Environmental Charter Schools

Labor & Compensation Committee Meeting

By Teleconference/Zoom

Date and Time

Wednesday November 4, 2026 at 3:00 PM PST

Location

Zoom: https://us06web.zoom.us/j/83155331298?pwd=syjUkS3ynQPG2SjBK54YZiSbemFcbn.1

Alternative access:

- Dial-In: 669-900-6833, Meeting ID: 831 5533 1298, Passcode: 246696
- 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 L arch Ave, Lawndale, CA 90260
- Each teleconference location listed above is open and accessible to the public. Members of the public ma y attend and address the Committee from any listed location.

Labor & Compensation Committee Members

- Kennedy Hilario (Chair)
- 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 regular meetings. 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 at regular meetings, 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.

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 a disability-related modification or accommodation, including auxiliary aids or services, to attend or participate in this Committee meeting may request assistance by contacting ECS at (310) 214-3408, option 5. Requests should be made as far in advance of the meeting as possible.

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Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**3:00 PM**
	A. Call the Meeting to Order		Kennedy Hilario	1 m
	B. Committee member roll call		Kennedy Hilario	1 m
	C. Approve agenda	Vote	Kennedy Hilario	1 m
II.	**Presentations from the Floor**			**3:03 PM**
	A. Presentations from the floor on agenda items	FYI		4 m
	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**.			

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B.	Presentations from the floor on non-agenda items	FYI		4 m

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III. Discussion Items / Updates — 3:11 PM

A.	Total Compensation Statement Format	Discuss	Sarah Jamieson & Danielle Kelsick	5 m

Staff will present a proposed format for annual total compensation statements for ECS employees. A total compensation statement shows each employee the full value of their compensation, including salary, stipends, and employer-paid benefits and retirement contributions. The Committee will discuss the format and provide feedback. No action will be taken.

- ECS Labor and Compensation Committee Presentation (11/4/2026)

B.	Minimum Wage and Exempt Salary Floor Compliance (effective January 1, 2027)	Discuss	Danielle Kelsick	5 m

Discussion of raising affected salary steps to meet the new exempt salary threshold resulting from the California minimum wage increase, including Campus Engineer, Office Manager, Home Office Manager band, and certificated schedule steps (certificated changes subject to CBA process). Discussion of a standing policy for future minimum wage adjustments.

		Purpose	Presenter	Time

• Presentation attached in Item III.A

IV. Closed Session — 3:21 PM

A.	CONFERENCE WITH LABOR NEGOTIATORS (Gov. Code § 54957.6)	Discuss	Danielle Kelsick	22 m

Agency designated representatives: Danielle Kelsick, Superintendent; Lucia Bañuelos, Deputy Superintendent of Schools

Employee organization: Environmental Educators United/CTA/NEA

V. Report Out of Closed Session — 3:43 PM

A.	Report out	FYI	Kennedy Hilario	1 m

VI. Recommendation Items — 3:44 PM

A.	Recommendation to the Board: 2026-27 Compensation Adjustments for Non-Unit Employees (Campus Engineer and Office Manager Salary Schedules, Behavior and Climate Differential, Climate and Culture Assistants, and Non-Represented Staff Stipend List)	Vote	Danielle Kelsick	15 m

Staff recommends five compensation adjustments for employees outside the Environmental Educators United/CTA/NEA bargaining unit, which is limited to certificated personnel and excludes Principals, Assistant Principals, and Directors (CBA Art. 1.1.1 and 1.1.3). This item falls under the Committee's charge to perform other labor and compensation responsibilities assigned by the Board.

1. Campus Engineer Salary Schedule: new separate salary schedule.

2. Office Manager Salary Schedule: revisions to salary steps.

3. Stipend list for non-represented staff: a new Non-Represented Staff Stipend and Bonus Policy, separate from the stipends governed by the CBA, adding a leave and vacancy coverage stipend for operations staff.

		Purpose	Presenter	Time

4. Behavior and Climate Differential: rename the "BII Differential" to "Behavior and Climate Differential" and extend eligibility to non-classroom paraeducators who support the Dean. The $2.00 per hour amount does not change.

5. Climate and Culture Assistants: add the Climate and Culture Assistant classification to the Paraeducator Salary Schedule.

Staff recommends an effective date of July 1, 2026, with January 1, 2027 as an alternative.

Proposed: Recommend that the Board approve the 2026-27 Compensation Adjustments for Non-Unit Employees at the November 30, 2026 Board meeting as show in the presentation attached in Item III.A

VII. Closing Items — 3:59 PM

		Purpose	Presenter	Time
A.	Adjourn Meeting	Vote	Kennedy Hilario	1 m