APPROVED

Environmental Charter Schools

Minutes

Special Board of Directors' Meeting

Date and Time
Friday April 26, 2019 at 8:30 AM

Location
ECHS Auxiliary Office, 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) / Two-way Teleconference Locations: ECMS-Gardena (812 W. 165th Place, Gardena, CA 90247) / ECMS-Inglewood (3600 W Imperial Hwy, Inglewood, CA 90303) / ECHS (16315 Grevillea Ave. Lawndale, CA 90260) / 101 S Main St, Pomona, CA 91766 / 1324 Agate Street, Redondo Beach, Ca 90277

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, Ernie Levroney (remote), Jenina Ramirez (remote), Ken Deemer, LESD Representative, Zena Fong

Directors Absent
None

Guests Present
Alison Diaz, Dave Trejo, Farnaz Golshani-Flechner, Jeremiah Rosario David, 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 Friday Apr 26, 2019 at 8:37 AM.

C. Approve the Agenda

Ken Deemer made a motion to approve the agenda.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

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

COO Farnaz Flechner presented the attached fundraising slides. These slides had been presented to both the Finance and Development Committees previously:

ECS is running very close to meeting its fundraising goals for the school year. There is about $347k left to raise to meet the total 18/19 and 19/20 goals with about $750k currently out for consideration in grant proposals. Due to this, ECS is confident that its fundraising goals will be met. There is only $41k left to raise for the 18/19 goal and the 19/20 goal for new initiatives has already been exceeded by $174k.

Farnaz commended Julie's work as a team of one as opposed to the full Development team that she led previously.

B. Discuss ECHS 2 Petition and Facilities Options

Farnaz Flechner and CEO Alison Diaz presented the ECHS 2 Petition and Facilities Options slides:

The four strategic priorities were shown. Priority 4 was highlighted as the relevant priority for this agenda item: expand to meet community needs.

This priority is linked to the ECS Mission. To meet the needs of the community, ECS needs to prove that they can replicate its model in similar communities. If it's ECS's goal to transform public education from within, ECS needs to expand to this additional high school.

The current plan was discussed: in 2017-2018, ECS built out the Home Office, wrote the ECHS 2 charter petition draft, and early hired the ECHS 2 principal Dave Trejo. In 2018-2019, Dave Trejo was onboarded, ECS considered its charter expansion authorizer options for ECHS 2, and the Home Office continued to solidify toward operational excellence. In 2019-2020, Dave Trejo will be further onboarded by training at ECHS as well as start hiring other positions, in preparation for the opening of ECHS 2 in the fall of 2020.

Challenges in the political landscape were discussed:

Senate Bill 126 which put into law that charters are subject to the Brown Act, Government Section 1090, Political Reform Act and Public Records Act. Most of the items in this bill were already being undertaken as a standard process at ECS.

Assembly Bill 1505, if passed, removes appeal rights for new charter and renewals and allows districts to deny charters because of financial impact.

Assembly Bill 1506, if passed, would put a moratorium on all new charters after 1/1/2020.

Assembly Bill 1507, if passed, would prohibit charter schools from opening additional schools outside the district where they received their original charter.

ABs 1505-1508 have already passed through Education Committee and will now go through their next path through the legislative process, ultimately ending at the desk of Governor Newsome for signature or veto.

Board member Denise Berger asked if there are a lot of charters not operating effectively. Farnaz replied that there is competition and the appearance of saturation by charter schools as well as the politics involved. If passed, AB 1505 could be devastating to charters across California. Several really bad examples of charters (which are in the news) are making it difficult for charters.

The discussion moved to finding site location options for the ECHS 2 expansion school. The challenge is to find a short term location with the appropriate characteristics to run the ECS education program. The challenge to finding a long term solution is the relatively small number of available sites within the geographic area. Financial considerations include requirements from the U.S. Department of Education grant that ECS was awarded.

Board President Anthony Jowid asked what the ECS board can do to support ECS. Farnaz Flechner stated that speaking with local elected officials is one of the best moves that supporters of quality charter schools can make.

IV. Approve Consent Items A-E

A. Approve Previous Meeting Minutes for March 18, 2019 Board Meeting

Cathy Creasia made a motion to approve minutes from the Board of Directors' Meeting on 03-18-19 Board of Directors' Meeting on 03-18-19.
Jenina Ramirez seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

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

B. Approve ReGreen Contract as Recommended by Finance Committee

Cathy Creasia made a motion to approve the ReGreen Contract as recommended by Finance Committee.
Jenina Ramirez seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

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

C. Approve NatureBridge Contract (contingent on scholarship award) as Recommended by Finance Committee

Cathy Creasia made a motion to approve the NatureBridge Contract (contingent on scholarship award) as recommended by Finance Committee.
Jenina Ramirez seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

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

D. Approve ECS Forms 990 and 199 as Recommended by Finance Committee

Cathy Creasia made a motion to approve ECS Forms 990 and 199 as Recommended by Finance Committee.
Jenina Ramirez seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

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

E. Approve Updated ECS Committee Rosters

Cathy Creasia made a motion to approve the updated ECS Committee Rosters.
Jenina Ramirez seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

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

V. Action Items

A. Approve ECMS-G 2019-2024 Charter Petition Renewal Revisions

The board reviewed the ECMS-G charter renewal revisions during this session, which included revisions mandated by LACOE to lottery procedures and Measurable Pupil Outcomes. All revisions made were in pages 199-255 of the attached agenda item.
Cathy Creasia made a motion to approve the ECMS-G 2019-2024 Charter Petition Renewal revisions.
Jenina Ramirez seconded the motion.
The board **VOTED** unanimously to approve the motion.

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

B. Approve Revised Teacher Salary Schedule as Recommended by Finance Committee

Farnaz Flechner presented the proposed Teacher Salary Schedule agenda attachment:

On the previous day (4/25/2019), the ECS Finance Committee reviewed the proposed Teacher Salary Schedule and recommended this schedule for board approval.

After a comparison of comparable school districts was completed, it was proposed that to remain competitive, a 2.5% flat increase be approved for all existing Steps and Columns in the Teacher Salary Schedule.

On behalf of ECS teachers, Farnaz Flechner and Alison Diaz expressed their gratitude to the board for this consideration
Dr. Denise Berger made a motion to approve the revised Teacher Salary Schedule as recommended by Finance Committee.
Zena Fong seconded the motion.
The board **VOTED** unanimously to approve the motion.

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

C.

Approve Executive Director Transition Plan

Alison Diaz presented the Executive Director transition plan:

ECS started 20 years ago and Alison was instrumental in catalyzing the new school and its unique academic model.

Alison is recommending that she step down as the ECS CEO and that Farnaz Flechner step up to CEO from her current COO position.

Alison then shared her history at ECS, starting as the Executive Director, serving for many years in this role, stepping down for several years while having a child, then moving back into the Executive Director to the present day.

Alison then went on to detail accomplishments that Farnaz has made: many positive shifts in Home Office operation and culture, reorganized resources--leaning on principals to ensure that resources for talent and budgets are aligned. Instituting the norm of Team One at Cabinet. Culture of direct feedback that Farnaz has pushed has been a very positive shift.

The proposed reorganized ECS leadership/management structure was then shared at the meeting, detailing the chief responsibilities for each employee.

Pending board approval, a new organizational structure will be created. Also, a communication plan will be made and it will be implemented for all ECS employees and to all external parties.

Vote on this Action was postponed to take place after Closed Session: Public Employee Appointment.
Dr. Denise Berger made a motion to approve the Executive Director Transition Plan.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

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

VI. Transition to Closed Session

A.

Adjourn to Closed Session

Ken Deemer made a motion to adjourn to Closed Session.
Dr. Denise Berger seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

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

VII. Report Out of Closed Session

A. Report Out

After the board returned from Closed Session, Board President Anthony Jowid reported out the following:

In closed session, the board voted to approve the Public Employee Appointment of Farnaz Flechner to Chief Executive Officer/Executive Director, effective June 24, 2019.

Anthony Jowid asked to review the leadership team's communication plan for this announcement before it is distributed.

VIII. Upcoming Dates/Announcements

A. Next ECS Board Meeting

B. Appreciations

Lawndale Elementary School District (LESD) Board Representative Dr. Santos thanked Alison Diaz for her service and congratulated Alison on her next steps on behalf of LESD.

Alison Diaz appreciated LESD for partnering with ECS over the past 20 years and appreciated Farnaz Flechner for taking on her new role.

Farnaz Flechner appreciated all in attendance and commented that she is grateful for the opportunity and excited to be working closely with everyone to continue to support the growth and development of ECS schools.

Anthony Jowid appreciated how lucky the ECS board is to have both Alison Diaz and Farnaz Flechner at ECS.

Board Member Denise Berger appreciated having a great ECS board.

IX. Closing Items

A. Adjourn Meeting

Dr. Denise Berger made a motion to adjourn the meeting.
Cathy Creasia seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:36 AM.

Respectfully Submitted,
Anthony Jowid