



# Scholarship Prep

## Minutes

### Regular Board Meeting

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**Date and Time**

Tuesday April 12, 2022 at 4:30 PM

**Location**

Virtual Via Zoom

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**Zoom Teleconference Information -**

**Meeting ID: 856 8293 8827**

**Passcode: 834499**

**Dial-in Number: +1 669 900 6833**

The meeting will be accessible via teleconference using the information listed above. Members of the public may observe the meeting and offer public comment using the dial-in information above.

**PUBLIC COMMENT:**

The public attending the teleconference are invited to address the Board during the meeting using the teleconference information above. The public in attendance at any of the teleconference locations are also invited to address the Board for comments. Alternatively, public comments can also be submitted via email to [comments@scholarshipschools.org](mailto:comments@scholarshipschools.org) with "Public Comment for Board Meeting (on date of the Board Meeting)" in the subject line. The comment should include the name of the commenter, the Agenda Item number, and the topic that is to be discussed. Comments must be received by 4:30pm of the day before the scheduled Board Meeting and will be read during the meeting based upon time limitations. If the statement is not read online due to time limitations, the comments will be provided to the board members.

Testimony shall be limited in content to matters pertaining to Scholarship Prep. The Board may not take any action on matters discussed during the public testimony period that are not listed on the agenda.

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**Directors Present**

C. Birchler (remote), C. Friedrichs (remote), C. Madaule (remote), J. Ing (remote), L. Otero (remote), T. Burgess (remote)

**Directors Absent**

J. Weatherall

**Directors who left before the meeting adjourned**

C. Friedrichs

**Guests Present**

A. Congo

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**I. Opening Items**

**A. Quorum Check**

**B. Call the Meeting to Order**

C. Friedrichs called a meeting of the board of directors of Scholarship Prep to order on Tuesday Apr 12, 2022 at 4:32 PM.

**C. Pledge of Allegiance**

**D. Reading of the Scholarship Prep Mission Statement**

**E. Approval of the Agenda**

**F. Invitation to Address the Board on Items on the Agenda**

An email sent to the Board by Eric King was read into the record. It can be found below:

Good afternoon.

As of February 10th, the United States' rate of inflation has grown 7.5% in the last 12 months (NPR).

Due to the ever increasing rate of inflation, staff members at Scholarship Prep are being priced out of the housing necessary to continue teaching. The percent of people who left California for other states increased 12% from 2020 to 2021, but this has not decreased

the need for teachers in classrooms, evidenced by the new campus opening next school year and the potential for new campuses in Riverside and Los Angeles.

The current cost-of-living wage increase at Scholarship Prep is only 2.3%. Next year, the entire staff will be taking a significant pay cut due to the current rate of inflation, which forces many of us to evaluate whether we can continue to live and work at Scholarship Prep.

We are being priced out at every unified school district in Orange County. To reference, a new teacher at Scholarship Prep Santa Ana makes \$55,276. With the same credentials, the same new teacher can work across the street at Santa Ana USD for \$60,308, a \$5,000 difference.

We are even being outbid by ourselves. Recently, the substitute teacher pay rate at Scholarship Prep has increased to \$35 an hour, which is more than I, a teacher on the fifth year of the level 1 payscale, earn. To put into perspective, a new and credentialed teacher at Scholarship Prep can expect to make about \$7,000 less than a Scholarship Prep substitute teacher that works full time. I can provide the math for you if you'd like.

When teachers leave, it hurts financially and emotionally. A teacher leaving a school costs urban schools an average of \$20,000 for each new hire (NPR). Turnover lowers morale, which can lead to more staff exiting. Turnover also causes a loss of trust from families.

I would like to propose a 10% increase in pay for all staff to compete with inflation. This pay increase will allow the staff to not need to make those hard choices. We want to continue to provide an amazing education to our students. By supporting a 10% increase, you support retaining excellent staff while providing a powerful incentive for new staff.

When I first brought the inflation-based pay increase to home office's attention on January 27th, I was told to delay bringing it up during board meetings and go through the proper protocols instead. This was in direct contrast to a January 14th email, where Mr. Watts stated that the board makes all decisions regarding finances. I was also told that there was to be a follow up meeting with me discussing future steps.

The follow up meeting never happened. On February 3rd, I contacted Mrs. Allotey in regards to the future steps that we had discussed the previous week. She told me that she had no future steps for me, and that Mr. Watts would reach out to me. He never did, so I emailed him on February 15th regarding a meeting. He agreed to a follow up meeting but never scheduled one.

As the board makes all financial decisions, I am imploring you to raise all staff member wages by 10%. I love the culture that Scholarship Prep brings to our communities. I am so committed to the mission that I've convinced my wife to work here as the resident

BCBA. I love working at Scholarship Prep, but I literally cannot afford to work here without at least a proper inflation-based increase.

### **G. Invitation to Address the Board on Items Not on the Agenda**

## **II. Action Item**

### **A. Resolution of The Board of Directors of Scholarship Prep for Teleconference Board Meetings Pursuant to Special Rules in Government Code Section 54953(E)**

C. Friedrichs made a motion to Approve the resolution.

T. Burgess seconded the motion.

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

## **III. Information Section**

### **A. Oceanside Campus Update**

Interim Principal Ms. Leahey presented a video update to the Board after some technical difficulties.

### **B. Orange County Campus Update**

Principal Dennise Allotey presented a video update to the Board.

### **C. South Bay Campus Update**

Principal Allison Vann presented an oral update to the Board. She shared information with the Board which included information on campus programs, upcoming events in April, and news about promotions at the end of the year.

### **D. Organization Update**

Executive Director Jason Watts shared an update with the Board. This included a review of the past LAUSD Oversight Visit which was successful. He gave praise to the entire team that worked on gathering documentation for this undertaking. He also shared some photos of the progress of the construction at the new Grand Ave campus in Santa Ana. He thanked Marisa Quintanar and Jacklyn Moreno who have been overseeing and supporting the project. Mr. Watts then shared some photos of progress on the new building in South Bay which isn't quite as far along as Grand Ave.

Mr. Watts then transitioned into some new compensation incentives being presented to the Board. This included an increase to the wellness supplement, a loyalty bonus to employees who remain at scholarship prep for 5 years, and changes to the teacher and administrator compensation schedules.

Board President Charles Friedrichs asked what the percentage increase was to first year teacher salaries. Deputy Director Andrew Crowe shared it was a 9.6% increase, making Scholarship Prep very competitive in surrounding districts.

There were several questions typed into the chat during this time. It was agreed by the Board that staff would field and respond to the questions via email so as to not disrupt the meeting.

#### **IV. Consent Calendar**

##### **A. March 8th, 2022 Regular Board Meeting Minutes**

C. Madaule made a motion to approve the minutes from Regular Board Meeting on 03-08-22.

L. Otero seconded the motion.

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

##### **B. February Monthly Financial Package**

##### **C. Title IX Policy and Grievance Procedures for Sexual Harassment**

##### **D. Purchase Request from Meteor Education in the Amount of \$119,920.93**

##### **E. Purchase Request from A&M in the Amount of \$51,559.34**

##### **F. Purchase Request of iReady and Professional Development Services in the Amount of \$66,608.00**

##### **G. Purchase Request of Macbooks from CDWG in the Amount of \$78,932.20**

##### **H. Renewal of Services with CharterSAFE**

##### **I. Charter Educational Professional Services Agreement Between Teach For America, Inc And Scholarship Prep Public Schools**

##### **J. Purchase of 10-passenger Van for Student Transportation from Fan Vans for Scholarship Prep - Orange County**

##### **K. Revised Employee Handbook**

##### **L. Revised Fiscal Policies & Procedures Manual**

##### **M. Lead Teacher Job Description**

##### **N. Oceanside Master Calendar - 2022-2023 School Year**

**O. Orange County Master Calendar - 2022-2023 School Year**

**P. Approval of Consent Calendar**

C. Madaule made a motion to Approve the consent calendar.

L. Otero seconded the motion.

Board Treasurer John Ing noted a small correction on item K prior to approval.

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

**V. Action Items**

**A. Resolution of the Board of Directors of Scholarship Prep Authorizing Submission of a Request for Revision to the Charter for Scholarship Prep – Orange County**

L. Otero made a motion to Approve Resolution of the Board of Directors of Scholarship Prep Authorizing Submission of a Request for Revision to the Charter for Scholarship Prep – Orange County.

T. Burgess seconded the motion.

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

**B. First Amendment Lease Agreement between Mission San Luis Rey Catholic Parish and Scholarship Prep**

J. Ing made a motion to Approve First Amendment Lease Agreement between Mission San Luis Rey Catholic Parish and Scholarship Prep.

C. Madaule seconded the motion.

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

**C. Scholarship Prep Oceanside Facility Improvement Agreement With Satoh Brothers in the Amount of \$563,535.28**

Chief Development Officer Marisa Quintanar shared this item was connected to a previous Board Meeting item which included sprinkler renovations.

L. Otero made a motion to Approve Scholarship Prep Oceanside Facility Improvement Agreement With Satoh Brothers in the Amount of \$563,535.28.

T. Burgess seconded the motion.

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

**D. 2022-2023 Scholarship Prep Certificated Compensation Plan**

C. Friedrichs left.

Board Treasurer John Ing took assumed chair role for the remainder of the meeting.

T. Burgess made a motion to Approve 2022-2023 Scholarship Prep Certificated Compensation Plan.

C. Madaule seconded the motion.

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

**E. 2022-2023 Scholarship Prep Administrative Compensation Plan**

C. Birchler made a motion to Approve 2022-2023 Scholarship Prep Administrative Compensation Plan.

C. Madaule seconded the motion.

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

**F. 2022-2023 Scholarship Prep Classified Compensation Plan**

T. Burgess made a motion to Approve 2022-2023 Scholarship Prep Classified Compensation Plan.

L. Otero seconded the motion.

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

A document was shared with the Board in connection with Action Item B which was not originally in the packet beforehand. It contained a competitive purchase bid request for the item.

**VI. Closing Items**

**A. Board Comments and Future Agenda Items**

**B. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:26 PM.

Respectfully Submitted,  
C. Madaule

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**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.

**REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY**

The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

**SPECIAL PRESENTATION MAY BE MADE**

Notice is hereby given that, consistent with the requirements of the Brown Act, special presentations not mentioned in the agenda may be made at this meeting.

However, any such presentation will be for information only.

**REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH DISABILITY**

Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 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 Arthur Congo.

Email: [acongo@scholarshipschools.org](mailto:acongo@scholarshipschools.org)

### **BOARD DOCUMENTS**

Agenda documents that have been distributed to members of the Board and are available for inspection online by requesting from Arthur Congo at [acongo@scholarshipschools.org](mailto:acongo@scholarshipschools.org) "during normal school business hours Mon- Friday" or at any of the Scholarship Prep School Offices during regular business hours.

Scholarship Prep Santa Ana - 1010 West 17th Street, Santa Ana, CA 92706

7:30 a.m. to 4:00 p.m. Monday through Friday

Scholarship Prep Oceanside - 4070 Mission Avenue, Oceanside, CA 92057

7:30 a.m. to 4:30 p.m. Monday through Friday

Scholarship Prep South Bay- 24910 S. Avalon Blvd., Wilmington, CA 90744

7:30 a.m. to 4:00 p.m. Monday through Friday

### **FOR MORE INFORMATION**

For more information concerning this agenda, please contact Arthur Congo at:

**[acongo@scholarshipschools.org](mailto:acongo@scholarshipschools.org)**