



Environmental Charter Schools

Special Labor & Compensation Committee Meeting

By Teleconference/Zoom

Date and Time

Tuesday August 11, 2026 at 3:00 PM PDT

Location

Zoom: <https://us06web.zoom.us/j/82304191232?pwd=GfZ7cAdIKv0Bbhl0axYRziDvfNqkVt.1&jst=2>

Alternative access:

- Dial-In: 346-248-7799, Meeting ID: 82304191232, Passcode: 073541
- Two-way Teleconference Locations: 2625 Manhattan Beach Blvd, Suite 100, Redondo Beach, CA 90278 | 1100 Shasta Avenue, San Jose, CA 95126 | 3513 Walnut Avenue Manhattan Beach, CA 90266 | 14407 Larch Ave, Lawndale, CA 90260 | 402 Alpine Street, Pasadena, CA 91106
- Each teleconference location listed above is open and accessible to the public. Members of the public may attend and address the Committee from any listed location.

Labor & Compensation Committee Members

- Kennedy Hilario (Chair)
- Dr. Betsy Hamilton
- Herb Sims
- Zena Fong
- Danielle Kelsick
- Lucia Bañuelos
- Sarah Jamieson

Labor & Compensation Committee Charter

- Recommend Board bargaining priorities, objectives, and parameters for collective bargaining.
- Receive confidential updates from designated bargaining representatives, legal counsel, and management regarding labor negotiations.
- Review tentative collective bargaining agreements and recommend Board action.
- Monitor significant labor relations trends and organizational risks.
- Review Superintendent compensation philosophy, market benchmarking, and employment agreement terms.
- Develop recommendations regarding Superintendent compensation informed by the annual performance evaluation completed by the Governance Committee.
- Recommend Board policies related to labor relations and executive compensation.
- Perform other labor and compensation responsibilities assigned by the Board.

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 STANDING COMMITTEE MEETINGS

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 Committee 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 Committee on any topic or subject matter that falls within the Committee's purview. Speakers may sign up immediately prior to the beginning of the Committee meeting by speaking with the Committee Chair.

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 two (2) minutes each to address the Committee (non-English speakers utilizing translators will be given a maximum of four (4) minutes each). Please note that the Committee allows a maximum of 16 minutes for this section, on a first-come, first-served basis.

Should a member of the public wish to speak on matters listed on the agenda, they may speak at the beginning of the specific agenda item. Speakers will be given a maximum of two (2) minutes each to address the Committee (non-English speakers utilizing translators will be given a maximum of four (4) minutes each). Please note that the Committee allows a maximum of 6 minutes to each agenda item on a first-come, first-served basis.

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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 Committee meeting 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.

Agenda

	Purpose	Presenter	Time
I. Opening Items			3:00 PM
A. Record Attendance		Kennedy Hilario	1 m
B. Call the Meeting to Order		Kennedy Hilario	1 m
C. Approve agenda	Vote	Kennedy Hilario	1 m
D. Committee structure and operation		Kennedy Hilario	5 m
• Kennedy Hilario will run the meeting as Chair • Chair will solicit input from Committee members to achieve committee's goals as set in Committee Charter • Chair will work with Jeremiah Rosario David or designee for agenda creation • Brown Act rules for this Committee: ◦ This meeting is public. Meetings are open to the public, and Open Session is recorded and publicly posted. ◦ Do not build agreement between meetings. In between meetings, do not send emails, texts, calls, or otherwise speak with other Committee or Board members to line up a position on Committee business. Bring it to a committee or board meeting instead. ◦ Bargaining specifics belong in Closed Session, not Open Session. • Committee will create recommendations to report out at each ECS board meeting			
II. Presentations from the Floor			3:08 PM

	Purpose	Presenter	Time
A. Presentation from the floor on non-agenda items FYI 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 two (2) minutes each to address the Committee (non-English speakers utilizing translators will be given a maximum of four (4) minutes each). Please note that the Committee allows a maximum of 16 minutes for this section, on a first-come, first-served basis.			4 m
B. Presentations from the floor on agenda items FYI Should a member of the public wish to speak on matters listed on the agenda, they may speak at the beginning of the specific agenda item. Speakers will be given a maximum of two (2) minutes each to address the Committee (non-English speakers utilizing translators will be given a maximum of four (4) minutes each). Please note that the Committee allows a maximum of 6 minutes to each agenda item on a first-come, first-served basis.			4 m
III. Discussion Items / Updates			3:16 PM
A. Committee Charter review • Labor & Compensation Committee Charter ◦ Purpose, eight "shall" responsibilities, and four "shall not" limits. ◦ Discuss any proposed revisions.	Discuss	Kennedy Hilario	5 m
B. 2026-27 Committee Meeting Calendar • Committee Meetings before ECS Board meetings on 8/24/26, 12/1/26, 2/22/27, 4/19/27, 6/21/27. ◦ Proposed: ▪ First Wednesday or Thursday of the month when there is a board meeting scheduled. ▪ First Wednesday or Thursday of November for the December board meeting. ▪ Meeting Time: 3-4pm (or 2-3pm as an alternate).	Discuss	Kennedy Hilario	5 m
C. Timeline and Deliverables to the Board • Near term through 8/24/26: Revised Committee Charter (if any revisions)	Discuss	Kennedy Hilario & Danielle Kelsick	10 m

	Purpose	Presenter	Time
	• Medium term through 12/1/26: Bargaining recommendations • April 2027: Superintendent compensation (annual) • Biennial: ECS policy recommendations and org-wide compensation review		
D.	Labor Relations Status Briefing	Discuss	Danielle Kelsick
			5 m
	• High-level open session context from the Superintendent. ◦ No specific individual bargaining details or strategy discussions		
IV.	Closed Session		3:41 PM
A.	CONFERENCE WITH LABOR NEGOTIATOR (Government Code §54957.6)	Discuss	10 m
	Agency Designated Representative: Robert Escalante		
	Employee Organization: Environmental Educators United		
V.	Report Out of Closed Session		3:51 PM
A.	Report out	FYI	Kennedy Hilario
			1 m
VI.	Recommendation Items		3:52 PM
A.	Recommendation Items	Vote	Kennedy Hilario
			5 m
	• Recommend the 2026-27 Committee meeting calendar to the Board • Recommend Committee Charter amendments (if any) to the Board • Confirm what to report out on the 8/24/26 Board agenda		
VII.	Closing Items		3:57 PM
A.	Adjourn Meeting	Vote	Kennedy Hilario
			1 m