



liliana stabula <malagemina@gmail.com>

Fwd: Upcoming trainings

1 message

liliana stabula <malagemina@yahoo.com>
To: malagemina@gmail.com

Tue, Sep 8, 2020 at 10:54 AM

Sent from my iPhone

Begin forwarded message:

From: Matthew Vlahovich <Matthew.Vlahovich@GreatHeartsWesternHills.org>
Date: September 5, 2020 at 8:20:25 AM CDT
To: "malagemina@yahoo.com" <malagemina@yahoo.com>
Cc: Great Hearts Texas Human Resources <HR@GreatHeartsTX.org>
Subject: Re: Upcoming trainings

Ms. White,

As you know, Great Hearts is in the middle of restarting campus operations during this pandemic, and we need all faculty and staff committed and engaged in reestablishing the educational environment supporting our students' success. Accordingly, the mandatory dress code (that applies to employees and students) prohibits any type of messaging on any article of clothing or accessory item. We have explained this to you on multiple occasions, but you have refused to comply with these requirements. Over the past month, I know you also have corresponded with the leadership of Great Hearts Texas and they have shared with you both the reasons for our policy and the organization's abhorrence of racism of any sort—combatting bigotry through the liberal arts education we provide and the policies we enforce.

We deeply respect your convictions, and we sincerely wish you well in whatever advocacy you might choose outside the school; however, the organization maintains a dress code in order to sustain a scholastic culture of learning in which students and faculty participate together across time. Without that culture, our ability to serve students and families would be diminished or destroyed.

Your e-mail of September 3 restated your refusal and that you understood the consequences and that you would continue to "show up and get sent home." Your failure to comply with policy is unfortunate, especially at this time of student need.

Your decision and refusal to report to work as directed is a "quit" without good cause, and will be recorded as such effective September 4, 2020. You will receive, under separate cover, notice of any benefits continuation and COBRA notice. Your final paycheck will be issued in accordance with Texas payday law.

Sincerely,

Matthew

Matthew Vlahovich | Headmaster

Great Hearts Western Hills | 8702 Ingram Road | San Antonio, TX 78245

O: 210.888.9488 | F: 210.888.9484 | E: Matthew.Vlahovich@greatheartswesternhills.org |

W: www.GreatHeartsWesternHills.org



From: Lillian White <Lillian.White@greatheartswesternhills.org>

Date: Thursday, September 3, 2020 at 7:42 PM

To: Matthew Vlahovich <Matthew.Vlahovich@greatheartswesternhills.org>

Subject: RE: Upcoming trainings

Mr. Vlahovich,

I also regret the lack of opportunities to build rapport due to Covid. I appreciate the forewarning. However, I must let you know that my commitment to wearing the BLM masks until I can get Dan Scoggin to implement an anti-racism action plan stands. I will have to show up and get sent home. I understand the consequences, but there is no way I could live with myself if I did not stay committed to this cause.

Gratefully,

Mrs. Lillian White

From: Matthew Vlahovich <Matthew.Vlahovich@greatheartswesternhills.org>

Sent: Thursday, September 3, 2020 8:47 AM

To: Lillian White <Lillian.White@greatheartswesternhills.org>

Subject: Upcoming trainings

Ms. White,

I hope you are well. This whole “teachers coming in one day a week” thing has made it difficult to connect with various team members, or to feel like there’s much community on campus, so I apologize for our encounters being brief, and weekly. I hope that in the days ahead, both the student and staff presence will be a breath of fresh air down our hallways.

We have two important training days coming up: tomorrow (Friday) as well as next Tuesday. We will review the latest-and-greatest Covid-related procedures and routines, as well as “getting back onto campus” trainings, i.e., CURB, lunch room, etc.

If you’re coming onto campus for those two training days, I do ask that you comply with the GH approved mask policy.

Take good care,

Matthew

Matthew Vlahovich | Headmaster

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