the United Teachers of New Orleans Local 527 seeking recognition on behalf of the Teachers/Teacher assistants and other certificated personnel (The United Teachers of Lusher) . This petition demonstrates a majority of over 60% asking that UTNO act as their exclusive representative for the purposes of collective bargaining with their employer.

Please feel free to share with other Lusher Board members as it might be valuable in your discussions.

If you have any questions, please feel free to contact me.

Audra George

National Representative

AFT Organization and Field services Dept.

P: 504-304-2160

F: 504-304-2159

E: ageorge@aft.org

American Federation of Teachers, AFL-CIO

555 New Jersey Ave. N.W.

Washington, DC 20001

202/879-4400

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--  
Charlene Hebert,  
Middle School Principal

Lusher Charter School  
5624 Freret St.  
New Orleans, LA 70115

504-324-7304  
504-861-1839 (fax)

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## Chunlin Leonhard

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**From:** lushers-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Sent:** Friday, April 22, 2016 9:33 PM  
**To:** lushers-board-and-administrators@googlegroups.com; Mag Bickford  
**Subject:** [Lusher] Fwd: Updated Lusher Petition

FYI

Sent from my iPhone

Begin forwarded message:

**From:** Charlene Hebert <charlene\_hebert@luserschool.org>  
**Date:** April 22, 2016 at 8:09:48 PM CDT  
**To:** Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Subject: Re: Updated Lusher Petition**

Ed Cerrone (per his conversation with me)  
Jenn Miller (she spoke to me and sent a letter to the board)  
Erica Cross  
Paul Jacob (he spoke to me)  
Eileen Guillory (per Bradshaw)  
Lisa Richardson (undecided - she came and spoke to me today)  
Kayla Basalmo (spoke to Virginia today)  
Yamin Liu (not our employee)  
Yulin Wang (not an employee)  
Rock Riehlmann (per Cerrone)  
Laura Owen (undecided - spoke to me this week)

On Fri, Apr 22, 2016 at 8:09 PM, Kathy Riedlinger <kathy\_riedlinger@luserschool.org> wrote:

Sent from my iPhone

Begin forwarded message:

**From:** "Bickford, Mag" <mbickford@mcglinchey.com>  
**Date:** April 22, 2016 at 6:52:15 PM CDT  
**To:** "lushers-board-only@googlegroups.com" <lusers-board-only@googlegroups.com>, "kathy\_riedlinger@luserschool.org" <kathy\_riedlinger@luserschool.org>  
**Subject: Fwd: Updated Lusher Petition**



Sent from my iPhone

Begin forwarded message:

**From:** "Audra George, Organization & Field Services"  
<[AGeorge@aft.org](mailto:AGeorge@aft.org)>  
**To:** "blecesne@loyno.edu" <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)>, "Bickford,  
Mag" <[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)>  
**Subject:** **Updated Lusher Petition**

Blaine/Mag:

Please find the attached updated petition from the United Teachers of New Orleans Local 527 seeking recognition on behalf of the Teachers/Teacher assistants and other certificated personnel (The United Teachers of Lusher) . This petition demonstrates a majority of over 60% asking that UTNO act as their exclusive representative for the purposes of collective bargaining with their employer.

Please feel free to share with other Lusher Board members as it might be valuable in your discussions.

If you have any questions, please feel free to contact me.

Audra George

National Representative

AFT Organization and Field services Dept.

P: [504-304-2160](tel:504-304-2160)

F: [504-304-2159](tel:504-304-2159)

E: [ageorge@aft.org](mailto:ageorge@aft.org)

American Federation of Teachers, AFL-CIO

555 New Jersey Ave. N.W.

Washington, DC 20001

[202/879-4400](tel:202-879-4400)

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---

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Charlene Hebert,  
Middle School Principal

Lusher Charter School  
5624 Freret St.  
New Orleans, LA 70115

504-324-7304  
504-861-1839 (fax)

---

-----  
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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).  
For more options, visit <https://groups.google.com/d/optout>.



## Chunlin Leonhard

---

**From:** Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>  
**Sent:** Friday, April 22, 2016 9:31 PM  
**To:** blecesne@loyno.edu; Paul L Barron; alosht [REDACTED]; Ann Salzer; Rachel Wisdom; Carol Whelan; kikhust [REDACTED] leonhard@loyno.edu; andrea.cra [REDACTED]; rcortizas@joneswalker.com; rbteague@gmail.com; wiley\_ates@lusherschool.org; Sheila; Charlene Hebert; Frank Israel; lynden\_swayze@lusherschool.org; Sean Glazebrook  
**Subject:** Fwd: union list

FYI

Sent from my iPhone

Begin forwarded message:

**From:** Jennifer Miller <jennifer\_miller@lusherschool.org>  
**Date:** April 22, 2016 at 8:18:52 PM CDT  
**To:** Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>  
**Subject:** union list

Dear Ms Riedlinger,

I would like my name removed from the list that supports the union. I do not want to be part of a union.

Thank you,  
Jenn Miller

--

Jenn Miller  
Middle School Health/PE  
High School Health/PE  
Varsity Girls Basketball

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Thank you.

## Chunlin Leonhard

---

**From:** Kathy Riedlinger <kathy\_riedlinger@lusherschool.org>  
**Sent:** Friday, April 22, 2016 9:27 PM  
**To:** Christa Talbott  
**Cc:** armstron@loyno.edu; pbarron@tulane.edu; rco[REDACTED] Kristin Huston;  
aloshba[REDACTED]; blecesne@loyno.edu; leonhard@loyno.edu;  
asalzer@tulane.edu; rbteag[REDACTED]; Whelan, Carol S;  
rwisdom@stonepigman.com  
**Subject:** Re: Petition concerns

Please note this teacher's request.

Kathy

Sent from my iPhone

On Apr 22, 2016, at 8:37 PM, Christa Talbott <[christa\\_talbott@lusherschool.org](mailto:christa_talbott@lusherschool.org)> wrote:

Dear Board Members,

I am writing in regards to my signature on the Union Petition. I signed the petition without fully understanding the intentions of the organization. I now feel that my signing was an error. I would like to request that you and the other board members remove me from the number of teachers that signed the petition. I am very happy with my position and the ability the staff at the middle school have to bring any issues or concerns to our principal and administration. Thank you for your consideration,

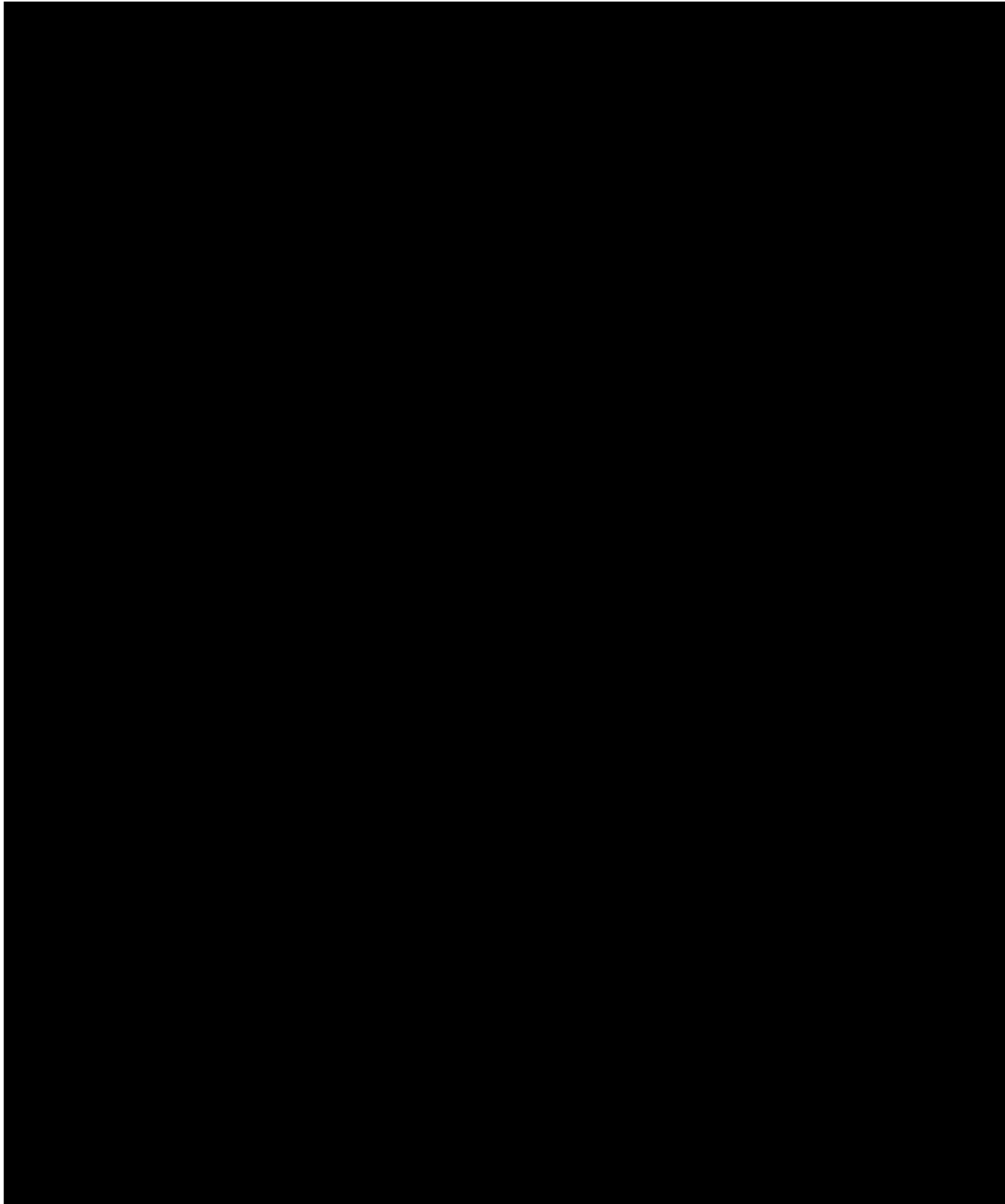
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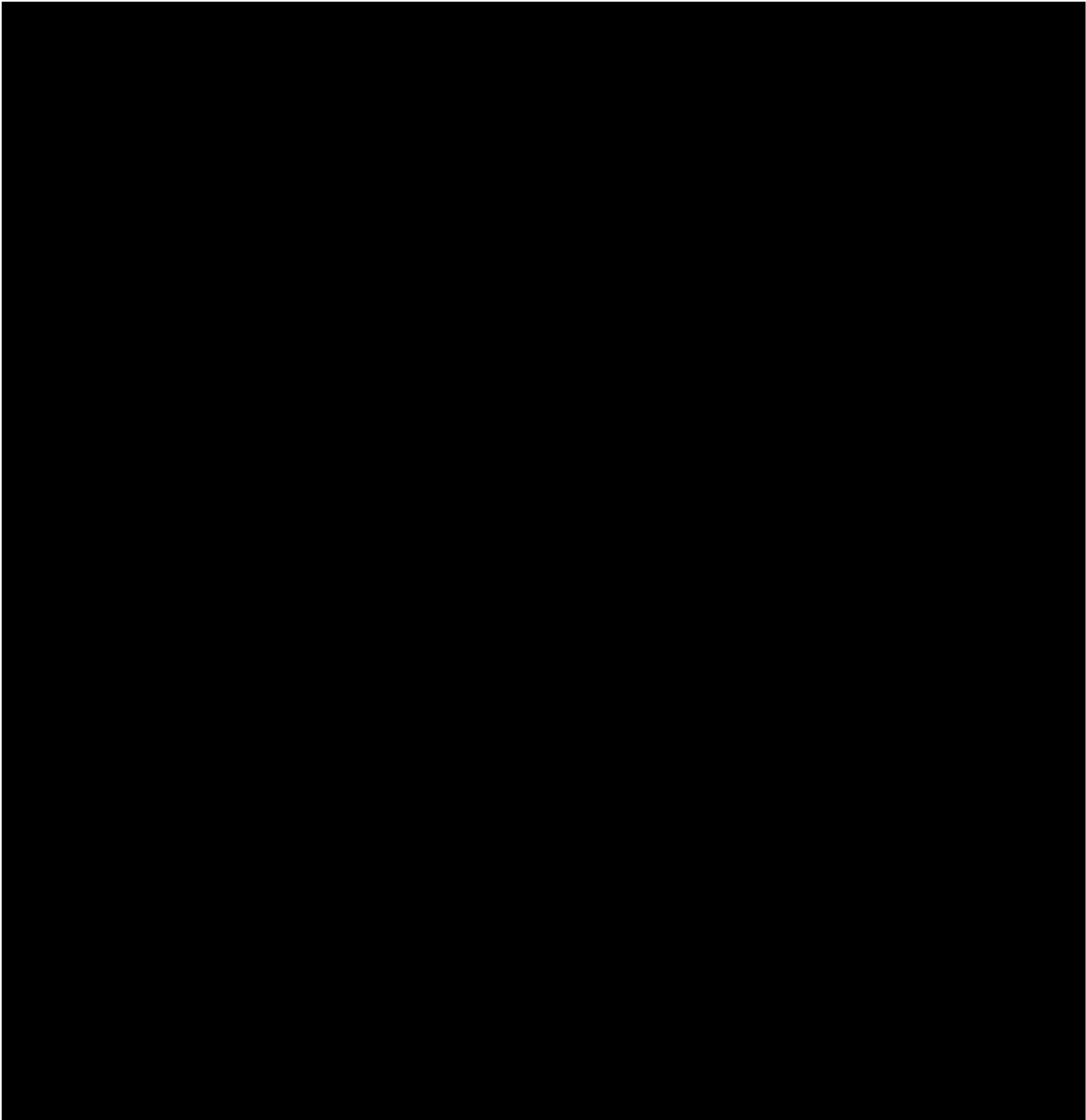
Christa R. Talbott  
6th Grade Social Studies  
Lusher Charter School

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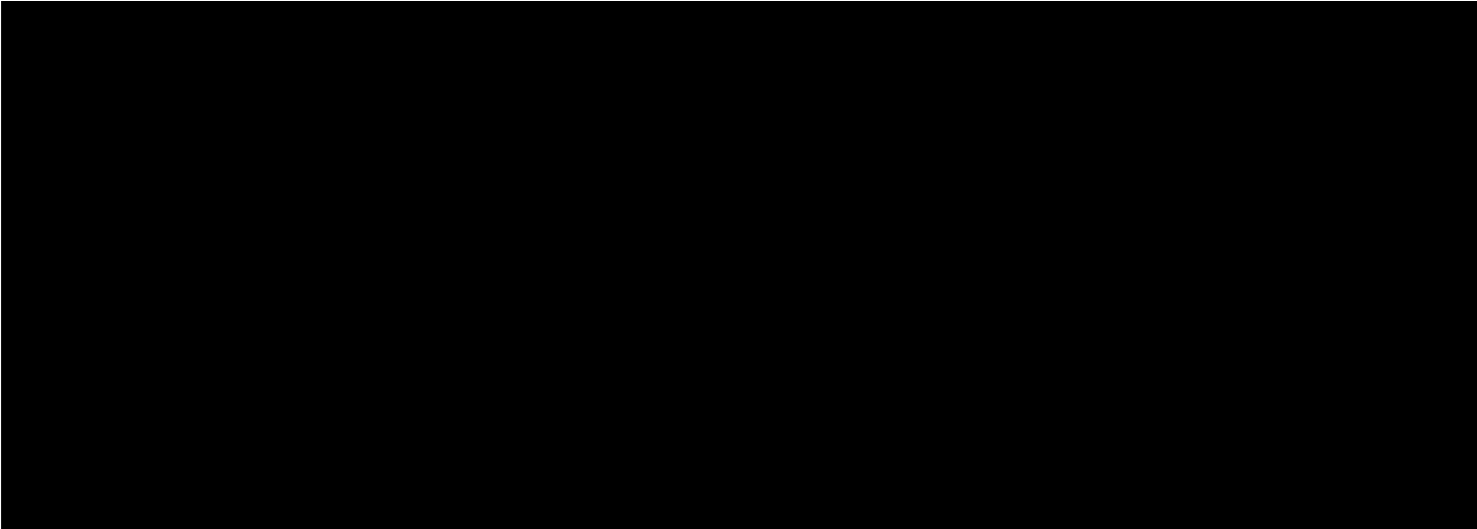




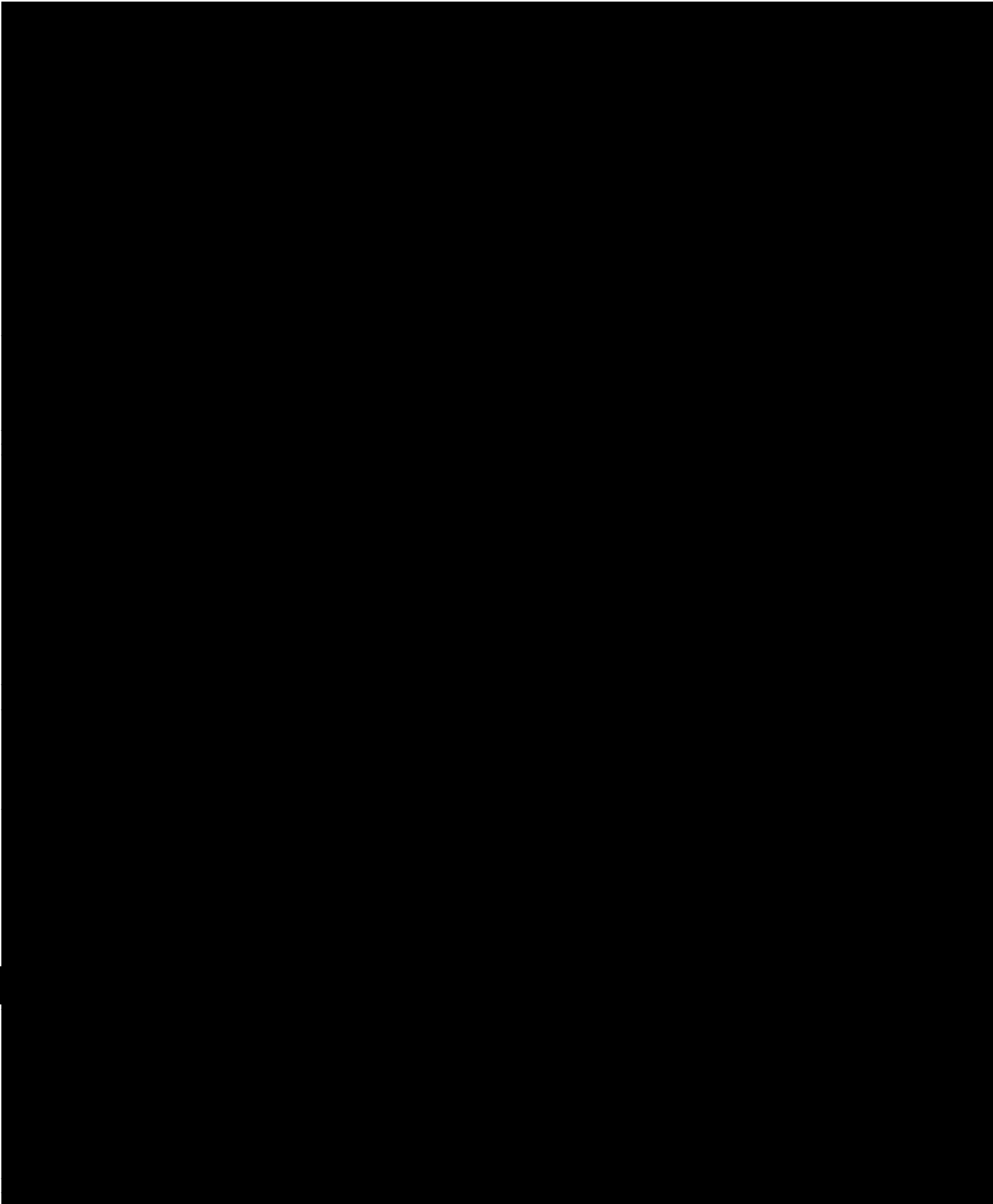




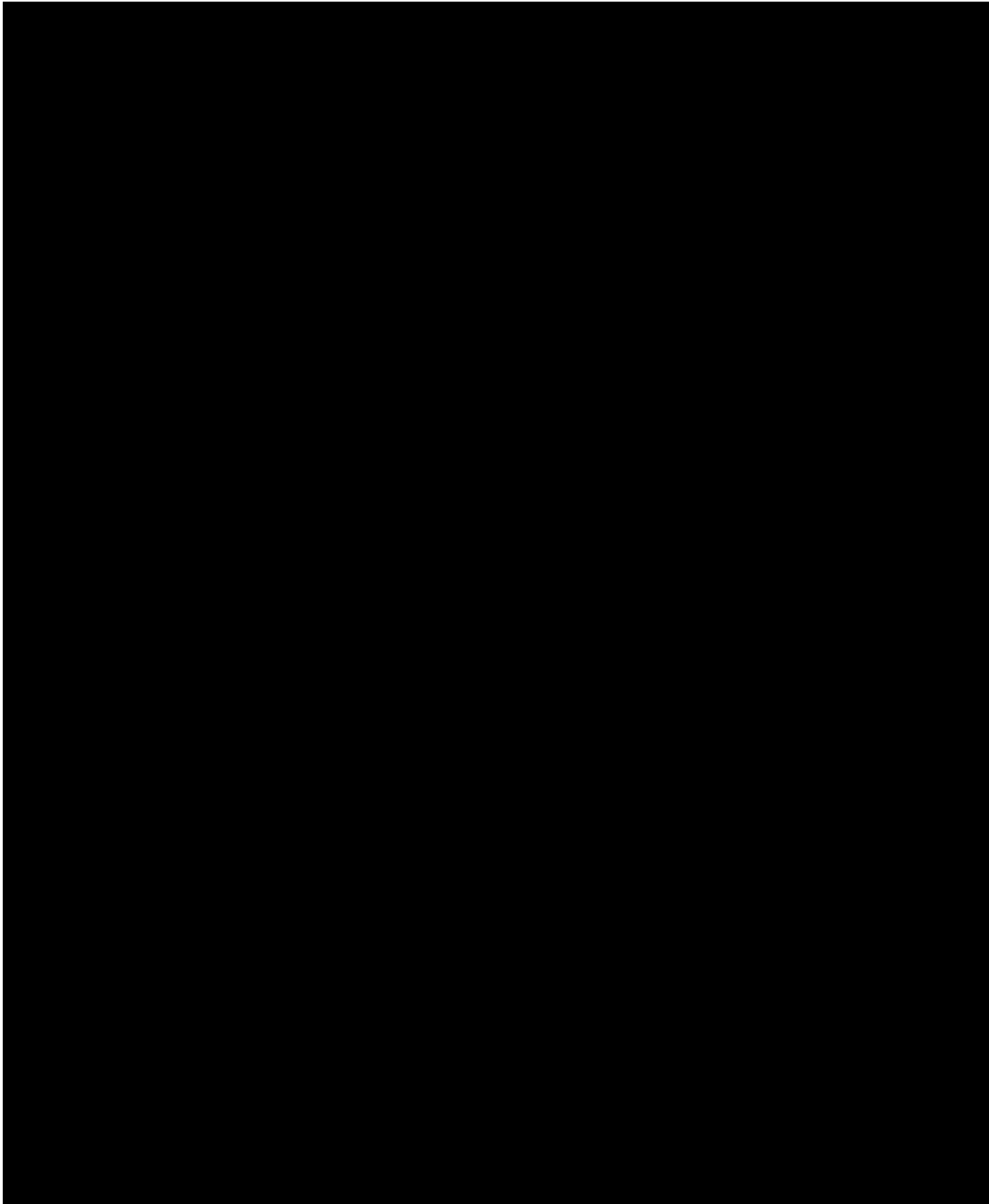


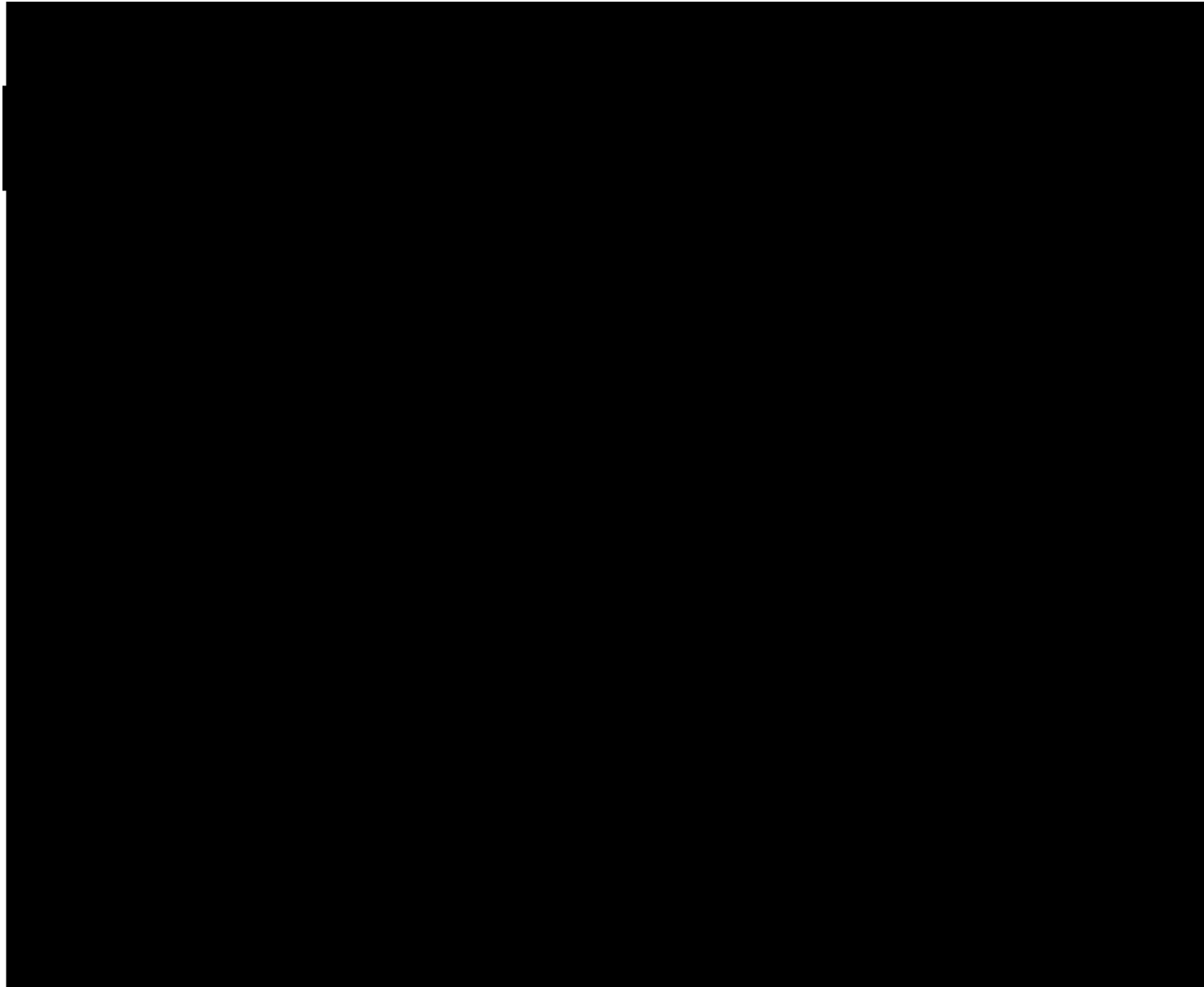




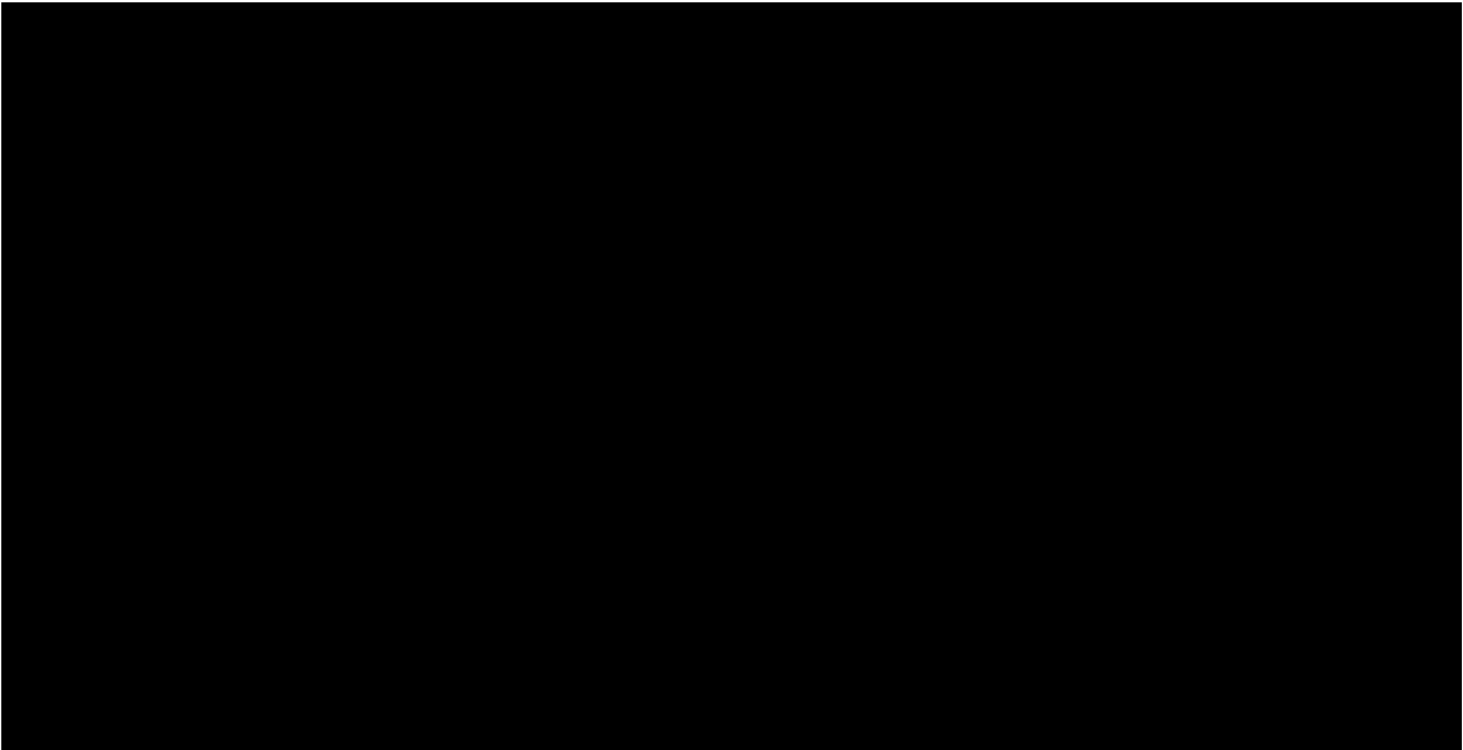


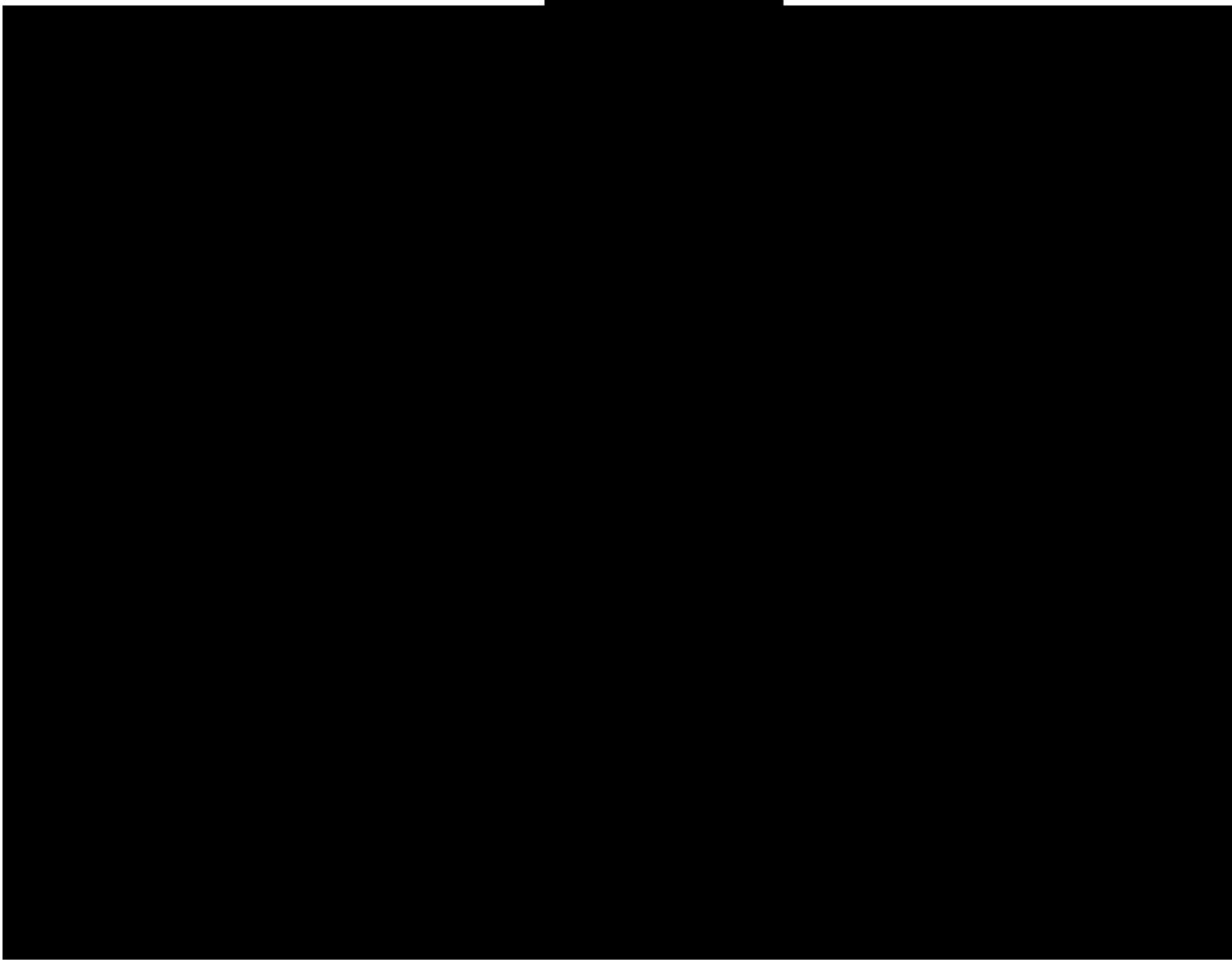


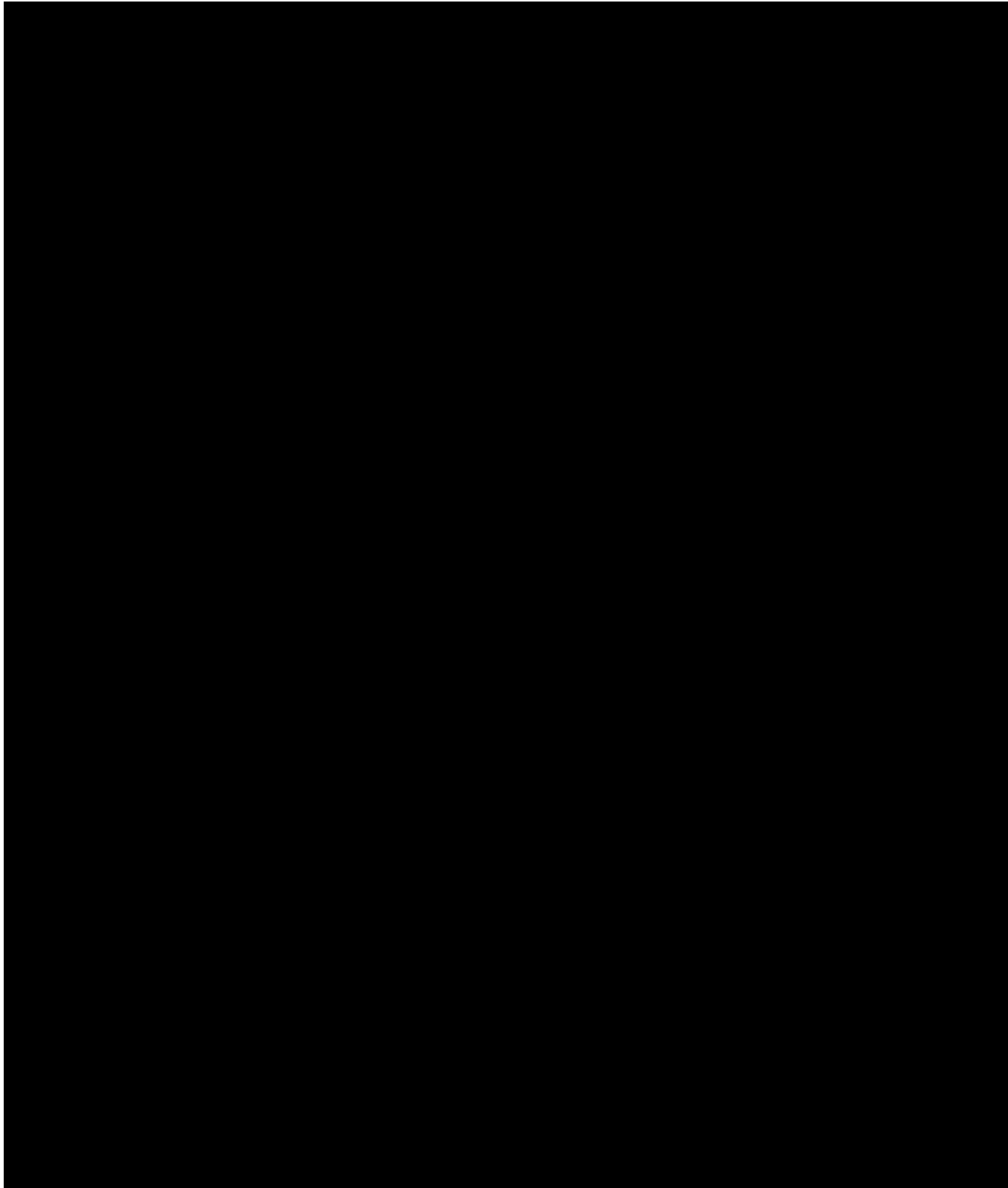






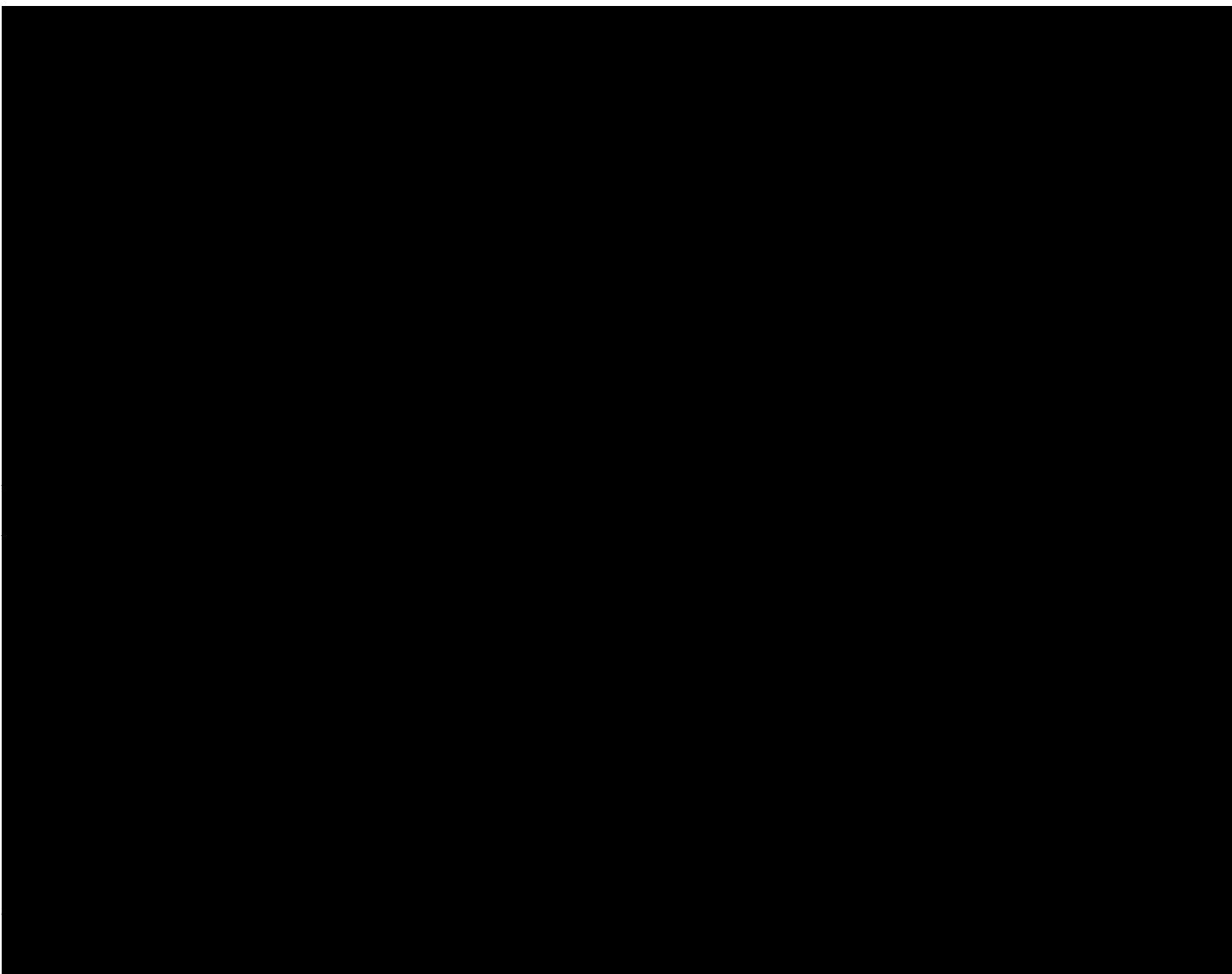


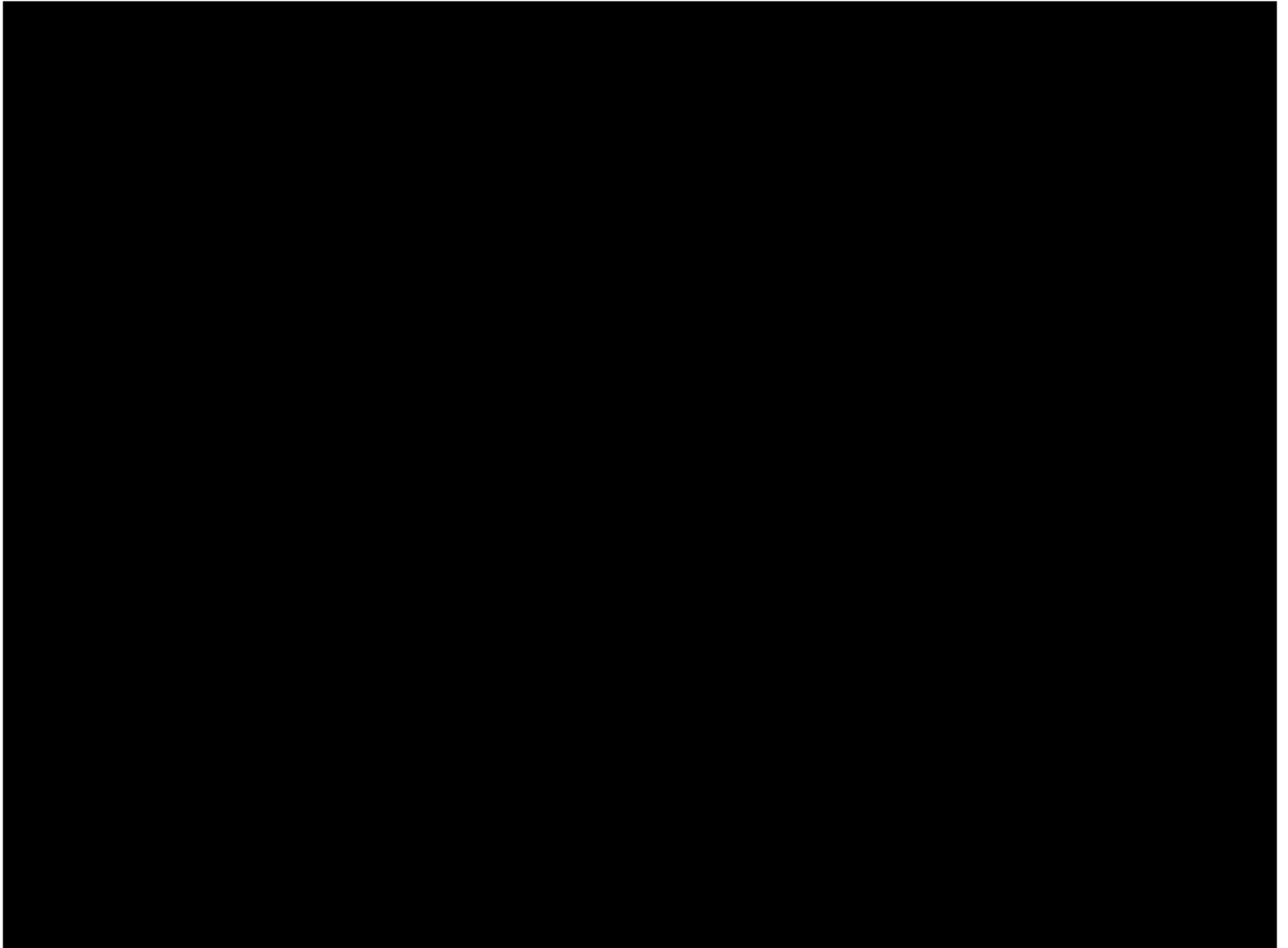




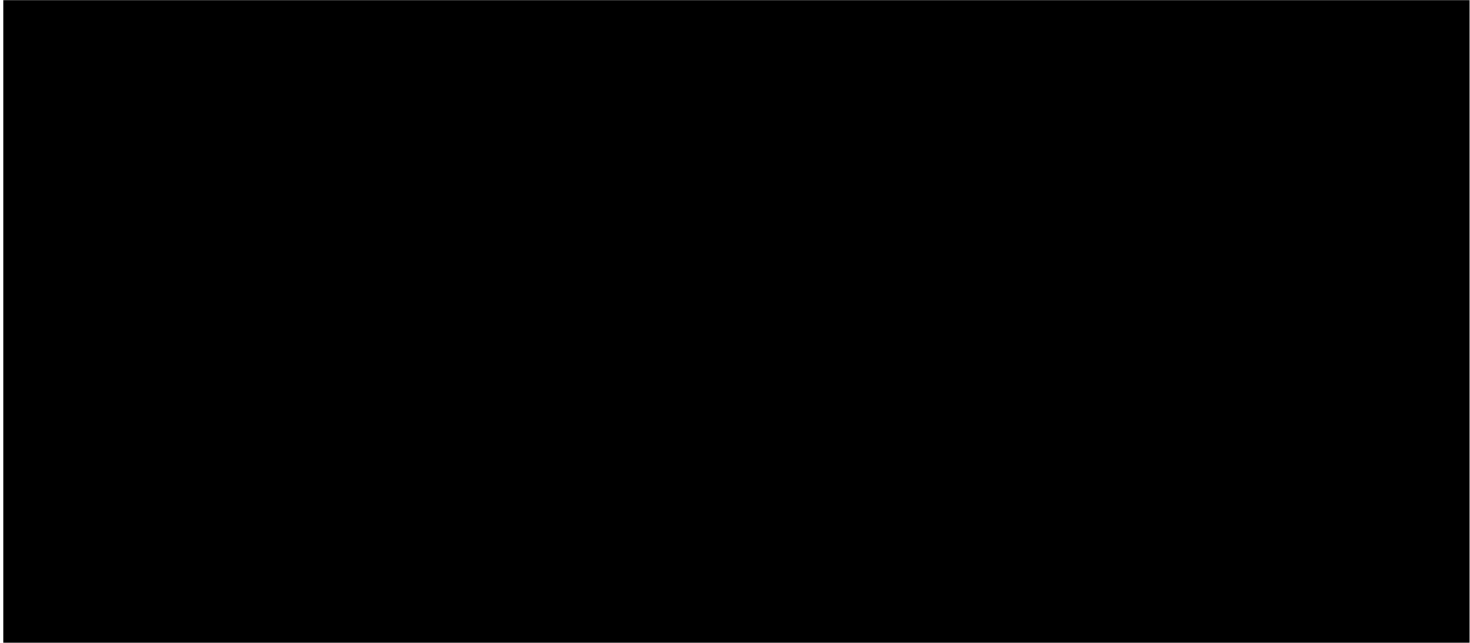


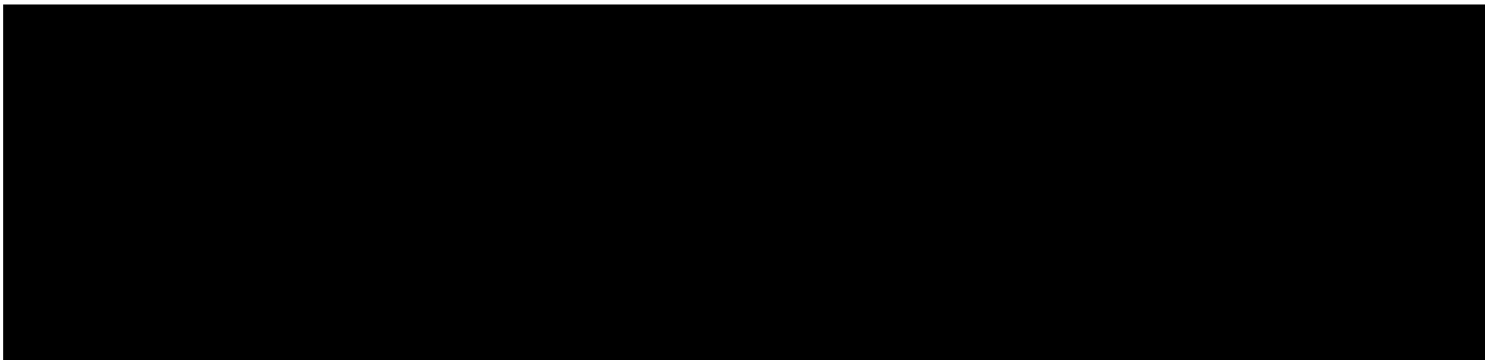
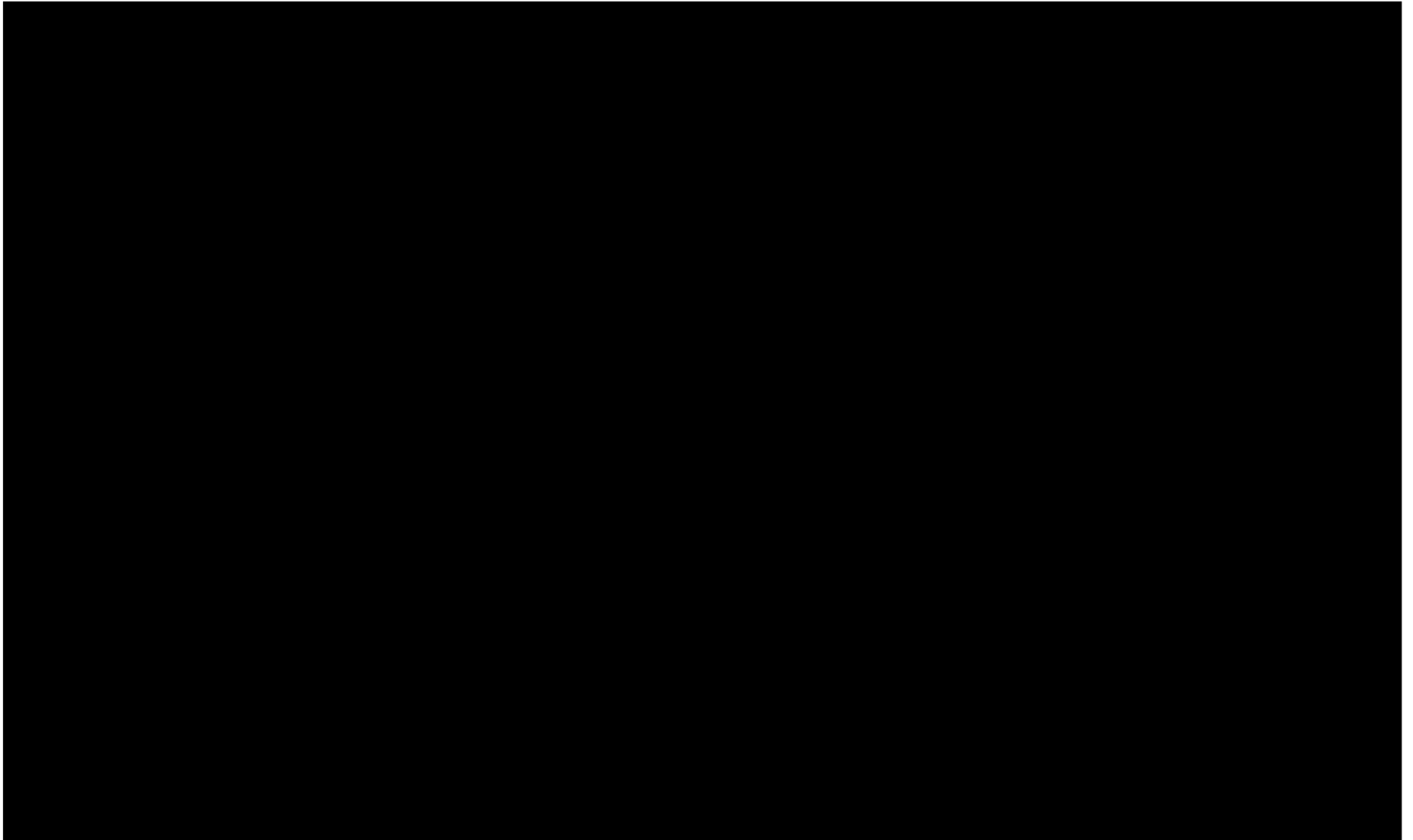


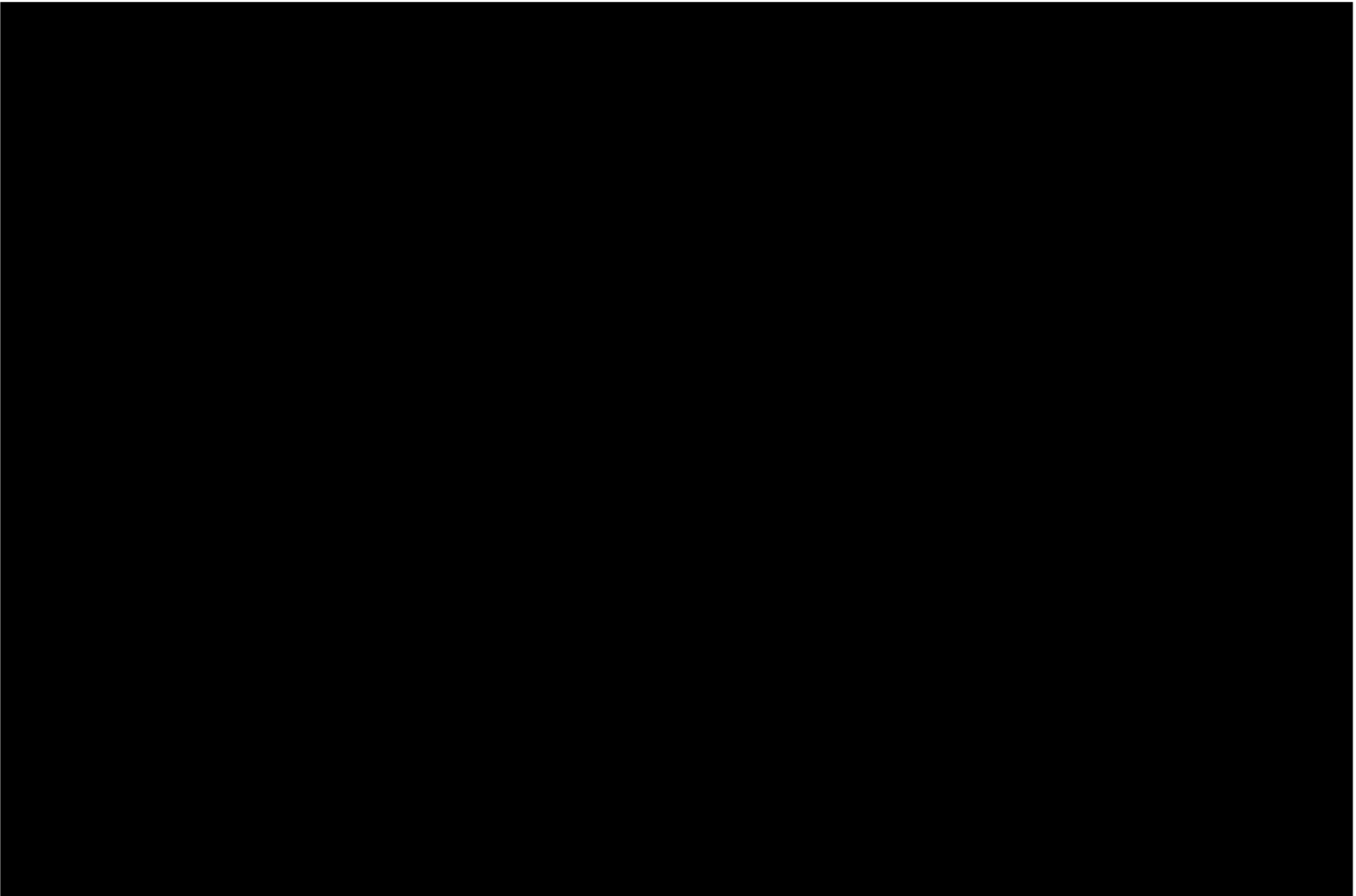




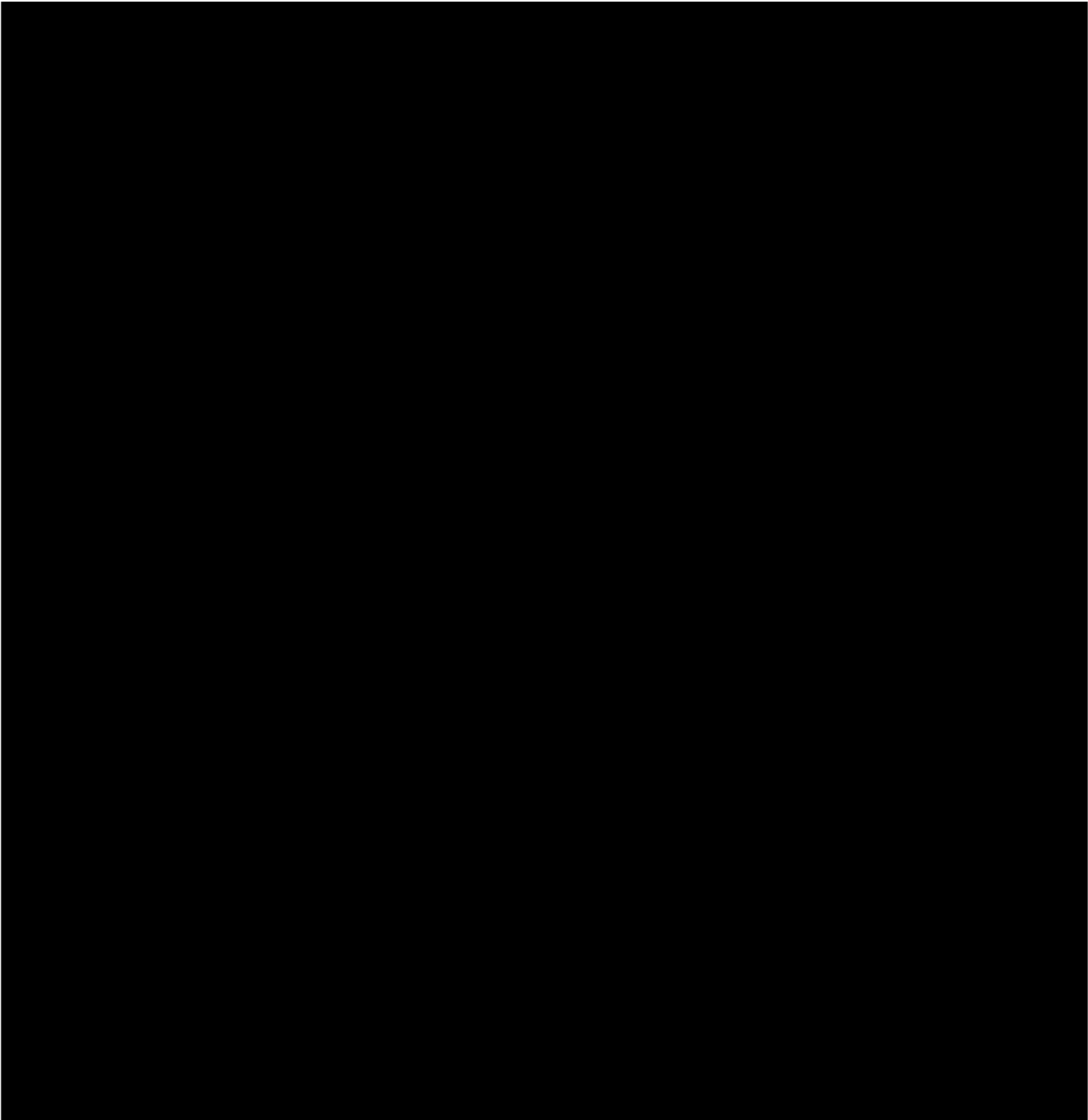
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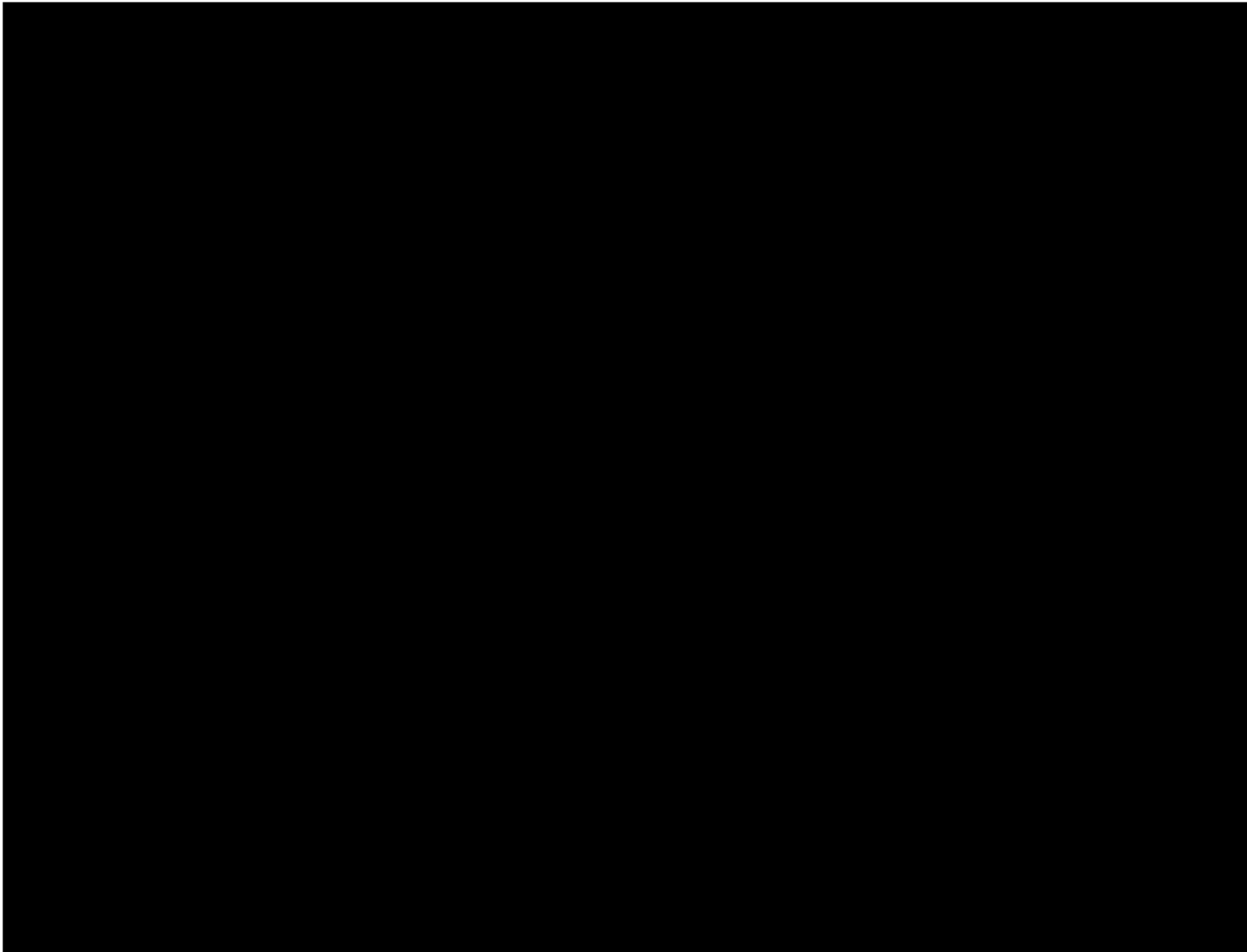


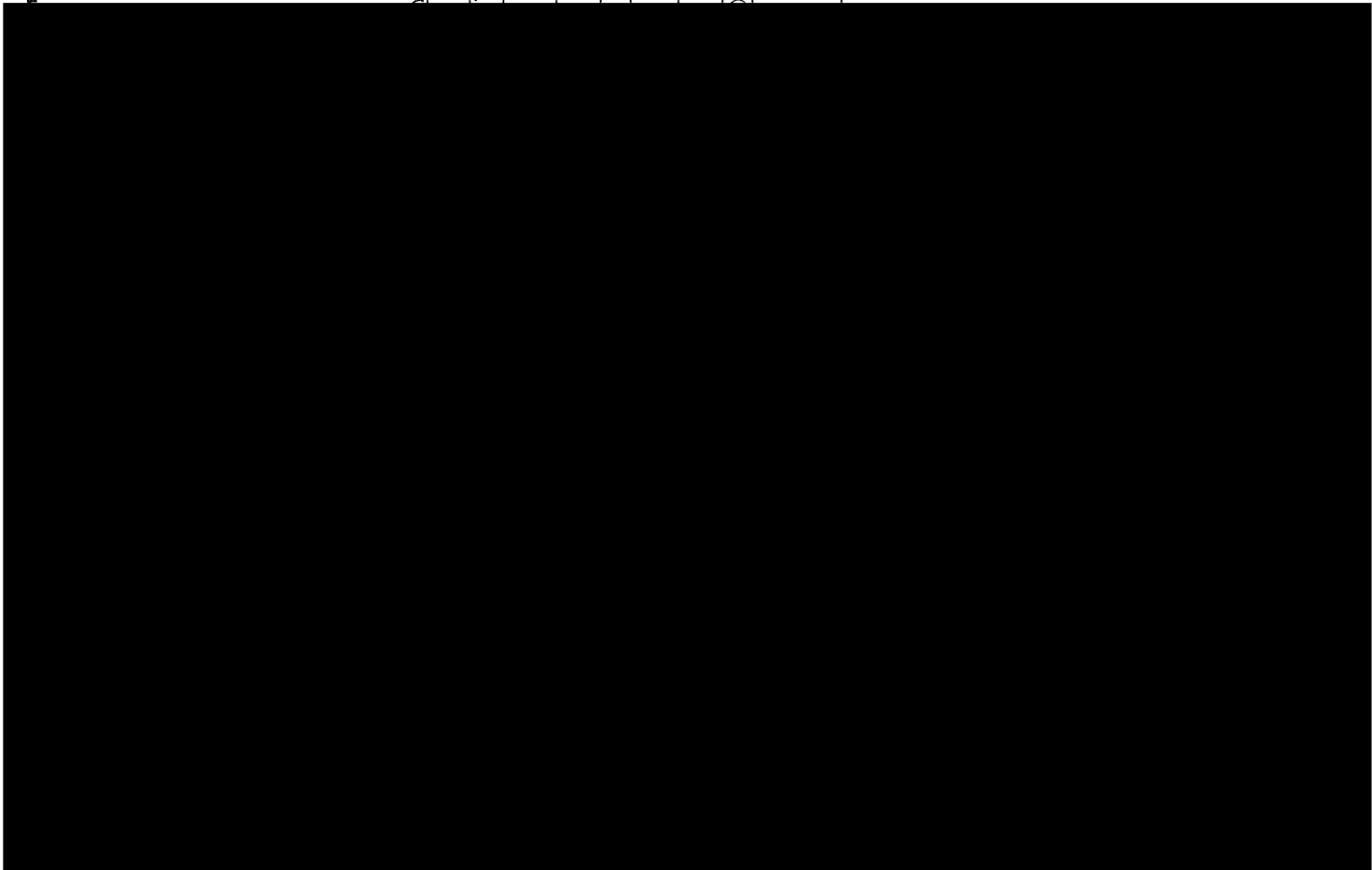












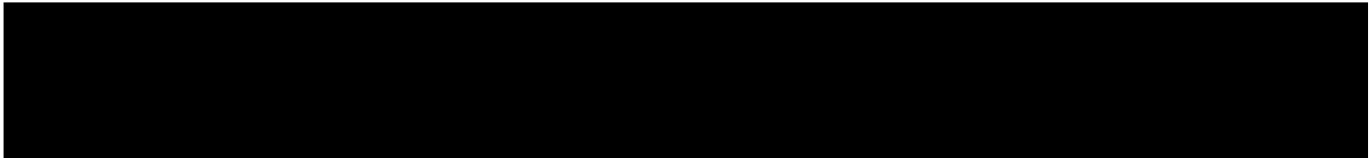
**Chunlin Leonhard**

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From: Chunlin Leonhard <leonhard@loyno.edu>



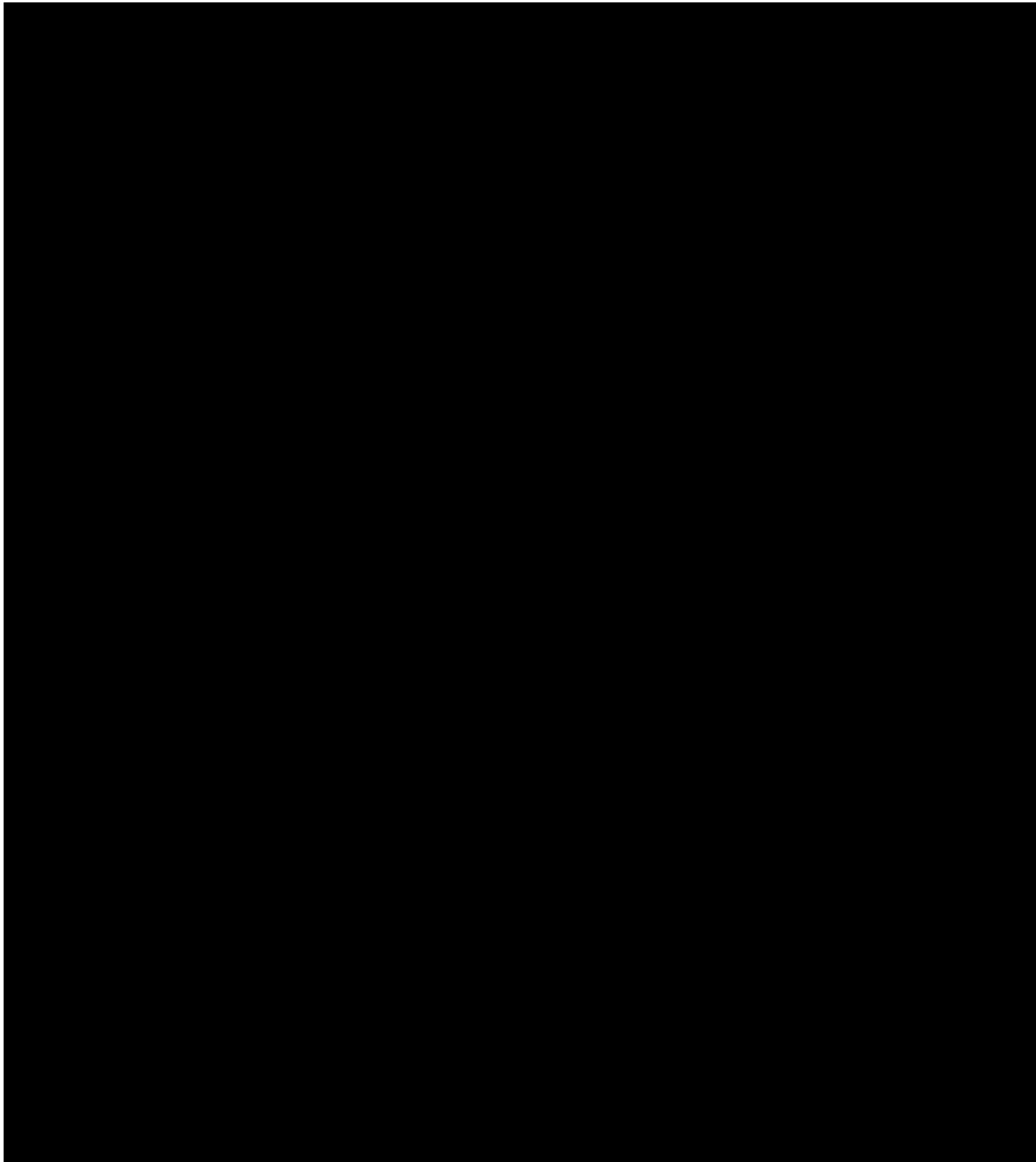






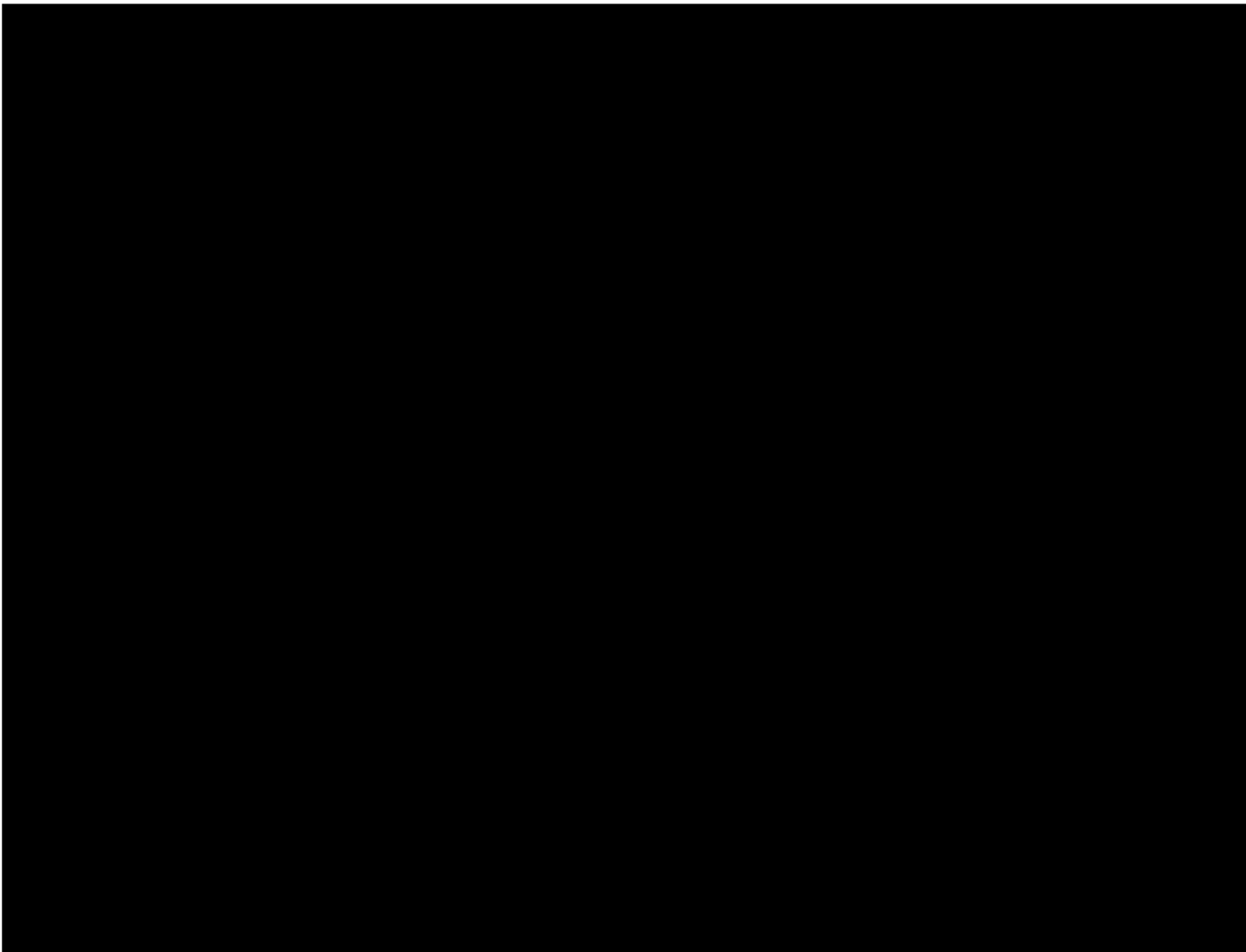


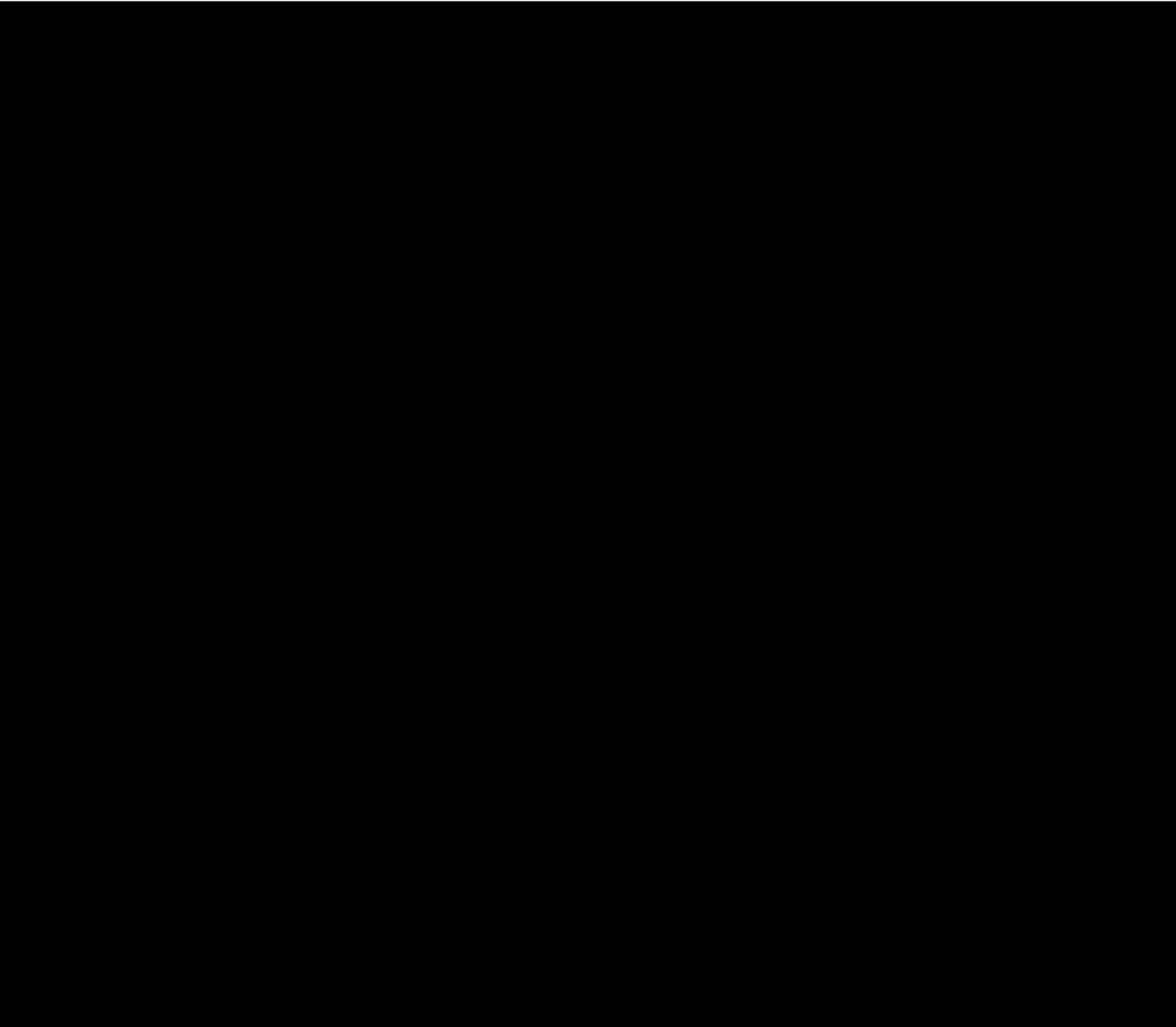


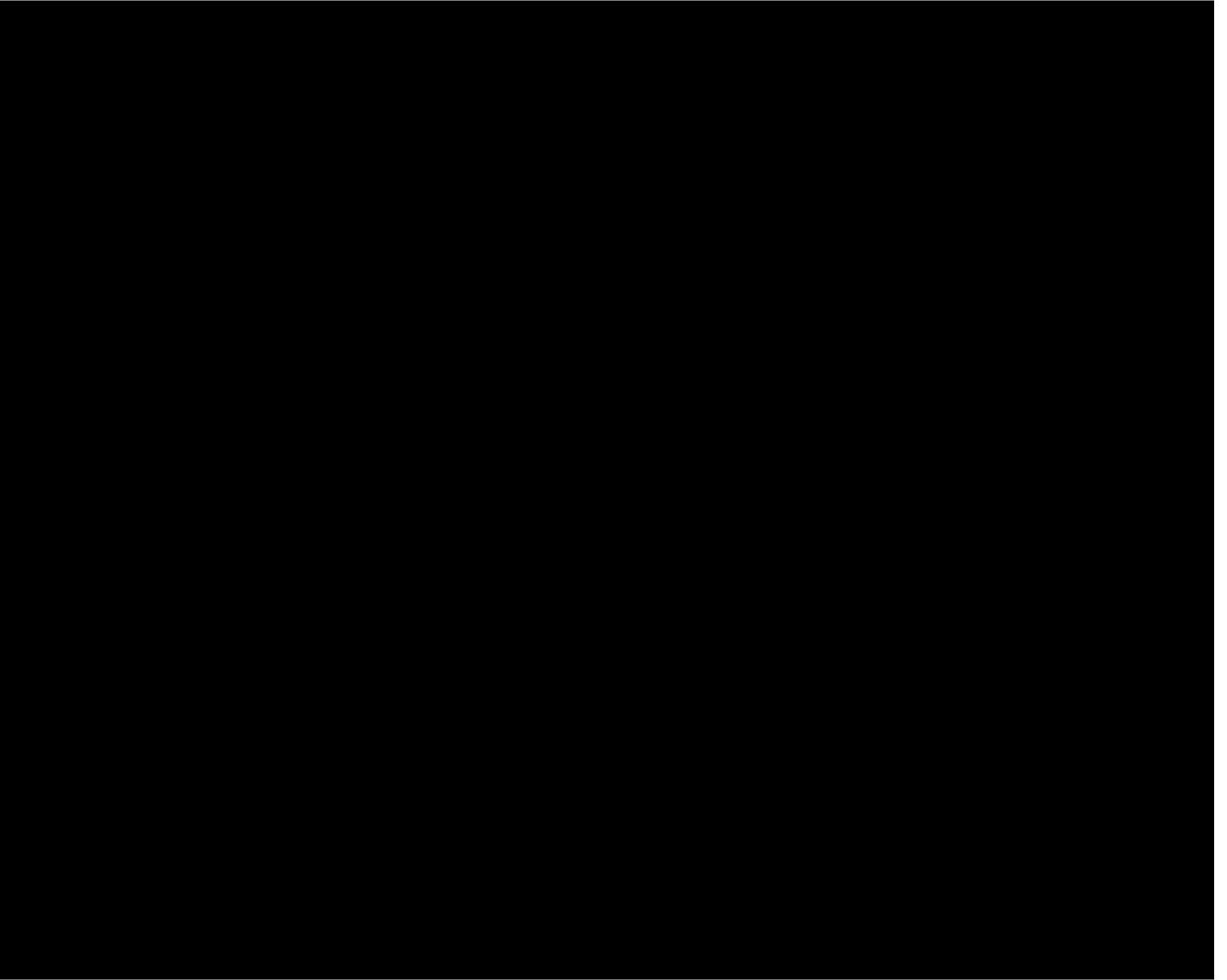






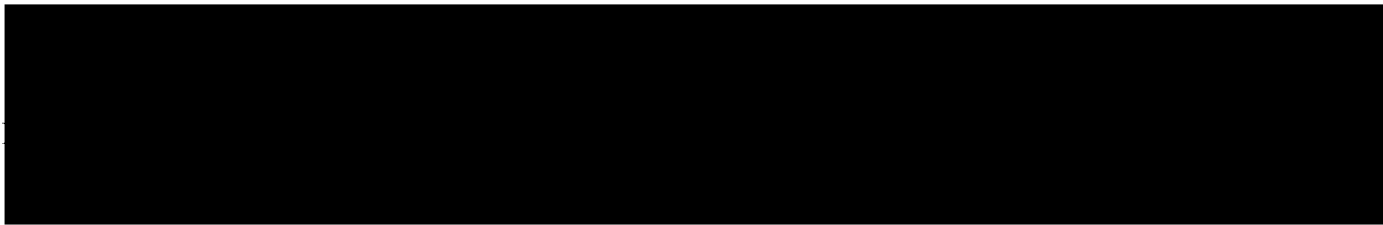


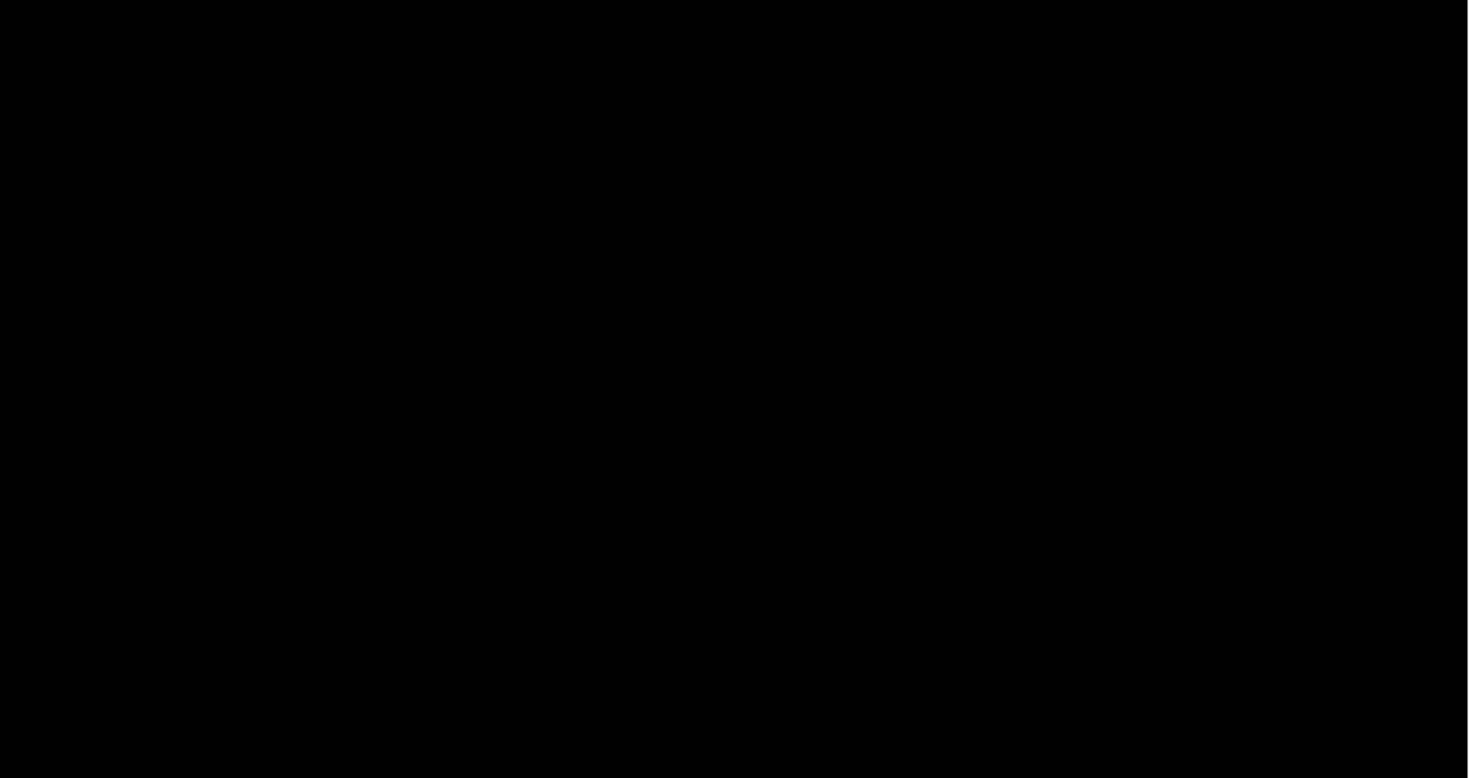


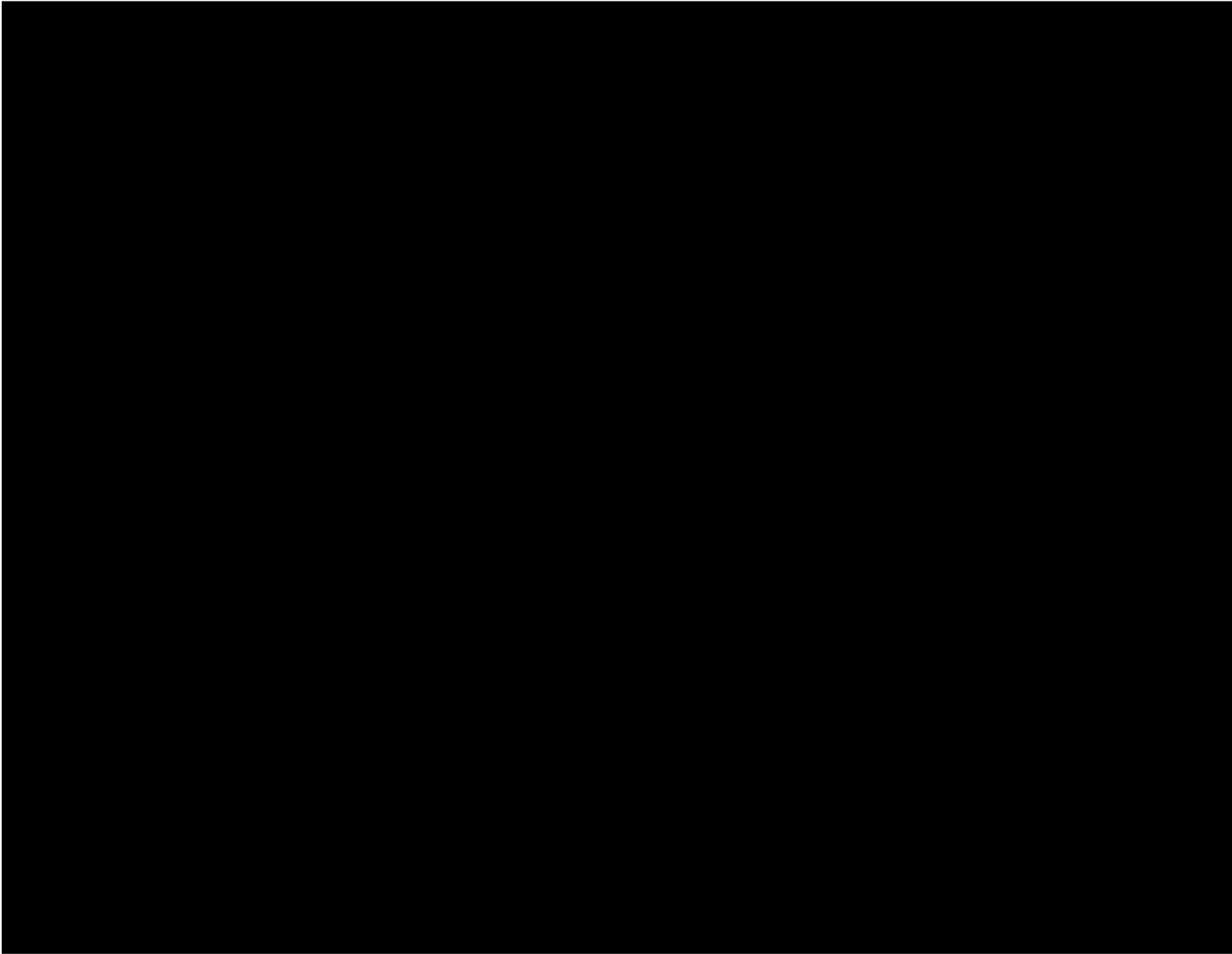






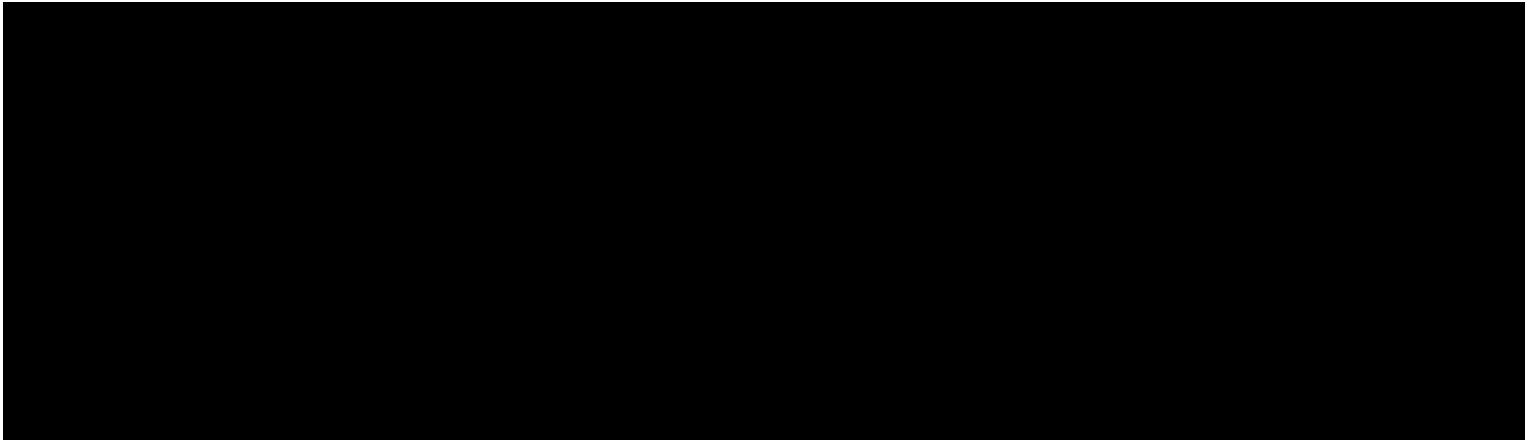


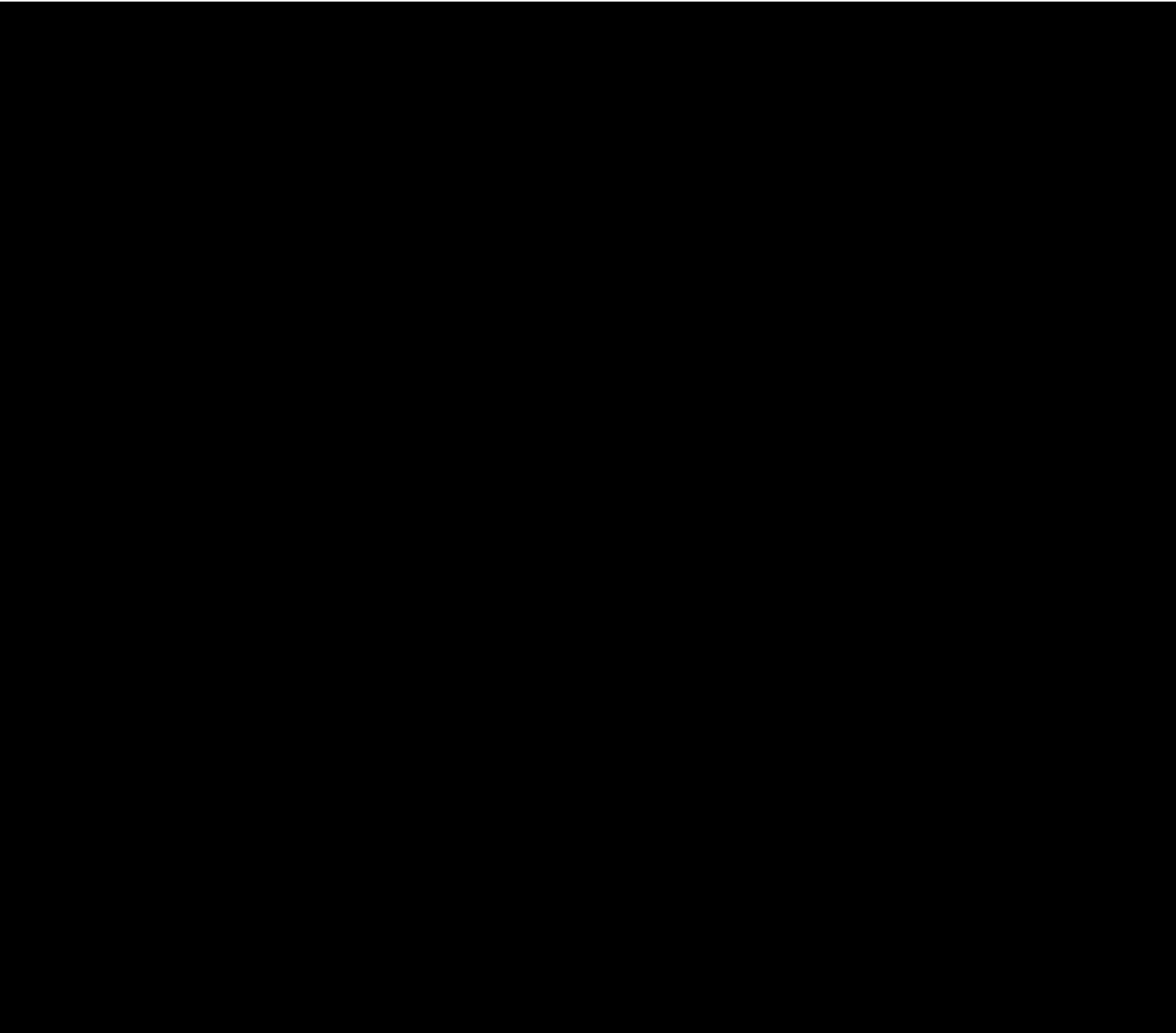


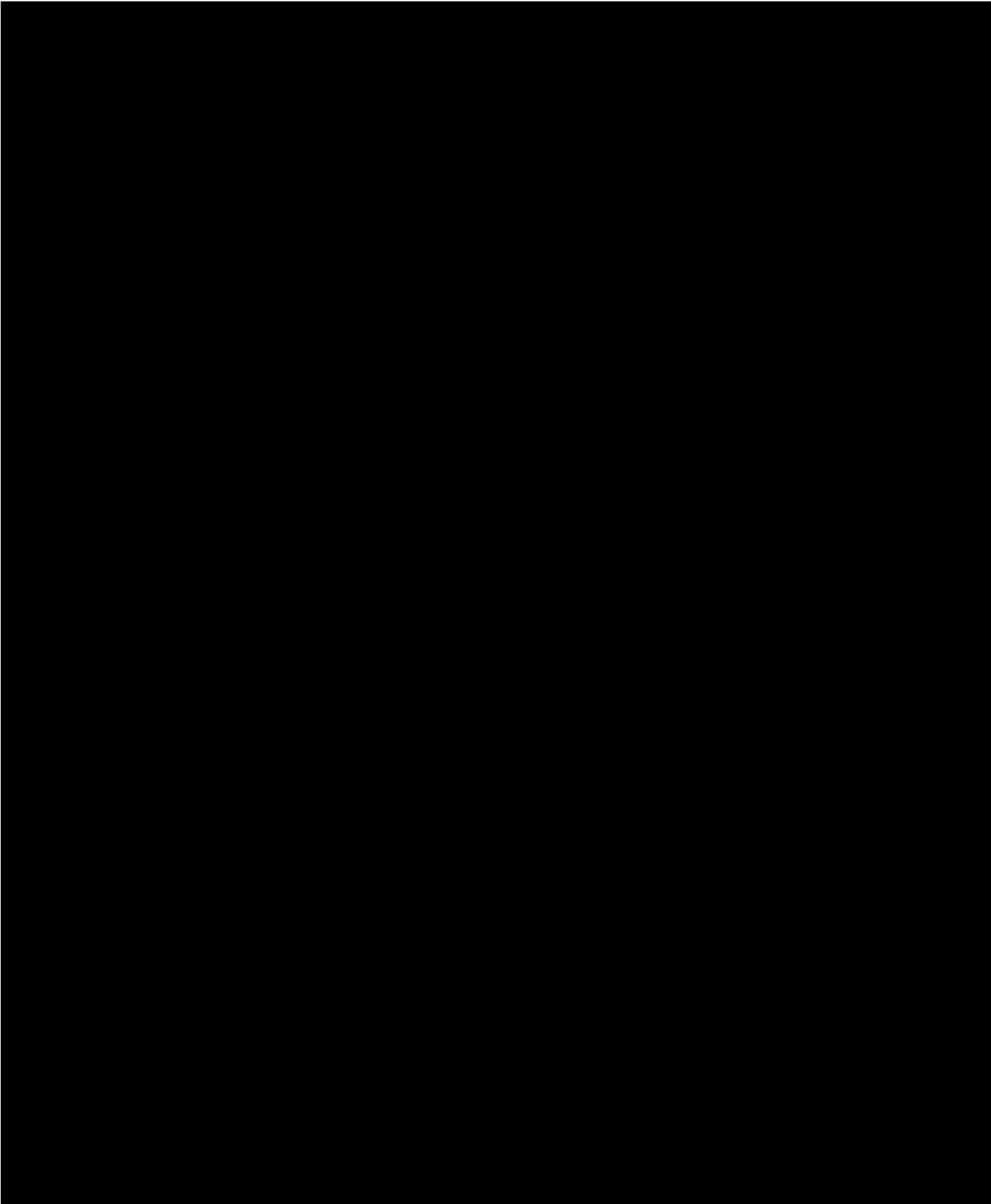


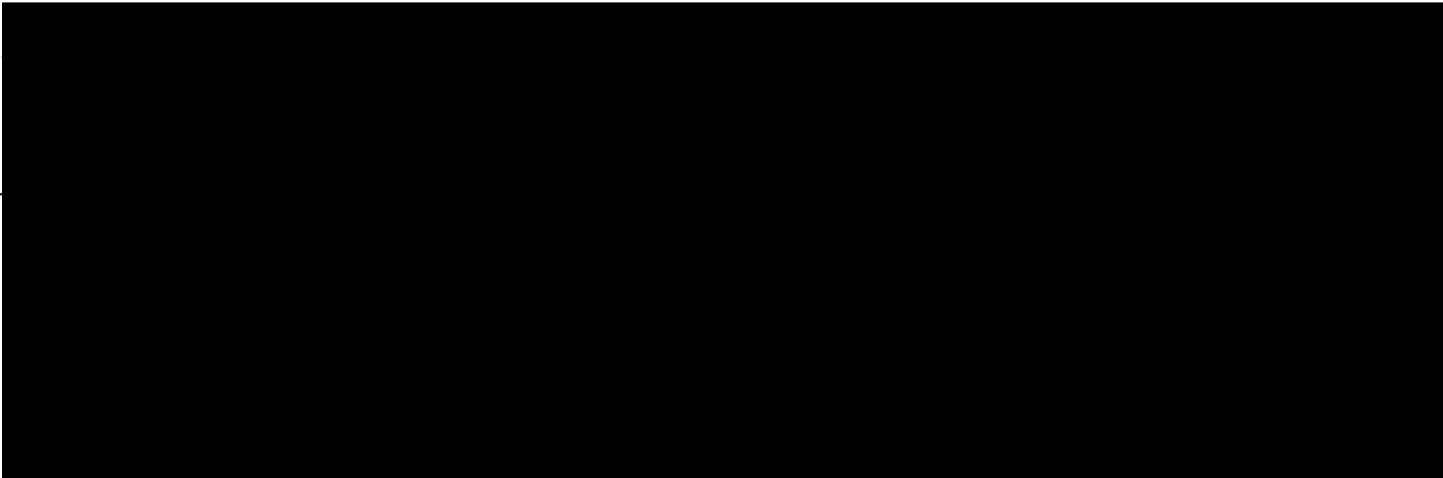
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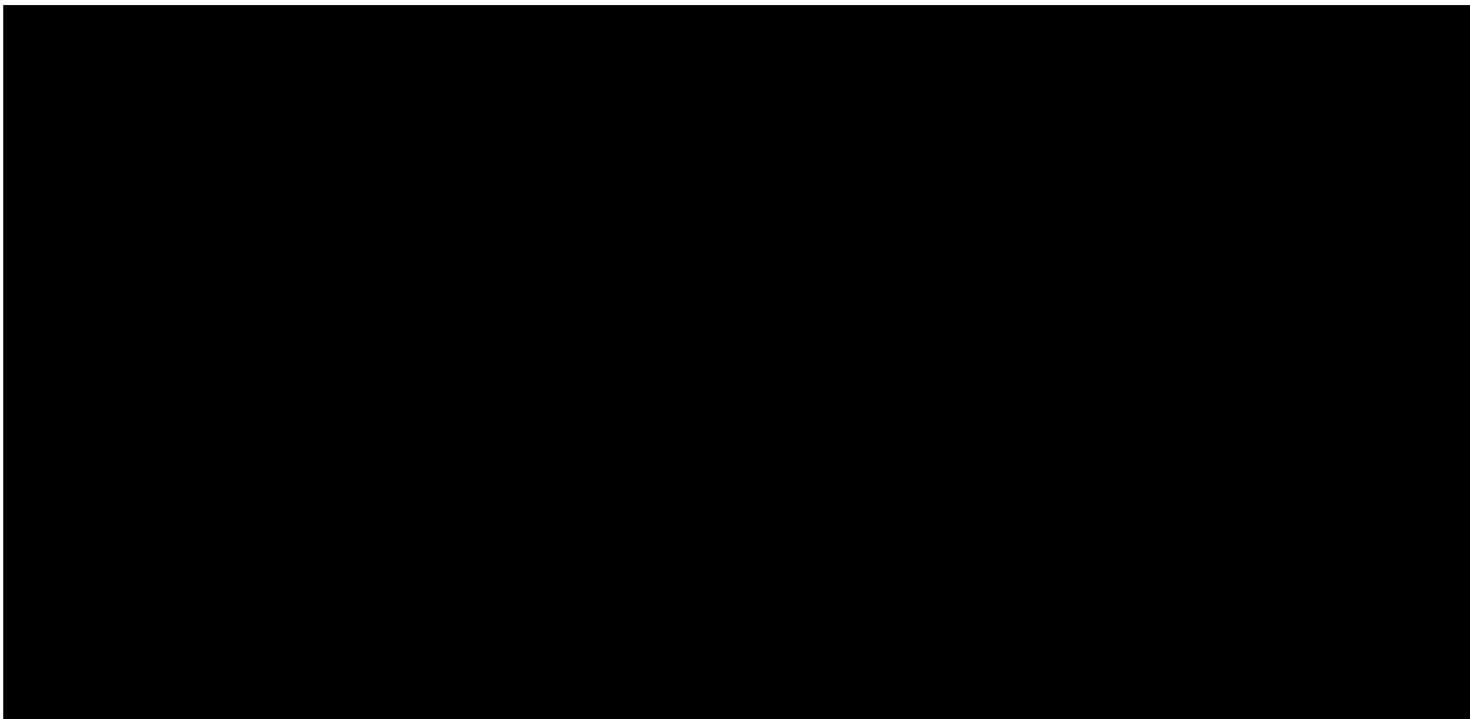


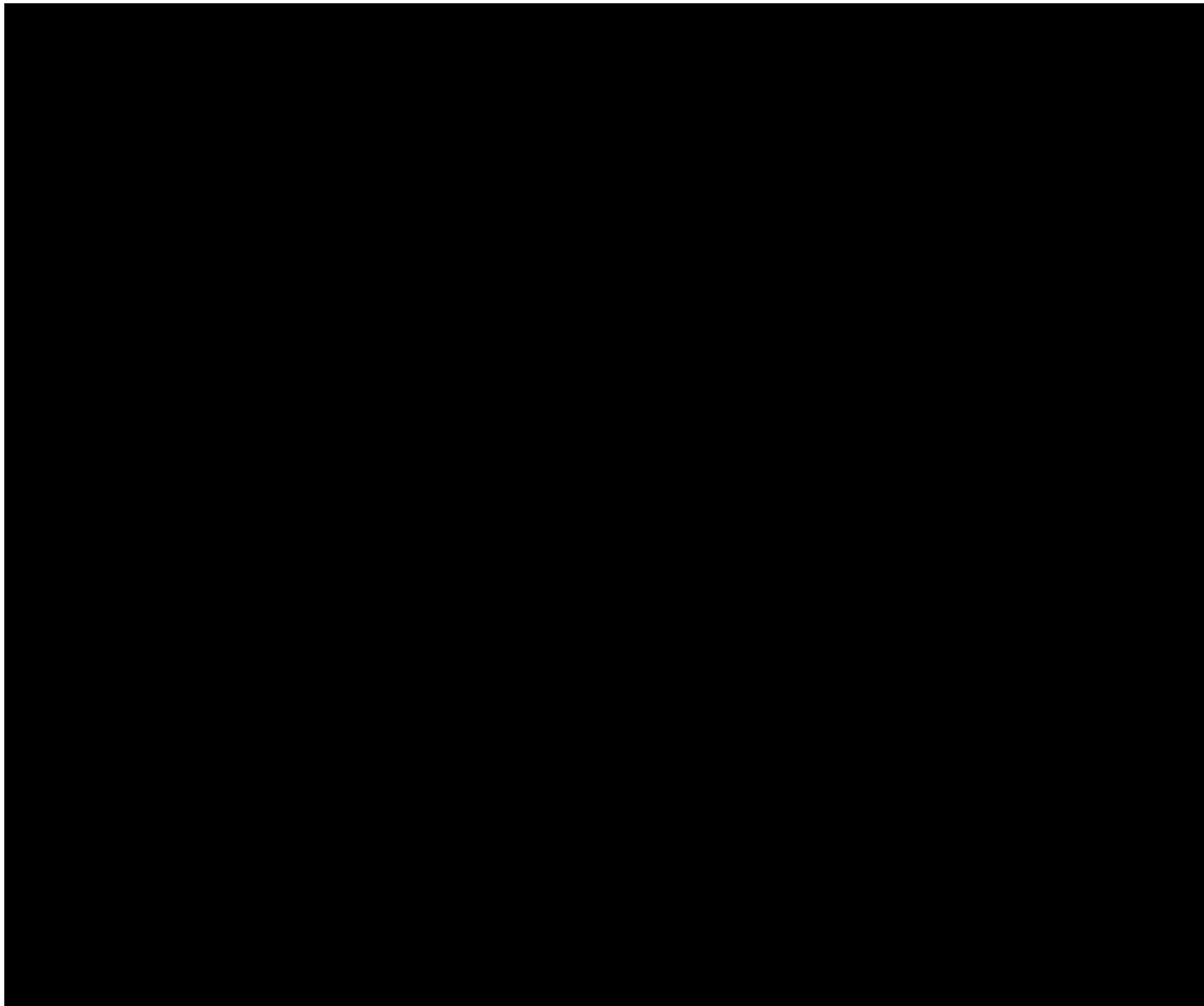


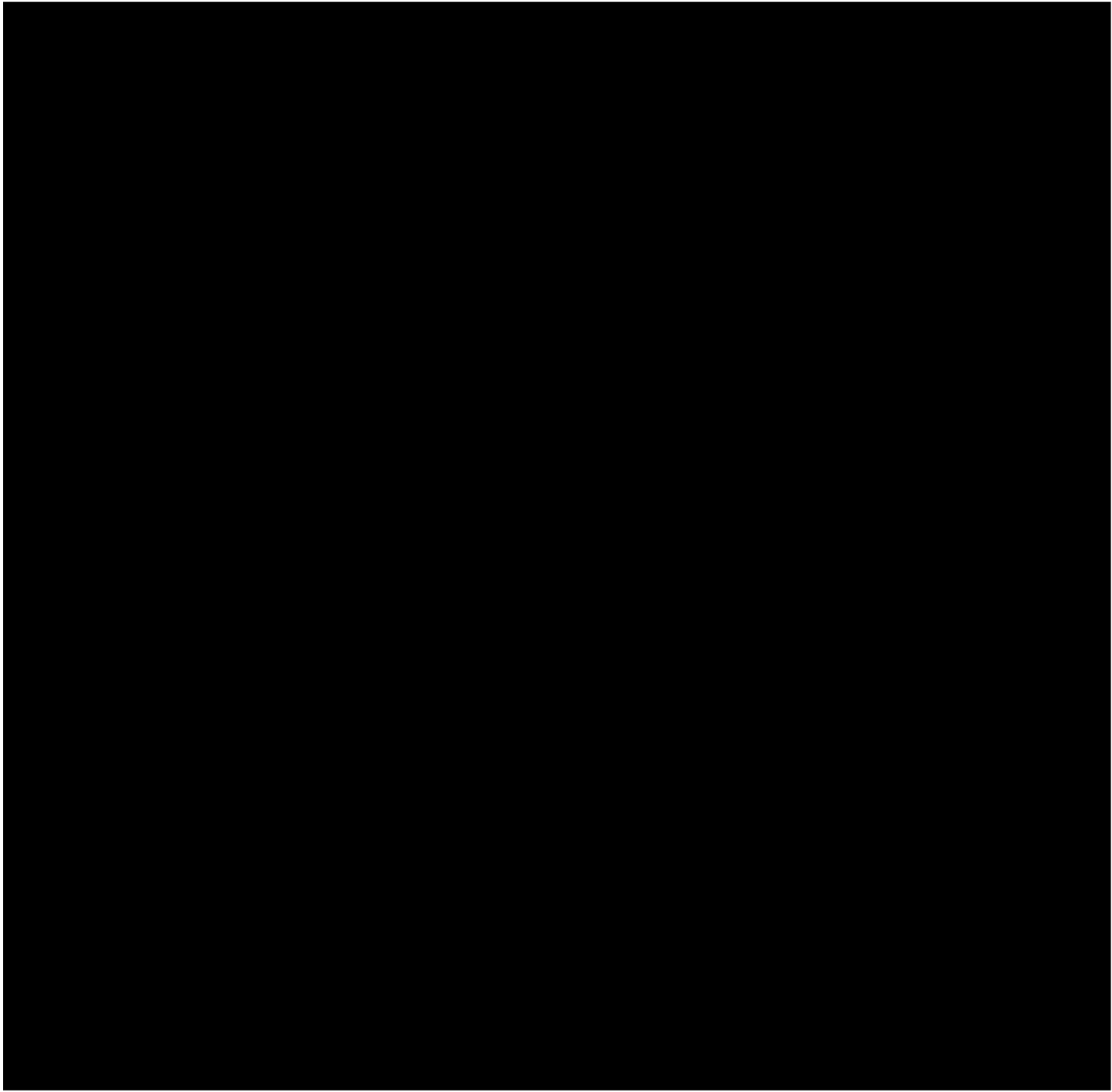














**Chunlin Leonhard**

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**From:** lusher-board-and-administrators@googlegroups.com on behalf of Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Sent:** Friday, April 22, 2016 9:02 AM  
**To:** Andrea Armstrong  
**Cc:** cbryant@mcglinchey.com; mbickford@mcglinchey.com; 'kiki huston' via Lusher Charter Board and Administrators  
**Subject:** [REDACTED]

[REDACTED]

Kathy

Sent from my iPhone

> On Apr 22, 2016, at 8:39 AM, Andrea Armstrong <[REDACTED]> wrote:  
>

[REDACTED]

> Thanks,  
> Andrea  
>  
>  
>  
> --  
> You received this message because you are subscribed to the Google Groups "Lusher Charter Board and Administrators" group.  
> To unsubscribe from this group and stop receiving emails from it, send an email to lusher-board-and-administrators+unsubscribe@googlegroups.com.  
> To post to this group, send email to lusher-board-and-administrators@googlegroups.com.  
> For more options, visit <https://groups.google.com/d/optout>.

> <image1.JPG>

>  
>  
> --  
> You received this message because you are subscribed to the Google Groups "Lusher Charter Board and Administrators" group.  
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## Chunlin Leonhard

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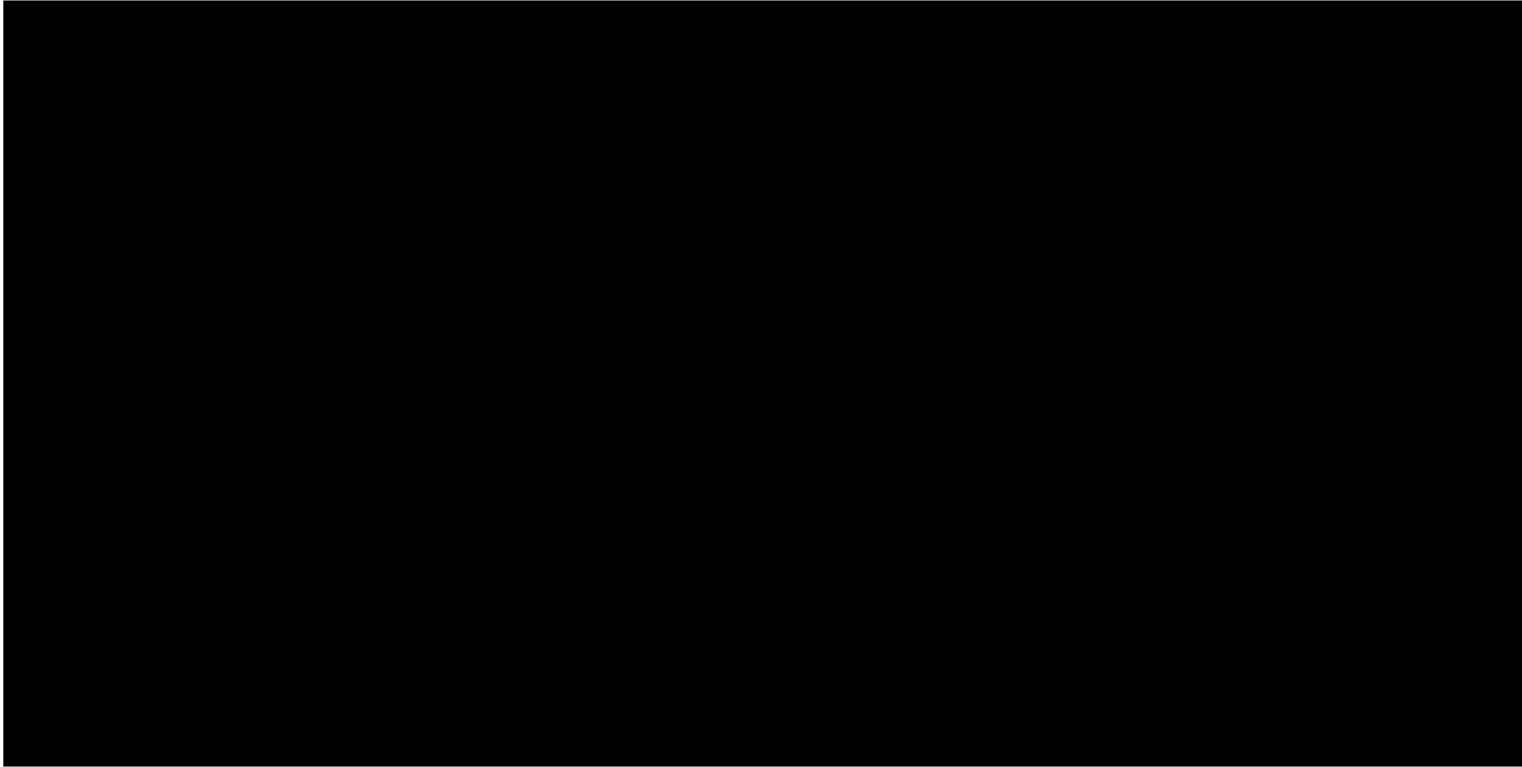
**From:** lusher-board-and-administrators@googlegroups.com on behalf of Andrea Armstrong <andre[REDACTED]>  
**Sent:** Friday, April 22, 2016 8:39 AM  
**To:** cbryant@mcglinchey.com; mbickford@mcglinchey.com; 'kiki huston' via Lusher Charter Board and Administrators  
**Subject:** [REDACTED]  
**Attachments:** [REDACTED]

[REDACTED]

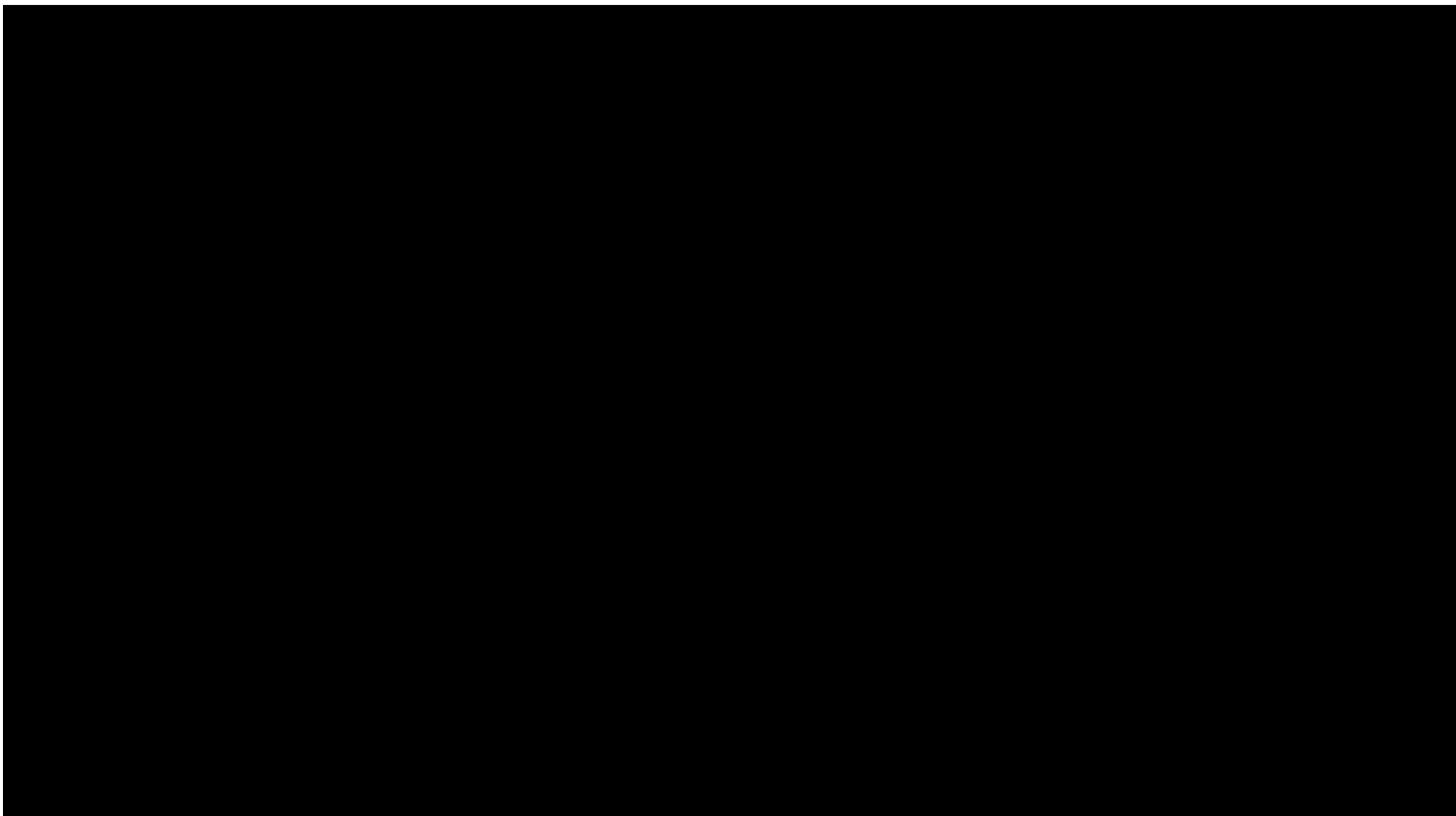
Thanks,  
Andrea

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To post to this group, send email to lusher-board-and-administrators@googlegroups.com.  
For more options, visit <https://groups.google.com/d/optout>.





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## Chunlin Leonhard

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**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Friday, April 22, 2016 3:41 AM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Re: REvised April 23 AABE special meeting agenda.doc

Hi Pat. Just a reminder to please post the notice ASAP and that it must be posted before 9 am this morning. Thanks!

Sent from my iPhone

On Apr 21, 2016, at 3:52 PM, Wisdom, Rachel W. <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)> wrote:

Pat – this is okay to post. Thank you!

<April 23 AABE special meeting agenda.doc>

--

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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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

**Chunlin Leonhard**

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**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Friday, April 22, 2016 3:32 AM  
**To:** Chunlin Leonhard  
**Subject:** Fwd: [Lusher] FW: Emailing: April 23 AABE special meeting agenda.doc

Dear Chunlin,

See below. Pat knows she must post at least 24 hours in advance and I told her it was okay to post yesterday in a later email. To be extra cautious, I will send her another email telling her to post before 9:00.

Sent from my iPhone

Begin forwarded message:

**From:** "Wisdom, Rachel W." <RWisdom@stonepigman.com>  
**Date:** April 21, 2016 at 1:05:32 PM CDT  
**To:** 'Patricia Dover' <pat\_dover@luserschool.org>  
**Subject:** RE: [Lusher] FW: Emailing: April 23 AABE special meeting agenda.doc

Thanks. I think so, but we may want to post before then if we get the agenda finalized. If you don't hear from me again today, please proceed as you state below.

**From:** Patricia Dover [mailto:pat\_dover@luserschool.org]  
**Sent:** Thursday, April 21, 2016 1:02 PM  
**To:** Wisdom, Rachel W.  
**Subject:** Re: [Lusher] FW: Emailing: April 23 AABE special meeting agenda.doc

Hi

I have everything arranged for set up in the Library rm.300. I plan to post the agenda at both schools and on the website in the morning before 9 am. Is this ok?

Pat

\*\*\*\*\*

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Thank you.

On Thu, Apr 21, 2016 at 12:50 PM, Wisdom, Rachel W. <RWisdom@stonepigman.com> wrote:  
Pat: Please stand by for posting. We may be amending the agenda to include an executive session.

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

From: Wisdom, Rachel W.

Sent: Wednesday, April 20, 2016 9:45 AM

To: [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)

Subject: Emailing: April 23 AABE special meeting agenda.doc

Here is a revised Notice with agenda for the meeting Saturday.

Please note that Room 300 is designated and the meeting time is 9 rather than 10. Will room 300 be available?

Your message is ready to be sent with the following file or link attachments:

April 23 AABE special meeting agenda.doc

Note: To protect against computer viruses, e-mail programs may prevent sending or receiving certain types of file attachments. Check your e-mail security settings to determine how attachments are handled.

--

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To post to this group, send email to [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com).

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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, April 16, 2016 8:30 PM  
**To:** Reuben Teague  
**Subject:** RE: Communication among board members only and between Board and administrators

Thanks, Reuben. I am not sure how much you were able to get today because of the phone connection. I would love to talk to you some time this weekend. Are you available? If so, which phone number can I use?

Best,

Chunlin

**From:** Reuben Teague [mailto:reuben.teague@prudential.com]  
**Sent:** Friday, April 15, 2016 12:31 PM  
**To:** Chunlin Leonhard <leonhard@loyno.edu>  
**Subject:** Re: Communication among board members only and between Board and administrators

I concur, thanks for taking the time to write that.

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:** Chunlin Leonhard <leonhard@loyno.edu>  
**To:** "Wisdom, Rachel W." <RWisdom@stonepigman.com>, <blecesne@loyno.edu>, <lusher-board-only@googlegroups.com>,  
**Date:** 04/15/2016 01:29 PM  
**Subject:** Communication among board members only and between Board and administrators  
**Sent by:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

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Dear Board members,

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For me, this current issue is a difficult decision to make with serious consequences. We as a board need to work together and focus on our core mission – the best interest of the school. I hope that the board has an opportunity to listen to input from all parties, [REDACTED] and debate the pros and cons of our potential decision without unnecessary distractions.

Sincerely,

Chunlin

**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** Wisdom, Rachel W.

**Sent:** Tuesday, April 12, 2016 10:23 PM

**To:** 'blecesne@loyno.edu' <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)>; [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

**Subject:** RE: Special meeting and legal counsel

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**Sent:** Tuesday, April 12, 2016 10:07 PM

**To:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

**Subject:** Special meeting and legal counsel

Hi all,



[REDACTED]

The Board has the authority to hire a lawyer. With all due respect, Rachel is simply wrong that only the CEO can do so. In the ten years since we have been a charter, this inarguable fact has never been an issue. [REDACTED]

[REDACTED]

To cut through all this procedural bickering, which we don't have time for, the Board needs to select counsel and do it quickly. That should lay the matter to rest and we can get on with resolving the substantive issue before us. We have no choice but to make a decision on the union by April 23rd. Failure to act is tantamount to rejection of the bargaining unit and means an immediate election. Like it or not, we can't say we need more time to decide.

[REDACTED]

Blaine

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## Chunlin Leonhard

---

**From:** reuben.teague@prudential.com  
**Sent:** Saturday, April 16, 2016 10:01 PM  
**To:** Chunlin Leonhard  
**Subject:** Re: Communication among board members only and between Board and administrators

Chunlin-

I heard a lot, but not everything. Happy to talk, though tomorrow is tricky because it's my daughters birthday. I should have some time in the early afternoon - my number is [REDACTED]

Best,  
Reuben

Sent from my iPhone

On Apr 16, 2016, at 9:30 PM, Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)> wrote:

Thanks, Reuben. I am not sure how much you were able to get today because of the phone connection. I would love to talk to you some time this weekend. Are you available? If so, which phone number can I use?

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Chunlin

**From:** Reuben Teague [<mailto:reuben.teague@prudential.com>]  
**Sent:** Friday, April 15, 2016 12:31 PM  
**To:** Chunlin Leonhard <[leonhard@loyno.edu](mailto:leonhard@loyno.edu)>  
**Subject:** Re: Communication among board members only and between Board and administrators

I concur, thanks for taking the time to write that.

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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**To:** "'Wisdom, Rachel W.'" <[RWisdom@stonepigman.com](mailto:RWisdom@stonepigman.com)>, <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)>, <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)>,  
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**Subject:** RE: Special meeting and legal counsel

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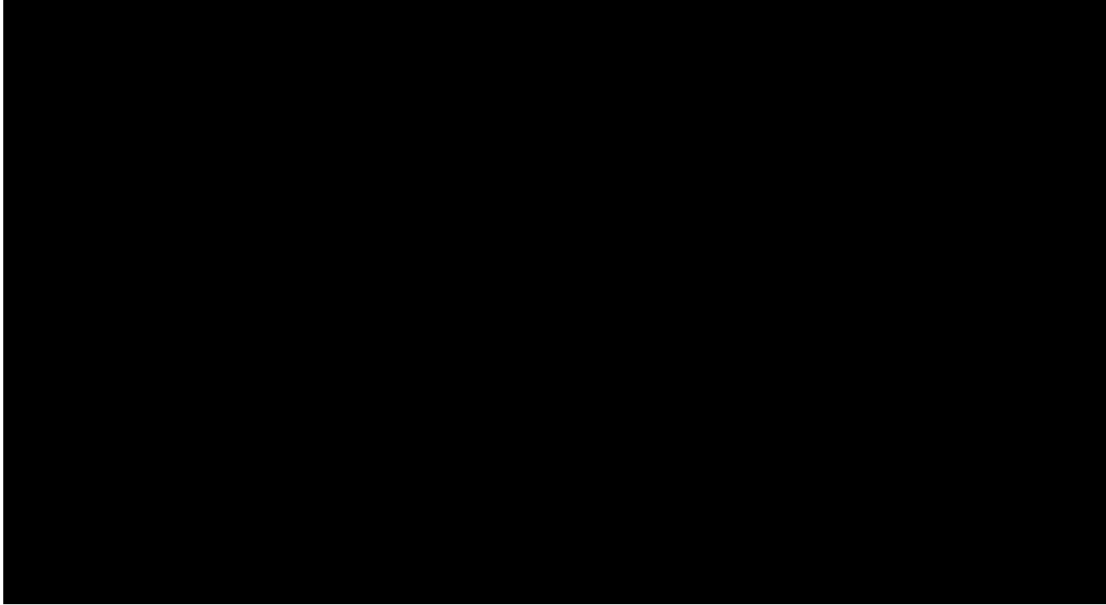
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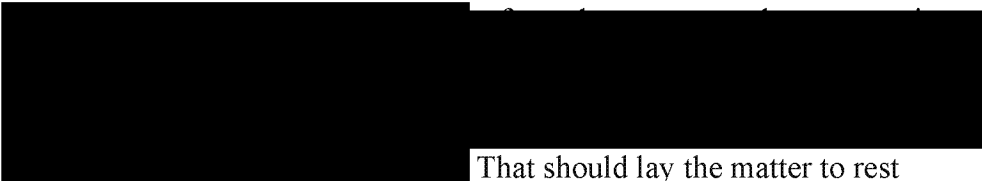
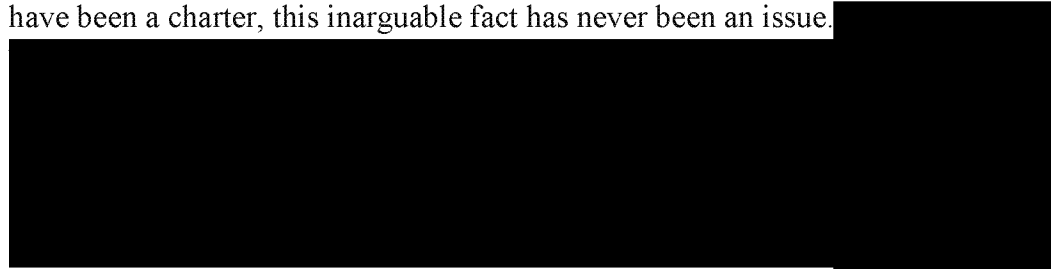
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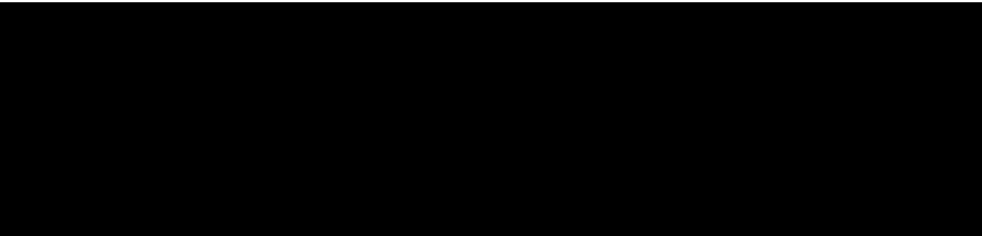
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Blaine

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## Chunlin Leonhard

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**Sent:** Saturday, April 16, 2016 8:30 PM  
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973-802-6707  
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We're hiring! Come join our team: <http://jobs.prudential.com/job-description.php?jobReqNo=CR-00017>

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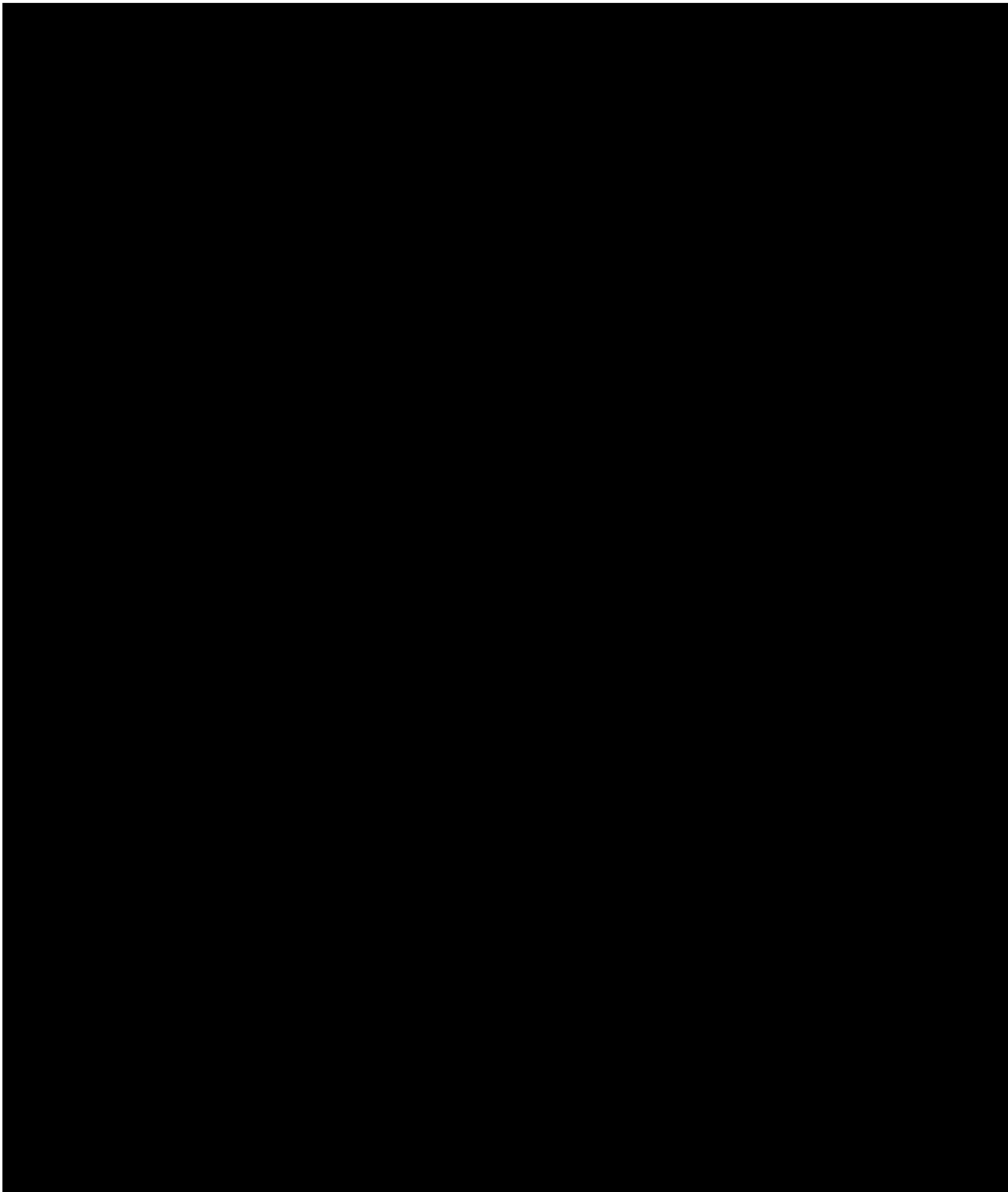


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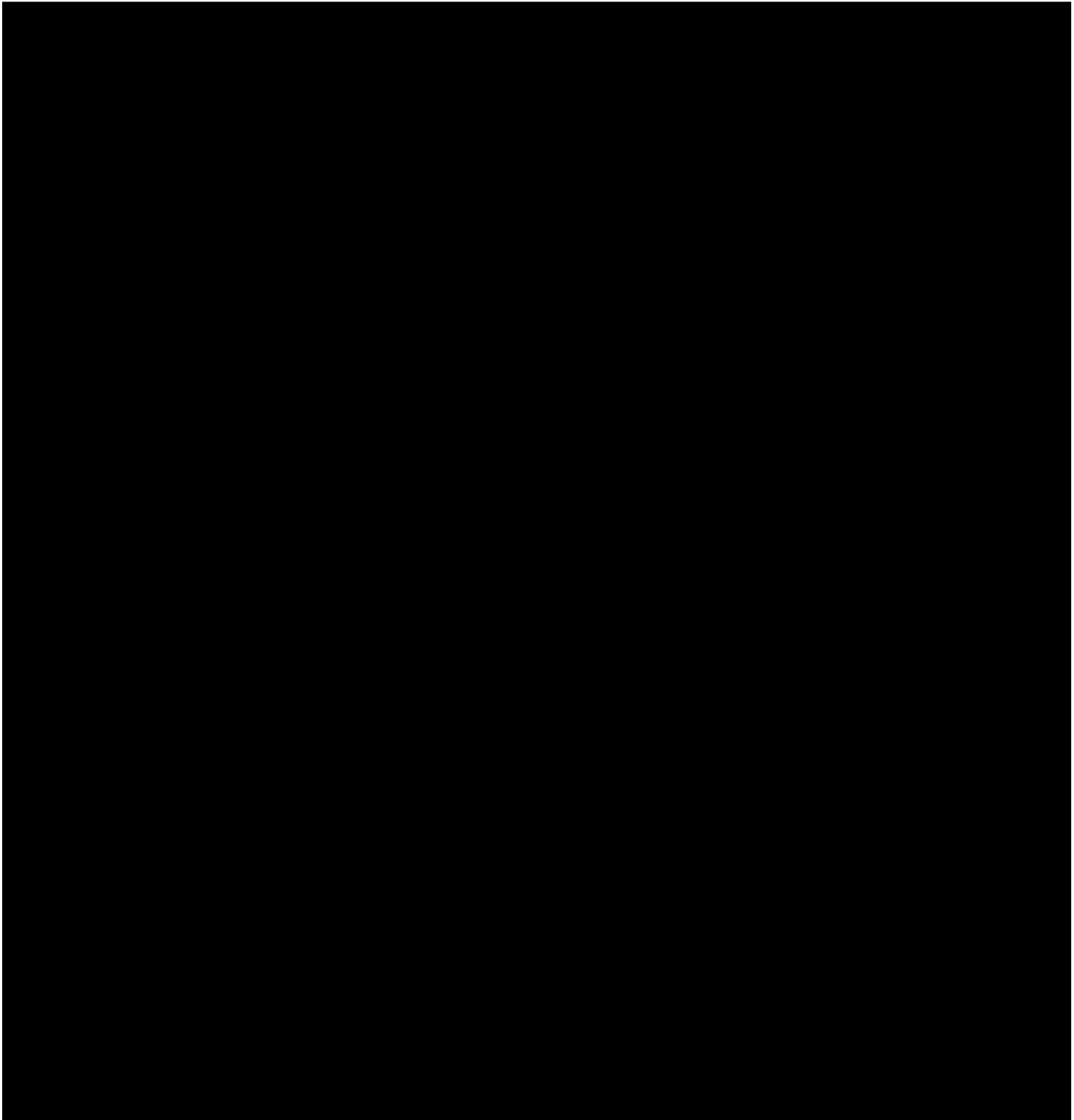
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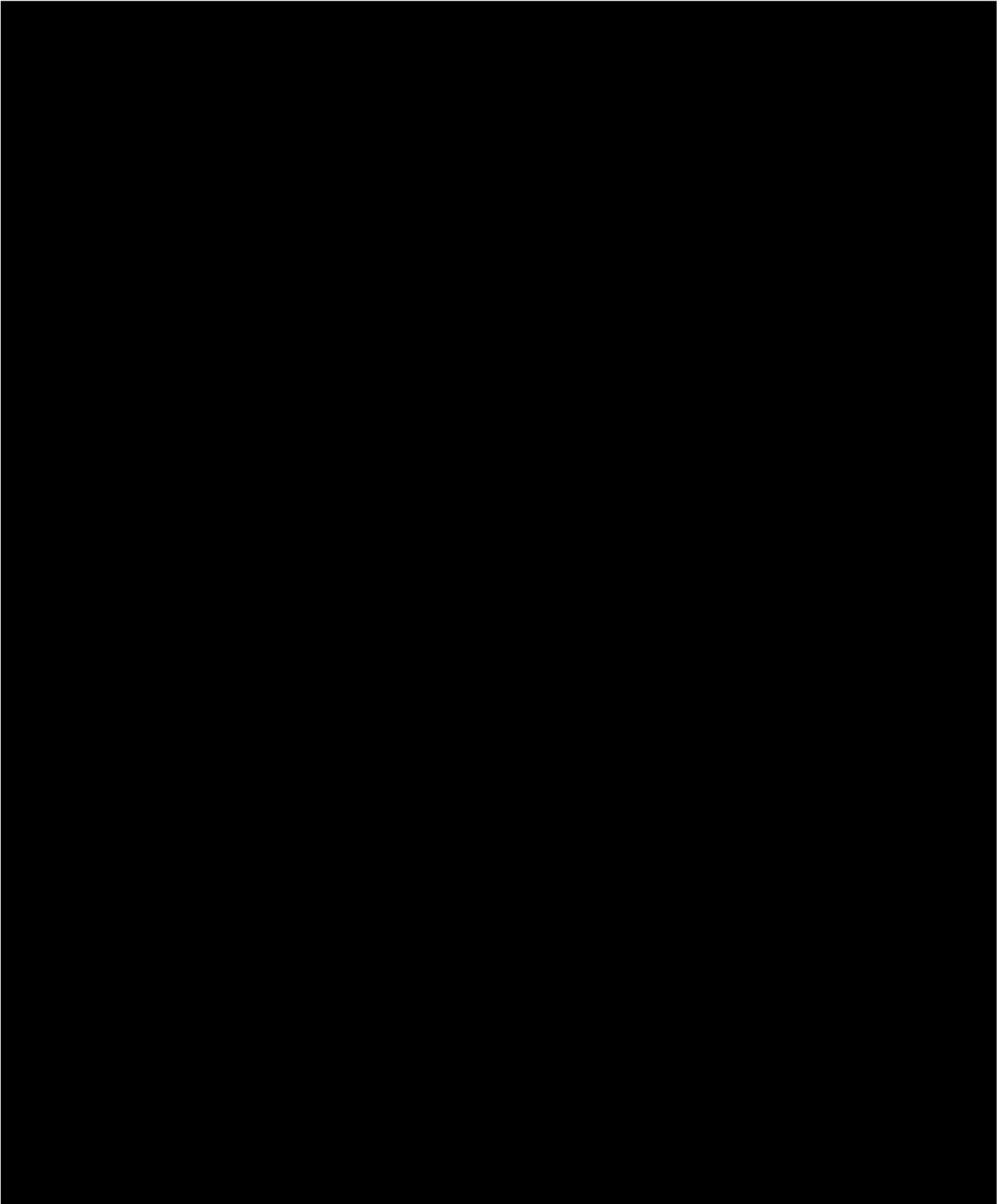
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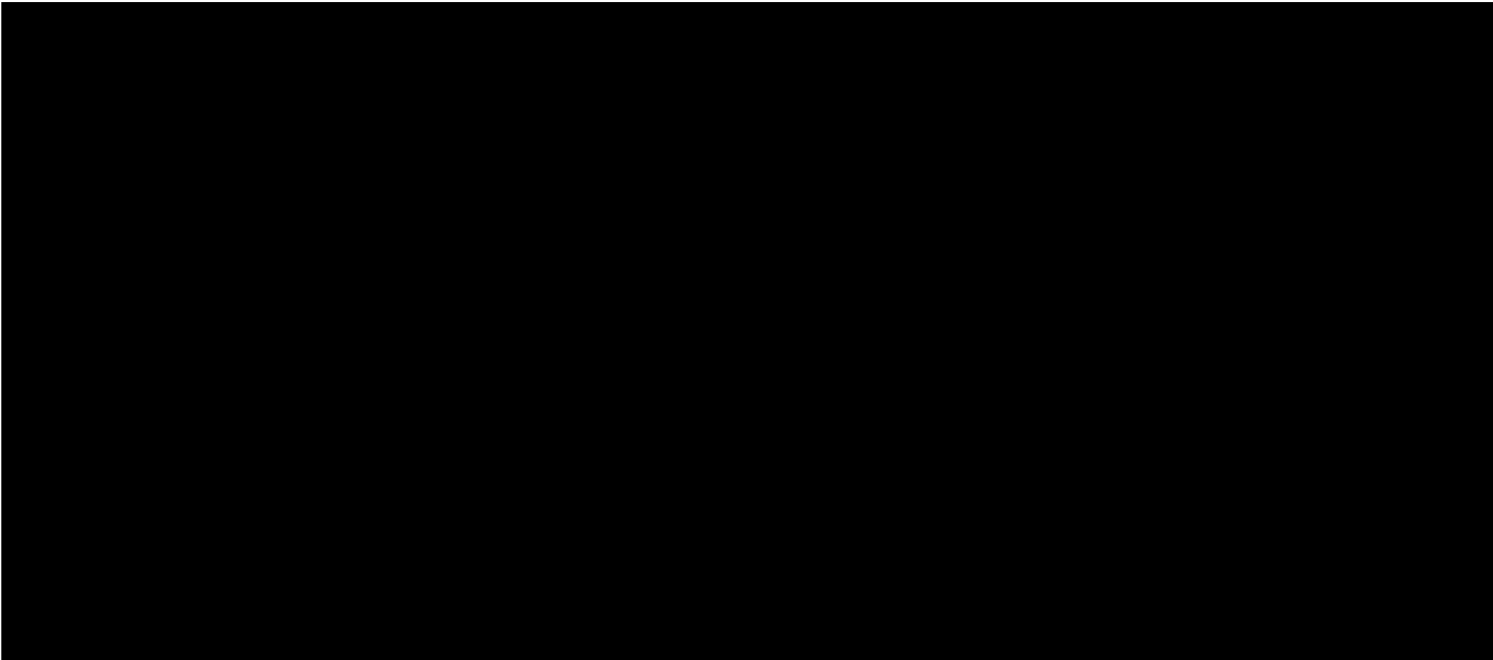
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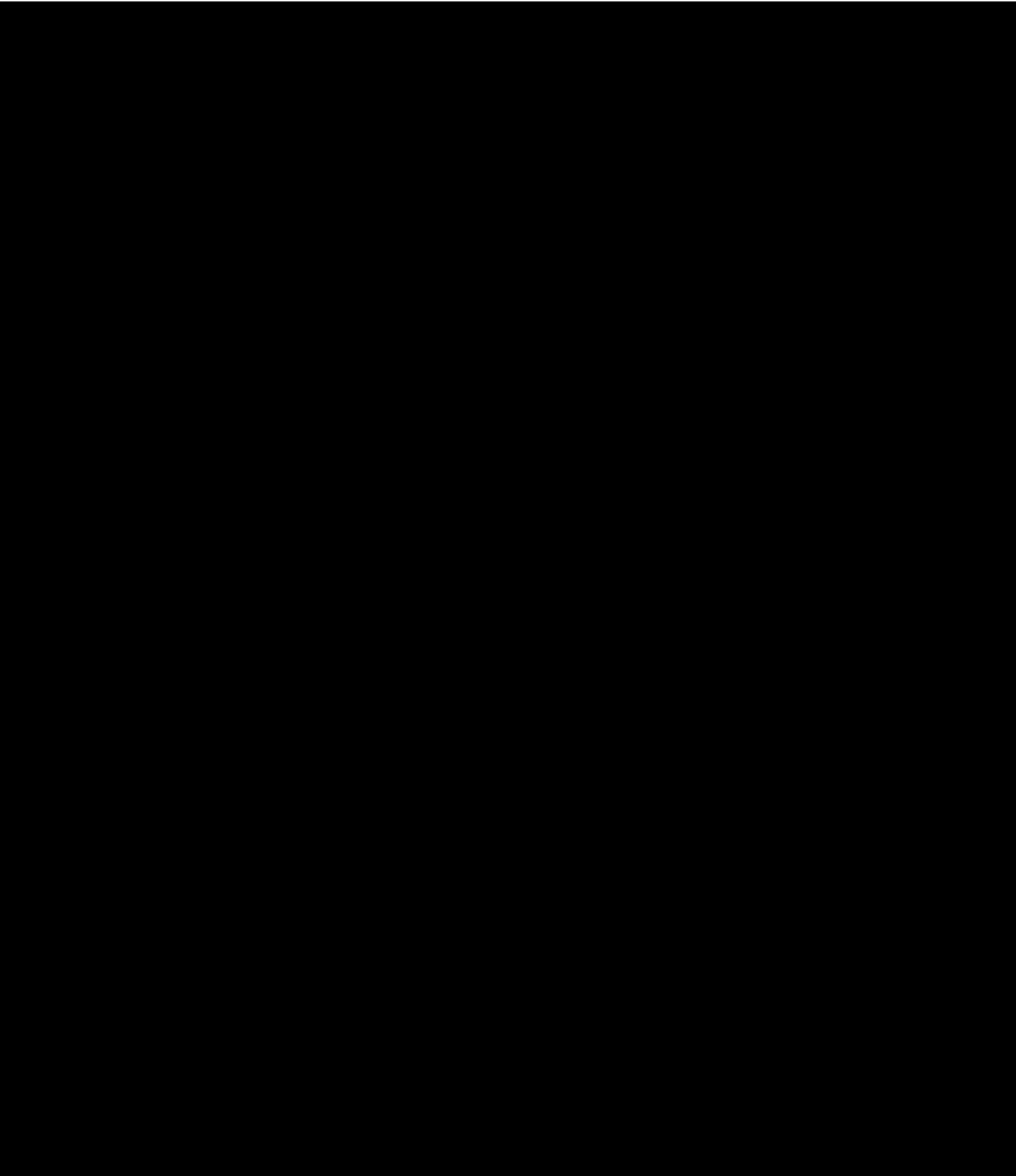


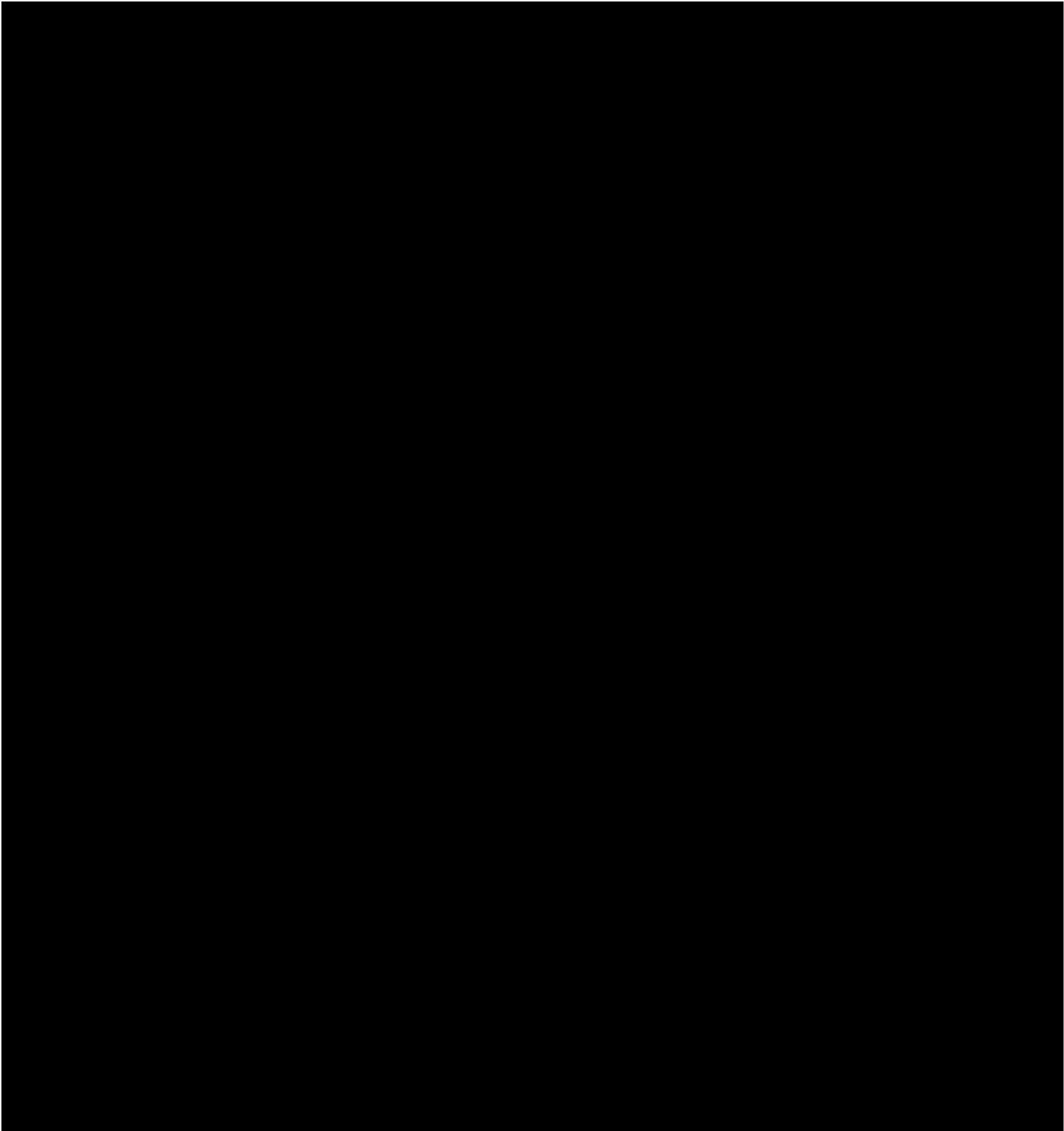






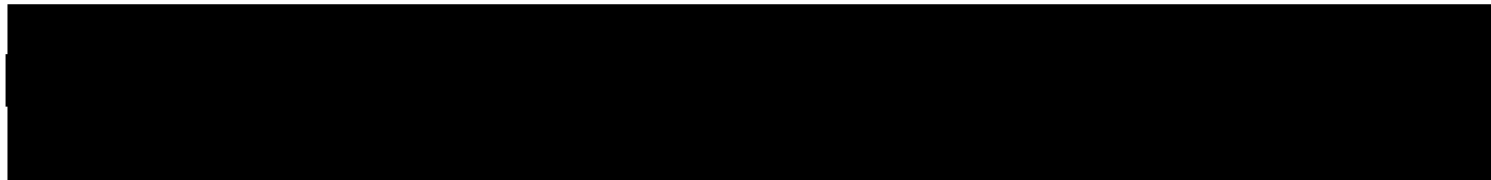


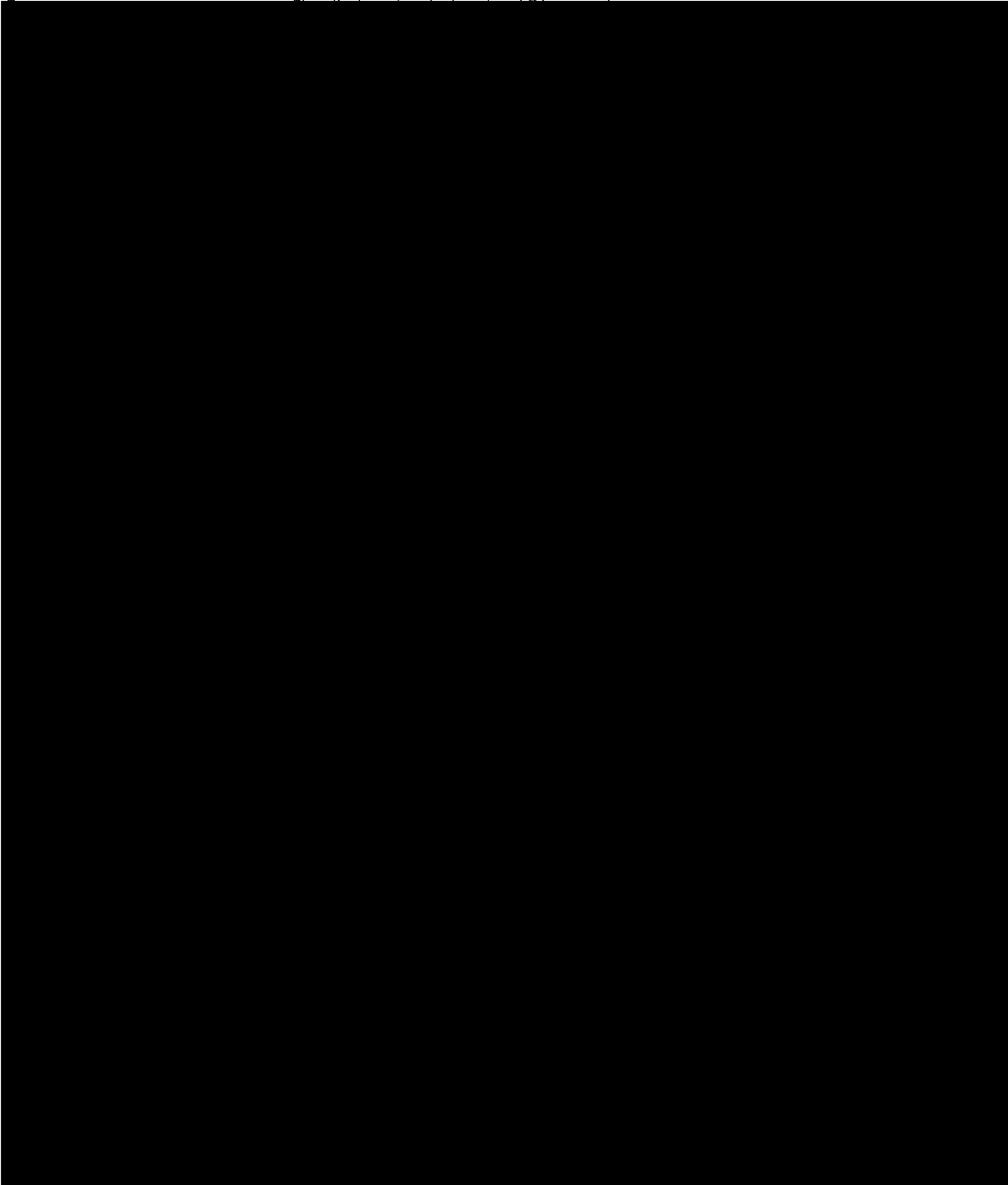




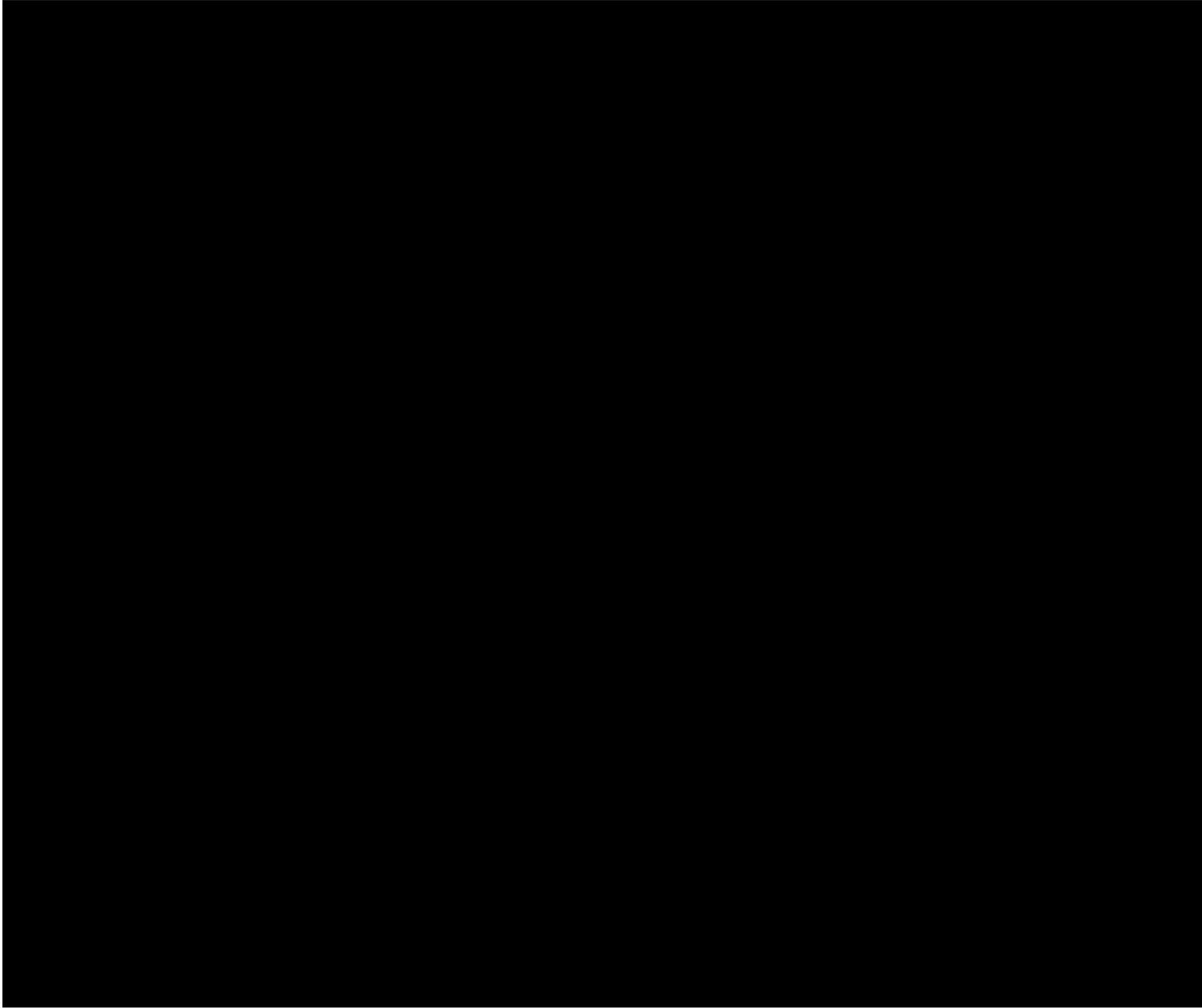




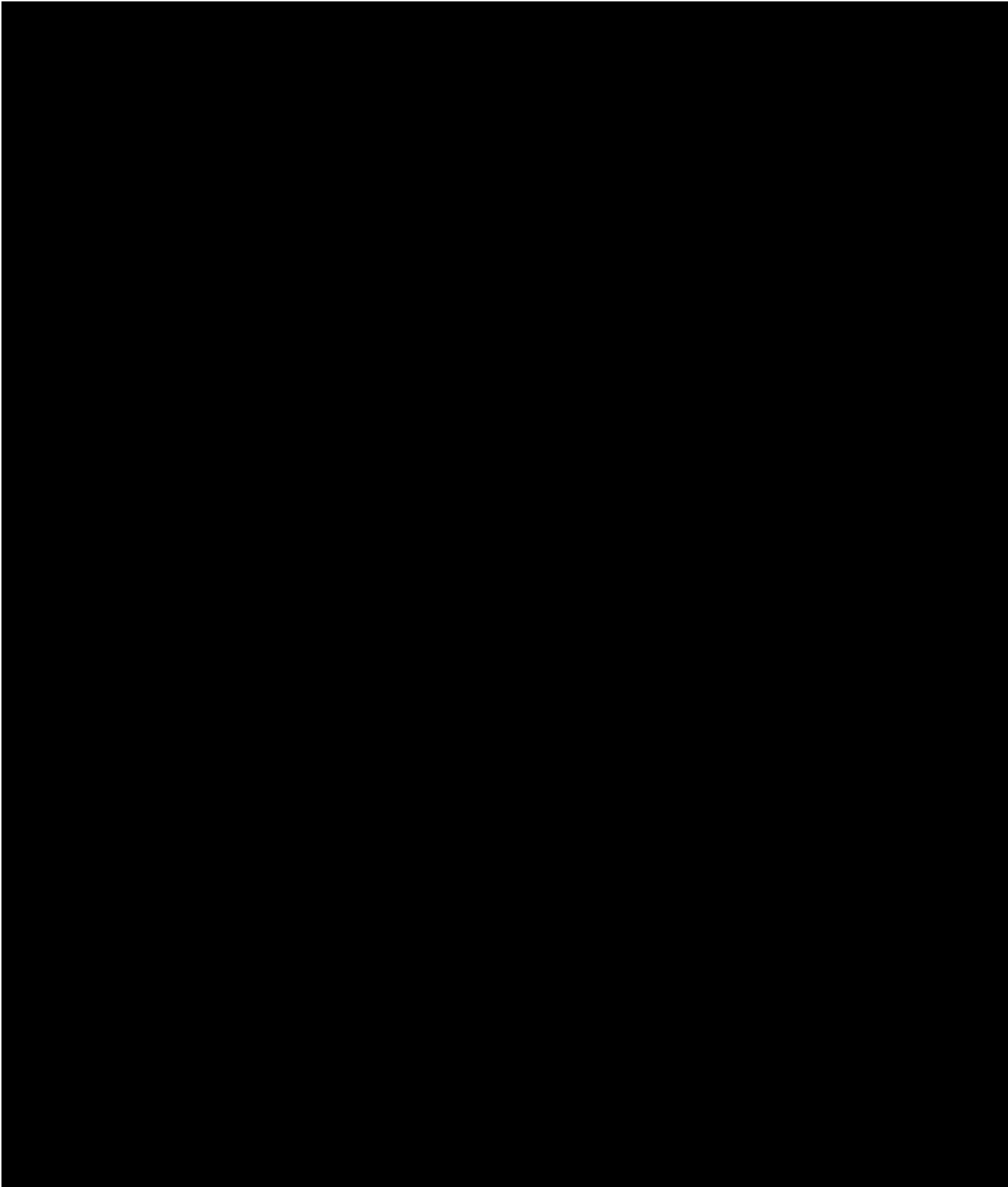












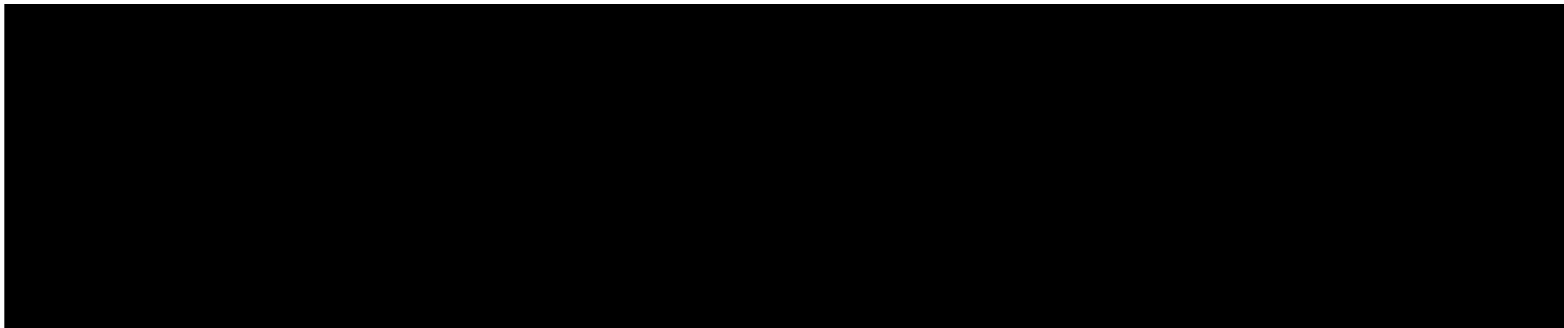
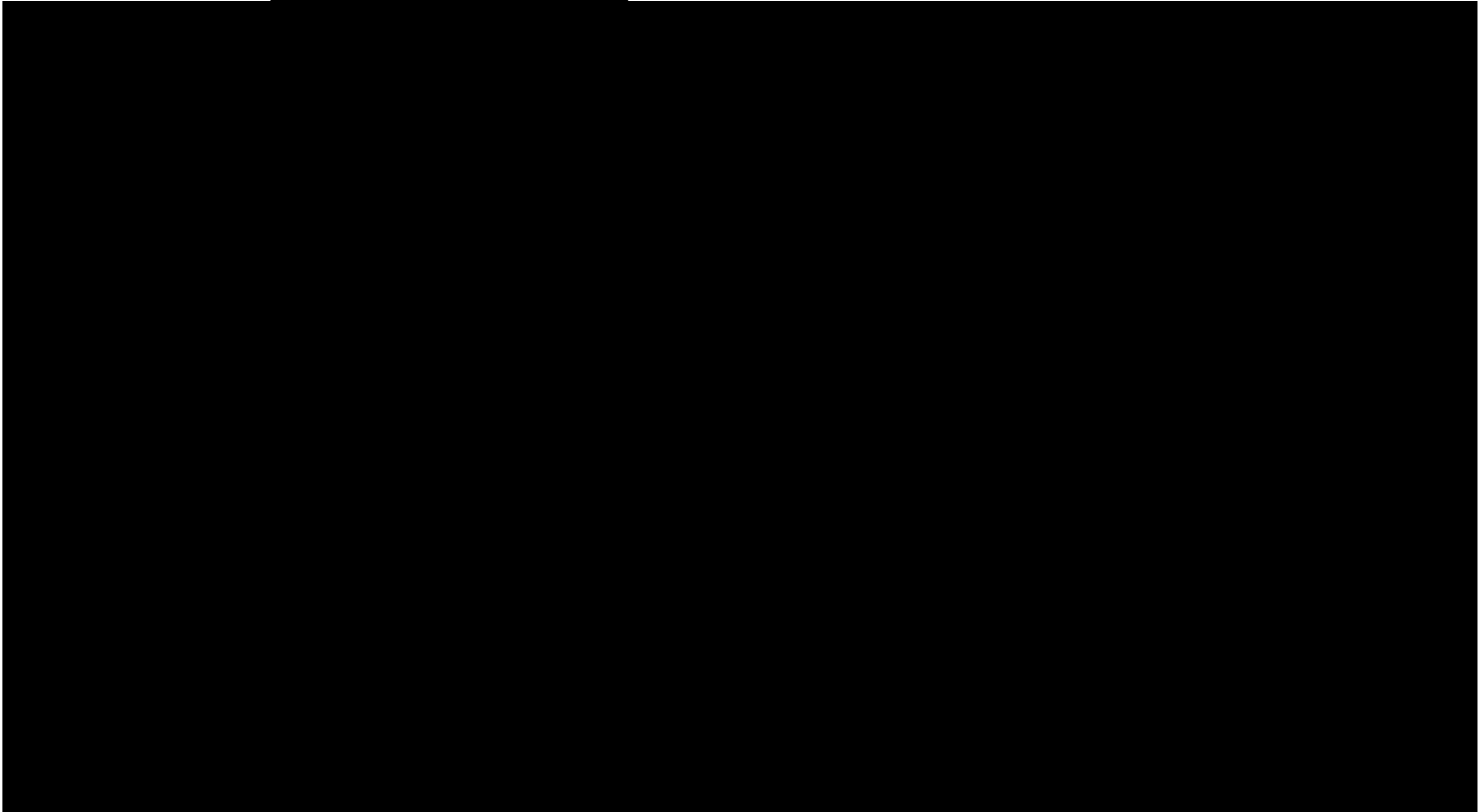
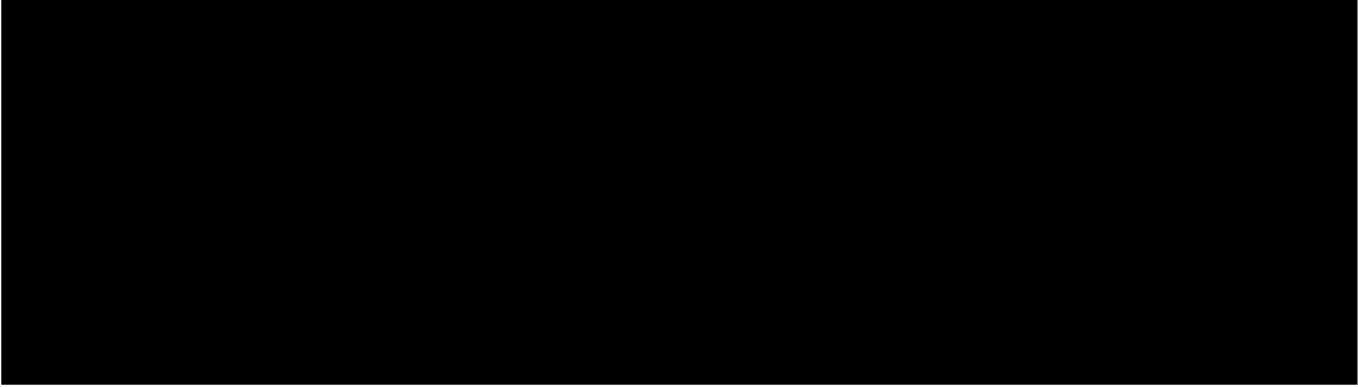
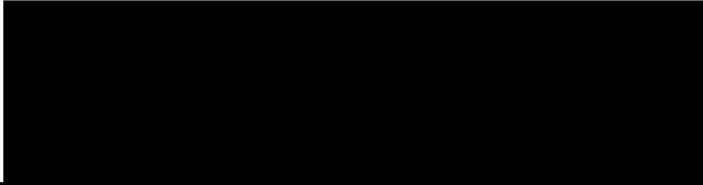




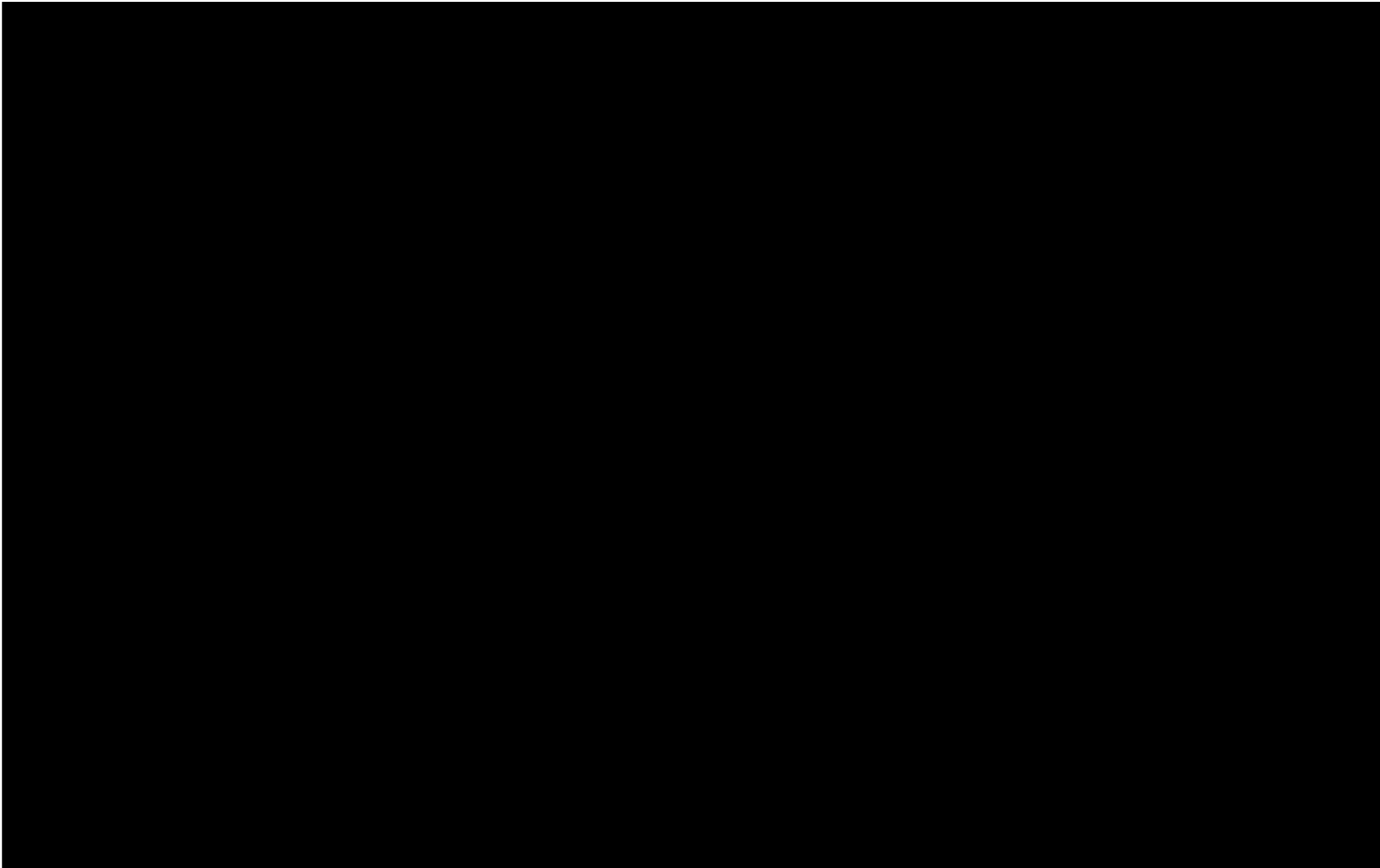
**Chunlin Leonhard**

---

**From:**  
**Sent:**  
**To:**  
**Subject:**







## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Saturday, April 16, 2016 3:32 PM  
**To:** leonhard@loyno.edu  
**Subject:** [Fwd: [Lusher] FW: Advocates for Arts Based documents]  
**Attachments:** untitled-[1.2]; 2\_3\_07 Brd Minutes including adoption of revised employee grievance.PDF; 2\_3\_07 Revised Employee Grievance Procedure.PDF; Articles of Incorporation.PDF; By-Laws.PDF; Non-Profit Tax-Exemption.PDF; 2006 Resolution Approving Charter Operating Agreement.PDF; 2006 Charter Operating Agreement.PDF

Chunlin,  
You will find the by-laws attached.

Blaine

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

Subject: [Lusher] FW: Advocates for Arts Based documents  
From: "Wisdom, Rachel W." <RWisdom@stonepigman.com>  
Date: Tue, October 27, 2015 4:40 pm  
To: "lusher-charter-board@googlegroups.com"  
<lusher-charter-board@googlegroups.com>

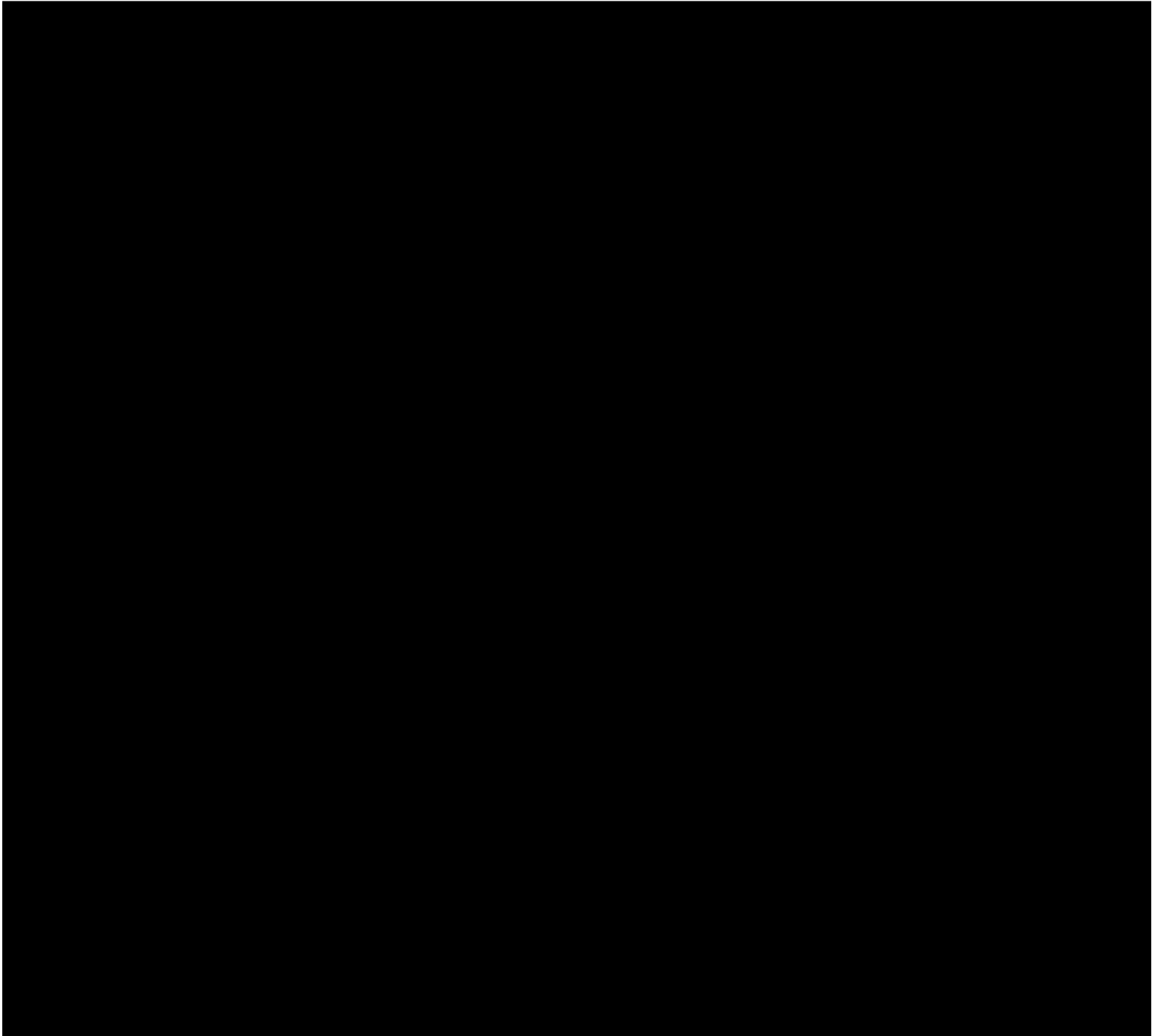
-----  
Again - these are for internal review and use only. Please do not disseminate.

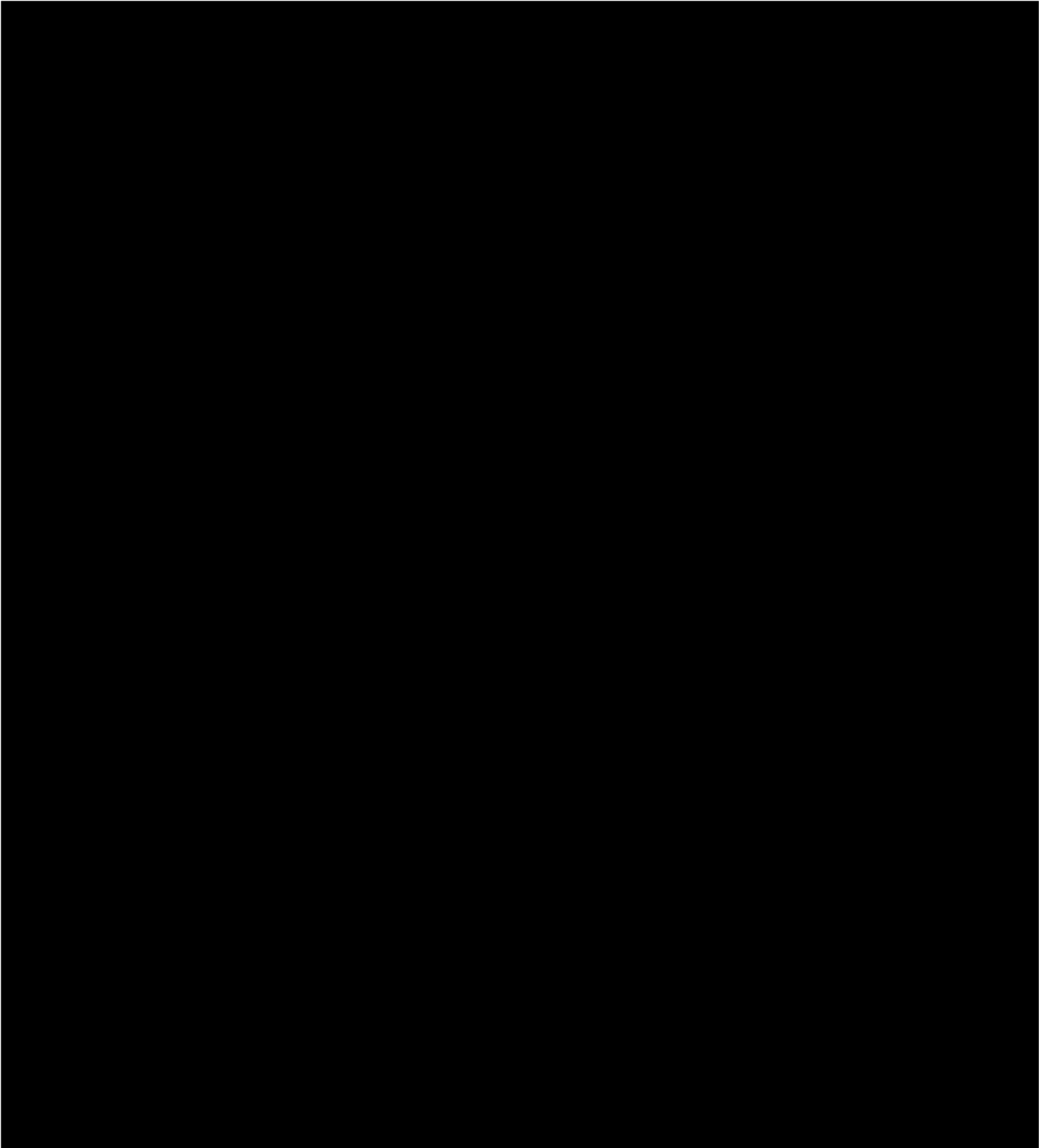
Here are copies of (1) the 2007 Board minutes adopting revised grievance or appeal procedure for employees (original is attachment to charter application); (2) revised procedure; (3) Articles of Incorporation; (4) By-Laws; (5) Non-profit tax exemption from IRS; (6) 2006 resolution adopting Charter Operating Agreement and (7) 2006 Charter Operating agreement. I don't know if I have the renewal or that I ever received it. Will look.

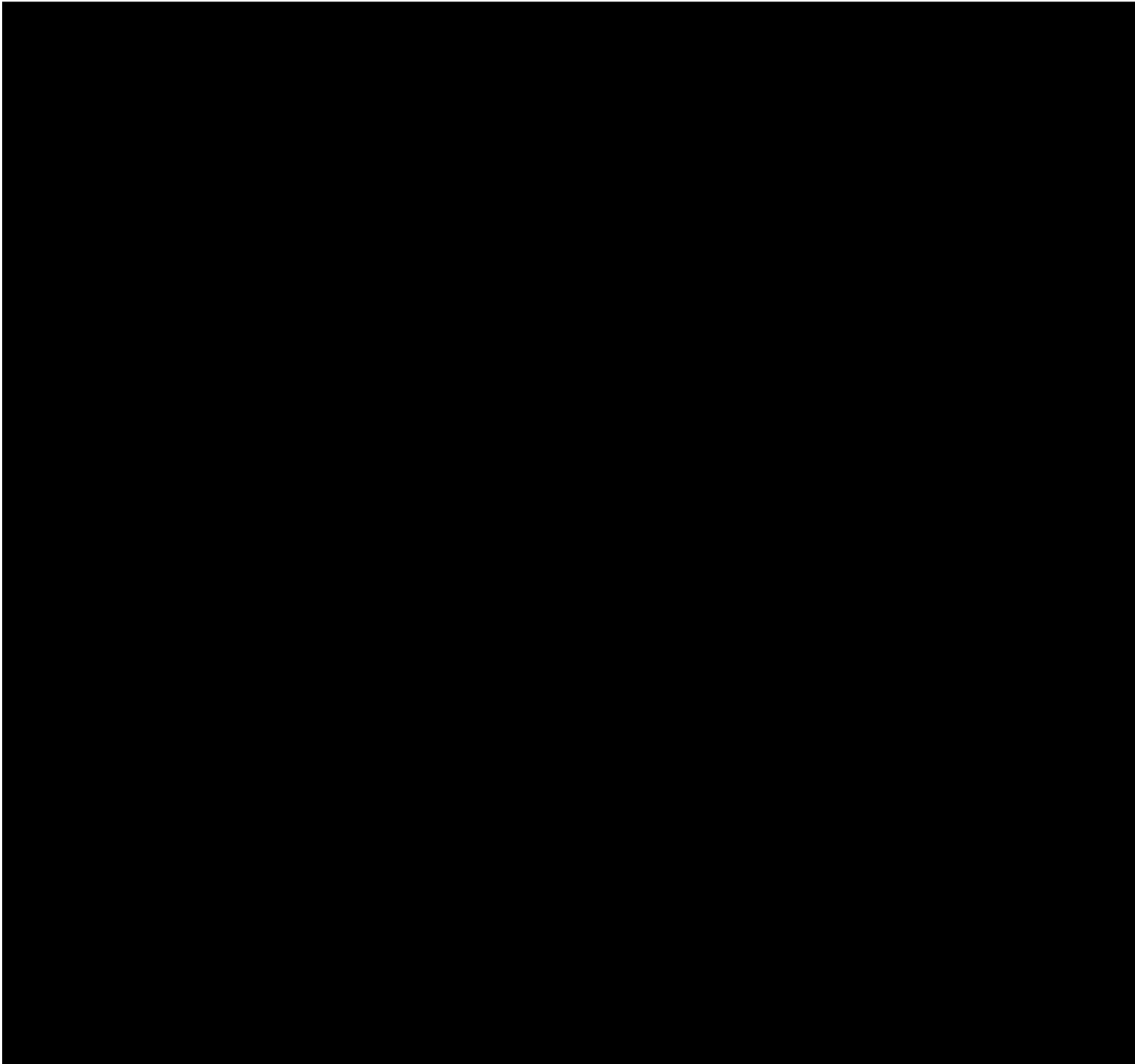
From: James, Denise A.  
Sent: Tuesday, October 27, 2015 4:25 PM  
To: Wisdom, Rachel W.  
Subject: Advocates for Arts Based documents

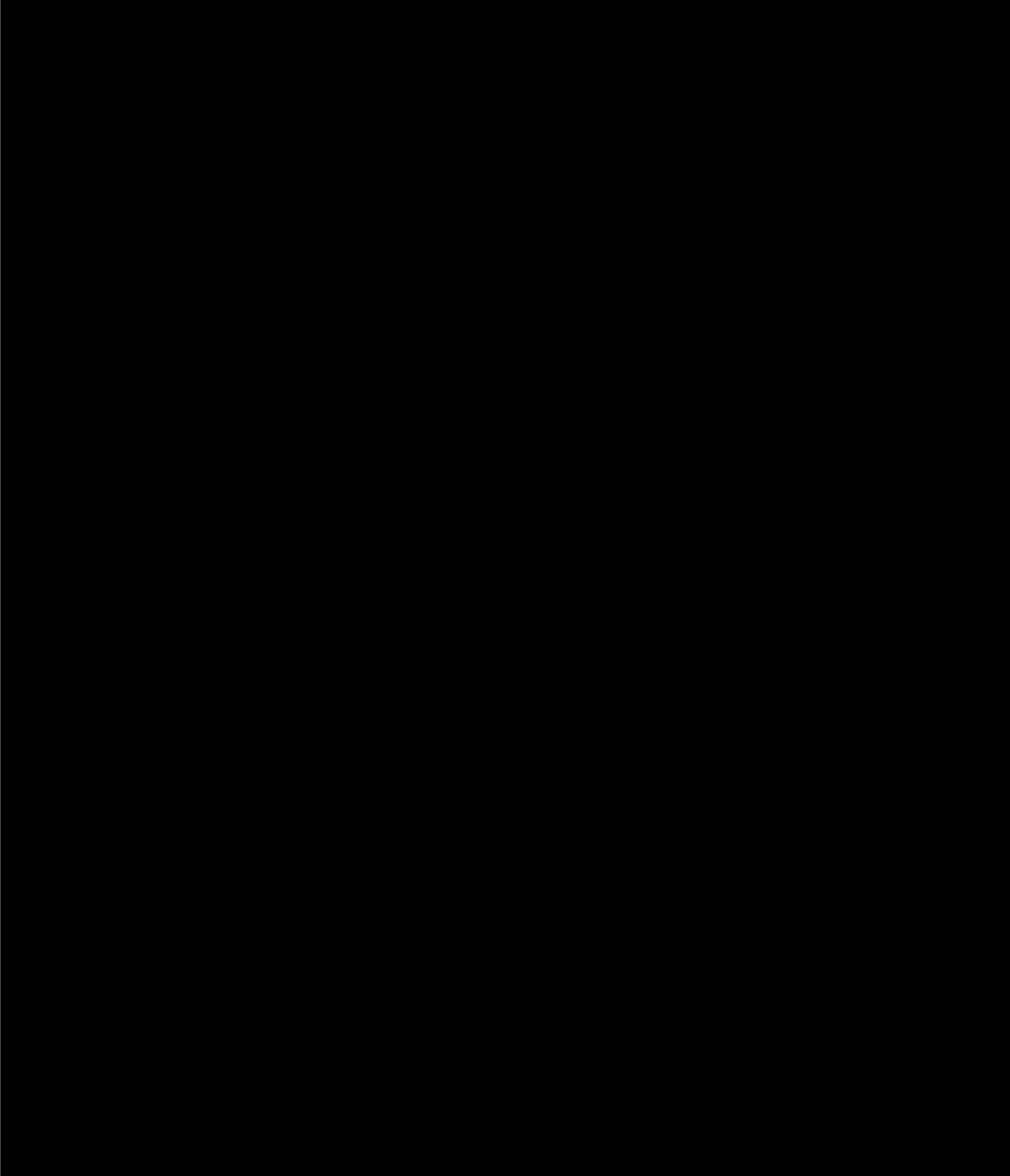
--

You received this message because you are subscribed to the Google Groups "Lusher Charter Board" group. To unsubscribe from this group and stop receiving emails from it, send an email to lusher-charter-board+unsubscribe@googlegroups.com. To post to this group, send email to lusher-charter-board@googlegroups.com. For more options, visit <https://groups.google.com/d/optout>.



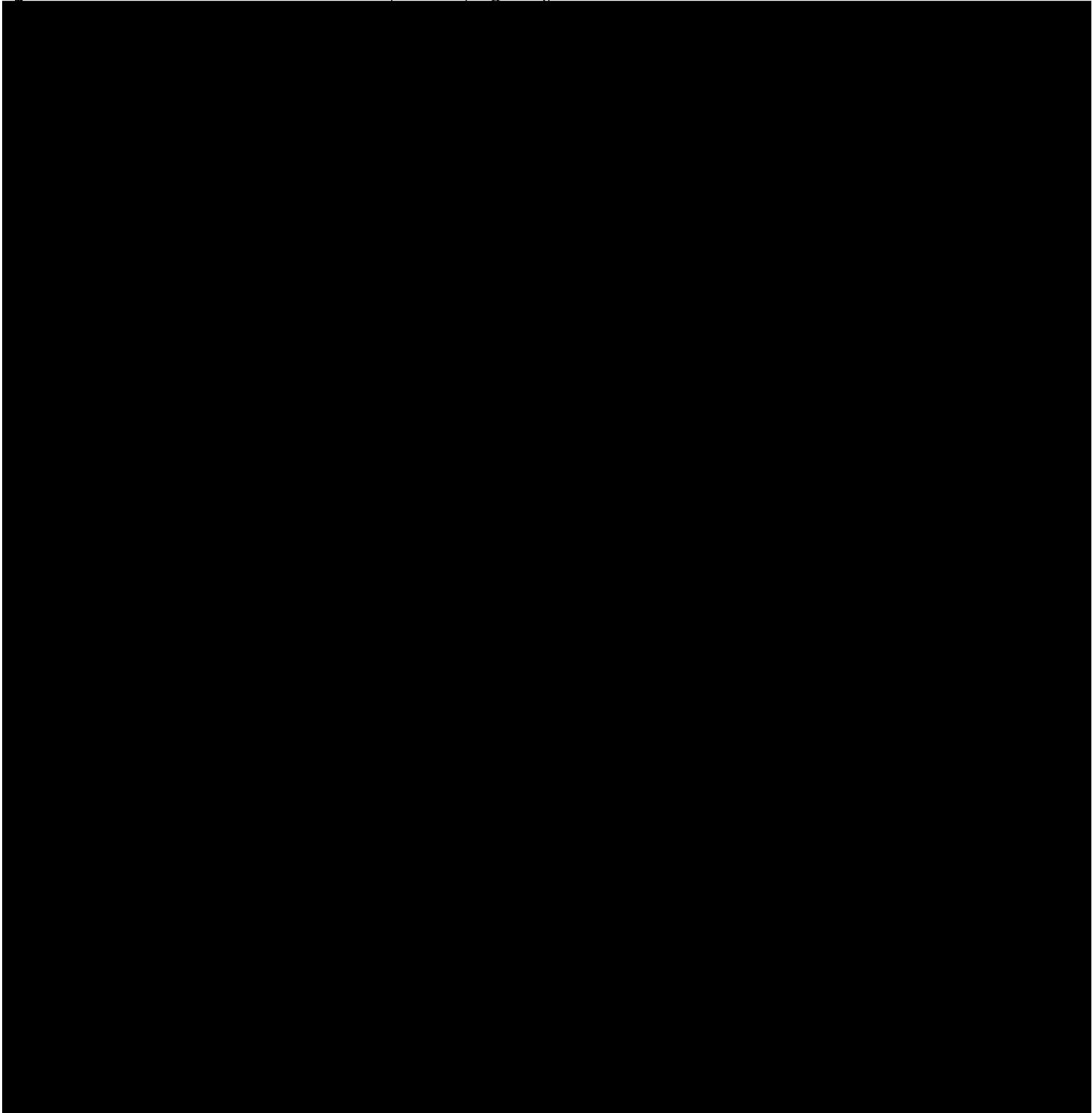












## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Friday, April 15, 2016 11:20 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** [Fwd: Board Consideration]  
**Attachments:** untitled-[2].htm

Here's another email addressed to me and intended for the Board's consideration.

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

Subject: Board Consideration  
From: "Brian Bain" <[REDACTED]>  
Date: Fri, April 15, 2016 10:27 pm  
To: "Blaine Lecesne" <blecesne@loyno.edu>  
Cc: "Julie Koppman" <[REDACTED]>

Dear Blaine,

[REDACTED] To say we are thrilled with our son's education at Lusher would be an understatement. In our experience, the teachers and administration have fostered a wonderful, nurturing environment for learning.

We understand that the Lusher teachers recently formed a union. While we are aware that we don't know all of the details, we believe that the hardworking teachers should be given consideration to have their union recognized by the board. It's our understanding that the union's intention is to foster collaboration between teachers and the administration. We know this is a complicated issue, and we appreciate your consideration.

Best,

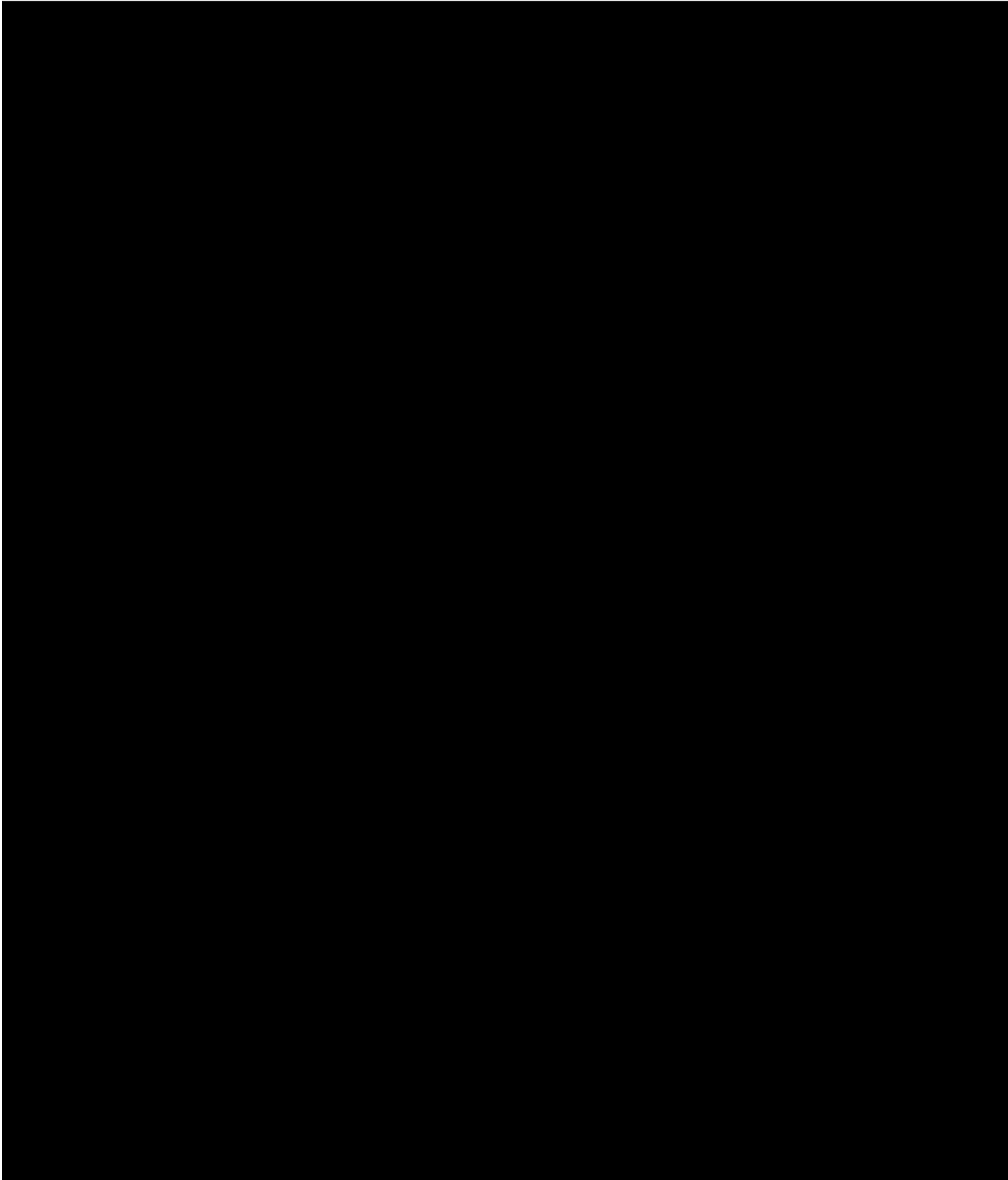
Brian Bain and Julie Koppman

Brian Bain  
[REDACTED]

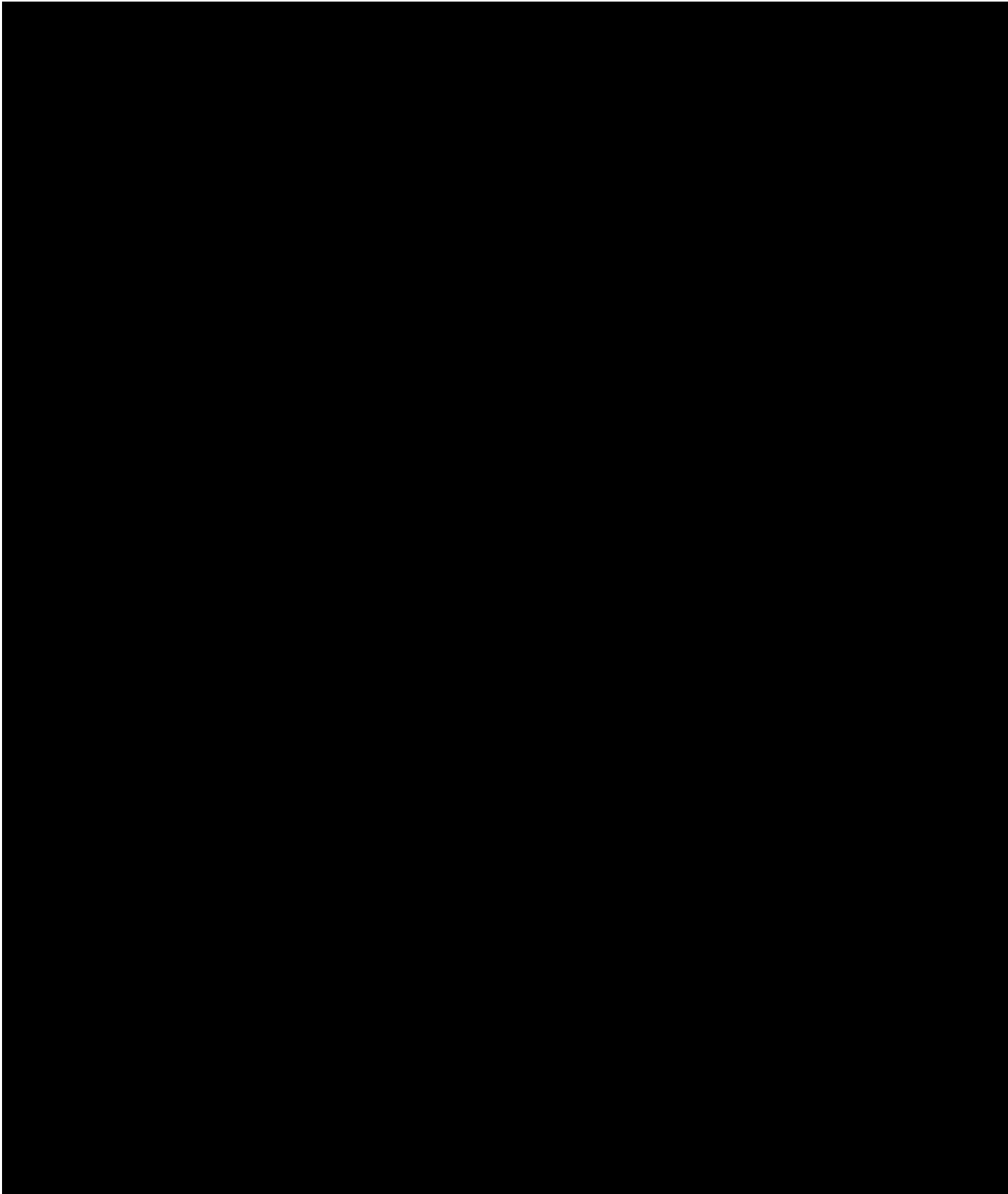
--  
You received this message because you are subscribed to the Google Groups "Lusher Board Only" group.  
To unsubscribe from this group and stop receiving emails from it, send an email to lusher-board-only+unsubscribe@googlegroups.com.  
To post to this group, send email to lusher-board-only@googlegroups.com.  
To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/201d30222ace0a2c4c2ce28945d4a163.squirrel%40secure.loyno.edu>.  
For more options, visit <https://groups.google.com/d/optout>.





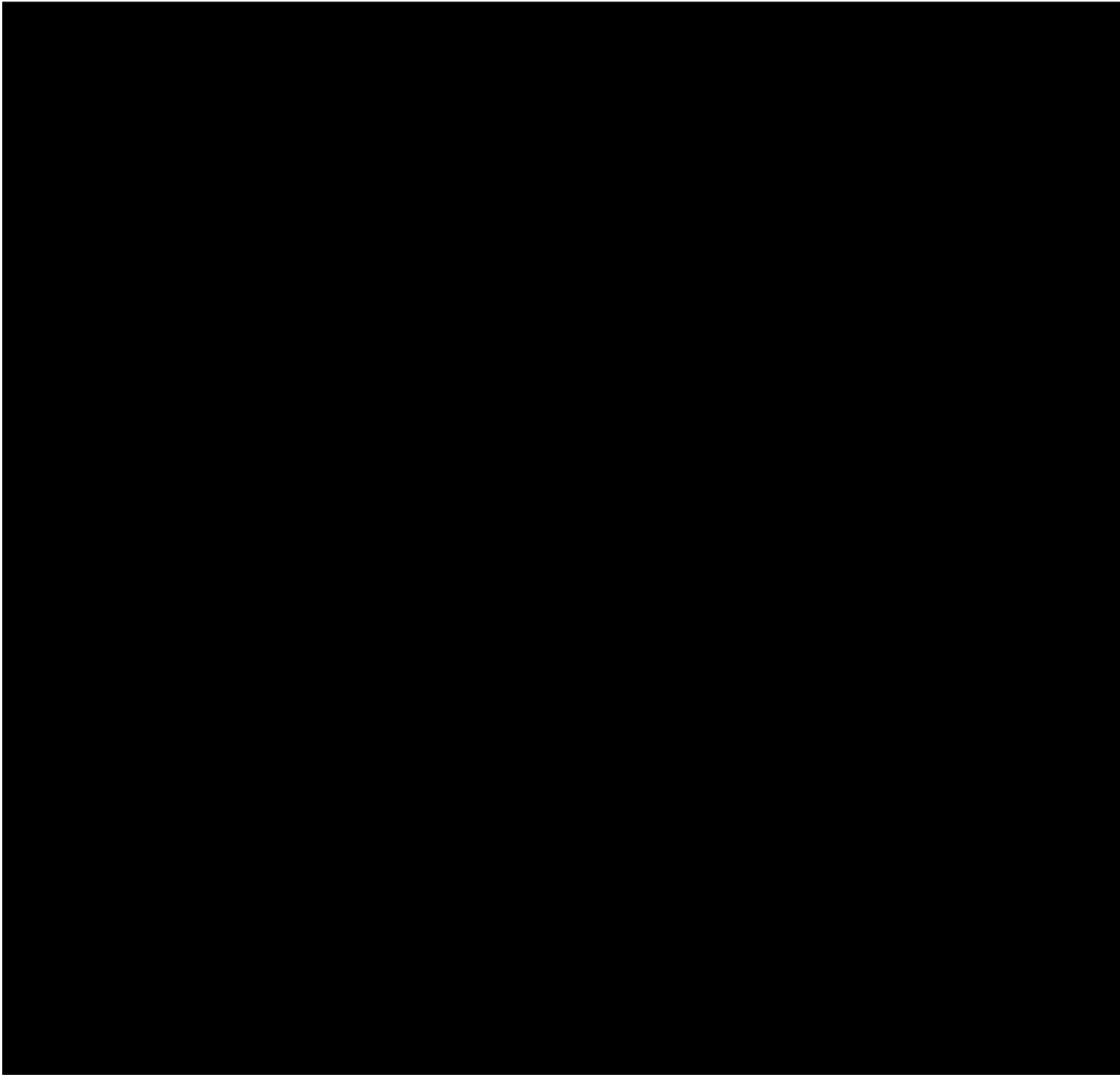








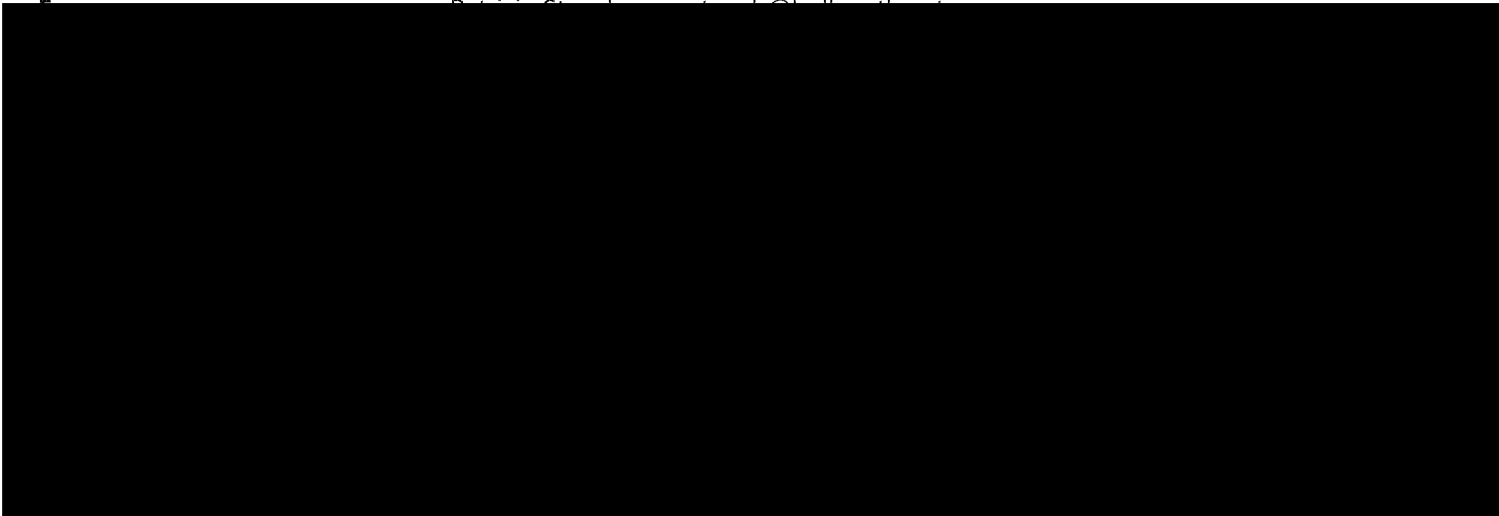


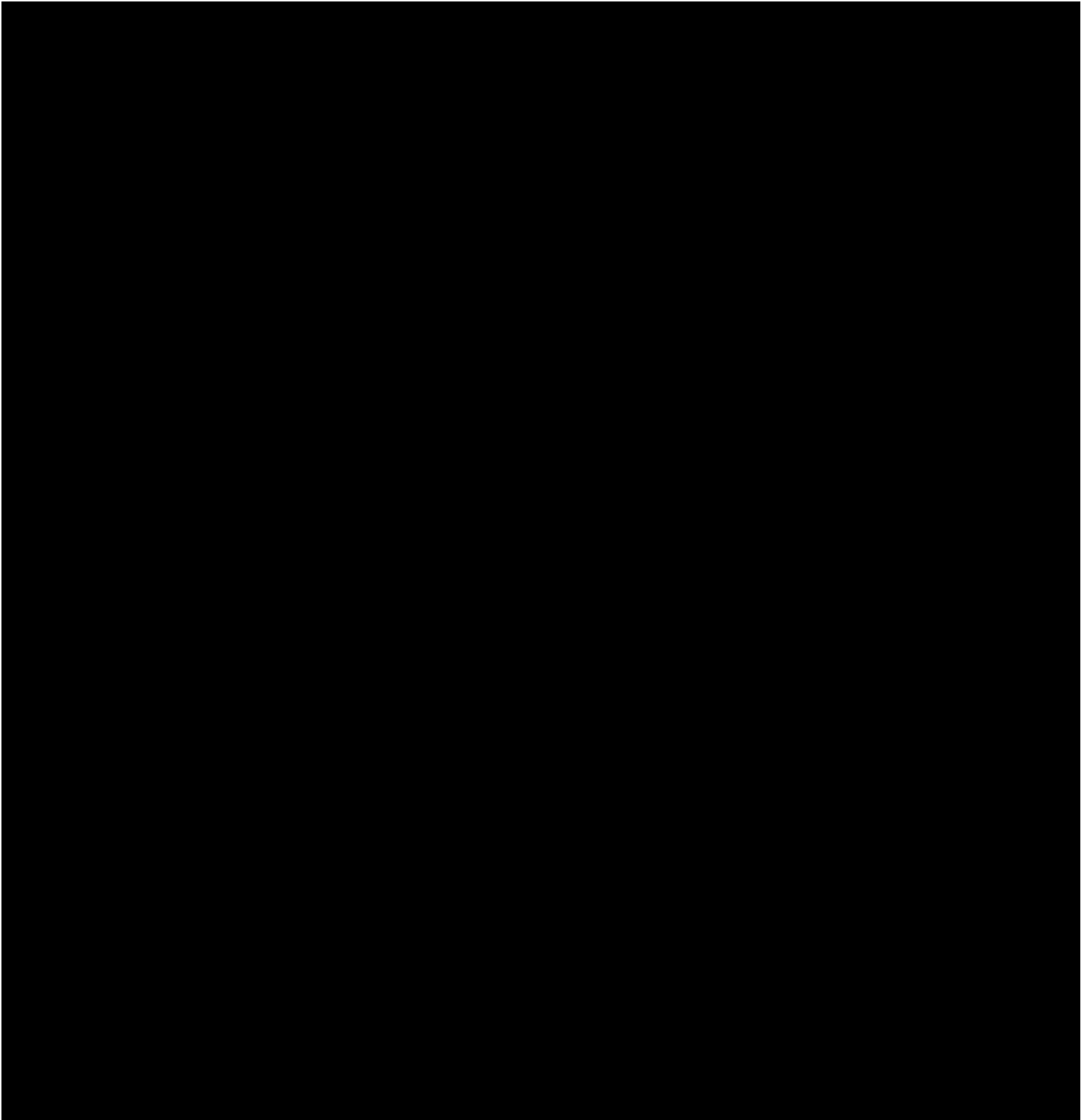




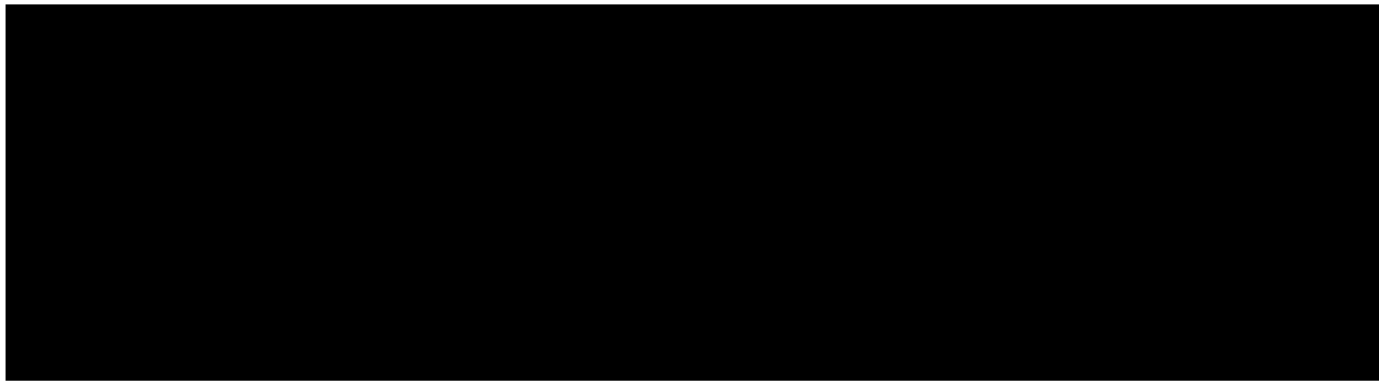








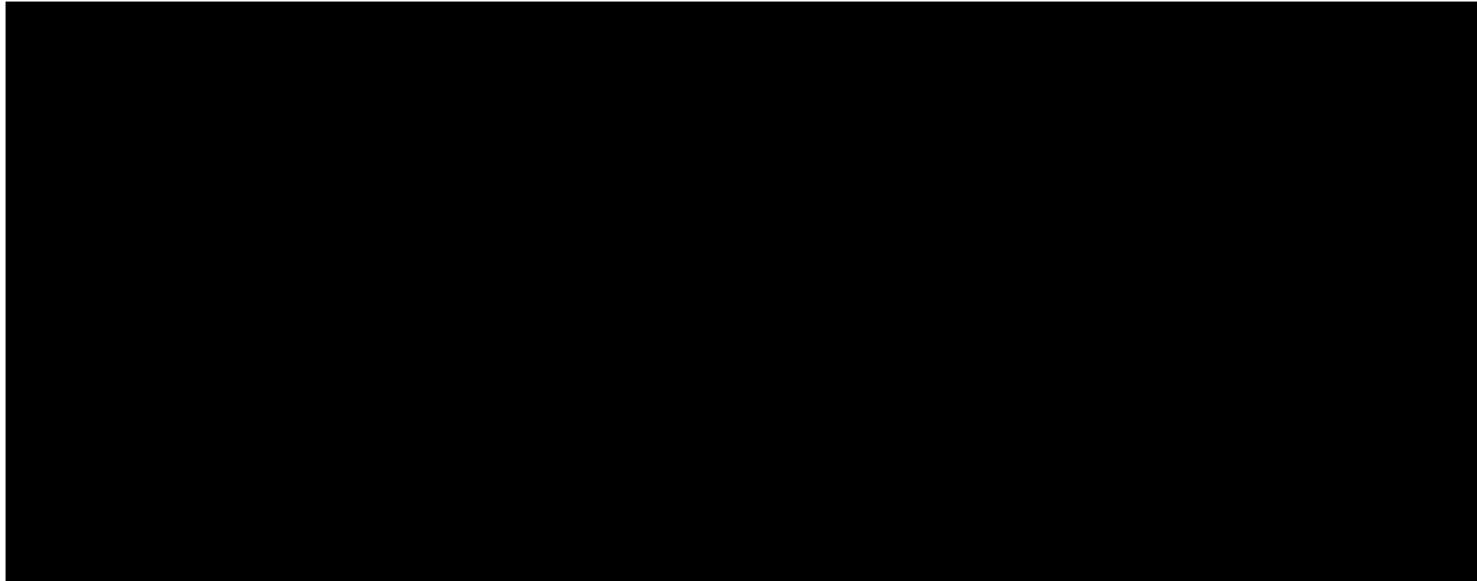
Dr. Beth Rota  
Music Department Chair

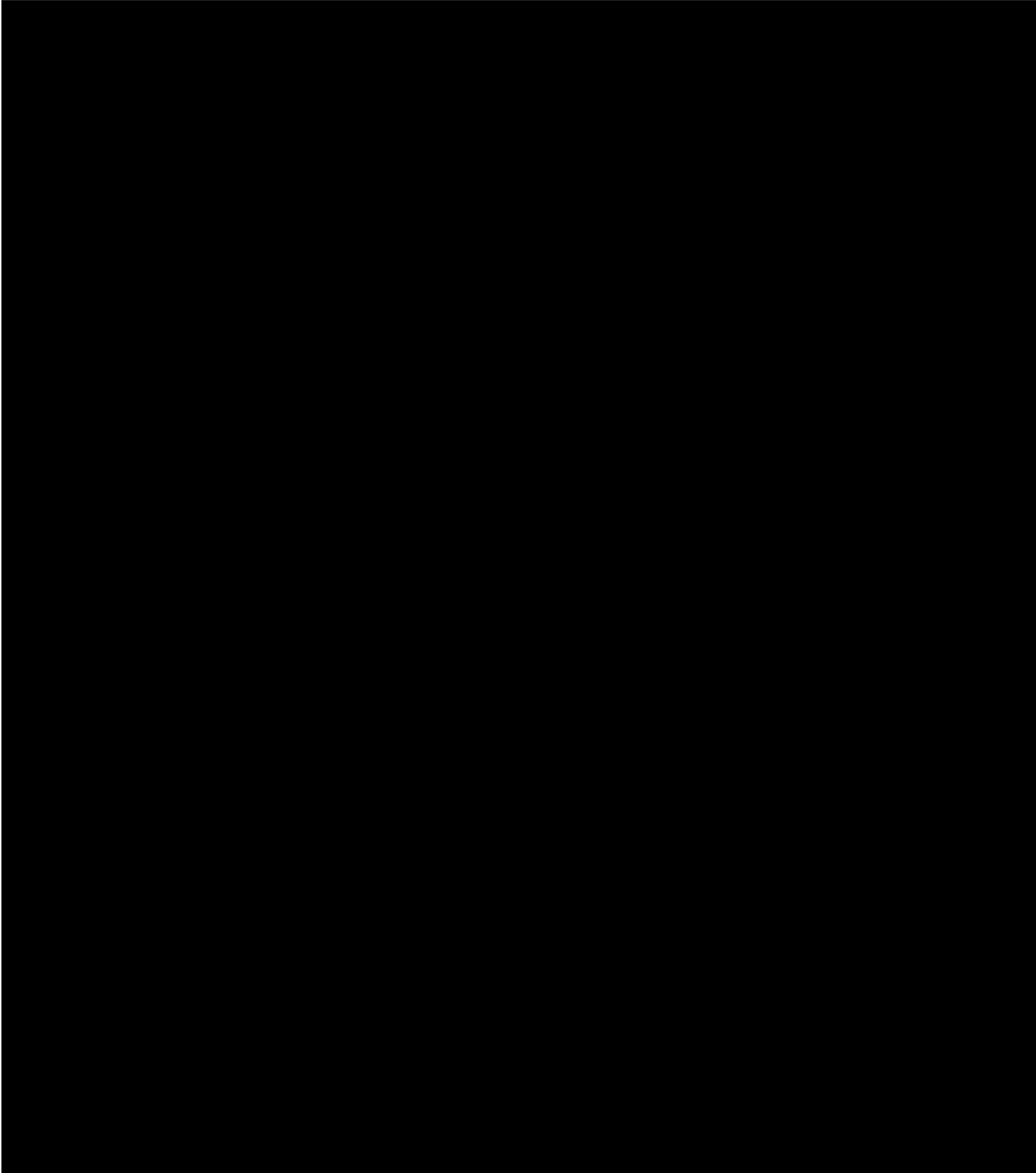




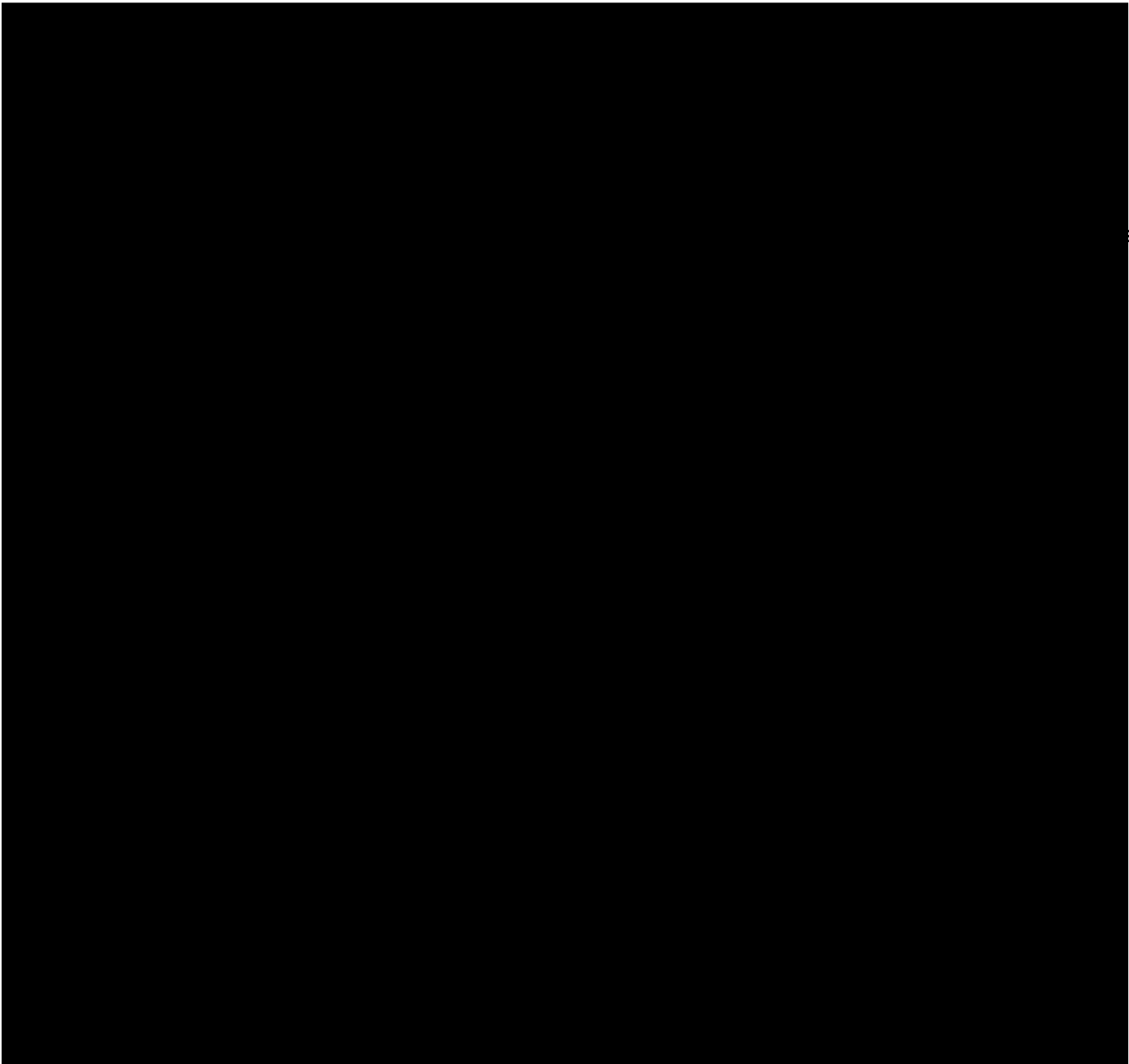




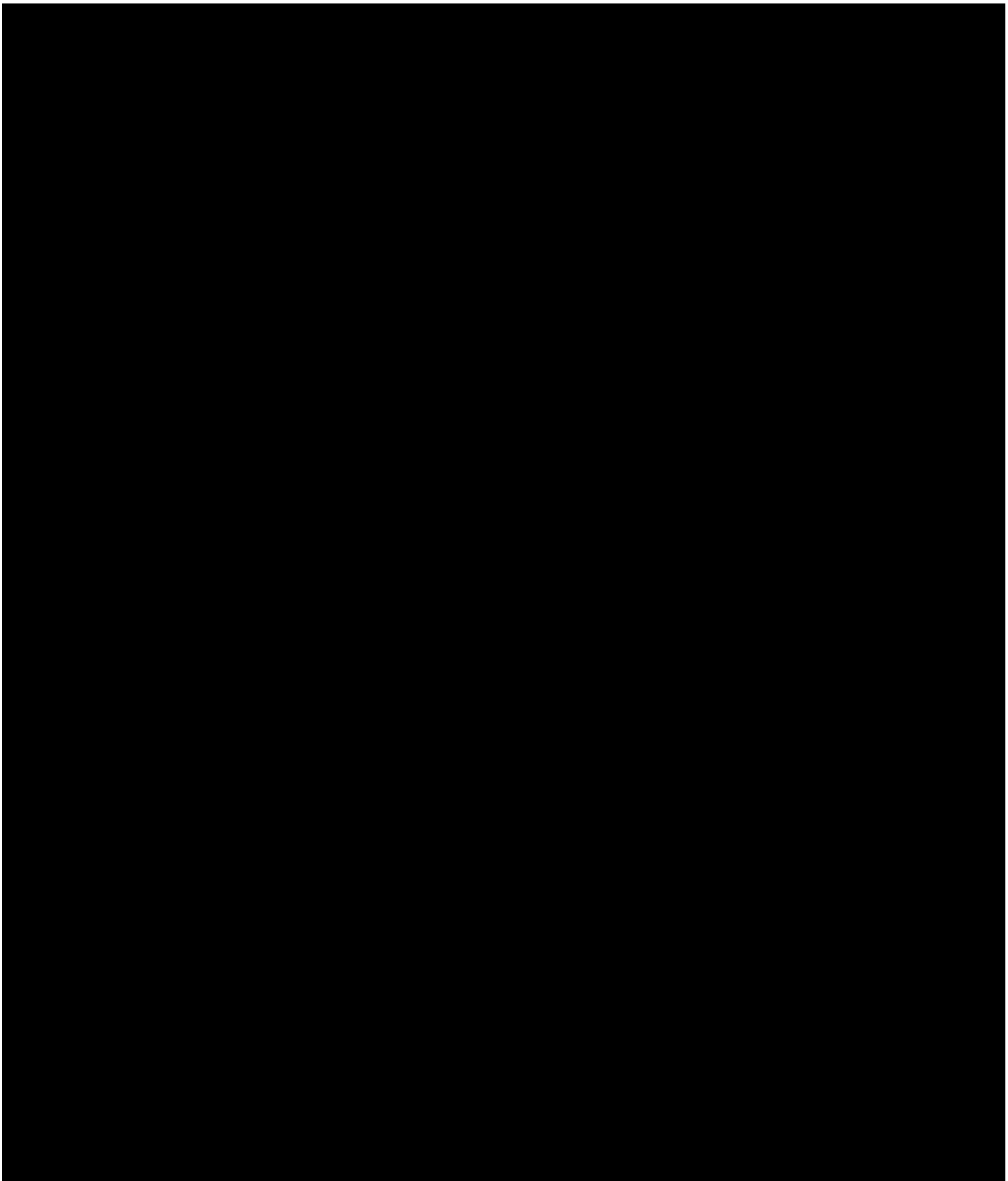


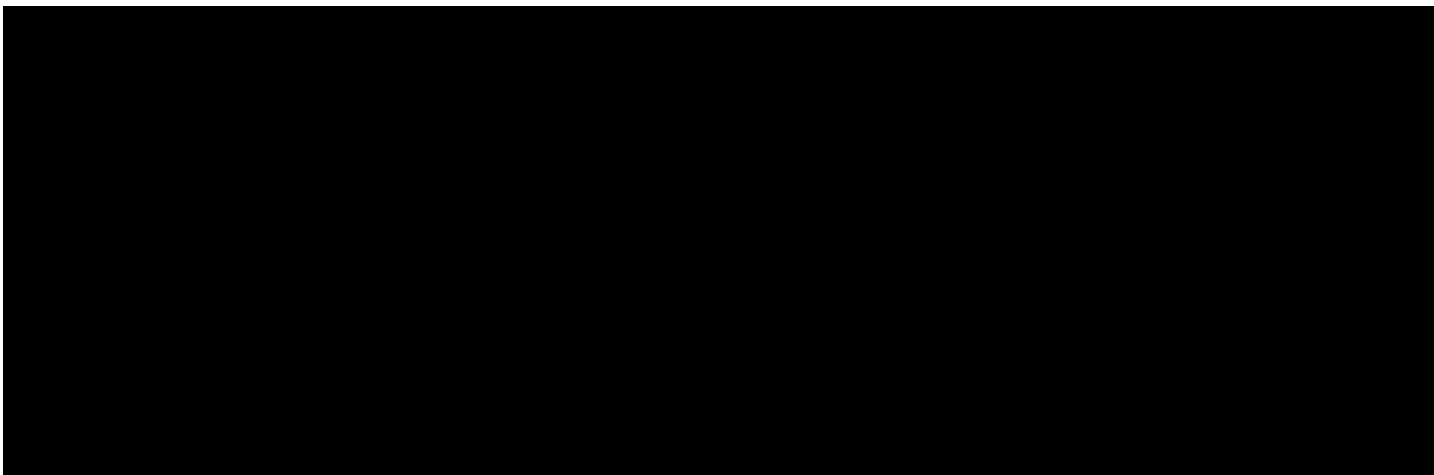


- That I must remain silent about their efforts--especially to my own father (Wiley Ates)

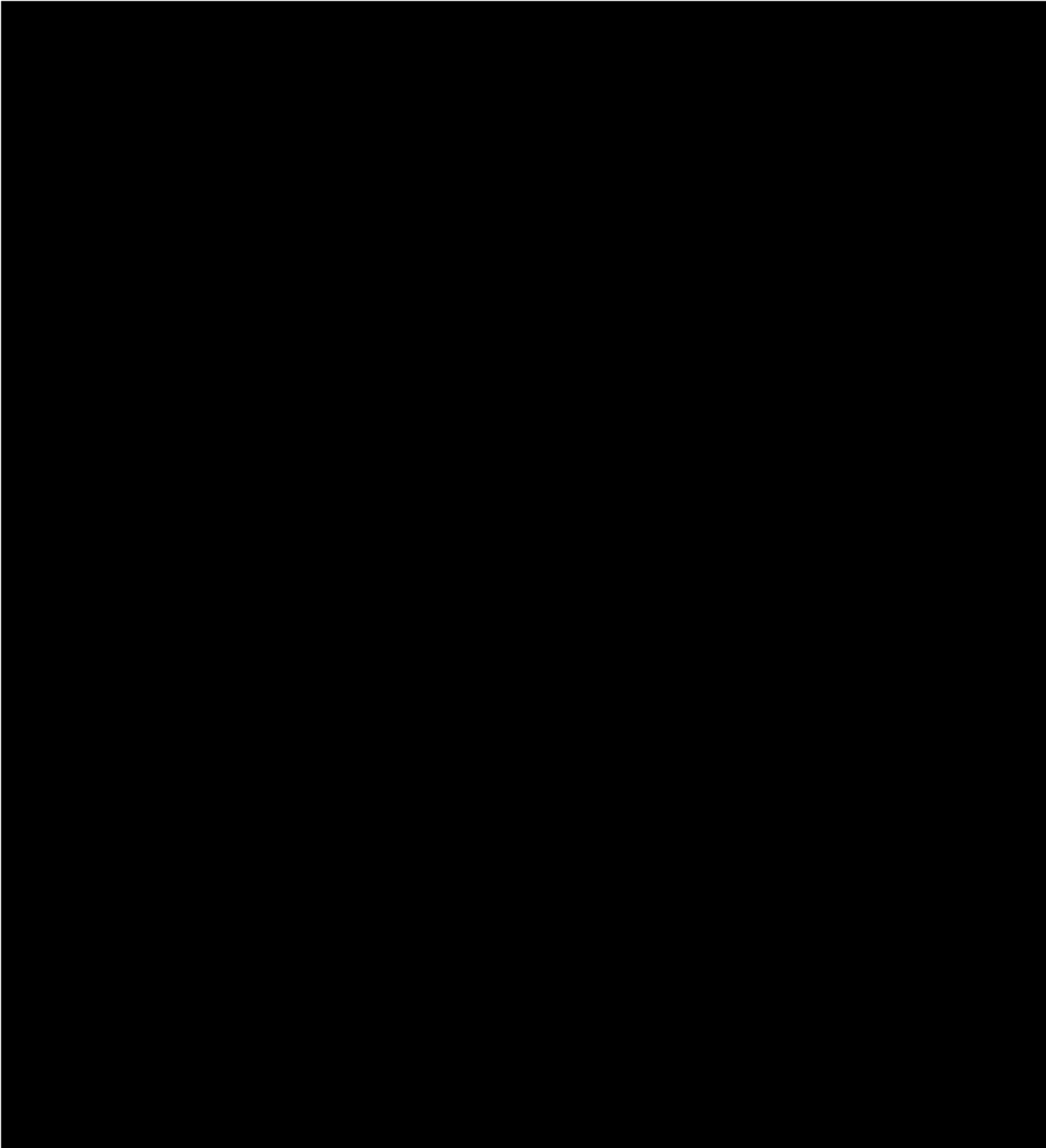








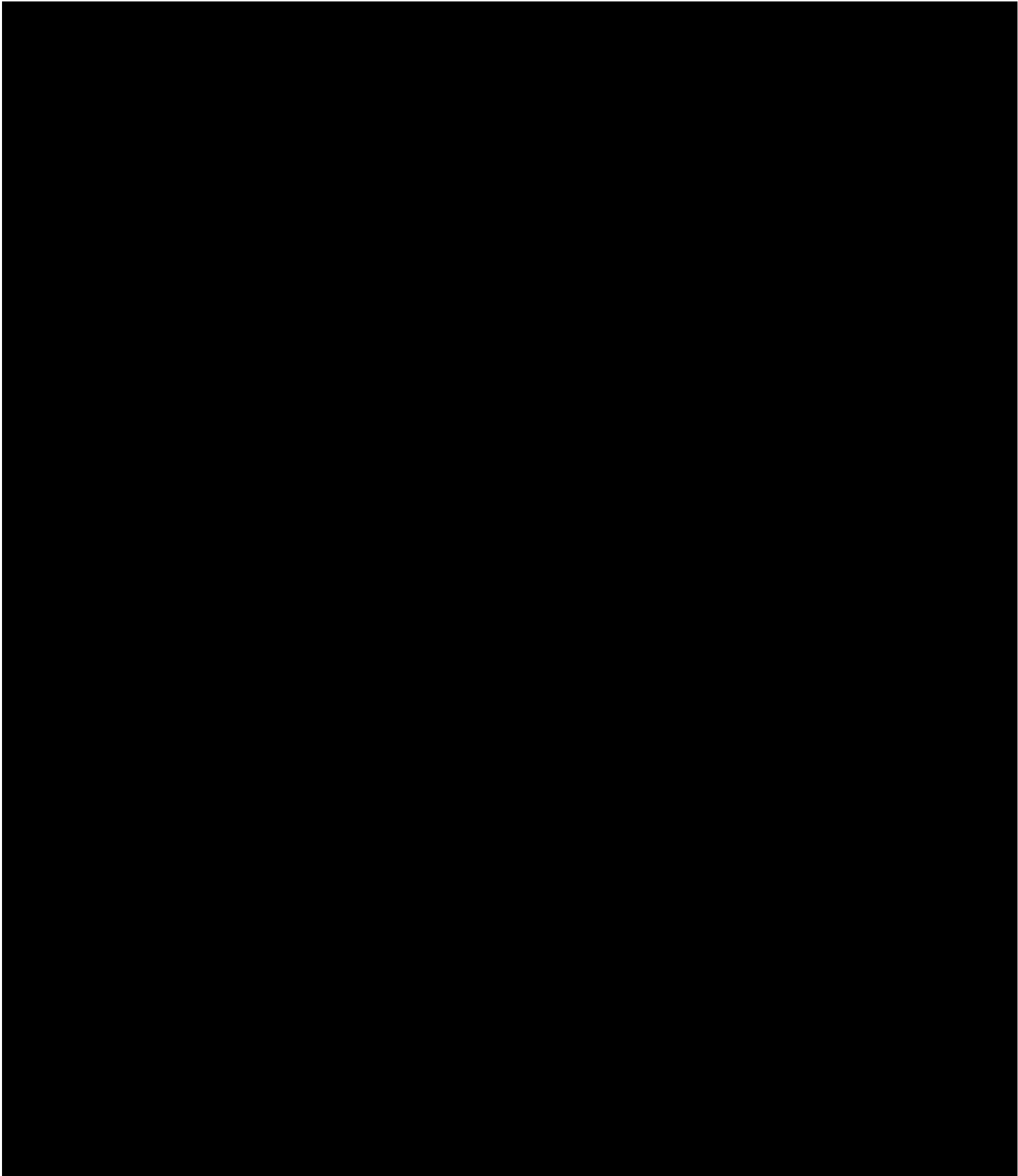




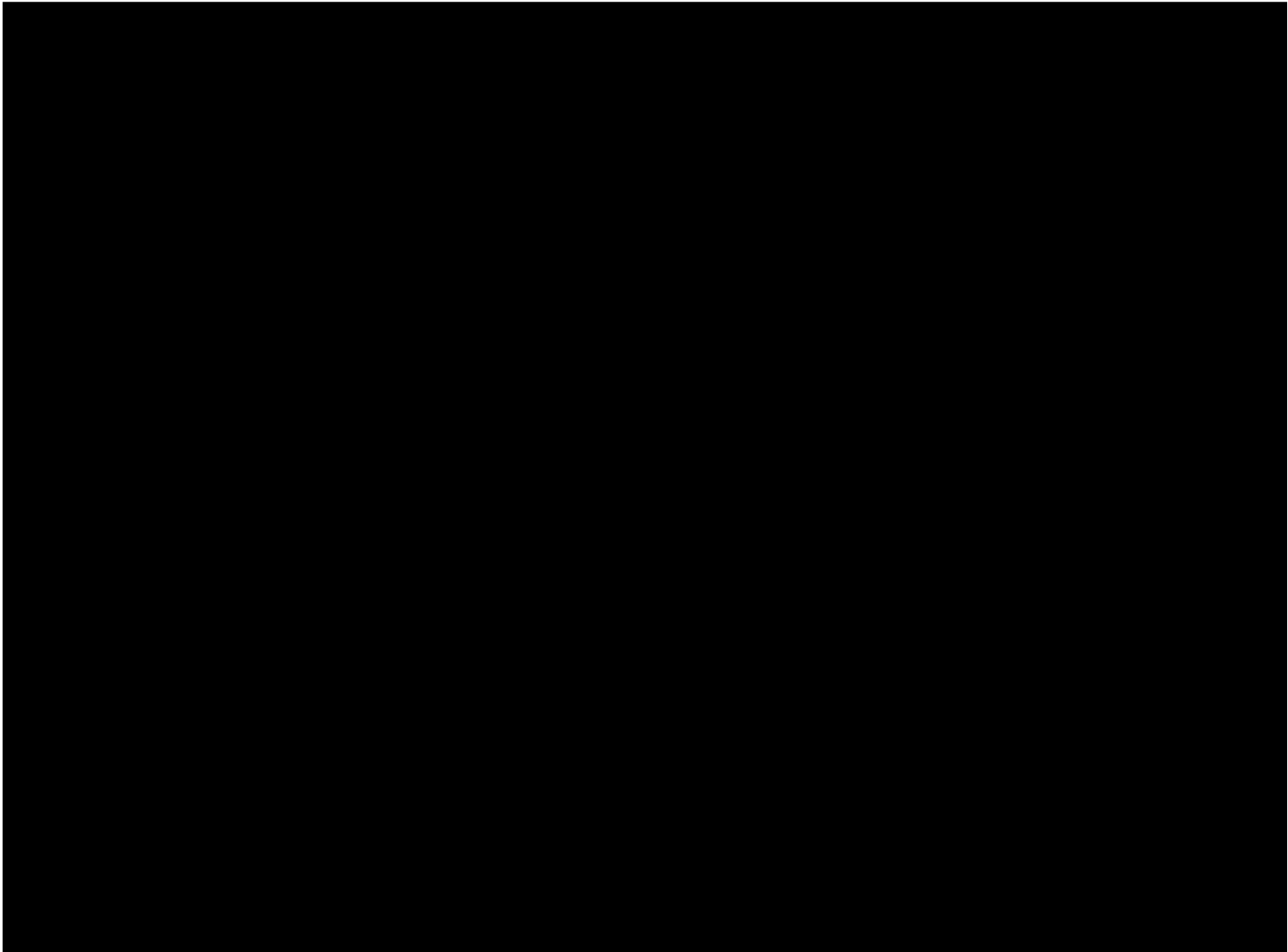
S

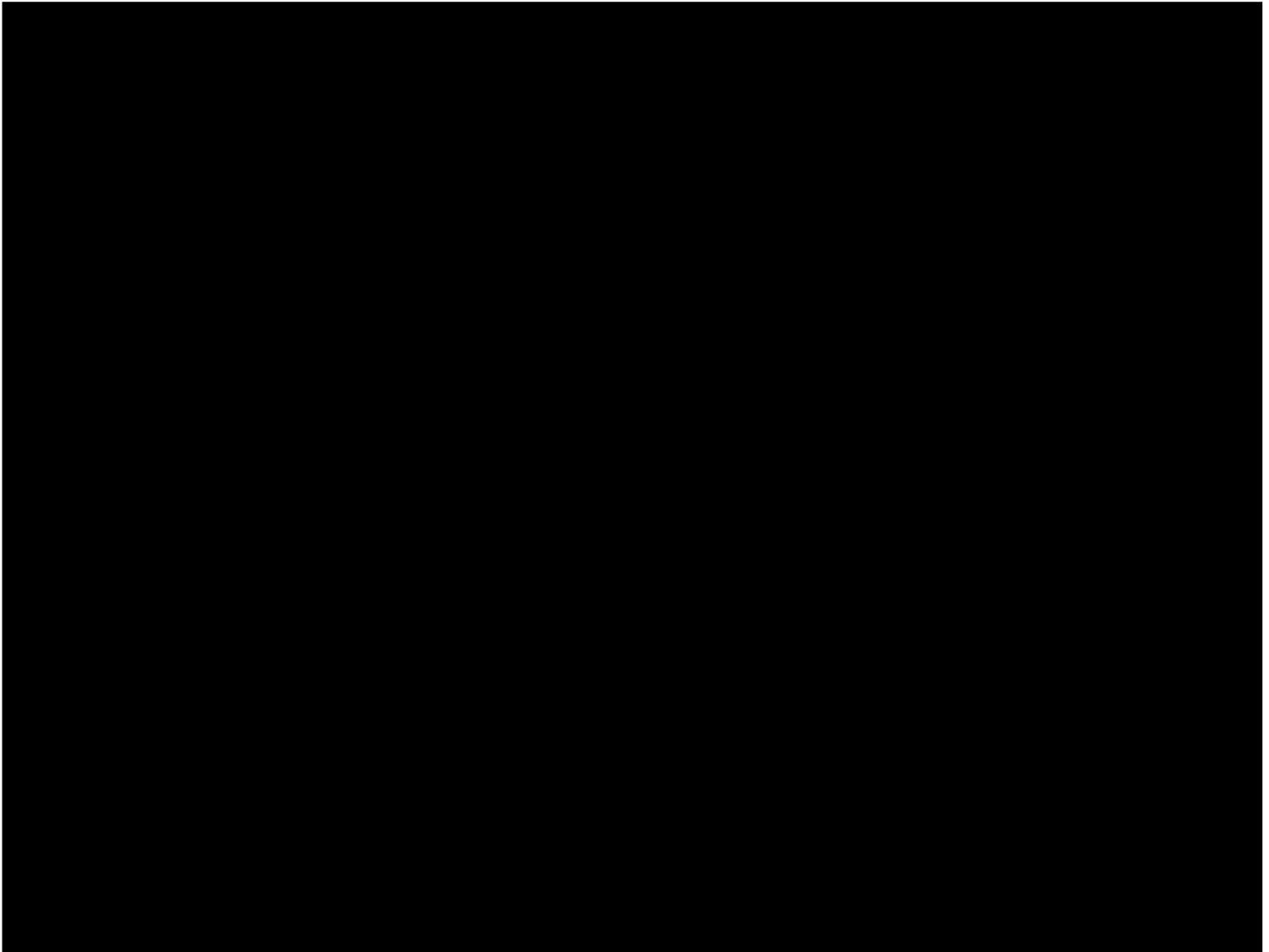


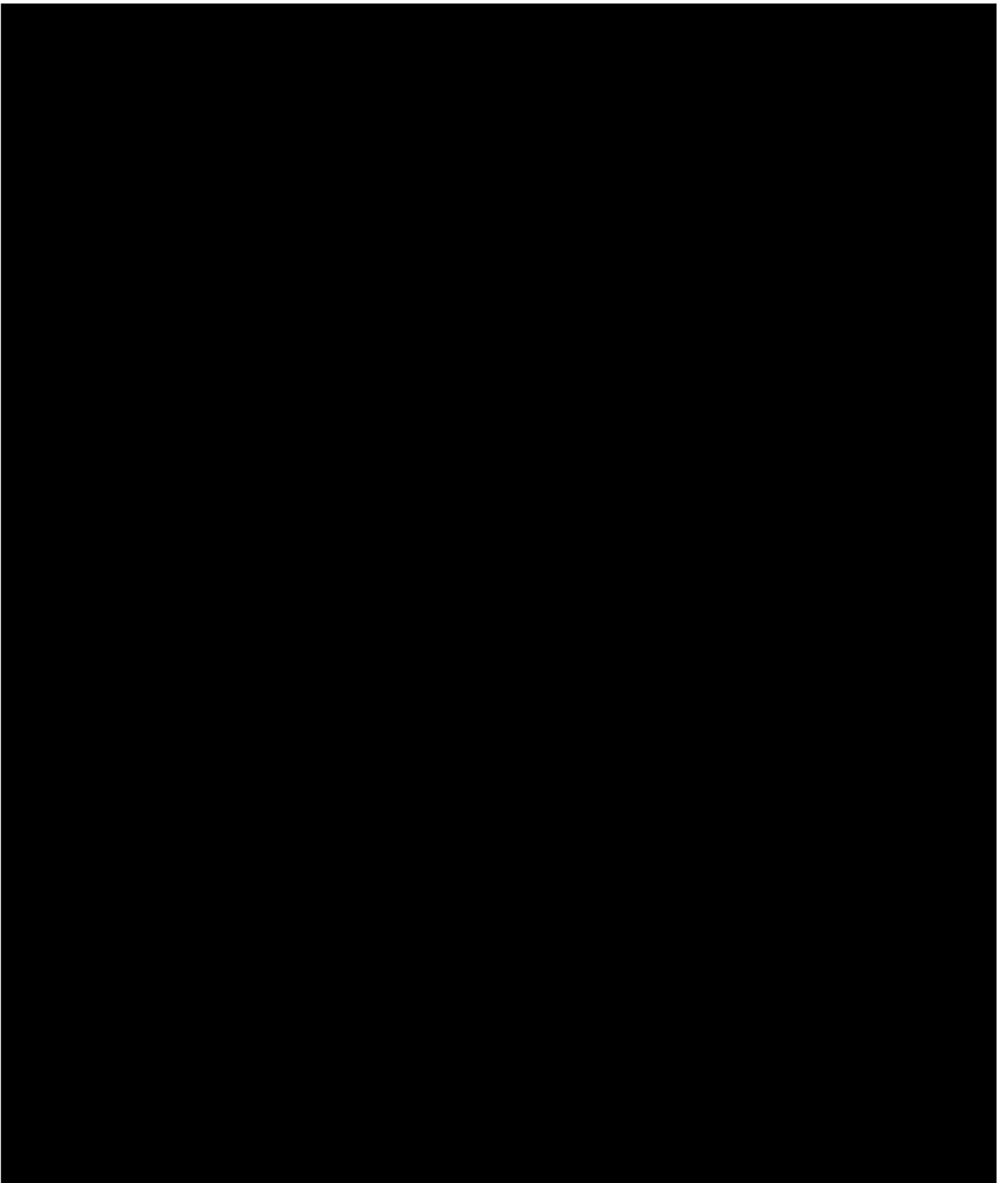














## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Friday, April 15, 2016 7:00 PM  
**To:** Barron, Paul L  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; 'Chunlin Leonhard'; lushers-board-only@googlegroups.com  
**Subject:** RE: Communication among board members only and between Board and administrators

Folks,

This does not have to be an all or nothing thing. We can, and should, hear from the administration; and the administration should also have the benefit of legal advice. But the Board should also be able to discuss some issues amongst ourselves for the crystal clear reasons Chunlin articulated. Also, [REDACTED] these are jsut fundamental, axiomatic concepts that comport with basic common sense, decorum, and respect for each other. If nothing else, a Board member's desire to speak with his or her fellow Board members outside the presence of employees who may have interests divergent from those of the Board should be respected.

I hope we can get past this and I'm appealing to the good will of all to do so.

Blaine

> Dear board members:

> I have read carefully Chunlin's email. Certainly there should be communication only between the board members if the issue relates to Kathy > personally. However, like Rache, I do not believe that this is one of those times. I think that administration should be included in any discussions that relates to the operations of Lusher. For example, the emails that have excluded administration during this period has created the impression that the board does not seek administration's input. I would suggest an approach different than that suggested by Blaine. At the very beginning of the executive meeting the board members who are there can indicate whether they want to use Blaine's approach or to include administration at the full meeting.

> Note, I have not copied this email to administration.

> I appreciate your considering my approach.

> 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

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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.

> -----Original Message-----

> From: lusher-board-only@googlegroups.com

> [mailto:lusher-board-only@googlegroups.com] On Behalf Of

> blecesne@loyno.edu

> Sent: Friday, April 15, 2016 2:50 PM

> To: Wisdom, Rachel W. <RWisdom@stonepigman.com>

> Cc: 'Chunlin Leonhard' <leonhard@loyno.edu>; blecesne@loyno.edu;

lusher-board-only@googlegroups.com

> Subject: RE: Communication among board members only and between Board  
and

> administrators

> In order to accomodate both views on this issue, we can easily devote

> a

part of tomorrow's session where administrators participate and get legal

> guidance and a separate session where we, as a Board, discuss things

amongst ourselves for the reasons mentioned by Chunlin. There are going to

> be times (eg. CEO contract renewal) where we have to do this because

> of

the circumstances and this is one of those times. That is also why we created a board only listserve as well.

> Blaine

>> Thank you for your comments, Chunlin. I agree with many of the points  
you make but don't have time now to fully respond.

>> However, tomorrow's executive session is for obtaining advice from  
counsel [REDACTED]

>> So I do not think we should exclude them from the meeting tomorrow

>> and

believe it would not only further erode our relationship with them were we to do so but will also hinder their ability to  
handle what is happening at the schools.

>> Perhaps we can have another session at some point without them if

>> there

really is some conflict between the board and the administrators. I

don't think there is, but maybe I am wrong. But we could have a

separate session later if the need arises without excluding them tomorrow.

>> I am not responding further because I have a deadline for a filing

>> and

just can't. But I am happy to talk any other time to anyone about

any

>> of this. My cell is [REDACTED]

>> Thanks,

>> R

>> From: Chunlin Leonhard [mailto:leonhard@loyno.edu]

>> Sent: Friday, April 15, 2016 12:29 PM

>> To: Wisdom, Rachel W.; blecesne@loyno.edu;

>> lusher-board-only@googlegroups.com

>> Subject: Communication among board members only and between Board and  
administrators

>> Dear Board members,

>> Because of the upcoming meeting scheduled for tomorrow, I'd like to

respond to Rachel's concern about our communication among board members only. I meant to respond earlier, but  
wasn't able to find the

>> necessary time to address this issue. With all due respect to

>> Rachel,

I disagree that we as a board should not communicate among ourselves. I understand her concern, but I believe that it is important that board members have an opportunity to discuss the petition related issues without the presence of the administrators. As a general principle, I agree that it is critically important for the Board and school administrators to work closely together and to have a

>> relationship built on trust and transparency. In the vast majority

>> of

cases, I would have no problems discussing and consulting with the administrators and welcoming their input.

>> However, the situation that we are currently facing is one of those

extremely rare situations where the Board's interests and those of the

>> school administrators may not necessarily be 100 percent aligned. I

view the duty of the Board is to act as a governing body for the best interest of the Lusher. On that issue, the Board and the school administrators'

>> interests should be aligned 100 percent. However, because the union

petition has the potential to take away some control from the

>> administrators (that is the nature of the beast here), the Board's

fiduciary interests and those of the administrators may diverge. For example, the Board may decide that it is in the best interest of the Lusher and its students to voluntarily recognize the union while the school administrators may disagree (either because they believe that it is in the best interest of Lusher not to recognize the union voluntarily or because they understandably don't like to give up control of all the decision making). It is this last possibility that made me think that the Board members should have an opportunity to discuss the issues openly and frankly without any concern about their words being misconstrued or taken out of context. As we all know, it is very easy for one's words to be misconstrued and understood out of context even with the best of intentions.

>> I have not made up my mind and would like an opportunity to hear all

comments from my fellow (wiser and more experienced) board members outside the presence of the administrators. I would like to request that the

>> executive session be closed to the administrators. This does not mean

that I am not open to input from everyone affected by this decision including the administrators. I am open to different sessions seeking input from administrators so that I can understand their perspectives before the Board has to make a decision.

>> For me, this current issue is a difficult decision to make with

>> serious

consequences. We as a board need to work together and focus on our core mission – the best interest of the school. I hope that the

>> board has an opportunity to listen to input from all parties, [REDACTED]

[REDACTED] and debate the pros and cons of our

>> potential decision without unnecessary distractions.

>> Sincerely,

>> Chunlin

>> From:

>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro

>> u

ps.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of Wisdom, Rachel W.

>> Sent: Tuesday, April 12, 2016 10:23 PM

>> To: 'blecesne@loyno.edu'

>> <blecesne@loyno.edu<mailto:blecesne@loyno.edu>>;

>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro

>> u

ps.com>

>> Subject: RE: Special meeting and legal counsel Also – please

>> understand that I think board-only communications about

all of this are not only unwarranted but are seriously damaging our relationship with our administrators and I object to continuing on this basis.

>> From:  
>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro  
>> u  
ps.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
>> Sent: Tuesday, April 12, 2016 10:07 PM  
>> To:  
>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro  
>> u  
ps.com>  
>> Subject: Special meeting and legal counsel Hi all,

>> The Board has the authority to hire a lawyer. With all due respect,  
Rachel is simply wrong that only the CEO can do so. In the ten years since we have been a charter, this inarguable fact  
has never been an issue. I

That should lay the matter to rest and we can get on with resolving the substantive issue before us. We  
have no choice but to make a decision on the union by April 23rd. Failure to act is tantamount to rejection of the  
bargaining unit and means an immediate election. Like it or not, we can't say we need more time to decide.

>> Blaine  
>> --  
>> You received this message because you are subscribed to the Google  
Groups "Lusher Board Only" group.  
>> To unsubscribe from this group and stop receiving emails from it,  
>> send  
an email to  
>> lusher-board-only+unsubscribe@googlegroups.com<mailto:lusher-board-only+unsubscribe@googlegroups.com>.  
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/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu><<https://groups.google.com/d/msgid/lusher-board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu>>.  
For more options, visit  
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an email to  
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To post to this group, send email to  
>> [lusher-board-only@googlegroups.com](mailto: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/FE94FE8E1F04F744BCD6D9A5E438A242ED14BA52%40SPEXCH.stonepigman.com><<https://groups.google.com/d/msgid/lusher-board-only/FE94FE8E1F04F744BCD6D9A5E438A242ED14BA52%40SPEXCH.stonepigman.com>>?utm\_medium=email&utm\_source=footer>.  
For more options, visit  
>> <https://groups.google.com/d/optout><<https://groups.google.com/d/optout>>.  
> --  
> You received this message because you are subscribed to the Google  
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> "Lusher Board Only" group.  
> To unsubscribe from this group and stop receiving emails from it, send  
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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/f3dffca21b683cadfb88cb051e3f85da.squirrel%40secure.loyno.edu>.  
For more options, visit <https://groups.google.com/d/optout>.  
> --  
> You received this message because you are subscribed to the Google  
Groups  
> "Lusher Board Only" group.  
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> email to [lusher-board-only+unsubscribe@googlegroups.com](mailto:lusher-board-only+unsubscribe@googlegroups.com).  
> 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/BN3PR03MB2260AF1E84A3AB88A3F99764D5680%40BN3PR03MB2260.namprd03.prod.outlook.com>.  
For more options, visit <https://groups.google.com/d/optout>.

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Alysia Loshbaugh  
[REDACTED]  
**Sent:** Friday, April 15, 2016 6:09 PM  
**To:** Barron, Paul L  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; Chunlin Leonhard; lusher-board-only@googlegroups.com  
**Subject:** Re: Communication among board members only and between Board and administrators

Given that we have heard from pro-Union teachers and will hear from teachers who do not want to unionize next week, I would like to use the board meeting tomorrow as an opportunity for the administration to express their views, [REDACTED]  
[REDACTED]

Alysia K. Loshbaugh

Sent from my iPhone

> On Apr 15, 2016, at 5:59 PM, Barron, Paul L <pbarron@tulane.edu> wrote:

>

> Dear board members:

>

> I have read carefully Chunlin's email. Certainly there should be communication only between the board members if the issue relates to Kathy personally. However, like Rache, I do not believe that this is one of those times. I think that administration should be included in any discussions that relates to the operations of Lusher. For example, the emails that have excluded administration during this period has created the impression that the board does not seek administration's input.

>

> I would suggest an approach different than that suggested by Blaine. At the very beginning of the executive meeting the board members who are there can indicate whether they want to use Blaine's approach or to include administration at the full meeting.

>

> Note, I have not copied this email to administration.

>

> I appreciate your considering my approach.

>

> 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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>

>  
> -----Original Message-----  
> From: lusher-board-only@googlegroups.com  
> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
> blecesne@loyno.edu  
> Sent: Friday, April 15, 2016 2:50 PM  
> To: Wisdom, Rachel W. <RWisdom@stonepigman.com>  
> Cc: 'Chunlin Leonhard' <leonhard@loyno.edu>; blecesne@loyno.edu;  
> lusher-board-only@googlegroups.com  
> Subject: RE: Communication among board members only and between Board  
> and administrators

>  
>  
> In order to accomodate both views on this issue, we can easily devote a part of tomorrow's session where administrators participate and [REDACTED] a separate session where we, as a Board, discuss things amongst ourselves for the reasons mentioned by Chunlin. There are going to be times (eg. CEO contract renewal) where we have to do this because of the circumstances and this is one of those times. That is also why we created a board only listserve as well.

>  
> Blaine

>  
>  
>  
>  
>  
>> Thank you for your comments, Chunlin. I agree with many of the points  
>> you make but don't have time now to fully respond.

>>  
>> However, tomorrow's executive session is for obtaining advice from  
>> counsel and [REDACTED]

>> [REDACTED]  
>> So I do not think we should exclude them from the meeting tomorrow  
>> and believe it would not only further erode our relationship with  
>> them were we to do so but will also hinder their ability to handle  
>> what is happening at the schools.

>>  
>> Perhaps we can have another session at some point without them if there  
>> really is some conflict between the board and the administrators. I  
>> don't think there is, but maybe I am wrong. But we could have a  
>> separate session later if the need arises without excluding them  
>> tomorrow.

>>  
>> I am not responding further because I have a deadline for a filing and  
>> just can't. But I am happy to talk any other time to anyone about any  
>> of this. My cell is [REDACTED]

>>  
>> Thanks,

>>  
>> R

>>  
>> From: Chunlin Leonhard [mailto:leonhard@loyno.edu]  
>> Sent: Friday, April 15, 2016 12:29 PM

>> To: Wisdom, Rachel W.; blecesne@loyno.edu;  
>> lusher-board-only@googlegroups.com  
>> Subject: Communication among board members only and between Board and  
>> administrators

>>  
>> Dear Board members,

>>  
>> Because of the upcoming meeting scheduled for tomorrow, I'd like to  
>> respond to Rachel's concern about our communication among board  
>> members only. I meant to respond earlier, but wasn't able to find  
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>> For me, this current issue is a difficult decision to make with  
>> serious consequences. We as a board need to work together and focus  
>> on our core mission – the best interest of the school. I hope that  
>> the board has an opportunity to listen to input from all parties, [REDACTED]  
>> [REDACTED], and debate the pros and cons of our  
>> potential decision without unnecessary distractions.

>>  
>> Sincerely,

>>  
>> Chunlin

>>  
>> From:  
>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro  
>> u ps.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
>> Wisdom, Rachel W.  
>> Sent: Tuesday, April 12, 2016 10:23 PM  
>> To: 'blecesne@loyno.edu'  
>> <blecesne@loyno.edu<mailto:blecesne@loyno.edu>>;  
>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro  
>> u  
>> ps.com>  
>> Subject: RE: Special meeting and legal counsel

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>> Also – please understand that I think board-only communications about  
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>> blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
>> Sent: Tuesday, April 12, 2016 10:07 PM  
>> To:  
>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro  
>> u  
>> ps.com>  
>> Subject: Special meeting and legal counsel

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>> Hi all,

[REDACTED]

[REDACTED] Her name is Mag Bickford. I spent a  
>> good part of last evening and most of today trying to do so. Since

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>> Like it or not, we can't say we need more time to decide.

>>

>> Blaine

>>

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[board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu)>.

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

## Chunlin Leonhard

---

**From:** Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Friday, April 15, 2016 5:59 PM  
**To:** blecesne@loyno.edu; Wisdom, Rachel W.  
**Cc:** 'Chunlin Leonhard'; lusher-board-only@googlegroups.com  
**Subject:** RE: Communication among board members only and between Board and administrators

Dear board members:

I have read carefully Chunlin's email. Certainly there should be communication only between the board members if the issue relates to Kathy personally. However, like Rache, I do not believe that this is one of those times. I think that administration should be included in any discussions that relates to the operations of Lusher. For example, the emails that have excluded administration during this period has created the impression that the board does not seek administration's input.

I would suggest an approach different than that suggested by Blaine. At the very beginning of the executive meeting the board members who are there can indicate whether they want to use Blaine's approach or to include administration at the full meeting.

Note, I have not copied this email to administration.

I appreciate your considering my approach.

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

From: lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] On Behalf Of blecesne@loyno.edu  
Sent: Friday, April 15, 2016 2:50 PM  
To: Wisdom, Rachel W. <RWisdom@stonepigman.com>  
Cc: 'Chunlin Leonhard' <leonhard@loyno.edu>; blecesne@loyno.edu; lusher-board-only@googlegroups.com  
Subject: RE: Communication among board members only and between Board and administrators

In order to accomodate both views on this issue, we can easily devote a part of tomorrow's session where administrators participate [REDACTED] and a separate session where we, as a Board, discuss things amongst

ourselves for the reasons mentioned by Chunlin. There are going to be times (eg. CEO contract renewal) where we have to do this because of the circumstances and this is one of those times. That is also why we created a board only listserve as well.

Blaine

> Thank you for your comments, Chunlin. I agree with many of the points  
> you make but don't have time now to fully respond.  
>  
> However, tomorrow's executive session is for obtaining advice from  
> counsel and the administrators need to be able to ask questions and  
> hear advice too.  
>  
> So I do not think we should exclude them from the meeting tomorrow and  
> believe it would not only further erode our relationship with them  
> were we to do so but will also hinder their ability to handle what is  
> happening at the schools.  
>  
> Perhaps we can have another session at some point without them if there  
> really is some conflict between the board and the administrators. I  
> don't think there is, but maybe I am wrong. But we could have a  
> separate session later if the need arises without excluding them  
> tomorrow.  
>  
> I am not responding further because I have a deadline for a filing and  
> just can't. But I am happy to talk any other time to anyone about any  
> of this. My cell is [REDACTED]  
>  
> Thanks,  
>  
> R  
>  
> From: Chunlin Leonhard [mailto:leonhard@loyno.edu]  
> Sent: Friday, April 15, 2016 12:29 PM  
> To: Wisdom, Rachel W.; blecesne@loyno.edu;  
> lusher-board-only@googlegroups.com  
> Subject: Communication among board members only and between Board and  
> administrators  
>  
> Dear Board members,  
>  
> Because of the upcoming meeting scheduled for tomorrow, I'd like to  
> respond to Rachel's concern about our communication among board  
> members only. I meant to respond earlier, but wasn't able to find the  
> necessary time to address this issue. With all due respect to Rachel,  
> I disagree that we as a board should not communicate among ourselves.  
>  
> I understand her concern, but I believe that it is important that  
> board members have an opportunity to discuss the petition related

> issues without the presence of the administrators. As a general  
> principle, I agree that it is critically important for the Board and  
> school administrators to work closely together and to have a  
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> extremely rare situations where the Board's interests and those of the  
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> Sincerely,  
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> Chunlin  
>  
> From:  
> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
> ps.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
> Wisdom, Rachel W.

> Sent: Tuesday, April 12, 2016 10:23 PM  
> To: 'blecesne@loyno.edu'  
> <blecesne@loyno.edu<mailto:blecesne@loyno.edu>>;  
> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
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> Subject: RE: Special meeting and legal counsel

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> Also – please understand that I think board-only communications about  
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> blecesne@loyno.edu<mailto:blecesne@loyno.edu>

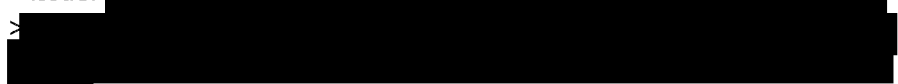
> Sent: Tuesday, April 12, 2016 10:07 PM  
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> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
> ps.com>  
> Subject: Special meeting and legal counsel

> Hi all,



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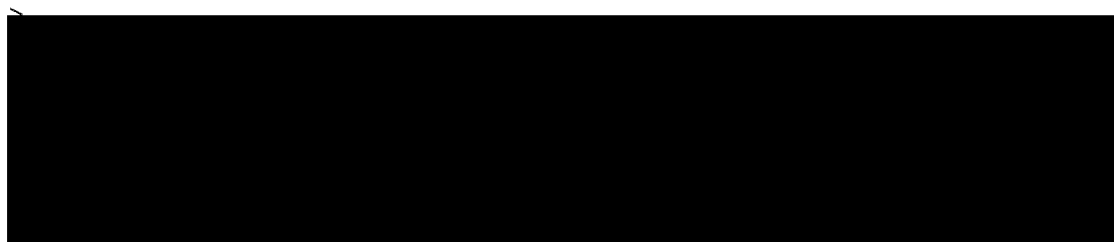
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> is powerless to hire its own lawyer is puzzling, to say the least. In  
> any event, time is too short to quibble over procedural matters that  
> have never been raised before.

>

> For those who stayed tonight to hear from the attorney, who was  
> gracious enough to stay and advise us despite a very chilly reception,  
> she was indeed very impressive and we learned an awful lot. To cut  
> through all this procedural bickering, which we don't have time for,  
> the Board needs to select counsel and do it quickly. That should lay  
> the matter to rest and we can get on with resolving the substantive  
> issue before us. We have no choice but to make a decision on the union  
> by April 23rd. Failure to act is tantamount to rejection of the  
> bargaining unit and means an immediate election. Like it or not, we  
> can't say we need more time to decide.



> Blaine

>

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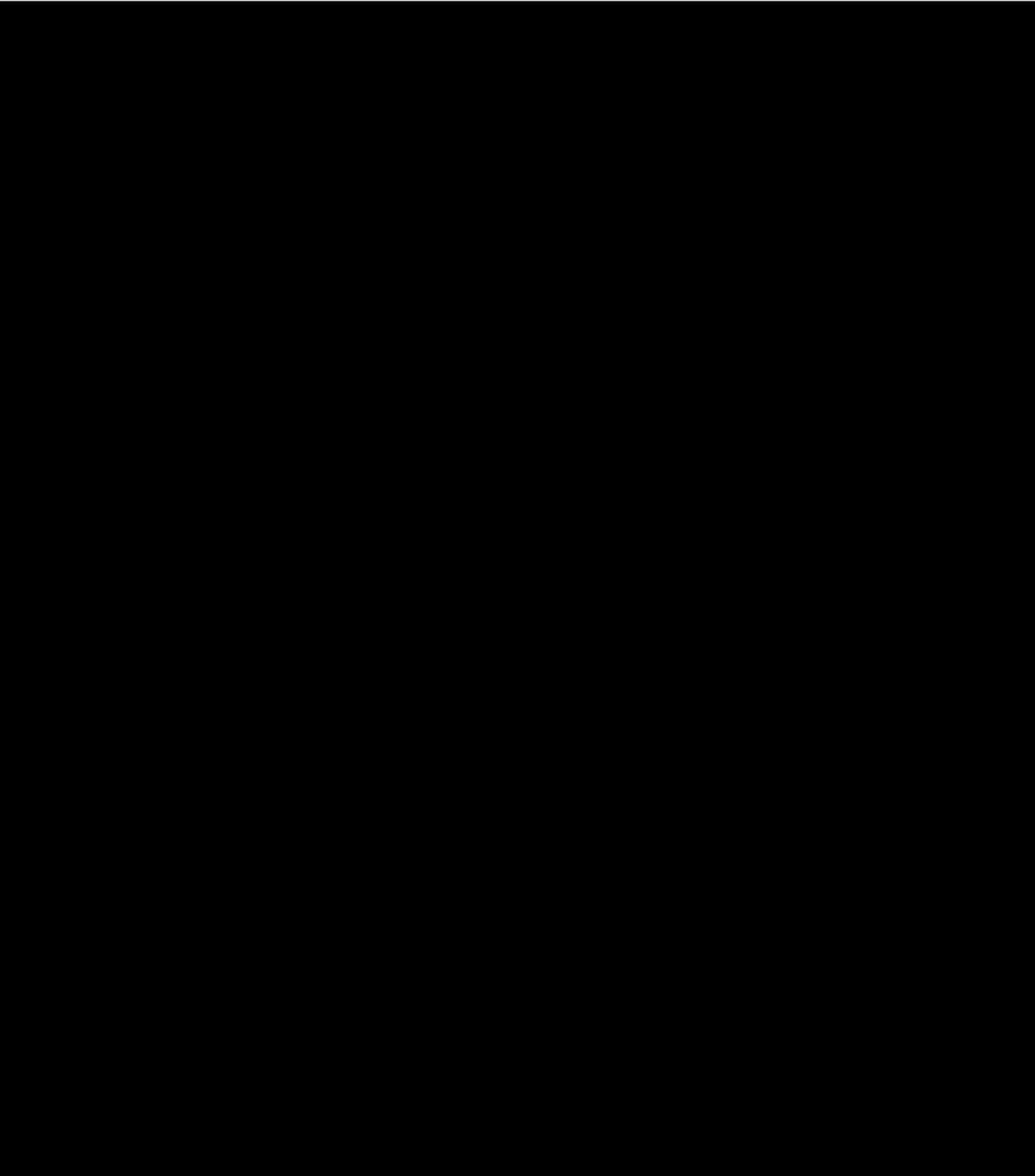
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> [?utm\\_medium=email&utm\\_source=footer](https://groups.google.com/d/msgid/lusher-board-only/FE94FE8E1F04F744BCD6D9A5E438A242ED14BA52%40SPEXCH.stonepigman.com?utm_medium=email&utm_source=footer)>.  
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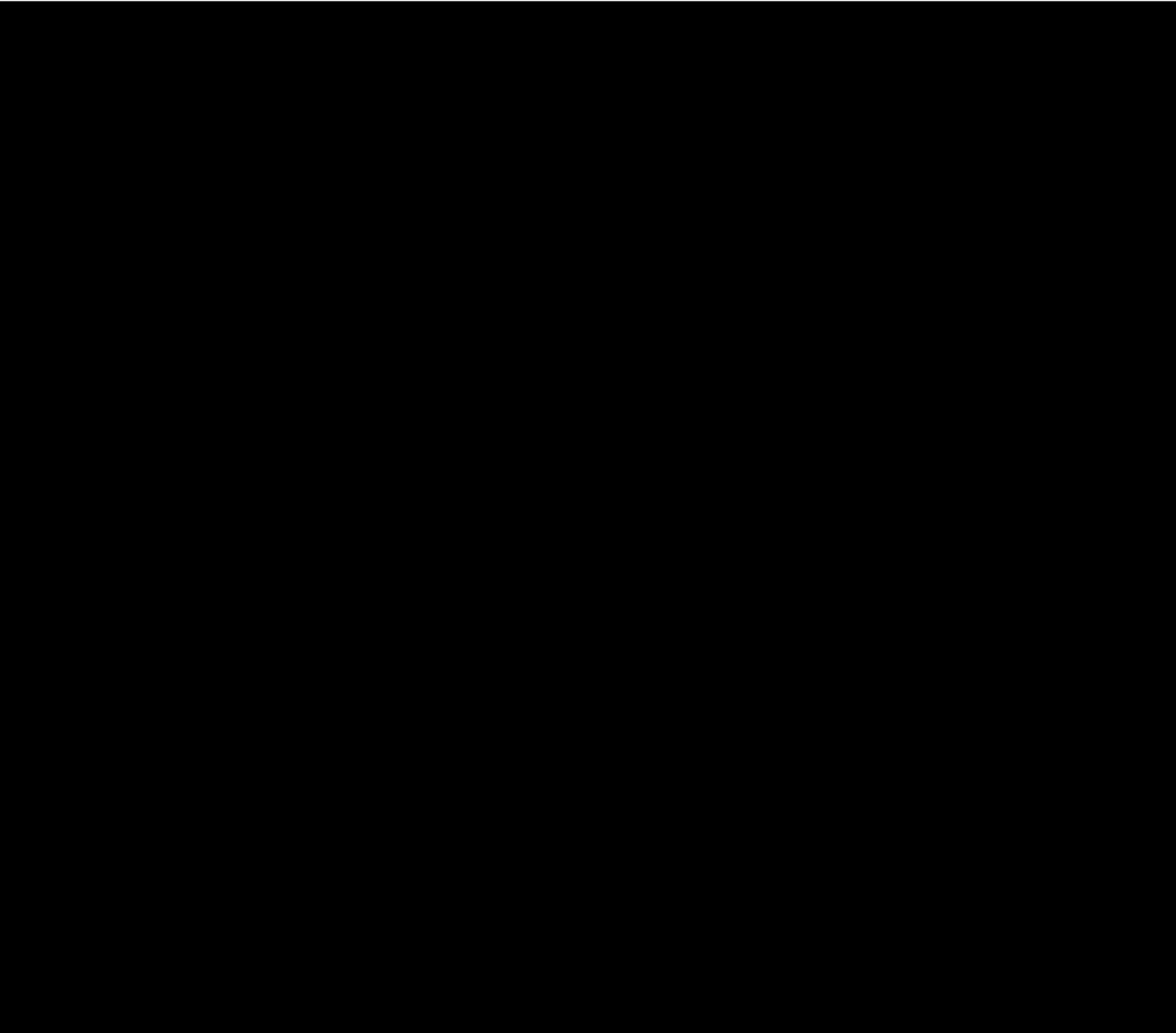
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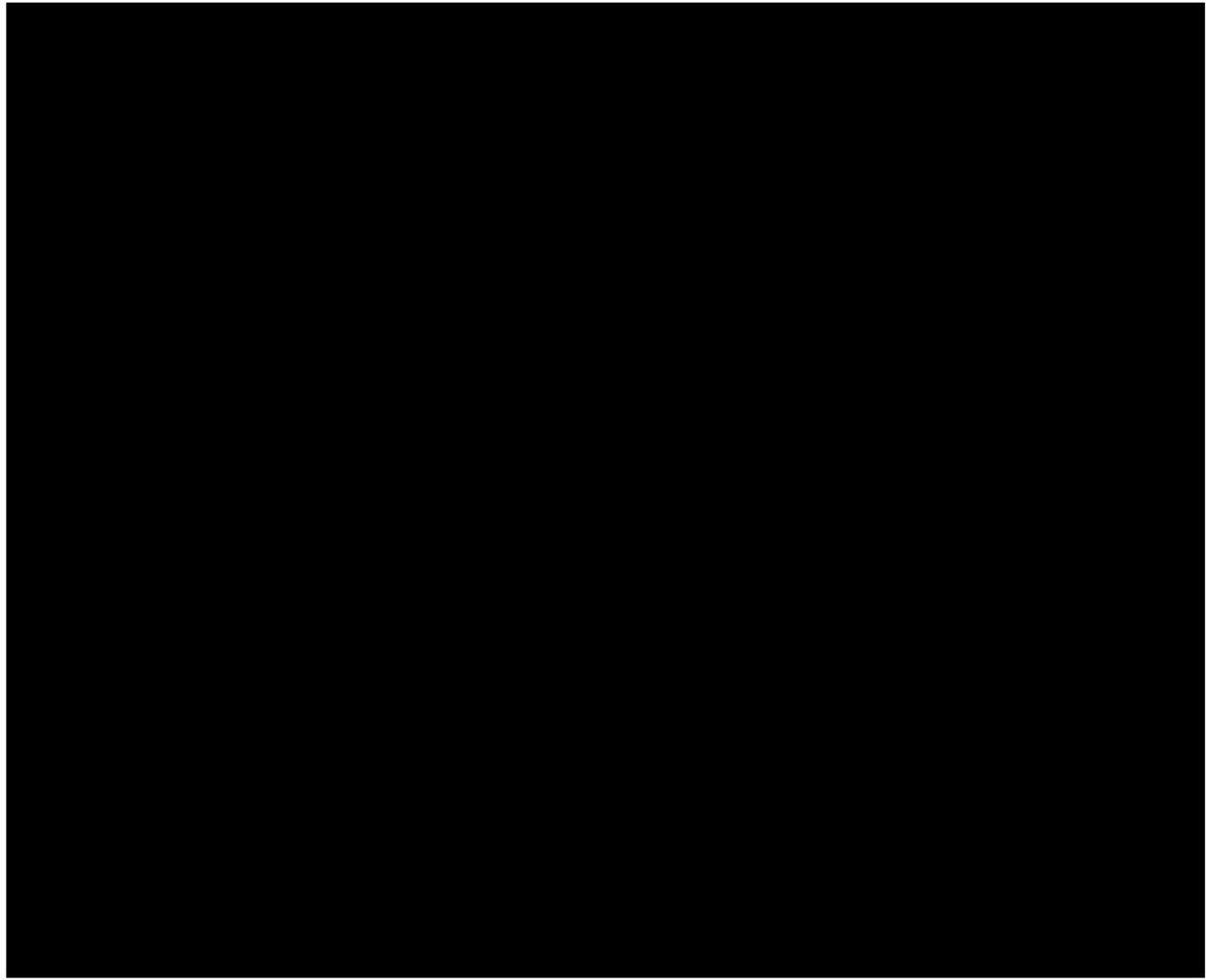
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For more options, visit <https://groups.google.com/d/optout>.









## Chunlin Leonhard

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**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Friday, April 15, 2016 5:45 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** [REDACTED]  
**Attachments:** [REDACTED]

[REDACTED]

Blaine

--

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



## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Friday, April 15, 2016 5:42 PM  
**To:** blecesne@loyno.edu; Wisdom, Rachel W.  
**Cc:** Chunlin Leonhard; lusher-board-only@googlegroups.com  
**Subject:** RE: Communication among board members only and between Board and administrators

Hi, Blaine,

Thanks for the suggestion. I am totally comfortable with a bifurcated executive session. Once the Board hires an attorney,

Best regards,

Chunlin

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

**From:** blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
**Sent:** Friday, April 15, 2016 2:50 PM  
**To:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Cc:** 'Chunlin Leonhard' <leonhard@loyno.edu>; blecesne@loyno.edu; lusher-board-only@googlegroups.com  
**Subject:** RE: Communication among board members only and between Board and administrators

In order to accomodate both views on this issue, we can easily devote a part of tomorrow's session where administrators participate a [REDACTED] and a separate session where we, as a Board, discuss things amongst ourselves for the reasons mentioned by Chunlin. There are going to be times (eg. CEO contract renewal) where we have to do this because of the circumstances and this is one of those times. That is also why we created a board only listserve as well.

Blaine

> Thank you for your comments, Chunlin. I agree with many of the points  
> you make but don't have time now to fully respond.  
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> hear advice too.  
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> really is some conflict between the board and the administrators. I  
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> separate session later if the need arises without excluding them  
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> I am not responding further because I have a deadline for a filing and  
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> Thanks,  
>  
> R  
>  
> From: Chunlin Leonhard [mailto:leonhard@loyno.edu]  
> Sent: Friday, April 15, 2016 12:29 PM  
> To: Wisdom, Rachel W.; blecesne@loyno.edu;  
> lusher-board-only@googlegroups.com  
> Subject: Communication among board members only and between Board and  
> administrators  
>  
> Dear Board members,  
>  
> Because of the upcoming meeting scheduled for tomorrow, I'd like to  
> respond to Rachel's concern about our communication among board  
> members only. I meant to respond earlier, but wasn't able to find the  
> necessary time to address this issue. With all due respect to Rachel,  
> I disagree that we as a board should not communicate among ourselves.  
>  
> I understand her concern, but I believe that it is important that  
> board members have an opportunity to discuss the petition related  
> issues without the presence of the administrators. As a general  
> principle, I agree that it is critically important for the Board and  
> school administrators to work closely together and to have a  
> relationship built on trust and transparency. In the vast majority of  
> cases, I would have no problems discussing and consulting with the  
> administrators and welcoming their input.  
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> However, the situation that we are currently facing is one of those  
> extremely rare situations where the Board's interests and those of the  
> school administrators may not necessarily be 100 percent aligned. I  
> view the duty of the Board is to act as a governing body for the best  
> interest of the Lusher. On that issue, the Board and the school  
> administrators'  
> interests should be aligned 100 percent. However, because the union  
> petition has the potential to take away some control from the  
> administrators (that is the nature of the beast here), the Board's  
> fiduciary interests and those of the administrators may diverge. For  
> example, the Board may decide that it is in the best interest of the  
> Lusher and its students to voluntarily recognize the union while the

> school administrators may disagree (either because they believe that  
> it is in the best interest of Lusher not to recognize the union  
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> that I am not open to input from everyone affected by this decision  
> including the administrators. I am open to different sessions seeking  
> input from administrators so that I can understand their perspectives  
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> For me, this current issue is a difficult decision to make with  
> serious consequences. We as a board need to work together and focus  
> on our core mission – the best interest of the school. I hope that the  
> board has an opportunity to listen to input from all parties, [REDACTED]  
> [REDACTED] and debate the pros and cons of our  
> potential decision without unnecessary distractions.  
>  
> Sincerely,  
>  
> Chunlin  
>  
> From:  
> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
> ps.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
> Wisdom, Rachel W.  
> Sent: Tuesday, April 12, 2016 10:23 PM  
> To: 'blecesne@loyno.edu'  
> <blecesne@loyno.edu<mailto:blecesne@loyno.edu>>;  
> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
> ps.com>  
> Subject: RE: Special meeting and legal counsel  
>  
> Also – please understand that I think board-only communications about  
> all of this are not only unwarranted but are seriously damaging our  
> relationship with our administrators and I object to continuing on  
> this basis.  
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> From:  
> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
> ps.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
> blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
> Sent: Tuesday, April 12, 2016 10:07 PM

> To:  
> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
> ps.com>  
> Subject: Special meeting and legal counsel  
>  
> Hi all,



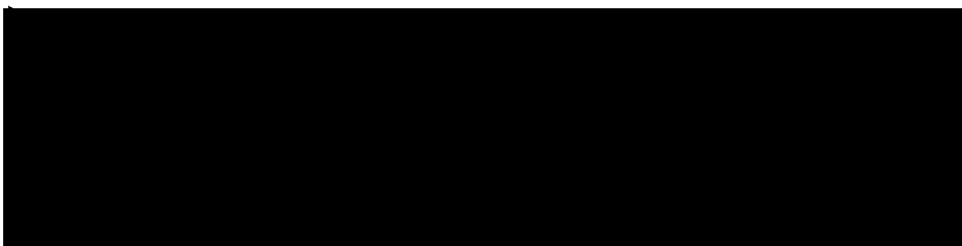
> Her name is Mag Bickford. I spent a good  
> part of last evening and most of today trying to do so. Since time is  
> short, I thought it would expedite our consideration of her to  
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> small group meetings. It was intended as an introduction, not a  
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> For more options, visit  
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To post to this group, send email to [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com).  
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## Chunlin Leonhard

---

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**Sent:** Friday, April 15, 2016 5:42 PM  
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**Cc:** Chunlin Leonhard; lusher-board-only@googlegroups.com  
**Subject:** RE: Communication among board members only and between Board and administrators

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**To:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
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> From:  
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> bargaining unit and means an immediate election. Like it or not, we

> can't say we need more time to decide.

[REDACTED]

> Blaine

>

> --



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> [only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu)<[https://groups.google.com/d/msgid/lusher-](https://groups.google.com/d/msgid/lusher-board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu)  
> [board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu)>.  
> For more options, visit  
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> [only/FE94FE8E1F04F744BCD6D9A5E438A242ED14BA52%40SPEXCH.stonepigman.com](https://groups.google.com/d/msgid/lusher-board-only/FE94FE8E1F04F744BCD6D9A5E438A242ED14BA52%40SPEXCH.stonepigman.com)<[https://groups.google.com/d/ms](https://groups.google.com/d/msgid/lusher-board-only/FE94FE8E1F04F744BCD6D9A5E438A242ED14BA52%40SPEXCH.stonepigman.com)  
> [gid/lusher-board-](https://groups.google.com/d/msgid/lusher-board-only/FE94FE8E1F04F744BCD6D9A5E438A242ED14BA52%40SPEXCH.stonepigman.com)  
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>

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Friday, April 15, 2016 5:37 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** [Fwd: Support]  
**Attachments:** untitled-[2].htm

I know we are all getting inundated with letters from teachers on both sides of the union issue. Here's another one sent to me, but which addresses the Board. Therefore, I am forwarding it to everyone.

Blaine

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

Subject: Support  
From: "Learned scholar" <[REDACTED]>  
Date: Fri, April 15, 2016 4:51 pm  
To: blecesne@loyno.edu

Mr. Lecesne,

I wish you and the Board well, I know that you are all working hard to do what is best for Lusher School.

I am writing to ask that you and the rest of the board please support the Teachers of Lusher in the Elementary, Secondary and Middle School in their bid to have a voice in the very important job of educating our youth.

I am the Advisor to the Lusher Charter High School STUDENT Government.

I have been thinking recently that it is odd that our students have a voice in their school, and yet the teachers do not. We value the voice of our students enough that we codified their voice in a Lusher Student Constitution that gives them the voice to be heard by the administration.

They sit with the principal and others and voice their positions on topics ranging from Dress Code to the Honor Code. This voice is not seen as a threat to the school - to the leadership or to any personnel. It is in fact a very highly regarded group of young men and women who are standing up for their right to have their concerns voiced. If we grant students a say in their education - it seems logical to grant teachers at least as much in a school committed to diverse ideas and great academic achievement.

If I may be so bold as to suggest we are from the same generation, I would like to suggest that this is not our father's union or even the union of the 1990's. We are committed to the education of the youth, and to the positive interaction between staff and administration.

A lack of clear, open, and honest communication undermines the safety, security and success of the entire school. Please support our bid to have a voice - if not for the teachers - for our students and the future success of Lusher School.

Thank you so very much for all you have done to this point. I truly wish you and the board well.

--

This is at the heart of all good education, where the teacher asks students to think and engages them in encouraging dialogues, constantly checking for understanding and growth.

William Glasser

Mr. Charles Greiner

2001 National Milken Educator [www.mff.org](http://www.mff.org) AP Psychology/Government/SGA Advisor Tech Mentor Lusher Charter School 5624 Freret St | map <[https://www.google.com/maps/vt/data=RfCSdfNZOLFPrHSm0ublXdzhdrDFhtmHhN1u-gM,ZBiIOJ5vAvkwJUsvjWV9i7OWPSDzcsTCVRP77TQyjjhV7bYza\\_3GJtQMhBcs41mxB6HFJfUuvw0AM8lwGTUrLuD4YlwH\\_HVdwaBLEqdsMKPZsfgZQKLHoFP8xBI](https://www.google.com/maps/vt/data=RfCSdfNZOLFPrHSm0ublXdzhdrDFhtmHhN1u-gM,ZBiIOJ5vAvkwJUsvjWV9i7OWPSDzcsTCVRP77TQyjjhV7bYza_3GJtQMhBcs41mxB6HFJfUuvw0AM8lwGTUrLuD4YlwH_HVdwaBLEqdsMKPZsfgZQKLHoFP8xBI)>  
| email Mr. Greiner <[charles\\_greiner@lusherschool.org](mailto:charles_greiner@lusherschool.org)>  
NOLA 70125

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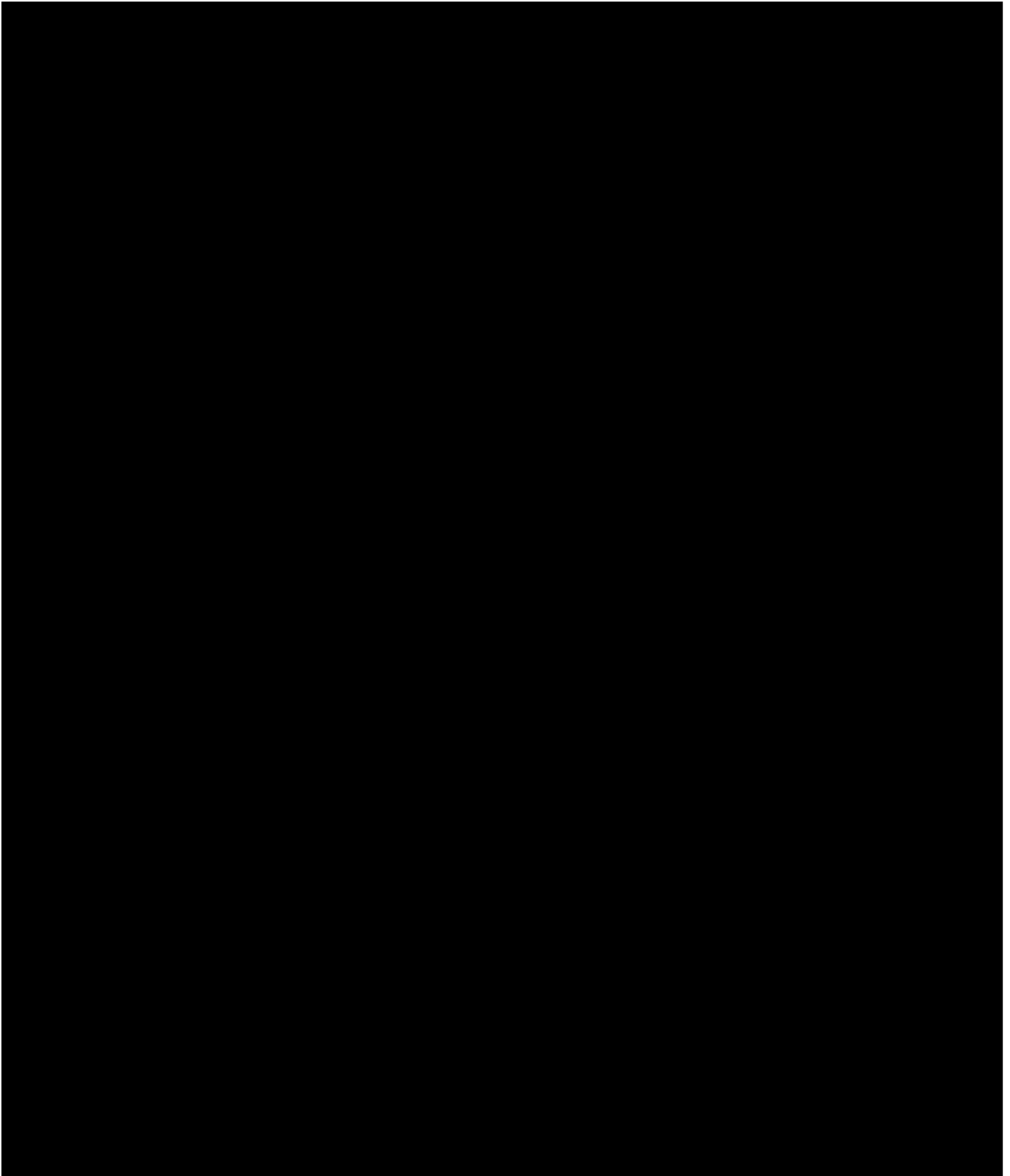
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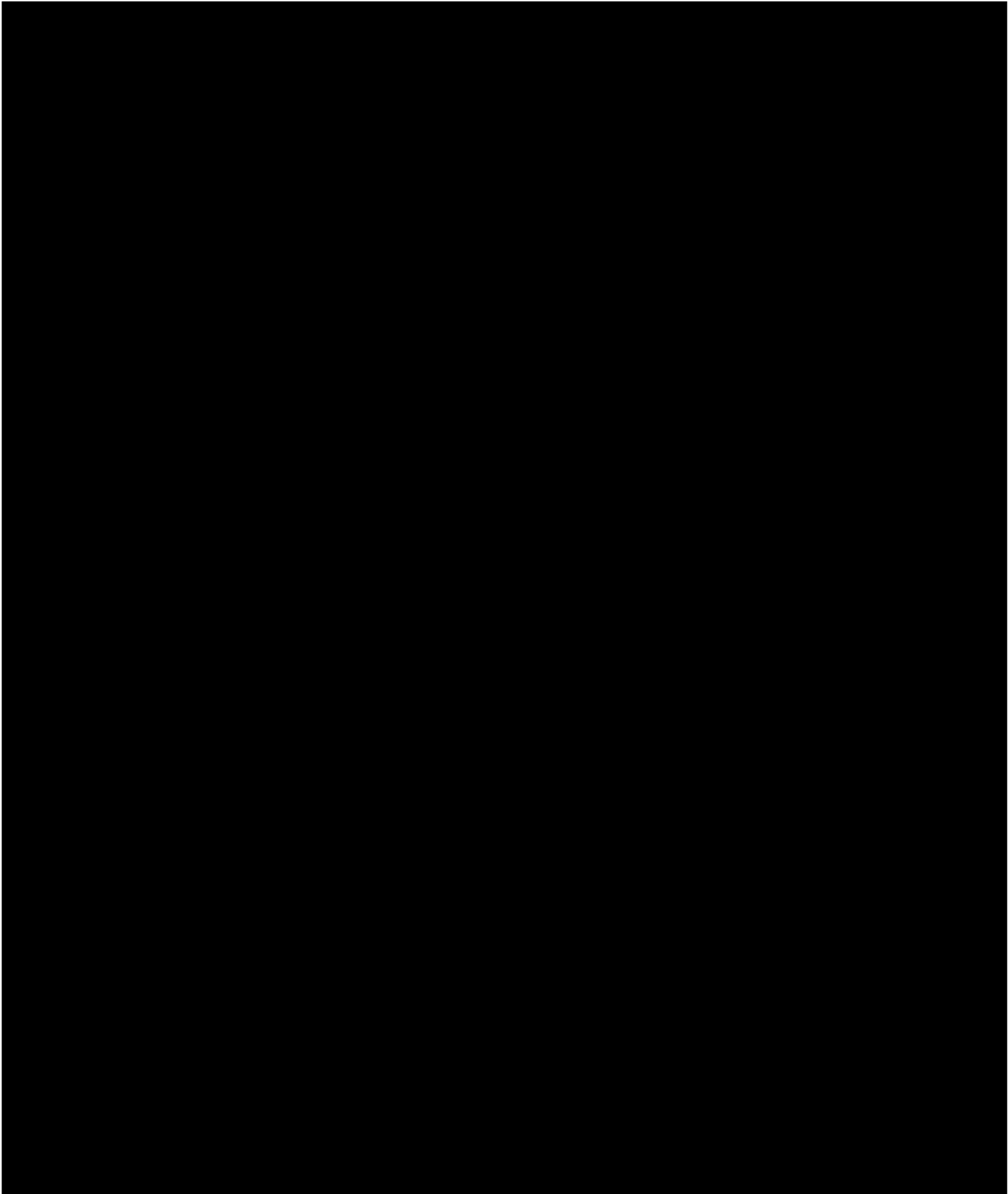
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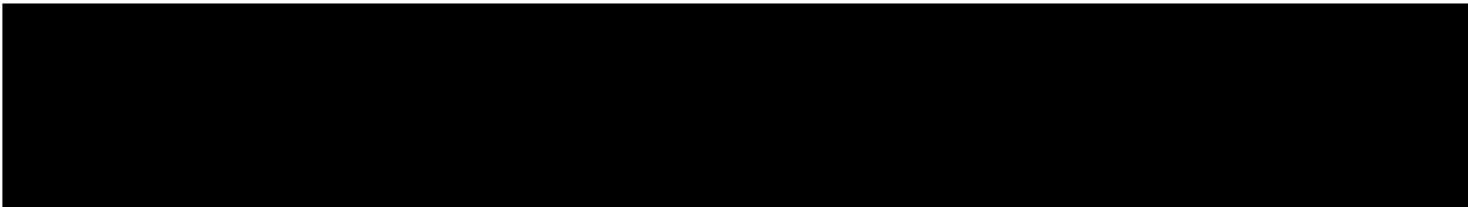


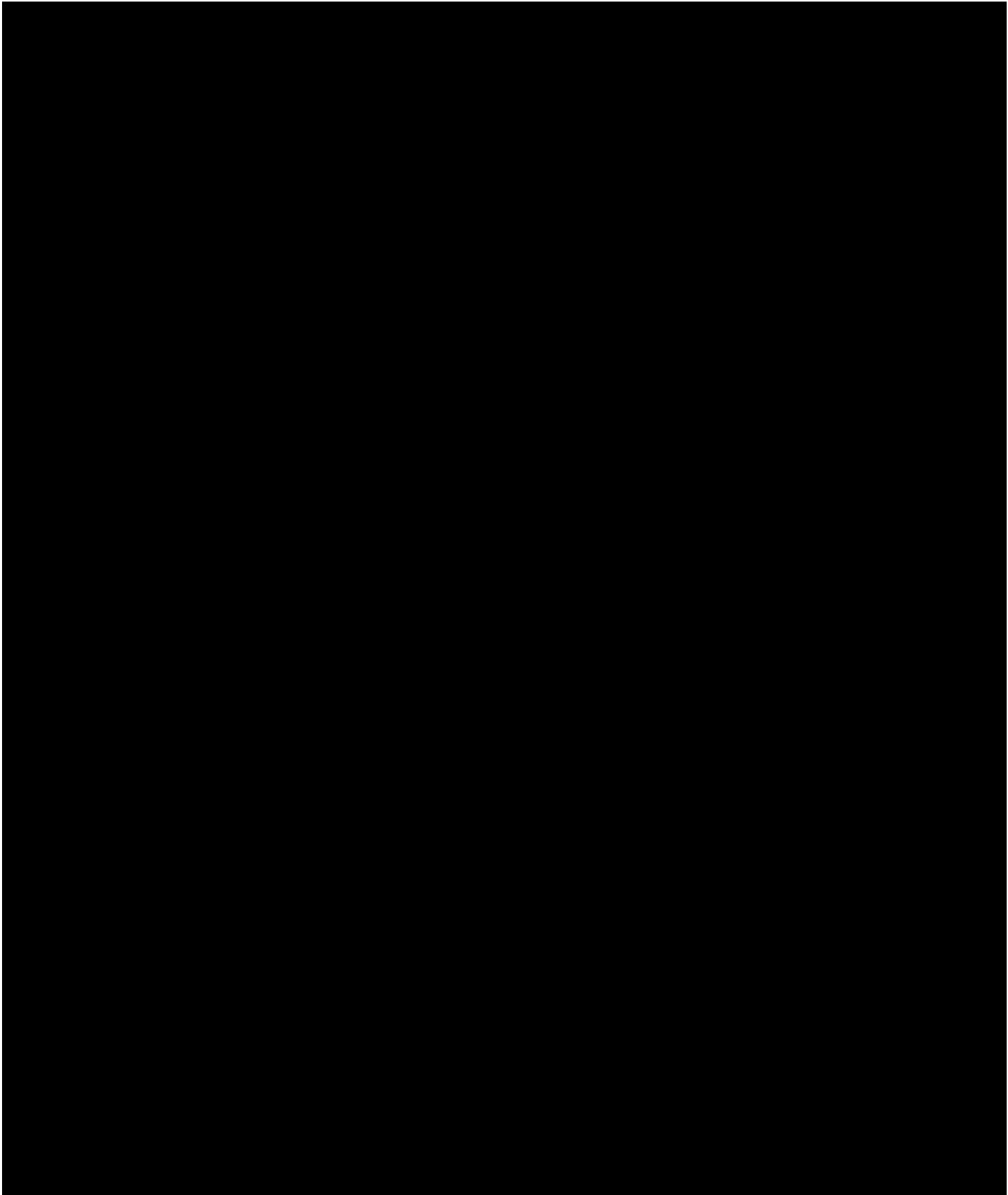


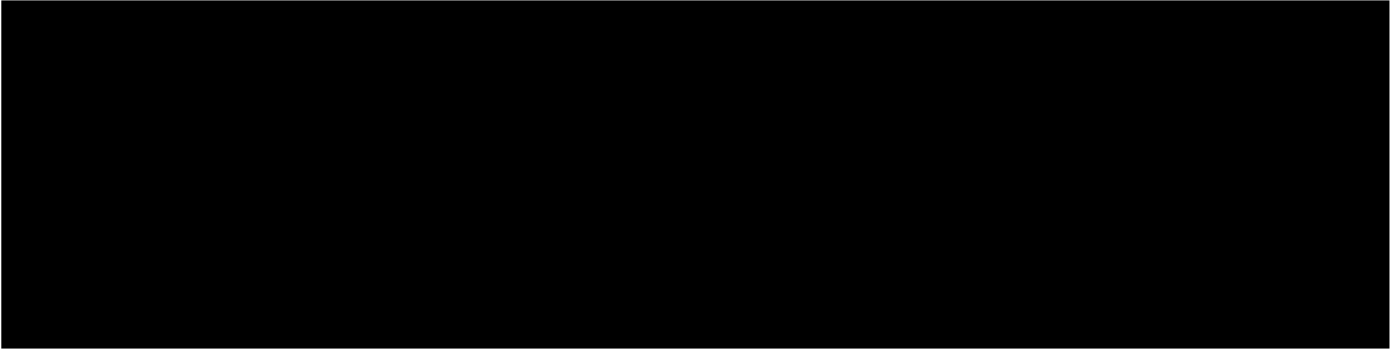


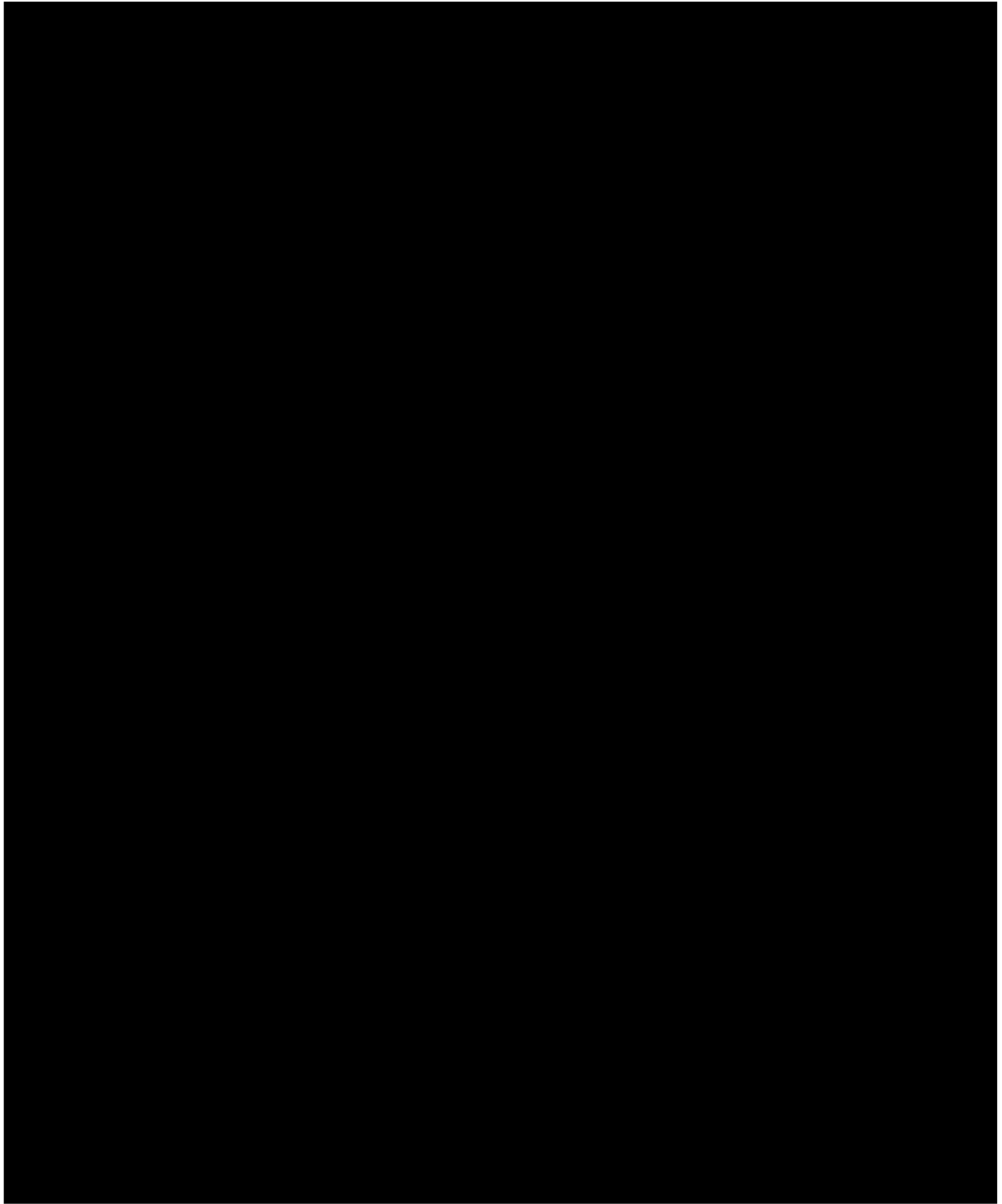


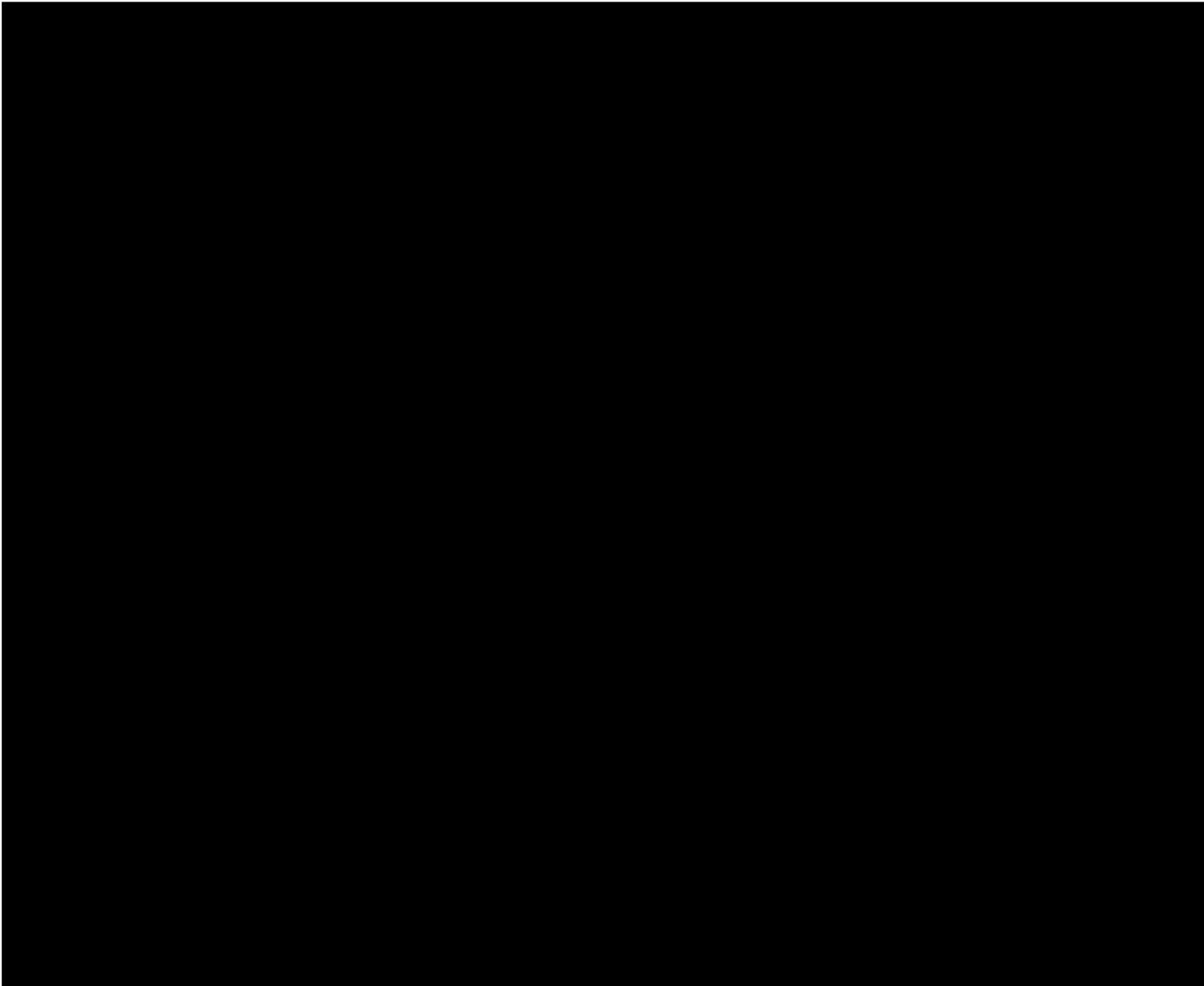


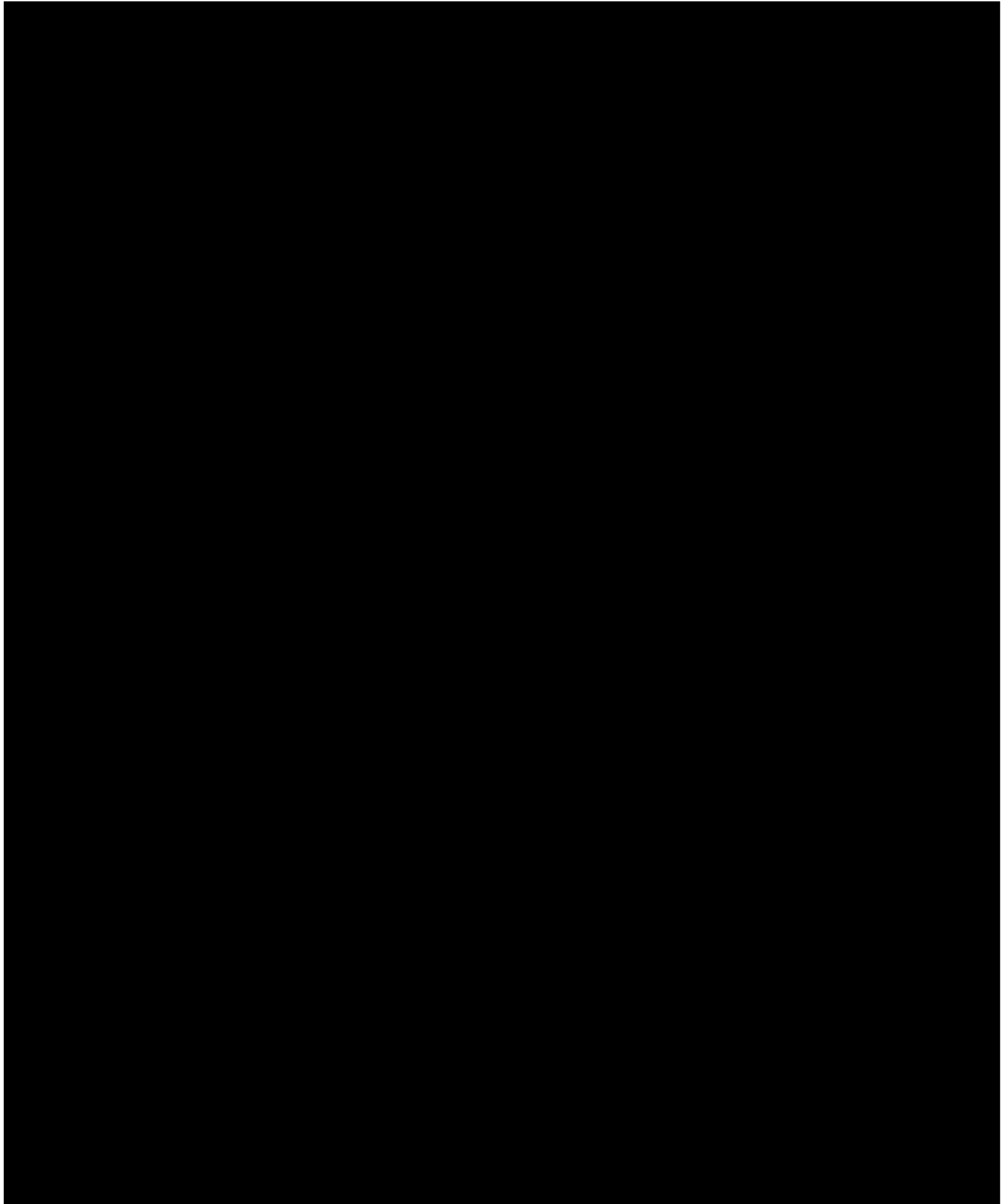


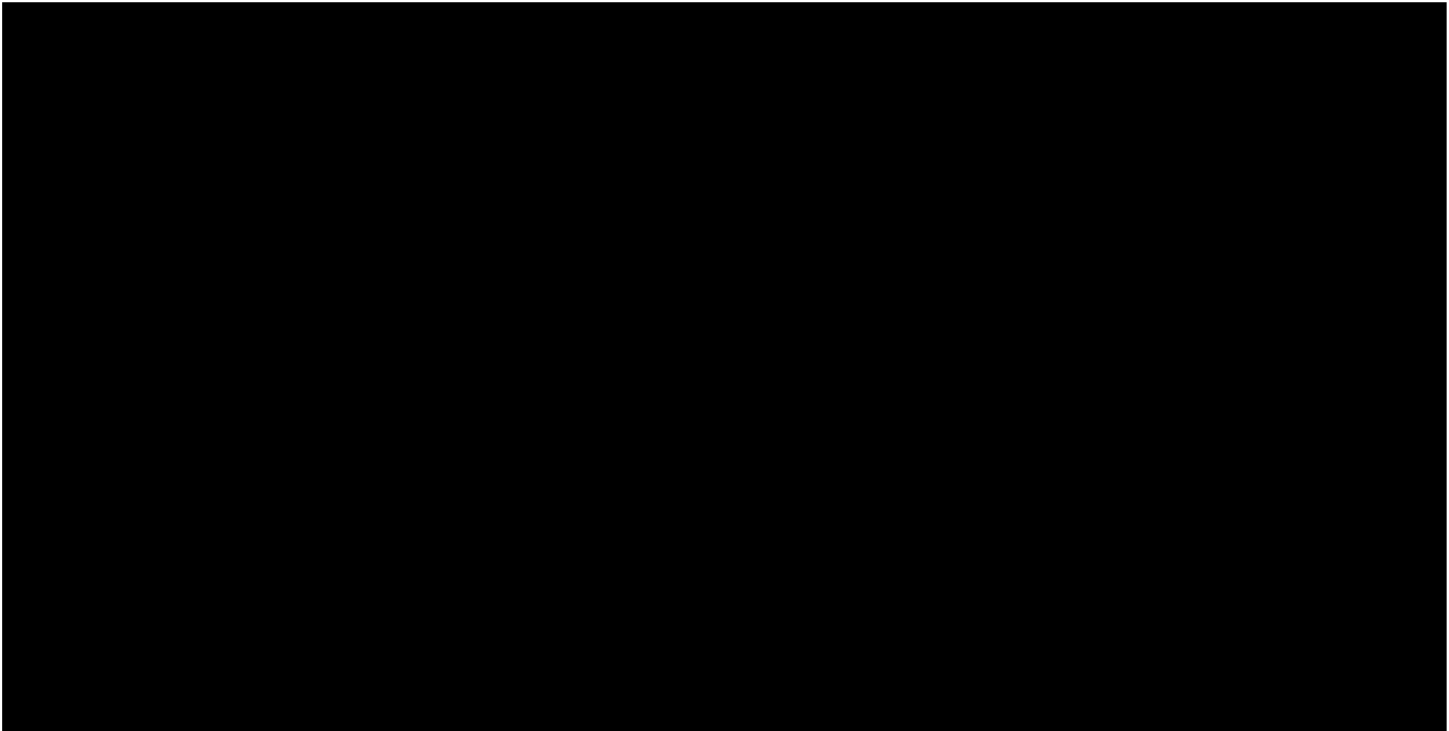


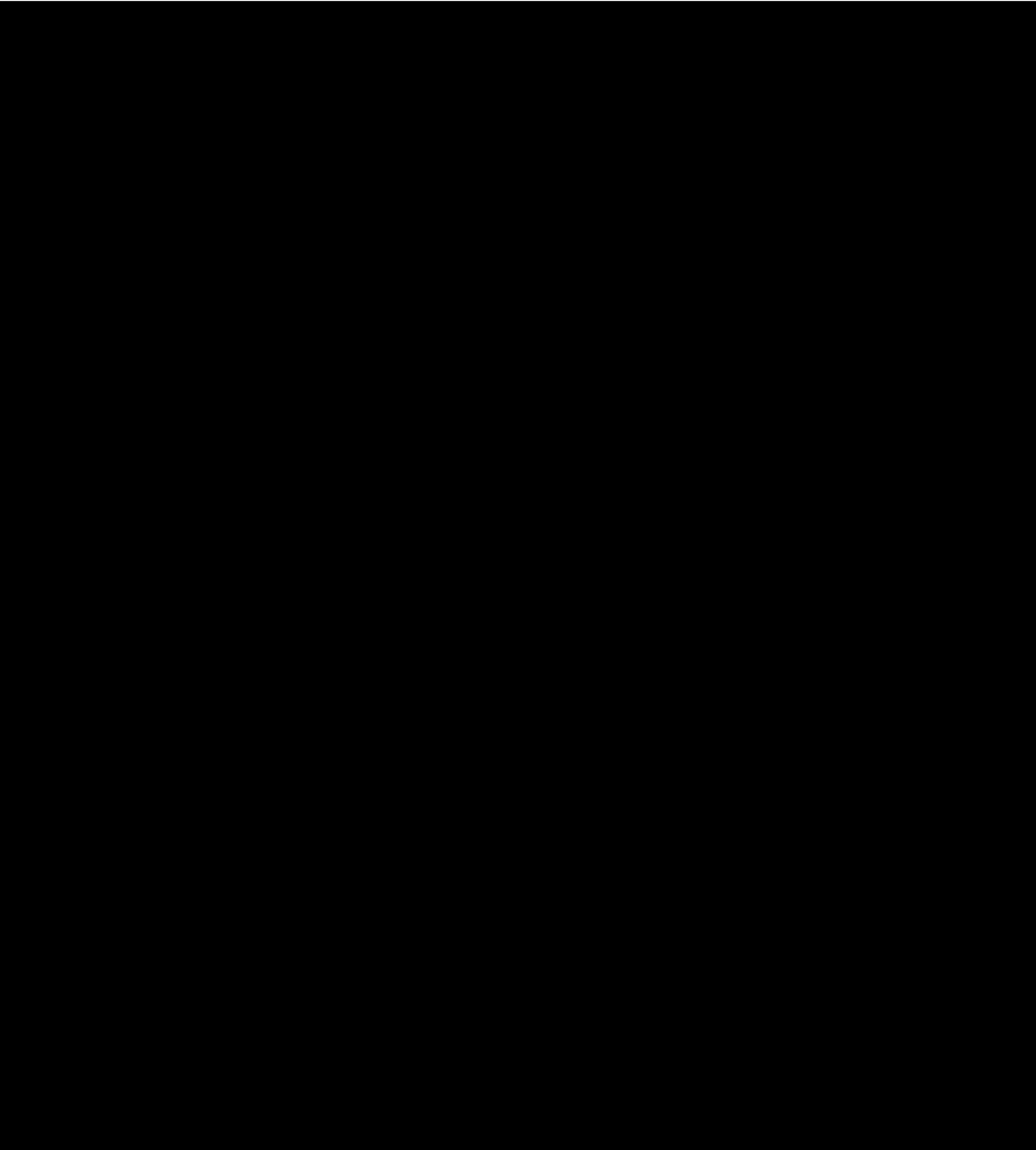














## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Friday, April 15, 2016 2:50 PM  
**To:** Wisdom, Rachel W.  
**Cc:** 'Chunlin Leonhard'; blecesne@loyno.edu; lusher-board-only@googlegroups.com  
**Subject:** RE: Communication among board members only and between Board and administrators

In order to accomodate both views on this issue, we can easily devote a part of tomorrow's session where administrators participate and get legal guidance and a separate session where we, as a Board, discuss things amongst ourselves for the reasons mentioned by Chunlin. There are going to be times (eg. CEO contract renewal) where we have to do this because of the circumstances and this is one of those times. That is also why we created a board only listserve as well.

Blaine

> Thank you for your comments, Chunlin. I agree with many of the points  
> you make but don't have time now to fully respond.  
>  
> However, tomorrow's executive session is for obtaining advice from  
> counsel and the administrators need to be able to ask questions and  
> hear advice too.  
>  
> So I do not think we should exclude them from the meeting tomorrow and  
> believe it would not only further erode our relationship with them  
> were we to do so but will also hinder their ability to handle what is  
> happening at the schools.  
>  
> Perhaps we can have another session at some point without them if there  
> really is some conflict between the board and the administrators. I  
> don't think there is, but maybe I am wrong. But we could have a  
> separate session later if the need arises without excluding them  
> tomorrow.  
>  
> I am not responding further because I have a deadline for a filing and  
> just can't. But I am happy to talk any other time to anyone about any  
> of this. My cell is [REDACTED]  
>  
> Thanks,  
>  
> R  
>  
> From: Chunlin Leonhard [mailto:leonhard@loyno.edu]  
> Sent: Friday, April 15, 2016 12:29 PM  
> To: Wisdom, Rachel W.; blecesne@loyno.edu;

> lusher-board-only@googlegroups.com  
> Subject: Communication among board members only and between Board and  
> administrators  
>  
> Dear Board members,  
>  
> Because of the upcoming meeting scheduled for tomorrow, I'd like to  
> respond to Rachel's concern about our communication among board  
> members only. I meant to respond earlier, but wasn't able to find the  
> necessary time to address this issue. With all due respect to Rachel,  
> I disagree that we as a board should not communicate among ourselves.  
>  
> I understand her concern, but I believe that it is important that  
> board members have an opportunity to discuss the petition related  
> issues without the presence of the administrators. As a general  
> principle, I agree that it is critically important for the Board and  
> school administrators to work closely together and to have a  
> relationship built on trust and transparency. In the vast majority of  
> cases, I would have no problems discussing and consulting with the  
> administrators and welcoming their input.  
>  
> However, the situation that we are currently facing is one of those  
> extremely rare situations where the Board's interests and those of the  
> school administrators may not necessarily be 100 percent aligned. I  
> view the duty of the Board is to act as a governing body for the best  
> interest of the Lusher. On that issue, the Board and the school administrators'  
> interests should be aligned 100 percent. However, because the union  
> petition has the potential to take away some control from the  
> administrators (that is the nature of the beast here), the Board's  
> fiduciary interests and those of the administrators may diverge. For  
> example, the Board may decide that it is in the best interest of the  
> Lusher and its students to voluntarily recognize the union while the  
> school administrators may disagree (either because they believe that  
> it is in the best interest of Lusher not to recognize the union  
> voluntarily or because they understandably don't like to give up  
> control of all the decision making). It is this last possibility that  
> made me think that the Board members should have an opportunity to  
> discuss the issues openly and frankly without any concern about their  
> words being misconstrued or taken out of context. As we all know, it  
> is very easy for one's words to be misconstrued and understood out of  
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> I have not made up my mind and would like an opportunity to hear all  
> comments from my fellow (wiser and more experienced) board members  
> outside the presence of the administrators. I would like to request that the  
> executive session be closed to the administrators. This does not mean  
> that I am not open to input from everyone affected by this decision  
> including the administrators. I am open to different sessions seeking  
> input from administrators so that I can understand their perspectives  
> before the Board has to make a decision.  
>  
> For me, this current issue is a difficult decision to make with

> serious consequences. We as a board need to work together and focus  
> on our core mission – the best interest of the school. I hope that the  
> board has an opportunity to listen to input from all parties, [REDACTED]  
> [REDACTED] and debate the pros and cons of our  
> potential decision without unnecessary distractions.

>  
> Sincerely,

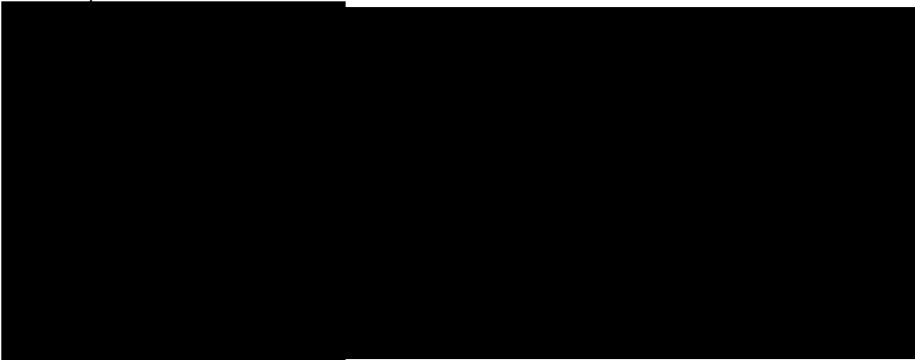
>  
> Chunlin

>  
> From:  
> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
> ps.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
> Wisdom, Rachel W.  
> Sent: Tuesday, April 12, 2016 10:23 PM  
> To: 'blecesne@loyno.edu'  
> <blecesne@loyno.edu<mailto:blecesne@loyno.edu>>;  
> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
> ps.com>  
> Subject: RE: Special meeting and legal counsel

>  
> Also – please understand that I think board-only communications about  
> all of this are not only unwarranted but are seriously damaging our  
> relationship with our administrators and I object to continuing on  
> this basis.

>  
> From:  
> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
> ps.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
> blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
> Sent: Tuesday, April 12, 2016 10:07 PM  
> To:  
> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegrou  
> ps.com>  
> Subject: Special meeting and legal counsel

>  
> Hi all,



Her name is Mag Bickford. I spent a good  
> part of last evening and most of today trying to do so. Since time is  
> short, I thought it would expedite our consideration of her to  
> introduce her to Board members who attended today's and tommorow's  
> small group meetings. It was intended as an introduction, not a

> commitment. She was prepared to stop by each day to answer our questions and tell us how she could be of assistance.

>

> The Board has the authority to hire a lawyer. With all due respect,  
> Rachel is simply wrong that only the CEO can do so. In the ten years  
> since we have been a charter, this inarguable fact has never been an  
> issue.

> [REDACTED]

> [REDACTED]. To suggest that this entity, which functions through the Board,  
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> any event, time is too short to quibble over procedural matters that  
> have never been raised before.

>

> For those who stayed tonight to hear from the attorney, who was  
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> through all this procedural bickering, which we don't have time for,  
> the Board needs to select counsel and do it quickly. That should lay  
> the matter to rest and we can get on with resolving the substantive  
> issue before us. We have no choice but to make a decision on the union  
> by April 23rd. Failure to act is tantamount to rejection of the  
> bargaining unit and means an immediate election. Like it or not, we  
> can't say we need more time to decide.

> [REDACTED]

> Blaine

>

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[board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu)>.

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

## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Friday, April 15, 2016 2:36 PM  
**To:** 'Chunlin Leonhard'; blecesne@loyno.edu; lusher-board-only@googlegroups.com  
**Subject:** RE: Communication among board members only and between Board and administrators

Thank you for your comments, Chunlin. I agree with many of the points you make but don't have time now to fully respond.

However, tomorrow's executive session is for obtaining advice from counsel and the administrators need to be able to ask questions and hear advice too.

So I do not think we should exclude them from the meeting tomorrow and believe it would not only further erode our relationship with them were we to do so but will also hinder their ability to handle what is happening at the schools.

Perhaps we can have another session at some point without them if there really is some conflict between the board and the administrators. I don't think there is, but maybe I am wrong. But we could have a separate session later if the need arises without excluding them tomorrow.

I am not responding further because I have a deadline for a filing and just can't. But I am happy to talk any other time to anyone about any of this. My cell is [REDACTED]

Thanks,

R

---

**From:** Chunlin Leonhard [mailto:leonhard@loyno.edu]  
**Sent:** Friday, April 15, 2016 12:29 PM  
**To:** Wisdom, Rachel W.; blecesne@loyno.edu; lusher-board-only@googlegroups.com  
**Subject:** Communication among board members only and between Board and administrators

Dear Board members,

Because of the upcoming meeting scheduled for tomorrow, I'd like to respond to Rachel's concern about our communication among board members only. I meant to respond earlier, but wasn't able to find the necessary time to address this issue. With all due respect to Rachel, I disagree that we as a board should not communicate among ourselves.

I understand her concern, but I believe that it is important that board members have an opportunity to discuss the petition related issues without the presence of the administrators. As a general principle, I agree that it is critically important for the Board and school administrators to work closely together and to have a relationship built on trust and transparency. In the vast majority of cases, I would have no problems discussing and consulting with the administrators and welcoming their input.

However, the situation that we are currently facing is one of those extremely rare situations where the Board's interests and those of the school administrators may not necessarily be 100 percent aligned. I view the duty of the Board is to act as a governing body for the best interest of the Lusher. On that issue, the Board and the school administrators' interests should be aligned 100 percent. However, because the union petition has the potential to take away some control from

the administrators (that is the nature of the beast here), the Board's fiduciary interests and those of the administrators may diverge. For example, the Board may decide that it is in the best interest of the Lusher and its students to voluntarily recognize the union while the school administrators may disagree (either because they believe that it is in the best interest of Lusher not to recognize the union voluntarily or because they understandably don't like to give up control of all the decision making). It is this last possibility that made me think that the Board members should have an opportunity to discuss the issues openly and frankly without any concern about their words being misconstrued or taken out of context. As we all know, it is very easy for one's words to be misconstrued and understood out of context even with the best of intentions.

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For me, this current issue is a difficult decision to make with serious consequences. We as a board need to work together and focus on our core mission -- the best interest of the school. I hope that the board has an opportunity to listen to input from all parties, [REDACTED] and debate the pros and cons of our potential decision without unnecessary distractions.

Sincerely,

Chunlin

---

**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** Wisdom, Rachel W.

**Sent:** Tuesday, April 12, 2016 10:23 PM

**To:** 'blecesne@loyno.edu' <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)>; [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

**Subject:** RE: Special meeting and legal counsel

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---

**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** [blecesne@loyno.edu](mailto:blecesne@loyno.edu)

**Sent:** Tuesday, April 12, 2016 10:07 PM

**To:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

**Subject:** Special meeting and legal counsel

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[REDACTED]

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our consideration of her to introduce her to Board members who attended today's and tomorrow's small group meetings. It was intended as an introduction, not a commitment. She was prepared to stop by each day to answer our questions and tell us how she could be of assistance.

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[REDACTED] To suggest that this entity, which functions through the Board, is powerless to hire its own lawyer is puzzling, to say the least. In any event, time is too short to quibble over procedural matters that have never been raised before.

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[REDACTED]

Blaine

--

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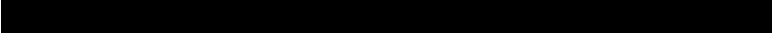
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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Friday, April 15, 2016 2:15 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** [Fwd: The Process]  
**Attachments:** 

  
Blaine

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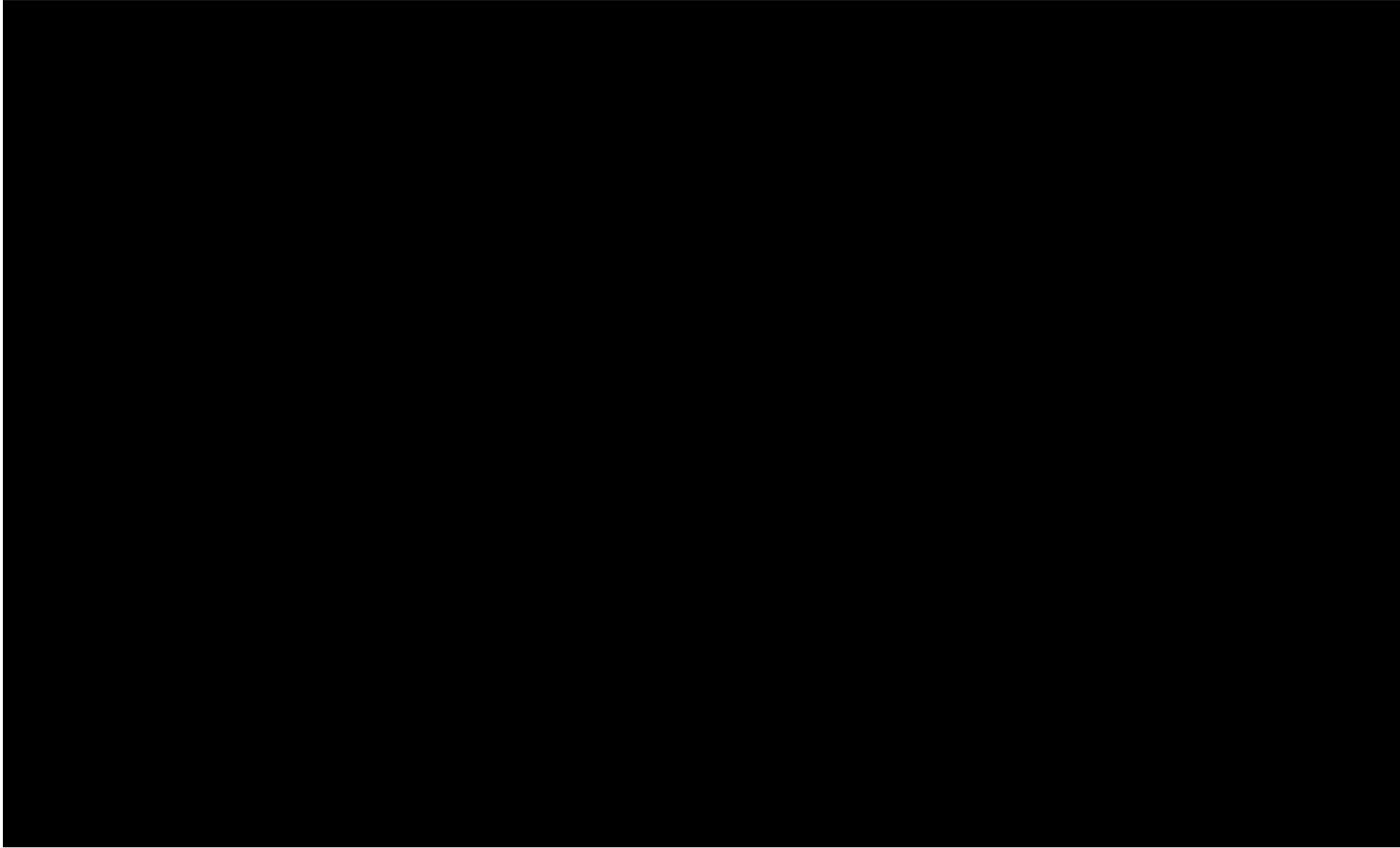
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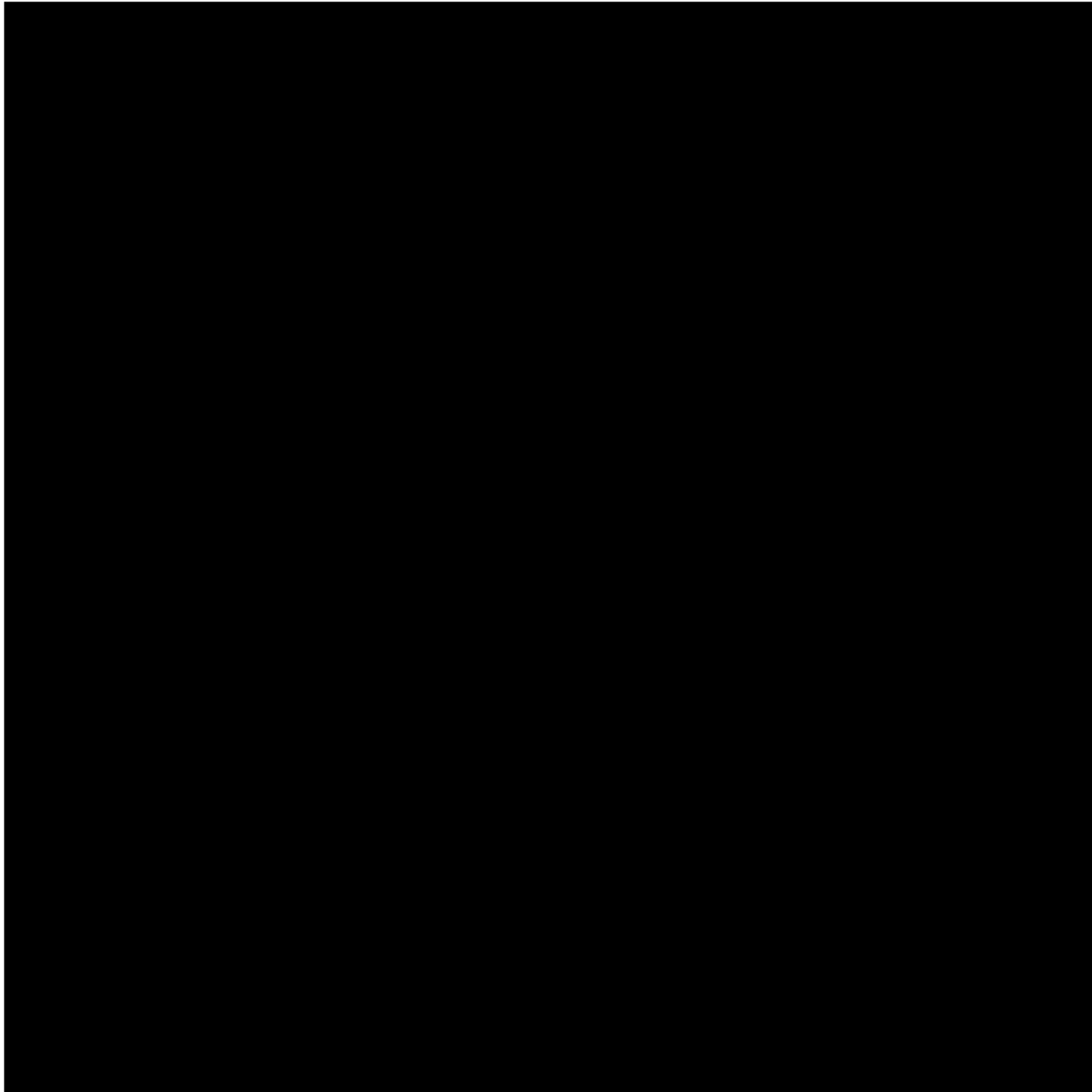
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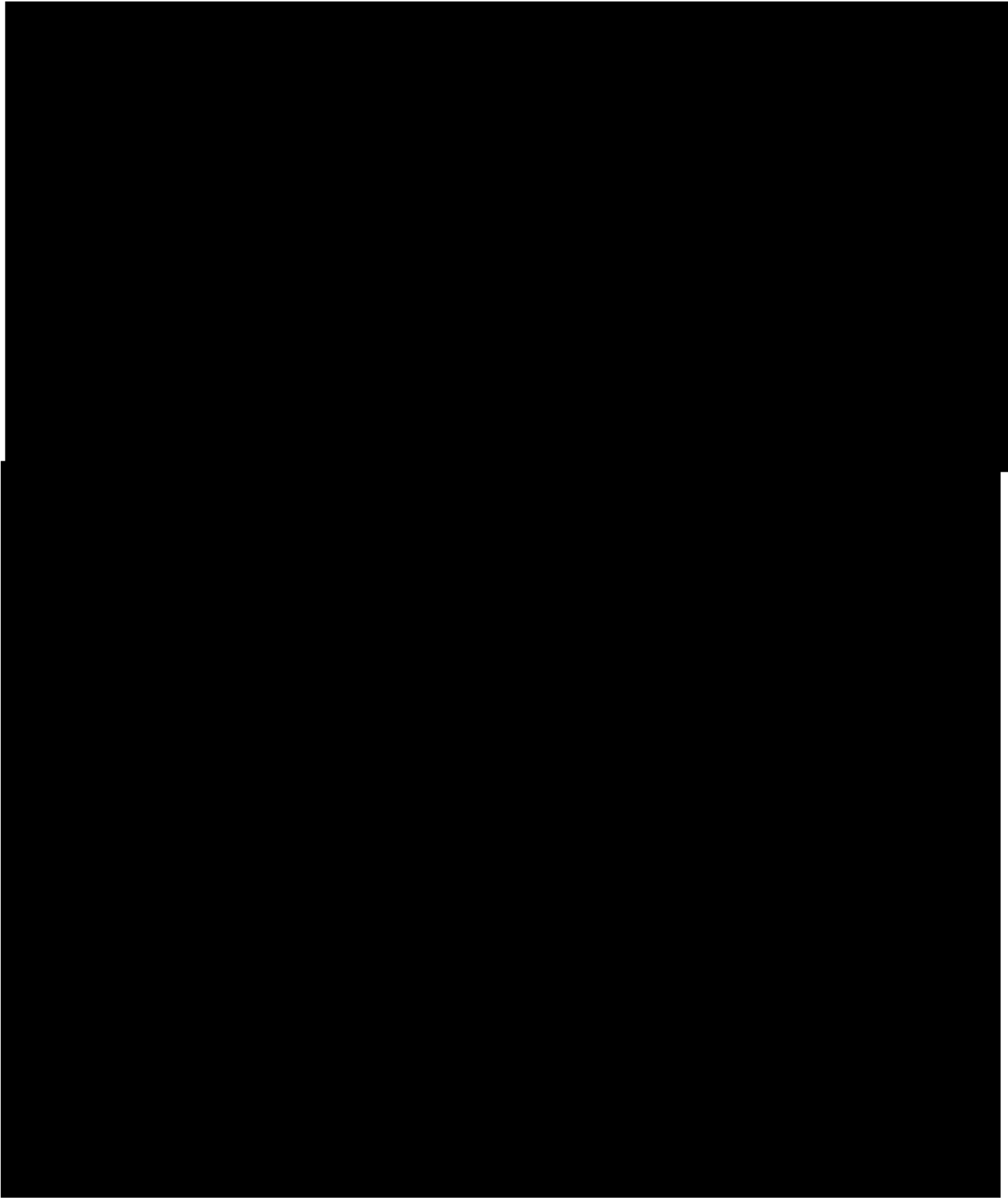
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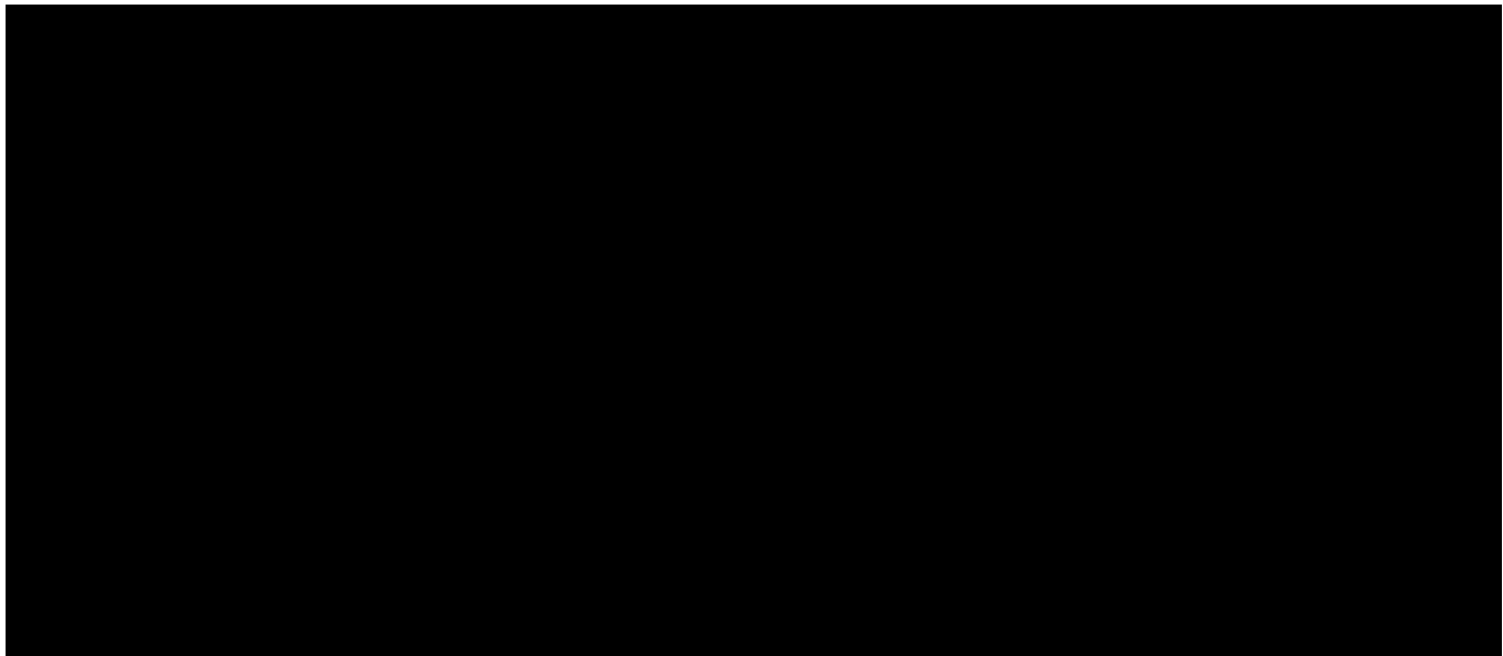
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## Chunlin Leonhard

---

**From:** Reuben Teague <reuben.teague@prudential.com>  
**Sent:** Friday, April 15, 2016 12:31 PM  
**To:** Chunlin Leonhard  
**Subject:** Re: Communication among board members only and between Board and administrators

I concur, thanks for taking the time to write that.

Reuben Teague  
Director, Impact Investments  
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973-802-6707  
reuben.teague@prudential.com

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**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**To:** "Wisdom, Rachel W." <RWisdom@stonepigman.com>, <blecesne@loyno.edu>, <lusher-board-only@googlegroups.com>,  
**Date:** 04/15/2016 01:29 PM  
**Subject:** Communication among board members only and between Board and administrators  
**Sent by:** lusherr-board-only@googlegroups.com

---

Dear Board members,

Because of the upcoming meeting scheduled for tomorrow, I'd like to respond to Rachel's concern about our communication among board members only. I meant to respond earlier, but wasn't able to find the necessary time to address this issue. With all due respect to Rachel, I disagree that we as a board should not communicate among ourselves.

I understand her concern, but I believe that it is important that board members have an opportunity to discuss the petition related issues without the presence of the administrators. As a general principle, I agree that it is critically important for the Board and school administrators to work closely together and to have a relationship built on trust and transparency. In the vast majority of cases, I would have no problems discussing and consulting with the administrators and welcoming their input.

However, the situation that we are currently facing is one of those extremely rare situations where the Board's interests and those of the school administrators may not necessarily be 100 percent aligned. I view the duty of the Board is to act as a governing body for the best interest of the Lusher. On that issue, the Board and the school administrators' interests should be aligned 100 percent. However, because the union petition has the potential to take away some control from the administrators (that is the nature of the beast here), the Board's fiduciary interests and those of the administrators may diverge. For example, the Board may decide that it is in the best interest of the Lusher and its students to voluntarily recognize the union while the school administrators may disagree (either because they believe that it is in the best interest of Lusher not to recognize the union voluntarily or because they understandably don't like to give up control of all the decision making). It is this last possibility that made me think that the Board members should have an opportunity to discuss the issues openly and frankly without any concern about their words being misconstrued or taken out of context. As we all know, it is very easy for one's words to be misconstrued and understood out of context even with the best of intentions.

I have not made up my mind and would like an opportunity to hear all comments from my fellow (wiser and more experienced) board members outside the presence of the administrators. I would like to request that the executive session be closed to the

administrators. This does not mean that I am not open to input from everyone affected by this decision including the administrators. I am open to different sessions seeking input from administrators so that I can understand their perspectives before the Board has to make a decision.

For me, this current issue is a difficult decision to make with serious consequences. We as a board need to work together and focus on our core mission – the best interest of the school. I hope that the board has an opportunity to listen to input from all parties, [REDACTED] and debate the pros and cons of our potential decision without unnecessary distractions.

Sincerely,

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:** Tuesday, April 12, 2016 10:23 PM  
**To:** 'blecesne@loyno.edu' <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)>; [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
**Subject:** RE: Special meeting and legal counsel

Also – please understand that I think board-only communications about all of this are not only unwarranted but are seriously damaging our relationship with our administrators and I object to continuing on this basis.

**From:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com) [<mailto:lusher-board-only@googlegroups.com>] **On Behalf Of** [blecesne@loyno.edu](mailto:blecesne@loyno.edu)  
**Sent:** Tuesday, April 12, 2016 10:07 PM  
**To:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
**Subject:** Special meeting and legal counsel

Hi all,

[REDACTED]

Her name is Mag Bickford. I spent a good part of last evening and most of today trying to do so. Since time is short, I thought it would expedite our consideration of her to introduce her to Board members who attended today's and tomorrow's small group meetings. It was intended as an introduction, not a commitment. She was prepared to stop by each day to answer our questions and tell us how she could be of assistance.

The Board has the authority to hire a lawyer. With all due respect, Rachel is simply wrong that only the CEO can do so. In the ten years since we have been a charter, this inarguable fact has never been an issue. [REDACTED]

[REDACTED]. To suggest that this entity, which functions through the Board, is powerless to hire its own lawyer is puzzling, to say the least. In any event, time is too short to quibble over procedural matters that have never been raised before.



For those who stayed tonight to hear from the attorney, who was gracious enough to stay and advise us despite a very chilly reception, she was indeed very impressive and we learned an awful lot. To cut through all this procedural bickering, which we don't have time for, the Board needs to select counsel and do it quickly. That should lay the matter to rest and we can get on with resolving the substantive issue before us. We have no choice but to make a decision on the union by April 23rd. Failure to act is tantamount to rejection of the bargaining unit and means an immediate election. Like it or not, we can't say we need more time to decide.



Blaine

--

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Friday, April 15, 2016 12:29 PM  
**To:** 'Wisdom, Rachel W.'; blecesne@loyno.edu; lusher-board-only@googlegroups.com  
**Subject:** Communication among board members only and between Board and administrators

Dear Board members,

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However, the situation that we are currently facing is one of those extremely rare situations where the Board's interests and those of the school administrators may not necessarily be 100 percent aligned. I view the duty of the Board is to act as a governing body for the best interest of the Lusher. On that issue, the Board and the school administrators' interests should be aligned 100 percent. However, because the union petition has the potential to take away some control from the administrators (that is the nature of the beast here), the Board's fiduciary interests and those of the administrators may diverge. For example, the Board may decide that it is in the best interest of the Lusher and its students to voluntarily recognize the union while the school administrators may disagree (either because they believe that it is in the best interest of Lusher not to recognize the union voluntarily or because they understandably don't like to give up control of all the decision making). It is this last possibility that made me think that the Board members should have an opportunity to discuss the issues openly and frankly without any concern about their words being misconstrued or taken out of context. As we all know, it is very easy for one's words to be misconstrued and understood out of context even with the best of intentions.

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Sincerely,

Chunlin

---

**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.

**Sent:** Tuesday, April 12, 2016 10:23 PM

**To:** 'blecesne@loyno.edu' <blecesne@loyno.edu>; lusher-board-only@googlegroups.com

**Subject:** RE: Special meeting and legal counsel

Also – please understand that I think board-only communications about all of this are not only unwarranted but are seriously damaging our relationship with our administrators and I object to continuing on this basis.

---

**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** blecesne@loyno.edu

**Sent:** Tuesday, April 12, 2016 10:07 PM

**To:** lusher-board-only@googlegroups.com

**Subject:** Special meeting and legal counsel

Hi all,

[REDACTED]

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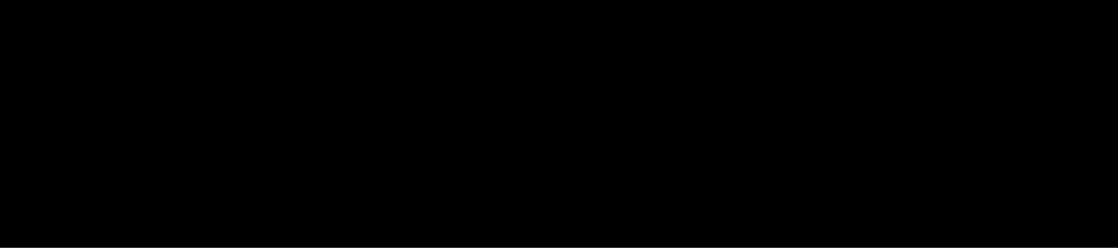
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To suggest that this entity, which functions through the Board, is powerless to hire its own lawyer is puzzling, to say the least. In any event, time is too short to quibble over procedural matters that have never been raised before.

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immediate election. Like it or not, we can't say we need more time to decide.



Blaine

--

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## Chunlin Leonhard

---

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**Sent:** Friday, April 15, 2016 12:29 PM  
**To:** 'Wisdom, Rachel W.'; 'blecesne@loyno.edu'; 'lusher-board-only@googlegroups.com'  
**Subject:** Communication among board members only and between Board and administrators

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Chunlin

---

**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.

**Sent:** Tuesday, April 12, 2016 10:23 PM

**To:** 'blecesne@loyno.edu' <blecesne@loyno.edu>; lusher-board-only@googlegroups.com

**Subject:** RE: Special meeting and legal counsel

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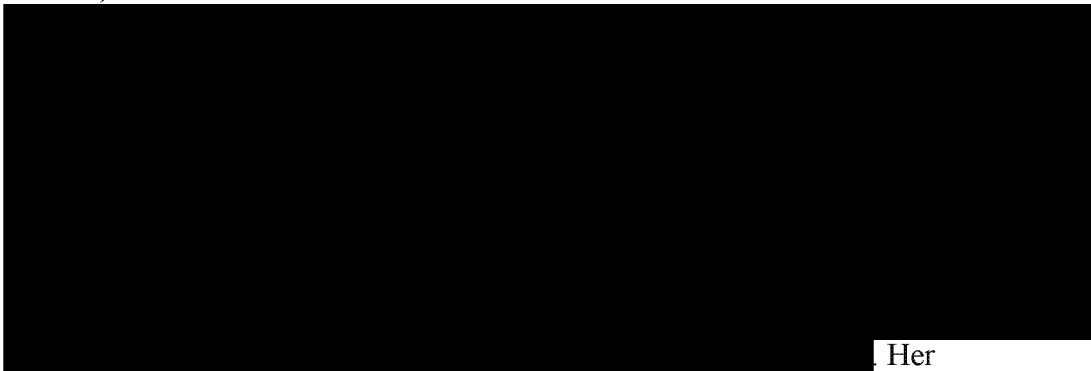
**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** blecesne@loyno.edu

**Sent:** Tuesday, April 12, 2016 10:07 PM

**To:** lusher-board-only@googlegroups.com

**Subject:** Special meeting and legal counsel

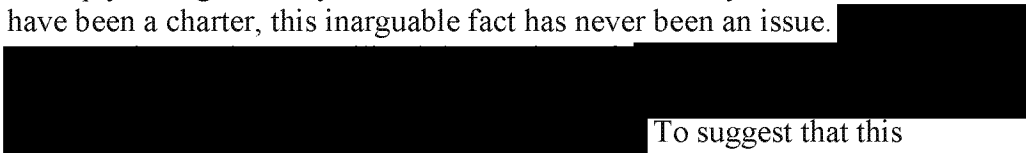
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Blaine

--

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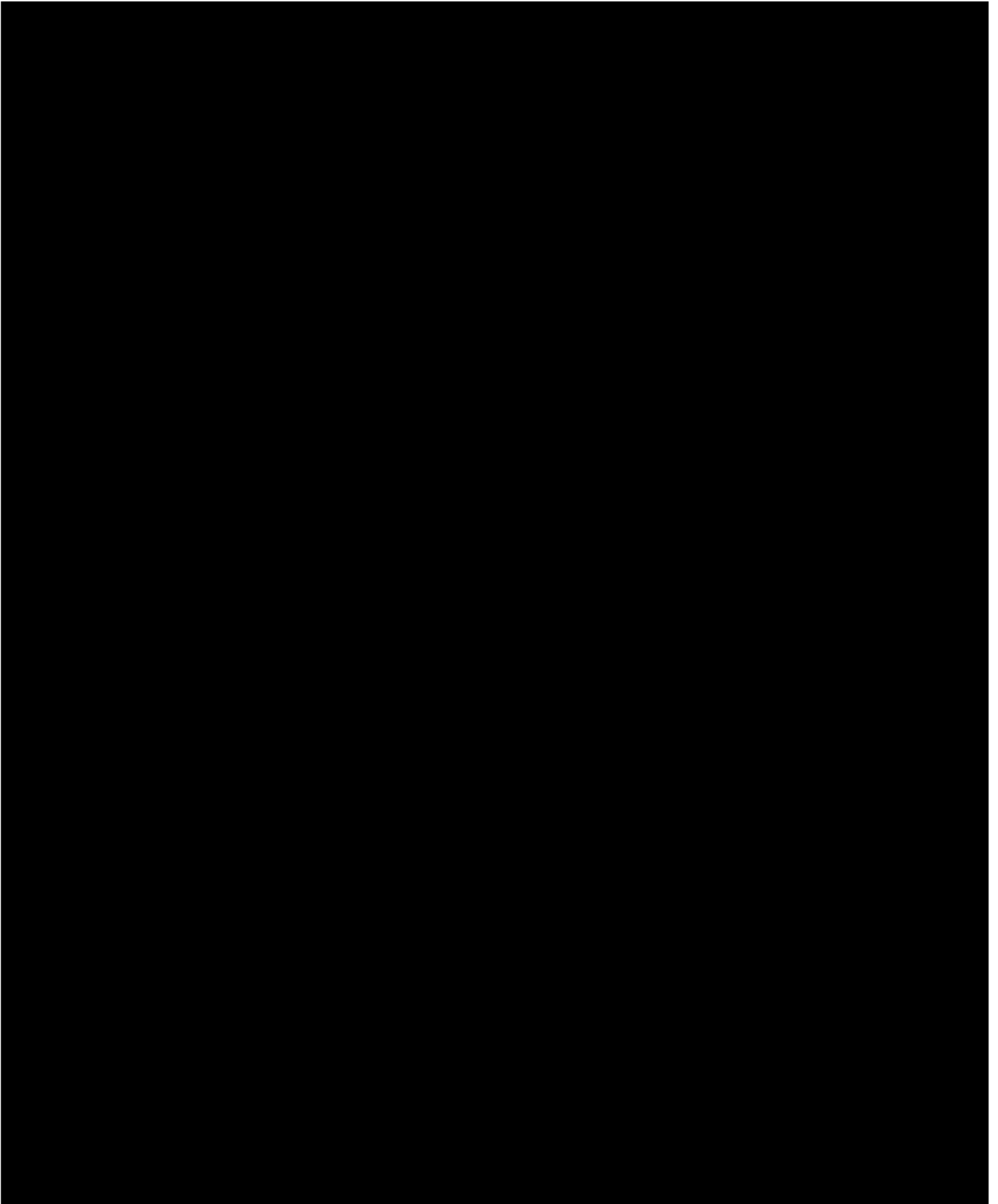
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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Friday, April 15, 2016 8:38 AM  
**To:** Wisdom, Rachel W.  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] April 2016 AABE special meeting notice.DOC

Is the meeting definitely for 10:00?

Blaine

> Hi all.

>

> Here is a revised notice for the meeting this Saturday. I just talked to  
> a friend of mine, Duris Holmes, who is a lawyer and was board  
> president for Franklin during their turmoil with the push for  
> unionization and he recommended that I reference collective bargaining  
> in the item regarding advise about the petition by UTL because there  
> is an express exception from open meetings laws for that and including  
> it will help counter any argument from the press that we can't convene an executive session.  
> Blaine had mentioned that to me too, but I'd forgotten until I talked to  
> Duris. So I revised the notice to include the suggested reference.  
> That is the only difference.

>

> Pat - this is the final for posting. Thank you!

>

> --

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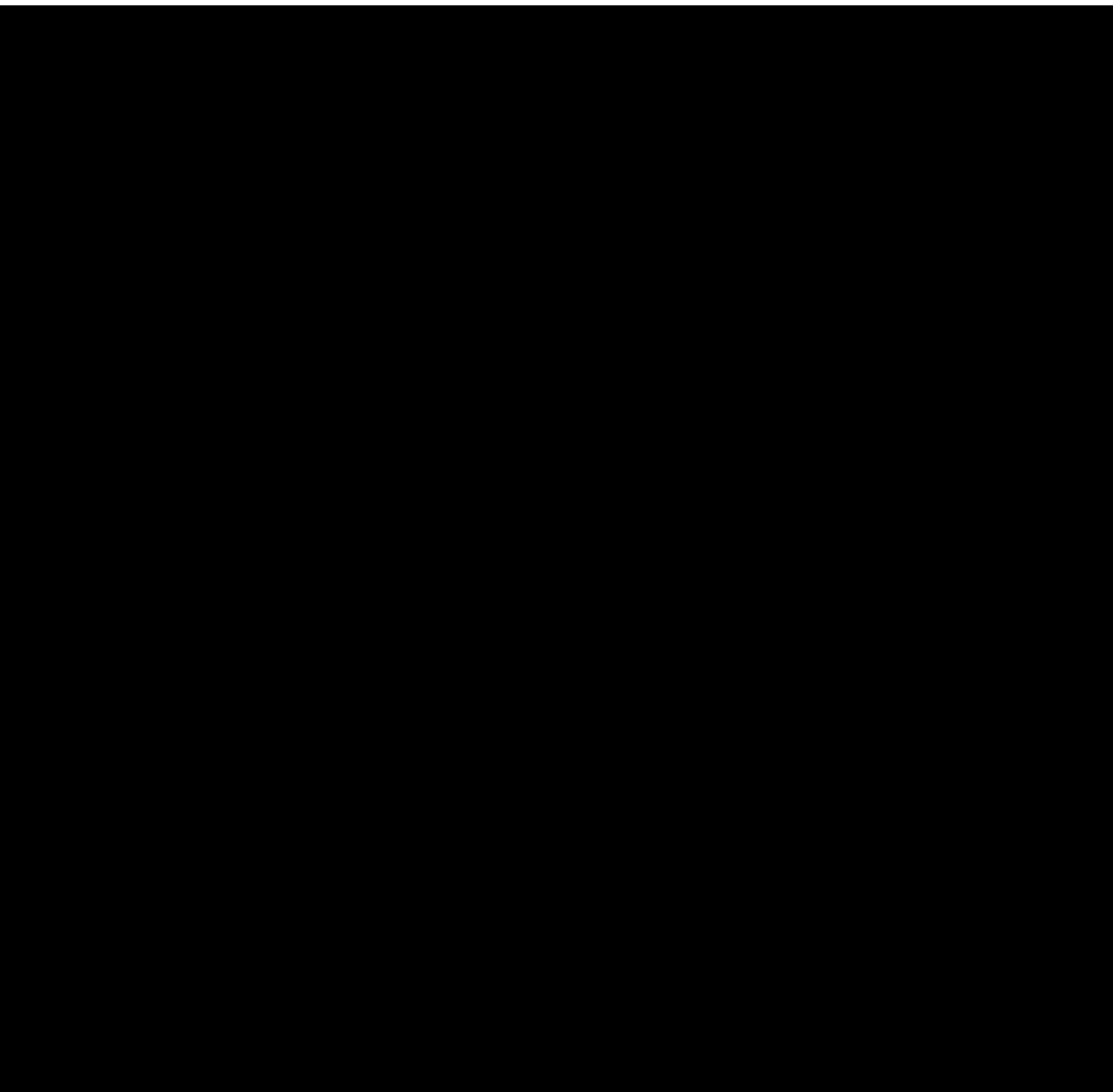
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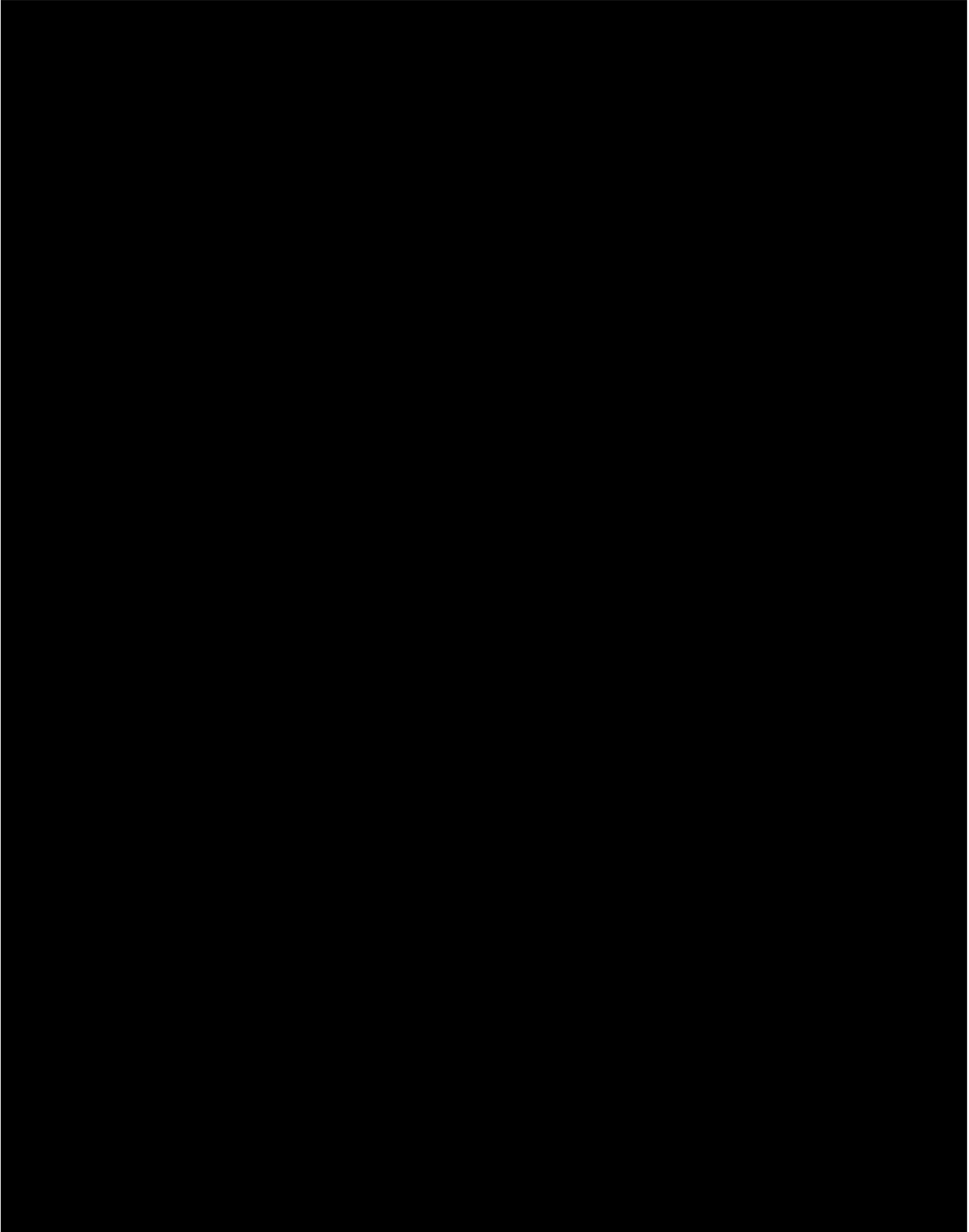
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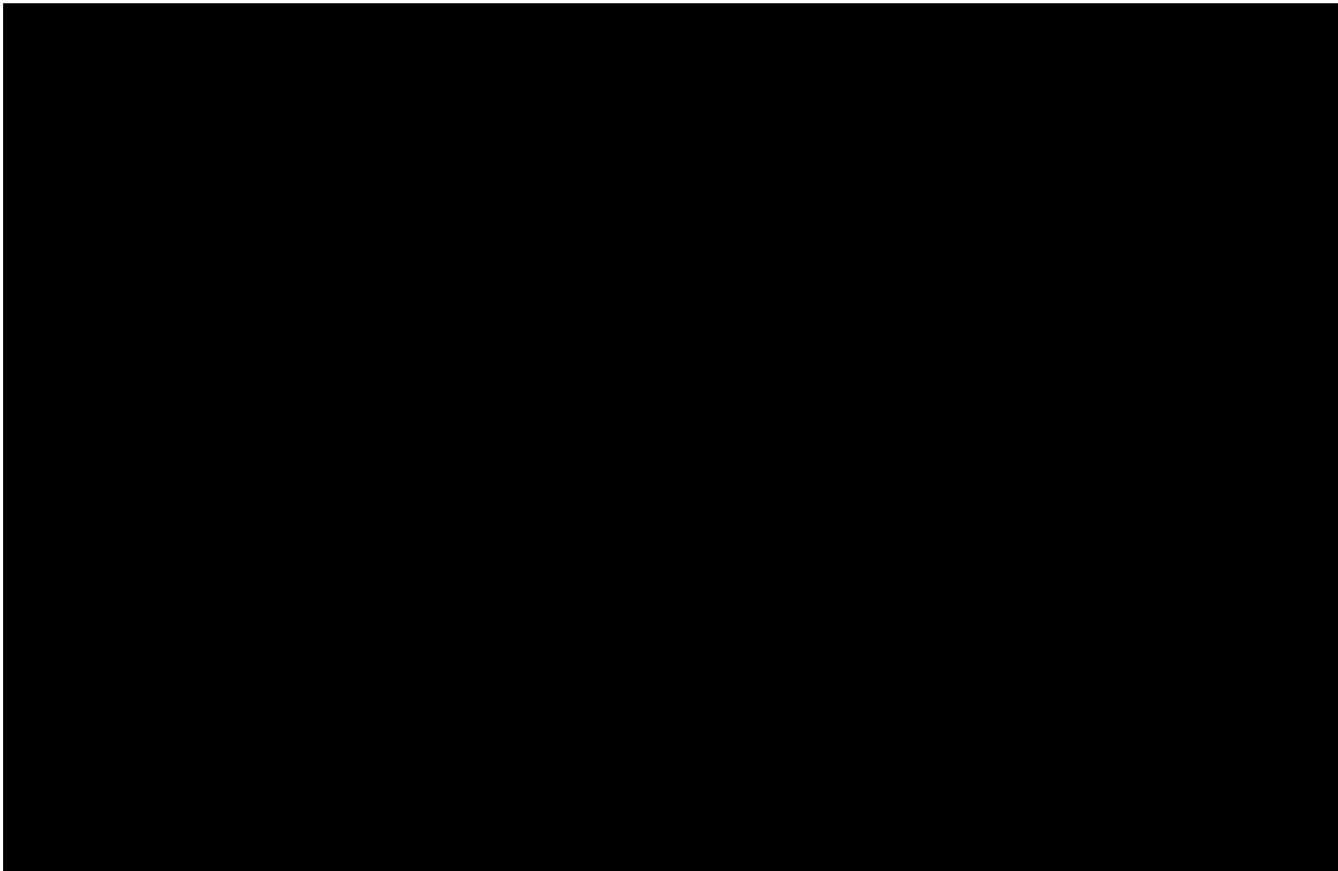
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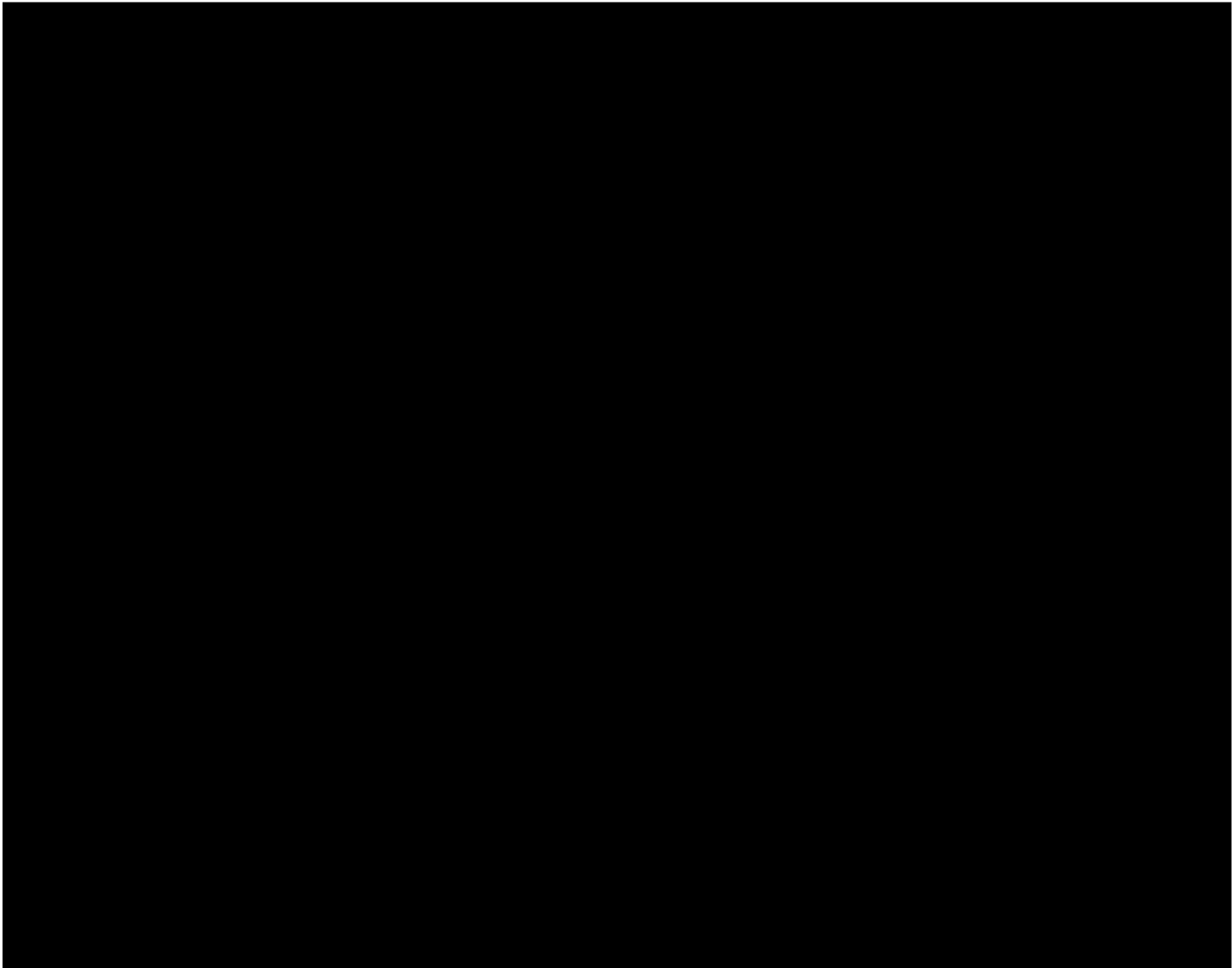
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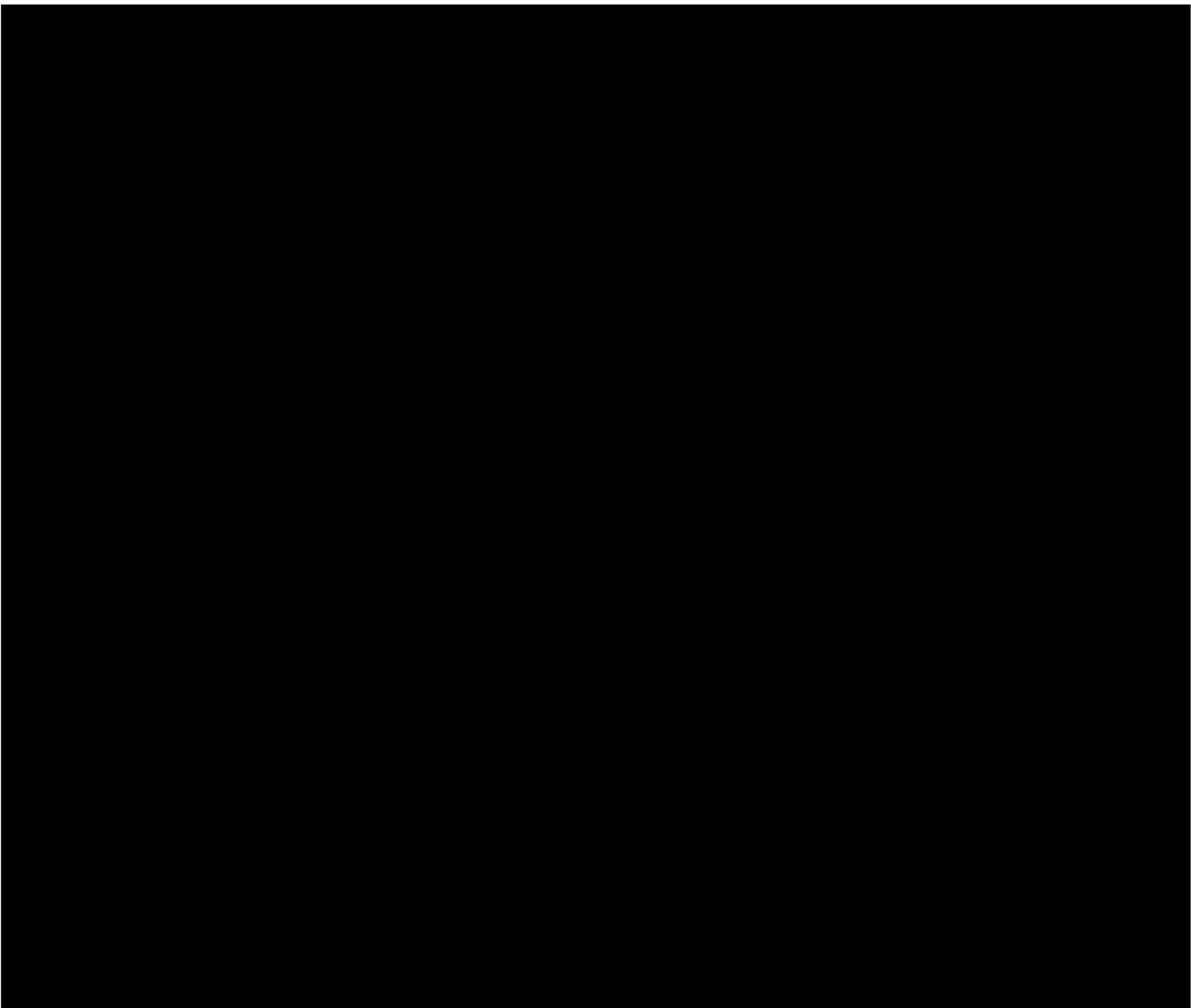




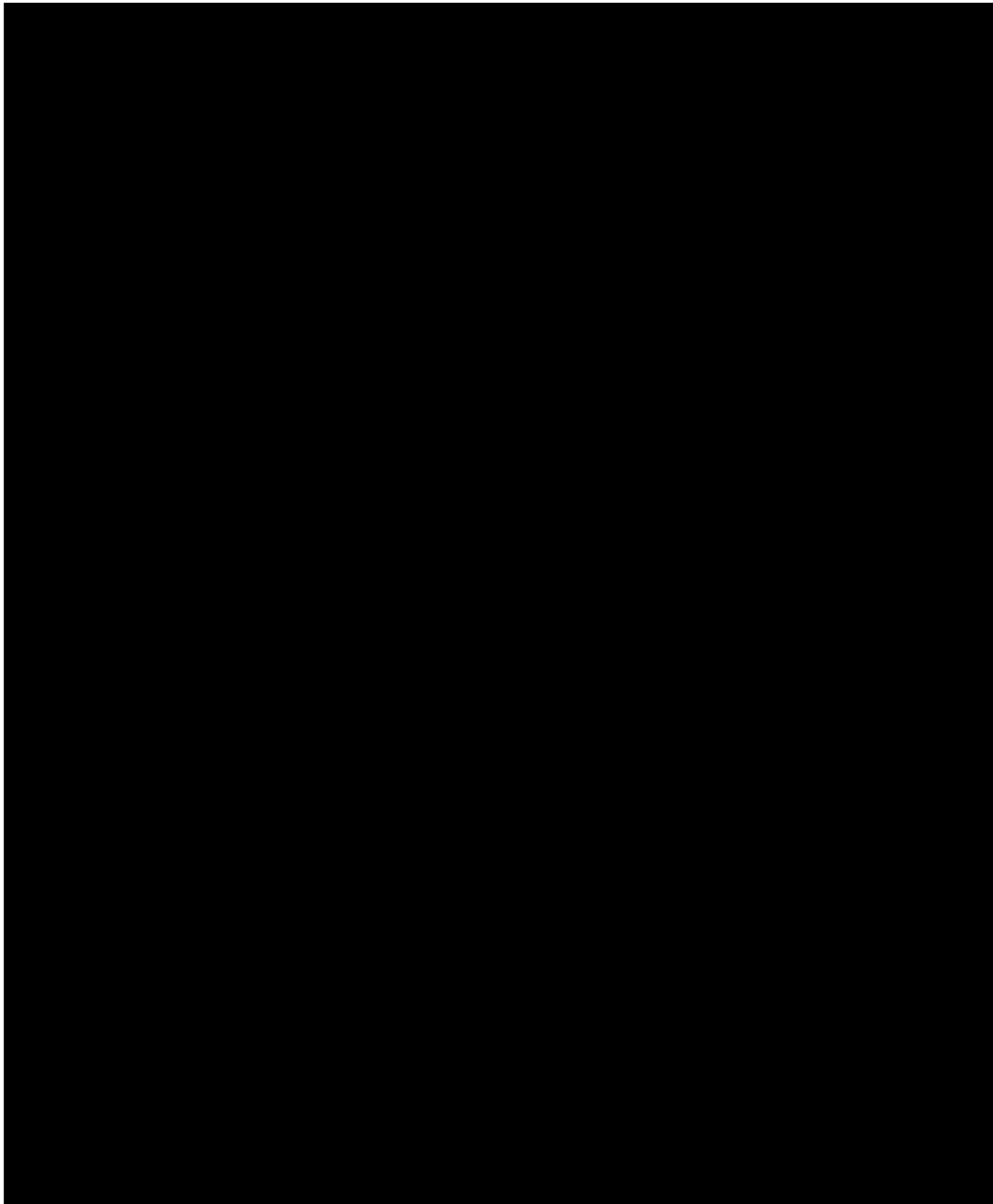














## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Thursday, April 14, 2016 2:12 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] April 2016 AABE special meeting notice.DOC  
**Attachments:** April 2016 AABE special meeting notice.DOC

Hi all.

Here is a revised notice for the meeting this Saturday. I just talked to a friend of mine, Duris Holmes, who is a lawyer and was board president for Franklin during their turmoil with the push for unionization and he recommended that I reference collective bargaining in the item regarding advise about the petition by UTL because there is an express exception from open meetings laws for that and including it will help counter any argument from the press that we can't convene an executive session. Blaine had mentioned that to me too, but I'd forgotten until I talked to Duris. So I revised the notice to include the suggested reference. That is the only difference.

Pat – this is the final for posting. Thank you!

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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Thursday, April 14, 2016 9:04 AM  
**To:** blecesne@loyno.edu  
**Subject:** RE: Fwd: [Lusher] April 2016 AABE special meeting notice.DOC

Thanks, Blaine.

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

From: lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] On Behalf Of blecesne@loyno.edu  
Sent: Wednesday, April 13, 2016 10:42 PM  
To: Barron, Paul L <pbarron@tulane.edu>  
Cc: lusher-board-only@googlegroups.com  
Subject: Re: Fwd: [Lusher] April 2016 AABE special meeting notice.DOC

Thanks for the offer, Paul, but I'm good. Kiki's and Rachel's help have made a huge difference. See you on Saturday.

Blaine

>  
>  
> Sent from my iPhone  
>  
> Begin forwarded message:  
>  
> From: "Barron, Paul L" <pbarron@tulane.edu<mailto:pbarron@tulane.edu>>  
> Date: April 13, 2016 at 6:03:07 PM CDT  
> To: "blecesne@loyno.edu<mailto:blecesne@loyno.edu>"  
> <blecesne@loyno.edu<mailto:blecesne@loyno.edu>>  
> Subject: RE: [Lusher] April 2016 AABE special meeting notice.DOC  
>  
> Folks:  
>  
> Last night, Blaine indicated that he was happy to turn this assignment  
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>  
> Obviously, doing this depends on Blaine agreeing to this since he has  
> been spear heading all of this.

>  
> Best,

>  
> 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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> 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.

>  
>  
> -----Original Message-----

> From:  
> lusher-board-and-administrators@googlegroups.com<mailto:lusher-board-a  
> nd-administrators@googlegroups.com>  
> [mailto:lusher-board-and-administrators@googlegroups.com] On Behalf Of  
> blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
> Sent: Wednesday, April 13, 2016 12:27 PM  
> To: Wisdom, Rachel W.  
> <RWisdom@stonepigman.com<mailto:RWisdom@stonepigman.com>>  
> Cc:  
> lusher-board-and-administrators@googlegroups.com<mailto:lusher-board-a  
> nd-administrators@googlegroups.com>  
> Subject: Re: [Lusher] April 2016 AABE special meeting notice.DOC

>  
> This should suffice.

>  
> Blaine

>  
>  
> We have a quorum if everyone who has responded that they can attend does.  
> I have drafted a Notice with agenda. Please let me know if I  
> should revise, and especially whether there are any action items I  
> should add.

>

> 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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>  
>  
>  
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> Groups "Lusher Charter Board and Administrators" group.  
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> an email to  
> lusher-board-and-administrators+unsubscribe@googlegroups.com<mailto:lusher-board-and-  
> administrators+unsubscribe@googlegroups.com>.  
> To post to this group, send email to  
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> administrators+unsubscribe@googlegroups.com>.  
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>  
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> an email to lusher-board-only+unsubscribe@googlegroups.com.  
> To post to this group, send email to lusher-board-only@googlegroups.com.  
> To view this discussion on the web visit  
> <https://groups.google.com/d/msgid/lusher-board-only/E946BAA1-5F3B-4ED9-AB46-09CA53BD26EA%40tulane.edu>.  
> For more options, visit <https://groups.google.com/d/optout>.

>  
  
--

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To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/0e5d7bb8fcff094adce261d6b8a6ac72.squirrel%40secure.loyno.edu>.  
For more options, visit <https://groups.google.com/d/optout>.

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Wednesday, April 13, 2016 10:42 PM  
**To:** Barron, Paul L  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** Re: Fwd: [Lusher] April 2016 AABE special meeting notice.DOC

Thanks for the offer, Paul, but I'm good. Kiki's and Rachel's help have made a huge difference. See you on Saturday.

Blaine

>  
>  
> Sent from my iPhone  
>  
> Begin forwarded message:  
>  
> From: "Barron, Paul L" <pbarron@tulane.edumailto:pbarron@tulane.edu>>  
> Date: April 13, 2016 at 6:03:07 PM CDT  
> To: "blecesne@loyno.edumailto:blecesne@loyno.edu"  
> <blecesne@loyno.edumailto:blecesne@loyno.edu>>  
> Subject: RE: [Lusher] April 2016 AABE special meeting notice.DOC  
>  
> Folks:  
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> been spear heading all of this.  
>  
> Best,  
>  
> 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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> 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.  
>  
>  
> -----Original Message-----  
> From:  
> lusher-board-and-administrators@googlegroups.com<mailto:lusher-board-a  
> nd-administrators@googlegroups.com>  
> [mailto:lusher-board-and-administrators@googlegroups.com] On Behalf Of  
> blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
> Sent: Wednesday, April 13, 2016 12:27 PM  
> To: Wisdom, Rachel W.  
> <RWisdom@stonepigman.com<mailto:RWisdom@stonepigman.com>>  
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> lusher-board-and-administrators@googlegroups.com<mailto:lusher-board-a  
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> Direct Dial: (504)593-0911  
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> \_\_\_\_\_  
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>  
>  
>  
> --  
> You received this message because you are subscribed to the Google  
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> <mailto:lusher-board-and-administrators@googlegroups.com>>.  
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> <mailto:lusher-board-and-administrators@googlegroups.com>>.  
> To post to this group, send email to  
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> <mailto:lusher-board-and-administrators@googlegroups.com>>.  
> For more options, visit <https://groups.google.com/d/optout>.  
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> To view this discussion on the web visit  
> <https://groups.google.com/d/msgid/lusher-board-only/E946BAA1-5F3B-4ED9-AB46-09CA53BD26EA%40tulane.edu>.  
> For more options, visit <https://groups.google.com/d/optout>.  
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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/0e5d7bb8fcff094adce261d6b8a6ac72.squirrel%40secure.loyno.edu>.  
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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Barron, Paul L  
<pbarron@tulane.edu>  
**Sent:** Wednesday, April 13, 2016 7:17 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** Fwd: [Lusher] April 2016 AABE special meeting notice.DOC

Sent from my iPhone

Begin forwarded message:

**From:** "Barron, Paul L" <pbarron@tulane.edu>  
**Date:** April 13, 2016 at 6:03:07 PM CDT  
**To:** "blecesne@loyno.edu" <blecesne@loyno.edu>  
**Subject:** RE: [Lusher] April 2016 AABE special meeting notice.DOC

Folks:

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Obviously, doing this depends on Blaine agreeing to this since he has been spear heading all of this.

Best,

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

From: [lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com) [mailto:[lusher-board-and-administrators@googlegroups.com](mailto:lusher-board-and-administrators@googlegroups.com)] On Behalf Of [blecesne@loyno.edu](mailto:blecesne@loyno.edu)

Sent: Wednesday, April 13, 2016 12:27 PM

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)

Subject: Re: [Lusher] April 2016 AABE special meeting notice.DOC

This should suffice.

Blaine

We have a quorum if everyone who has responded that they can attend does.

I have drafted a Notice with agenda. Please let me know if I should revise, and especially whether there are any action items I should add.

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>.

## Chunlin Leonhard

---

**From:** Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Sent:** Wednesday, April 13, 2016 2:37 PM  
**To:** Blaine Lecesne; Barron, Paul L; Ann Salzer; Rachel Wisdom; Carol Whelan; Alysia Loshbaugh; kiki huston; Andrea Armstrong; Chunlin Leonhard; Cortizas, Richard  
**Subject:** Fwd: Teacher emails to the Board

Board members,

I received an email from Blaine asking how teachers have access to board member information. Please see my answer and call if you have any questions. Thanks, Blaine, for bringing this to my attention.

Kathy

----- Forwarded message -----

**From:** **Kathy Riedlinger** <kathy\_riedlinger@luserschool.org>  
**Date:** Wed, Apr 13, 2016 at 9:27 AM  
**Subject:** Re: Teacher emails to the Board  
**To:** [blecesne@loyno.edu](mailto:blecesne@loyno.edu)

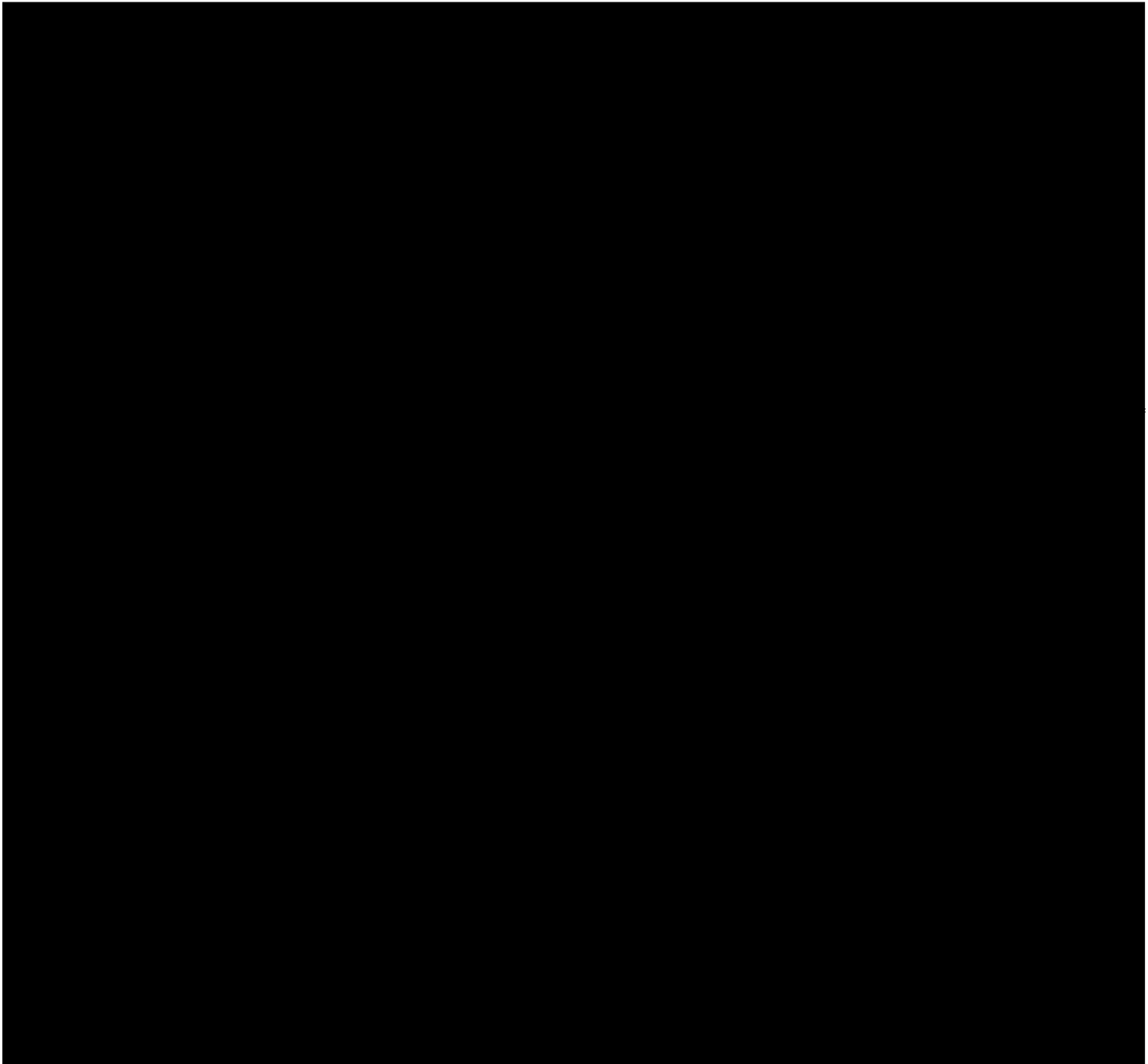
Blaine,

Email addresses and phone numbers are accessible in many ways. All of that information is submitted to central office. Many people know where our board members work. There are board members who have worked closely with Lusher staff on numerous issues. Many of our board members are Lusher parents and their information is accessible to teachers in a variety of ways.

Kathy

Sent from my iPhone

> On Apr 12, 2016, at 10:20 PM, [blecesne@loyno.edu](mailto:blecesne@loyno.edu) wrote:  
>  
> Kathy,  
> The Board is receiving emails from anti-union staff. I'm just curious as  
> to how these teachers managed to get the private emails of Board members.  
> I understand the Tulane and Loyola emails, assuming they knew where each  
> Board member works. But I don't understand where they got the private  
> gmail accounts. I didn't see them posted on the website. Any idea?  
>  
> Blaine  
>







## Chunlin Leonhard

---

**From:** blecesne@loyno.edu  
**Sent:** Wednesday, April 13, 2016 1:38 PM  
**To:** Chunlin Leonhard  
**Subject:** RE: Special meeting and legal counsel

So glad to hear that.

Blaine

> Hi, Blaine, I just want you to know that I will be at the meeting on  
> April  
> 16 as well.  
>  
> -----Original Message-----  
> From: lusher-board-only@googlegroups.com  
> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
> blecesne@loyno.edu  
> Sent: Tuesday, April 12, 2016 11:31 PM  
> To: Wisdom, Rachel W. <RWisdom@stonepigman.com>  
> Cc: 'blecesne@loyno.edu' <blecesne@loyno.edu>;  
> lusher-board-only@googlegroups.com  
> Subject: RE: Special meeting and legal counsel  
>  
> I just thought it would be more efficient to do it in a Board meeting  
> where we have much else to discuss. I have been on this full time  
> since Friday.  
> I  
> have to attend both meetings with UTL, today's and tomorrow's. I have  
> to attend the meetings next week with anti-union teachers. I have no  
> more available time to schedule superflous meetings. Why schedule an  
> Executive Committee meeting and a Board meeting when we can do it all  
> in one meeting AND give everybody a say. That's all there is to it.  
>  
> If someone else wants to handle and coordinate all of this, I am fine  
> with that too.  
>  
> Blaine  
>  
>  
>  
>> The executive committee does not need ratification for its actions.  
>> Again,  
>> please read our bylaws. It exists to act quickly and has already been  
>> authorized by formal vote of the board to do so. I can dig up the  
>> minutes if you want. I just want to HIRE counsel . [REDACTED]  
> [REDACTED]  
> [REDACTED] if you didn't read my comments

>> before about Meg, let me repeat, I found her impressive. I wish I  
>> could  
>> have stayed but I had to teach night class at Tulane. I have no  
>> opposition to a meeting of the full board. All I am trying to do is  
>> to use our existing structures to expedite our decision to hire counsel.  
>> Why is that wrong?

>>  
>> From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
>> Sent: Tuesday, April 12, 2016 10:32 PM  
>> To: Wisdom, Rachel W.  
>> Cc: 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
>> Subject: RE: Special meeting and legal counsel

>>  
>> Rachel,  
>> I was not purporting to act for the Board, as I thought my email made  
>> very clear. [REDACTED]  
>> [REDACTED] There are only so many  
>> possible meeting dates available. We don't have time for an Executive  
>> Committee meeting and then a Board meeting to adopt a recommendation.

>>  
>> I would ask what is your objection to the full Board deciding? That  
>> way we can make a transparent decision where all can be heard and  
>> remove any doubt about the procedure. [REDACTED]

>> [REDACTED] Why is an  
>> attempt to expedite that being met with this procedural opposition?

>>  
>> Blaine

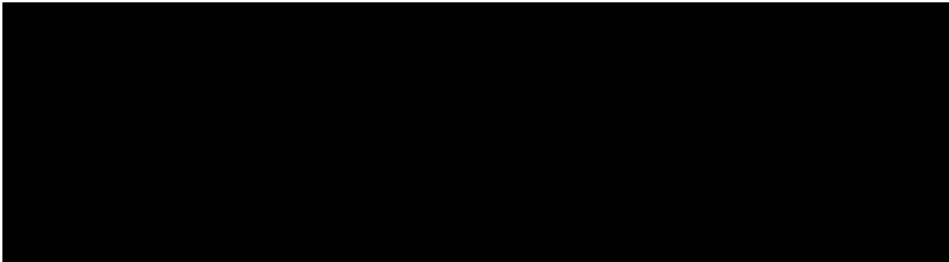
>>  
>>> Blaine: All I was asking was that we convene an executive committee  
>>> meeting – the executive committee was created for things such as  
>>> this.

>>> I do not mean to offend you but you do not have the power to act for  
>>> the board, please read our bylaws. I don't understand your  
>>> resistance to an executive committee meeting. Please explain. Thanks

>>> From:  
>>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegr  
>>> o ups.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
>>> blecesne@loyno.edu<mailto:blecesne@loyno.edu>

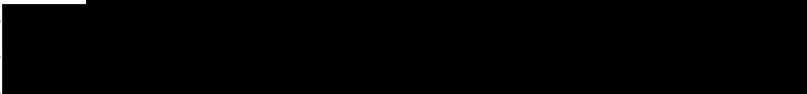
>>> Sent: Tuesday, April 12, 2016 10:07 PM  
>>> To:  
>>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegr  
>>> o  
>>> ups.com>  
>>> Subject: Special meeting and legal counsel

>>>  
>>> Hi all,




>>> Her  
>>> name is Mag Bickford. I spent a good part of last evening and most  
>>> of today trying to do so. Since time is short, I thought it would  
>>> expedite our consideration of her to introduce her to Board members  
>>> who attended today's and tomorrow's small group meetings. It was  
>>> intended as an introduction, not a commitment. She was prepared to  
>>> stop by each day to answer our questions and tell us how she could  
>>> be of assistance.

>>>  
>>> The Board has the authority to hire a lawyer. With all due respect,  
>>> Rachel is simply wrong that only the CEO can do so. In the ten years  
>>> since we have been a charter, this inarguable fact has never been an  
>>> issue.



>>>  
>>>  
>>>  
>>> . To suggest that  
>>> this entity, which functions through the Board, is powerless to hire  
>>> its own lawyer is puzzling, to say the least. In any event, time is  
>>> too short to quibble over procedural matters that have never been  
>>> raised before.

>>>  
>>> For those who stayed tonight to hear from the attorney, who was  
>>> gracious enough to stay and advise us despite a very chilly  
>>> reception, she was indeed very impressive and we learned an awful  
>>> lot. To cut through all this procedural bickering, which we don't  
>>> have time for, the Board needs to select counsel and do it quickly.  
>>> That should lay the matter to rest and we can get on with resolving  
>>> the substantive issue before us. We have no choice but to make a  
>>> decision on the union by April 23rd. Failure to act is tantamount to  
>>> rejection of the bargaining unit and means an immediate election.  
>>> Like it or not, we can't say we need more time to decide.



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>>> Blaine

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>

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Wednesday, April 13, 2016 1:04 PM  
**To:** blecesne@loyno.edu  
**Subject:** RE: Special meeting and legal counsel

Hi, Blaine, I just want you to know that I will be at the meeting on April 16 as well.

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

From: lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] On Behalf Of blecesne@loyno.edu  
Sent: Tuesday, April 12, 2016 11:31 PM  
To: Wisdom, Rachel W. <RWisdom@stonepigman.com>  
Cc: 'blecesne@loyno.edu' <blecesne@loyno.edu>; lusher-board-only@googlegroups.com  
Subject: RE: Special meeting and legal counsel

I just thought it would be more efficient to do it in a Board meeting where we have much else to discuss. I have been on this full time since Friday. I have to attend both meetings with UTL, today's and tomorrow's. I have to attend the meetings next week with anti-union teachers. I have no more available time to schedule superfluous meetings. Why schedule an Executive Committee meeting and a Board meeting when we can do it all in one meeting AND give everybody a say. That's all there is to it.

If someone else wants to handle and coordinate all of this, I am fine with that too.

Blaine

> The executive committee does not need ratification for its actions. Again,  
> please read our bylaws. It exists to act quickly and has already been  
> authorized by formal vote of the board to do so. I can dig up the  
> minutes if you want. [REDACTED]

> [REDACTED] if you didn't read my comments  
> before about Meg, let me repeat, I found her impressive. I wish I could  
> have stayed but I had to teach night class at Tulane. I have no  
> opposition to a meeting of the full board. All I am trying to do is  
> to use our existing structures to expedite our decision to hire counsel.  
> Why is that wrong?

>  
> From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
> Sent: Tuesday, April 12, 2016 10:32 PM  
> To: Wisdom, Rachel W.  
> Cc: 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
> Subject: RE: Special meeting and legal counsel

>  
>  
> Rachel,  
> I was not purporting to act for the Board, as I thought my email made

> very clear. I suggested a Board meeting to select counsel because we  
> have much more than just counsel to discuss. There are only so many  
> possible meeting dates available. We don't have time for an Executive  
> Committee meeting and then a Board meeting to adopt a recommendation.

>  
> I would ask what is your objection to the full Board deciding? That  
> way we can make a transparent decision where all can be heard and  
> remove any doubt about the procedure.

> [REDACTED] Why is an attempt to  
> expedite that being met with this procedural opposition?

>  
> Blaine

>  
>> Blaine: All I was asking was that we convene an executive committee  
>> meeting – the executive committee was created for things such as  
>> this.

>> I do not mean to offend you but you do not have the power to act for  
>> the board, please read our bylaws. I don't understand your resistance  
>> to an executive committee meeting. Please explain. Thanks

>>  
>> From:  
>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro  
>> ups.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
>> blecesne@loyno.edu<mailto:blecesne@loyno.edu>

>> Sent: Tuesday, April 12, 2016 10:07 PM

>> To:  
>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro  
>> ups.com>  
>> Subject: Special meeting and legal counsel

>>  
>> Hi all,

>> Her  
>> name is Mag Bickford. I spent a good part of last evening and most of  
>> today trying to do so. Since time is short, I thought it would  
>> expedite our consideration of her to introduce her to Board members  
>> who attended today's and tomorrow's small group meetings. It was  
>> intended as an introduction, not a commitment. She was prepared to  
>> stop by each day to answer our questions and tell us how she could be  
>> of assistance.

>>  
>> The Board has the authority to hire a lawyer. With all due respect,

>> Rachel is simply wrong that only the CEO can do so. In the ten years  
>> since we have been a charter, this inarguable fact has never been an  
>> issue.

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>> To suggest that  
>> this entity, which functions through the Board, is powerless to hire  
>> its own lawyer is puzzling, to say the least. In any event, time is  
>> too short to quibble over procedural matters that have never been  
>> raised before.

>>  
>> For those who stayed tonight to hear from the attorney, who was  
>> gracious enough to stay and advise us despite a very chilly  
>> reception, she was indeed very impressive and we learned an awful  
>> lot. To cut through all this procedural bickering, which we don't  
>> have time for, the Board needs to select counsel and do it quickly.  
>> That should lay the matter to rest and we can get on with resolving  
>> the substantive issue before us. We have no choice but to make a  
>> decision on the union by April 23rd. Failure to act is tantamount to  
>> rejection of the bargaining unit and means an immediate election.  
>> Like it or not, we can't say we need more time to decide.

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>> Blaine

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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Wednesday, April 13, 2016 12:27 PM  
**To:** Wisdom, Rachel W.  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] April 2016 AABE special meeting notice.DOC

This should suffice.

Blaine

> We have a quorum if everyone who has responded that they can attend does.  
> I have drafted a Notice with agenda. Please let me know if I  
> should revise, and especially whether there are any action items I  
> should add.  
>  
> 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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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Wednesday, April 13, 2016 11:27 AM  
**To:** kiki huston  
**Subject:** RE: Mon & Wed / Willow library

I will be there on Monday the 18. Thanks for setting it up.

---

**From:** 'kiki huston' via Lusher Board Only [mailto:lusher-board-only@googlegroups.com]  
**Sent:** Wednesday, April 13, 2016 11:25 AM  
**To:** blecesne@loyno.edu; Salzer, Ann K <asalzer@tulane.edu>  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** Mon & Wed / Willow library

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]; "lusher-board-only@googlegroups.com" <lusher-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>>

> 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 -  
> 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 &  
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> 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,  
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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Wednesday, April 13, 2016 11:26 AM  
**To:** kiki huston  
**Subject:** RE: Mon & Wed / Willow library

---

**From:** 'kiki huston' via Lusher Board Only [mailto:lusher-board-only@googlegroups.com]  
**Sent:** Wednesday, April 13, 2016 11:25 AM  
**To:** blecesne@loyno.edu; Salzer, Ann K <asalzer@tulane.edu>  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** Mon & Wed / Willow library

All -  
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5:00 in the Willow Street library.  
Blaine, I will certainly pass along your regrets for Monday.  
Best,  
Kiki

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

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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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>  
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> <lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegroups.com>>

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 > Subject: availability  
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 > Good Morning All -  
 > It is clear from the deluge of emails that there are many who would like  
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 > Please advise.  
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## Chunlin Leonhard

---

**From:** 'kiki huston' via Lusher Board Only <lusher-board-only@googlegroups.com>  
**Sent:** Wednesday, April 13, 2016 11:25 AM  
**To:** blecesne@loyno.edu; Salzer, Ann K  
**Cc:** lushier-board-only@googlegroups.com  
**Subject:** Mon & Wed / Willow library

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]; "lushier-board-only@googlegroups.com" <lusher-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>>  
> 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>"  
> <lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegroups.com>>  
> Subject: availability  
>

> 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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> [only/286413761.2384613.1460551187872.JavaMail.yahoo%40mail.yahoo.com](https://groups.google.com/d/msgid/lusher-board-only/286413761.2384613.1460551187872.JavaMail.yahoo%40mail.yahoo.com)<[https://groups.google](https://groups.google.com/d/msgid/lusher-board-only/286413761.2384613.1460551187872.JavaMail.yahoo%40mail.yahoo.com?utm_medium=email&utm_source=footer)

> [.com/d/msgid/lusher-board-](https://groups.google.com/d/msgid/lusher-board-only/286413761.2384613.1460551187872.JavaMail.yahoo%40mail.yahoo.com?utm_medium=email&utm_source=footer)

> [only/286413761.2384613.1460551187872.JavaMail.yahoo%40mail.yahoo.com?utm\\_medium=email](https://groups.google.com/d/msgid/lusher-board-only/286413761.2384613.1460551187872.JavaMail.yahoo%40mail.yahoo.com?utm_medium=email&utm_source=footer)

> [&utm\\_source=footer](https://groups.google.com/d/msgid/lusher-board-only/286413761.2384613.1460551187872.JavaMail.yahoo%40mail.yahoo.com?utm_medium=email&utm_source=footer)>.

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> To view this discussion on the web visit

> <https://groups.google.com/d/msgid/lusher-board-only/D333C834.3F852%25asalzer%40tulane.edu>.

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To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/6e0e51b38f5a2939eb457502bff2906d.squirrel%40secure.loyno.edu>.

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

## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Wednesday, April 13, 2016 11:23 AM  
**To:** Wisdom, Rachel W.  
**Subject:** RE: [Lusher] April 2016 AABE special meeting notice.DOC

I can attend the meeting as well on April 16. Thanks.

---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Wednesday, April 13, 2016 10:43 AM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] April 2016 AABE special meeting notice.DOC

We have a quorum if everyone who has responded that they can attend does. I have drafted a Notice with agenda. Please let me know if I should revise, and especially whether there are any action items I should add.

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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## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Wednesday, April 13, 2016 10:43 AM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] April 2016 AABE special meeting notice.DOC  
**Attachments:** April 2016 AABE special meeting notice.DOC

We have a quorum if everyone who has responded that they can attend does. I have drafted a Notice with agenda. Please let me know if I should revise, and especially whether there are any action items I should add.

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>.

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Wednesday, April 13, 2016 9:45 AM  
**To:** Wisdom, Rachel W.  
**Cc:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

You are right. Some people may not be able to make it on the 16th and, if that is the case, we would have to schedule it in the evening during the week. So maybe we need an alternative.

Our dilemma is that time is short. [REDACTED]

We only have ten days left to make a decision and we all have job and family commitments. The meeting on the 23rd will be intense and highly charged. There will be lots of press, maybe tv cameras, present and standing room only with vocal attendees on both sides. I have been in such public meetings as part of a decision-making body. It is extremely difficult to make a reasoned decision in that environment while under pressure from all sides. We have to be able to meet before the chaos of the 23rd, even if it is in small groups to consider our options in a cool-headed manner [REDACTED]

This is my concern and why I want us to proceed expeditiously. This is a triage situation.

Blaine

> Its fine with me if we meet as a full board. But both you and Kathy told  
> me that the 16th was no good for many folks, and I thought we needed to  
> hire counsel very quickly. I will poll next and see if the 16th will  
> work.  
>  
> You don't have to act alone on all of this, and frankly I don't think  
> you should. I do appreciate all of your work and understand that has  
> been quite is a burden. Maybe at the board meeting we can divvy up some  
> of what needs to be done?  
>  
>  
>  
> From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
> Sent: Tuesday, April 12, 2016 11:31 PM  
> To: Wisdom, Rachel W.  
> Cc: 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
> Subject: RE: Special meeting and legal counsel

>  
> I just thought it would be more efficient to do it in a Board meeting  
> where we have much else to discuss. I have been on this full time  
> since Friday. I have to attend both meetings with UTL, today's and  
> tomorrow's. I have to attend the meetings next week with anti-union  
> teachers. I have no more available time to schedule superfluous  
> meetings. Why schedule an Executive Committee meeting and a Board  
> meeting when we can do it all in one meeting AND give everybody a say. That's all there is to it.

>  
> If someone else wants to handle and coordinate all of this, I am fine  
> with that too.

>  
> Blaine

>  
>  
>  
>  
>> The executive committee does not need ratification for its actions.

>> Again,  
>> please read our bylaws. It exists to act quickly and has already been  
>> authorized by formal vote of the board to do so. I can dig up the  
>> minutes if you want. [REDACTED]

>> [REDACTED]  
>> [REDACTED] you didn't read my comments  
>> before about Meg, let me repeat, I found her impressive. I wish I  
>> could have stayed but I had to teach night class at Tulane. I have no  
>> opposition to a meeting of the full board. All I am trying to do is  
>> to use our existing structures to expedite our decision to hire counsel.  
>> Why is that wrong?

>>  
>> From: blecesne@loyno.edu<mailto:blecesne@loyno.edu>  
>> [mailto:blecesne@loyno.edu]<mailto:[mailto:blecesne@loyno.edu]>  
>> Sent: Tuesday, April 12, 2016 10:32 PM  
>> To: Wisdom, Rachel W.  
>> Cc: 'blecesne@loyno.edu';  
>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro  
>> ups.com>  
>> Subject: RE: Special meeting and legal counsel

>>  
>>  
>> Rachel,  
>> I was not purporting to act for the Board, as I thought my email made  
>> very clear. I suggested a Board meeting to select counsel because we  
>> have much more than just counsel to discuss. There are only so many  
>> possible meeting dates available. We don't have time for an Executive  
>> Committee meeting and then a Board meeting to adopt a recommendation.

>>  
>> I would ask what is your objection to the full Board deciding? That  
>> way we can make a transparent decision where all can be heard and  
>> remove any doubt about the procedure. [REDACTED]

[REDACTED]. Why is an  
>> attempt to expedite that being met with this procedural opposition?  
>>

>> Blaine

>>

>>> Blaine: All I was asking was that we convene an executive committee meeting – the executive committee was created for things such as >>> this.

>>> I do not mean to offend you but you do not have the power to act for >>> the board, please read our bylaws. I don't understand your >>> resistance to an executive committee meeting. Please explain. Thanks >>>

>>> From:

>>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegr  
>>> oups.com<mailto:lusher-board-only@googlegroups.com%3cmailto:lusher-b  
>>> oard-only@googlegroups.com>>

>>> [mailto:lusher-board-only@googlegroups.com]<mailto:[mailto:lusher-bo  
>>> ard-only@googlegroups.com]>

>>> On Behalf Of

>>> blecesne@loyno.edu<mailto:blecesne@loyno.edu<mailto:blecesne@loyno.e  
>>> du%3cmailto:blecesne@loyno.edu>>

>>> Sent: Tuesday, April 12, 2016 10:07 PM

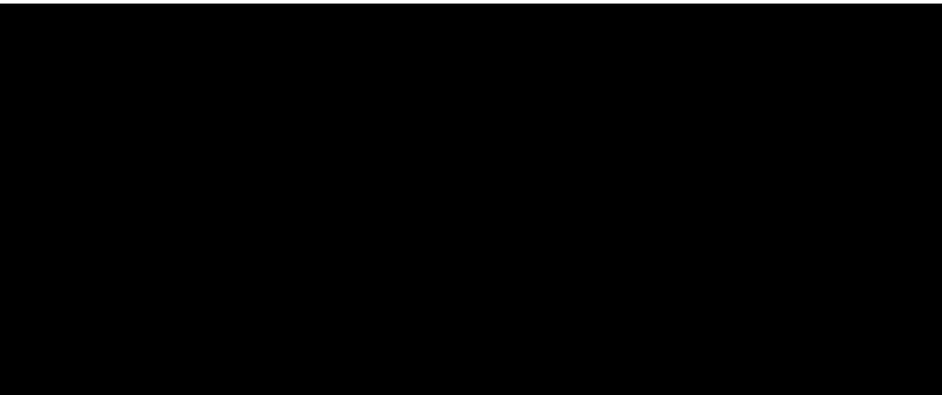
>>> To:

>>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegr  
>>> oups.com<mailto:lusher-board-only@googlegroups.com%3cmailto:lusher-b  
>>> oard-only@googlegroups.com>>

>>> Subject: Special meeting and legal counsel

>>>

>>> Hi all,



>>> Her

>>> name is Mag Bickford. I spent a good part of last evening and most >>> of today trying to do so. Since time is short, I thought it would >>> expedite our consideration of her to introduce her to Board members >>> who attended today's and tomorrow's small group meetings. It was >>> intended as an introduction, not a commitment. She was prepared to >>> stop by each day to answer our questions and tell us how she could >>> be of assistance.

>>>

>>> The Board has the authority to hire a lawyer. With all due respect, >>> Rachel is simply wrong that only the CEO can do so. In the ten years >>> since we have been a charter, this inarguable fact has never been an >>> issue.

>>

>>





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

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Wednesday, April 13, 2016 8:13 AM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] Emergency meeting on the 16th

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>.

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Reuben Teague  
<reuben.teague@prudential.com>  
**Sent:** Wednesday, April 13, 2016 8:07 AM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

I appreciate the work everyone is doing to find and hire appropriate counsel. I would be willing and able to call in for a meeting on the 16th, but could not attend in person.

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: "Wisdom, Rachel W." <RWisdom@stonepigman.com>  
To: "blecesne@loyno.edu" <blecesne@loyno.edu>,  
Cc: "lusher-board-only@googlegroups.com" <lusher-board-only@googlegroups.com>  
Date: 04/13/2016 09:05 AM  
Subject: RE: Special meeting and legal counsel  
Sent by: lusher-board-only@googlegroups.com

---

Its fine with me if we meet as a full board. But both you and Kathy told me that the 16<sup>th</sup> was no good for many folks, and I thought we needed to hire counsel very quickly. I will poll next and see if the 16<sup>th</sup> will work.

You don't have to act alone on all of this, and frankly I don't think you should. I do appreciate all of your work and understand that has been quite a burden. Maybe at the board meeting we can divvy up some of what needs to be done?

**From:** blecesne@loyno.edu [<mailto:blecesne@loyno.edu>]  
**Sent:** Tuesday, April 12, 2016 11:31 PM  
**To:** Wisdom, Rachel W.  
**Cc:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

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If someone else wants to handle and coordinate all of this, I am fine with that too.

Blaine

> The executive committee does not need ratification for its actions. Again,  
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> authorized by formal vote of the board to do so. I can dig up the  
> minutes if you want.

> [REDACTED]  
> [REDACTED] if you didn't read my comments  
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> From: [blecesne@loyno.edu](mailto:blecesne@loyno.edu) [mailto:[blecesne@loyno.edu](mailto:blecesne@loyno.edu)]  
> Sent: Tuesday, April 12, 2016 10:32 PM  
> To: Wisdom, Rachel W.  
> Cc: 'blecesne@loyno.edu'; [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
> Subject: RE: Special meeting and legal counsel

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> Rachel,  
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> more than just counsel to discuss. There are only so many possible  
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> I would ask what is your objection to the full Board deciding? That way  
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> can make a transparent decision where all can be heard and remove any  
> doubt about the procedure.

> [REDACTED]  
> [REDACTED] Why is an attempt to expedite that being  
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> Blaine

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>> meeting – the executive committee was created for things such as  
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>> the board, please read our bylaws. I don't understand your resistance

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>>

>> 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

>> [blecesne@loyno.edu](mailto:blecesne@loyno.edu)<<mailto:blecesne@loyno.edu>>

>> Sent: Tuesday, April 12, 2016 10:07 PM

>> To:

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

>> Subject: Special meeting and legal counsel

>>

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>> Her

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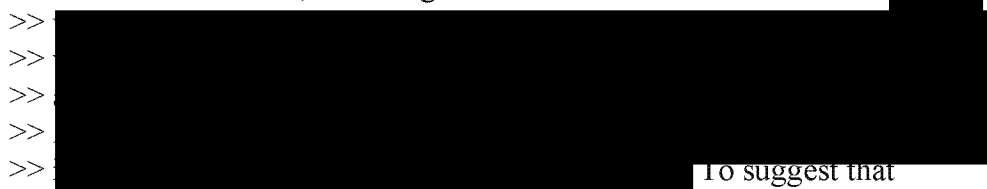
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>> have been a charter, this inarguable fact has never been an issue.



>> To suggest that

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>> Blaine

>>

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Wednesday, April 13, 2016 8:04 AM  
**To:** 'blecesne@loyno.edu'  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

Its fine with me if we meet as a full board. But both you and Kathy told me that the 16<sup>th</sup> was no good for many folks, and I thought we needed to hire counsel very quickly. I will poll next and see if the 16<sup>th</sup> will work.

You don't have to act alone on all of this, and frankly I don't think you should. I do appreciate all of your work and understand that has been quite a burden. Maybe at the board meeting we can divvy up some of what needs to be done?

---

**From:** blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
**Sent:** Tuesday, April 12, 2016 11:31 PM  
**To:** Wisdom, Rachel W.  
**Cc:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

I just thought it would be more efficient to do it in a Board meeting where we have much else to discuss. I have been on this full time since Friday. I have to attend both meetings with UTL, today's and tomorrow's. I have to attend the meetings next week with anti-union teachers. I have no more available time to schedule superflous meetings. Why schedule an Executive Committee meeting and a Board meeting when we can do it all in one meeting AND give everybody a say. That's all there is to it.

If someone else wants to handle and coordinate all of this, I am fine with that too.

Blaine

> The executive committee does not need ratification for its actions. Again,  
> please read our bylaws. It exists to act quickly and has already been  
> authorized by formal vote of the board to do so. I can dig up the  
> minutes if you want. [REDACTED]  
> [REDACTED] and if you didn't read my comments  
> before about Meg, let me repeat, I found her impressive. I wish I could  
> have stayed but I had to teach night class at Tulane. I have no  
> opposition to a meeting of the full board. All I am trying to do is to  
> use our existing structures to expedite our decision to hire counsel.  
> Why is that wrong?

>  
> From: [blecesne@loyno.edu](mailto:blecesne@loyno.edu) [<mailto:blecesne@loyno.edu>]  
> Sent: Tuesday, April 12, 2016 10:32 PM  
> To: Wisdom, Rachel W.  
> Cc: '[blecesne@loyno.edu](mailto:blecesne@loyno.edu)'; [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
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> Rachel,  
> I was not purporting to act for the Board, as I thought my email made  
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[REDACTED] Why is an attempt to expedite that being  
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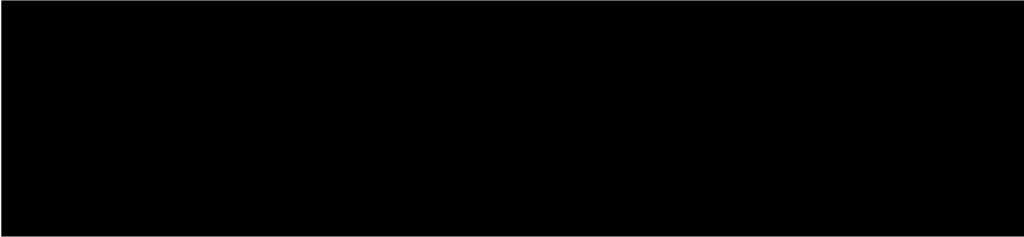
> Blaine

>> Blaine: All I was asking was that we convene an executive committee  
>> meeting – the executive committee was created for things such as  
>> this.  
>> I do not mean to offend you but you do not have the power to act for  
>> the board, please read our bylaws. I don't understand your resistance  
>> to an executive committee meeting. Please explain. Thanks

>> From:  
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>> [<mailto:lusher-board-only@googlegroups.com>] On Behalf Of  
>> [blecesne@loyno.edu](mailto:blecesne@loyno.edu)<<mailto:blecesne@loyno.edu>>  
>> Sent: Tuesday, April 12, 2016 10:07 PM  
>> To:  
>> [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)<<mailto:lusher-board-only@googlegroups.com>>  
>> Subject: Special meeting and legal counsel

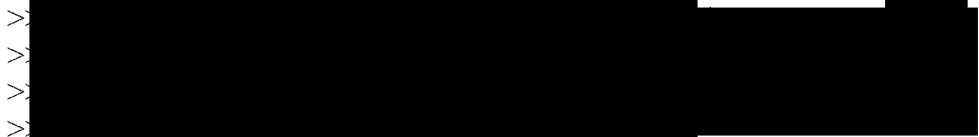
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[REDACTED]



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## Chunlin Leonhard

---

**From:** 'kiki huston' via Lusher Board Only <lusher-board-only@googlegroups.com>  
**Sent:** Wednesday, April 13, 2016 7:40 AM  
**To:** lushier-board-only@googlegroups.com  
**Subject:** availability

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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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 11:31 PM  
**To:** Wisdom, Rachel W.  
**Cc:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

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If someone else wants to handle and coordinate all of this, I am fine with that too.

Blaine

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> please read our bylaws. It exists to act quickly and has already been  
> authorized by formal vote of the board to do so. I can dig up the  
> minutes if you want. [REDACTED]

[REDACTED] and if you didn't read my comments

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>> ups.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of

>> blecesne@loyno.edu<mailto:blecesne@loyno.edu>

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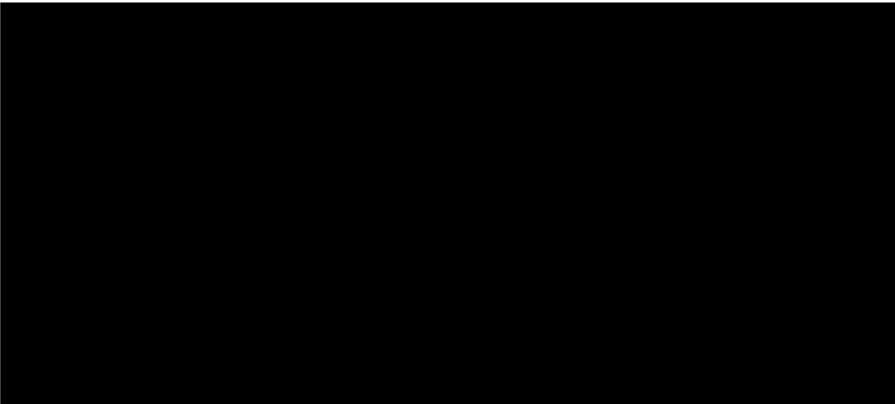
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>> Subject: Special meeting and legal counsel

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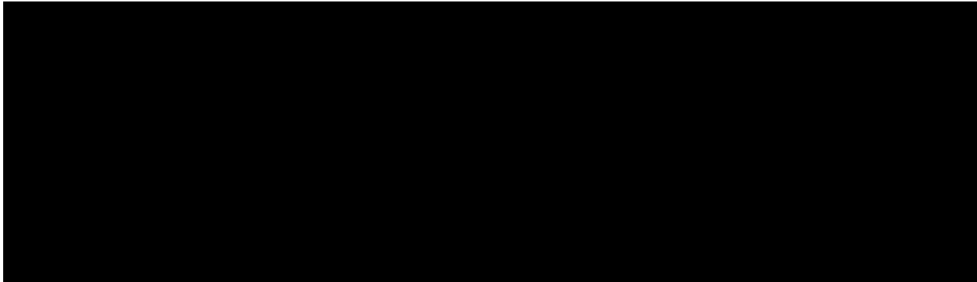
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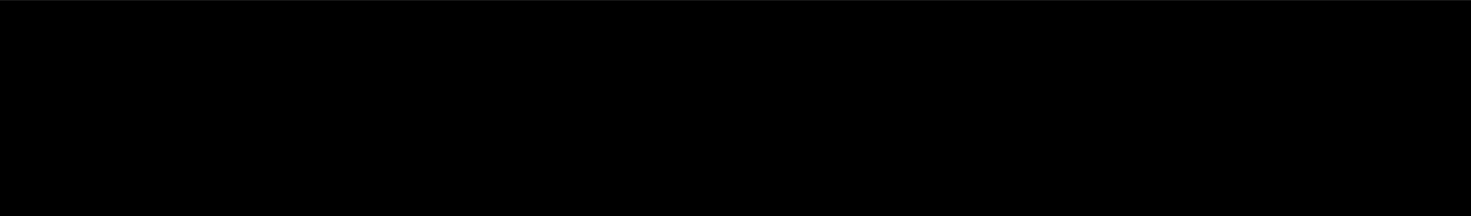
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**Chunlin Leonhard**

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 11:17 PM  
**To:** Wisdom, Rachel W.  
**Cc:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

The right to hire counsel by the CEO does not mean its an exclusive right and that the Board does not have the independent right to do so.



I have never said or suggested that I have the authority to hire counsel as you keep suggesting I am asserting.

If you have someone in mind that you would prefer, please suggest them. If you object to Mag Bickford, please say so.  
[Redacted] Not fighting over how it's done.

You seem to agree that the Board can hire counsel. I agree.

Blaine

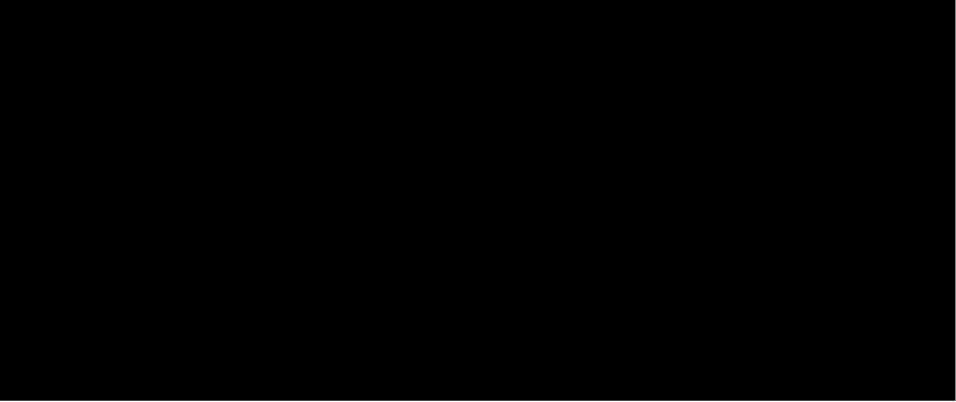
> Please read our bylaws. Kathy is authorized to hire counsel. You are  
> not. Based on representations (I cannot remember whose) [Redacted]. No

> one asked me about it nor was I involved. I had no issue as I thought,  
> perhaps incorrectly, that it was authorized. The Board can hire  
> counsel, but needs to do so as a board. All I am trying to do is  
> expedite the decision to engage counsel and address any other urgent  
> matter quickly. I liked Mag Bickford. What is really going on here?

>  
> From: blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
> Sent: Tuesday, April 12, 2016 10:38 PM  
> To: Wisdom, Rachel W.  
> Cc: 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
> Subject: RE: Special meeting and legal counsel

> Rachel  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> Blaine

>  
>> Blaine: All I was asking was that we convene an executive committee  
>> meeting – the executive committee was created for things such as this.  
>> I do not mean to offend you but you do not have the power to act for  
>> the board, please read our bylaws. I don't understand your resistance  
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>> ups.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
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>> Sent: Tuesday, April 12, 2016 10:07 PM  
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>> Hi all.



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>> The Board has the authority to hire a lawyer. With all due respect,  
>> Rachel is simply wrong that only the CEO can do so. In the ten years  
>> since we have been a charter, this inarguable fact has never been an  
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>> [REDACTED]  
>> [REDACTED]. To suggest that this entity, which functions through the  
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>> gracious enough to stay and advise us despite a very chilly  
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>> lot. To cut through all this procedural bickering, which we don't

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>> Like it or not, we can't say we need more time to decide.

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>>

>> Blaine

>>

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 12, 2016 10:39 PM  
**To:** 'blecesne@loyno.edu'  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

The executive committee does not need ratification for its actions. Again, please read our bylaws. It exists to act quickly and has already been authorized by formal vote of the board to do so. I can dig up the minutes if you want.

and if you didn't read my comments before about Meg, let me repeat, I found her impressive. I wish I could have stayed but I had to teach night class at Tulane. I have no opposition to a meeting of the full board. All I am trying to do is to use our existing structures to expedite our decision to hire counsel. Why is that wrong?

---

**From:** blecesne@loyno.edu [mailto:blecesne@loyno.edu]  
**Sent:** Tuesday, April 12, 2016 10:32 PM  
**To:** Wisdom, Rachel W.  
**Cc:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

Rachel,

I was not purporting to act for the Board, as I thought my email made very clear. I suggested a Board meeting to select counsel because we have much more than just counsel to discuss. There are only so many possible meeting dates available. We don't have time for an Executive Committee meeting and then a Board meeting to adopt a recommendation.

I would ask what is your objection to the full Board deciding? That way we can make a transparent decision where all can be heard and remove any doubt about the procedure. Several Board members, including yourself, have been asking for legal guidance. Why is an attempt to expedite that being met with this procedural opposition?

Blaine

> Blaine: All I was asking was that we convene an executive committee  
> meeting – the executive committee was created for things such as this.  
> I do not mean to offend you but you do not have the power to act for  
> the board, please read our bylaws. I don't understand your resistance  
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> [mailto:[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)] On Behalf Of  
> [blecesne@loyno.edu](mailto:blecesne@loyno.edu)  
> Sent: Tuesday, April 12, 2016 10:07 PM  
> To: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

> Subject: Special meeting and legal counsel

>

> Hi all,

[REDACTED]

Her

> name is Mag Bickford. I spent a good part of last evening and most of  
> today trying to do so. Since time is short, I thought it would expedite  
> our consideration of her to introduce her to Board members who attended  
> today's and tomorrow's small group meetings. It was intended as an  
> introduction, not a commitment. She was prepared to stop by each day to  
> answer our questions and tell us how she could be of assistance.

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> The Board has the authority to hire a lawyer. With all due respect,

> Rachel

> is simply wrong that only the CEO can do so. In the ten years since we  
> have been a charter, this inarguable fact has never been an issue.

[REDACTED]

> To suggest that this

> entity, which functions through the Board, is powerless to hire its own  
> lawyer is puzzling, to say the least. In any event, time is too short to  
> quibble over procedural matters that have never been raised before.

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> For those who stayed tonight to hear from the attorney, who was gracious  
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> no choice but to make a decision on the union by April 23rd. Failure to  
> act is tantamount to rejection of the bargaining unit and means an  
> immediate election. Like it or not, we can't say we need more time to  
> decide.

[REDACTED]

> Blaine

>

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 10:38 PM  
**To:** Wisdom, Rachel W.  
**Cc:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

Rachel,  


Blaine

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> meeting – the executive committee was created for things such as this.  
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> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
> blecesne@loyno.edu  
> Sent: Tuesday, April 12, 2016 10:07 PM  
> To: lusher-board-only@googlegroups.com  
> Subject: Special meeting and legal counsel

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## Chunlin Leonhard

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**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 12, 2016 10:46 PM  
**To:** 'blecesne@loyno.edu'  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

Please read our bylaws. Kathy is authorized to hire counsel. You are not. Based on representations (I cannot remember whose) [REDACTED] No one asked me about it nor was I involved. I had no issue as I thought, perhaps incorrectly, that it was authorized. The Board can hire counsel, but needs to do so as a board. All I am trying to do is expedite the decision to engage counsel and address any other urgent matter quickly. I liked Mag Bickford. What is really going on here?

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**To:** Wisdom, Rachel W.  
**Cc:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
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> [REDACTED]  
> [REDACTED]  
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only/FE94FE8E1F04F744BCD6D9A5E438A242ED14BCF1%40SPEXCH.stonepigman.com](https://groups.google.com/d/msgid/lusher-board-only/FE94FE8E1F04F744BCD6D9A5E438A242ED14BCF1%40SPEXCH.stonepigman.com).  
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> bargaining unit and means an immediate election. Like it or not, we  
> can't say we need more time to decide.

>

[REDACTED]

> Blaine

>

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[only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu)<[https://groups.google.com/d/msgid/lusher-](https://groups.google.com/d/msgid/lusher-board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu)

> board-only/0b125d6e2d5c872de56b96cb5f5282c7.squirrel%40secure.loyno.edu>.

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## Chunlin Leonhard

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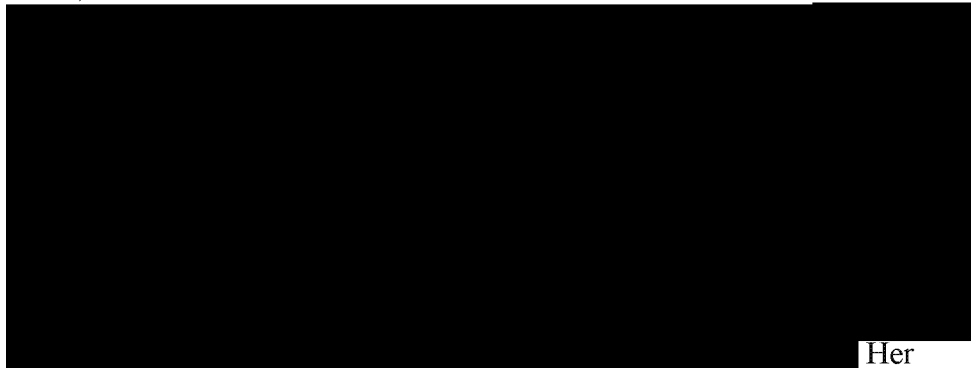
**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 12, 2016 10:24 PM  
**To:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

Richard or Paul: Do I have a second for an executive committee meeting being scheduled? Thank you.

---

**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 10:07 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** Special meeting and legal counsel

Hi all,



Her name is Mag Bickford. I spent a good part of last evening and most of today trying to do so. Since time is short, I thought it would expedite our consideration of her to introduce her to Board members who attended today's and tomorrow's small group meetings. It was intended as an introduction, not a commitment. She was prepared to stop by each day to answer our questions and tell us how she could be of assistance.

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To suggest that this entity, which functions through the Board, is powerless to hire its own lawyer is puzzling, to say the least. In any event, time is too short to quibble over procedural matters that have never been raised before.

For those who stayed tonight to hear from the attorney, who was gracious enough to stay and advise us despite a very chilly reception, she was indeed very impressive and we learned an awful lot. To cut through all this procedural bickering, which we don't have time for, the Board needs to select counsel and do it quickly. That should lay the matter to rest

and we can get on with resolving the substantive issue before us. We have no choice but to make a decision on the union by April 23rd. Failure to act is tantamount to rejection of the bargaining unit and means an immediate election. Like it or not, we can't say we need more time to decide.



Blaine

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 12, 2016 10:23 PM  
**To:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

Also – please understand that I think board-only communications about all of this are not only unwarranted but are seriously damaging our relationship with our administrators and I object to continuing on this basis.

---

**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 10:07 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** Special meeting and legal counsel

Hi all,

[REDACTED] Her name is Mag Bickford. I spent a good part of last evening and most of today trying to do so. Since time is short, I thought it would expedite our consideration of her to introduce her to Board members who attended today's and tomorrow's small group meetings. It was intended as an introduction, not a commitment. She was prepared to stop by each day to answer our questions and tell us how she could be of assistance.

The Board has the authority to hire a lawyer. With all due respect, Rachel is simply wrong that only the CEO can do so. In the ten years since we have been a charter, this inarguable fact has never been an issue. [REDACTED]

[REDACTED] To suggest that this entity, which functions through the Board, is powerless to hire its own lawyer is puzzling, to say the least. In any event, time is too short to quibble over procedural matters that have never been raised before.

For those who stayed tonight to hear from the attorney, who was gracious enough to stay and advise us despite a very chilly reception, she was indeed very impressive and we learned an awful lot. To cut through all this procedural bickering, which we don't have time for, the Board needs to select counsel and do it quickly. That should lay the matter to rest

and we can get on with resolving the substantive issue before us. We have no choice but to make a decision on the union by April 23rd. Failure to act is tantamount to rejection of the bargaining unit and means an immediate election. Like it or not, we can't say we need more time to decide.



Blaine

--

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 12, 2016 10:20 PM  
**To:** 'blecesne@loyno.edu'; lusher-board-only@googlegroups.com  
**Subject:** RE: Special meeting and legal counsel

Blaine: All I was asking was that we convene an executive committee meeting – the executive committee was created for things such as this. I do not mean to offend you but you do not have the power to act for the board, please read our bylaws. I don't understand your resistance to an executive committee meeting. Please explain. Thanks

---

**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 10:07 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** Special meeting and legal counsel

Hi all,

[REDACTED]

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[REDACTED]

To suggest that this entity, which functions through the Board, is powerless to hire its own lawyer is puzzling, to say the least. In any event, time is too short to quibble over procedural matters that have never been raised before.

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 10:07 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** Special meeting and legal counsel

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[REDACTED]

Blaine

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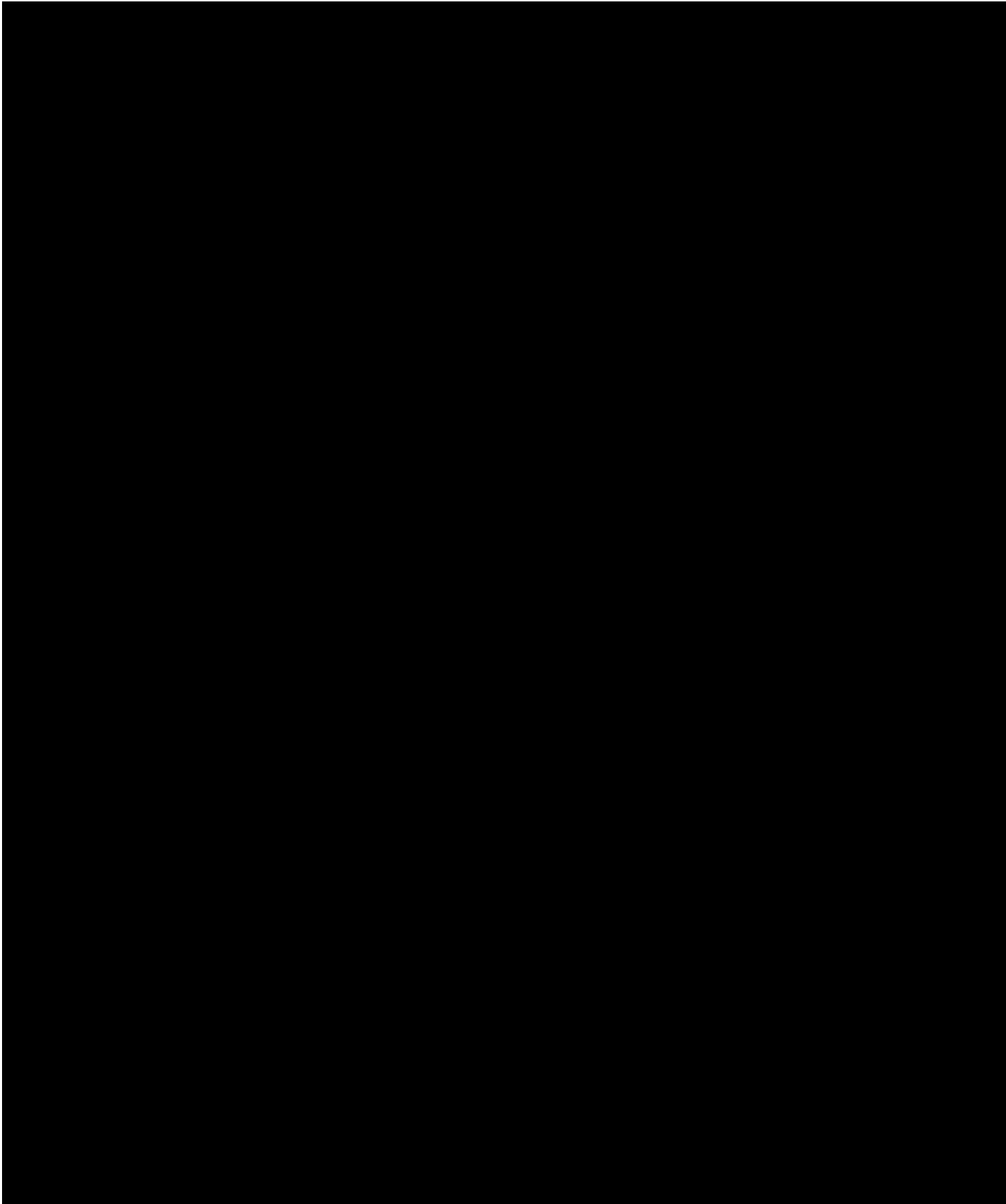
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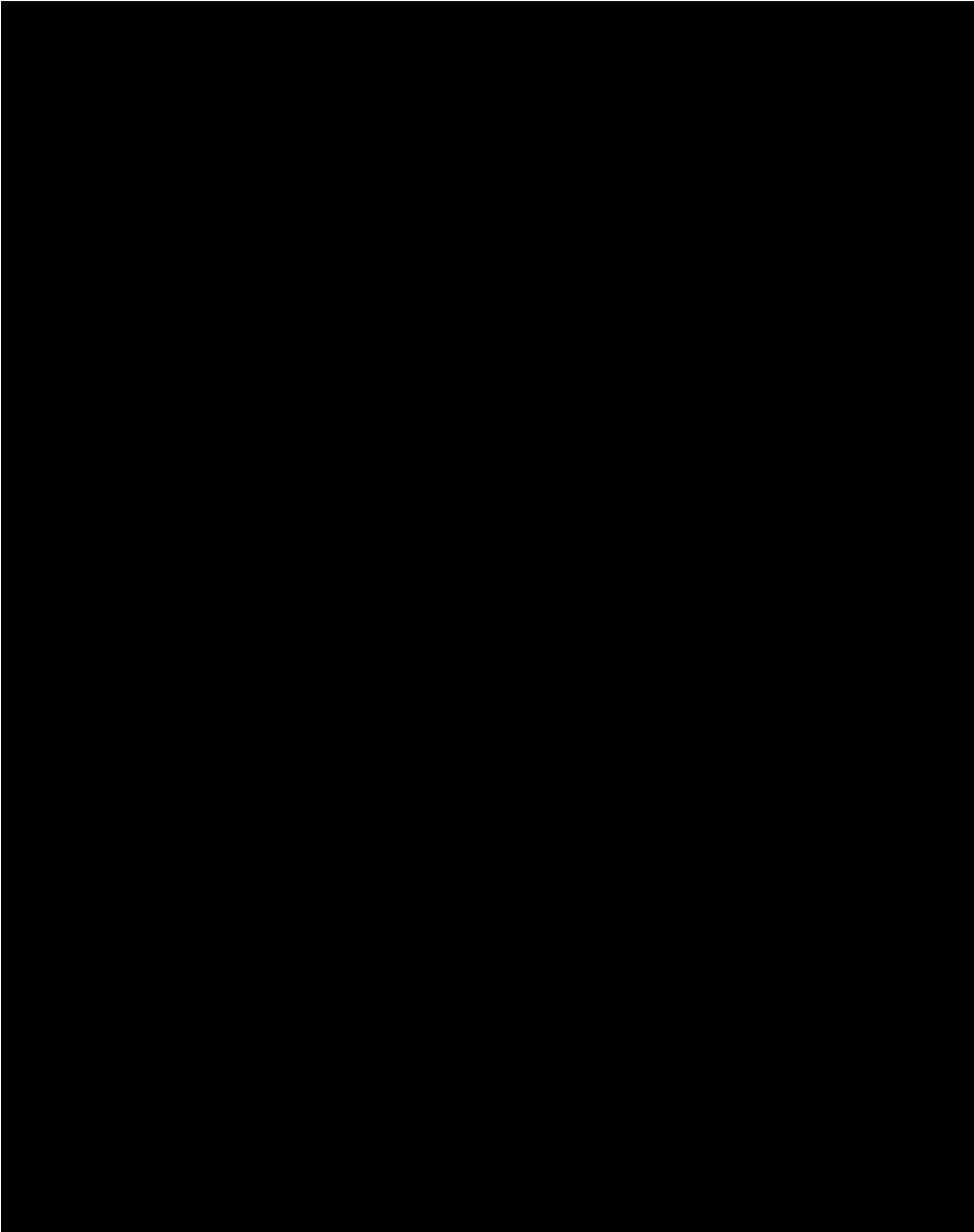
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For more options, visit <https://groups.google.com/d/optout>.









## Chunlin Leonhard

---

**From:** Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 12, 2016 9:25 PM  
**To:** 'Kathy Riedlinger'  
**Cc:** blecesne@loyno.edu; Paul L Barron; Ann Salzer; Alysia Loshbaugh; kiki [REDACTED]; Chunlin Leonhard; Carol Whelan; Richard Cortizas; Andrea Armstrong  
**Subject:** RE: legal counsel position

Kathy: I have no intention of leaving you or our other wonderful administrators out of any important communication so as to exclude you or them from the conversation. Nor do I believe the board does, but I do not speak for it. However, we do want to make sure that we act in a way that does not compromise our position with respect to the petition we received Friday. It is my preference that all communications be shared with you and our other administrators and [REDACTED]. I expect that the separate communications will cease and they will be fully open again. Based on what I know, I believe there is no reason for separate communications yet I believe confirmation of that is needed and that it should not come from me. Your views and information are critical, of tremendous value. First time in 11 years is right and I do not like it. Not at all. Please call me when you have time to talk.

---

**From:** Kathy Riedlinger [mailto:kathy\_riedlinger@lusherschool.org]  
**Sent:** Tuesday, April 12, 2016 5:12 PM  
**To:** Andrea Armstrong  
**Cc:** blecesne@loyno.edu; Paul L Barron; Wisdom, Rachel W.; Ann Salzer; Alysia Loshbaugh; kikhust [REDACTED]  
Chunlin Leonhard; Carol Whelan; Richard Cortizas  
**Subject:** Re: legal counsel position

Andrea,

I spent some time the other day calling each board member to let them know we had been given the petition. I reached all but Chunlin and I emailed her and asked her to call.

When we spoke, I recall that you said that you did not feel that getting a lawyer was necessary. You told me you are a lawyer. I interpreted that to mean you were reinforcing your statement that you didn't know if we needed one.

[REDACTED] and there were several in town with that reputation.

I thank you for copying me on this email. I am also willing to discuss this with anyone directly.

As of now, I don't know who the lawyer is or if we have one. For the first time in 11 years, I have been eliminated from our board's email list.

Again, thank you very much for coming to me with this. As always, I am glad to talk to you.

Kathy

Sent from my iPhone

On Apr 12, 2016, at 3:10 PM, Andrea Armstrong <[REDACTED]> wrote:

FYI. I was sad to hear that my position was being mis-stated by several other board members. Below is what I sent to the board members to correct any false impressions about my position.

Thanks,  
Andrea

----- Forwarded message -----

From: **Andrea Armstrong** <[REDACTED]>  
Date: Tue, Apr 12, 2016 at 3:09 PM  
Subject: legal counsel position  
To: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

Dear fellow board members,

Several of you have mentioned to me that you have heard from Kathy Reidlinger that I don't believe we need legal counsel for our decision-making process around a potential union at Lusher.

That is wrong. I believe the legal terrain has shifted and that we do need legal advice [REDACTED]  
[REDACTED] More generally, I wholeheartedly believe that "the lawyer who acts as his own counsel has a fool for a client."

I raise this mischaracterization for two reasons:

- 1) to be clear on my position. I am traveling this week to Chicago and unable to meet in person.
- 2) to emphasize that I am happy to discuss my thoughts with each of you directly. My cell is [REDACTED]. (There is no need to rely on another person's characterization of our individual views, when we can just as easily find out directly.)

I look forward to discussing our next steps in person at our 4/23 meeting, if not earlier.  
All the best,  
Andrea

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Andrea Armstrong  
**Sent:** Tuesday, April 12, 2016 9:19 PM  
**To:** Barron, Paul L  
**Cc:** Alysia Loshbaugh; Carol S Whelan; kiki huston; Blaine Lecesne; Rachel Wisdom; lusher-board-only@googlegroups.com  
**Subject:** Re: proposed meeting for teachers w concerns

I could come on Monday and possibly Wednesday. If the meeting is at Willow, I could stay until 6. If the meeting is elsewhere, I would need to leave early enough to make it to Willow by 6.

Thanks for organizing this.

Andrea

On Apr 12, 2016, at 6:55 PM, Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)> wrote:

Folks:

I am available Monday and Wednesday at five. Because of another conflict I cannot attend on Tuesday unless we can start at 4 PM.

*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:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com) [<mailto:lusher-board-only@googlegroups.com>] **On Behalf Of** Alysia Loshbaugh  
**Sent:** Tuesday, April 12, 2016 5:50 PM  
**To:** Whelan, Carol S <[cwhelan@tulane.edu](mailto:cwhelan@tulane.edu)>  
**Cc:** kiki huston <[REDACTED]>; [blecesne@loyno.edu](mailto:blecesne@loyno.edu); Wisdom, Rachel W. <[rwisdom@stonepigman.com](mailto:rwisdom@stonepigman.com)>; [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
**Subject:** Re: proposed meeting for teachers w concerns

I can come Monday, Tuesday, or Wednesday, but not all three.

On Tue, Apr 12, 2016 at 4:07 PM, Whelan, Carol S <[cwhelan@tulane.edu](mailto:cwhelan@tulane.edu)> wrote:

I can come on Tuesday.

Carol

Sent from my iPhone

On Apr 12, 2016, at 4:02 PM, 'kiki huston' via Lusher Board Only <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)> wrote:

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

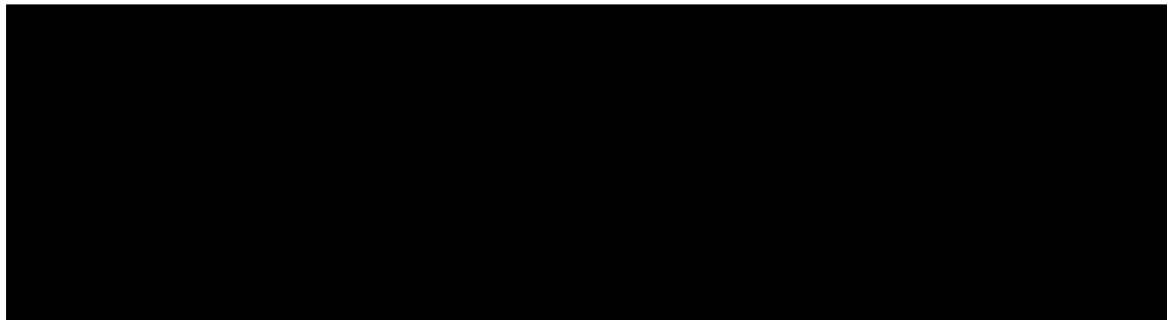
I was going to propose Tuesday or Wednesday at that time because I have to present a report in the City Council starting at 5:00. Is there any reason we can't move it to one of those days?

Blaine

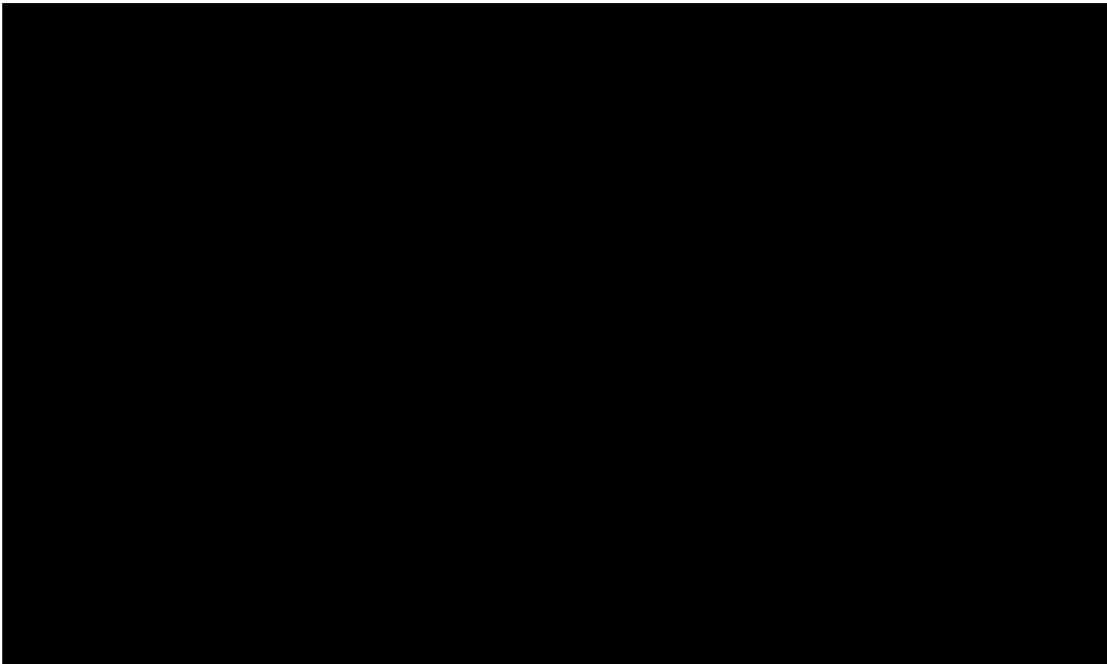
> I am proposing that those who are available, and interested, meet with  
> those teachers who have expressed concern about the formation of a union  
> at our school. I suggest Mon the 18th, Willow St at 5pm. I will check to  
> see if the library is available. Kiki

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

[REDACTED]



> Blaine  
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Best, Kiki

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>> span.yiv6082542249MsoHyperlink
>> {color:blue;text-decoration:underline;}#yiv6082542249 a:visited,
>> #yiv6082542249 span.yiv6082542249MsoHyperlinkFollowed
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serif";color:#1F497D;}#yiv6082542249 .yiv6082542249MsoChpDefault  
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"Few things are harder to put up with than the annoyance of a good example."

--Mark Twain

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[52yBfPJxBWsF4r%3Dc0ymslCsxhKJ6\\_oq96mT8w%40mail.gmail.com](https://groups.google.com/d/msgid/lusher-board-only/CA%2B4yWd6NayHB-52yBfPJxBWsF4r%3Dc0ymslCsxhKJ6_oq96mT8w%40mail.gmail.com).

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## Chunlin Leonhard

---

**From:** Andrea Armstrong <[REDACTED]>  
**Sent:** Tuesday, April 12, 2016 9:10 PM  
**To:** Kathy Riedlinger  
**Cc:** Blaine Lecesne; Paul L Barron; Rachel Wisdom; Ann K Salzer; Alysia Loshbaugh; kikihuston@yahoo.com; Chunlin Leonhard; Carol S Whelan; Richard Cortizas  
**Subject:** Re: legal counsel position

Kathy,

It is clear that we disagree about the content of parts of our conversations.

Moving forward, I would suggest that we avoid attempting to represent the views of other board members in our individual conversations.

Andrea

On Apr 12, 2016, at 5:12 PM, Kathy Riedlinger <[kathy\\_riedlinger@luserschool.org](mailto:kathy_riedlinger@luserschool.org)> wrote:

Andrea,

I spent some time the other day calling each board member to let them know we had been given the petition. I reached all but Chunlin and I emailed her and asked her to call.

When we spoke, I recall that you said that you did not feel that getting a lawyer was necessary. You told me you are a lawyer. I interpreted that to mean you were reinforcing your statement that you didn't know if we needed one.

[REDACTED] and there were several in town with that reputation.

I thank you for copying me on this email. I am also willing to discuss this with anyone directly.

As of now, I don't know who the lawyer is or if we have one. For the first time in 11 years, I have been eliminated from our board's email list.

Again, thank you very much for coming to me with this. As always, I am glad to talk to you.

Kathy

Sent from my iPhone

On Apr 12, 2016, at 3:10 PM, Andrea Armstrong <[REDACTED]> wrote:

FYI. I was sad to hear that my position was being mis-stated by several other board members. Below is what I sent to the board members to correct any false impressions about my position.

Thanks,  
Andrea

----- Forwarded message -----

From: **Andrea Armstrong** <[andrea.craig.armstrong@gmail.com](mailto:andrea.craig.armstrong@gmail.com)>  
Date: Tue, Apr 12, 2016 at 3:09 PM  
Subject: legal counsel position  
To: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

Dear fellow board members,

Several of you have mentioned to me that you have heard from Kathy Reidlinger that I don't believe we need legal counsel for our decision-making process around a potential union at Lusher.

That is wrong. I believe the legal terrain has shifted and that we do need legal advice

More generally, I wholeheartedly believe that "the lawyer who acts as his own counsel has a fool for a client."

I raise this mischaracterization for two reasons:

- 1) to be clear on my position. I am traveling this week to Chicago and unable to meet in person.
- 2) to emphasize that I am happy to discuss my thoughts with each of you directly. My cell is [REDACTED] (There is no need to rely on another person's characterization of our individual views, when we can just as easily find out directly.)

I look forward to discussing our next steps in person at our 4/23 meeting, if not earlier.

All the best,  
Andrea

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 12, 2016 9:03 PM  
**To:** 'Barron, Paul L'; Andrea Armstrong; lusher-board-only@googlegroups.com  
**Subject:** RE: legal counsel position

Everyone: We really need an attorney and should pick a good one. Blaine invited Mag Bickford to speak to us tonight after the teachers meeting and I thought she was impressive. Only the CEO has the power, absent a specific grant from the board, to hire a lawyer for AABE. If we want to hire one, we need to act as a board. To do it quickly we could act through executive committee. An executive committee meeting must be called either by the CEO OR by 2 of its members. I am a member, as is Blaine, Paul and Richard. I am asking another member to join me to call for an executive committee meeting so that we can hire counsel [REDACTED]

[REDACTED] Blaine, Paul, and Richard, do I have a second? Thank you

---

**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** Barron, Paul L  
**Sent:** Tuesday, April 12, 2016 7:06 PM  
**To:** Andrea Armstrong; lusher-board-only@googlegroups.com  
**Subject:** RE: legal counsel position

Andrea:

I called you a few minutes ago before I read your email. I know of no one on the board does not want to hire competent legal representation in this matter. Choosing the right person is a board decision. I do not think that we should wait until the 23<sup>rd</sup>. We, and our administration members, risk acting improperly. [REDACTED]

The statement that Kathy does not think that we need a lawyer is incorrect. [REDACTED]

If you want to talk to me further about this I'm happy to do so. We all need all of the input we have to make a decision regarding representation. At this point, I do not know what that right decision is and can only do so once I have all of the possible information available and even more importantly the opportunity to discuss this matter among all my other board members.

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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**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** Andrea Armstrong  
**Sent:** Tuesday, April 12, 2016 3:09 PM  
**To:** [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
**Subject:** legal counsel position

Dear fellow board members,

Several of you have mentioned to me that you have heard from Kathy Reidlinger that I don't believe we need legal counsel for our decision-making process around a potential union at Lusher.

That is wrong. I believe the legal terrain has shifted and that we do need legal advice [REDACTED]  
[REDACTED] More generally, I wholeheartedly believe that "the lawyer who acts as his own counsel has a fool for a client."

I raise this mischaracterization for two reasons:

- 1) to be clear on my position. I am traveling this week to Chicago and unable to meet in person.
- 2) to emphasize that I am happy to discuss my thoughts with each of you directly. My cell is [REDACTED]  
[REDACTED] (There is no need to rely on another person's characterization of our individual views, when we can just as easily find out directly.)

I look forward to discussing our next steps in person at our 4/23 meeting, if not earlier.

All the best,  
Andrea

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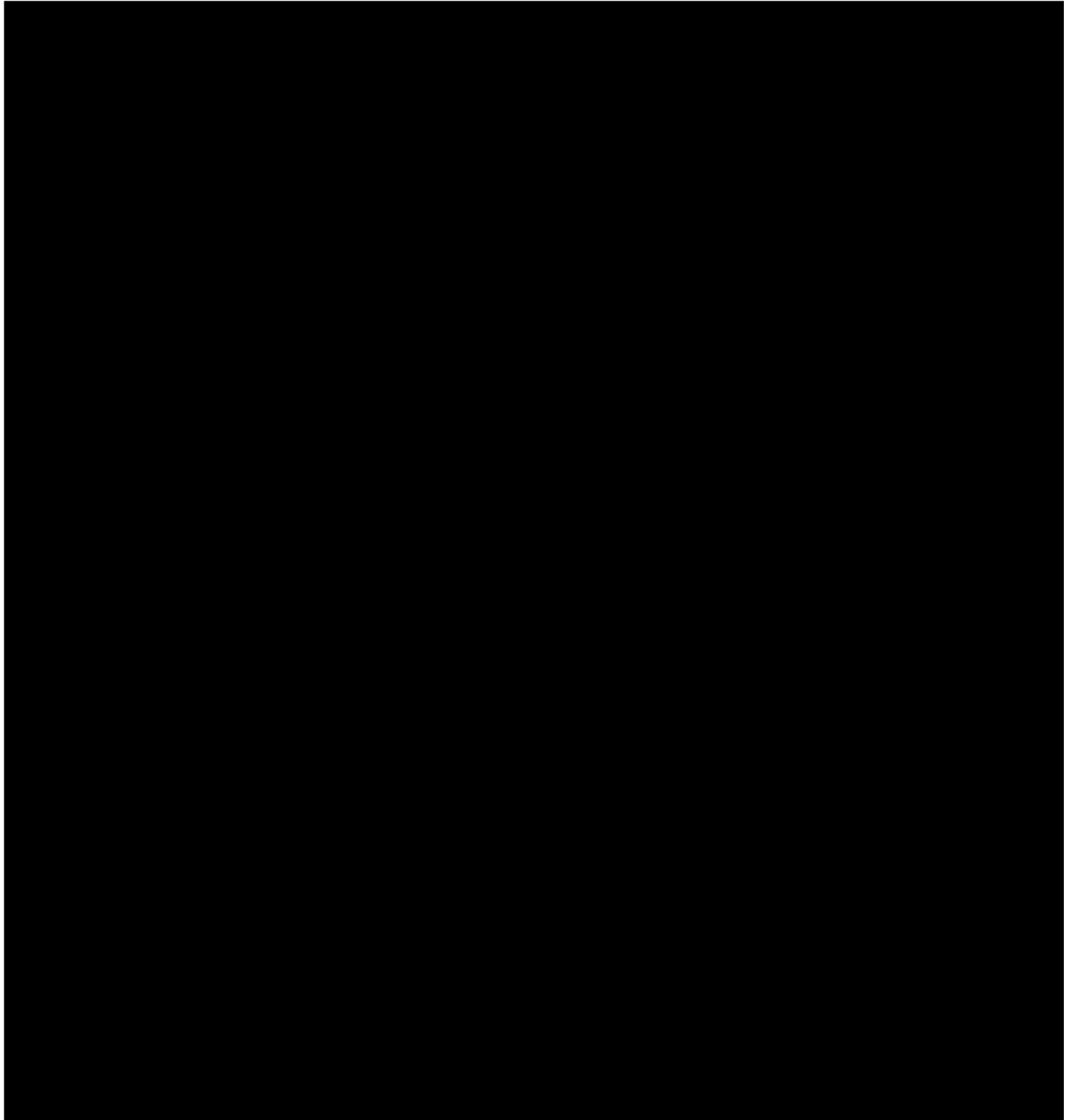
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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Tuesday, April 12, 2016 8:11 PM  
**To:** kiki huston; blecesne@loyno.edu; Wisdom, Rachel W.; lusher-board-only@googlegroups.com; Whelan, Carol S  
**Subject:** Meeting today

Folks:

As all of you know, a meeting was scheduled for board members to hear the views of the teachers supporting the union. I thought it was a good idea and helpful. It gave me things to think about. Near the end of the meeting, attended by Kiki, Chunlin, Blaine, Rachel and me, a lawyer and her colleague were invited into the meeting by Blaine. I became very upset because I believed that this was a conversation between board members and teachers supporting the union. Blaine was under the belief that the meeting was an open one. After the meeting, I found an email that Blaine was sent indicating the fact that he believed that this was an open meeting and that it was his intention to invite this attorney meeting. However, I would have appreciated that information just before the meeting and could have made the decision as to whether or not I would attend. My other concern was the fact that it appeared that we had engaged this attorney when we had not.

In any event, I you want to apologize for the way I spoke so sharply to Blame indicating that I thought it was inappropriate to have the attorney there. I should simply left the meeting if I was so upset.

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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## Chunlin Leonhard

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**From:** lusher-board-only@googlegroups.com on behalf of Barron, Paul L  
<pbarron@tulane.edu>  
**Sent:** Tuesday, April 12, 2016 7:06 PM  
**To:** Andrea Armstrong; lusher-board-only@googlegroups.com  
**Subject:** RE: legal counsel position

Andrea:

I called you a few minutes ago before I read your email. I know of no one on the board does not want to hire competent legal representation in this matter. Choosing the right person is a board decision. I do not think that we should wait until the 23<sup>rd</sup>. We, and our administration members, risk acting improperly. [REDACTED]

The statement that Kathy does not think that we need a lawyer is incorrect. [REDACTED]

If you want to talk to me further about this I'm happy to do so. We all need all of the input we have to make a decision regarding representation. At this point, I do not know what that right decision is and can only do so once I have all of the possible information available and even more importantly the opportunity to discuss this matter among all my other board members.

Regards,

Paul

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**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** Andrea Armstrong  
**Sent:** Tuesday, April 12, 2016 3:09 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** legal counsel position

Dear fellow board members,

Several of you have mentioned to me that you have heard from Kathy Reidlinger that I don't believe we need legal counsel for our decision-making process around a potential union at Lusher.

That is wrong. I believe the legal terrain has shifted and that we do need legal advice [REDACTED] More generally, I wholeheartedly believe that "the lawyer who acts as his own counsel has a fool for a client."

I raise this mischaracterization for two reasons:

- 1) to be clear on my position. I am traveling this week to Chicago and unable to meet in person.
- 2) to emphasize that I am happy to discuss my thoughts with each of you directly. My cell is [REDACTED] [REDACTED] (There is no need to rely on another person's characterization of our individual views, when we can just as easily find out directly.)

I look forward to discussing our next steps in person at our 4/23 meeting, if not earlier.

All the best,  
Andrea

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## Chunlin Leonhard

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**From:** lusher-board-only@googlegroups.com on behalf of Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Tuesday, April 12, 2016 6:56 PM  
**To:** Alysia Loshbaugh; Whelan, Carol S  
**Cc:** kiki huston; blecesne@loyno.edu; Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**Subject:** RE: proposed meeting for teachers w concerns

Folks:

I am available Monday and Wednesday at five. Because of another conflict I cannot attend on Tuesday unless we can start at 4 PM.

*Paul Barron*

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Tulane Law School  
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**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** Alysia Loshbaugh  
**Sent:** Tuesday, April 12, 2016 5:50 PM  
**To:** Whelan, Carol S <cwhelan@tulane.edu>  
**Cc:** kiki huston <kikihuston@yahoo.com>; blecesne@loyno.edu; Wisdom, Rachel W. <rwisdom@stonepigman.com>; lusher-board-only@googlegroups.com  
**Subject:** Re: proposed meeting for teachers w concerns

I can come Monday, Tuesday, or Wednesday, but not all three.

On Tue, Apr 12, 2016 at 4:07 PM, Whelan, Carol S <cwhelan@tulane.edu> wrote:

I can come on Tuesday.

Carol

Sent from my iPhone

On Apr 12, 2016, at 4:02 PM, 'kiki huston' via Lusher Board Only <lusher-board-only@googlegroups.com> wrote:

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>; "lusher-board-only@googlegroups.com" <lusher-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

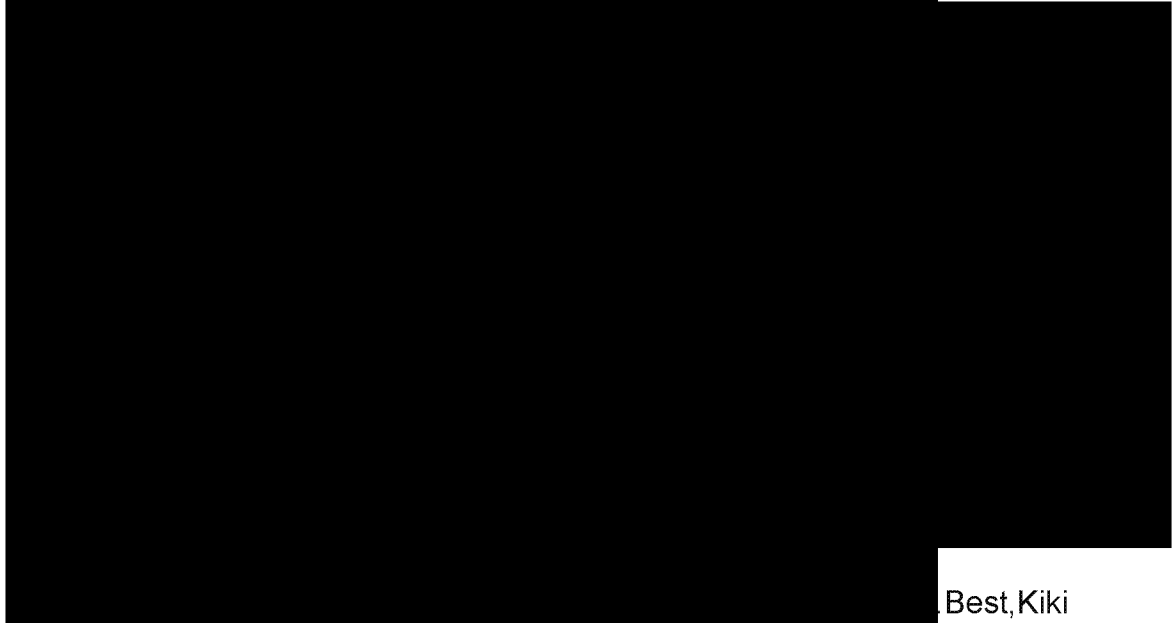
> I am proposing that those who are available, and interested, meet with  
> those teachers who have expressed concern about the formation of a union  
> at our school. I suggest Mon the 18th, Willow St at 5pm. I will check to  
> see if the library is available. Kiki  
>  
> From: "blecesne@loyno.edu" <blecesne@loyno.edu>  
> To: kiki huston [REDACTED]  
> Cc: "Wisdom, Rachel W." <rwisdom@stonepigman.com>;  
> "lusher-board-only@googlegroups.com" <lusher-board-only@googlegroups.com>  
> Sent: Tuesday, April 12, 2016 8:32 AM  
> Subject: Re: question  
>  
> Kiki,

[REDACTED]

> Blaine

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Best, Kiki

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>> <!--#yiv6082542249 _filtered #yiv6082542249
>> {font-family:Calibri;panose-1:2 15 5 2 2 2 4 3 2 4;} _filtered
>> #yiv6082542249 {font-family:Tahoma;panose-1:2 11 6 4 3 5 4 4 2 4;}
>> _filtered #yiv6082542249 {font-family:"Comic Sans MS";panose-1:3 15 7 2
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>> 3 2 2 2 4;}#yiv6082542249 #yiv6082542249 p.yiv6082542249MsoNormal,
>> #yiv6082542249 li.yiv6082542249MsoNormal, #yiv6082542249
>> div.yiv6082542249MsoNormal
>> {margin:0in;margin-bottom:.0001pt;font-size:12.0pt;font-family:"Times
>> New
>> Roman", "serif";}#yiv6082542249 a:link, #yiv6082542249
>> span.yiv6082542249MsoHyperlink
>> {color:blue;text-decoration:underline;}#yiv6082542249 a:visited,
>> #yiv6082542249 span.yiv6082542249MsoHyperlinkFollowed
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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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246


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[only/172822953.1692913.1460467024547.JavaMail.yahoo%40mail.yahoo.com](mailto:only/172822953.1692913.1460467024547.JavaMail.yahoo%40mail.yahoo.com).

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

[only/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu).

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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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[only/1537431555.2071796.1460494775394.JavaMail.yahoo%40mail.yahoo.com](mailto:only/1537431555.2071796.1460494775394.JavaMail.yahoo%40mail.yahoo.com).

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

--Mark Twain

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

## Chunlin Leonhard

---

**From:** lushers-board-only@googlegroups.com on behalf of Alysia Loshbaugh  
[REDACTED]  
**Sent:** Tuesday, April 12, 2016 5:50 PM  
**To:** Whelan, Carol S  
**Cc:** kiki huston; blecesne@loyno.edu; Wisdom, Rachel W.; lushers-board-only@googlegroups.com  
**Subject:** Re: proposed meeting for teachers w concerns  
**Flag Status:** Flagged

I can come Monday, Tuesday, or Wednesday, but not all three.

On Tue, Apr 12, 2016 at 4:07 PM, Whelan, Carol S <cwhelan@tulane.edu> wrote:  
I can come on Tuesday.

Carol

Sent from my iPhone

On Apr 12, 2016, at 4:02 PM, 'kiki huston' via Lusher Board Only <lushers-board-only@googlegroups.com> wrote:

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>; "lushers-board-only@googlegroups.com" <lushers-board-only@googlegroups.com>  
**Sent:** Tuesday, April 12, 2016 3:01 PM  
**Subject:** Re: proposed meeting for teachers w concerns

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Blaine

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> at our school. I suggest Mon the 18th , Willow St at 5pm. I will check to  
> see if the library is available. Kiki  
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> From: "blecesne@loyno.edu" <blecesne@loyno.edu>  
> To: kiki huston <[REDACTED]>  
> Cc: "Wisdom, Rachel W." <rwisdom@stonepigman.com>;  
> "lusher-board-only@googlegroups.com" <lusher-board-only@googlegroups.com>  
> Sent: Tuesday, April 12, 2016 8:32 AM  
> Subject: Re: question

> Kiki,

> [REDACTED]

> Blaine

> [REDACTED]

Best, Kiki

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>> 3 2 2 2 4;}#yiv6082542249 #yiv6082542249 p.yiv6082542249MsoNormal,  
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>> New  
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>> span.yiv6082542249MsoHyperlink  
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>> #yiv6082542249 span.yiv6082542249MsoHyperlinkFollowed  
>> {color:purple;text-decoration:underline;}#yiv6082542249  
>> span.yiv6082542249EmailStyle18 {font-family:"Calibri",  
>> "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/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu).  
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To view this discussion on the web visit <https://groups.google.com/d/msgid/lusher-board-only/0BF9DE12-EE0A-463D-8430-2DD1306BB40F%40tulane.edu>.  
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## Chunlin Leonhard

---

**From:** Kathy Riedlinger <kathy\_riedlinger@luserschool.org>  
**Sent:** Tuesday, April 12, 2016 5:12 PM  
**To:** Andrea Armstrong  
**Cc:** blecesne@loyno.edu; Paul L Barron; Rachel Wisdom; Ann Salzer; Alysia Loshbaugh; kikihuston@yahoo.com; Chunlin Leonhard; Carol Whelan; Richard Cortizas  
**Subject:** Re: legal counsel position

Andrea,

I spent some time the other day calling each board member to let them know we had been given the petition. I reached all but Chunlin and I emailed her and asked her to call.

When we spoke, I recall that you said that you did not feel that getting a lawyer was necessary. You told me you are a lawyer. I interpreted that to mean you were reinforcing your statement that you didn't know if we needed one.

You did say that if the board did hire legal counsel [REDACTED] and there were several in town with that reputation.

I thank you for copying me on this email. I am also willing to discuss this with anyone directly.

As of now, I don't know who the lawyer is or if we have one. For the first time in 11 years, I have been eliminated from our board's email list.

Again, thank you very much for coming to me with this. As always, I am glad to talk to you.

Kathy

Sent from my iPhone

On Apr 12, 2016, at 3:10 PM, Andrea Armstrong <[REDACTED]> wrote:

FYI. I was sad to hear that my position was being mis-stated by several other board members. Below is what I sent to the board members to correct any false impressions about my position.

Thanks,  
Andrea

----- Forwarded message -----

From: **Andrea Armstrong** <[REDACTED]>  
Date: Tue, Apr 12, 2016 at 3:09 PM  
Subject: legal counsel position  
To: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)

Dear fellow board members,

Several of you have mentioned to me that you have heard from Kathy Reidlinger that I don't believe we need legal counsel for our decision-making process around a potential union at Lusher.

That is wrong. I believe the legal terrain has shifted and that we do need legal advice [REDACTED]

[REDACTED]. More generally, I wholeheartedly believe that "the lawyer who acts as his own counsel has a fool for a client."

I raise this mischaracterization for two reasons:

- 1) to be clear on my position. I am traveling this week to Chicago and unable to meet in person.
- 2) to emphasize that I am happy to discuss my thoughts with each of you directly. My cell is [REDACTED] (There is no need to rely on another person's characterization of our individual views, when we can just as easily find out directly.)

I look forward to discussing our next steps in person at our 4/23 meeting, if not earlier.

All the best,  
Andrea

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Reuben Teague <reuben.teague@prudential.com>  
**Sent:** Tuesday, April 12, 2016 4:39 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** Re: legal counsel position

I want to concur with Andrea's note - I don't feel at all comfortable that we can make an informed decision as a board [REDACTED] and I would urge that we move forward to retain counsel immediately. [REDACTED]

**From:** Andrea Armstrong <[REDACTED]>  
**To:** lusher-board-only@googlegroups.com,  
**Date:** 04/12/2016 04:09 PM  
**Subject:** legal counsel position  
**Sent by:** lusher-board-only@googlegroups.com

---

Dear fellow board members,

Several of you have mentioned to me that you have heard from Kathy Reidlinger that I don't believe we need legal counsel for our decision-making process around a potential union at Lusher.

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I look forward to discussing our next steps in person at our 4/23 meeting, if not earlier.

All the best,  
Andrea

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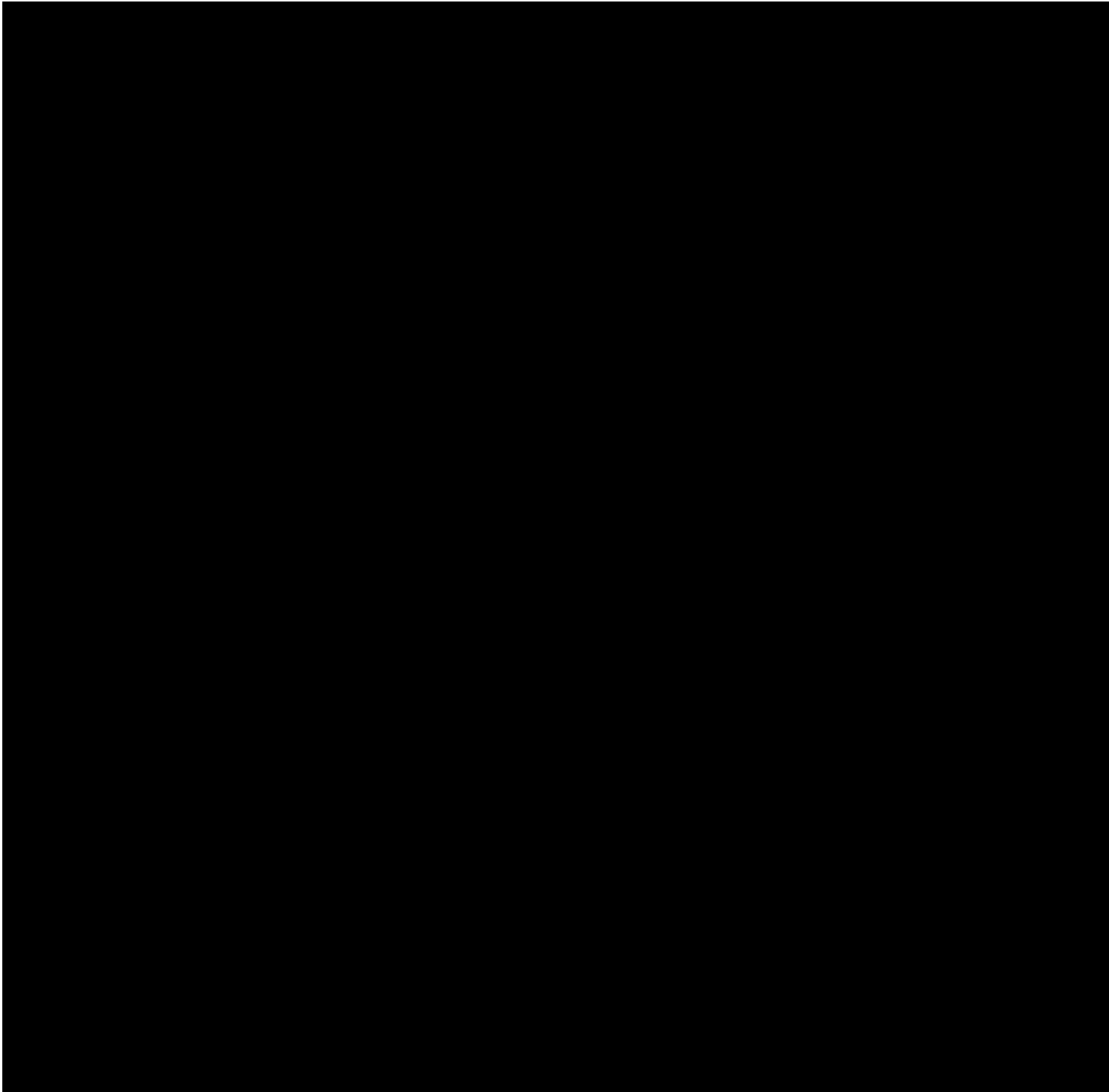
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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Whelan, Carol S <cwhelan@tulane.edu>  
**Sent:** Tuesday, April 12, 2016 4:07 PM  
**To:** kiki huston  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**Subject:** Re: proposed meeting for teachers w concerns

I can come on Tuesday.

Carol

Sent from my iPhone

On Apr 12, 2016, at 4:02 PM, 'kiki huston' via Lusher Board Only <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)> wrote:

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

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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  
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> 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>;  
> "lusher-board-only@googlegroups.com" <lusher-board-only@googlegroups.com>  
> Sent: Tuesday, April 12, 2016 8:32 AM  
> Subject: Re: question  
>  
> Kiki.

> Blaine

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Best, Kiki

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>> <!--#yiv6082542249 _filtered #yiv6082542249
>> {font-family:Calibri;panose-1:2 15 5 2 2 2 4 3 2 4;} _filtered
>> #yiv6082542249 {font-family:Tahoma;panose-1:2 11 6 4 3 5 4 4 2 4;}
>> _filtered #yiv6082542249 {font-family:"Comic Sans MS";panose-1:3 15 7 2
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>> 3 2 2 2 4;}#yiv6082542249 #yiv6082542249 p.yiv6082542249MsoNormal,
>> #yiv6082542249 li.yiv6082542249MsoNormal, #yiv6082542249
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>> New
>> Roman", "serif";}#yiv6082542249 a:link, #yiv6082542249
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>> "sans-serif";color:#1F497D;}#yiv6082542249 .yiv6082542249MsoChpDefault
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>> {margin:1.0in 1.0in 1.0in 1.0in;}#yiv6082542249
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## Chunlin Leonhard

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**Sent:** Tuesday, April 12, 2016 4:06 PM  
**To:** kiki huston  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**Subject:** Re: proposed meeting for teachers w concerns

Tuesday and Wednesday work better for me.

Blaine

> Perhaps we could, again, have two meetings - so as not to have a  
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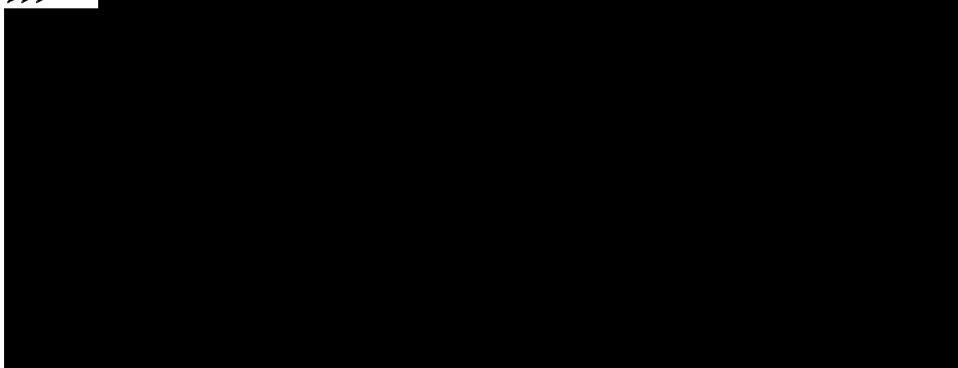
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## Chunlin Leonhard

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**Sent:** Tuesday, April 12, 2016 4:06 PM  
**To:** 'kiki huston'; blecesne@loyno.edu  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** RE: proposed meeting for teachers w concerns

Works for me. I prefer Monday but could do Tuesday before 6

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**From:** 'kiki huston' via Lusher Board Only [mailto:lusher-board-only@googlegroups.com]  
**Sent:** Tuesday, April 12, 2016 4:00 PM  
**To:** blecesne@loyno.edu  
**Cc:** Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
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So Mon & Tues?  
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Thoughts?  
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**Subject:** Re: proposed meeting for teachers w concerns

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

>  
> Kiki,

> [REDACTED]



> Blaine

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....Please advise. Best, Kiki

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>> 3 2 2 2 4;}#yiv6082542249 #yiv6082542249 p.yiv6082542249MsoNormal,
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>> span.yiv6082542249EmailStyle18 {font-family:"Calibri",
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>> div.yiv6082542249WordSection1 {}-->
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> <https://groups.google.com/d/msgid/lusher-board-only/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu>.  
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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 3:26 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** Legal Counsel

Hi all,

[REDACTED]

One name that came up was Mag Bickford with McGlinchey Stafford. She is a highly regarded labor attorney on the management side with 30 years of experience. Specifically, she has represented school management on a number of occasions and has experience dealing with both AFT and UTNO. I spoke with her at length last night and this afternoon and she is willing to advise us. [REDACTED]

[REDACTED] asked her to be at the school at 5:30 to meet with us briefly. [REDACTED]

Blaine

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

## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Andrea Armstrong  
<[REDACTED]>  
**Sent:** Tuesday, April 12, 2016 3:09 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** legal counsel position

Dear fellow board members,

Several of you have mentioned to me that you have heard from Kathy Reidlinger that I don't believe we need legal counsel for our decision-making process around a potential union at Lusher.

That is wrong. I believe the legal terrain has shifted and that we do need legal advice [REDACTED]. More generally, I wholeheartedly believe that "the lawyer who acts as his own counsel has a fool for a client."

I raise this mischaracterization for two reasons:

- 1) to be clear on my position. I am traveling this week to Chicago and unable to meet in person.
- 2) to emphasize that I am happy to discuss my thoughts with each of you directly. My cell is [REDACTED]. (There is no need to rely on another person's characterization of our individual views, when we can just as easily find out directly.)

I look forward to discussing our next steps in person at our 4/23 meeting, if not earlier.

All the best,

Andrea

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## Chunlin Leonhard

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**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 3:03 PM  
**To:** kiki huston  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**Subject:** Re: proposed meeting for teachers w concerns

Just to be clear, I can't make it Monday, but I can make it Tuesday-Friday.

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

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

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> Kiki,

[REDACTED]

> Blaine

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> Best, Kiki
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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 3:02 PM  
**To:** kiki huston  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**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" <blecesne@loyno.edu>  
> To: kiki huston [REDACTED]  
> Cc: "Wisdom, Rachel W." <rwisdom@stonepigman.com>;  
> "lusher-board-only@googlegroups.com"  
> <lusher-board-only@googlegroups.com>  
> Sent: Tuesday, April 12, 2016 8:32 AM  
> Subject: Re: question

>  
> Kiki,

[REDACTED]

> Blaine

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> .Best,Kiki
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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Alysia Loshbaugh <aloshbaugh@gmail.com>  
**Sent:** Tuesday, April 12, 2016 2:44 PM  
**To:** kiki huston  
**Cc:** blecesne@loyno.edu; Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**Subject:** Re: proposed meeting for teachers w concerns

I could attend that day/time.

On Tue, Apr 12, 2016 at 2:31 PM, 'kiki huston' via Lusher Board Only <[lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)> wrote:

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](mailto:blecesne@loyno.edu)>  
**To:** kiki huston <[REDACTED]>  
**Cc:** "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 8:32 AM  
**Subject:** Re: question

Kiki.

[REDACTED]

Blaine

[REDACTED]

.Best,Kiki

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only/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu).

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[only+unsubscribe@googlegroups.com](mailto:only+unsubscribe@googlegroups.com).

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

--Mark Twain

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**Chunlin Leonhard**

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**From:** 'kiki huston' via Lusher Board Only <lusher-board-only@googlegroups.com>  
**Sent:** Tuesday, April 12, 2016 2:32 PM  
**To:** blecesne@loyno.edu  
**Cc:** Wisdom, Rachel W.; lushes-board-only@googlegroups.com  
**Subject:** proposed meeting for teachers w concerns

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>; "lushes-board-only@googlegroups.com" <lusher-board-only@googlegroups.com>  
**Sent:** Tuesday, April 12, 2016 8:32 AM  
**Subject:** Re: question

Kiki

[REDACTED]

Blaine

[REDACTED]

Best, Kiki

> <!--#yiv6082542249 \_filtered #yiv6082542249

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only/172822953.1692913.1460467024547.JavaMail.yahoo%40mail.yahoo.com](https://groups.google.com/d/msgid/lusher-board-only/172822953.1692913.1460467024547.JavaMail.yahoo%40mail.yahoo.com).  
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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).  
For more options, visit <https://groups.google.com/d/optout>.



## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 12:49 PM  
**To:** kiki houston  
**Cc:** Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**Subject:** Re: question

There are lots of rumors, hyperbole, allegations, etc. floating around as each side attempts to achieve their desired outcome. The campaigning rhetoric has begun and it will only get more intense. The Board should conduct its due diligence to determine the facts and make an informed decision. I hope we can resist forming any conclusions before we have the facts. Emotions are running high, but it is the nature of the beast. How we react to this highly charged event is critical to reaching the best outcome. A calm, measured, and thoughtful approach wherein all views are respected and discussed in a rational, non-accusatory manner will serve us best.

In the end we may not reach unanimity on our decision, but a unified Board does not demand unanimity.

Blaine

> 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 houston <kikihouston@yahoo.com>

> To: "Wisdom, Rachel W." <RWisdom@stonepigman.com>;

> "lusher-board-only@googlegroups.com"

<lusher-board-only@googlegroups.com>

> Sent: Tuesday, April 12, 2016 8:17 AM

> Subject: question

> If I have a good friend, who I know is on the non-union side of the issue,

> am I allowed by law, to ask her about it? I really would like to know more

> from the side of teachers/staff who are on the other side of this issue. I

> know that Blaine said we would provide time to hear from both sides - but

> I have several very close friends who are teachers, and are opposed to unionizing. My understanding is that we are not to ask whether someone signed the petition, but it is not clear to me as to whether I can have a

> private conversation w one I would not be 'threatening' or

'interrogating'

> , as they have been vocal about their stance.....Please advise.Best,Kiki

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> 1.0in 1.0in;}#yiv6901822179 div.yiv6901822179WordSection1

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[only/995837806.1847296.1460481885633.JavaMail.yahoo%40mail.yahoo.com](https://groups.google.com/d/msgid/lusher-board-only/995837806.1847296.1460481885633.JavaMail.yahoo%40mail.yahoo.com).

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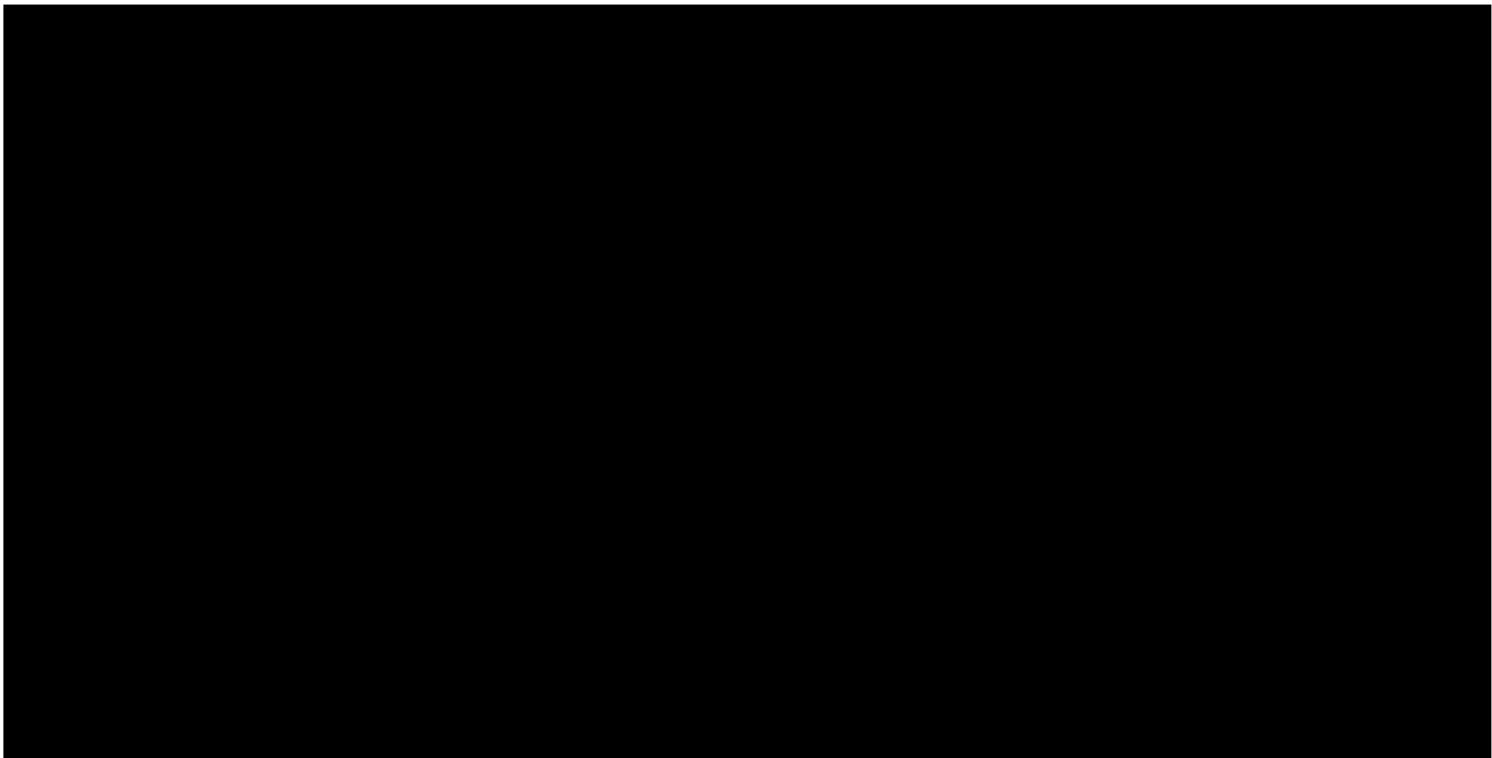
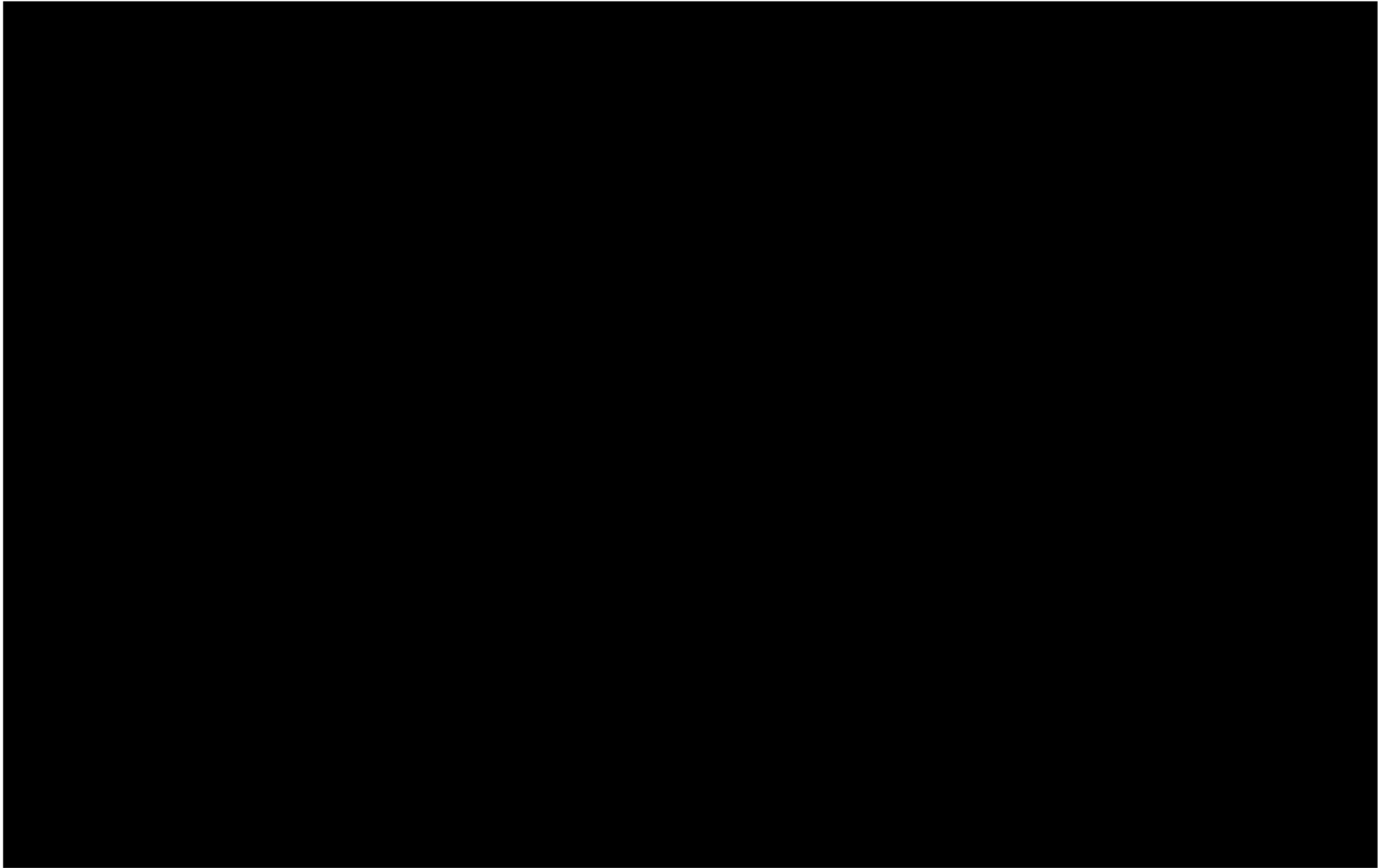
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[only/ddfe542b4e9ea51f1189469d20f89f44.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/ddfe542b4e9ea51f1189469d20f89f44.squirrel%40secure.loyno.edu).  
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## Chunlin Leonhard

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**From:** 'kiki huston' via Lusher Board Only <lusher-board-only@googlegroups.com>  
**Sent:** Tuesday, April 12, 2016 12:25 PM  
**To:** Wisdom, Rachel W.; lushier-board-only@googlegroups.com  
**Subject:** Re: question

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

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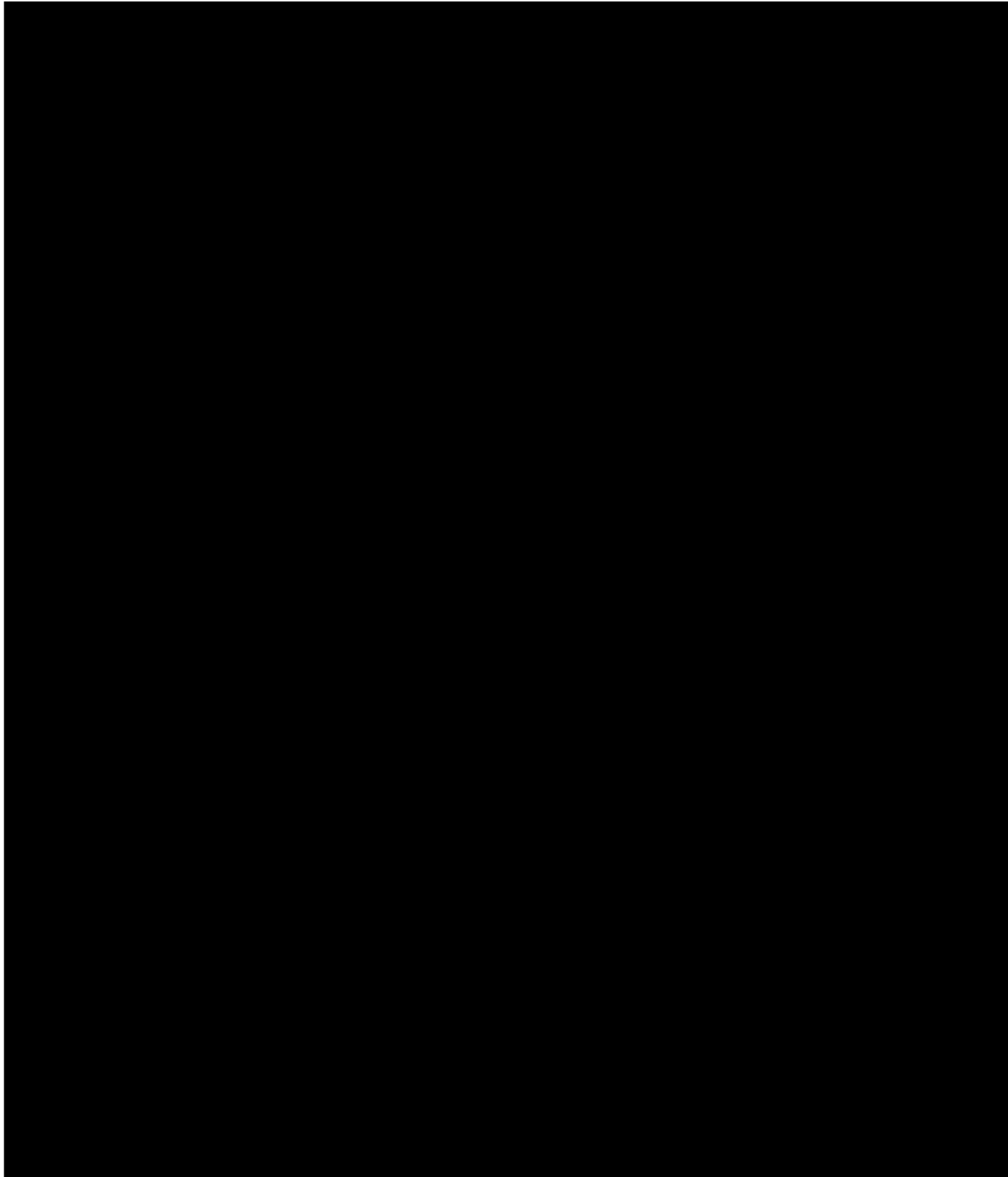
**From:** kiki huston <[REDACTED]>  
**To:** "Wisdom, Rachel W." <RWisdom@stonepigman.com>; "lushier-board-only@googlegroups.com" <lusher-board-only@googlegroups.com>  
**Sent:** Tuesday, April 12, 2016 8:17 AM  
**Subject:** question

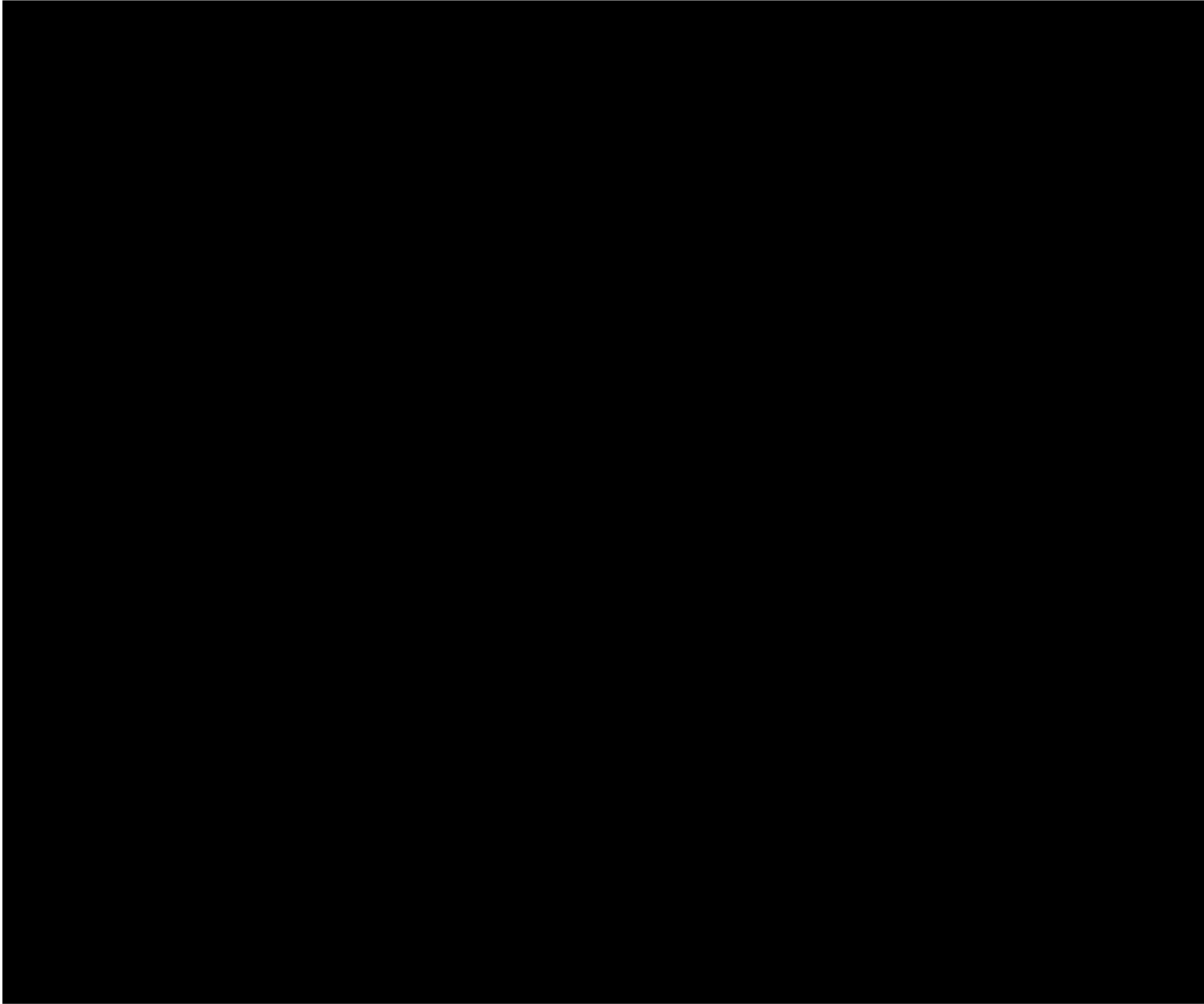
[REDACTED]

Best,  
Kiki

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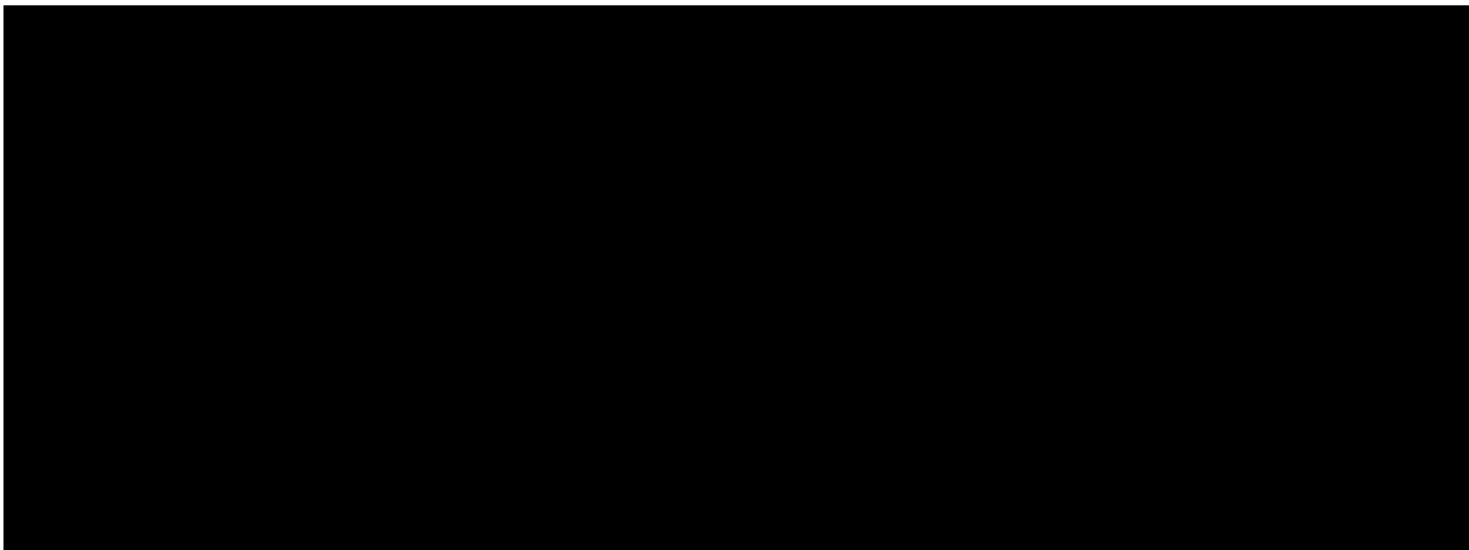














## Chunlin Leonhard

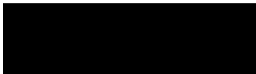
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**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 9:07 AM  
**To:** Wisdom, Rachel W.  
**Cc:** 'blecesne@loyno.edu'; kiki huston; lusher-board-only@googlegroups.com  
**Subject:** RE: question

I was just urging a cautionary approach against meeting individually, as opposed to a group setting, with either side until we can better understand the permissible parameters. Rather than have us all go off in individual directions on our own, a consistent approach to our interactions with teachers on both sides of the issue just seems prudent.

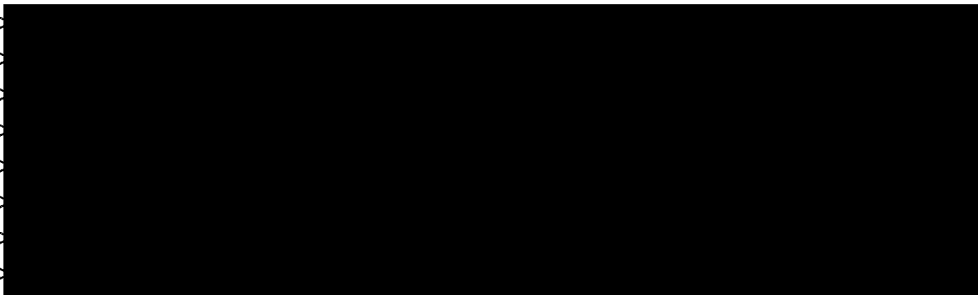
I'm not going to tell people what to do. So please feel free to do whatever you think is appropriate.

Blaine

> I didn't see Blaine's email before I replied. 

  
> From: lusher-board-only@googlegroups.com  
> [mailto:lusher-board-only@googlegroups.com] On Behalf Of  
> blecesne@loyno.edu  
> Sent: Tuesday, April 12, 2016 8:32 AM  
> To: kiki huston  
> Cc: Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
> Subject: Re: question

>  
> Kiki,



> Blaine

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.Best,Kiki

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> [board-only/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu)>.  
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[only/cab6cb8697cc84687203a2e45ab72efb.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/cab6cb8697cc84687203a2e45ab72efb.squirrel%40secure.loyno.edu).  
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**Chunlin Leonhard**

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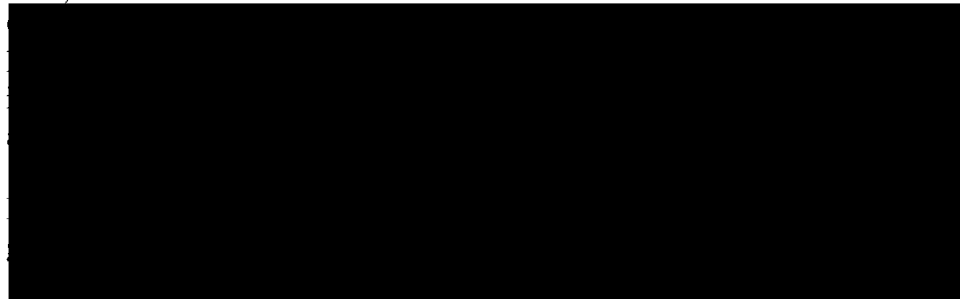
**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 12, 2016 8:56 AM  
**To:** 'blecesne@loyno.edu'; kiki huston  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** RE: question

I didn't see Blaine's email before I replied. 

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**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] **On Behalf Of** blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 8:32 AM  
**To:** kiki huston  
**Cc:** Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**Subject:** Re: question

Kiki,



Blaine

 Best, Kiki

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only/FE94FE8E1F04F744BCD6D9A5E438A242ED149BA4%40SPEXCH.stonepigman.com](https://groups.google.com/d/msgid/lusher-board-only/FE94FE8E1F04F744BCD6D9A5E438A242ED149BA4%40SPEXCH.stonepigman.com).  
For more options, visit <https://groups.google.com/d/optout>.



## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Tuesday, April 12, 2016 8:54 AM  
**To:** 'kiki huston'; lusher-board-only@googlegroups.com  
**Subject:** RE: question

I think its fine for you to have the conversations, just be measured in what you say and careful not to suggest positions for those teachers or of the board. Listen, gather information. I think we need it. Please let us know what you learn. Thank you, Kiki.

---

**From:** kiki huston [REDACTED]  
**Sent:** Tuesday, April 12, 2016 8:17 AM  
**To:** Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**Subject:** question

Best,  
Kiki

--

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Tuesday, April 12, 2016 8:32 AM  
**To:** kiki huston  
**Cc:** Wisdom, Rachel W.; lusher-board-only@googlegroups.com  
**Subject:** Re: question

Kiki,



Blaine



Best, Kiki

```
> <!--#yiv6082542249 _filtered #yiv6082542249
> {font-family:Calibri;panose-1:2 15 5 2 2 2 4 3 2 4;} _filtered
> #yiv6082542249 {font-family:Tahoma;panose-1:2 11 6 4 3 5 4 4 2 4;}
> _filtered #yiv6082542249 {font-family:"Comic Sans MS";panose-1:3 15 7
> 2 3
> 3 2 2 2 4;}#yiv6082542249 #yiv6082542249 p.yiv6082542249MsoNormal,
> #yiv6082542249 li.yiv6082542249MsoNormal, #yiv6082542249
> div.yiv6082542249MsoNormal
> {margin:0in;margin-bottom:.0001pt;font-size:12.0pt;font-family:"Times
> New Roman", "serif";}#yiv6082542249 a:link, #yiv6082542249
> span.yiv6082542249MsoHyperlink
> {color:blue;text-decoration:underline;}#yiv6082542249 a:visited,
> #yiv6082542249 span.yiv6082542249MsoHyperlinkFollowed
> {color:purple;text-decoration:underline;}#yiv6082542249
> span.yiv6082542249EmailStyle18 {font-family:"Calibri",
> "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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> --  
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>

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only/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu](https://groups.google.com/d/msgid/lusher-board-only/6b5db874b268f357f8d4919e34c60a7e.squirrel%40secure.loyno.edu).  
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## Chunlin Leonhard

---

**From:** 'kiki huston' via Lusher Board Only <lusher-board-only@googlegroups.com>  
**Sent:** Tuesday, April 12, 2016 8:17 AM  
**To:** Wisdom, Rachel W.; lushier-board-only@googlegroups.com  
**Subject:** question



Best,  
Kiki

--

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Wisdom, Rachel W.  
<RWisdom@stonepigman.com>  
**Sent:** Monday, April 11, 2016 4:21 PM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** FW: Lusher CBA negotiations

All. Please see below. As you know, we are not in CBA negotiations nor have we decided whether to voluntarily recognize the proposed bargaining unit. I have email her back an inquiry about who told her what she relates.

---

**From:** Veters, Susanne [mailto:sveters@mcglinchey.com]  
**Sent:** Monday, April 11, 2016 4:11 PM  
**To:** Wisdom, Rachel W.; Barron, Paul L (pbarron@tulane.edu)  
**Subject:** Lusher CBA negotiations

Rachel and Paul,

I hope all is well. I just heard that United Teachers of New Orleans has been recognized as the union bargaining unit at Lusher. My good friend and law partner, Mag Bickford, represented Benjamin Franklin in their negotiations with UTNO with an excellent result. I saw that you are on Lusher's Board and thought that I pass that along. Mag is really experienced in this kind of union negotiations and has a good rapport with the Union. Franklin was very happy with her work as far as I know. The advantage of hiring Mag would also be that you would not have to reinvent the wheel.

I might see you tomorrow at Tulane, Rachel, and you hopefully soon, Paul.

Take good care,

Susanne

### Susanne U. Veters

**direct:** (504) 596-2865  
**fax:** (504) 596-2800  
**email:** [sveters@mcglinchey.com](mailto:sveters@mcglinchey.com)  
**office:** 601 Poydras St, Ste 1200 | New Orleans, LA 70130



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

## Chunlin Leonhard

---

**From:** lusher-board-and-administrators@googlegroups.com on behalf of Wisdom, Rachel W. <RWisdom@stonepigman.com>  
**Sent:** Monday, April 11, 2016 4:12 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] April 2016 AABE meeting notice.DOC  
**Attachments:** April 2016 AABE meeting notice (2).DOC

Hi All.

Attached is a draft notice with agenda for next Saturday's meeting. Notice that the meeting will start at 9 to accommodate a request from a board member.

I have included as the last agenda item a response to the petition we received Friday. I am not sure whether we should include that on the agenda because I do not know whether we really need to respond that quickly and if we do not, think it is advisable to make sure we have all information gathered and considered by the board before making a decision about how we respond. Since we do not need to post this until before 9 am on Friday April 22, we have some time to determine what to include.

Please let me know whether you have any revisions or additions for the agenda, particularly for action items.

Thanks.

--

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of Barron, Paul L  
<pbarron@tulane.edu>  
**Sent:** Monday, April 11, 2016 2:57 PM  
**To:** blecesne@loyno.edu; Alysia Loshbaugh  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** RE: Fwd: Lusher Elementary

Blaine:

I was not suggesting that these other teachers be in the same meeting tomorrow or Wednesday. I was simply asking if there would be a time that they could do so prior to the 23rd as she requested.

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

**From:** lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] On Behalf Of blecesne@loyno.edu  
**Sent:** Monday, April 11, 2016 2:31 PM  
**To:** Alysia Loshbaugh [REDACTED]  
**Cc:** lusher-board-only@googlegroups.com  
**Subject:** Re: Fwd: Lusher Elementary

I'll forward my response. Nothing prevents us from hearing from both sides but it would be best to do so in entirely separate settings.

Blaine

> FYI, for those that may not have received a similar email. What are  
> your thoughts on this??

>

>

> ----- Forwarded message -----

> From: Michelle Chauvin <michelle\_chauvin@luserschool.org>

> Date: Mon, Apr 11, 2016 at 2:03 PM



> Subject: Lusher Elementary

> To: [REDACTED]

>

>

> Dear Ms. Kravita-Loshbaugh,

>

> My name is Michelle Chauvin. I am a kindergarten teacher at Lusher  
> Elementary. I am requesting that at the meeting tomorrow evening  
> teachers who are not in favor of the Union have equal time to share  
> our thoughts and concerns on this matter. I am not in favor of a Union  
> becoming part of Lusher. I am worried and concerned about what this  
> could do to our school.

>

> Thank you for your time and consideration.

>

> --

> Michelle R. Chauvin

>

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> --

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

> --Mark Twain

>

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only/CA%2B4yWd65ZQps5WRBdTDEFaf8HnQni%2BO4O\\_jwYmxe1hbYiG-zxw%40mail.gmail.com](https://groups.google.com/d/msgid/lusher-board-only/CA%2B4yWd65ZQps5WRBdTDEFaf8HnQni%2BO4O_jwYmxe1hbYiG-zxw%40mail.gmail.com).  
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## Chunlin Leonhard

---

**From:** Barron, Paul L <pbarron@tulane.edu>  
**Sent:** Monday, April 11, 2016 2:53 PM  
**To:** leonhard@loyno.edu  
**Subject:** FW: United Teachers of Lusher

Chunlin:

For some reason my email was not sent to you properly.

I apologize.

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:** Barron, Paul L  
**Sent:** Monday, April 11, 2016 2:32 PM  
**To:** 'Rhonda Balsamo' <rhonda\_balsamo@lusherschool.org>; armstron@loyno.edu; alos [REDACTED]  
leonhard@loyola.edu; rcortiz [REDACTED] [REDACTED] blecesne@loyno.edu; Salzer, Ann K  
<asalzer@tulane.edu>; rbt [REDACTED]; Whelan, Carol S <cwhelan@tulane.edu>; rwisdom@stoneprgman.com  
**Subject:** RE: United Teachers of Lusher

Dear Ms. Balsamo:

Thank you very much for your email. The board needs to make an important decision and it is important that we receive as much input as possible. I assure you that I will take into account your views in making my decision.

Thanks again,

Paul Barron

*Paul Barron*

The Class of 1937 Professor of Law (Emeritus)

Tulane Law School  
6329 Freret Street  
New Orleans, LA 70118  
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**From:** Rhonda Balsamo [[mailto:rhonda\\_balsamo@lusherschool.org](mailto:rhonda_balsamo@lusherschool.org)]  
**Sent:** Monday, April 11, 2016 12:45 PM  
**To:** [armstron@loyno.edu](mailto:armstron@loyno.edu); Barron, Paul L <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>; aloshta [REDACTED]; [leonhard@loyola.edu](mailto:leonhard@loyola.edu); [rcortizas@loyno.edu](mailto:rcortizas@loyno.edu); [kikihuston@loyno.edu](mailto:kikihuston@loyno.edu); [blecesne@loyno.edu](mailto:blecesne@loyno.edu); Salzer, Ann K <[asalzer@tulane.edu](mailto:asalzer@tulane.edu)>; [rbteague@loyno.edu](mailto:rbteague@loyno.edu); Whelan, Carol S <[cwhelan@tulane.edu](mailto:cwhelan@tulane.edu)>; [rwisdom@stoneprgman.com](mailto:rwisdom@stoneprgman.com)  
**Subject:** United Teachers of Lusher

Board Members of Lusher Charter School:

I am writing you regarding the petition that was being sent around for faculty members to sign. I signed the petition but really had no idea of the plan of action, beliefs, or purpose of this group. I consider myself a professional. I have taught for 38 years in the educational system, and during this time I have witnessed many changes - both good and bad. I have retired once from the system but because of my love of teaching- I returned. I teach because I love being with the students. I love to see their little "light bulbs" light up! I do not want to cause problems nor be involved in any situations that would cause trouble at this point in my career. Lusher Charter School has been very good to my family and me. I have always felt the administration had an "open door" policy. I have gone to administration when I have concerns or problems. I have never been turned away for my opinions or questions. I will not be joining this organization and would like for you to consider my signature on the petition for United Teachers of Lusher a definite mistake - and would like my name removed from the petition. The name of the organization is somewhat ironic to me, as I strongly feel this organization has now divided, not united, the teachers of Lusher.

Sincerely,  
Rhonda C. Balsamo, Ed. S.  
3rd Teacher Lusher Charter School

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## Chunlin Leonhard

---

**From:** lusher-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Monday, April 11, 2016 9:15 AM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** [REDACTED]  
**Attachments:** [REDACTED]

Hi all,

[REDACTED]

It is important that we keep board only communications such as this strictly between us. We will have ample opportunity to hear the administration's views on all of this and time will be set aside for doing so. But we need to be able to discuss things amongst ourselves first. This is particularly important in a union organizing context as we do not want to compromise the administration's position with accusations of management intermeddling by implicating them in what should be board only discussions.

Blaine

--

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## Chunlin Leonhard

---

**From:** lushers-board-only@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Saturday, April 09, 2016 3:05 PM  
**To:** Wisdom, Rachel W.  
**Cc:** blecesne@loyno.edu; Barron, Paul L; lushers-board-only@googlegroups.com  
**Subject:** Re: United Teachers of Lusher

Rachel,

Please see my response to Paul regarding this. I'm not sure there is anything more to add other than that Ben Franklin's Board is attorney heavy and they were able to meet without any difficulty.

Blaine

> I can be there Tuesday but have to leave by 6 at the latest. However, I  
> [REDACTED]  
> [REDACTED] Perhaps these concerns will be addressed in the email  
> you plan to send. Thanks.

>  
> Sent from my iPhone

>  
> On Apr 9, 2016, at 10:49 AM,  
> "blecesne@loyno.edu<mailto:blecesne@loyno.edu>"  
> <blecesne@loyno.edu<mailto:blecesne@loyno.edu>> wrote:

>  
>  
> Great. Paul you can attend either day or both days, if you wish, at  
> any time from 5:00-6:30. I need to secure a location and when I do,  
> I'll let you know.

> Blaine

>> I am available both Tuesday and Wednesday.

>>  
>> Paul Barron  
>> The Class of 1937 Professor of Law (Emeritus) Tulane Law School  
>> 6329 Freret Street  
>> New Orleans, LA 70118  
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>> -----Original Message-----

>> From:

>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro

>> ups.com> [mailto:lusher-board-only@googlegroups.com] On Behalf Of

>> blecesne@loyno.edu<mailto:blecesne@loyno.edu>

>> Sent: Saturday, April 09, 2016 9:42 AM

>> To:

>> lusher-board-only@googlegroups.com<mailto:lusher-board-only@googlegro

>> ups.com>

>> 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.

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>> have much to report to you about those conversations and will do so

>> via separate email once I compile and distill everything.

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>> 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

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>> 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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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Saturday, April 09, 2016 2:52 PM  
**To:** blecesne@loyno.edu; Alysia Loshbaugh  
**Cc:** Barron, Paul L; lusher-board-only@googlegroups.com  
**Subject:** RE: United Teachers of Lusher

I am available on Tuesday and will be at the meeting.

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

From: lusher-board-only@googlegroups.com [mailto:lusher-board-only@googlegroups.com] On Behalf Of blecesne@loyno.edu  
Sent: Saturday, April 09, 2016 11:26 AM  
To: Alysia Loshbaugh <aloshbaugh@gmail.com>  
Cc: Barron, Paul L <pbarron@tulane.edu>; blecesne@loyno.edu; lusher-board-only@googlegroups.com  
Subject: Re: United Teachers of Lusher

You can stop by either day you wish. The teachers will be available both days. When I have a location, I'll let you know.

Blaine

> I also can be available either Tuesday or Wednesday.  
>  
> Alysia K. Loshbaugh  
>  
> Sent from my iPhone  
>  
>> On Apr 9, 2016, at 10:38 AM, Barron, Paul L <pbarron@tulane.edu> wrote:  
>>  
>> I am available both Tuesday and Wednesday.  
>>  
>> 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: lusher-board-only@googlegroups.com  
>> [mailto:lusher-board-only@googlegroups.com] On Behalf Of

>> blecesne@loyno.edu  
>> Sent: Saturday, April 09, 2016 9:42 AM  
>> To: lusher-board-only@googlegroups.com  
>> Subject: United Teachers of Lusher

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>> have to do sooner rather than later. Basically, we will have to  
>> decide whether to agree or decline to recognize Lusher Teachers.

>> [REDACTED]  
>> [REDACTED]  
>> [REDACTED] I have much to

>> report to you about those conversations and will do so via separate  
>> email once I compile and distill everything.

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>> availability looks during the week. In order to better inform our  
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>> Please let me know ASAP if you can attend.

>>  
>> Blaine

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## Chunlin Leonhard

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**Sent:** Saturday, April 09, 2016 11:26 AM  
**To:** Alysia Loshbaugh  
**Cc:** Barron, Paul L; blecesne@loyno.edu; lusher-board-only@googlegroups.com  
**Subject:** Re: United Teachers of Lusher

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>> [mailto:lusher-board-only@googlegroups.com] On Behalf Of

>> blecesne@loyno.edu

>> Sent: Saturday, April 09, 2016 9:42 AM

>> To: lusher-board-only@googlegroups.com

>> Subject: United Teachers of Lusher

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## Chunlin Leonhard

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**Sent:** Saturday, April 09, 2016 9:42 AM  
**To:** lusher-board-only@googlegroups.com  
**Subject:** United Teachers of Lusher

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## Chunlin Leonhard

---

**From:** lush-er-board-and-administrators@googlegroups.com on behalf of blecesne@loyno.edu  
**Sent:** Friday, April 08, 2016 11:00 AM  
**To:** Wisdom, Rachel W.  
**Cc:** lush-er-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] FW: UTL Petition for Voluntary Recognition

Hi all,

Blaine

> Hi all. For those of you who were not recipients, see the email below.  
> We are rescheduling the April meeting to April 23. [REDACTED]  
[REDACTED] So, how do we  
> respond to this email and who should send the response?  
>  
> From: Lusher Teachers [mailto:unitedteachersoflusher@gmail.com]  
> Sent: Friday, April 08, 2016 10:23 AM  
> To: blecesne@loyno.edu; pbarron@tulane.edu; armstron@loyno.edu;  
> rcortizas@joneswalker.com; kikhouston [REDACTED] Leonhard@loyno.edu;  
> akravitz@tulane.edu; asalzer@tulane.edu;  
> reuben@greencoastenterprises.com; cwhelan@tulane.edu; Wisdom, Rachel  
> W.; rogerogden@ogdendev.com  
> Subject: UTL Petition for Voluntary Recognition  
>  
> Dear Board of Directors,  
>  
> We have formed a union and are formally requesting the Board recognize  
> our union and to begin negotiating a collective bargaining agreement.  
> We would like to be given recognition at the board meeting on April 16, 2016.  
> Our representative from the American Federation of Teachers is Audra  
> George and her phone number [REDACTED]. She will be reaching out to  
> you on behalf of our union to work with the board on the recognition process.  
>  
> United Teachers of Lusher is dedicated to preserving Lusher's  
> tradition of excellence in academics, arts and athletics by ensuring a  
> collective voice for teachers. Our organization will strengthen the  
> Lusher community by creating a fair, secure, and transparent working  
> environment so that we can focus on fostering the growth of our students and colleagues.  
>  
> Yours truly,  
>  
> United Teachers of Lusher

>  
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> You received this message because you are subscribed to the Google  
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## Chunlin Leonhard

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**From:** lushers-board-and-administrators@googlegroups.com on behalf of Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Friday, April 08, 2016 10:56 AM  
**To:** Wisdom, Rachel W.; Lynden Swayze  
**Cc:** lushers-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] FW: UTL Petition for Voluntary Recognition

I believe she is one of the Chinese teachers sent by the Confucius Institute. There is a misspelling of her last name which should be Liu (not Lin). She is being paid by the Confucius Institute and is not an employee of Lusher.

Best regards,

Chunlin

---

**From:** lushers-board-and-administrators@googlegroups.com [mailto:lushers-board-and-administrators@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Friday, April 08, 2016 10:49 AM  
**To:** 'Lynden Swayze' <lynden\_swayze@luserschool.org>  
**Cc:** lushers-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] FW: UTL Petition for Voluntary Recognition

Does anyone know who she is?

**From:** Lynden Swayze [mailto:lynden\_swayze@luserschool.org]  
**Sent:** Friday, April 08, 2016 10:43 AM  
**To:** Wisdom, Rachel W.  
**Cc:** lushers-board-and-administrators@googlegroups.com  
**Subject:** Re: [Lusher] FW: UTL Petition for Voluntary Recognition

Yamin Lin is not our employee.

On Fri, Apr 8, 2016 at 10:36 AM, Wisdom, Rachel W. <RWisdom@stonepigman.com> wrote:

Hi all. For those of you who were not recipients, see the email below. We are rescheduling the April meeting to April 23. [REDACTED] So, how do we respond to this email and who should send the response?

**From:** Lusher Teachers [mailto:unitedteachersoflusher@gmail.com]  
**Sent:** Friday, April 08, 2016 10:23 AM  
**To:** blecesne@loyno.edu; pbarron@tulane.edu; armstron@loyno.edu; rcortizas@joneswalker.com; kikhuston [REDACTED]; Leonhard@loyno.edu; akravitz@tulane.edu; asalzer@tulane.edu; reuben@greencoastenterprises.com; cwhelan@tulane.edu; Wisdom, Rachel W.; rogerogden@ogdendev.com  
**Subject:** UTL Petition for Voluntary Recognition

Dear Board of Directors,

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Yours truly,

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**Lynden Clay Swayze, CPA**  
**Chief Financial Officer**  
Lusher Charter School  
Advocates for Arts-Based Education Corp  
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New Orleans, Louisiana 70115  
504-324-7307  
Fax: 504-861-1839  
[lynden\\_swayze@lusherschool.org](mailto:lynden_swayze@lusherschool.org)

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## Chunlin Leonhard

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Friday, April 08, 2016 10:55 AM  
**To:** Wisdom, Rachel W.; Lynden Swayze  
**Cc:** lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] FW: UTL Petition for Voluntary Recognition

I believe she is one of the Chinese teachers sent by the Confucius Institute. There is a misspelling of her last name which should be Liu (not Lin). She is being paid by the Confucius Institute and is not an employee of Lusher.

Best regards,

Chunlin

---

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Fax: 504-861-1839

[lynden\\_swayze@lusherschool.org](mailto:lynden_swayze@lusherschool.org)

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**Chunlin Leonhard**

---

**From:** Chunlin Leonhard <leonhard@loyno.edu>  
**Sent:** Friday, April 08, 2016 10:49 AM  
**To:** Wisdom, Rachel W.  
**Subject:** RE: [Lusher] [Fwd: RE: [Fwd: FW: Lusher Docs]]

April 23 works for me. Thanks, Chunlin

---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com] **On Behalf Of** Wisdom, Rachel W.  
**Sent:** Thursday, April 07, 2016 8:50 PM  
**To:** 'blecesne@loyno.edu' <blecesne@loyno.edu>; lusher-board-and-administrators@googlegroups.com  
**Subject:** RE: [Lusher] [Fwd: RE: [Fwd: FW: Lusher Docs]]

Hi all. How does the 23<sup>rd</sup> work for a meeting? Please let me know if you can attend. [REDACTED]  
[REDACTED] We need to do this ASAP.

---

**From:** lusher-board-and-administrators@googlegroups.com [mailto:lusher-board-and-administrators@googlegroups.com]  
**On Behalf Of** blecesne@loyno.edu  
**Sent:** Thursday, April 07, 2016 8:08 PM  
**To:** lusher-board-and-administrators@googlegroups.com  
**Subject:** [Lusher] [Fwd: RE: [Fwd: FW: Lusher Docs]]

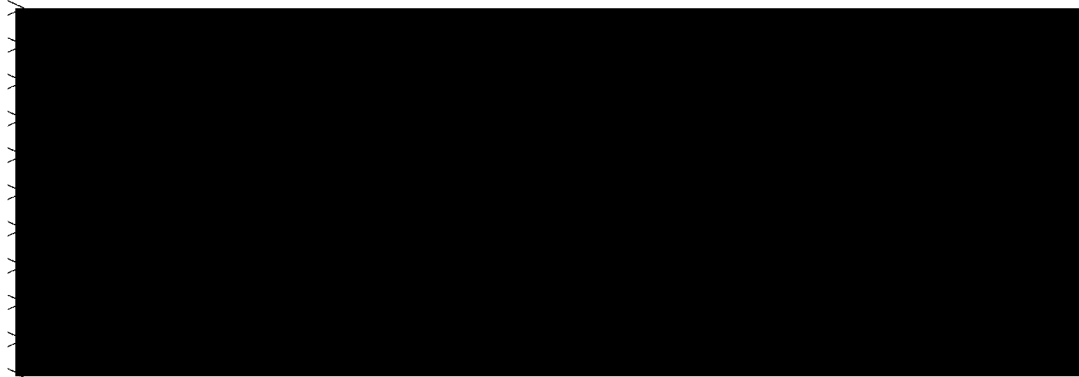
----- Original Message -----  
Subject: RE: [Fwd: FW: Lusher Docs]  
From: [blecesne@loyno.edu](mailto:blecesne@loyno.edu)  
Date: Thu, April 7, 2016 7:58 pm  
To: "Barron, Paul L" <[pbarron@tulane.edu](mailto:pbarron@tulane.edu)>  
Cc: [lusher-charter-board@googlegroups.com](mailto:lusher-charter-board@googlegroups.com)

Paul,  
It looks like your email only went to me instead of the whole Board. So to save time I am copying the Board and the administration on my reply to you so that Kathy and her team get your message. [REDACTED]

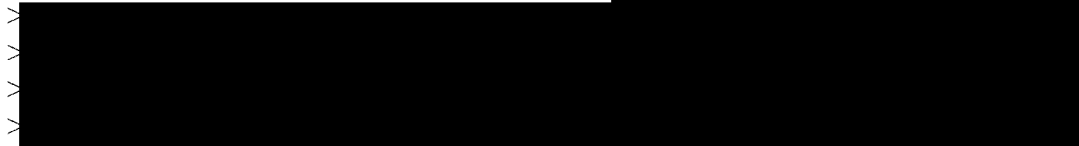
[REDACTED] We really do not know much at this time about the scope of the petition effort, whether it's one person, five, or whatever. Nor do we have any idea of how many people may have signed the petition or if a petition will even be presented to the Board. Regardless of the scope, I agree with your precautionary approach. [REDACTED]

Blaine

> Folks:



> It strikes me that one of the important issues



> Finally, I assume that Blaine's email went only to the board. I think it  
> would be very helpful to send all of this information to Kathy and the  
> principles

> 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

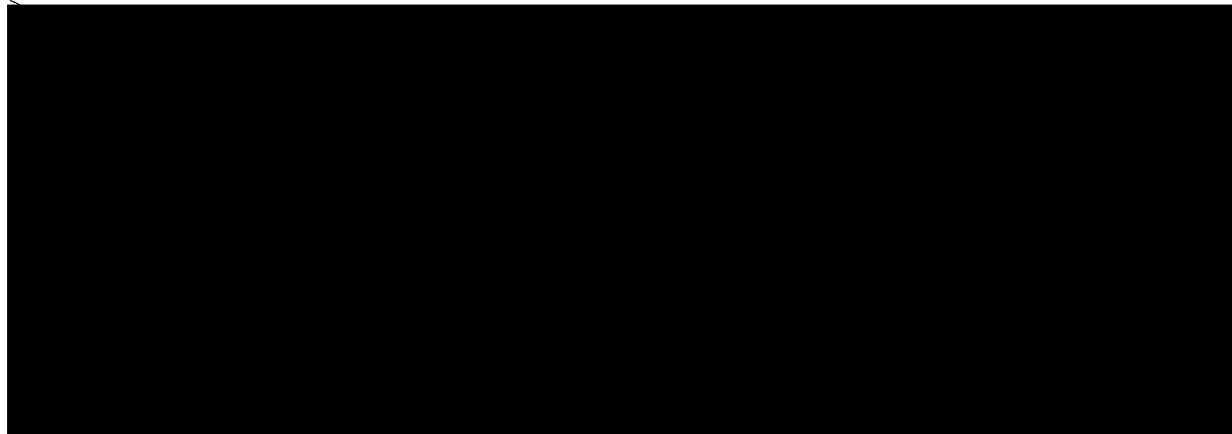
> This communication may be privileged and confidential. If you are not the  
> intended recipient, please notify the sender by reply e-mail and destroy  
> all copies of this communication. The sender's name and other  
> information in this e-mail are for information purposes only and do not  
> constitute an electronic signature.

> -----Original Message-----

> From: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
> [<mailto:lusher-board-only@googlegroups.com>] On Behalf Of  
> [blecesne@loyno.edu](mailto:blecesne@loyno.edu)  
> Sent: Thursday, April 07, 2016 9:43 AM  
> To: [lusher-board-only@googlegroups.com](mailto:lusher-board-only@googlegroups.com)  
> Subject: [Fwd: FW: Lusher Docs]

> Hi all,

> Yesterday, Kathy informed me that there is a petition circulating on  
> campus to recognize a union as the collective bargaining agent for Lusher  
> employees. In the event that the petition is presented to the Board, we  
> will need to meet, perhaps more than once, in the weeks following. Some of  
> us, and Kathy, have scheduling conflicts with the regularly scheduled  
> April 16th meeting date, so we may have to reschedule to April 23rd, or,  
> if necessary, an evening meeting during the week.  
>  
> In light of the successful unionization efforts at Ben Franklin High and  
> Morris Jeff, it should neither surprise nor alarm anyone that Lusher is  
> now experiencing the same thing. Both of those schools have coexisted with  
> a union over the last two years without any controversy of which I am  
> aware. I plan on contacting Board members or management at each school to  
> get a sense of their experiences.



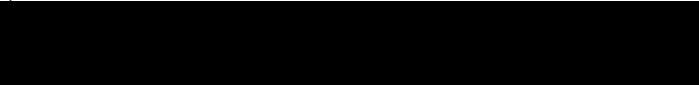
>  
> Blaine

>  
>  
>  
>  
>  
>  
>  
>

> ----- Original Message -----

> Subject: FW: Lusher Docs  
> From: "James A Brown" <[jabrown@liskow.com](mailto:jabrown@liskow.com)>  
> Date: Wed, April 6, 2016 1:35 pm  
> To: "[blecesne@loyno.edu](mailto:blecesne@loyno.edu)" <[blecesne@loyno.edu](mailto:blecesne@loyno.edu)>

> -----  
>



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> --

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- > To view this discussion on the web visit
- > <https://groups.google.com/d/msgid/lusher-board-only/48e4b38203d41e02c876639792d5aa23.squirrel%40secure.loyno.edu>.
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**Subject:** Re: [Lusher] FW: UTL Petition for Voluntary Recognition

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Advocates for Arts-Based Education Corp

5624 Freret Street, Room 201B

New Orleans, Louisiana 70115

504-324-7307

Fax: 504-861-1839

[lynden\\_swayze@lusherschool.org](mailto:lynden_swayze@lusherschool.org)

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**Attachments:** United Teachers of Lusher.PDF

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United Teachers of Lusher is dedicated to preserving Lusher's tradition of excellence in academics, arts and athletics by ensuring a collective voice for teachers. Our organization will strengthen the Lusher community by creating a fair, secure, and transparent working environment so that we can focus on fostering the growth of our students and colleagues.

Yours truly,

United Teachers of Lusher

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

## Chunlin Leonhard

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**From:** Lusher Teachers <unitedteachersoflusher@gmail.com>  
**Sent:** Friday, April 08, 2016 10:23 AM  
**To:** blecesne@loyno.edu; pbarron@tulane.edu; armstron@loyno.edu;  
rcortizas@joneswalker.com; kikihusto [REDACTED]; Leonhard@loyno.edu;  
akravitz@tulane.edu; asalzer@tulane.edu; reuben@greencoastenterprises.com;  
cwhelan@tulane.edu; rwisdom@stonepigman.com; rogerogden@ogdendev.com  
**Subject:** UTL Petition for Voluntary Recognition  
**Attachments:** United Teachers of Lusher.PDF

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