

**In The Matter Of:**  
*Department of Education*  
*In re: Odyssey Charter School*

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*Hearing*  
*June 11, 2019*

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STATE OF DELAWARE  
DEPARTMENT OF EDUCATION

IN RE: ODYSSEY CHARTER :  
SCHOOL :

Hearing taken pursuant to  
notice at the State of Delaware, Department  
of Education, Townsend Building, Cabinet  
Room, Second Floor, Dover, Delaware,  
beginning at 5:00 p.m., on Tuesday, June 11,  
2019, before Gloria M. D'Amore, Registered  
Professional Reporter and Notary Public.

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APPEARANCES:

On behalf of the  
Department of Education:  
LEROY TRAVERS

On behalf of the Delaware State  
Board of Education:  
VINCENT LOFINK

On behalf of the State of Delaware  
Delaware Department of Justice:  
JENNIFER L. SINGH, ESQUIRE

- - - - -

1 MR. TRAVERS: Good evening. I  
2 declare this public hearing to be open.

3 My name is Leroy Travers. I am  
4 the Lead Education Associate, and I have been  
5 appointed by the Secretary of Education to  
6 conduct this public hearing.

7 At this time, I ask that the  
8 other people up here with me introduce  
9 themselves for the record.

10 MR. LOFINK: Vincent Lofink.  
11 State Board of Education.

12 MS. SINGH: Jennifer Singh,  
13 Deputy Attorney General assigned to represent  
14 the Department of Education.

15 MR. TRAVERS: The charter of  
16 Odyssey Charter School was placed on formal  
17 review by the Department of Education.

18 As required by law, the matter  
19 was referred to the Charter School  
20 Accountability Committee for investigation  
21 and report.

22 This joint public hearing is  
23 being held by the Department of Education and  
24 the State Board of Education to assist in the



1 decision of whether the criteria set forth  
2 for remedial action in the Delaware Code has  
3 been satisfied.

4 This hearing provides the CSAC,  
5 the Secretary of Education and the State  
6 Board an opportunity to receive public  
7 comments about this formal review.

8 I would like the record to  
9 reflect that the notice of the time, date and  
10 place of today's public hearing was posted at  
11 the Charter School Accountability Committee's  
12 official place of business, on the Department  
13 of Education's official website, and on the  
14 State Board Public Meeting Calendar on the  
15 State's official website on May 17, 2019.

16 Further, the school was  
17 personally notified of the time, date and  
18 place of today's public hearing on May 16,  
19 2019.

20 A court reporter is present so  
21 that a record of this hearing can be made.  
22 It will be necessary for each speaker to  
23 clearly identify him or herself before  
24 beginning to speak so that the court reporter



1 will be able to note who you are.

2           If you are reading a prepared  
3 statement, we ask that you provide that to  
4 the court reporter so that she can make it  
5 part of her public record.

6           The record of this hearing will  
7 be provided to the Secretary of Education,  
8 the Charter School Accountability Committee  
9 and the Members of the State Board of  
10 Education, together with any written or  
11 electronic comments received during the  
12 course of the formal review process.

13           To date, comments received on  
14 this formal review are listed on the Charter  
15 School Office's official website.

16           We will proceed in the  
17 following manner.

18           First, we will hear from any  
19 representatives of the Charter School who  
20 wish to comment on the formal review process.

21           Then we will take comments from  
22 anyone else who desires to speak.

23           There are sign-up sheets at the  
24 back of the room on the table. If you desire



1 to speak and have not signed up, please do so  
2 now. Those that have not signed up will not  
3 be permitted to speak and instead will be  
4 asked to submit written comment.

5 We will now pause for a moment  
6 to ensure that anyone that wishes to sign up  
7 can do that.

8 We do reserve the right to  
9 limit comment if it is purely repetitive or  
10 cumulative. So we do reserve the right to  
11 limit time.

12 This is a time to collect  
13 public comment. Questions of the Department  
14 of Education or the State Board of Education  
15 are not permitted and will not be  
16 acknowledged.

17 At this point, we will accept  
18 comments from any representatives of the  
19 school.

20 MR. WOLCOTT: Josiah Wolcott.  
21 I'm here for Odyssey Charter School.

22 I just want to thank everybody  
23 for coming out on a beautiful night -- the  
24 last day of school. So I thank everybody for



1 taking time out of your busy schedules to  
2 come down here and speak. It is good to see  
3 a lot of people here.

4 And thank you, again, for  
5 coming out.

6 MR. TRAVERS: Any other  
7 representatives from the school that would  
8 like to speak?

9 At this point, we will accept  
10 comments from those that have signed up to  
11 speak. Please remember to identify yourself  
12 before you begin your comments.

13 First we have Michael Roussos.

14 MR. ROUSSOS: Michael Roussos.  
15 R-O-U-S-S-O-S.

16 Well, I'm here to speak as a  
17 parent in support of AHEPA and want the DOE  
18 to accept the proposal in leadership changes  
19 proposed by the Board.

20 So this country is truly the  
21 land of opportunity. And many souls before  
22 us gave their blood, sweat and tears and even  
23 their lives to make it so.

24 I am going to tell a story





1 about a Delawarean that I spoke to yesterday  
2 who is in his mid-'70s and is still running  
3 his own business. This gentleman told me a  
4 story of how his ancestors came to Delaware  
5 in the mid-1600's as indentured servants.  
6 They worked in Lower Delaware for seven  
7 years, earned their freedom and became  
8 industrious farmers. They expanded their  
9 holdings into land wealth as they expanded  
10 their family. Their family interests  
11 divided, and one side moved into the State's  
12 famous poultry business. The other side  
13 continued to grow crops.

14 In the early 1900's, the  
15 farming side had two years of bad crops and  
16 lost the farm in foreclosure. The  
17 descendants of the foreclosed farm have since  
18 developed their own initiatives and are all  
19 doing well and have some sort of business on  
20 their own.

21 The point of this story is to  
22 show that those who are true do-ers possess  
23 the ability to become something from very  
24 little or nothing at all. All it takes is



1 perseverance, sacrifice and commitment.

2           The story of this ancient  
3 Delaware family similarly parallels the  
4 struggles of the Hellenic culture as they  
5 left their homelands for reasons related to  
6 foreign occupation and slavery in order to go  
7 to other lands and reestablish themselves.

8           The origin of AHEPA represents  
9 a common element of organization to help  
10 struggling Greeks assimilate, educate,  
11 rebuild and generally fit into society.

12           Today, that Greek culture is  
13 well established outside of Greece.

14           AHEPA has morphed into a  
15 philanthropic organization that is committed  
16 to helping people with needs of all cultures.

17           The Odyssey School is an apex  
18 example of that here and now before you.

19           Any decision by the DOE to take  
20 the leadership role away from AHEPA is a  
21 decision to indirectly attack the Greek  
22 culture and disregard the sacrifices made by  
23 the OCS founders and their ancestors who  
24 matriculated into this society.



1           The OCS Board has sent a letter  
2     answering all of your concerns and have  
3     agreed to address and correct any of the  
4     perceived shortcomings regarding the  
5     management of the school. They have also  
6     offered a solution for the Board composition  
7     that would horizontally spread additional  
8     representation for all stakeholders. Their  
9     offer is reasonable.

10           And I request that you strongly  
11    consider accepting the proposal that's on the  
12    table.

13           Thank you.

14           MR. TRAVERS: Sir, do you mind  
15    if we have your written statement?

16           MR. ROUSSOS: Yes.

17           MR. TRAVERS: John Nicholson.

18           MR. NICHOLSON: John Nicholson.  
19    J-O-H-N. N-I-C-H-O-L-S-O-N.

20           Members of the Charter School  
21    Accountability Committee.

22           Thank you for the chance to  
23    speak to you today in support of Odyssey  
24    Charter School and retaining the AHEPA



1 majority on the Board.

2 My wife, Estelle and I, are the  
3 parents of rising second and fourth graders  
4 at Odyssey. We are not Greek and have no  
5 knowledge of AHEPA before coming to Odyssey.

6 When the time came for our  
7 daughter to go to kindergarten, we were  
8 excited about the idea of a Charter School  
9 where she would learn a second language and  
10 have extra emphasis on math.

11 When it was our son's turn, we  
12 had the luxury of choosing between the gifted  
13 program and Odyssey.

14 Given our wonderful experience  
15 in the first two years, we applied to have  
16 him to be in the first class of the immersion  
17 program and we could not be happier with the  
18 results.

19 We owe that success both to the  
20 outstanding teachers that our children have  
21 had, as well as the Greek framework created  
22 by AHEPA to start the school.

23 While I believe that the  
24 decisions documented by the Public Integrity



1 Commission in their letter were made in good  
2 faith by the Members of the Board, having  
3 solicited the advice of counsel and other  
4 consultants, the PIC's conclusions are what  
5 they are.

6 I'm not here to litigate the  
7 findings of the PIC.

8 The current Board has accepted  
9 the PIC's recommendations and proposed steps  
10 to address every item of the PIC report with  
11 one exception. Removing the AHEPA majority  
12 from the Board.

13 As a parent and donor to the  
14 school, I am here to ask that you accept the  
15 Board's proposal.

16 Odyssey was created based on  
17 Greek language and cultural traditions that  
18 have given so much to Western civilization  
19 and the foundations of American government,  
20 culture and language.

21 With the appointment of Denise  
22 Parks and Riccardo Stoeckicht, as co-heads of  
23 the school, in whom I have tremendous  
24 confidence, the only Greek leadership of the



1 school is the Board.

2           Several years ago, there was a  
3 proposal to make Greek language an option in  
4 both middle and high school, rather than a  
5 requirement. It was not adopted. And having  
6 AHEPA majority on the Board ensures that the  
7 school remains focused on its founding  
8 principles and mission.

9           AHEPA is responsible for  
10 leading the way to creation of the very  
11 successful immersion program under Dr. Marina  
12 Mattheoudakis.

13           AHEPA is responsible for the  
14 relationship with the Greek Ministry of  
15 Education that provides native-speaking Greek  
16 teachers to Odyssey at the Greek government's  
17 cost. Not only do the students benefit from  
18 learning from native speakers, the entire  
19 Odyssey community benefits from knowing  
20 people from another country.

21           The AHEPA majority on the Board  
22 provides the assurances to the Greek  
23 government that those teachers will be  
24 supported and well taken care of.



1 I submitted a letter signed by  
2 over 145 members of the Odyssey community,  
3 family, teachers and staff, who support the  
4 maintenance of the current Board structure  
5 and lists the significant contributions made  
6 by the AHEPA to Odyssey, contributions that  
7 outweigh by orders of magnitude any purported  
8 benefit to AHEPA or individual AHEPANS.

9 Given all of those  
10 contributions, I would ask that you accept  
11 the proposal of the Odyssey Board with regard  
12 to the PIC recommendations and give the Board  
13 a chance to implement them.

14 The issues raised by the PIC  
15 are not a funding or educational crisis that  
16 threatens the immediate operation of the  
17 school.

18 I have confidence that you will  
19 see, when implemented, those recommendations  
20 will address your concerns. But if they  
21 don't, you have a second bite at that  
22 particular apple.

23 Since the school is up for  
24 renewal of this charter, you can allow the



1 Board to implement the mitigations they've  
2 proposed and you can evaluate them as part of  
3 the renewal process.

4 If the Board has not lived up  
5 to its proposal, then you have the option to  
6 require a change in the Board's structure at  
7 that time.

8 Thank you for your time and  
9 attention.

10 MR. TRAVERS: Sir, do you mind  
11 if we have your written statement for the  
12 transcriber?

13 Marina Mattheoudakis.

14 MS. MATTHEOUDAKIS: Marina  
15 Mattheoudakis. M-A-R-I-N-A.  
16 M-A-T-T-H-E-O-U-D-A-K-I-S.

17 Members of the Charter School  
18 Accountability.

19 Thank you for the opportunity  
20 to speak to you today in support of Odyssey  
21 Charter School.

22 My name is Marina  
23 Mattheoudakis, and I have been working as the  
24 Dean of the Greek program at Odyssey Charter





1 School for the last two years.

2 COURT REPORTER: Ma'am, could  
3 you slow down, please?

4 MS. MATTHEOUDAKIS: I am a  
5 university professor in Greece, and I came  
6 here after an invitation of the former  
7 president of the OCS Board.

8 As we all know, the Greek  
9 program is the distinguishing characteristic  
10 of this Charter School. And as an academic,  
11 myself, being responsible for this program, I  
12 would like to present my own perception of  
13 how they should be contextualized and  
14 developed.

15 Based on my academic knowledge,  
16 I can assure you that the Greek program, as  
17 this is currently implemented at OCS, makes  
18 this school a unique educational model. It  
19 is not only the language itself that makes it  
20 stand out, it is the implementation of the  
21 program itself, the robust curriculum, the  
22 immersion program, which was launched last  
23 year, the educational background and  
24 continuous professional development of the



1 Greek faculty, the educational materials that  
2 we are designing and choosing, the networks  
3 we have developed with educational  
4 institutions in Greece and here in the US.  
5 The academic results and achievements of our  
6 students, and the list goes on.

7           This is a robust academic  
8 program founded on research and particular  
9 models of language and position of teaching.  
10 Everyone at school is very proud of it.  
11 Greeks and Americans alike.

12           I am afraid that none of the  
13 above would have been possible without the  
14 support and initiatives of the Board.

15           I would not have been here if I  
16 had not been invited by the former president  
17 of the OCS Board.

18           The heads of the school, Ms.  
19 Denise Parks and Mr. Riccardo Stoeckicht, are  
20 very supportive of the program and of its  
21 needs, and I thank them both.

22           However, this is a  
23 Greek-American School, and apart from the  
24 AHEPAN Members on the Board, there are no



1 Greeks in its leadership. Unfortunately, for  
2 the time being, at least I am on loan from  
3 Greece. And at some time, I will need to  
4 return to Greece.

5 The Greek program needs to  
6 continue to growing as the school grows and  
7 as global citizenship is promoted by the  
8 Department of Education in Delaware.  
9 Multilingualism and multicultural identity go  
10 hand in hand. The Greek-American identity of  
11 the school does not need only to be supported  
12 by the leadership. It needs to be reflected  
13 on its leadership.

14 The composition of the OCS  
15 Board needs to retain its bilingual and  
16 bicultural identity in order not only to  
17 safeguard the development of its Greek  
18 program, but in order to be consistent with a  
19 bicultural identity and ideas of global  
20 citizenship the school wishes to promote.

21 Thank you.

22 MR. TRAVERS: Eva Jannelli.

23 MS. JANNELLI: My name is Eva  
24 Jannelli. J-A-N-N-E-L-L-I. And I'm a



1 teacher at Odyssey Charter School.

2 I started working at Odyssey  
3 about ten-years-ago, nine- or ten-years-ago.  
4 But my involvement with the school is way  
5 before that, ever since somebody very near  
6 and dear to my heart brought an idea from  
7 Florida, where the initial school had  
8 started, something that was like our model.  
9 And then a group of people with a vision  
10 embraced that idea and made it their mission,  
11 and that group was AHEPA.

12 I have witnessed the school  
13 starting from a rental unit in the back of  
14 the parking lot, next to a grocery store and  
15 car dealership to the multibuilding complex  
16 we have now. We used to have a couple of  
17 hundred students. The school, nobody had  
18 heard about. In the beginning, we had to  
19 convince people to enroll their kids. And  
20 now, we have a thousand students on a waiting  
21 list and 1,800 students currently enrolled.

22 While the immense success of  
23 our school is due to many factors, I feel  
24 AHEPA, the founding organization, is the



1 cornerstone from which it is all based.

2           Their vision has attracted and  
3 inspired talented teachers, who are  
4 tirelessly committed and passionate about our  
5 students' highest achievements. Those of us  
6 who have been with our school for a while  
7 know very well that none of what OCS has  
8 achieved would have been possible without the  
9 continuous and tireless support of the AHEPA.

10           The contributions from the  
11 AHEPA are numerous and they influence every  
12 aspect of the school; from the money they  
13 provide to start up the school, to the  
14 ongoing commitment of those who serve on the  
15 Board and gave their time and their efforts,  
16 to the acquisition of the facilities,  
17 including extra buildings that act as a  
18 rental unit and provide income, to the  
19 ongoing fundraising and networking that aids  
20 the school and creates unique opportunities  
21 for the students.

22           With any kind of growth comes  
23 growing pain. And there are some  
24 disagreements and there are some mistakes



1 probably that have been made.

2 I just feel that getting rid of  
3 the AHEPA majority on the Board of OCS will  
4 not solve this issue.

5 I feel that AHEPA majority is  
6 necessary in order to ensure that the mission  
7 and vision of the school continues and that  
8 the Greek programs remain a vital part of our  
9 school.

10 I kindly ask you to take my  
11 point of view into consideration because not  
12 only have I been here for a while, but I am  
13 one of the oldest teachers here. So I feel  
14 that AHEPA'S vision is what makes us unique.  
15 It is what attracts donors, investors,  
16 parents and students alike. Implementing the  
17 vision, this vision is what ensures student  
18 success.

19 And I would like to ask you to  
20 support us on continuing on this path of  
21 success.

22 Thank you.

23 MR. TRAVERS: Maria  
24 Paraponiari.



1 MS. PARAPONIARI: Hello. My  
2 name is Maria Paraponiari.

3 P-A-R-A-P-O-N-I-A-R-I.

4 As a new Greek language  
5 teacher, there were many times that I  
6 experienced AHEPA situation in support of  
7 Odyssey Charter School.

8 First, I cannot ignore the fact  
9 that I was hired --

10 COURT REPORTER: Maria, could  
11 you slow down, please?

12 MS. PARAPONIARI: As a new  
13 Greek language teacher, there were many times  
14 that I experienced AHEPA situation in support  
15 of Odyssey Charter School.

16 First, I cannot ignore the fact  
17 that I was hired by (inaudible) and teaching  
18 -- (inaudible) which was implemented later in  
19 my job.

20 In the last three years, AHEPA  
21 gave us all many opportunities to thrive and  
22 succeed. One of the great opportunities was  
23 for me to work in an (inaudible) program and  
24 also another great opportunity was for the



1 participation of the Greek (inaudible) such  
2 at the Phillies game, which helped me be more  
3 competent and gain many performing skills.

4 MS. SINGH: Ma'am, she has to  
5 keep track of everything that you're saying.  
6 So it is much easier for her to do if you  
7 speak more slowly, please.

8 MS. PARAPONIARI: Many AHEPA  
9 played a major role since they organized many  
10 events and sports families, even financially  
11 to participate in such a theme.

12 Also, thanks to the AHEPA, the  
13 Greek department had the opportunity to  
14 collaborate with many academic teachers from  
15 all over the world who gave us many  
16 opportunities to address as teachers and as a  
17 result get better at doing their jobs.

18 For all of those reasons, I  
19 believe that AHEPA is a very important  
20 element of Odyssey. With AHEPA, all the work  
21 is better. And without their help, the Greek  
22 department is not going to be the same.

23 We are all a big family. This  
24 is a message I receive everyday from our





1 school. And AHEPA wants us to continue.

2 Thank you.

3 UNIDENTIFIED SPEAKER: Mr.  
4 Travers, she can send that to you as well.

5 MR. TRAVERS: Yes. That would  
6 be wonderful.

7 Can you send your notes? Would  
8 you be able to E-mail those?

9 MS. PARAPONIARI: I can send it  
10 to you via E-mail.

11 MR. TRAVERS: Thank you.  
12 Zafeirios Ntouvis.

13 MR. NTOUVIS: Zafeirios  
14 Ntouvis. Z-A-F-E-I-R-I-O-S. N-T-O-U-V-I-S.

15 I'm a one of the Greek teachers  
16 working at OCS. I've been with the school  
17 for one year. I would like to read some  
18 excerpts from a letter that was written by  
19 Vicky Goulis, who is another Greek teacher,  
20 but was not able to be here today.

21 Odyssey Charter School was  
22 founded because of the collective belief in  
23 creating a rich cultural education for  
24 students, with a focus on academics, Greek



1 culture and mathematics.

2 We believe AHEPA'S dedication  
3 and vision have kept this mission alive for  
4 the past 12 years since the inception of the  
5 school.

6 When I, along with other  
7 teachers and the administration were hired by  
8 Odyssey Charter School, we were all aware of  
9 AHEPA'S mission and goals. And we made our  
10 decision to commit to their vision.

11 We believe there is absolutely  
12 no reason why this should be cast out now.

13 If we all truly have the  
14 students' best interest at heart, there  
15 should be a significant effort by everyone to  
16 improve and move our community forward,  
17 instead of the needless power struggles.

18 AHEPA has been and should  
19 remain at the heart of Odyssey. It is a  
20 unique school, like no other. And without  
21 AHEPA, Odyssey would not have been and be the  
22 exceptional school we have all come to know  
23 and love.

24 It is my sincere hope that you



1 would consider accepting AHEPA'S proposal and  
2 keep our school the number one school in  
3 Delaware.

4 Thank you.

5 MR. TRAVERS: Sir, do you mind  
6 if we have the remarks?

7 Paul Brooks.

8 MR. BROOKS: I have a  
9 relatively easy name.

10 Honorable Members of the  
11 Charter School Accountability Commission.

12 I am an Odyssey parent and  
13 Chairman of the CBOC. My family has been at  
14 Odyssey for seven years now and we are very  
15 happy with the school.

16 The dual language program is  
17 why we picked Odyssey, but we are sticking  
18 with Odyssey because of the excellent, well  
19 rounded education that our children are  
20 receiving. And we fully intend to see our  
21 children graduate from Odyssey.

22 I operate a small business. So  
23 I understand how budgets work. In the past  
24 four-and-a-half years that I have been on the



1 CBOC, I have never seen anything improper in  
2 financials. I have seen some numbers that  
3 are higher than what I would have expected,  
4 like the line item for legal expenses. But I  
5 understand in any business that is growing,  
6 expenses are growing as well.

7 I do believe that improved  
8 communication could have mitigated some of  
9 the mistrust that developed over the  
10 leadership. I firmly believe that Odyssey is  
11 a great school because of the partnership  
12 between the Board, the administration,  
13 teachers, parents, students and AHEPA.

14 In closing, I just hope that we  
15 can put all of the divisiveness behind us and  
16 start working together again to keep Odyssey  
17 great and give our children a bright future.

18 Thank you.

19 MR. TRAVERS: Maryann Yaram.

20 MS. YARAM: First name is  
21 Maryann, M-A-R-Y-A-N-N. Last name is  
22 Y-A-R-A-M.

23 MS. YARAM: Respected Members  
24 of the Charter School Accountability



1 Committee. My name is Maryanne Yaram. I am  
2 a parent of a child at Odyssey. And I work  
3 there as a Staff and Student Development  
4 Specialist.

5 I have been a part of the  
6 Odyssey community for ten years now, first as  
7 a parent, then as a staff member. I am also  
8 a member of the union. And I would like to  
9 express my support for the Board. Not just  
10 as a first generation immigrant, but also as  
11 someone who has given a lot of time and  
12 dedication to explore the fields of  
13 education. I do know the value of cultural  
14 intelligence.

15 As our world becomes smaller  
16 and smaller into a global village and  
17 perspective clash, it's here that cultural  
18 intelligence becomes a vital part of the  
19 fabric of our world. It develops tolerance,  
20 understanding, mutual respect, and most of  
21 all, empathy. All critical traits to live in  
22 a world of differing perspectives.

23 I gave to Odyssey what was most  
24 precious to me, my children, because I knew



1 that Odyssey valued cultural intelligence and  
2 global citizenship.

3 There are very few schools that  
4 prioritize these values that AHEPA infused  
5 into the school.

6 So I am not saying that the  
7 organization is perfect, or that they didn't  
8 make mistakes.

9 The Board could have done  
10 better with keeping track of finances and  
11 being more sensitive to balancing the public  
12 image of AHEPA at Odyssey.

13 However, the decisions, I  
14 believe, were made not for anyone's personal  
15 benefit, but for the collective benefit of  
16 providing the best education to as many  
17 families as possible.

18 Their ambition to make it  
19 possible to provide a high quality education  
20 makes for a more equitable society and it  
21 should be something that is encouraged and  
22 not deterred with a conflict of interest.

23 It is AHEPA'S passion and  
24 ambition that took the school from its humble



1 beginnings to what it is now with 1,800  
2 students and a vision of a global campus.

3           You, the Members of the Charter  
4 School Accountability Committee, now have the  
5 power to safeguard the unique nature of the  
6 school by allowing the Board to keep its  
7 AHEPA majority or contribute to making  
8 Odyssey just like any other school.

9           As you make your decision,  
10 please consider two other factors. Question  
11 the news that you come across. The very same  
12 people who built this school with a vision  
13 for the past 12 years are now being accused  
14 of misogynistic. But if they were, why is it  
15 44 percent of our Board Members are women.  
16 While Newark Charter has only 36 percent and  
17 DMA has only 14 percent? Why did they vote  
18 to have a woman as the head of school? Why  
19 are they okay with two out of the three deans  
20 being women?

21           The other factor I would like  
22 you to consider is the authenticity of the  
23 vote of no confidence.

24           As a member of the union, it



1 caught me off guard when the vote of no  
2 confidence was sent. No official discussion  
3 made about it.

4 In the absence of an open  
5 discussion, I would question the validity of  
6 the vote. Conclusion were arrived at without  
7 an open discussion.

8 In conclusion, I request you to  
9 weigh the various angle cautiously while  
10 making your final decisions.

11 Thank you for your time.

12 Can I leave the letter that I  
13 sent? Some of the E-mails bounced back.

14 MR. TRAVERS: Certainly.

15 Tami Soltow.

16 MS. SOLTOW: My name is Tami  
17 Soltow. T-A-M-I. S-O-L-T-O-W.

18 First of all, I just want to  
19 say that this meeting today is not about  
20 AHEPA. It is about a school, Odyssey Charter  
21 School. And we should be talking more about  
22 the school than about an outside  
23 organization.

24 Not only am I a parent to two





1 children, but I am also a teacher at Odyssey  
2 and Member of the School Board for the past  
3 three years.

4 And during these past three  
5 years, I have been appalled by the behavior  
6 and continued actions of this Board and their  
7 blatant disregard of the law, the regulations  
8 and facts.

9 And I want to make note that  
10 besides our Board President, I'm the only  
11 Board Member here tonight.

12 I do not come here lightly.  
13 Because in the past three years, not only  
14 have I missed, and I'm going to be personal,  
15 events and time with my family for the  
16 voluminous amount of hours with the Board  
17 only to discuss AHEPA and Ithaka and not  
18 Odyssey Charter School, but I've been yelled  
19 out. I've been cursed at. I've been  
20 demeaned by Board Members, both personally  
21 and under their breath in recorded Board  
22 Meetings. And I've had my job threatened.

23 I've been looked at negatively  
24 and told that I'm out to destroy the school.



1 No. I'm here to talk about the truth and the  
2 facts.

3 The funny thing about facts, my  
4 friends, is that despite the attempts of the  
5 Board, they cannot be interpreted. They  
6 cannot be changed, and they cannot be  
7 maligned for they are facts.

8 And the facts are that this  
9 Board violated state laws, DOE rules and  
10 regulations and maybe even criminal code  
11 laws.

12 To break it down, let's talk  
13 about three different things.

14 Let's talk about the five.  
15 Their failure to abide by fiduciary duty and  
16 financial impropriety.

17 In my three years on the Board,  
18 five AHEPA Members vote together. In fact,  
19 they have only voted against one another two  
20 times. The first was with the supermajority.  
21 The next month after that vote, one of them  
22 resigned and the other reversed his decision,  
23 his vote.

24 In a May 2, 2018, four-hour



1 long Executive Session Meeting, when Members  
2 of the five went against one another and  
3 voted to hire Ms. Denise Parks, yes, she is a  
4 woman, but she is a qualified woman. We were  
5 told within days that AHEPA had a change of  
6 heart, and they were going to go with the  
7 dual headed model.

8 Riccardo, who made over \$70,000  
9 of Odyssey money working for AHEPA, was then  
10 hired.

11 I was told in a telephone  
12 conversation as a Member of the Hiring  
13 Committee that we have the five. You must  
14 compromise.

15 And I implore you to listen to  
16 the Board Meeting minutes of Spring 2018.  
17 You can hear the frustration of the teachers  
18 to the failure to appoint Denise Parks as  
19 head of school. They would not even entitle  
20 her as a title of head of school.

21 Now, that led to the union.  
22 And the union is a good union. The main  
23 reason the union was cultivated was because  
24 of the Board. How do I know? Because I



1 started the union.

2 Now, there is this ridiculous  
3 notion about AHEPA choosing the Board  
4 Members. And look at where it has taken us  
5 today. It has taken us to secret meetings  
6 with the Governor and arranged meetings with  
7 a certain few who agree with the five so that  
8 they could have access to our investor  
9 consultant and financial records.

10 I'm not a member of the five.  
11 I'm not a member of AHEPA. And I'm a woman.  
12 So I don't get to know the Board Members who  
13 are voted in until the monthly meeting. Nor,  
14 did I get to know that Joe was appointed as  
15 the President, even as a Board Member, until  
16 the regular Board Meeting. I didn't even  
17 know about the meeting with the Governor  
18 until I read about it.

19 Where in this country is it  
20 permitted that I can't go in and vote for a  
21 Board Member, or even be allowed in a room as  
22 a woman and not a member of a certain  
23 organization? You see, it has always been  
24 about the five, and it will always be about



1 the five until you stop it. It should always  
2 be instead about Odyssey Charter School.

3 The second point I want to say  
4 is their failure to abide by fiduciary duty.

5 Members of a public school  
6 board have a fiduciary duty to act in and for  
7 the best interest of the school. And this  
8 duty has been breached by most of our Board  
9 Members. They have given money to  
10 AHEPA-sponsored Ithaca, rather than to our  
11 school. They've given money to a gala that  
12 has been coded under local funds until I  
13 talked about it in a January meeting where I  
14 was yelled at and the next day it was then  
15 changed.

16 Their unilateral decision to  
17 meet with the Governor due to governance  
18 issues. And putting a letter together to  
19 you, CSAC, without a vote because the  
20 president, and I will quote, Believes  
21 submitting it is within the scope of  
22 authority, and that has already been given to  
23 him.

24 This Board has looked for



1 outside interests rather than the school.  
2 They have chosen to advertise their  
3 involvement, and look on our website, please,  
4 rather than actually be involved.

5 It is the teachers reason. The  
6 teachers are the reason for the school's  
7 success.

8 To say allowed that AHEPA was  
9 the reason why 30 students went to Greece,  
10 this past spring break is false.

11 The reason is, it's because  
12 those students paid \$3,000 through EF Tours  
13 to go.

14 These Board Members have little  
15 to no ideas about the program. Yet, they  
16 show up once a month for a meeting and feel  
17 entitled. Their cavalier dismissal of the  
18 PIC Opinion as political.

19 Using the phrase that laws and  
20 regulations are just guidelines and can be  
21 interpreted. And dare to say that OCS is an  
22 incorporation and subject to corporate law,  
23 rather than a public school, is wrong.

24 The third thing is the breach



1 of the fiduciary duty causing the financial  
2 impropriety.

3                   Why, why did a public school  
4 give money to AHEPA-sponsored program? And  
5 then dare to rework it to say, Prove it, that  
6 these were no longer public funds. Creating  
7 a preschool is against Odyssey's charter. It  
8 was coded to local funds. To say, so what,  
9 we may have made mistakes. So what, we may  
10 have spent funds in the glean of millions.  
11 You cannot just simply defy the law and  
12 rules.

13                   AHEPA Members have repeatedly  
14 stated on the record in our meetings that  
15 this is AHEPA School Board. And to  
16 cavalierly really say that is a slip of the  
17 tongue is wrong because it wasn't. It was  
18 with purpose. And so is my presence here.  
19 You cannot argue with invoices and the facts.

20                   The fact is that the PIC  
21 Opinion is powerful and it is correct. It  
22 shows the extreme that others will go to  
23 maintain control.

24                   And I want you to Google a



1 video. Google AHEPAN Odyssey Charter School.  
2 It is a 14-minute long video. And I  
3 encourage you to watch it. It will clear up  
4 a lot of your questions.

5                   And as I close, the mission and  
6 vision argument is quite emphatically  
7 nonsense. Who better to carry out the  
8 mission and vision of the school than the  
9 trained and dedicated and qualified teachers  
10 who are at OCS, Odyssey Charter School, every  
11 moment of the day and don't use it as a  
12 showpiece.

13                   To argue that we're going  
14 change the charter is to simply say that DOE  
15 can't tell us what to do with our school.  
16 And again, it is wrong. Never once has the  
17 union or teachers or the public said that  
18 AHEPANS have to go. It's all about control.

19                   And if not, they are not happy  
20 with the four being a minority, then they are  
21 telling us, and they are telling you how  
22 little they value that for a minority.

23                   I am the minority. They  
24 literally devalue me by refusing to become





1 me.

2                   The reach of the Board further  
3 goes beyond the mission and vision of the  
4 school. They make every single decision  
5 relating to that school. Not the mission and  
6 vision.

7                   The facts are that this group  
8 of five and others have breached their  
9 fiduciary duty and conducted financial  
10 improprieties. And they have failed to look  
11 out for the best interest of our school.

12                   I implore you to help out our  
13 school to make the right change. We are on  
14 the precipice -- we are on the precipice of  
15 something that has gone terribly wrong. We  
16 are going to lose our teachers. We are going  
17 to lose our students. And we are going to  
18 lose our school, not AHEPA school.

19                   Thank you.

20                   MR. TRAVERS: I noticed someone  
21 came in and signed in.

22                   MS. BALLAS: Jennifer Ballas.  
23 B-A-L-L-A-S, which is, by the way, Greek.

24                   Excuse me for being late. I



1 was transporting children in traffic.

2 I did send an E-mail on Friday  
3 to the Department of Education. And so, I'm  
4 not going to reread that. I'm going to  
5 actually respond a little bit to what I heard  
6 today.

7 First off, just to give a  
8 history. I've been with Odyssey since year  
9 two. I have 12 years of tenure there with  
10 four children. I was on the School Board for  
11 seven, possibly eight years. I can't  
12 remember because it was quite a long time.

13 And I'm up here to tell you  
14 that what Tami has said is true. And what  
15 I've heard with other people, yes, that AHEPA  
16 is wonderful and AHEPA has helped, but they  
17 haven't seen it. They were not in Board  
18 Meetings when there were no tape recordings.  
19 So I kind of want to go through a little bit  
20 of my notes.

21 First off, AHEPA, you do not  
22 have to be Greek to be AHEPA. You just have  
23 to be a man. Therefore, the argument that  
24 AHEPA leads, the mission and the culture goes



1 away is untrue because you don't have to be  
2 Greek to be in the AHEPA organization.

3 If Odyssey wants to remain a  
4 Greek school and work with the Greek  
5 ministry, we can do that with or without  
6 AHEPA.

7 Additionally, Greek leadership,  
8 someone spoke about Greek leadership. Greek  
9 leadership was written into the Bible to be  
10 at the headmaster level. And there was a  
11 requirement that the headmaster had to be  
12 Greek.

13 And I remember when Mr.  
14 "Schotel" (phonetic) passed away, there were  
15 lots and lots of arguments about whether we  
16 had to retain that and we did with Dr. Nick.

17 I was absolutely stunned and  
18 happy when they hired Denise. As Tami said,  
19 not more than a month or two later here comes  
20 Riccardo at the same salary to do directions  
21 in the parking lot is what I saw two days  
22 ago.

23 So that Greek leadership  
24 doesn't have to be at the Board. It needs to



1 be at the headmaster level.

2 I requested that the DOE make  
3 AHEPA an equal, a minority or an ex officio  
4 amount in the Board. And equal meaning,  
5 three AHEPA, three teachers, three parents,  
6 not four and four or a minority. And if they  
7 don't like that, let them leave.

8 AHEPA touts that they've given  
9 us money. Well, yes, we get donations. But  
10 I have not seen a gymnasium that they have  
11 promised us for years. I have not seen  
12 \$100,000 check or received an E-mail from  
13 Denise or Riccardo that AHEPA has given us  
14 \$100,000 check from AHEPA Gala.

15 So while where they say they do  
16 things, where is the proof? I just see the  
17 bills where they are getting Odyssey to pay  
18 for their things, to pay for their endeavors  
19 and pay for everything.

20 I also recommended at one point  
21 in my tenure on the Board that the Odyssey  
22 mission not change unless all Board Members  
23 vote to change it.

24 So if you were to minimize the



1 AHEPA majority, ensuring that you would need  
2 a unanimous vote to change the mission, once  
3 again, keeps Odyssey at its core the Greek  
4 language which makes us special.

5 Okay. Nobody wants to see  
6 AHEPA leave. We want them to not be in  
7 control and power, which they have been since  
8 day one.

9 The five -- I grew up with the  
10 five. The first two years on the School  
11 Board, I don't think I said anything because  
12 I was terrified of the five.

13 And then, I grew in my strength  
14 to realize that they can't kick my children  
15 out of the school. They cannot do anything  
16 to me. They threatened me. They stated I  
17 had too many children in the school. They  
18 called me crazy. They said that I was also  
19 out on a mission to destroy the school. They  
20 called me hysterical.

21 In meetings where I behaved  
22 just as the AHEPA five and I yelled back when  
23 they screamed at me, I was told I was out of  
24 line. Yet, the AHEPA Member that was yelling



1 at me was not.

2 If AHEPA is allowed to  
3 continue, what will not happen is, our  
4 teachers will not get the pay raise that they  
5 deserve to make the Red Clay pay scale.

6 Everyone talks about what AHEPA has done.

7 Well, let me tell you what AHEPA did not do.

8 AHEPA did not fight and create  
9 a pay scale for these teachers. I fought  
10 with Katie Clemmons and Mary Lou Strauss to  
11 get our teachers on a pay scale. Do you want  
12 to know how they were paid? There were paid  
13 on an Excel spreadsheet. And let me tell  
14 you, when I analyzed that spreadsheet, men  
15 who had less years were paid more.

16 Women, who made George Chambers  
17 angry in the face-to-face negotiations they  
18 would have, got paid less. If you were a  
19 favorite, you got more. If you pissed any of  
20 the Greek five off, you got paid less and you  
21 are not allowed to get promoted. You were  
22 not allowed to get bigger raises.

23 And I spent a better part of a  
24 year fighting with the AHEPA five to get the



1 PT teachers on a pay scale that was ten  
2 percent under Red Clay. They are still there  
3 five or six years later.

4 I continuously fought in my  
5 tenure to get that raised up so that they  
6 were equal to the Red Clay pay scale because  
7 we're going to lose our teachers, and we  
8 already lost a whole bunch of good ones. And  
9 my fear is we are going to lose a whole bunch  
10 more.

11 I will tell you this. The  
12 gentleman that spoke about the CBOC, I, as  
13 well, was on the CBOC Committee for two  
14 years. And just so you know, CBOC Committee  
15 sees budget lines. They do not see the  
16 details behind the budget line.

17 So, yes, our books are  
18 pristine. Every dollar is accounted for.  
19 The problem is the dollars and where they  
20 went. Where they buried those invoices under  
21 what budget lines. Because it's there. And  
22 if the state auditor would do her job, we  
23 could actually find that out.

24 At one point AHEPA hired a



1 Greek -- it wasn't a teacher -- a Greek staff  
2 member behind closed doors. It was a friend.  
3 They were not paid on the pay scale. There  
4 were issues with background checks. These  
5 were things that we brought up over and over  
6 again in non-recorded Board Meetings and we  
7 were told to back off and stay out.

8           So I just want you to make sure  
9 you understand that Tami is not crazy. What  
10 happened to her is true. It happened to  
11 myself. It happened to Kate Clemmons. AHEPA  
12 had 12 years to change its behavior. This  
13 behavior is not new. It has happened  
14 forever, since I have been there. And like I  
15 said, I think I'm the longest term person  
16 here with Odyssey.

17           And I beg you, beg you to  
18 please change the Board makeup. Take their  
19 majority he away. Make them an equal or a  
20 minority or ex officio. And let the people  
21 that care about this school and the teachers  
22 do what is right by the school and the  
23 teachers. Keep the money in the school.  
24 Stop asking parents to raise \$85,000 or more





1 for things that we would had dollars for had  
2 we not hired an extra head of the school that  
3 we don't need. Give money away to Ithaca  
4 that we don't need. We don't need a feeder  
5 into Odyssey. We have a wait list over 500  
6 kids. We have enough kids that want to come.

7 So please do what needs to be  
8 done. Disband the AHEPA five and allow the  
9 school to grow the way it needed to over the  
10 last 12 years.

11 Thank you.

12 MR. TRAVERS: Does the school  
13 wish to provide any closing remarks?

14 MR. WOLCOTT: Not at this time.

15 Again, I would like to thank  
16 everyone for coming out on a beautiful  
17 Tuesday night in June.

18 So thank you, everybody, for  
19 everything you said, and we look forward to  
20 continuing the process.

21 Thank you.

22 MR. TRAVERS: I want to thank  
23 all of you for participating today.

24 The Secretary and Charter



1 School Accountability Committee will consider  
2 your comments in making their decision at the  
3 conclusion of the formal review process.

4 This hearing is now closed.

5 (The hearing was concluded at,  
6 approximately, 6:00 p.m.)

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1 State of Delaware:

2 New Castle County:

3

4 CERTIFICATE OF REPORTER

5

6 I, Gloria M. D'Amore, Registered

7 Professional Reporter and Notary Public, do

8 hereby certify that the foregoing record,

9 Pages 1 to 50 inclusive, is a true and

10 accurate transcript of my stenographic notes

11 taken on Tuesday, June 11, 2019, in the

12 above-captioned matter.

13 IN WITNESS WHEREOF, I have hereunto set

14 my hand and seal this 13th day of June, 2019,

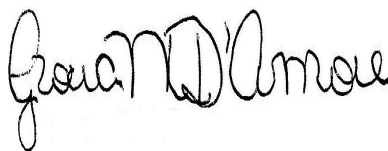
15 at Wilmington, Delaware.

16

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19



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GLORIA M. D'AMORE, RPR

21

22

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24



	<b>access (1)</b>	13:5	21:14 25:2,9 26:1
<b>\$</b>	35:8	<b>advertise (1)</b>	29:23
<b>\$100,000 (2)</b>	<b>Accountability (9)</b>	37:2	<b>AHEPA-sponsored (2)</b>
43:12,14	3:20 4:11 5:8 10:21	<b>advice (1)</b>	36:10 38:4
<b>\$3,000 (1)</b>	15:18 26:11 27:24	12:3	<b>aids (1)</b>
37:12	30:4 49:1	<b>afraid (1)</b>	20:19
<b>\$70,000 (1)</b>	<b>accounted (1)</b>	17:12	<b>alike (2)</b>
34:8	46:18	<b>after (2)</b>	17:11 21:16
<b>\$85,000 (1)</b>	<b>accurate (1)</b>	16:6 33:21	<b>alive (1)</b>
47:24	50:10	<b>again (6)</b>	25:3
	<b>accused (1)</b>	7:4 27:16 39:16	<b>allow (2)</b>
<b>A</b>	30:13	44:3 47:6 48:15	14:24 48:8
	<b>achieved (1)</b>	<b>against (3)</b>	<b>allowed (5)</b>
<b>abide (2)</b>	20:8	33:19 34:2 38:7	35:21 37:8 45:2,21,
33:15 36:4	<b>achievements (2)</b>	<b>ago (2)</b>	22
<b>ability (1)</b>	17:5 20:5	13:2 42:22	<b>allowing (1)</b>
8:23	<b>acknowledged (1)</b>	<b>agree (1)</b>	30:6
<b>able (3)</b>	6:16	35:7	<b>along (1)</b>
5:1 24:8,20	<b>acquisition (1)</b>	<b>agreed (1)</b>	25:6
<b>above (1)</b>	20:16	10:3	<b>already (2)</b>
17:13	<b>across (1)</b>	<b>AHEPA (69)</b>	36:22 46:8
<b>above-captioned (1)</b>	30:11	7:17 9:8,14,20	<b>also (8)</b>
50:12	<b>act (2)</b>	10:24 11:5,22 12:11	10:5 22:24 23:12
<b>absence (1)</b>	20:17 36:6	13:6,9,13,21 14:6,8	28:7,10 32:1 43:20
31:4	<b>action (1)</b>	19:11,24 20:9,11 21:3,	44:18
<b>absolutely (2)</b>	4:2	5 22:6,14,20 23:8,12,	<b>always (3)</b>
25:11 42:17	<b>actions (1)</b>	19,20 24:1 25:18,21	35:23,24 36:1
<b>academic (5)</b>	32:6	27:13 29:4,12 30:7	<b>ambition (2)</b>
16:10,15 17:5,7	<b>actually (3)</b>	31:20 32:17 33:18	29:18,24
23:14	37:4 41:5 46:23	34:5,9 35:3,11 37:8	<b>American (1)</b>
<b>academics (1)</b>	<b>additional (1)</b>	38:13,15 40:18 41:15,	12:19
24:24	10:7	16,21,22,24 42:2,6	<b>Americans (1)</b>
<b>accept (5)</b>	<b>Additionally (1)</b>	43:3,5,8,13,14 44:1,6,	17:11
6:17 7:9,18 12:14	42:7	22,24 45:2,6,7,8,24	<b>amount (2)</b>
14:10	<b>address (4)</b>	46:24 47:11 48:8	32:16 43:4
<b>accepted (1)</b>	10:3 12:10 14:20	<b>AHEPAN (2)</b>	<b>analyzed (1)</b>
12:8	23:16	17:24 39:1	45:14
<b>accepting (2)</b>	<b>administration (2)</b>	<b>AHEPANS (2)</b>	<b>ancestors (2)</b>
10:11 26:1	25:7 27:12	14:8 39:18	8:4 9:23
	<b>adopted (1)</b>	<b>AHEPA'S (5)</b>	<b>ancient (1)</b>

9:2	<b>arrived (1)</b>	<b>away (5)</b>	<b>behaved (1)</b>
<b>angle (1)</b>	31:6	9:20 42:1,14 47:19	44:21
31:9	<b>asked (1)</b>	48:3	<b>behavior (3)</b>
<b>angry (1)</b>	6:4	<b>B</b>	32:5 47:12,13
45:17	<b>asking (1)</b>		<b>behind (3)</b>
<b>another (5)</b>	47:24	<b>back (5)</b>	27:15 46:16 47:2
13:20 22:24 24:19	<b>aspect (1)</b>	5:24 19:13 31:13	<b>being (8)</b>
33:19 34:2	20:12	44:22 47:7	3:23 16:11 18:2
<b>answering (1)</b>	<b>assigned (1)</b>	<b>background (2)</b>	29:11 30:13,20 39:20
10:2	3:13	16:23 47:4	40:24
<b>anyone (2)</b>	<b>assimilate (1)</b>	<b>bad (1)</b>	<b>belief (1)</b>
5:22 6:6	9:10	8:15	24:22
<b>anything (3)</b>	<b>assist (1)</b>	<b>balancing (1)</b>	<b>believe (7)</b>
27:1 44:11,15	3:24	29:11	11:23 23:19 25:2,
<b>apart (1)</b>	<b>Associate (1)</b>	<b>BALLAS (2)</b>	11 27:7,10 29:14
17:23	3:4	40:22,22	<b>Believes (1)</b>
<b>apex (1)</b>	<b>assurances (1)</b>	<b>B-A-L-L-A-S (1)</b>	36:20
9:17	13:22	40:23	<b>benefit (4)</b>
<b>appalled (1)</b>	<b>assure (1)</b>	<b>based (3)</b>	13:17 14:8 29:15,15
32:5	16:16	12:16 16:15 20:1	<b>benefits (1)</b>
<b>apple (1)</b>	<b>attack (1)</b>	<b>beautiful (2)</b>	13:19
14:22	9:21	6:23 48:16	<b>besides (1)</b>
<b>applied (1)</b>	<b>attempts (1)</b>	<b>became (1)</b>	32:10
11:15	33:4	8:7	<b>best (4)</b>
<b>appoint (1)</b>	<b>attention (1)</b>	<b>become (2)</b>	25:14 29:16 36:7
34:18	15:9	8:23 39:24	40:11
<b>appointed (2)</b>	<b>Attorney (1)</b>	<b>becomes (2)</b>	<b>better (5)</b>
3:5 35:14	3:13	28:15,18	23:17,21 29:10
<b>appointment (1)</b>	<b>attracted (1)</b>	<b>before (6)</b>	39:7 45:23
12:21	20:2	4:23 7:12,21 9:18	<b>between (2)</b>
<b>approximately (1)</b>	<b>attracts (1)</b>	11:5 19:5	11:12 27:12
49:6	21:15	<b>beg (2)</b>	<b>beyond (1)</b>
<b>argue (2)</b>	<b>auditor (1)</b>	47:17,17	40:3
38:19 39:13	46:22	<b>begin (1)</b>	<b>Bible (1)</b>
<b>argument (2)</b>	<b>authenticity (1)</b>	7:12	42:9
39:6 41:23	30:22	<b>beginning (2)</b>	<b>bicultural (2)</b>
<b>arguments (1)</b>	<b>authority (1)</b>	4:24 19:18	18:16,19
42:15	36:22	<b>beginnings (1)</b>	<b>big (1)</b>
<b>arranged (1)</b>	<b>aware (1)</b>	30:1	23:23
35:6	25:8		<b>bigger (1)</b>

45:22	<b>break (2)</b>	38:11,19 44:15	40:13 43:22,23 44:2
<b>bilingual (1)</b>	33:12 37:10	<b>car (1)</b>	47:12,18
18:15	<b>breath (1)</b>	19:15	<b>changed (2)</b>
<b>bills (1)</b>	32:21	<b>care (2)</b>	33:6 36:15
43:17	<b>bright (1)</b>	13:24 47:21	<b>changes (1)</b>
<b>bit (2)</b>	27:17	<b>carry (1)</b>	7:18
41:5,19	<b>Brooks (2)</b>	39:7	<b>characteristic (1)</b>
<b>bite (1)</b>	26:7,8	<b>cast (1)</b>	16:9
14:21	<b>brought (2)</b>	25:12	<b>charter (33)</b>
<b>blatant (1)</b>	19:6 47:5	<b>Castle (1)</b>	3:15,16,19 4:11 5:8,
32:7	<b>budget (3)</b>	50:2	14,19 6:21 10:20,24
<b>blood (1)</b>	46:15,16,21	<b>caught (1)</b>	11:8 14:24 15:17,21,
7:22	<b>budgets (1)</b>	31:1	24 16:10 19:1 22:7,15
<b>Board (65)</b>	26:23	<b>causing (1)</b>	24:21 25:8 26:11
3:11,24 4:6,14 5:9	<b>buildings (1)</b>	38:1	27:24 30:3,16 31:20
6:14 7:19 10:1,6 11:1	20:17	<b>cautiously (1)</b>	32:18 36:2 38:7 39:1,
12:2,8,12 13:1,6,21	<b>built (1)</b>	31:9	10,14 48:24
14:4,11,12 15:1,4	30:12	<b>cavalier (1)</b>	<b>check (2)</b>
16:7 17:14,17,24	<b>bunch (2)</b>	37:17	43:12,14
18:15 20:15 21:3	46:8,9	<b>cavalierly (1)</b>	<b>checks (1)</b>
27:12 28:9 29:9 30:6,	<b>buried (1)</b>	38:16	47:4
15 32:2,6,10,11,16,20,	46:20	<b>CBOC (5)</b>	<b>child (1)</b>
21 33:5,9,17 34:16,24	<b>business (6)</b>	26:13 27:1 46:12,	28:2
35:3,12,15,16,21 36:6,	4:12 8:3,12,19	13,14	<b>children (10)</b>
8,24 37:14 38:15 40:2	26:22 27:5	<b>certain (2)</b>	11:20 26:19,21
41:10,17 42:24 43:4,	<b>busy (1)</b>	35:7,22	27:17 28:24 32:1 41:1,
21,22 44:11 47:6,18	7:1	<b>Certainly (1)</b>	10 44:14,17
<b>Board's (2)</b>		31:14	<b>choosing (3)</b>
12:15 15:6	<b>C</b>	<b>CERTIFICATE (1)</b>	11:12 17:2 35:3
<b>books (1)</b>	<b>Calendar (1)</b>	50:4	<b>chosen (1)</b>
46:17	4:14	<b>certify (1)</b>	37:2
<b>both (4)</b>	<b>called (2)</b>	50:8	<b>citizenship (3)</b>
11:19 13:4 17:21	44:18,20	<b>Chairman (1)</b>	18:7,20 29:2
32:20	<b>came (4)</b>	26:13	<b>civilization (1)</b>
<b>bounced (1)</b>	8:4 11:6 16:5 40:21	<b>Chambers (1)</b>	12:18
31:13	<b>campus (1)</b>	45:16	<b>clash (1)</b>
<b>breach (1)</b>	30:2	<b>chance (2)</b>	28:17
37:24	<b>cannot (8)</b>	10:22 14:13	<b>class (1)</b>
<b>breached (2)</b>	22:8,16 33:5,6,6	<b>change (9)</b>	11:16
36:8 40:8		15:6 34:5 39:14	<b>Clay (3)</b>

45:5 46:2,6	25:10	31:2	<b>cornerstone (1)</b>
<b>clear (1)</b>	<b>commitment (2)</b>	<b>conflict (1)</b>	20:1
39:3	9:1 20:14	29:22	<b>corporate (1)</b>
<b>clearly (1)</b>	<b>committed (2)</b>	<b>consider (5)</b>	37:22
4:23	9:15 20:4	10:11 26:1 30:10,	<b>correct (2)</b>
<b>Clemmons (2)</b>	<b>Committee (9)</b>	22 49:1	10:3 38:21
45:10 47:11	3:20 5:8 10:21 28:1	<b>consideration (1)</b>	<b>cost (1)</b>
<b>close (1)</b>	30:4 34:13 46:13,14	21:11	13:17
39:5	49:1	<b>consistent (1)</b>	<b>could (7)</b>
<b>closed (2)</b>	<b>Committee's (1)</b>	18:18	11:17 16:2 22:10
47:2 49:4	4:11	<b>consultant (1)</b>	27:8 29:9 35:8 46:23
<b>closing (2)</b>	<b>common (1)</b>	35:9	<b>counsel (1)</b>
27:14 48:13	9:9	<b>consultants (1)</b>	12:3
<b>Code (2)</b>	<b>communication (1)</b>	12:4	<b>country (3)</b>
4:2 33:10	27:8	<b>contextualized (1)</b>	7:20 13:20 35:19
<b>coded (2)</b>	<b>community (4)</b>	16:13	<b>County (1)</b>
36:12 38:8	13:19 14:2 25:16	<b>continue (3)</b>	50:2
<b>co-heads (1)</b>	28:6	18:6 24:1 45:3	<b>couple (1)</b>
12:22	<b>competent (1)</b>	<b>continued (2)</b>	19:16
<b>collaborate (1)</b>	23:3	8:13 32:6	<b>course (1)</b>
23:14	<b>complex (1)</b>	<b>continues (1)</b>	5:12
<b>collect (1)</b>	19:15	21:7	<b>court (5)</b>
6:12	<b>composition (2)</b>	<b>continuing (2)</b>	4:20,24 5:4 16:2
<b>collective (2)</b>	10:6 18:14	21:20 48:20	22:10
24:22 29:15	<b>compromise (1)</b>	<b>continuous (2)</b>	<b>crazy (2)</b>
<b>come (5)</b>	34:14	16:24 20:9	44:18 47:9
7:2 25:22 30:11	<b>concerns (2)</b>	<b>continuously (1)</b>	<b>create (1)</b>
32:12 48:6	10:2 14:20	46:4	45:8
<b>comes (2)</b>	<b>concluded (1)</b>	<b>contribute (1)</b>	<b>created (2)</b>
20:22 42:19	49:5	30:7	11:21 12:16
<b>coming (4)</b>	<b>Conclusion (3)</b>	<b>contributions (4)</b>	<b>creates (1)</b>
6:23 7:5 11:5 48:16	31:6,8 49:3	14:5,6,10 20:10	20:20
<b>comment (4)</b>	<b>conclusions (1)</b>	<b>control (3)</b>	<b>creating (2)</b>
5:20 6:4,9,13	12:4	38:23 39:18 44:7	24:23 38:6
<b>comments (8)</b>	<b>conduct (1)</b>	<b>conversation (1)</b>	<b>creation (1)</b>
4:7 5:11,13,21 6:18	3:6	34:12	13:10
7:10,12 49:2	<b>conducted (1)</b>	<b>convince (1)</b>	<b>criminal (1)</b>
<b>Commission (2)</b>	40:9	19:19	33:10
12:1 26:11	<b>confidence (4)</b>	<b>core (1)</b>	<b>crisis (1)</b>
<b>commit (1)</b>	12:24 14:18 30:23	44:3	14:15

criteria (1)	6:24 36:14 39:11	Deputy (1)	32:17
4:1	44:8 50:14	3:13	discussion (3)
critical (1)	days (2)	descendants (1)	31:2,5,7
28:21	34:5 42:21	8:17	dismissal (1)
crops (2)	dealership (1)	deserve (1)	37:17
8:13,15	19:15	45:5	disregard (2)
CSAC (2)	Dean (1)	designing (1)	9:22 32:7
4:4 36:19	15:24	17:2	distinguishing (1)
cultivated (1)	deans (1)	desire (1)	16:9
34:23	30:19	5:24	divided (1)
cultural (5)	dear (1)	desires (1)	8:11
12:17 24:23 28:13, 17 29:1	19:6	5:22	divisiveness (1)
culture (6)	decision (9)	despite (1)	27:15
9:4,12,22 12:20	4:1 9:19,21 25:10	33:4	DMA (1)
25:1 41:24	30:9 33:22 36:16 40:4	destroy (2)	30:17
cultures (1)	49:2	32:24 44:19	documented (1)
9:16	decisions (3)	details (1)	11:24
cumulative (1)	11:24 29:13 31:10	46:16	DOE (5)
6:10	declare (1)	deterred (1)	7:17 9:19 33:9
current (2)	3:2	29:22	39:14 43:2
12:8 14:4	dedicated (1)	devalue (1)	do-ers (1)
currently (2)	39:9	39:24	8:22
16:17 19:21	dedication (2)	developed (4)	dollar (1)
curriculum (1)	25:2 28:12	8:18 16:14 17:3	46:18
16:21	defy (1)	27:9	dollars (2)
cursed (1)	38:11	development (3)	46:19 48:1
32:19	Delaware (8)	16:24 18:17 28:3	donations (1)
	4:2 8:4,6 9:3 18:8	develops (1)	43:9
	26:3 50:1,15	28:19	done (3)
<b>D</b>	Delawarean (1)	different (1)	29:9 45:6 48:8
	8:1	33:13	donor (1)
D'Amore (2)	demeaned (1)	differing (1)	12:13
50:6,20	32:20	28:22	donors (1)
dare (2)	Denise (6)	directions (1)	21:15
37:21 38:5	12:21 17:19 34:3, 18 42:18 43:13	42:20	doors (1)
date (3)	18 42:18 43:13	disagreements (1)	47:2
4:9,17 5:13	Department (9)	20:24	down (4)
daughter (1)	3:14,17,23 4:12	Disband (1)	7:2 16:3 22:11
11:7	6:13 18:8 23:13,22	48:8	33:12
day (5)	41:3	discuss (1)	Dr (2)



13:11 42:16 <b>dual (2)</b> 26:16 34:7 <b>due (2)</b> 19:23 36:17 <b>during (2)</b> 5:11 32:4 <b>duty (6)</b> 33:15 36:4,6,8 38:1 40:9	<b>efforts (1)</b> 20:15 <b>eight (1)</b> 41:11 <b>electronic (1)</b> 5:11 <b>element (2)</b> 9:9 23:20 <b>else (1)</b> 5:22	<b>entire (1)</b> 13:18 <b>entitle (1)</b> 34:19 <b>entitled (1)</b> 37:17 <b>equal (4)</b> 43:3,4 46:6 47:19 <b>equitable (1)</b> 29:20 <b>established (1)</b> 9:13 <b>Estelle (1)</b> 11:2 <b>Eva (2)</b> 18:22,23 <b>evaluate (1)</b> 15:2 <b>even (7)</b> 7:22 23:10 33:10 34:19 35:15,16,21 <b>evening (1)</b> 3:1 <b>events (2)</b> 23:10 32:15 <b>ever (1)</b> 19:5 <b>every (5)</b> 12:10 20:11 39:10 40:4 46:18 <b>everybody (3)</b> 6:22,24 48:18 <b>everyday (1)</b> 23:24 <b>Everyone (4)</b> 17:10 25:15 45:6 48:16 <b>everything (3)</b> 23:5 43:19 48:19 <b>ex (2)</b>	43:3 47:20 <b>example (1)</b> 9:18 <b>Excel (1)</b> 45:13 <b>excellent (1)</b> 26:18 <b>exception (1)</b> 12:11 <b>exceptional (1)</b> 25:22 <b>excerpts (1)</b> 24:18 <b>excited (1)</b> 11:8 <b>Excuse (1)</b> 40:24 <b>Executive (1)</b> 34:1 <b>expanded (2)</b> 8:8,9 <b>expected (1)</b> 27:3 <b>expenses (2)</b> 27:4,6 <b>experience (1)</b> 11:14 <b>experienced (2)</b> 22:6,14 <b>explore (1)</b> 28:12 <b>express (1)</b> 28:9 <b>extra (3)</b> 11:10 20:17 48:2 <b>extreme (1)</b> 38:22
<b>E</b>	<b>E-mail (4)</b> 24:8,10 41:2 43:12		
<b>each (1)</b> 4:22 <b>early (1)</b> 8:14 <b>earned (1)</b> 8:7 <b>easier (1)</b> 23:6 <b>easy (1)</b> 26:9 <b>educate (1)</b> 9:10 <b>Education (20)</b> 3:4,5,11,14,17,23, 24 4:5 5:7,10 6:14,14 13:15 18:8 24:23 26:19 28:13 29:16,19 41:3 <b>educational (5)</b> 14:15 16:18,23 17:1,3 <b>Education's (1)</b> 4:13 <b>EF (1)</b> 37:12 <b>effort (1)</b> 25:15	<b>E-mails (1)</b> 31:13 <b>embraced (1)</b> 19:10 <b>empathy (1)</b> 28:21 <b>emphasis (1)</b> 11:10 <b>emphatically (1)</b> 39:6 <b>encourage (1)</b> 39:3 <b>encouraged (1)</b> 29:21 <b>endeavors (1)</b> 43:18 <b>enough (1)</b> 48:6 <b>enroll (1)</b> 19:19 <b>enrolled (1)</b> 19:21 <b>ensure (2)</b> 6:6 21:6 <b>ensures (2)</b> 13:6 21:17 <b>ensuring (1)</b> 44:1		
			<b>F</b>

<b>fabric (1)</b> 28:19	<b>fear (1)</b> 46:9	<b>fit (1)</b> 9:11	<b>founders (1)</b> 9:23
<b>face-to-face (1)</b> 45:17	<b>feeder (1)</b> 48:4	<b>five (17)</b> 33:14,18 34:2,13	<b>founding (2)</b> 13:7 19:24
<b>facilities (1)</b> 20:16	<b>feel (5)</b> 19:23 21:2,5,13	35:7,10,24 36:1 40:8	<b>four (4)</b> 39:20 41:10 43:6,6
<b>fact (4)</b> 22:8,16 33:18 38:20	37:16	24 46:3 48:8	<b>four-and-a-half (1)</b> 26:24
<b>factor (1)</b> 30:21	<b>few (2)</b> 29:3 35:7	<b>Florida (1)</b> 19:7	<b>four-hour (1)</b> 33:24
<b>factors (2)</b> 19:23 30:10	<b>fiduciary (5)</b> 33:15 36:4,6 38:1	<b>focus (1)</b> 24:24	<b>fourth (1)</b> 11:3
<b>facts (7)</b> 32:8 33:2,3,7,8 38:19 40:7	<b>fields (1)</b> 28:12	<b>focused (1)</b> 13:7	<b>framework (1)</b> 11:21
<b>faculty (1)</b> 17:1	<b>fight (1)</b> 45:8	<b>following (1)</b> 5:17	<b>freedom (1)</b> 8:7
<b>failed (1)</b> 40:10	<b>fighting (1)</b> 45:24	<b>foreclosed (1)</b> 8:17	<b>Friday (1)</b> 41:2
<b>failure (3)</b> 33:15 34:18 36:4	<b>final (1)</b> 31:10	<b>foreclosure (1)</b> 8:16	<b>friend (1)</b> 47:2
<b>faith (1)</b> 12:2	<b>finances (1)</b> 29:10	<b>foregoing (1)</b> 50:8	<b>friends (1)</b> 33:4
<b>false (1)</b> 37:10	<b>financial (4)</b> 33:16 35:9 38:1	<b>foreign (1)</b> 9:6	<b>frustration (1)</b> 34:17
<b>families (2)</b> 23:10 29:17	40:9	<b>forever (1)</b> 47:14	<b>fully (1)</b> 26:20
<b>family (7)</b> 8:10,10 9:3 14:3 23:23 26:13 32:15	<b>financially (1)</b> 23:10	<b>formal (6)</b> 3:16 4:7 5:12,14,20	<b>funding (1)</b> 14:15
<b>famous (1)</b> 8:12	<b>financials (1)</b> 27:2	49:3	<b>fundraising (1)</b> 20:19
<b>farm (2)</b> 8:16,17	<b>find (1)</b> 46:23	<b>former (2)</b> 16:6 17:16	<b>funds (4)</b> 36:12 38:6,8,10
<b>farmers (1)</b> 8:8	<b>findings (1)</b> 12:7	<b>forth (1)</b> 4:1	<b>funny (1)</b> 33:3
<b>farming (1)</b> 8:15	<b>firmly (1)</b> 27:10	<b>forward (2)</b> 25:16 48:19	<b>Further (2)</b> 4:16 40:2
<b>favorite (1)</b> 45:19	<b>First (14)</b> 5:18 7:13 11:15,16 22:8,16 27:20 28:6,10	<b>fought (2)</b> 45:9 46:4	<b>future (1)</b> 27:17
	31:18 33:20 41:7,21	<b>foundations (1)</b> 12:19	
	44:10	<b>founded (2)</b> 17:8 24:22	

<b>G</b>	<p><b>goals (1)</b> 25:9</p> <p><b>goes (3)</b> 17:6 40:3 41:24</p> <p><b>going (12)</b> 7:24 23:22 32:14 34:6 39:13 40:16,16, 17 41:4,4 46:7,9</p> <p><b>gone (1)</b> 40:15</p> <p><b>Good (5)</b> 3:1 7:2 12:1 34:22 46:8</p> <p><b>Google (2)</b> 38:24 39:1</p> <p><b>Goulis (1)</b> 24:19</p> <p><b>governance (1)</b> 36:17</p> <p><b>government (2)</b> 12:19 13:23</p> <p><b>government's (1)</b> 13:16</p> <p><b>Governor (3)</b> 35:6,17 36:17</p> <p><b>graders (1)</b> 11:3</p> <p><b>graduate (1)</b> 26:21</p> <p><b>great (4)</b> 22:22,24 27:11,17</p> <p><b>Greece (6)</b> 9:13 16:5 17:4 18:3, 4 37:9</p> <p><b>Greek (40)</b> 9:12,21 11:4,21 12:17,24 13:3,14,15, 16,22 15:24 16:8,16 17:1 18:5,17 21:8 22:4,13 23:1,13,21</p>	<p>24:15,19,24 40:23 41:22 42:2,4,4,7,8,8, 12,23 44:3 45:20 47:1, 1</p> <p><b>Greek-American (2)</b> 17:23 18:10</p> <p><b>Greeks (3)</b> 9:10 17:11 18:1</p> <p><b>grew (2)</b> 44:9,13</p> <p><b>grocery (1)</b> 19:14</p> <p><b>group (3)</b> 19:9,11 40:7</p> <p><b>grow (2)</b> 8:13 48:9</p> <p><b>growing (4)</b> 18:6 20:23 27:5,6</p> <p><b>grows (1)</b> 18:6</p> <p><b>growth (1)</b> 20:22</p> <p><b>guard (1)</b> 31:1</p> <p><b>guidelines (1)</b> 37:20</p> <p><b>gymnasium (1)</b> 43:10</p>	<p>26:15 39:19 42:18</p> <p><b>head (4)</b> 30:18 34:19,20 48:2</p> <p><b>headed (1)</b> 34:7</p> <p><b>headmaster (3)</b> 42:10,11 43:1</p> <p><b>heads (1)</b> 17:18</p> <p><b>hear (2)</b> 5:18 34:17</p> <p><b>heard (3)</b> 19:18 41:5,15</p> <p><b>hearing (10)</b> 3:2,6,22 4:4,10,18, 21 5:6 49:4,5</p> <p><b>heart (4)</b> 19:6 25:14,19 34:6</p> <p><b>held (1)</b> 3:23</p> <p><b>Hellenic (1)</b> 9:4</p> <p><b>Hello (1)</b> 22:1</p> <p><b>help (3)</b> 9:9 23:21 40:12</p> <p><b>helped (2)</b> 23:2 41:16</p> <p><b>helping (1)</b> 9:16</p> <p><b>hereby (1)</b> 50:8</p> <p><b>hereunto (1)</b> 50:13</p> <p><b>herself (1)</b> 4:23</p> <p><b>high (2)</b> 13:4 29:19</p> <p><b>higher (1)</b> 27:3</p>
		<b>H</b>	
		<p><b>hand (3)</b> 18:10,10 50:14</p> <p><b>happen (1)</b> 45:3</p> <p><b>happened (4)</b> 47:10,10,11,13</p> <p><b>happier (1)</b> 11:17</p> <p><b>happy (3)</b></p>	

<b>highest (1)</b> 20:5	<b>identity (4)</b> 18:9,10,16,19	<b>including (1)</b> 20:17	8:10 37:1
<b>hire (1)</b> 34:3	<b>ignore (2)</b> 22:8,16	<b>inclusive (1)</b> 50:9	<b>interpreted (2)</b> 33:5 37:21
<b>hired (7)</b> 22:9,17 25:7 34:10 42:18 46:24 48:2	<b>image (1)</b> 29:12	<b>income (1)</b> 20:18	<b>introduce (1)</b> 3:8
<b>Hiring (1)</b> 34:12	<b>immediate (1)</b> 14:16	<b>incorporation (1)</b> 37:22	<b>investigation (1)</b> 3:20
<b>history (1)</b> 41:8	<b>immense (1)</b> 19:22	<b>indentured (1)</b> 8:5	<b>investor (1)</b> 35:8
<b>holdings (1)</b> 8:9	<b>immersion (3)</b> 11:16 13:11 16:22	<b>indirectly (1)</b> 9:21	<b>investors (1)</b> 21:15
<b>homelands (1)</b> 9:5	<b>immigrant (1)</b> 28:10	<b>individual (1)</b> 14:8	<b>invitation (1)</b> 16:6
<b>Honorable (1)</b> 26:10	<b>implement (2)</b> 14:13 15:1	<b>industrious (1)</b> 8:8	<b>invited (1)</b> 17:16
<b>hope (2)</b> 25:24 27:14	<b>implementation (1)</b> 16:20	<b>influence (1)</b> 20:11	<b>invoices (2)</b> 38:19 46:20
<b>horizontally (1)</b> 10:7	<b>implemented (3)</b> 14:19 16:17 22:18	<b>infused (1)</b> 29:4	<b>involved (1)</b> 37:4
<b>hours (1)</b> 32:16	<b>Implementing (1)</b> 21:16	<b>initial (1)</b> 19:7	<b>involvement (2)</b> 19:4 37:3
<b>However (2)</b> 17:22 29:13	<b>implore (2)</b> 34:15 40:12	<b>initiatives (2)</b> 8:18 17:14	<b>issue (1)</b> 21:4
<b>humble (1)</b> 29:24	<b>important (1)</b> 23:19	<b>inspired (1)</b> 20:3	<b>issues (3)</b> 14:14 36:18 47:4
<b>hundred (1)</b> 19:17	<b>improper (1)</b> 27:1	<b>instead (3)</b> 6:3 25:17 36:2	<b>item (2)</b> 12:10 27:4
<b>hysterical (1)</b> 44:20	<b>improprieties (1)</b> 40:10	<b>institutions (1)</b> 17:4	<b>Ithaka (3)</b> 32:17 36:10 48:3
<b>I</b>	<b>impropriety (2)</b> 33:16 38:2	<b>Integrity (1)</b> 11:24	<b>J</b>
<b>idea (3)</b> 11:8 19:6,10	<b>improve (1)</b> 25:16	<b>intelligence (3)</b> 28:14,18 29:1	<b>Jannelli (3)</b> 18:22,23,24
<b>ideas (2)</b> 18:19 37:15	<b>improved (1)</b> 27:7	<b>intend (1)</b> 26:20	<b>J-A-N-N-E-L-L-I (1)</b> 18:24
<b>identify (2)</b> 4:23 7:11	<b>inaudible (4)</b> 22:17,18,23 23:1	<b>interest (4)</b> 25:14 29:22 36:7	<b>January (1)</b> 36:13
	<b>inception (1)</b> 25:4	<b>interests (2)</b>	

<b>Jennifer (2)</b> 3:12 40:22	<b>kindergarten (1)</b> 11:7	8,9,23	<b>listen (1)</b> 34:15
<b>job (3)</b> 22:19 32:22 46:22	<b>kindly (1)</b> 21:10	<b>leading (1)</b> 13:10	<b>lists (1)</b> 14:5
<b>jobs (1)</b> 23:17	<b>knew (1)</b> 28:24	<b>leads (1)</b> 41:24	<b>literally (1)</b> 39:24
<b>Joe (1)</b> 35:14	<b>knowing (1)</b> 13:19	<b>learn (1)</b> 11:9	<b>litigate (1)</b> 12:6
<b>John (2)</b> 10:17,18	<b>knowledge (2)</b> 11:5 16:15	<b>learning (1)</b> 13:18	<b>little (5)</b> 8:24 37:14 39:22
<b>J-O-H-N (1)</b> 10:19	<b>L</b>	18:2	41:5,19
<b>joint (1)</b> 3:22	<b>land (2)</b> 7:21 8:9	<b>leave (3)</b> 31:12 43:7 44:6	<b>live (1)</b> 28:21
<b>Josiah (1)</b> 6:20	<b>lands (1)</b> 9:7	<b>led (1)</b> 34:21	<b>lived (1)</b> 15:4
<b>June (3)</b> 48:17 50:11,14	<b>language (10)</b> 11:9 12:17,20 13:3 16:19 17:9 22:4,13 26:16 44:4	<b>left (1)</b> 9:5	<b>lives (1)</b> 7:23
<b>K</b>		<b>legal (1)</b> 27:4	<b>loan (1)</b> 18:2
<b>Kate (1)</b> 47:11	<b>last (6)</b> 6:24 16:1,22 22:20 27:21 48:10	<b>Leroy (1)</b> 3:3	<b>local (2)</b> 36:12 38:8
<b>Katie (1)</b> 45:10	<b>late (1)</b> 40:24	<b>less (3)</b> 45:15,18,20	<b>LOFINK (2)</b> 3:10,10
<b>keep (5)</b> 23:5 26:2 27:16 30:6 47:23	<b>later (3)</b> 22:18 42:19 46:3	<b>letter (6)</b> 10:1 12:1 14:1 24:18 31:12 36:18	<b>long (3)</b> 34:1 39:2 41:12
<b>keeping (1)</b> 29:10	<b>launched (1)</b> 16:22	<b>level (2)</b> 42:10 43:1	<b>longer (1)</b> 38:6
<b>keeps (1)</b> 44:3	<b>law (4)</b> 3:18 32:7 37:22 38:11	<b>lightly (1)</b> 32:12	<b>longest (1)</b> 47:15
<b>kept (1)</b> 25:3	<b>laws (3)</b> 33:9,11 37:19	<b>limit (2)</b> 6:9,11	<b>look (4)</b> 35:4 37:3 40:10 48:19
<b>kick (1)</b> 44:14	<b>Lead (1)</b> 3:4	<b>line (3)</b> 27:4 44:24 46:16	<b>looked (2)</b> 32:23 36:24
<b>kids (3)</b> 19:19 48:6,6	<b>leadership (11)</b> 7:18 9:20 12:24 18:1,12,13 27:10 42:7,	<b>lines (2)</b> 46:15,21	<b>lose (5)</b> 40:16,17,18 46:7,9
<b>kind (2)</b> 20:22 41:19		<b>list (3)</b> 17:6 19:21 48:5	<b>lost (2)</b> 8:16 46:8
		<b>listed (1)</b> 5:14	<b>lot (5)</b> 7:3 19:14 28:11

39:4 42:21	<b>makeup (1)</b>	<b>Mattheoudakis (6)</b>	<b>mid-'70s (1)</b>
<b>lots (2)</b>	47:18	13:12 15:13,14,15,	8:2
42:15,15	<b>making (3)</b>	23 16:4	<b>middle (1)</b>
<b>Lou (1)</b>	30:7 31:10 49:2	<b>M-A-T-T-H-E-O-U-D-A-K-I-S (1)</b>	13:4
45:10	<b>maligned (1)</b>	15:16	<b>millions (1)</b>
<b>love (1)</b>	33:7	<b>May (5)</b>	38:10
25:23	<b>man (1)</b>	4:15,18 33:24 38:9,	<b>mind (3)</b>
<b>Lower (1)</b>	41:23	9	10:14 15:10 26:5
8:6	<b>management (1)</b>	<b>maybe (1)</b>	<b>minimize (1)</b>
<b>luxury (1)</b>	10:5	33:10	43:24
11:12	<b>manner (1)</b>	<b>meaning (1)</b>	<b>Ministry (2)</b>
<b>M</b>	5:17	43:4	13:14 42:5
	<b>many (12)</b>	<b>meet (1)</b>	<b>minority (6)</b>
	7:21 19:23 22:5,13,	36:17	39:20,22,23 43:3,6
<b>Ma'am (2)</b>	21 23:3,8,9,14,15	<b>Meeting (9)</b>	47:20
16:2 23:4	29:16 44:17	4:14 31:19 34:1,16	<b>minutes (1)</b>
<b>made (12)</b>	<b>Maria (3)</b>	35:13,16,17 36:13	34:16
4:21 9:22 12:1 14:5	21:23 22:2,10	37:16	<b>misogynistic (1)</b>
19:10 21:1 25:9 29:14	<b>Marina (4)</b>	<b>Meetings (7)</b>	30:14
31:3 34:8 38:9 45:16	13:11 15:13,14,22	32:22 35:5,6 38:14	<b>missed (1)</b>
<b>magnitude (1)</b>	<b>M-A-R-I-N-A (1)</b>	41:18 44:21 47:6	32:14
14:7	15:15	<b>member (13)</b>	<b>mission (13)</b>
<b>main (1)</b>	<b>Mary (1)</b>	28:7,8 30:24 32:2,	13:8 19:10 21:6
34:22	45:10	11 34:12 35:10,11,15,	25:3,9 39:5,8 40:3,5
<b>maintain (1)</b>	<b>Maryann (2)</b>	21,22 44:24 47:2	41:24 43:22 44:2,19
38:23	27:19,21	<b>Members (20)</b>	<b>mistakes (3)</b>
<b>maintenance (1)</b>	<b>M-A-R-Y-A-N-N (1)</b>	5:9 10:20 12:2 14:2	20:24 29:8 38:9
14:4	27:21	15:17 17:24 26:10	<b>mistrust (1)</b>
<b>major (1)</b>	<b>Maryanne (1)</b>	27:23 30:3,15 32:20	27:9
23:9	28:1	33:18 34:1 35:4,12	<b>mitigated (1)</b>
<b>majority (9)</b>	<b>materials (1)</b>	36:5,9 37:14 38:13	27:8
11:1 12:11 13:6,21	17:1	43:22	<b>mitigations (1)</b>
21:3,5 30:7 44:1 47:19	<b>math (1)</b>	<b>men (1)</b>	15:1
<b>make (13)</b>	11:10	45:14	<b>model (3)</b>
5:4 7:23 13:3 29:8,	<b>mathematics (1)</b>	<b>message (1)</b>	16:18 19:8 34:7
18 30:9 32:9 40:4,13	25:1	23:24	<b>models (1)</b>
43:2 45:5 47:8,19	<b>matriculated (1)</b>	<b>Michael (2)</b>	17:9
<b>makes (5)</b>	9:24	7:13,14	<b>moment (2)</b>
16:17,19 21:14	<b>matter (2)</b>	<b>mid-1600's (1)</b>	6:5 39:11
29:20 44:4	3:18 50:12	8:5	<b>money (8)</b>

20:12 34:9 36:9,11 38:4 43:9 47:23 48:3 <b>month (3)</b> 33:21 37:16 42:19 <b>monthly (1)</b> 35:13 <b>more (10)</b> 23:2,7 29:11,20 31:21 42:19 45:15,19 46:10 47:24 <b>morphed (1)</b> 9:14 <b>most (3)</b> 28:20,23 36:8 <b>move (1)</b> 25:16 <b>moved (1)</b> 8:11 <b>much (2)</b> 12:18 23:6 <b>multibuilding (1)</b> 19:15 <b>multicultural (1)</b> 18:9 <b>Multilingualism (1)</b> 18:9 <b>must (1)</b> 34:13 <b>mutual (1)</b> 28:20 <b>myself (2)</b> 16:11 47:11	13:18 <b>native-speaking (1)</b> 13:15 <b>nature (1)</b> 30:5 <b>near (1)</b> 19:5 <b>necessary (2)</b> 4:22 21:6 <b>need (6)</b> 18:3,11 44:1 48:3,4, 4 <b>needed (1)</b> 48:9 <b>needless (1)</b> 25:17 <b>needs (7)</b> 9:16 17:21 18:5,12, 15 42:24 48:7 <b>negatively (1)</b> 32:23 <b>negotiations (1)</b> 45:17 <b>networking (1)</b> 20:19 <b>networks (1)</b> 17:2 <b>never (2)</b> 27:1 39:16 <b>new (4)</b> 22:4,12 47:13 50:2 <b>Newark (1)</b> 30:16 <b>news (1)</b> 30:11 <b>next (3)</b> 19:14 33:21 36:14 <b>Nicholson (3)</b> 10:17,18,18 <b>N-I-C-H-O-L-S-O-N (1)</b>	10:19 <b>Nick (1)</b> 42:16 <b>night (2)</b> 6:23 48:17 <b>nine- (1)</b> 19:3 <b>nobody (2)</b> 19:17 44:5 <b>none (2)</b> 17:12 20:7 <b>non-recorded (1)</b> 47:6 <b>nonsense (1)</b> 39:7 <b>Nor (1)</b> 35:13 <b>Notary (1)</b> 50:7 <b>note (2)</b> 5:1 32:9 <b>notes (3)</b> 24:7 41:20 50:10 <b>nothing (1)</b> 8:24 <b>notice (1)</b> 4:9 <b>noticed (1)</b> 40:20 <b>notified (1)</b> 4:17 <b>notion (1)</b> 35:3 <b>Ntouvis (3)</b> 24:12,13,14 <b>N-T-O-U-V-I-S (1)</b> 24:14 <b>number (1)</b> 26:2 <b>numbers (1)</b>	27:2 <b>numerous (1)</b> 20:11 <hr/> <b>O</b> <hr/> <b>occupation (1)</b> 9:6 <b>OCS (11)</b> 9:23 10:1 16:7,17 17:17 18:14 20:7 21:3 24:16 37:21 39:10 <b>Odyssey (51)</b> 3:16 6:21 9:17 10:23 11:4,5,13 12:16 13:16,19 14:2,6,11 15:20,24 19:1,2 22:7, 15 23:20 24:21 25:8, 19,21 26:12,14,17,18, 21 27:10,16 28:2,6,23 29:1,12 30:8 31:20 32:1,18 34:9 36:2 39:1,10 41:8 42:3 43:17,21 44:3 47:16 48:5 <b>Odyssey's (1)</b> 38:7 <b>off (5)</b> 31:1 41:7,21 45:20 47:7 <b>offer (1)</b> 10:9 <b>offered (1)</b> 10:6 <b>Office's (1)</b> 5:15 <b>official (5)</b> 4:12,13,15 5:15 31:2 <b>officio (2)</b>
<b>N</b>			
<b>name (9)</b> 3:3 15:22 18:23 22:2 26:9 27:20,21 28:1 31:16 <b>native (1)</b>			

43:3 47:20	9:9,15 19:24 29:7	20:23	<b>path (1)</b>
<b>oldest (1)</b>	31:23 35:23 42:2	<b>parallels (1)</b>	21:20
21:13	<b>organized (1)</b>	9:3	<b>Paul (1)</b>
<b>once (3)</b>	23:9	<b>Paraponiari (6)</b>	26:7
37:16 39:16 44:2	<b>origin (1)</b>	21:24 22:1,2,12	<b>pause (1)</b>
<b>one (13)</b>	9:8	23:8 24:9	6:5
8:11 12:11 21:13	<b>other (12)</b>	<b>P-A-R-A-P-O-N-I-A-R-I (1)</b>	<b>pay (10)</b>
22:22 24:15,17 26:2	3:8 7:6 8:12 9:7	22:3	43:17,18,19 45:4,5,
33:19,21 34:2 43:20	12:3 25:6,20 30:8,10,	<b>parent (6)</b>	9,11 46:1,6 47:3
44:8 46:24	21 33:22 41:15	7:17 12:13 26:12	<b>people (9)</b>
<b>ones (1)</b>	<b>others (2)</b>	28:2,7 31:24	3:8 7:3 9:16 13:20
46:8	38:22 40:8	<b>parents (5)</b>	19:9,19 30:12 41:15
<b>ongoing (2)</b>	<b>out (17)</b>	11:3 21:16 27:13	47:20
20:14,19	6:23 7:1,5 16:20	43:5 47:24	<b>perceived (1)</b>
<b>only (13)</b>	25:12 30:19 32:19,24	<b>parking (2)</b>	10:4
12:24 13:17 16:19	39:7 40:11,12 44:15,	19:14 42:21	<b>percent (4)</b>
18:11,16 21:12 30:16,	19,23 46:23 47:7	<b>Parks (4)</b>	30:15,16,17 46:2
17 31:24 32:10,13,17	48:16	12:22 17:19 34:3,18	<b>perception (1)</b>
33:19	<b>outside (3)</b>	<b>part (6)</b>	16:12
<b>open (3)</b>	9:13 31:22 37:1	5:5 15:2 21:8 28:5,	<b>perfect (1)</b>
3:2 31:4,7	<b>outstanding (1)</b>	18 45:23	29:7
<b>operate (1)</b>	11:20	<b>participate (1)</b>	<b>performing (1)</b>
26:22	<b>outweigh (1)</b>	23:11	23:3
<b>operation (1)</b>	14:7	<b>participating (1)</b>	<b>permitted (3)</b>
14:16	<b>over (8)</b>	48:23	6:3,15 35:20
<b>Opinion (2)</b>	14:2 23:15 27:9	<b>participation (1)</b>	<b>perseverance (1)</b>
37:18 38:21	34:8 47:5,5 48:5,9	23:1	9:1
<b>opportunities (4)</b>	<b>owe (1)</b>	<b>particular (2)</b>	<b>person (1)</b>
20:20 22:21,22	11:19	14:22 17:8	47:15
23:16	<b>own (4)</b>	<b>partnership (1)</b>	<b>personal (2)</b>
<b>opportunity (5)</b>	8:3,18,20 16:12	27:11	29:14 32:14
4:6 7:21 15:19		<b>passed (1)</b>	<b>personally (2)</b>
22:24 23:13	<b>P</b>	42:14	4:17 32:20
<b>option (2)</b>	<b>Pages (1)</b>	<b>passion (1)</b>	<b>perspective (1)</b>
13:3 15:5	50:9	29:23	28:17
<b>order (4)</b>	<b>paid (7)</b>	<b>passionate (1)</b>	<b>perspectives (1)</b>
9:6 18:16,18 21:6	37:12 45:12,12,15,	20:4	28:22
<b>orders (1)</b>	18,20 47:3	<b>past (7)</b>	<b>philanthropic (1)</b>
14:7	<b>pain (1)</b>	25:4 26:23 30:13	9:15
<b>organization (7)</b>		32:2,4,13 37:10	<b>Phillies (1)</b>



23:2 <b>phonetic (1)</b> 42:14 <b>phrase (1)</b> 37:19 <b>PIC (6)</b> 12:7,10 14:12,14 37:18 38:20 <b>picked (1)</b> 26:17 <b>PIC's (2)</b> 12:4,9 <b>pissed (1)</b> 45:19 <b>place (3)</b> 4:10,12,18 <b>placed (1)</b> 3:16 <b>played (1)</b> 23:9 <b>please (9)</b> 6:1 7:11 16:3 22:11 23:7 30:10 37:3 47:18 48:7 <b>pm (1)</b> 49:6 <b>point (7)</b> 6:17 7:9 8:21 21:11 36:3 43:20 46:24 <b>political (1)</b> 37:18 <b>position (1)</b> 17:9 <b>possess (1)</b> 8:22 <b>possible (4)</b> 17:13 20:8 29:17,19 <b>possibly (1)</b> 41:11 <b>posted (1)</b>	4:10 <b>poultry (1)</b> 8:12 <b>power (3)</b> 25:17 30:5 44:7 <b>powerful (1)</b> 38:21 <b>precious (1)</b> 28:24 <b>precipice (2)</b> 40:14,14 <b>prepared (1)</b> 5:2 <b>preschool (1)</b> 38:7 <b>presence (1)</b> 38:18 <b>present (2)</b> 4:20 16:12 <b>president (5)</b> 16:7 17:16 32:10 35:15 36:20 <b>principles (1)</b> 13:8 <b>prioritize (1)</b> 29:4 <b>pristine (1)</b> 46:18 <b>probably (1)</b> 21:1 <b>problem (1)</b> 46:19 <b>proceed (1)</b> 5:16 <b>process (5)</b> 5:12,20 15:3 48:20 49:3 <b>professional (2)</b> 16:24 50:7 <b>professor (1)</b>	16:5 <b>program (17)</b> 11:13,17 13:11 15:24 16:9,11,16,21, 22 17:8,20 18:5,18 22:23 26:16 37:15 38:4 <b>programs (1)</b> 21:8 <b>promised (1)</b> 43:11 <b>promote (1)</b> 18:20 <b>promoted (2)</b> 18:7 45:21 <b>proof (1)</b> 43:16 <b>proposal (7)</b> 7:18 10:11 12:15 13:3 14:11 15:5 26:1 <b>proposed (3)</b> 7:19 12:9 15:2 <b>proud (1)</b> 17:10 <b>Prove (1)</b> 38:5 <b>provide (5)</b> 5:3 20:13,18 29:19 48:13 <b>provided (1)</b> 5:7 <b>provides (3)</b> 4:4 13:15,22 <b>providing (1)</b> 29:16 <b>PT (1)</b> 46:1 <b>public (17)</b> 3:2,6,22 4:6,10,14, 18 5:5 6:13 11:24	29:11 36:5 37:23 38:3, 6 39:17 50:7 <b>purely (1)</b> 6:9 <b>purported (1)</b> 14:7 <b>purpose (1)</b> 38:18 <b>put (1)</b> 27:15 <b>putting (1)</b> 36:18
<b>Q</b>			
<b>qualified (2)</b> 34:4 39:9 <b>quality (1)</b> 29:19 <b>Question (2)</b> 30:10 31:5 <b>Questions (2)</b> 6:13 39:4 <b>quite (2)</b> 39:6 41:12 <b>quote (1)</b> 36:20			
<b>R</b>			
<b>raise (2)</b> 45:4 47:24 <b>raised (2)</b> 14:14 46:5 <b>raises (1)</b> 45:22 <b>rather (5)</b> 13:4 36:10 37:1,4, 23 <b>reach (1)</b>			

40:2	9:7	14:24 15:3	<b>Respected (1)</b>
<b>read (2)</b>	<b>referred (1)</b>	<b>rental (2)</b>	27:23
24:17 35:18	3:19	19:13 20:18	<b>respond (1)</b>
<b>reading (1)</b>	<b>reflect (1)</b>	<b>repeatedly (1)</b>	41:5
5:2	4:9	38:13	<b>responsible (3)</b>
<b>realize (1)</b>	<b>reflected (1)</b>	<b>repetitive (1)</b>	13:9,13 16:11
44:14	18:12	6:9	<b>result (1)</b>
<b>really (1)</b>	<b>refusing (1)</b>	<b>report (2)</b>	23:17
38:16	39:24	3:21 12:10	<b>results (2)</b>
<b>reason (6)</b>	<b>regard (1)</b>	<b>reporter (7)</b>	11:18 17:5
25:12 34:23 37:5,6, 9,11	14:11	4:20,24 5:4 16:2	<b>retain (2)</b>
<b>reasonable (1)</b>	<b>regarding (1)</b>	22:10 50:4,7	18:15 42:16
10:9	10:4	<b>represent (1)</b>	<b>retaining (1)</b>
<b>reasons (2)</b>	<b>Registered (1)</b>	3:13	10:24
9:5 23:18	50:6	<b>representation (1)</b>	<b>return (1)</b>
<b>rebuild (1)</b>	<b>regular (1)</b>	10:8	18:4
9:11	35:16	<b>representatives (3)</b>	<b>reversed (1)</b>
<b>receive (2)</b>	<b>regulations (3)</b>	5:19 6:18 7:7	33:22
4:6 23:24	32:7 33:10 37:20	<b>represents (1)</b>	<b>review (6)</b>
<b>received (3)</b>	<b>related (1)</b>	9:8	3:17 4:7 5:12,14,20
5:11,13 43:12	9:5	<b>request (2)</b>	49:3
<b>receiving (1)</b>	<b>relating (1)</b>	10:10 31:8	<b>rework (1)</b>
26:20	40:5	<b>requested (1)</b>	38:5
<b>recommendations (3)</b>	<b>relationship (1)</b>	43:2	<b>Riccardo (5)</b>
12:9 14:12,19	13:14	<b>require (1)</b>	12:22 17:19 34:8
<b>recommended (1)</b>	<b>relatively (1)</b>	15:6	42:20 43:13
43:20	26:9	<b>required (1)</b>	<b>rich (1)</b>
<b>record (7)</b>	<b>remain (3)</b>	3:18	24:23
3:9 4:8,21 5:5,6	21:8 25:19 42:3	<b>requirement (2)</b>	<b>rid (1)</b>
38:14 50:8	<b>remains (1)</b>	13:5 42:11	21:2
<b>recorded (1)</b>	13:7	<b>reread (1)</b>	<b>ridiculous (1)</b>
32:21	<b>remarks (2)</b>	41:4	35:2
<b>recordings (1)</b>	26:6 48:13	<b>research (1)</b>	<b>right (4)</b>
41:18	<b>remedial (1)</b>	17:8	6:8,10 40:13 47:22
<b>records (1)</b>	4:2	<b>reserve (2)</b>	<b>rising (1)</b>
35:9	<b>remember (3)</b>	6:8,10	11:3
<b>Red (3)</b>	7:11 41:12 42:13	<b>resigned (1)</b>	<b>robust (2)</b>
45:5 46:2,6	<b>Removing (1)</b>	33:22	16:21 17:7
<b>reestablish (1)</b>	12:11	<b>respect (1)</b>	<b>role (2)</b>
	<b>renewal (2)</b>	28:20	9:20 23:9

room (2) 5:24 35:21	7:1	sees (1) 46:15	5:23
rounded (1) 26:19	<b>School (108)</b> 3:16,19 4:11,16 5:8, 15,19 6:19,21,24 7:7	send (4) 24:4,7,9 41:2	similarly (1) 9:3
Roussos (4) 7:13,14,14 10:16	9:17 10:5,20,24 11:8, 22 12:14,23 13:1,4,7	sensitive (1) 29:11	simply (2) 38:11 39:14
<b>R-O-U-S-S-O-S (1)</b> 7:15	14:17,23 15:17,21	sent (3) 10:1 31:2,13	sincere (1) 25:24
RPR (1) 50:20	16:1,10,18 17:10,18, 23 18:6,11,20 19:1,4, 7,12,17,23 20:6,12,13,	servants (1) 8:5	<b>SINGH (3)</b> 3:12,12 23:4
rules (2) 33:9 38:12	20 21:7,9 22:7,15	serve (1) 20:14	single (1) 40:4
running (1) 8:2	24:1,16,21 25:5,8,20, 22 26:2,2,11,15 27:11, 24 29:5,24 30:4,6,8, 12,18 31:20,21,22	Session (1) 34:1	situation (2) 22:6,14
<b>S</b>	32:2,18,24 34:19,20	set (2) 4:1 50:13	six (1) 46:3
sacrifice (1) 9:1	36:2,5,7,11 37:1,23	seven (3) 8:6 26:14 41:11	skills (1) 23:3
sacrifices (1) 9:22	38:3,15 39:1,8,10,15	Several (1) 13:2	slavery (1) 9:6
safeguard (2) 18:17 30:5	40:4,5,11,13,18,18	sheets (1) 5:23	slip (1) 38:16
said (7) 39:17 41:14 42:18 44:11,18 47:15 48:19	41:10 42:4 44:10,15, 17,19 47:21,22,23	shortcomings (1) 10:4	slow (2) 16:3 22:11
salary (1) 42:20	48:2,9,12 49:1	show (2) 8:22 37:16	slowly (1) 23:7
same (3) 23:22 30:11 42:20	<b>schools (1)</b> 29:3	showpiece (1) 39:12	small (1) 26:22
satisfied (1) 4:3	<b>school's (1)</b> 37:6	shows (1) 38:22	smaller (2) 28:15,16
saw (1) 42:21	<b>Schotel (1)</b> 42:14	side (3) 8:11,12,15	society (3) 9:11,24 29:20
saying (2) 23:5 29:6	<b>scope (1)</b> 36:21	sign (1) 6:6	solicited (1) 12:3
scale (6) 45:5,9,11 46:1,6 47:3	<b>screamed (1)</b> 44:23	signed (5) 6:1,2 7:10 14:1 40:21	Soltow (3) 31:15,16,17
schedules (1)	<b>seal (1)</b> 50:14	significant (2) 14:5 25:15	<b>S-O-L-T-O-W (1)</b> 31:17
	<b>second (4)</b> 11:3,9 14:21 36:3	sign-up (1)	solution (1) 10:6
	<b>secret (1)</b> 35:5		solve (1)
	<b>Secretary (4)</b> 3:5 4:5 5:7 48:24		

21:4	<b>stakeholders (1)</b>	44:13	21:20 22:6,14 28:9
<b>somebody (1)</b>	10:8	<b>strongly (1)</b>	<b>supported (2)</b>
19:5	<b>stand (1)</b>	10:10	13:24 18:11
<b>someone (3)</b>	16:20	<b>structure (2)</b>	<b>supportive (1)</b>
28:11 40:20 42:8	<b>start (3)</b>	14:4 15:6	17:20
<b>something (4)</b>	11:22 20:13 27:16	<b>struggles (2)</b>	<b>sure (1)</b>
8:23 19:8 29:21	<b>started (3)</b>	9:4 25:17	47:8
40:15	19:2,8 35:1	<b>struggling (1)</b>	<b>sweat (1)</b>
<b>son's (1)</b>	<b>starting (1)</b>	9:10	7:22
11:11	19:13	<b>student (2)</b>	
<b>sort (1)</b>	<b>State (9)</b>	21:17 28:3	<b>T</b>
8:19	3:11,24 4:5,14 5:9	<b>students (13)</b>	<b>table (2)</b>
<b>souls (1)</b>	6:14 33:9 46:22 50:1	13:17 17:6 19:17,	5:24 10:12
7:21	<b>stated (2)</b>	20,21 20:21 21:16	<b>taking (1)</b>
<b>speak (11)</b>	38:14 44:16	24:24 27:13 30:2 37:9,	7:1
4:24 5:22 6:1,3 7:2,	<b>statement (3)</b>	12 40:17	<b>talented (1)</b>
8,11,16 10:23 15:20	5:3 10:15 15:11	<b>students' (2)</b>	20:3
23:7	<b>State's (2)</b>	20:5 25:14	<b>talk (3)</b>
<b>speaker (2)</b>	4:15 8:11	<b>stunned (1)</b>	33:1,12,14
4:22 24:3	<b>stay (1)</b>	42:17	<b>talked (1)</b>
<b>speakers (1)</b>	47:7	<b>subject (1)</b>	36:13
13:18	<b>stenographic (1)</b>	37:22	<b>talking (1)</b>
<b>special (1)</b>	50:10	<b>submit (1)</b>	31:21
44:4	<b>steps (1)</b>	6:4	<b>talks (1)</b>
<b>Specialist (1)</b>	12:9	<b>submitted (1)</b>	45:6
28:4	<b>sticking (1)</b>	14:1	<b>Tami (5)</b>
<b>spent (2)</b>	26:17	<b>submitting (1)</b>	31:15,16 41:14
38:10 45:23	<b>still (2)</b>	36:21	42:18 47:9
<b>spoke (3)</b>	8:2 46:2	<b>succeed (1)</b>	<b>T-A-M-I (1)</b>
8:1 42:8 46:12	<b>Stoekicht (2)</b>	22:22	31:17
<b>sports (1)</b>	12:22 17:19	<b>success (5)</b>	<b>tape (1)</b>
23:10	<b>stop (2)</b>	11:19 19:22 21:18,	41:18
<b>spread (1)</b>	36:1 47:24	21 37:7	<b>teacher (6)</b>
10:7	<b>store (1)</b>	<b>successful (1)</b>	19:1 22:5,13 24:19
<b>spreadsheet (2)</b>	19:14	13:11	32:1 47:1
45:13,14	<b>story (4)</b>	<b>supermajority (1)</b>	<b>teachers (25)</b>
<b>Spring (2)</b>	7:24 8:4,21 9:2	33:20	11:20 13:16,23
34:16 37:10	<b>Strauss (1)</b>	<b>support (10)</b>	14:3 20:3 21:13 23:14,
<b>staff (4)</b>	45:10	7:17 10:23 14:3	16 24:15 25:7 27:13
14:3 28:3,7 47:1	<b>strength (1)</b>	15:20 17:14 20:9	

34:17 37:5,6 39:9,17 40:16 43:5 45:4,9,11 46:1,7 47:21,23 <b>teaching (2)</b> 17:9 22:17 <b>tears (1)</b> 7:22 <b>telephone (1)</b> 34:11 <b>telling (2)</b> 39:21,21 <b>ten (2)</b> 28:6 46:1 <b>tenure (3)</b> 41:9 43:21 46:5 <b>ten-years-ago (2)</b> 19:3,3 <b>term (1)</b> 47:15 <b>terribly (1)</b> 40:15 <b>terrified (1)</b> 44:12 <b>thanks (1)</b> 23:12 <b>their (33)</b> 7:22,23 8:7,8,10,10, 18,20 9:5,23 10:8 12:1 19:10,19 20:2,15, 15 23:17,21 25:10 29:18 32:6,21 33:15 36:4,16 37:2,17 40:8 43:18,18 47:18 49:2 <b>theme (1)</b> 23:11 <b>themselves (2)</b> 3:9 9:7 <b>There (21)</b> 5:23 13:2 17:24 20:23,24 22:5,13	25:11,14 28:3 29:3 35:2 41:9,18 42:10,14 45:12 46:2,21 47:3,14 <b>Therefore (1)</b> 41:23 <b>They (59)</b> 8:6,8,9 9:4 10:5 12:5 14:20 16:13 20:11,12 23:9 29:7 30:14,17,19 33:5,5,6, 7,19 34:6,19 35:8 36:9 37:2,15 39:19,20, 21,22,23 40:4,10 41:16,17 42:18 43:6, 10,15,15,17 44:7,14, 15,16,16,17,18,19,23 45:4,12,17 46:2,5,15, 19,20 47:3 <b>thing (2)</b> 33:3 37:24 <b>things (5)</b> 33:13 43:16,18 47:5 48:1 <b>think (2)</b> 44:11 47:15 <b>third (1)</b> 37:24 <b>thousand (1)</b> 19:20 <b>threatened (2)</b> 32:22 44:16 <b>threatens (1)</b> 14:16 <b>three (10)</b> 22:20 30:19 32:3,4, 13 33:13,17 43:5,5,5 <b>thrive (1)</b> 22:21 <b>times (3)</b> 22:5,13 33:20	<b>tireless (1)</b> 20:9 <b>tirelessly (1)</b> 20:4 <b>title (1)</b> 34:20 <b>Today (8)</b> 9:12 10:23 15:20 24:20 31:19 35:5 41:6 48:23 <b>today's (2)</b> 4:10,18 <b>together (4)</b> 5:10 27:16 33:18 36:18 <b>told (6)</b> 8:3 32:24 34:5,11 44:23 47:7 <b>tolerance (1)</b> 28:19 <b>tongue (1)</b> 38:17 <b>tonight (1)</b> 32:11 <b>took (1)</b> 29:24 <b>Tours (1)</b> 37:12 <b>touts (1)</b> 43:8 <b>track (2)</b> 23:5 29:10 <b>traditions (1)</b> 12:17 <b>traffic (1)</b> 41:1 <b>trained (1)</b> 39:9 <b>traits (1)</b> 28:21	<b>transcriber (1)</b> 15:12 <b>transcript (1)</b> 50:10 <b>transporting (1)</b> 41:1 <b>TRAVERS (18)</b> 3:1,3,15 7:6 10:14, 17 15:10 18:22 21:23 24:4,5,11 26:5 27:19 31:14 40:20 48:12,22 <b>tremendous (1)</b> 12:23 <b>true (4)</b> 8:22 41:14 47:10 50:9 <b>truly (2)</b> 7:20 25:13 <b>truth (1)</b> 33:1 <b>Tuesday (2)</b> 48:17 50:11 <b>turn (1)</b> 11:11 <b>two (12)</b> 8:15 11:15 16:1 30:10,19 31:24 33:19 41:9 42:19,21 44:10 46:13
<b>U</b>			
			<b>unanimous (1)</b> 44:2 <b>under (5)</b> 13:11 32:21 36:12 46:2,20 <b>understand (3)</b> 26:23 27:5 47:9 <b>understanding (1)</b>

28:20 <b>Unfortunately (1)</b> 18:1 <b>UNIDENTIFIED (1)</b> 24:3 <b>unilateral (1)</b> 36:16 <b>union (8)</b> 28:8 30:24 34:21, 22,22,23 35:1 39:17 <b>unique (5)</b> 16:18 20:20 21:14 25:20 30:5 <b>unit (2)</b> 19:13 20:18 <b>university (1)</b> 16:5 <b>unless (1)</b> 43:22 <b>until (5)</b> 35:13,15,18 36:1,12 <b>untrue (1)</b> 42:1 <b>up (14)</b> 3:8 6:1,2,6 7:10 14:23 15:4 20:13 37:16 39:3 41:13 44:9 46:5 47:5 <b>use (1)</b> 39:11 <b>used (1)</b> 19:16 <b>Using (1)</b> 37:19	28:13 39:22 <b>valued (1)</b> 29:1 <b>values (1)</b> 29:4 <b>various (1)</b> 31:9 <b>via (1)</b> 24:10 <b>Vicky (1)</b> 24:19 <b>video (2)</b> 39:1,2 <b>view (1)</b> 21:11 <b>village (1)</b> 28:16 <b>Vincent (1)</b> 3:10 <b>violated (1)</b> 33:9 <b>vision (14)</b> 19:9 20:2 21:7,14, 17,17 25:3,10 30:2,12 39:6,8 40:3,6 <b>vital (2)</b> 21:8 28:18 <b>voluminous (1)</b> 32:16 <b>vote (11)</b> 30:17,23 31:1,6 33:18,21,23 35:20 36:19 43:23 44:2 <b>voted (3)</b> 33:19 34:3 35:13	<b>waiting (1)</b> 19:20 <b>wants (3)</b> 24:1 42:3 44:5 <b>watch (1)</b> 39:3 <b>way (4)</b> 13:10 19:4 40:23 48:9 <b>wealth (1)</b> 8:9 <b>website (4)</b> 4:13,15 5:15 37:3 <b>weigh (1)</b> 31:9 <b>Western (1)</b> 12:18 <b>WHEREOF (1)</b> 50:13 <b>whole (2)</b> 46:8,9 <b>wife (1)</b> 11:2 <b>Wilmington (1)</b> 50:15 <b>wish (2)</b> 5:20 48:13 <b>wishes (2)</b> 6:6 18:20 <b>within (2)</b> 34:5 36:21 <b>without (7)</b> 17:13 20:8 23:21 25:20 31:6 36:19 42:5 <b>WITNESS (1)</b> 50:13 <b>witnessed (1)</b> 19:12 <b>WOLCOTT (3)</b> 6:20,20 48:14	<b>woman (5)</b> 30:18 34:4,4 35:11, 22 <b>women (3)</b> 30:15,20 45:16 <b>wonderful (3)</b> 11:14 24:6 41:16 <b>work (5)</b> 22:23 23:20 26:23 28:2 42:4 <b>worked (1)</b> 8:6 <b>working (5)</b> 15:23 19:2 24:16 27:16 34:9 <b>world (4)</b> 23:15 28:15,19,22 <b>written (6)</b> 5:10 6:4 10:15 15:11 24:18 42:9 <b>wrong (4)</b> 37:23 38:17 39:16 40:15
<b>V</b>	<b>W</b>	<b>Y</b>	
<b>validity (1)</b> 31:5 <b>value (2)</b>	<b>wait (1)</b> 48:5	<b>Yaram (4)</b> 27:19,20,23 28:1 <b>Y-A-R-A-M (1)</b> 27:22 <b>year (4)</b> 16:23 24:17 41:8 45:24 <b>years (24)</b> 8:7,15 11:15 13:2 16:1 22:20 25:4 26:14, 24 28:6 30:13 32:3,5, 13 33:17 41:9,11 43:11 44:10 45:15 46:3,14 47:12 48:10	

yelled (3) 32:18 36:14 44:22	8:14		
yelling (1) 44:24	<b>2</b>		
yesterday (1) 8:1	<b>2 (1)</b> 33:24		
yourself (1) 7:11	<b>2018 (2)</b> 33:24 34:16		
<b>Z</b>	<b>2019 (4)</b> 4:15,19 50:11,14		
Zafeirios (2) 24:12,13	<b>3</b>		
Z-A-F-E-I-R-I-O-S (1) 24:14	<b>30 (1)</b> 37:9		
<b>1</b>	<b>36 (1)</b> 30:16		
<b>1 (1)</b> 50:9	<b>4</b>		
<b>1,800 (2)</b> 19:21 30:1	<b>44 (1)</b> 30:15		
<b>11 (1)</b> 50:11	<b>5</b>		
<b>12 (5)</b> 25:4 30:13 41:9 47:12 48:10	<b>50 (1)</b> 50:9		
<b>13th (1)</b> 50:14	<b>500 (1)</b> 48:5		
<b>14 (1)</b> 30:17	<b>6</b>		
<b>145 (1)</b> 14:2	<b>6:00 (1)</b> 49:6		
<b>14-minute (1)</b> 39:2			
<b>16 (1)</b> 4:18			
<b>17 (1)</b> 4:15			
<b>1900's (1)</b>			