



Dear Rick and Cassie,

August 11, 2023

I understand that the last few months have been challenging for you, and, on behalf of the faculty and staff, I hope that [REDACTED] is fully recovered and ready to start the new academic year. I believe that candor is an important element of a good relationship between a family and a school, and, therefore, I am compelled to note that, for several weeks, the relationship between O'Neal and your family has not been exemplary. However, as we begin the 2023-24 academic year and the new aquatics session, your cooperation with O'Neal staff and faculty is essential to the maintenance of a good and workable relationship.

I believe that the requirements of the 2023-2024 Enrollment Agreement under "Academic Placement; Citizenship" provide a good framework for our essential understanding about the nature of the school-family relationship.

The School reserves the right to determine the appropriate grade placement for your child as well as to discipline, suspend, dismiss or decline to re-enroll your child in event that (a) your child neglects his or her school work, fails to meet applicable academic standards or exercises poor citizenship or fails to cooperate, (b) you or your child violate any applicable law or the rules and regulations of the School (including, without limitation, its honor code and drug and alcohol policies), (c) you or your child or any other parent or guardian of your child disrupt School operations, otherwise fails to cooperate with the School in its operations or is unable to maintain a positive and constructive relationship with the School, (d) the School determines, in good faith, that the continued enrollment of your child at the School is not in the best interests of your child or the School or (e) you or any guardian or representative, or other person interacting with the school community by virtue of his or her relationship with your child does not comply with School policies or his or her behavior constitutes an impediment to the School's ability to meet its mission and/or other educational objectives for any student. This determination will be made at the sole discretion of the Head of School.

I hope that, in light of your concerns about my prior expressions of the importance of a "positive and constructive relationship with O'Neal," you understand that this letter is an effort to ensure that our expectations of all O'Neal families are clear so that [REDACTED]'s upcoming year is one in which he can thrive and excel. The maintenance of a "positive and constructive relationship with the School" is included in the terms of enrollment because positive relationships are fundamental to student success and to the enrichment of our school community. Therefore, please further understand that negative comments about O'Neal or its faculty or staff, or interference with the educational experience of any member of our school community, will regrettably result in adverse action. Further, in order to avoid any miscommunication, I believe that it would benefit all of us if communication with the School is channeled through our Division Heads.

I hope, again, that you appreciate that this communication is intended to ensure that our expectations of all the members of the O'Neal community are clear so that you and [REDACTED] can commence the new year in a manner that will promote his success.

Sincerely,



John