APPROVED

Magnolia Public Schools

Minutes

Regular Board Meeting

Date and Time
Thursday April 10, 2025 at 4:30 PM

Location
Home Office: 250 E. 1st Street, Suite 1500, Los Angeles, CA 90012

Board Members:
Mr. Mekan Muhammedov, Chair
Ms. Sandra Covarrubias, Vice-Chair
Dr. Umit Yapanel
Dr. Salih Dikbas
Ms. Diane Gonzalez

Student Board Member:
Naim Bayraktar

CEO & Superintendent:
Mr. Alfredo Rubalcava

Directors Present
D. Gonzalez, M. Muhammedov, S. Dikbas, U. Yapanel (remote)

Directors Absent
S. Covarrubias

Directors who arrived after the meeting opened

U. Yapanel

Guests Present
J. Lara

I. Opening Items

A. Call the Meeting to Order

M. Muhammedov called a meeting of the board of directors of Magnolia Public Schools to order on Thursday Apr 10, 2025 at 5:25 PM.

B. Pledge of Allegiance

Board, staff and guests conducted the pledge of allegiance lead by N. Bayraktar, MPS Student Board Member.

C. Record Attendance and Guests

Refer to attendance information recorded above.

D. Approval of Agenda

U. Yapanel arrived at 5:30 PM.
M. Muhammedov made a motion to amend the agenda and table Action Items VF, VG, VH, VI, VJ, VK, VL, VM, VN, VO.
S. Dikbas seconded the motion.
F. Del Carpio, Chief People Officer, reported on the removal of the items:

- VF Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-1 for the Improvement of Educational Programs for Students
- VG Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-2 for the Improvement of Educational Programs for Students
- VH Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-3 for the Improvement of Educational Programs for Students
- VI Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-4 for the Improvement of Educational Programs for Students
- VJ Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-5 for the Improvement of Educational Programs for Students
- VK Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-6 for the Improvement of Educational Programs for Students
- VL Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-7 for the Improvement of Educational Programs for Students
- VM Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-8 for the Improvement of Educational Programs for Students

- VN Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-Santa Ana for the Improvement of Educational Programs for Students
- VO Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-San Diego for the Improvement of Educational Programs for Students

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

Roll Call

M. Muhammedov	Aye
U. Yapanel	Aye
D. Gonzalez	Aye
S. Covarrubias	Absent
S. Dikbas	Aye

E. Public Comments

Board listened to the public comments. Staff was directed to follow-up on some those comments as they were parent concerns.

F. Announcements - CEO & Superintendent, Board, Student Board Member

A. Rubalcava, CEO & Superintendent, thanked the school community for using their voice to speak on school matters and encouraged everyone to engage with staff and the Board through public comments. He also highlighted the community school work and showed a news segment from NBC4 news which Magnolia Science Academy(MSA)-1 and MSA-5 was showcased, highlighting staff visiting families and providing care packages and know your rights information and resources as it relates to immigration. In addition, California State Senator, Caroline Menjivar, hosted families at the schools for resources in completing taxes.

N. Bayraktar, Student Board Memeber, stated that it was a privilege to be the Student Board Member. Additionally, it was an amazing experience to see the behind the scenes and work that goes in. He will be graduating in June. He shared the Student Board Member election process for 2025-26 and thanked everyone for the experience and support.

G. Approval of Minutes from MPS Regular Board Meeting - March 13, 2025

D. Gonzalez made a motion to approve the minutes from Regular Board Meeting on 03-13-25.
M. Muhammedov seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Muhammedov	Aye
D. Gonzalez	Aye

Roll Call

S. Dikbas	Aye
S. Covarrubias	Absent
U. Yapanel	Aye

H. Approval of Minutes from MPS Special Board Meeting - March 27, 2025

D. Gonzalez made a motion to approve the minutes from Special Board Meeting on 03-27-25.
M. Muhammedov seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Gonzalez	Aye
M. Muhammedov	Aye
S. Covarrubias	Absent
U. Yapanel	Aye
S. Dikbas	Aye

II. Consent Items

A. Approval of 2025-26 School Calendars for All Magnolia Public Schools

M. Muhammedov made a motion to approve the 2025-26 School Calendars for all Magnolia Public Schools.
D. Gonzalez seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Gonzalez	Aye
S. Dikbas	Aye
M. Muhammedov	Aye
S. Covarrubias	Absent
U. Yapanel	Aye

III. Closed Session

A. Public Announcement of Closed Session

M. Muhammedov, Board Chair, announced that the Board will be going into closed session to discuss conference with real property negotiations, conference with legal counsel, and public employee performance evaluation for CEO & Superintendent.

B. Conference with Real Property Negotiations (§ 54956.8)

Item was discussed in Closed Session.

C.

Conference with Legal Counsel - Existing Litigation (§ 54956.9)

Item was discussed in Closed Session.

D. Public Employee Performance Evaluation (§ 54957) - Title: CEO & Superintendent

Item was discussed in Closed Session.

E. Report Out of Closed Session

M. Muhammedov announced in Open Session at 7:46pm that the Board discussed conference with real properties negotiations and took no action and directed staff to take necessary action. In addition they discussed existing litigation in which the Board took no action and directed staff to take necessary action. Lastly regarding the CEO & Superintendent Performance Evaluation, the Board too no actions at this time.

IV. Information/Discussion Items

A. Enrollment Update 2025-26

B. Olivares, Chief Impact Officer, provided enrollment update and current projections in terms of where schools are in meeting their targets. She provided a comparison from where they stood last year. She went over the enrollment numbers and strategies for each school site. She added that she will provide updates on Magnolia Science Academy-Orange County at a later time. Board Members questions were addressed by staff.

B. Reimagining Compensation at Magnolia: Progress and Next Steps

F. Del Carpio, Chief People Officer, shared progress on the work being done in collaboration with Edfuel to create a competitive, equitable and sustainable compensation. She added that MPS entered into a partnership with Edfuel October 2024. She added that it was in light of feedback from staff and through conversations with school leaders to position MPS as an employer of choice to retain and recruit quality staff. She reported on the deliverables and timeline. Additionally, added staff participation in surveys and focus groups which was opened to all MPS staff to participate. She detailed the process and executed roll out for 2026-27. Board Members questions were addressed by staff.

V. Action Items

A. Approval of Renewing One Board Membership

U. Yapanel, Board Members & Chair of the Nominating/Governance Committee, reported on the renewal for Mekan Muhammedov, currently as the MPS Board Chair and who's 1st term would be ending April 23, 2025. He thanked him for his continued commitment to the organization.

D. Gonzalez made a motion to approve the membership renewal for Mr. Mekan Muhammedov for a 5-year term beginning on April 24th, 2025 and ending on April 23rd, 2030.
S. Dikbas seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Gonzalez	Aye
U. Yapanel	Aye
S. Covarrubias	Absent
S. Dikbas	Aye
M. Muhammedov	Aye

B. Approval of Residential Treatment Center Master Service Agreement and Individual Service Agreement Between Telos Academy and Magnolia Science Academy-1

G. Serce, Chief Academic Officer, presented the agreement between Telos Academy and Magnolia Science Academy-1. He stated that this action was necessary to fulfill the obligation to provide free and appropriate public education in the least restrictive environment for one of the students' who's needs could not be met in a traditional school setting following an IEP meeting. He added that due to the urgent nature of the placement, the agreement was signed prior to Board approval and notifications were sent to the appropriate state and SELPA agencies. Board Members questions were addressed by staff.
S. Dikbas made a motion to authorize the Chief Executive Officer (CEO) to sign the Residential Treatment Center Master Service Agreement and Individual Service Agreement between Telos Academy and Magnolia Science Academy-1 for a retroactive date effective March 21, 2025.
D. Gonzalez seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Muhammedov	Aye
U. Yapanel	Aye
S. Dikbas	Aye
D. Gonzalez	Aye
S. Covarrubias	Absent

C. 2025-26 Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom Based Academic (“NCBA”) Positions & School Leaders

F. Del Carpio, Chief People Officer, reported that all schools will remain at $61,000. Additionally, she reported that MPS is committed to having $1,015 increase for MPS years of experience for certificated staff. S. Budhraja, Chief Financial Officer, presented the budget information. Board Members questions and comments were addressed by staff.

M. Muhammedov made a motion to approve the 2025-26 Employee Pay Raise Scale for Full-Time Teaching Positions & Non-Classroom Based Academic (“NCBA”) Positions & School Leaders.
S. Dikbas seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Dikbas	Aye
U. Yapanel	Aye
D. Gonzalez	Aye
S. Covarrubias	Absent
M. Muhammedov	Aye

D. Approval of MPS School Site Classified Employees’ Pay Raise Schedule for 2025-26

F. Del Carpio, Chief People Officer, mentioned that the budget presentation from the previous item applies to this item as well. She reported that there would be a 1.66% increase to all MPS school site classified/hourly staff.
M. Muhammedov made a motion to approve the MPS school site classified employee's pay raise schedule for 2025-26 fiscal year.
U. Yapanel seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Gonzalez	Aye
S. Dikbas	Aye
U. Yapanel	Aye
M. Muhammedov	Aye
S. Covarrubias	Absent

E. Approval of 2025-26 Home Office Compensation and Salary Bands for Home Office Employees

F. Del Carpio, Chief People Officer, reported that the only change is for the band around Director/Controller/Senior Level Positions is being expanded to $170,000. Added they will be diving into the non-instructional positions referring to the Home Office compensation in tandem as MPS restructures its compensation as previously discussed.
M. Muhammedov made a motion to approve the salary band and the Home Office positions to be effective as of July 1, 2025.
S. Dikbas seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Dikbas	Aye
U. Yapanel	Aye
D. Gonzalez	Aye
M. Muhammedov	Aye

Roll Call

S. Covarrubias Absent

F. Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-1 for the Improvement of Educational Programs for Students

This item was tabled during the Approval of Agenda.

G. Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-2 for the Improvement of Educational Programs for Students

This item was tabled during the Approval of Agenda.

H. Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-3 for the Improvement of Educational Programs for Students

This item was tabled during the Approval of Agenda.

I. Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-4 for the Improvement of Educational Programs for Students

This item was tabled during the Approval of Agenda.

J. Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-5 for the Improvement of Educational Programs for Students

This item was tabled during the Approval of Agenda.

K. Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-6 for the Improvement of Educational Programs for Students

This item was tabled during the Approval of Agenda.

L. Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-7 for the Improvement of Educational Programs for Students

This item was tabled during the Approval of Agenda.

M. Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-8 for the Improvement of Educational Programs for Students

This item was tabled during the Approval of Agenda.

N. Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-Santa Ana for the Improvement of Educational Programs for Students

This item was tabled during the Approval of Agenda.

O. Approval of Board Resolution for Restructuring of Position(s) for Magnolia Science Academy-San Diego for the Improvement of Educational Programs for Students

This item was tabled during the Approval of Agenda.

P. Approval of Architect for the Magnolia Science Academy-7 Project at 18120 Sherman Way

M. Sahin, Facilities Project Manager, reported Berliner Architect as the selection of choice to provide services for the Magnolia Science Academy(MSA)-7 project. He added this campus is next to MSA-1. Joe Wilson, representative of Blueprint, formerly known as Pacific Charter School Development, detailed the RFP process, timeline and proposals received. Board Members questions were addressed by staff.
M. Muhammedov made a motion to approve the selection of Berliner Architects to provide architectural and engineering services Magnolia Science Academy—7's new campus project at 18120 Sherman Way, Reseda CA 91335 (the "Project") for a fee of $571,223. MPS staff also recommends including a 20% contingency of $114,245 for unforeseen expenses that may arise during the course of the project. The total project authorization would be $685,468. MPS Staff further requests authorization to negotiate and sign a professional services contract for said services in such form as MPS Staff may deem appropriate and in the best interests of MPS.
S. Dikbas seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

U. Yapanel	Aye
S. Covarrubias	Absent
D. Gonzalez	Aye
M. Muhammedov	Aye
S. Dikbas	Aye

Q. Adoption of Reimbursement Resolution for the Magnolia Science Academy-5 Project at 7111 Winnetka Ave

P. Ontiveros, General Counsel & Director of Facilities, reported that the reimbursement resolution for Magnolia Science Academy(MSA)-5 would allow MPS to reimburse itself for any out of pocket cost from any future indebtedness for amounts expended in support of the MSA-5 Project.
M. Muhammedov made a motion to approve and adopt the reimbursement resolution attached as Exhibit A.
D. Gonzalez seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Gonzalez	Aye
S. Dikbas	Aye
M. Muhammedov	Aye
S. Covarrubias	Absent
U. Yapanel	Aye

VI. 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 9:16 PM.

Respectfully Submitted,
M. Muhammedov