



September 18, 2023

Dear Mr. and Mrs. Stefanik:

As you know, we have had concerns about [REDACTED] and his interactions with staff and students for some time. We have tried to work with [REDACTED] to set reasonable expectations and safeguards for him and we have tried to engage you in the process. He has consistently failed to abide by the expectations of the school and we have not had the appropriate engagement from you to facilitate working through the issues. Consequently, the O'Neal School has decided to terminate [REDACTED] enrollment contract for the 2023-24 academic year.

During this fairly new school year, we have encountered consistent problems with [REDACTED] including his most recent incident that resulted in his suspension. He has committed multiple infractions, including the most recent suspension, and he has been untruthful during multiple interactions, even when made aware of camera footage recording the events in question. He has not been responsive or truthful with staff when confronted with his behavior and has not responded positively to staff's instructions.

Your family has failed to communicate with the School's administration or even reply to the letter of August 11 or the expectations contract and final warning of September 8. His behavior and your family's refusal to cooperate with our administration lead us to conclude that [REDACTED] no longer has a positive and constructive relationship with the School community and that [REDACTED] continued enrollment is not in the best interests of [REDACTED] the School or our community.

Please note the language in the enrollment agreement under Academic Placement; Citizenship regarding the School's right to dismiss or decline to re-enroll any student in the event that:

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.

We wish to make this transition as undistruptive as possible. [REDACTED] may temporarily complete assignments from home and earn grades until you have made other educational plans (but not, in any event, after September 29, 2023); however, [REDACTED] is not allowed on the O'Neal campus at any time for any reason. Additionally, he is no longer eligible to participate in the O'Neal aquatics program.

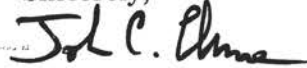
Please notify us of your official withdrawal date, and we will coordinate with the tuition insurance company, if necessary, regarding your payments for [REDACTED] made for the 2023 – 24 academic year. We will forward grades, comments, and records to [REDACTED] new school upon request.

This decision does not affect the enrollment of your other two children, [REDACTED] and [REDACTED]. However, we do require the following to assure that we can continue to work together to keep them successfully functioning as a thriving part of our school community:

1. All communication between your family and [REDACTED] and [REDACTED]'s teachers or other O'Neal employees must include the division head. This includes conferences and any informal communication.
2. Your students and family continue to meet all the requirements outlined in the enrollment contract as noted above.
3. You reply acknowledging your receipt of this letter and your agreement to fully comply.

We regret we have had to make this decision in the best interests of the O'Neal school community. We are hopeful that we can work together to make sure your children who remain with us have a great educational experience.

Sincerely,



John C. Elmore
Head of School

Please sign below and return to me at jelmore@onealschool.org not later than September 22, 2023:

Acknowledgement of Receipt:

Cassie Stefanik

Rick Stefanik