APPROVED

Palisades Charter High School

Minutes

Board Meeting

Date and Time
Tuesday September 16, 2025 at 5:00 PM

Location
Pali South
302 Colorado Avenue
Santa Monica, CA 90401

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY:
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 this meeting of the Governing Board of Palisades Charter High School may request assistance by contacting the Main Office at (310) 230-6623 at least 24 hours in advance.

SUPPORTING DOCUMENTATION:
Supporting documentation is available at the Main Office of the School, located at 15777 Bowdoin Street, Pacific Palisades, CA 90272, (Tel: 310- 230-6623) and may also be accessible on the PCHS website at http://palihigh.org/boardrecords.aspx.

ALL TIMES ARE APPROXIMATE AND ARE PROVIDED FOR CONVENIENCE ONLY:
Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice. All items may be heard in a different order than listed on the agenda.

Trustees Present

Amir Ebtehadj, Andrew Paris, Fati Adeli, Jane Davis, Jessica Recinos, Lisa Cahill, Maggie Nance, Martha Monahan, Minh Ha Ngo, Negeen Ben-Cohen, Nicholas Albonico

Trustees Absent
None

Ex Officio Members Present
Dr. Pam Magee

Guests Present
Alessandra Santini

I. Opening Items

A. Call the Meeting to Order

Maggie Nance called a meeting of the board of trustees of Palisades Charter High School to order on Tuesday Sep 16, 2025 at 5:10 PM.

B. Record Attendance and Guests

C. Public Comment

Michael Friedman addressed several operational and policy concerns. He highlighted continuing issues with WiFi reliability, limited access to copiers and printers, and inquired about the existence of a contingency plan for these issues. Mr. Friedman also noted that staff members are not creating standardized protocols for students out of class. Finally, he recommended that Human Resources (HR) should leverage existing staff as a support resource and expressed concerns regarding the internal culture of the HR department, citing potential lawsuits.

D. Approve Minutes

Amir Ebtehadj made a motion to approve the minutes with revisions from Board Meeting on 08-19-25.
Fati Adeli seconded the motion.
Dr. Ngo shared the following amendments/edits:
Faculty Report: Amend to reflect that the scheduled class roster was available only two days prior to the start of instruction.
Attendance: Amend minutes to reflect that Trustee Maggie Nance was absent.
VA Contract: Clarify that while asked if testing must be in-person, the confirmed response was that testing will be proctored via Zoom.
The board **VOTED** to approve the motion.

Roll Call

Andrew Paris	Aye
Jane Davis	Aye
Minh Ha Ngo	Abstain
Nicholas Albonico	Aye
Amir Ebtehadj	Aye
Negeen Ben-Cohen	Aye
Lisa Cahill	Aye
Maggie Nance	Abstain
Martha Monahan	Abstain
Jessica Recinos	Aye
Fati Adeli	Aye

E. Approve Minutes

Andrew Paris made a motion to approve the minutes from Special Board Meeting on 08-19-25.
Negeen Ben-Cohen seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Nicholas Albonico	Aye
Jane Davis	Abstain
Jessica Recinos	Aye
Maggie Nance	Abstain
Amir Ebtehadj	Aye
Martha Monahan	Abstain
Andrew Paris	Aye
Minh Ha Ngo	Aye
Fati Adeli	Aye
Lisa Cahill	Aye
Negeen Ben-Cohen	Aye

II. Organizational Reports

A. Student Report

Alessandra Santini reported on recent and upcoming student activities. Over 400 students participated in the recent PaliPalooza event, which showcased all of the school's bands and performers at Sony Studios. Planned future activities include a Senior Tie-Dye event scheduled for this Friday, as well as several upcoming bake sales organized by student groups.

B. Parent Report

The parent representatives presented several concerns raised by the parent community. The 10th-grade parents reported dissatisfaction regarding school-provided technology,

specifically noting that students had not received the products promised, were experiencing issues with lockdown browsers, had broken laptop keys, and had batteries that would not hold a charge.

A separate issue was raised regarding 9th and 10th-grade counseling, which parents described as unresponsive and inconsistent. The parents inquired whether counseling staff would be meeting with students before the end of the school year to finalize scheduling for the following academic year.

Lastly, the parents expressed concern that a recent Academic Pathways presentation focused solely on IB and AP courses and failed to include information on A-G requirements, grade weighting, Special Education (SpED), or Visual Arts (VA) pathways. An update was also requested concerning the availability of sports facilities for the Winter and Spring seasons.

C. Represented Classified Staff Report

Nothing to report at this time.

D. Unrepresented Classified Staff Report

Dr. Monahan reported positive feedback regarding Back to School Night, noting that teachers and staff were incredibly helpful and adaptable, particularly given the constraints and challenges of the current space.

E. Faculty Report

The faculty representatives reported on several operational and future planning concerns. The United Teachers Los Angeles (UTLA) is scheduled to hold a meeting tomorrow. Immediate operational challenges continue to involve WiFi reliability and limited copier access. Looking ahead, faculty members requested greater clarity regarding the return to the main Pali campus, specifically seeking specific, known dates for classroom access.

In relation to planning the return process, concerns were raised regarding safety monitoring; while air and soil monitoring results are publicly available, internal classroom surface swab testing data is not. A suggestion was made to potentially submit a California Public Records Act (CPRA) request to LAUSD to obtain the information on surface contaminants.

F. Human Resources Director (HR) Report

Dr. Monahan reported that both classified and certificated employees are scheduled to receive a 1% contractual salary increase. She further recommended that the Board consider applying the same 1% increase equitably across the board to all staff not covered by the existing union contracts.

Amir Ebtehadj made a motion to approve the 2025–2026 salary increase equivalent to that of UTLA/PCHS and PESPU employees for all active unrepresented staff and management employees, retroactive to July 1, 2025.
Jane Davis seconded the motion.
This cost was included and factored in the annual budget.
The board **VOTED** to approve the motion.

Roll Call	
Minh Ha Ngo	Abstain
Maggie Nance	Abstain
Amir Ebtehadj	Aye
Negeen Ben-Cohen	Aye
Fati Adeli	Aye
Nicholas Albonico	Abstain
Andrew Paris	Abstain
Lisa Cahill	Aye
Jane Davis	Aye
Martha Monahan	Abstain
Jessica Recinos	Aye

G. Director of Operations Report

No report was submitted.

H. Director of Information Technology Report

No report was submitted. Trustees requested a comprehensive update on current IT challenges and the status of laptop distribution for 9th and 10th-grade students. This update is requested from the Director of IT at the next regularly scheduled meeting.

I. Director of Development Report

No report was submitted. Similarly a report was requested from the Director of Development at the next regularly scheduled meeting.

J. Chief Finance Officer (CFO) Report

K. Executive Director/Principal (EDP) Report

EDP Magee expressed gratitude and appreciation to all staff, ASB, Ambassadors, and LINK Crew for their substantial help during Back to School Night. The EDP also thanked the Board members for their active participation during the annual board goal-setting retreat, highlighting the focus on academic goals. The resulting academic goals will be discussed at a department meeting on October 9th, followed by an Academic Accountability Committee (AAC) meeting, with a full update to be presented at the October Board meeting.

In operational updates, a full evacuation drill is scheduled for tomorrow to assess safety protocols. Regarding the concern over doors, the topic was addressed by the Budget and Finance Committee, which determined that improvements would be cost- and time-prohibitive. Dr. Magee stated that the Bowdoin campus is expected to be released to the school in early October.

III. Board Committees (Stakeholder Board Level Committees)

A. Academic Accountability Committee Update

Mr. Michael Friedman reported that they had selected and seated their board and officers. The committee discussed various student support services and resources, including the Study Center and other support programs that have been implemented or phased out. Concerns were raised regarding funding for support programs, noting that the current frozen ADA (Average Daily Attendance) is temporary. The AAC also discussed the potential of an International Baccalaureate (IB) program and will be exploring this option further.

The committee noted that testing snapshots over the last five years have been atypical and will explore what programs have been effective. The Math Lab will be utilized to conduct a data and survey initiative to assess efficacy. A discussion regarding the composition of the committee highlighted that English is overrepresented by teachers. The AAC is exploring the use of teleconferencing (Zoom, call-in) as an option for future in-person meetings.

The committee is currently tasked with re-appointing its members and officers to ensure proper functioning. A two-pronged communication strategy was recommended in order to standardize communication strategy to ensure clarity and operational uniformity. This strategy will focus on defining operational expectations and structure for all participants, which includes:

Committee Governance: Sharing information with all subcommittee members, chairs, and leadership detailing the structure, policies, scope, and goals of each subcommittee.

Trustee Onboarding: Developing clear communication for newly starting Trustees to define their operational expectations, including the resources, access systems (e.g., email), and platforms used by the Board to ensure a smoother transition and informed start to their term.

B. Budget & Finance Committee Update

The Committee reviewed Proposition 28 funding and approved salary alignment recommendations. A robust discussion regarding the cost and feasibility of replacing doors took place; it was reported that the $256,000 cost covers the doors alone,

excluding permitting and associated fees, making the project time-prohibitive at this time. Measures for security increases were also discussed.

In fundraising, the Committee noted that the annual giving campaign is running slightly late. Efforts are actively underway to secure Federal Emergency Management Agency (FEMA) Aid grants. The Committee also approved a Community Day initiative to commission Ed Massey for an art installation to be housed at the Pali Bowdoin campus. Finally, the distribution of $500 per teacher for classroom supplies was approved.

C. Election Committee Update

D. Charter Committee Update

IV. Academic Excellence

A. Road to Pali Update

The administration provided a detailed timeline for the phased return to the Bowdoin campus. The track handoff is scheduled for October 25th, with the pool steps nearing finalization and contractors prepared to begin work. Cafeteria access is expected to be re-granted by the end of September. Approval from the Division of the State Architect (DSA) for the field is anticipated soon, projecting readiness by mid- to late-October. The school anticipates receiving its keys in mid-October, allowing for an initial, brief trip back to campus for teachers. The operations team will mobilize for the major move back to the Palisades in November, and mobilization plans are expected to be finalized by October. The process of moving materials back to Bowdoin is scheduled for December, with the official first day of student return set for January 12th.

In terms of logistics, the administration noted that student enrollment has leveled, and while some classes are experiencing desk shortages, this issue is being resolved. Significant community eagerness to help with campus beautification was reported. The administration was prompted to clarify when teachers will be informed of their assigned classrooms and was encouraged to share drafts of policies with all affected stakeholders.

V. Governance

A. Board on Track Review/Update

Amir Ebtehadj presented an overview of the Board on Track platform, detailing its features and providing instruction on its use, specifically as a resource for newly elected Board members.

B. Election of Board Officer - Board Chair

Nicholas Albonico made a motion to elect Maggie Nance as Chair.

Andrew Paris seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Election of Board Officer - Board Vice Chair

Negeen Ben-Cohen made a motion to elect Amir Ebtehadj as Vice-Chair.
Martha Monahan seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Election of Board Officer - Board Secretary

Fati Adeli was nominated by Minh Ha Ngo but respectfully declined the nomination.
Amir Ebtehadj made a motion to elect Negeen Ben-Cohen as Secretary.
Maggie Nance seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Committee Selection

Maggie Nance made a motion to approve the committee selection for the SLC and board level committees.
Amir Ebtehadj seconded the motion.
The board **VOTED** unanimously to approve the motion.
Amir Ebtehadj presented regarding the composition of each SBLC and board member committees. The board members volunteered and were nominated for the committees.

The Trustees for the Stakeholder Board Level Committees are the following:
Budget and Finance- Jane Davis and Jessica Recinos
Academic Accountability- Negeen Ben-Cohen, Lisa Cahill, and Fati Adeli
Election: Lisa Cahill, Jessica Recinos, Martha Monahan, and Fati Adeli
Charter: Amir Ebtehadj, Martha Monahan, and Nick Albonico

The Trustees for the Board Member Committees:
Executive: Maggie Nance (Chair), Amir Ebtehadj (Vice-Chair) and Negeen Ben-Cohen (Secretary)
Grade Appeal: ALL FACULTY TRUSTEES (ALTERNATING), Andy Paris, Amir Ebtehadj, Fati Adeli
Risk Management: Jane Davis, Amir Ebtehadj, and Negeen Ben-Cohen
Evaluation: ALL NON-INTERESTED TRUSTEES
Bargaining: ALL NON-INTERESTED TRUSTEES
Survey: Maggie Nance, Jessica Recinos, Minh Ha Ngo, and Amir Ebtehadj

VI. Finance

A. Prop 28/Arts & Music in Schools Annual Report

Maggie Nance made a motion to approve the Prop 28/Arts & Music in Schools Annual Report.

Minh Ha Ngo seconded the motion.
The board **VOTED** unanimously to approve the motion.

VII. Consent Agenda

A. Finance Items: School Organized Conferences/Trips

Amir Ebtehadj made a motion to approve the School Organized Conferences/Trips.
Maggie Nance seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
Jane Davis	Aye
Maggie Nance	Aye
Jessica Recinos	Aye
Amir Ebtehadj	Aye
Lisa Cahill	Aye
Martha Monahan	Aye
Fati Adeli	Aye
Negeen Ben-Cohen	Aye
Andrew Paris	Aye
Minh Ha Ngo	Aye
Nicholas Albonico	Abstain

B. Personnel Items

Maggie Nance made a motion to approve the Personnel Items as submitted.
Amir Ebtehadj seconded the motion.
The board **VOTED** unanimously to approve the motion.

VIII. 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 7:39 PM.

Respectfully Submitted,
Amir Ebtehadj