APPROVED

Environmental Charter Schools

Minutes

ECS Board of Directors' Meeting

Date and Time
Monday September 24, 2018 at 5:00 PM

Location
2625 Manhattan Beach Blvd, Suite 100, Redondo Beach, CA 90278 / Zoom info: https://zoom.us/j/147466498 Or Telephone: (669) 900-6833 (Meeting ID: 147 466 498)

ECS Board Members	Term and End Date
Mr. Anthony Jowid, President	2 years June 30, 2019
Mr. Ken Deemer, Vice President	3 years June 30, 2019
Ms. Denise Berger, Secretary	3 years June 30, 2020
Ms. Cathy Creasia	3 years June 30, 2020
Ms. Zena Fong	2 year June 30, 2020
Mr. Ernie Levroney	2 year June 30, 2019
Ms. Jenina Ramirez	3 years June 30, 2021
Lawndale Elementary School District Representative	Rotating Position

ECS Staff

Ms. Alison Diaz, Executive Director & Founder
Ms. Farnaz Golshani-Flechner, Chief Operating Officer
Ms. Kami Cotler, Director of Strategic Initiatives
Ms. Danielle Kelsick, Director of Curriculum and Instruction
Ms. Beth Bernstein-Yamashiro, Principal at ECMS - Inglewood
Ms. KC Villoria, Principal at ECHS
Dr. Qiana O'Leary, Principal at ECMS - Gardena
Mr. Dave Trejo, Principal-in-Residence

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. (footnote Noguera).

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
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.

Directors Present
Anthony Jowid, Cathy Creasia, Dr. Denise Berger, Jenina Ramirez, Ken Deemer, LESD Representative

Directors Absent
Ernie Levroney, Zena Fong

Guests Present
Alison Diaz, Danielle Kelsick, Dave Trejo, Dorothy Lee, Dr. Beth Bernstein-Yamashiro, Dr. Juan Manuel Santos, Farnaz Golshani-Flechner, Jeremiah Rosario David, Julie Vo, KC Fabiero, Kami Cotler, Qiana O'Leary

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I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Anthony Jowid called a meeting of the board of directors of Environmental Charter Schools to order on Monday Sep 24, 2018 at 5:09 PM.

C. Approve the Agenda

Ken Deemer made a motion to approve agenda.
LESD Representative seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call	
Ken Deemer	Aye
Cathy Creasia	Aye
Ernie Levroney	Absent
Jenina Ramirez	Aye
Zena Fong	Absent
LESD Representative	Aye
Dr. Denise Berger	Aye
Anthony Jowid	Aye

II. Presentations from the Floor

A. Presentations from the Floor on Non Agenda Items

None.

B. Presentations from the Floor on Agenda Items

None.

III. Reports/Presentations

A. CEO/COO Update

CEO Alison Diaz shared this update:

The school year has started very well. New employees are being on-boarded and learning their positions. With vacancies filled, the organization is able to work on big-picture strategy toward achieving student outcomes.

Director of Curriculum & Instruction Danielle Kelsick and Alison Diaz went to Accelerator Institute to become a part of the cohort. The program is specifically for CMOs that are expanding from a few schools to many schools. The program focuses on assisting CMOs to achieve student outcomes. Very rigorous interview process. ECS was awarded a place in the program. ECS program participants will travel 4 times over 18 months to fulfill the requirements of this program. Accelerator Institute will visit ECS schools for observations and meet individually with the ECS board president in order to keep ECS board apprised.

The ECHS #2 facilities update was tabled since it will be moved to closed session,

Menlo Charter Properties (MCP) is a holding company that subleases site facilities to ECS schools. ECS sought legal review and was provided the recommendation to change the composition of the MCP from 2/3 ECS board members and 1/3 non-ECS board members to the opposite, 2/3 non-ECS board members and 1/3 ECS board members.

COO Farnaz Flechner shared this update:

HR team has worked very hard to implement new benefits structure. Provided a set of competitive benefits options to ECS employees even amid insurance market challenges.

ECS Special Projects and Operations Manager Jeremiah David is leading efforts to implement Team Drive, which will provide a knowledge management system to all ECS employees where the current system is only available to administrators and some front office employees. Jeremiah David is also leading an initiative to consolidate and streamline all compliance activities at ECS.

New ECS Team Member Evaluation Form and process was approved for all ECS team members.

ECS Development Manager Julie Vo in partnership with Farnaz Flechner completed her 5th proposal this month for a significant government grant.

B. Principals Updates

ECHS Principal K.C. Fabiero shared the following update for ECHS:

Adopted Teaching for Black Lives book as the main reference for teacher professional development this school year.

Alumni Coordinator Rachael Adsila has created a program for writing postcards to ECHS alum and invites the board member to participate.

ECMS-Gardena Principal Dr. Qiana O'Leary shared the following update for ECMS-Gardena:

Focusing on 3 major best practices:

1. Collaboration with community partners
2. Professional growth
3. Interactions with colleagues and families

In the month of September, students currently have perfect attendance.

For staff, developing a rubric to assess collaboration effectiveness. Also, monitoring teacher attendance.

For families, held first Green Up community service day of the year, with 36 parents and students volunteering. Also, will be administering a climate survey to parents at parent conference in October. New process for student disenrollment includes an exit interview

with the administrator in order to obtain information regarding the causes of disenrollments for future improvement.

4 new employees hired at ECMS-Gardena--thanks to the efforts of HR team Sarah Jamieson & Marcela Pak. 2 paraeducator vacancies still needing to be filled.

ECMS-Inglewood Principal Dr. Beth Bernstein shared the following update for ECMS-Inglewood:

Schoolwide CAASPP English Language Arts student scores over four years have grown 16%, while the state of CA average growth has been flat.

African-American student scores have also improved 16% in CAASPP English Language Arts.

75% of 8th graders met proficiency levels in CAASPP English Language Arts. As well, the change in ELA scores from 6th grade to 8th grade was a 28% increase.

CAASPP Math student scores are up 15% over four years, while state of CA average growth is only 1%.

African-American student scores have also improved 15% in CAASPP English Language Arts over the four year period.

For 2017-2018, 62% of 8th graders met proficiency levels in CAASPP math, which was up from the prior school year at 36%.

Major effort started in 2017-2018 to provide African-American families with equitable access to enrollment information at ECMS-I.

Board Vice President Ken Deemer announced an opportunity for ECS students to participate in Young Entrepreneurs Academy. Rotary Club Manhattan Beach to sponsor three middle or high school students. COO Farnaz Flechner to distribute information about this opportunity.

C. Financial Update

ECHS changes: federal facilities grant added, to be submitted for board approval.

ECMS-Gardena changes: added prop k income.

At all three sites, changes in CMO salary due to change in how ECHS 2 principal is treated for accounting purposes. Cost will now be spread between ECHS and ECMS-I.

SB740: recent changes--prioritizing leases. However, reimbursement is capped at previous school year's lease cost, so reimbursement doesn't pay out as much if the lease is structured on increasing amounts after each year.

D. Development Update

ECS Development Manager Julie Vo shared the following update:

Fundraising goal for 18-19 and 19-20: $1,390,000.

Many grants written last fiscal year have already been awarded or received: $819,000.

Additional $590,000 to be raised in order to reach the fundraising goal.

Many site leaders and Home Office employees have contributed to ECS' fund development efforts.

ECHS Career Day is coming up on Friday, November 2nd. Board President Anthony Jowid has already signed up to be a career day speaker.

Board Vice President Ken Deemer has brought in top five continuing board donors. Ken Deemer and Board Member Denise Berger have both identified ten additional potential donors.

CEO Farnaz Flechner encourages the board to identify additional potential donors and offered her assistance to help each board member toward major gifts giving.

CEO Alison Diaz reiterated the importance and special nature of major gifts giving.

IV. Study Sessions

A. Strategic Priorities / Action Plan

The board and meeting attendees viewed the attached slides and then broke out into small groups, answering the questions: what is non-negotiable and what do principals have the power to shift?

Group 1 - Principals:

Non-negotiable: Environmental focus. Interdisciplinary practices so that instruction is connected across content. Dress code is currently non-negotiable, but want to make it negotiable. Coaching and instructional leadership. Data-informed decisions. Social justice

and equity. Supporting low-income communities of color. Leadership development. Highly qualified people.

Principals have power to shift: Partnerships. Curriculum offerings. School sites want to inform and opine with Home Office leadership. Hiring and retention practices. Would like more budgetary control. Would like to have more input in grant processes, rather than shifting school priorities mid-year.

Group 2 - Directors/Home Office Staff:

Non-negotiable: Social-emotional needs of students. ECS Best practices: teacher development, rubric. ECS mission and values. College prep and Green Ambassadors programming. Operational consistency around HR, Accounting, and organization-wide policies and procedures. Full-time counselor at each school. Elective and specialty classes. After-school programming of some kind.

Principals have power to shift: Tribes Agreements, if there is another social-emotional program that addresses needs.

Group 3 - Board Members:

Non-negotiable: Policies supporting safety legislation. Identification and support of student subgroups. Collaboration between stakeholder groups.

Principals have power to shift: Day to day operations.

B. Charter Petition Updates: Renewals and Material Revisions

Met with authorizer for ECMS-Gardena. Need to submit the petition by October 15. Will need to obtain board approval prior to submitting to LACOE

ECHS charter petition renewal draft has been submitted. Once final charter is submitted, then the process will continue.

ECMS-I charter petition with material revision for grades 6-12 to be submitted in mid-January. The ECMS-G charter petition process will need to be completed first.

V. Approve Consent Items A-H

A. Approve Previous Meeting Minutes for August 20, 2018 Board Meeting

Jenina Ramirez made a motion to approve minutes from the ECS Board of Directors' Meeting on 08-20-18 ECS Board of Directors' Meeting on 08-20-18.

Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Zena Fong	Absent
Cathy Creasia	Aye
Anthony Jowid	Aye
Ernie Levroney	Absent
LESD Representative	Aye
Ken Deemer	Aye
Dr. Denise Berger	Aye
Jenina Ramirez	Aye

B. Approve Previous Meeting Minutes for June 25, 2018 Special Board Meeting

Jenina Ramirez made a motion to approve minutes from the Special Board of Directors' Meeting on 06-25-18 Special Board of Directors' Meeting on 06-25-18.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Dr. Denise Berger	Aye
Anthony Jowid	Aye
Cathy Creasia	Aye
Ernie Levroney	Absent
Jenina Ramirez	Aye
Ken Deemer	Aye
LESD Representative	Aye
Zena Fong	Absent

C. Accept Minutes From the Following Committee Meetings

Jenina Ramirez made a motion to accept minutes from the listed committee meetings.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Dr. Denise Berger	Aye
Anthony Jowid	Aye
LESD Representative	Aye
Ernie Levroney	Absent
Ken Deemer	Aye
Zena Fong	Absent
Jenina Ramirez	Aye
Cathy Creasia	Aye

D. Accept August 2018 Check Register as recommended by Finance Committee

Jenina Ramirez made a motion to accept August 2018 check register as recommended by Finance Committee.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

LESD Representative	Aye
Ken Deemer	Aye
Jenina Ramirez	Aye
Ernie Levroney	Absent
Cathy Creasia	Aye
Zena Fong	Absent
Dr. Denise Berger	Aye
Anthony Jowid	Aye

E. Accept July-September Private Donations Over $1000 as recommended by Finance Committee

Jenina Ramirez made a motion to accept July-September private donations over $1000 as recommended by Finance Committee.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

LESD Representative	Aye
Dr. Denise Berger	Aye
Ken Deemer	Aye
Zena Fong	Absent
Jenina Ramirez	Aye
Ernie Levroney	Absent
Anthony Jowid	Aye
Cathy Creasia	Aye

F. Approve FY 18/19 Contracts as Recommended by Finance Committee

Jenina Ramirez made a motion to approve FY 18/19 Contracts as Recommended by Finance Committee.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

LESD Representative	Aye
Zena Fong	Absent
Ernie Levroney	Absent
Cathy Creasia	Aye
Ken Deemer	Aye
Anthony Jowid	Aye
Dr. Denise Berger	Aye

Roll Call

Jenina Ramirez	Aye

G. Resolution to Certify and Approve State Charter School Facilities Incentive Grant Agreement

Jenina Ramirez made a motion to approve resolution to certify and approve State Charter School Facilities Incentive Grant Agreement.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Zena Fong	Absent
Ernie Levroney	Absent
LESD Representative	Aye
Ken Deemer	Aye
Anthony Jowid	Aye
Jenina Ramirez	Aye
Dr. Denise Berger	Aye
Cathy Creasia	Aye

H. Approve Candidates' Participation on the Following Board Committees

Jenina Ramirez made a motion to approve candidates' participation on the listed board committees.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Dr. Denise Berger	Aye
Anthony Jowid	Aye
Ken Deemer	Aye
Ernie Levroney	Absent
LESD Representative	Aye
Jenina Ramirez	Aye
Zena Fong	Absent
Cathy Creasia	Aye

VI. Upcoming Dates/Announcements

A. Next ECS Board Meeting

B. Next ECS Committee Meetings

C. Student Led Tours

D. Upcoming Events

E.

Appreciations

Board President Anthony Jowid appreciated COO Farnaz Flechner for making a large impact behind the scenes for the operations of ECS.

LESD Board Representative Dr. Juan Manuel Santos appreciated the candor and openness that the meeting body had in addressing the ECS way study session topic.

Board Member Denise Berger appreciated the way that the board members and ECS staff interact at the board meetings.

CEO Alison Diaz added that because ECS is shifting toward a culture of feedback, please continue to provide feedback on ways to make the board meetings better and more efficient.

COO Farnaz Flechner appreciated the assistance that Ken Deemer gave to improve the fundraising goals reporting format.

VII. Transition to Closed Session

A. Adjourn to Closed Session

Dr. Denise Berger made a motion to adjourn to closed session.
Anthony Jowid seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Ernie Levroney	Absent
Ken Deemer	Aye
Anthony Jowid	Aye
Zena Fong	Absent
Jenina Ramirez	Aye
Cathy Creasia	Aye
LESD Representative	Aye
Dr. Denise Berger	Aye

VIII. Report Out of Closed Session

A. Report Out

PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

CEO performance evaluation process will be finalized in Governance Committee and distributed out to the full board. The Governance Committee will also draft CEO goals and distribute to the full board. Revised CEO contract will then be put onto future board agenda for board review and public comment.

CONFERENCE WITH REAL PROPERTY NEGOTIATORS:

No items to report out.

IX. Closing Items

A. Adjourn Meeting

Ken Deemer made a motion to adjourn the meeting.
Anthony Jowid seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

Jenina Ramirez	Aye
LESD Representative	Aye
Cathy Creasia	Aye
Ernie Levroney	Absent
Anthony Jowid	Aye
Ken Deemer	Aye
Dr. Denise Berger	Aye
Zena Fong	Absent

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:04 PM.

Respectfully Submitted,
Anthony Jowid