DRAFT

Environmental Charter Schools

Minutes

Special Labor & Compensation Committee Meeting

By Teleconference/Zoom

Date and Time
Tuesday August 11, 2026 at 3:00 PM

Location
Zoom: https://us06web.zoom.us/j/82304191232?pwd=GfZ7cAdIKv0BbhI0axYRziDvfNqkVt.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.

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.

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.

Committee Members Present
Danielle Kelsick, Dr. Betsy Hamilton, Herb Sims (remote), Kennedy Hilario (remote), Lucia Bañuelos (remote), Sarah Jamieson (remote), Zena Fong

Committee Members Absent
None

Guests Present
Jeremiah Rosario David

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Kennedy Hilario called a meeting of the Labor & Compensation Committee of Environmental Charter Schools to order on Tuesday Aug 11, 2026 at 3:05 PM.

C. Approve agenda

Zena Fong made a motion to approve agenda.
Herb Sims seconded the motion.
The committee **VOTED** unanimously to approve the motion.

Roll Call

Danielle Kelsick	Aye
Kennedy Hilario	Aye
Zena Fong	Aye
Herb Sims	Aye
Sarah Jamieson	Aye

Roll Call
Dr. Betsy Hamilton Aye
Lucia Bañuelos Aye

D. Committee structure and operation

The Committee discussed the bulleted items listed in the Committee structure and operation agenda item.

II. Presentations from the Floor

A. Presentation from the floor on non-agenda items

None.

B. Presentations from the floor on agenda items

None.

III. Discussion Items / Updates

A. Committee Charter review

The Committee discussed the currently adopted Labor & Compensation Committee Charter. They recommended no revisions to the Charter.

B. 2026-27 Committee Meeting Calendar

The Committee discussed the available dates for regular Committee meetings, and decided to meet on the 1st Wednesdays of each month before the ECS board meeting with exception for the November Committee meeting. The Committee will recommend their Calendar to the board.

C. Timeline and Deliverables to the Board

The Committee discussed the bulleted items listed in the Timeline and Deliverables to the Board agenda item.

D. Labor Relations Status Briefing

Superintendent Danielle Kelsick presented the Labor Relations Status Briefing slides.

IV. Report Out of Closed Session

A. Report out

Committee Chair Kennedy Hilario reported coming out of closed session that there is nothing to report.

V. Recommendation Items

A. Recommendation Items

The Committee resolved to provide recommendations to the board for the 2026-27 Labor & Compensation Committee Calendar.

VI. Closing Items

A. Adjourn Meeting

Dr. Betsy Hamilton made a motion to adjourn meeting.
Zena Fong seconded the motion.
The committee **VOTED** unanimously to approve the motion.

Roll Call

Danielle Kelsick	Aye
Dr. Betsy Hamilton	Aye
Kennedy Hilario	Aye
Lucia Bañuelos	Aye
Zena Fong	Aye
Herb Sims	Aye
Sarah Jamieson	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 4:01 PM.

Respectfully Submitted,
Kennedy Hilario