



Equitas Academy Charter School

Minutes

Board Retreat

Date and Time

Saturday August 21, 2021 at 9:00 AM

Location

Nadine Peters is inviting you to a scheduled Zoom meeting.

Topic: Board Retreat

Time: Aug 21, 2021 09:00 AM Pacific Time (US and Canada)

Join Zoom Meeting

https://equitasacademy.zoom.us/j/97478869743

Meeting ID: 974 7886 9743

One tap mobile

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PUBLIC COMMENT AT EQUITAS ACADEMY BOARD MEETINGS – An opportunity for the public to address the Board will be provided prior to discussion and action on agenda items. 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.

Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting of the Board of Directors, may request assistance in advance of the meeting by contacting Equitas Academy Charter School at 1700 West Pico Boulevard, Los Angeles, CA 90015 or by phone (213) 201-0440.

Directors Present

A. Perez, A. Santino, C. Langston, F. Spindler, O. Bajracharya, P. Reddy, T. Bell

Directors Absent

D. Krishna

Guests Present

B. Snyder, C. Melgares, Dakota Ortiz, J. Belcher, Lindsey Heisser, M. Borrego, M. Ford, N. Peters, S. Sobkov, Irobin@cnmsocal.org

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

T. Bell called a meeting to order on Saturday Aug 21, 2021 at 9:08 AM.

C. Approve Minutes

- O. Bajracharya made a motion to approve the minutes from Board Meeting on 06-28-21.
- C. Langston seconded the motion.

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

D. Public Comment

II. Welcome

Α.

Board Orientation

Leslie Robin and Tyler Bell welcomed the guests to the meeting.

III. Consent

A. Attuned Education Partners Contract

- A. Santino made a motion to Approve.
- P. Reddy seconded the motion.

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

Roll Call

D. Krishna Absent
T. Bell Aye
A. Perez Aye
A. Santino Aye
P. Reddy Aye
F. Spindler Aye
C. Langston Aye
O. Bajracharya Aye

B. Woodcraft Rangers Contract

- A. Santino made a motion to Approve.
- P. Reddy seconded the motion.

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

Roll Call

F. Spindler Aye
A. Perez Aye
P. Reddy Aye
C. Langston Aye
T. Bell Aye
D. Krishna Absent
A. Santino Aye
O. Bajracharya Aye

C. Leveled Talent Contract

- A. Santino made a motion to Approve.
- P. Reddy seconded the motion.

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

Roll Call

O. Bajracharya Aye
C. Langston Aye
A. Perez Aye
A. Santino Aye

Roll Call

F. Spindler Aye
D. Krishna Absent
T. Bell Aye
P. Reddy Aye

D. Fiscal Policies

- A. Santino made a motion to Approve.
- P. Reddy seconded the motion.

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

Roll Call

A. Perez Aye
C. Langston Aye
A. Santino Aye
T. Bell Aye
P. Reddy Aye
F. Spindler Aye
D. Krishna Absent
O. Bajracharya Aye

E. Re-Entry Plan

- A. Santino made a motion to Approve.
- P. Reddy seconded the motion.

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

Roll Call

F. Spindler Aye
O. Bajracharya Aye
A. Perez Aye
P. Reddy Aye
T. Bell Aye
A. Santino Aye
D. Krishna Absent
C. Langston Aye

F. Equitas Academy Board Bylaws

- A. Santino made a motion to Approve.
- P. Reddy seconded the motion.

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

Roll Call

C. Langston Aye
A. Santino Aye
A. Perez Aye
D. Krishna Absent

Roll Call

O. Bajracharya Aye

F. Spindler Aye

T. Bell Aye

P. Reddy Aye

G. Equitas Independent Study Program

A. Santino made a motion to Approve.

P. Reddy seconded the motion.

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

Roll Call

A. Santino Aye

T. Bell Aye

F. Spindler Aye

P. Reddy Aye

A. Perez Aye

D. Krishna Absent

O. Bajracharya Aye

C. Langston Aye

H. 2021-2022 School Calendar

- A. Santino made a motion to Approve.
- P. Reddy seconded the motion.

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

Roll Call

F. Spindler Aye

T. Bell Aye

D. Krishna Absent

A. Santino Aye

O. Bajracharya Aye

C. Langston Aye

A. Perez Aye

P. Reddy Aye

I. Racial Equity Resolution Statement

- A. Santino made a motion to Approve.
- P. Reddy seconded the motion.

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

Roll Call

O. Bajracharya Aye

P. Reddy Aye

C. Langston Aye

F. Spindler Aye

Roll Call

D. Krishna Absent
A. Santino Aye
A. Perez Aye
T. Bell Aye

J. Approval of FY 21-22 Consolidated Application for Federal Funding

- A. Santino made a motion to Approve.
- P. Reddy seconded the motion.

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

Roll Call

D. Krishna Absent
F. Spindler Aye
C. Langston Aye
A. Perez Aye
O. Bajracharya Aye
T. Bell Aye
A. Santino Aye
P. Reddy Aye

K. EPA Plan Approval

- A. Santino made a motion to Approve.
- P. Reddy seconded the motion.

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

Roll Call

F. Spindler Aye
D. Krishna Absent
O. Bajracharya Aye
T. Bell Aye
A. Perez Aye
P. Reddy Aye
C. Langston Aye
A. Santino Aye

IV. Introduction

A. Share why you are serving on the board

Retreat objectives - discuss goals, responsibilities.

V. Meeting Agenda

A. Year in Review

Leslie opened with meeting agreements.

Equitas Forward

Collective wins we achieved.

-growth, facilities, compensation, our equity work

Equitas Forward

What does equity mean... a value for relationships with others, putting our community at the center of our work, and acting in a way that dismantles white supremacy.

Discussed uniforms. No longer policing uniforms. Proud to be at Equitas.

The goal is to get kids to go to college.

School choice. Families have options.

White supremacy and college.

Students having the skill to

Dismantle the shame,

The challenge. How do we measure a person feeling good?

Success is measured by self-confidence.

College is the floor, not the ceiling.

Organizational priorities

Equitas forward initiatives.

- new curriculum: rigorous

Pico Union Community is the way forward.

B. Strategic Direction

Five Year Organizational Priorities.

Implement our vision for Equitas as an equitable and anti-racist network of schools by interrogating and disrupting white supremacist culture and practices.

- 1. Build a staff
- 2. Implement rigorous and culturally relevant curriculum
- 3. Strengthen support for multilingual students
- 4. Implement restorative student culture practices.

Theme

Students

Connections

Community

Progress

Eco-systems

Long-term or future

Change

Love

Space outside of the classroom school

Circles (not

Inclusion

Rooted in relationships

Shifting power

Making change throughout

Community transformation

What is going on outside?

Impact of outside

Choice vs. the system

System not fit in

Current/responsive

Intentional

Have wins

Relationships with staff

Healthy

C. Break

Break time.

D. Strategic Initiatives

COVID and Board Engagement

Board members are stepping up

Part of decision making

Transition to virtual - good and bad news

Effective use of zoom

Accessibility

Interest

Issues board are looking at

Impact of pandemic and racial inequity

Mission and values and planning

Employee support and compensation

Clients impact

Cash flow and sustainability

Emergency/planned succession

Diversity

Fundraising and changes for the future

Board Responsibilities

- -Determine mission and vision
- -Select CEO
- -CEO Support/Assessment
- -Effective Planning
- -Build Competent Board
- -Financial Oversight
- -Monitor & Strengthen Programs
- -Enhance Public Standing
- -Ensure legal & ethical integrity; accountability
- -Ensure adequate financial resources

What is the impact of the event? What is the goal? What are you asking?

Do you want to be part of our movement to change education? Read everything you get and ask questions.

Fundraising is last. You are the stewards/trustees of public money.

E. Board's Role in Implementation

Focusing board roles

Governor - building a competent board/future leadership

Ambassador

Public standing advocacy

Consultant - CEO Partnership

F. Lunch

Guests had lunch.

G. Committee Goals

Priorities

Story telling (7) plus connect to larger goals (10)

Build trusting relationship (7)

Connecting with the why (7)

Measurable metrics/understanding (6)

Alumni on board (6)

CEO Evaluation (6)

Cohort Development (5)

From financial partnerships with community org (5)

Resource Development (Fundraising)

- 1. How much to raise by October meeting?
- 2. More board support (100% of board)
- 3. Key event to engage # of donors with a target goals of \$___
- 4. Establish # of core partnerships
- 5. Launch 2027 Capital Campaign
- *Stewardship

Strong in grants, individual donors, corporate

Philanthropy, building a movement, people care about education, they give money time, make the movement bigger, people are giving now, people who give to campaigns, tell them the story

Finance

Ongoing Goals

FY22 Monitoring

F23 Budget

Real Estate -monitor

Specific this current year

Long-term financial plan

Stimulus

- -Process for monitoring and evaluation
- -Oversight
- -Goals
- -Guardrails
- -Strategic plan

Making sure our dollars are spent

-Internal Controls Assessment

What is our total budget? What are those things being spent on? Where is the appropriate voice to have? What's the cost of programs?

Academic

Standardize test

What should a

What is the date and

The board has the information

Committee feels supported and staff

Governance

- 1. Expand board and committee member base
- -from the community, Pico Union resident

- -Advisory of grads (alumni)
- 2. (Natural) Succession Plan

for board position/CEO

- 3. Accountability metrics are we doing a good job?
- 4. Cohort Development

learning/discussion about issues

H. Wrap-Up & Next Steps

Key things

Community

What are the board responsibilities?

What are the committee goals?

Are the goals doable?

We better look at the goals again?

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 3:00 PM.

Respectfully Submitted,

T. Bell