DRAFT

Environmental Charter Schools

Minutes

Labor & Compensation Committee Meeting

By Teleconference/Zoom

Date and Time
Wednesday November 4, 2026 at 3:00 PM

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 Larch Ave, Lawndale, CA 90260
- 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)
- 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

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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.

Committee Members Present

Danielle Kelsick, Herb Sims, Kennedy Hilario (remote), Lucia Bañuelos (remote), Zena Fong (remote)

Committee Members Absent

Sarah Jamieson

Committee Members who arrived after the meeting opened

Herb Sims

Guests Present

Jeremiah Rosario David

I. Opening Items

A. Call the Meeting to Order

Kennedy Hilario called a meeting of the Labor & Compensation Committee of Environmental Charter Schools to order on Wednesday Nov 4, 2026 at 3:06 PM.

B. Committee member roll call

Quorum present.

C. Approve agenda

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

Roll Call	
Sarah Jamieson	Absent
Herb Sims	Absent
Kennedy Hilario	Aye
Lucia Bañuelos	Aye
Zena Fong	Aye
Danielle Kelsick	Aye

II. Presentations from the Floor

A. Presentations from the floor on agenda items

None.

B. Presentations from the floor on non-agenda items

None.

III. Discussion Items / Updates

A. Total Compensation Statement Format

Superintendent Danielle Kelsick presented a proposed format for annual total compensation statements, covering the current OnePoint template and a proposed grouping into compensation, employer-paid benefits, and items funded by others. The committee discussed showing items funded by others separately with their sources identified, issuing statements annually with W-2s in January, piloting with a group of non-certificated staff before a full rollout, and a companion guide defining each line item. Staff will refine the format based on the committee's feedback.
Herb Sims arrived.

B.

Minimum Wage and Exempt Salary Floor Compliance (effective January 1, 2027)

Superintendent Danielle Kelsick reported that the January 1, 2027 increase in the exempt salary threshold affects the Campus Engineer and Office Manager salary schedules, which are addressed in Item VI.A. The standing policy for future minimum wage adjustments was not discussed.

IV. Closed Session

A. CONFERENCE WITH LABOR NEGOTIATORS (Gov. Code § 54957.6)

The committee did not convene in closed session due to time. Tabled to the next committee meeting.

V. Report Out of Closed Session

A. Report out

No closed session was held. There was nothing to report.

VI. Recommendation Items

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)

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

Roll Call	
Kennedy Hilario	Aye
Sarah Jamieson	Absent
Zena Fong	Aye
Lucia Bañuelos	Aye
Herb Sims	Aye
Danielle Kelsick	Aye

VII. Closing Items

A. Adjourn Meeting

Zena Fong made a motion to adjourn the meeting.
Herb Sims seconded the motion.

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

Roll Call	
Danielle Kelsick	Aye
Sarah Jamieson	Absent
Zena Fong	Aye
Herb Sims	Aye
Kennedy Hilario	Aye
Lucia Bañuelos	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 4:04 PM.

Respectfully Submitted,
Jeremiah Rosario David