APPROVED

Martin Luther King Jr. Charter School of Excellence

Minutes

Human Resources Committee Meeting

Date and Time
Friday March 13, 2026 at 4:05 PM

Location
Join Zoom Meeting
https://mlkcs-org.zoom.us/j/83261598403?pwd=2T4SHVVnAYFdo6vBg6KfKC8e3VAUbJ.1

Meeting ID: 832 6159 8403
Passcode: 297864

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Committee Members Present
Alena Mudry, Diana Foskett (remote), Donna Carroll (remote), Kendra Salvador (remote), Teremar Rodriguez-Vazquez (remote)

Committee Members Absent
Sherard Johnson

Guests Present
Tommie Artis (remote)

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 Mar 13, 2026 at 4:20 PM.

C. Approval of December 5, 2025

Diana Foskett made a motion to approve the minutes from Human Resources Committee Meeting on 12-05-25.
Donna Carroll seconded the motion.
The committee **VOTED** to approve the motion.

D. Public Comment

II. Human Resources

A. Discuss and Review ED Succession Plan

- Kendra reported that most of the ED Succession Plan document was complete but needed minor updates.
- The board discussed how to address the section on board support for interim leaders, ultimately deciding to add language about the board chair contacting the interim leader to explain responsibilities.

B. Discussion of Committee Composition

The board discussed bundling governance and HR committee meetings for efficiency.

C. Discussion of Employee Dispute Issues

Tommie provided updates on an ongoing EEOC case involving a former employee, reporting that the case had been submitted and would likely take a year or two to resolve.

D. Discuss potential handbook changes

The HR committee reviewed proposed handbook changes, including new language for:

- family relationship disclosures on job applications
- tuition reimbursement caps
- a zero-tolerance policy for toxic workplace environments

III. 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 4:40 PM.

Respectfully Submitted,
Teremar Rodriguez-Vazquez