



# Martin Luther King Jr. Charter School of Excellence

## Minutes

### Human Resources Committee Meeting

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#### Date and Time

Friday December 5, 2025 at 4:05 PM

#### Location

Join Zoom Meeting

<https://mlkcs-org.zoom.us/j/82443119150?pwd=PRvuDEy0cEVGSaaLcXJNdLgP6esTaP.1>

Meeting ID: 824 4311 9150

Passcode: 619132

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One tap mobile

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Dial by your location

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- +1 689 278 1000 US
- +1 719 359 4580 US
- +1 253 205 0468 US
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
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### **Committee Members Present**

Diana Foskett (remote), Donna Carroll (remote), Sherard Johnson (remote), Teremar Rodriguez-Vazquez (remote)

### **Committee Members Absent**

*None*

### **Guests Present**

Alena Mudry (remote), Kendra Salvador (remote)

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## **I. Opening Items**

### **A. Record Attendance**

### **B. Call the Meeting to Order**

Teremar Rodriguez-Vazquez called a meeting of the Human Resources Committee Committee of Martin Luther King Jr. Charter School of Excellence to order on Friday Dec 5, 2025 at 4:05 PM.

### **C. Approval of September 26, 2025**

Donna Carroll made a motion to approve the minutes from Human Resources Committee Meeting on 09-26-25.

Sherard Johnson seconded the motion.

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

### **D. Public Comment**

No public comment

## **II. Human Resources**

### **A.**

### **Discuss and Review ED Succession Plan**

Discussed what the review of these documents will entail - Kendra has more updated that documents that she will share with Teremar for the next agenda. Everyone was encouraged to make their own edits and come to the meeting ready to discuss.

### **B. Discussion of Committee Composition**

Nothing to discuss.

### **C. Discussion of Employee Dispute Issues**

Concerns were raised as it relates to an employee - employment attorney was involved due to potential disciplinary. Discussed that handbook review - we may have to advocate to go back to the old rule as it relates to PTO. There are issues with employee attendance and taking vacations during the school year - this is causing significant disruption to learning since we are constantly short staffed. Kendra is able to deny time offs request if it becomes a safety issue for the school. Next steps is for Kendra and Tommie to create an attendance report to be able to show the board when the handbook is being changed.

## **III. Other Business**

### **A. Schedule Next Meeting**

Next meeting is in March 2026

## **IV. Closing Items**

### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 4:25 PM.

Respectfully Submitted,  
Teremar Rodriguez-Vazquez