

APPROVED



Equitas Academy Charter School

Minutes

Board Meeting

Date and Time

Thursday March 30, 2017 at 6:00 PM

Location

2723 W. 8th St., Los Angeles, CA 90005

PUBLIC COMMENT AT EQUITAS ACADEMY BOARD MEETINGS – An opportunity for the public to address the Board will be provided at the conclusion of the agenda. Members of the public who wish to speak on any item are requested to identify themselves and indicate on which agenda item they wish to speak. The Board will provide an opportunity for the public to speak for a maximum of three (3) minutes, unless granted additional time at the discretion of the Board. Testimony shall be limited in content to matters pertaining to Equitas Academy. The Board may not take any action on matters discussed during the public testimony period that are not listed on the agenda. Brown Act Compliance: Agenda posted at School

Directors Present

A. Sowrirajan, A. Valentine, B. Snyder, C. Sanii, J. Creed, L. Phillips, O. Ammon, O. Bajracharya, S. Chandler

Directors Absent

None

Guests Present

Ana Martinez, C. Lowry, David Hessel, Enoa Teran, J. Host, L. Renfort, M. Borrego, S. Estilai

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

O. Bajracharya called a meeting of the board of directors of Equitas Academy Charter School to order on Thursday Mar 30, 2017 at 6:05 PM.

C. Approve Minutes

O. Ammon made a motion to approve minutes from the Board Meeting on 02-23-17 Board Meeting on 02-23-17.

B. Snyder seconded the motion.

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

II. Public Comment

A. Public Comment

Parents and Teachers from Magnolia spoke on protesting the co-location through Prop 39.

Public Comments:

Give children the opportunity to thrive. Equitas will have a big impact on their space, school and scholars. Teachers will face difficulties and Equitas will impact their space. They live in a community with a lot of need and this will impact their school and community for years to come. They want to protect their space and their scholars.

Oliver, Board Chair, commented that we take your comments seriously and understand them and we have the same values and that is why we ended up at Magnolia. It was not our choice, it was a placement by the District.

III. Staff Updates

A. 2017-2018 Annual Priorities

Jon presented on 2017-18 Annual Priorities.

Jesse Creed asked about how Equitas is planning on implementing these priorities.

Claudia Sanii asked about if Equitas had thought about having different goals for different schools.

Brett Snyder asked about why EQ responded with the highest for Academic Interventions.

B.

2017-2018 School Calendar

Pulled from agenda. Will present next month.

C. Board Initiative: Mission Fulfillment & HS Preparation

Malka discussed how the Board got together 2 years ago and decided to deliver on our mission of getting kids to high school through a HS placement program, instead of opening a high school.

Malka presented Jessica Edelman's High School Preparation Program.

D. Development Director Update

Kevin Cape gave the Board an update on Development.

Spoke on setting up meetings with each Board Member to discuss fundraising.

Operational Updates:

Corporate Giving - 8 promising leads

Foundation Giving:

Recommendations from consultant

LOIs and Applications

Spoke about scholars going to high school that can't afford the tuition.

Need help to create a culture of charitable giving.

IV. Resource Development

A. Resource Development Committee Goals

Olympia Ammon and Claudia Sanii talked about the goals of the Resource Development Committee.

Proposed plan on how to meet the \$200,000 goal.

Development plan: establish the plan. 4 categories - corporate, board, individual, foundation. Focus on participation in each of these categories.

Establish Development Committee accountability. - create dashboard. Generate monthly report of board participation for Governance Comm.

Jesse Creed suggested creating a narrative part to this presentation that talks about how we are a community based school etc. Tie in the Equitas story.

V. Finance

A.

Budget Development Timeline Proposal

Brett reviewed Budget Timeline Proposal.

B. Board Review of February 2017 Financials

S. Chandler made a motion to The Board made a motion to approve the February 2017 Financials.

O. Ammon seconded the motion.

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

Samira presented the February 2017 Financials to the Board.

C. Compensation Review

Brett Snyder presented the Compensation Review and analysis.

Jesse Creed asked for more information to compare. The difference between the 75th percentile and the 100th percentile could be huge ... wants more information for comparison. Third column with bonus plus salary.

Claudia Sanii asked for a comparison that includes benefits. Would like "complete package" to be message and not just salary.

Aarthi - look at salary plus bonus in relation to the survey. and then also look at benefits.

Oliver - a helpful column would be where we fall including bonuses etc.

Jesse Creed would like it to read: 75% paid point including salary, benefits and bonus.

Malka will share with the Board members the Compensation Study. Malka will give information to Finance and they can bring it back to the Board.

D. Compensation Policy

No vote. Pulled from agenda.

VI. Governance

A. Review Committee Goals

Oliver presented a review of the Governance Committee goals.

There is now a spreadsheet to track Board attendance at meetings, phone calls etc.

VII. Academic Accountability Committee

A. Review Committee Goals

Sarah Chandler presented Academic Accountability Goals.

3 goals:

To define academic excellence

To set goals for committee - setting academic metrics in which to track

Discuss scope of committee and calendar and have a draft calendar.

VIII. Leader Support And Eval

A. Review CEO Support and Evaluation Process

Claudia presented Review CEO Support and Evaluation Process.

Next meeting the Board will vote on the process.

May is when all the surveys go out. Please 100% participation.

Organization's goals - one data point.

What is role of committee - do survey and give to CEO to let her know how she's doing throughout the year.

Finance committee determines CEO compensation.

Eval would be for salary and Dashboard would be for goals perhaps.

IX. Other Business

A. Closed Sessions: Employee Discipline

The Board went into closed session to discuss employee discipline. No action.

X. 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 8:45 PM.

Respectfully Submitted,

O. Bajracharya