



November 13, 2019

Dear Parents,

As President of the School's Out, Inc. (SOI) Board and a parent to a nine year old child, I understand all-too-well the enormous trust placed in our program by parents and appreciate the need to keep parents informed of developments – both positive and negative – involving SOI.

With that said, I have the unfortunate responsibility of conveying news that no parent should ever hear or endure: a serious allegation was made against a now-former employee of the Glenmont Elementary program involving the inappropriate touching of a group of children during playtime on the playground. Because the Bethlehem Police Department's investigation remains open and ongoing, and SOI is fully cooperating with that investigation, it would be inappropriate for us to comment and/or speculate about what took place, but we believe it necessary to share what SOI did when it learned of this troubling complaint.

First, SOI immediately removed the instructor from all SOI programs, and ordered him to have no further contact with the Children. Second, with law enforcement already engaged, SOI reported the allegation to Child Protective Services and also retained a law firm to pursue an independent and comprehensive review of our internal controls and processes to ensure our handling of this matter was done appropriately. While the instructor's separation from all students happened immediately, the remainder of the above steps occurred within one day of the initial complaint.

As the investigations unfold, more will hopefully be learned about what occurred, but, at this time, we can confirm that SOI is aware of no other allegations of misconduct by the involved instructor and, for that matter, no other allegation of this type of misconduct in SOI's thirty-five year history. As a community partner intent on ensuring a safe and enriching environment for your children, SOI will continue to work diligently to take care of your children as if they were our own.

If you have any questions, comments or concerns regarding any aspect of School's Out Inc., its policies or procedures, please contact our Executive Director, Jayne Maloney, who is coordinating our response. Together our team will do our best to provide complete and thorough answers to your questions.

Very truly yours,

Lorraine R. Silverman  
President  
Schools Out, Inc. Board of Directors