Environmental Charter Schools

Special Labor & Compensation Committee Meeting

By Teleconference/Zoom

Date and Time

Wednesday October 21, 2026 at 10:00 AM PDT

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.

AGENDA POSTING

This agenda is posted in the exterior public display case adjacent to the side entrance of the ECS Home Office, 2625 Manhattan Beach Blvd, Suite 100, Redondo Beach, CA 90278, which is freely accessible to the public 24 hours a day, at each teleconference location listed above, and on the ECS public meeting portal: https://app2.boardontrack.com/public/3tHo3u/year.

ACCESO AL IDIOMA

Para solicitar una traducción de esta agenda o servicios de interpretación para esta reunión, comuníquese con ECS al (310) 214-3408, opción 5, con al menos 48 horas de anticipación o lo antes posible a partir de entonces.

PUBLIC INSPECTION OF AGENDA MATERIALS

Writings that are public records and are distributed to a majority of the Committee in connection with an open session agenda item are available for public inspection at the ECS Home Office, 2625 Manhattan Beach Blvd, Suite 100, Redondo Beach, CA 90278, during regular business hours, and on the ECS public meeting portal: https://app2.boardontrack.com/public/3tHo3u/year. Writings distributed less than 72 hours before the meeting will be made available for public inspection at the same time they are distributed to members of the Committee. 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**			**10:00 AM**
	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**			**10:03 AM**
	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**.			

	Purpose	Presenter	Time

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III. Discussion Items / Updates — 10:07 AM

A. Public Inspection and Comment: ECS and EEU Initial Collective Bargaining Proposals (Gov. Code § 3547) — FYI — Danielle Kelsick — 4 m

Under Gov. Code § 3547, the initial proposals of ECS and Environmental Educators United/CTA/NEA must be presented at a public meeting, and the public must have the opportunity to comment before negotiations begin. ECS's initial proposals were presented at the October 1, 2026 special Board meeting. EEU submitted its initial proposals to ECS on October 14, 2026, and they will be presented at the October 26, 2026 special Board meeting. Both are provided here as an additional opportunity for public inspection and comment.

- ECS Initial Proposals to Environmental Educators United/CTA/NEA
- Environmental Educators United/CTA/NEA Initial Proposals to ECS

The Committee will hear public comment on the proposals. No action will be taken.

B. Identification of Agency Designated Representatives (Gov. Code § 54957.6(a)) — FYI — Kennedy Hilario — 2 m

Gov. Code § 54957.6(a) requires the Committee to identify the agency's designated representatives in open session before meeting with them in closed session. On October 1, 2026, the Board designated Superintendent Danielle Kelsick as ECS's labor negotiator for negotiations with Environmental Educators United/CTA/NEA, with authority to act through designees including Deputy Superintendent of Schools Lucia Bañuelos and Robert Escalante of ACLIENT PC. These are the agency designated representatives for Closed Session Item IV.A. No action will be taken.

IV. Closed Session — 10:13 AM

A. CONFERENCE WITH LABOR NEGOTIATORS (Gov. Code § 54957.6) — Discuss — Danielle Kelsick — 40 m

		Purpose	Presenter	Time

Agency designated representatives: Danielle Kelsick, Superintendent; Lucia Bañuelos, Deputy Superintendent of Schools; Robert Escalante, ACLIENT PC

Employee organization: Environmental Educators United/CTA/NEA

V. Report Out of Closed Session — 10:53 AM

A.	Report out	FYI	Kennedy Hilario	1 m

VI. Recommendation Items — 10:54 AM

A.	Recommendation to the Board: Adoption of ECS Initial Proposals to Environmental Educators United/CTA/NEA (Gov. Code § 3547(c))	Vote	Kennedy Hilario	2 m

ECS's initial proposals were presented at the October 1, 2026 special Board meeting under Gov. Code § 3547(a). After the public has had the opportunity to comment, Gov. Code § 3547(c) requires the Board to adopt ECS's initial proposals at a meeting open to the public.

- ECS Initial Proposals to EEU (attached in Discussion Item III.A)

Proposed: Recommend that the Board adopt the ECS Initial Proposals to Environmental Educators United/CTA/NEA at the October 26, 2026 special Board meeting.

B.	Recommendation to the Board: 2026-27 Compensation Adjustments for Non-Unit Employees (Paraeducator Salary Schedule, Campus Engineer & Office Manager Salary Schedule, and Non-Unit Stipend Schedule)	Vote	Danielle Kelsick	3 m

Staff recommends three 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. Paraeducator Salary Schedule: add a Student Culture Assistant classification and retitle the "Certificate/Training BII" differential.

	Purpose	Presenter	Time

2. Campus Engineer & Office Manager Salary Schedule: revisions to salary steps.

3. Non-Unit Stipend Schedule (new): stipends for non-unit employees taking on extra assignments.

- Exhibit: Compensation Adjustments for Non-Unit Employees and Stipend Schedule 2026-27

Proposed: Recommend that the Board approve the 2026-27 Compensation Adjustments for Non-Unit Employees at the October 26, 2026 special Board meeting.

VII. Closing Items — 10:59 AM

A.	Adjourn Meeting	Vote	Kennedy Hilario	1 m