APPROVED



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
+12532158782,,97478869743# US (Tacoma)
+16699006833,,97478869743# US (San Jose)

Dial by your location
- +1 253 215 8782 US (Tacoma)
- +1 669 900 6833 US (San Jose)
- +1 346 248 7799 US (Houston)
- +1 301 715 8592 US (Washington DC)
- +1 312 626 6799 US (Chicago)
- +1 929 205 6099 US (New York)

Meeting ID: 974 7886 9743

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, lrobin@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

A.

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

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

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

P. Reddy	Aye
A. Perez	Aye
F. Spindler	Aye
O. Bajracharya	Aye

Roll Call

C. Langston	Aye
T. Bell	Aye
A. Santino	Aye
D. Krishna	Absent

D. Fiscal Policies

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

A. Santino	Aye
P. Reddy	Aye
C. Langston	Aye
O. Bajracharya	Aye

Roll Call

D. Krishna	Absent
T. Bell	Aye
A. Perez	Aye
F. Spindler	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

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

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

Roll Call

C. Langston	Aye
F. Spindler	Aye
P. Reddy	Aye
D. Krishna	Absent

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

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

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