APPROVED

Environmental Charter Schools

Minutes

Special Labor & Compensation Committee Meeting

By Teleconference/Zoom

Date and Time
Wednesday October 21, 2026 at 10:00 AM

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

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.

Committee Members Present

Danielle Kelsick (remote), Kennedy Hilario (remote), Lucia Bañuelos, Sarah Jamieson, Zena Fong (remote)

Committee Members Absent

Herb Sims

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 Oct 21, 2026 at 10:02 AM.

B.

Committee member roll call

C. Approve agenda

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

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

II. Presentations from the Floor

A. Presentations from the floor on agenda items

None.

III. Discussion Items / Updates

A. Public Inspection and Comment: ECS and EEU Initial Collective Bargaining Proposals (Gov. Code § 3547)

Superintendent Danielle Kelsick noted that ECS's initial proposals were presented to the Board on October 1, 2026, and that Environmental Educators United (EEU) submitted its initial proposals on October 14, 2026. Both are linked in the agenda. EEU's proposals will be presented to the Board as an information item at the October 26, 2026 special Board meeting. Bargaining on a successor agreement can begin once both sides' proposals have been publicly noticed. No public comment was received.

B. Identification of Agency Designated Representatives (Gov. Code § 54957.6(a))

Superintendent Kelsick reminded the Committee that on October 1, 2026 the Board designated her as ECS's labor negotiator. Her designees are Lucia Bañuelos, Deputy Superintendent of Schools, and legal counsel Robert Escalante. No action was taken.

IV. Closed Session

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

The Committee adjourned to closed session at 10:06 AM.

V. Report Out of Closed Session

A.

Report out

The Committee reconvened in open session at 10:55 AM. Chair Hilario reported that the Committee met in closed session with ECS's designated representatives regarding negotiations with Environmental Educators United/CTA/NEA. There was no reportable action.

VI. Recommendation Items

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

Danielle Kelsick made a motion to recommend that the Board adopt ECS's initial proposals to Environmental Educators United/CTA/NEA at the October 26, 2026 special Board meeting.
Zena Fong seconded the motion.
The committee **VOTED** unanimously to approve the motion.

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

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)

Tabled to the next Committee meeting at Superintendent Kelsick's request. No discussion or action.

VII. Closing Items

A. Adjourn Meeting

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

Roll Call	
Lucia Bañuelos	Aye
Zena Fong	Aye
Herb Sims	Absent
Kennedy Hilario	Aye
Danielle Kelsick	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 10:59 AM.

Respectfully Submitted,
Danielle Kelsick