

Honorable Board Members,

I appreciate the opportunity to speak to you this evening. My name is Kathleen Daugherty. My educational consulting firm has been retained by the BayTech Board of Directors to serve as the interim school director. In our role, we will: help identify additional board members, recruit new organizational leadership, and ensure BayTech employs transparent and accountable fiscal and governance structures in accordance with educational industry best practices. I have more than three decades of school and district leadership experience that I bring to BayTech and I and my colleagues are working to quickly remedy any shortcomings we find.

Issues identified in the Notices of Concern issued over the summer have been - or soon will be - cured. Some of the changes already in place include:

- No student will be required to purchase a uniform or be forced to pay to attend an event where a required payment is prohibited, such as a graduation.
- All meetings of the Board of Directors will be properly noticed and agendas and minutes will be available to the public in a timely manner in accordance with the Brown Act.
- All conditions about curing the previous Brown Act violations have been met.
- All actions taken at meetings with Brown Act Violations have been rescinded and classified as invalid.

- The following policies are up for approval at the BayTech September 4th Board meeting: a fiscal policy based upon adoption of all FCMAT Recommendations for Charter Schools, a new hiring policy which includes appropriate personnel practices and procedures, and a competitive salary schedule aligned to surrounding districts and based upon appropriate credentials, degrees and years of service in public education.

Of course, there are other, serious allegations that have been made about BayTech. As you are aware, the Board retained Oracle Investigations Group to come in and investigate the validity of the claims. That work is ongoing and I am working closely with the investigators to provide access to all materials and information needed. We will continue to provide updates to OUSD staff on the progress of that investigation and will be transparent and forthcoming with the outcome. This will not likely be a long process so it is our intention to not address the allegations piecemeal, rather wait for all the information in the investigation to provide a clear and accurate picture of what has previously transpired at BayTech and to take all appropriate action necessary to rectify any and all mistakes.

OUSD showed great faith and trust in BayTech by recently granting its renewal petition. I take the obligation to live up to that trust very seriously. Because of my commitment to transparency and accountability, I support and encourage an OUSD appointee to the BayTech Board. I think it is important the district participate as a partner in the process of finding the truth and engaging with

us to make any additional changes necessary to guarantee that BayTech continues to serve Oakland students well.

I plan to give weekly updates to the charter office and will submit a detailed plan outlining the actions to be taken and the expected date of accomplishment by next week.

Thank you again for the opportunity to speak tonight and please know that I am always available to the OUSD board and staff to answer any questions you might have.