



# Environmental Charter Schools

## Board of Directors' Meeting

In-Person at ECS Home Office

### Date and Time

Monday April 20, 2026 at 5:00 PM PDT

### Location

**In-person location:** ECS Home Office - 2625 Manhattan Beach Blvd #100, Redondo Beach, CA 90278

**Two-way teleconference locations:** ECMS-Gardena (812 W. 165th Place, Gardena, CA 90247) | ECMS-Inglewood (3600 W Imperial Hwy, Inglewood, CA 90303) | ECHS-Lawndale (16315 Grevillea Ave. Lawndale, CA 90260) | ECHS-Gardena (2818 Manhattan Beach Blvd, Gardena, CA 90249) | 1100 Shasta Avenue, San Jose, CA 95126 | 13885 Dogleg Lane, Broomfield, CO 80023 | 601 K St NW, Washington, DC 20001

ECS Board Members	Term and End Date
Dr. Betsy Hamilton, President.....	3 years June 30, 2028
Ms. Zena Fong, Vice President.....	3 years June 30, 2026
Dr. Denise Berger, .....	3 years June 30, 2026
Mr. Anthony Jowid.....	3 years June 30, 2028
Dr. Madhu Chatwani.....	3 years June 30, 2026
Mr. Kennedy Hilario.....	3 years June 30, 2026
Mr. Herb Sims.....	3 years June 30, 2028
Mr. Mason Williams.....	3 years June 30, 2028
Mr. Andrew Ellenbogen.....	3 years June 30, 2026
Mr. Remco Waller.....	3 years June 30, 2028
Lawndale Elementary School District Representative, Rotating Position	

## ECS Staff

Ms. Danielle Kelsick, Superintendent

Ms. Lucia Bañuelos, Deputy Superintendent of Schools

Ms. Tracy Bondi, Director of Finance

Mr. Jeremiah David, Director of Compliance & Operations

Ms. Sarah Jamieson, Director of Human Resources

Ms. Jen Fenton, Director of Strategic Initiatives

Dr. Shalene Wright, Director of SpEd & English Language Development

Mr. Cesar Delgado, Director of Student Wellness

Dr. Geneva Matthews, Principal at ECMS-Inglewood

Mr. Dave Trejo, Principal at ECMS-Gardena

Dr. Beth Bernstein-Yamashiro, Principal at ECHS-Gardena

Ms. Jennifer Larsen, Principal at ECHS-Lawndale

## **Mission:**

Reimagine public education in low-income communities of color to prepare conscious, critical thinkers who are equipped to graduate from college and create a more equitable and sustainable world.

## **Values:**

**JUSTICE** - We examine bias, racism, and prejudice. We deliver culturally-responsive curricula. We succeed when students' race and class cease to predict their level of achievement.

**COMMUNITY** - We care. We collaborate. We respect the rights and voices of our stakeholders.

**CURIOSITY** - We question. We explore. We innovate.

**SUSTAINABILITY** - We think globally and act locally. We adapt. We encourage systems thinking to create a sustainable future.

**LEADERSHIP** - We listen. We think critically. We advocate. We shift public discourse. We are our own superheroes.

## **THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE**

Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

## **PUBLIC SPEAKERS AT BOARD MEETINGS**

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Notice is hereby given that consistent with the requirements of the Ralph M. Brown Act, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only. The public should be aware that the Board is unable by law to deliberate or take action on items raised during the Presentations from the Floor section.

Environmental Charter Schools recognizes that it benefits greatly from public input and perspective. Individuals are invited to address the Board on any topic or subject matter that falls within the Environmental Charter School's purview. Speakers may sign up in person immediately prior to the beginning of the Board meeting by turning in a Speaker Form (available at the check-in table in English and Spanish).

Should a member of the public wish to speak on matters not listed on the agenda, they may speak during the Presentations from the Floor section of the agenda. Speakers will be given a maximum of three (3) minutes each to address the Board (non-English speakers utilizing translators will be given a maximum of six (6) minutes each). Please note that the Board allows a maximum of 10 minutes to each subject as determined by the Board's presiding officer.

Should a member of the public wish to speak on matters listed on the agenda, they may speak during the Presentations from the Floor section of the agenda. Speakers will be given a maximum of five (5) minutes each to address the Board (non-English speakers utilizing translators will be given a maximum of ten (10) minutes each).

The public should be aware that the Board is unable by law to deliberate or take action on items raised during the Presentations from the Floor section.

**REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY**

Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting ECS at (310) 214-3408, option 5.

**FOR MORE INFORMATION**

For more information concerning this agenda or for materials relating to this meeting, please contact ECS at (310) 214-3408, option 5. Previous board meeting minutes may be viewed on the Board On Track public portal website at <https://app2.boardontrack.com/public/3tHo3u/home>.

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**Agenda**

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>5:00 PM</b>

	Purpose	Presenter	Time
Opening Items			
<b>A.</b> Record attendance and guests		Dr. Betsy Hamilton	1 m
<ul style="list-style-type: none"> <li>• Howard Ho, Asst. Superintendent of Business Services  <a href="https://www.lawndalesd.net/departments/business-services">https://www.lawndalesd.net/departments/business-services</a>)</li> </ul>			
<b>B.</b> Call the Meeting to Order		Dr. Betsy Hamilton	1 m
<b>C.</b> Approve the agenda	Vote	Dr. Betsy Hamilton	1 m
<i>Note any agenda items to be tabled or reordered.</i>			
<ul style="list-style-type: none"> <li>• <a href="#">Versión en español</a></li> </ul>			
<b>D.</b> Opener	Discuss	Danielle Kelsick	5 m
<b>II. Presentations from the Floor</b>			<b>5:08 PM</b>
<b>A.</b> Presentations from the floor on non-agenda Items	FYI		10 m
<p>Should a member of the public wish to speak on matters not listed on the agenda, they may speak during the Presentations from the Floor section of the agenda. Speakers will be given a maximum of three (3) minutes each to address the Board (non-English speakers utilizing translators will be given a maximum of six (6) minutes each).</p>			
<b>B.</b> Presentations from the floor on agenda items	FYI		10 m
<p>Should a member of the public wish to speak on matters listed on the agenda, they may speak during the Presentations from the Floor section of the agenda. Speakers will be given a maximum of five (5) minutes each to address the Board (non-English speakers utilizing translators will be given a maximum of ten (10) minutes each).</p>			
<b>III. Discussion Items / Updates</b>			<b>5:28 PM</b>
<b>A.</b> Superintendent update	FYI	Danielle Kelsick	5 m
<b>B.</b> Informational Item - Public Disclosure of Tentative Collective Bargaining Agreement with Environmental Educators United (EEU),	FYI	Danielle Kelsick	5 m

	Purpose	Presenter	Time
CTA/NEA, Pursuant to Government Code § 3547.5			

Public summary of the major provisions of the tentative collective bargaining agreement between Environmental Charter Schools and Environmental Educators United (EEU), CTA/NEA, including the agreement term, compensation provisions, benefits provisions, workload and work year provisions, employment-status and layoff provisions, grievance and discipline provisions, and the estimated fiscal impact for the current and subsequent fiscal years.

**No action will be taken in open session on this item.**

- [ECS-EEU CBA Public Disclosure Summary](#)
- [ECS-EEU CBA Fiscal Impact Summary](#)
- [ECS-EEU Collective Bargaining Agreement](#) under consideration for ratification

**IV. Consent Items A-F** **5:38 PM**

<b>A.</b> Approve 2/23/2026 board meeting minutes	Approve Minutes	Jeremiah David	3 m
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- [2/23/2026 board meeting minutes](#)

<b>B.</b> Approve check registers and credit card statements	Vote	Tracy Bondi / Sarahai Garibay	
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**ECS management certification:** ECS management attests to having reviewed and approved the individual line items on the attached check registers and credit card statements in accordance with ECS Financial Policies.

- Check registers: [October 2025](#), [November 2025](#), [December 2025](#), [January 2026](#), [February 2026](#), [March 2026](#)
- Credit card statements: [October 2025](#), [November 2025](#), [December 2025](#), [January 2026](#), [February 2026](#), [March 2026](#)

<b>C.</b> Approve contracts	Vote	Jeremiah David	
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A. [Ramp financial management software renewal contract](#)

Purpose

Presenter

Time

Staff Analysis: Financial management software renewal covering AP automation, expense management, and corporate card controls. \$33,200/yr; 175 user seats. 12-month term.

B. [Tableau data visualization software renewal contract](#)

Staff Analysis: Cloud-based data visualization and reporting software renewal. \$18,952.50 for viewer and creator licenses. Term: May 2026–June 2027.

C. [Charter School Tech network infrastructure upgrade contract - E-Rate Category 2 Contract](#)

Background: E-Rate is a federal program that annually provides major discounts to schools to pay for tech network upgrades, network maintenance, and broadband internet services.

Staff Analysis: E-Rate funded Category 2 network infrastructure upgrade: new routers, switches, wireless access points, and UPS equipment installed at all schoolsites. ~ \$143,155. ECS's E-Rate funding discount is 85%; ECS's out of pocket costs are 15% of the contract amount listed above.

D. [Charter School Tech network maintenance/support contract - E-Rate Category 2 Contract](#)

Staff Analysis: E-Rate funded managed internal broadband services. 24/7 network monitoring and on-site support for eligible equipment at four ECS campuses. \$750/campus/month. ECS's E-Rate funding discount is 85%; ECS's out of pocket costs are 15% of the contract amount listed above.

E. [VideoFresh Video Production Agreement](#)

Staff Analysis: Three-day video production package covering all four campuses. Deliverables: Environmental Leadership Pathway video, middle school promotional video, ECS overview video, and short-form edits. \$22,497 (or \$19,798 with prepayment discount).

F. [KC Fabiero Independent Contractor Agreement #2 2025-26](#)

Purpose

Presenter

Time

Staff Analysis: ECHS-G SPED consulting services through June 26, 2026.

G. [Los Angeles Community College District - CCAP Partnership Agreement with ECHS-Gardena](#)

Staff Analysis: AB 288 dual enrollment partnership: LACCD faculty teach college courses at ECHS-Gardena campus. Up to 60 students/year; 8–10 FTES projected per year.

H. [Ricoh Copiers Renewal Agreement](#)

Staff Analysis: Early renewal of ECS's large copier fleet across four campuses, replacing discontinued models with current-generation copiers. Procured via OMNIA Partners cooperative contract and internal RFQ process. Ricoh absorbs remaining lease balance (~\$28,500) and handles all removal, delivery, and installation at no cost to ECS. 60-month term; \$6,864.82/month.

I. [ECHSL - Santa Barbara Adventure Company - 10th Grade Outdoor Education Trip Contract](#)

Staff Analysis: Two-day, one-night outdoor education trip for ECHS-Lawndale 10th grade. \$439/student; \$45,217 total.

J. [ECHSL - Santa Barbara Adventure Company - 11th Grade Outdoor Education Trip Contract](#)

Staff Analysis: Two-day, one-night outdoor education trip for ECHS-Lawndale 11th grade. \$429/student; \$44,187 total.

K. [ECMSI - Pali Institute - 6th Grade Outdoor Education Trip](#)

Staff Analysis: Three-day, two-night outdoor education trip for ECMS-Inglewood 6th grade. \$390/student; \$40,110 total.

L. [ECMSI - Camp Woodcraft \(Woodcraft Rangers\) - 7th Grade Outdoor Education Trip Contract](#)

Staff Analysis: Three-day, two-night outdoor education trip for ECMS-Inglewood 7th grade. \$360/student; \$38,250 total.

Purpose

Presenter

Time

M. [ECMSG - Camp Woodcraft \(Woodcraft Rangers\) - 7th Grade Outdoor Education Trip Contract](#)

Staff Analysis: Three-day, two-night outdoor education trip for ECMS-Gardena 7th grade. \$360/student; \$36,360 total.

N. [ECMSG - Pali Institute - 6th Grade Outdoor Education Trip Contract](#)

Staff Analysis: Three-day, two-night outdoor education trip for ECMS-Gardena 6th grade. 2-night trip, \$450/student; \$40,725 total.

O. [ECMSG - AstroCamp - 8th Grade Outdoor Education Trip Contract](#)

Staff Analysis: Three-day, two-night outdoor education trip for ECMS-Gardena 8th grade. \$370/student; ~\$36,570 total.

P. [ECHSG - CELP - 9th Grade Outdoor Education Trip Contract](#)

Staff Analysis: Three-day, two-night outdoor education trip for ECHS-Gardena 9th grade. \$346/student; ~\$43,077 total (incl. boat transportation; based on 120 est. students).

- D. Approve revised 2025-26 ECMS-I Academic Calendar                      Vote                      Jeremiah David

- [ECMS-I Academic Calendar 2025-26](#)
  - Moved Open House date from May 7, 2026 to April 30, 2026. No impact to instructional minutes or days.

- E. Approve updated ECS Student and Family Privacy Rights Policy                      Vote                      Jeremiah David

*Updated to conform with AB 49, AB 419, AB 495, and SB 98 (effective 2025-26) and the California AG's December 2025 Model Policies for TK–12 Schools. Supersedes the policy adopted May 31, 2018.*

- [Board memo - overview of key additions/changes](#)



	Purpose	Presenter	Time
<ul style="list-style-type: none"> <li>Both middle schools will exceed the CDE's minimum requirement of 54,000 instructional minutes in 2026-27. <ul style="list-style-type: none"> <li>ECMS-G will have 62,335 instructional minutes in 2026-27, exceeding the CDE's minimum requirement by 8,335 minutes.</li> <li>ECMS-I will have 62,918 instructional minutes in 2026-27, exceeding the CDE's minimum requirement by 8,918 minutes</li> </ul> </li> </ul>			
<p><b>B.</b> Approve updated ECS Salary Schedules (Paraeducator &amp; AP) Effective July 1, 2026</p>	Vote	Danielle Kelsick, Tracy Bondi, & Sarah Jamieson	3 m

- [Updated Salary Schedules \(Paraeducator and Assistant Principal\)](#)

### Paraeducator Changes

- *Description of changes*
  - \$2 increase to the scale
  - Remove column for BII + HS and BII + BA and replace with differential for BII training and lead para
  - BII Differential: \$2/hr
  - Lead Para Differential: \$4/hr
  - Keep HS and BA columns only
  - Off-scale increases align with CBA: 1% - could revisit in future years
  - Adjust new scale to go up year 10
- *Rationale for changes*
  - ECS Paraeducator compensation is significantly below median on 2025 Compensation Study for participating LA charter schools. By increasing the entire scale by \$2, ECS Paraeducator compensation is now above the median for participating LA charter schools in the study. This is an equity correction based on an external gap revealed by the compensation study.
  - We extended the scale from 7 years to 10 years to honor experienced paras and ensure that all ECS paras will experience the pay increase next year.
  - For future years, the plan for off-scale increases is to align with the CBA which provides a 1% increase for off-scale unit members.
  - We also replaced BII + HS and BII + BA columns with pay differentials for BII's and Lead Paras to align compensation for these roles with evolving student needs, work assignments, and market best practices.

## Assistant Principal Changes

- *Description of changes*
  - We eliminated the separate pay scale for Middle School APs.
  - All Assistant Principals will be paid on the same scale (formerly ECHS AP scale).
- *Rationale for changes*
  - ECS AP compensation is below median on 2025 Compensation Study for participating LA charter schools. By eliminating the MS AP scale, our median now matches for participating LA charter schools in the study. This is an equity correction based on external and internal gaps revealed by the compensation study.
  - Historically, we maintained two separate scales because the High School AP role involved greater program complexity and larger student populations. However, as our Middle School programs have evolved and leadership supports have expanded, the scope and responsibilities of these roles are now aligned.

**C.** Approve Environmental Science Pre-Apprenticeship Program and CAPS Partnership Agreement

Vote

Alison Diaz

3 m

Authorize ECS leadership to execute the Pre-Apprenticeship Request for Approval (DAS 351PA) and the Pre-Apprenticeship Linkage Agreement with CAPS, establishing a state-recognized Environmental Science Pre-Apprenticeship within the Environmental Leadership Pathway.

All 9th-grade students complete pre-apprenticeship coursework through Environmental Science (108 hours over 10 months); up to 30 students per year to advance to semester long internship; up to 5 students per year may advance to the CAPS registered Sustainability Specialist Apprenticeship by 11th grade. Three-year DAS registration term. Approval contingent upon final DAS registration of the CAPS Apprenticeship Program (anticipated May 20, 2026).

- [Board memo - program overview and recommendation](#)
- [Pre-Apprenticeship Request for Approval \(DAS 351PA\)](#)
- [Pre-Apprenticeship Linkage Agreement \(ECS + CAPS\)](#)

	Purpose	Presenter	Time
<b>D.</b> Approve Third Amended and Restated Articles of Incorporation	Vote	Jeremiah David	3 m
<ul style="list-style-type: none"> <li>• <a href="#">Third Amended and Restated Articles of Incorporation</a> (redlined) <ul style="list-style-type: none"> <li>◦ Updates the dissolution clause to meet the requirement of the CalSTRS Employer Directive 2026-1. It names a qualifying public school under IRS Notice 2015-07 or the State of California as the recipient of remaining assets upon dissolution.</li> </ul> </li> <li>• <a href="#">Certificate of Amendment of Articles of Incorporation</a></li> <li>• <a href="#">CalSTRS Employer Directive 2026-1</a> (informational only)</li> </ul>			
<b>VI. Upcoming Dates/Announcements</b>			<b>5:53 PM</b>
<b>A.</b> Next ECS board meeting	FYI	Danielle Kelsick	1 m
<ul style="list-style-type: none"> <li>• Monday, June 22, 2026 @ 5pm</li> </ul>			
<b>B.</b> Next ECS committee meetings and events	FYI	Danielle Kelsick	1 m
<ul style="list-style-type: none"> <li>• ECMS-I Charter Renewal Celebration - May 1, 2026 @ 5:30pm-7:30pm</li> <li>• CCSA Governance Academy online training - May 6 &amp; 7, 2026, each day @ 12:00pm-2:00pm <ul style="list-style-type: none"> <li>◦ Charter school governance obligations, roles, and responsibilities. This online workshop is geared for chief administrators, school leaders, and board members alike. Links to register: <ul style="list-style-type: none"> <li>▪ Day 1: <a href="https://events.ccsa.org/en/30Bg95/ccsa-spring-2026-governance-academy-part-one-5a3HQR1Mf3x/overview">https://events.ccsa.org/en/30Bg95/ccsa-spring-2026-governance-academy-part-one-5a3HQR1Mf3x/overview</a></li> <li>▪ Day 2: <a href="https://events.ccsa.org/en/30Bg95/ccsa-spring-2026-governance-academy-part-two-5a3HQR1Mf5Z/overview">https://events.ccsa.org/en/30Bg95/ccsa-spring-2026-governance-academy-part-two-5a3HQR1Mf5Z/overview</a></li> </ul> </li> </ul> </li> <li>• Finance Committee - June 18, 2026 @ 8:30am</li> </ul>			
<b>C.</b> Appreciations	Discuss	All Attendees	1 m
<b>VII. Transition to Closed Session</b>			<b>5:56 PM</b>
<b>A.</b> Adjourn to closed session	Vote	Dr. Betsy Hamilton	2 m
<b>VIII. Closed Session</b>			<b>5:58 PM</b>

	Purpose	Presenter	Time
<b>A.</b> CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (Government Code § 54956.9)  Name of Case: Environmental Educators United, CTA/NEA v. Environmental Charter Schools. Case No. LA-CE-6934-E.  Name of Case: Environmental Educators United, CTA/NEA v. Environmental Charter Schools. Case No. LA-CE-7156-E.	Discuss		30 m
<b>B.</b> CONFERENCE WITH LABOR NEGOTIATORS (Government Code §54957.6)  Agency Designated Representative: Robert Escalante  Employee Organization: Environmental Educators United  Matter: Collective Bargaining Agreement under consideration for ratification	Discuss		30 m
<b>IX. Report out of Closed Session</b>			<b>6:58 PM</b>
<b>A.</b> Report out	FYI	Dr. Betsy Hamilton	1 m
<b>X. Transition to Closed Session</b>			<b>6:59 PM</b>
<b>A.</b> Adjourn to closed session	Vote	Dr. Betsy Hamilton	2 m
<b>XI. Closed Session</b>			<b>7:01 PM</b>
<b>A.</b> PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code § 54957)  Title: Superintendent	Discuss		30 m
<b>XII. Report out of Closed Session</b>			<b>7:31 PM</b>
<b>A.</b> Report out	FYI	Dr. Betsy Hamilton	1 m
<b>XIII. Action Item</b>			<b>7:32 PM</b>
<b>A.</b> Approve Superintendent Compensation for 2026- 27	Vote	Dr. Betsy Hamilton	1 m

Purpose

Presenter

Time

- For reference: [Executive Compensation Study FY26 for ECS](#)

**XIV. Closing Items**

**7:33 PM**

**A.** Adjourn Meeting

Vote

Dr. Betsy Hamilton

1 m