



Lighthouse Community Public Schools

LCPS Board of Directors Meeting

Published on April 11, 2026 at 10:09 PM PDT

Amended on April 16, 2026 at 12:46 PM PDT

Date and Time

Wednesday April 15, 2026 at 6:00 PM PDT

Location

433 Hegenberger Suite 206
Oakland, CA 94621

-
- In Person: 433 Hegenberger Rd Suite 222 Oakland, CA 94621
 - In Person: 238 13th Street, Oakland, CA 94612

Meeting can be joined via Zoom:

Join Zoom Meeting

<https://lighthousecharter-org.zoom.us/j/81165534985?pwd=UTXUeBpbH1Zz501dptULH8Oo2L0Yn8.1>

Meeting ID: 811 6553 4985

Passcode: 537313

One tap mobile

+16699006833,,81165534985#,,,,*537313# US (San Jose)

+16694449171,,81165534985#,,,,*537313# US

Agenda

Purpose Presenter Time

I. Opening Items 6:00 PM

A. Call the Meeting to Order Robbie Torney 2 m

Meeting Purpose and Norms:

https://docs.google.com/presentation/d/1JwECarHFI3GjlyknwcwYAy1EN_zKgw8fMj_8xTaB_yA/edit?slide=id.g3cace9de1ca_0_78#slide=id.g3cace9de1ca_0_78

B. Land Acknowledgement Rich Harrison 1 m

Honor Native Land - we are on Ohlone land and want to acknowledge native peoples and our ancestors this evening.

C. Record Attendance Kathleen Liljeberg 2 m

D. LCPS Community Highlights Rich Harrison 15 m

Declaration Dates:

- Lighthouse High School: May 6, 9:45 am to 11 am
- Lodestar High School: May 11, 2 pm to 4 pm

Graduation Dates:: Both graduations will be held at Scottish Rite

- Lodestar High School: May 29, 2 pm to 4 pm
- Lighthouse High School: May 20, 6:30 pm to 8:30 pm

LCPS Investment in Teachers

- <https://lcps.exposure.co/how-lcps-is-investing-in-our-teachers-students-and-east-oakland>

Lodestar Middle School - Citywide Boys Soccer Champions; They won their quarter, semi, and final match in PKs!

- https://www.instagram.com/p/DWmdHmVkh97/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==

Addressing Gun Violence - 8th grade Exhibition (video featuring Barbara Lee)

- https://www.instagram.com/reel/DWkK23xAfju/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==

	Purpose	Presenter	Time
<p>The Missing Word - 7-minute Documentary Video (filmed on location at our Lighthouse Campus in January) featuring 3 parents (one of whom is a longtime Lighthouse parent) and our partners at Youth Alive! and Visioning Beyond Violence.</p>			

- <https://themissingword.com/>

Youth Alive Fundraiser - Rich Harrison, Keynote Speaker:

- <https://www.eventbrite.com/e/youth-alives-510-day-kick-off-fundraising-breakfast-registration-1983468293058?aff=oddtcreator>

II.	Public Forum		6:20 PM
------------	---------------------	--	----------------

- | | | | | |
|-----------|---|-----|---------------|------|
| A. | Open Forum, Public Comment on Agenda or Non-Agenda Items, and Introductions | FYI | Robbie Torney | 10 m |
|-----------|---|-----|---------------|------|

No individual presentation on agendized or non-agendized items shall be for no more than two(2) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Speakers requesting translations will have four (4) minutes to present. The Board will hear public comments, and Identify next steps as needed.

III.	Regular Consent Items		6:30 PM
-------------	------------------------------	--	----------------

- | | | | | |
|-----------|--------------------------------|-----------------|---------------|-----|
| A. | Approve Minutes: March 4, 2026 | Approve Minutes | Robbie Torney | 1 m |
|-----------|--------------------------------|-----------------|---------------|-----|

- | | | | | |
|-----------|--|------|---------------|-----|
| B. | Financial Statements: February Check Registers | Vote | Robbie Torney | 1 m |
|-----------|--|------|---------------|-----|

Recommended Action: The Senior Director of Finance / CEO have reviewed these materials with the Finance committee and recommends approval of the check register as part of the Consent Agenda.

February check register link: https://drive.google.com/file/d/15iECttRfEdbtm6_W-dTFNDw1GL4cc47r/view?usp=drive_link

- | | | | | |
|-----------|---|------|---------------|-----|
| C. | Salary Approvals
\$160K+ Executive Comp approvals | Vote | Rich Harrison | 1 m |
|-----------|---|------|---------------|-----|

	Purpose	Presenter	Time
<ul style="list-style-type: none"> • Finance Update Slides 12-13 has the updates and details about the recommendations <ul style="list-style-type: none"> ◦ Chief Operating Officer ◦ Chief of Staff ◦ Senior Director of Finance ◦ Senior Director of Special Education & Clinical Services ◦ Senior Director of Teaching & Learning ◦ Head of School (Lodestar) 			

Addendums for staff earning over \$160,000 can be accessed here:

https://drive.google.com/drive/folders/1DtXSHiy4IRQoyGbxRcolT-nBI_mVQTH1?usp=sharing

IV. Discussion and Approval Items 6:33 PM

A. CEO Goals & Update	FYI	Rich Harrison	15 m
-----------------------	-----	---------------	------

Link:

https://docs.google.com/presentation/d/1v6VwdwfJxX6LXRqzZziKujyVmBgDKhcbWjDN1fVFNds/edit?slide=id.g38535c4f461_0_24#slide=id.g38535c4f461_0_24

B. 2025-26 Finance Update		Hung Mai	15 m
---------------------------	--	----------	------

LCPS Finance Update: https://docs.google.com/presentation/d/118Jfp0uLD7GKek-6EvD1PoSdGwaRShMI/edit?slide=id.g3b1ced85378_0_0#slide=id.g3b1ced85378_0_0

C. Compensation Approval for Non-teaching staff Compensation Update & COLA Increase for Staff	Vote	Anna Martin	15 m
--	------	-------------	------

For the Comp Update & Approval/Vote:

- [Finance Update Slides 12-13](#) has the updates and details about the recommendations and the new collateral
- [New Non-Teacher Salary Bands](#)
- [Revised Total Rewards & Compensation Philosophy](#)
- **Request for Approval:** COO & CEO recommend LCPS Board adopt the New Non-Teacher Salary Bands and the Revised Total Rewards Compensation Philosophy to take effect July 1, 2026.

	Purpose	Presenter	Time	
	<ul style="list-style-type: none"> • Cost to LCPS: By voting to approve these items, the LCPS Board is adopting new salary bands that commit LCPS to an ~3% average increase (\$300-350K over 25-26SY salaried) to non-teacher compensation to be included in the 26-27SY budget. 			
D.	Approval: Benefit Renewal	Vote	Anna Martin	5 m

For Benefits Renewal Proposed Increase Approval/Vote:

- [Finance Update Slides 14-15](#) has the updates and details about the recommendation
- **Request for Approval:** Based on total rewards philosophy, recent comp study and staff survey, & relative cost, COO, CEO and Finance Committee recommend the LCPS Board approve the addition of Long Term Disability coverage for all full-time employees and increasing LCPS' employer contribution for dependent care coverage for child dependents to 60%
- **Cost to LCPS:** Estimated to add ~\$45-75K to total benefits renewal increase cost to add LTD and increase dependent coverage to 60%

E.	Board Special Meeting Schedule-June	Discuss	Robbie Torney	5 m
----	-------------------------------------	---------	---------------	-----

The CEO is recommending the Board schedule a special meeting in late June to approve the Lighthouse Community Charter School Renewal Petition so that the approval can be closer to the intended July 1 submission date. The CEO would like to suggest and poll the board on availability for a late June board meeting.

F.	Approval: Addendum to CEO Employment Agreement to Reflect COLA Increase	Vote	Robbie Torney	5 m
----	---	------	---------------	-----

1. Public report of compensation paid to CEO

https://drive.google.com/file/d/1zb0uGwdKGFUe6ik41xhpZ_9tUjD4lNkQ/view?usp=drive_link

G.	Approval: Resolution for Grant	Vote	Rich Harrison	5 m
----	--------------------------------	------	---------------	-----

CEO and COO recommend the approval of the resolution accepting terms and conditions of the grant agreement for the charter schools facilities incentives grant program. <https://docs.google.com/document/d/11kuqaQakR5RDB0DalhMkclW-XGYxbKVm/edit>

	Purpose	Presenter	Time
H. Approval: Staff and Student Laptop/Chromebook purchase for 2026-27 School Year	Vote	Rich Harrison	5 m

Action Requested

CEO and COO request approval by the LCPS Board to purchase chromebooks for students and staff with anticipated costs to purchase staff laptops and student chromebooks for 2026-2027 School year to total \$366,325.71.

Materials:

<https://drive.google.com/drive/u/0/folders/1tgx4lz8CN66go9UbAaV67M8egL2Ua7M7>

I. Approval: Math Curriculum IM 360 for 2026-27 School Year	Vote	Rich Harrison	5 m
--	------	---------------	-----

Quote is linked below for the math 6-12 curricula for Lighthouse and Lodestar 6-12. The majority of the costs come from student workbooks and consumable manipulative kits. The digital materials are free to access.

Costs are:

- LH: \$26,946.21
- LS: \$27,144.22
- Total: \$54,090.43

Quote: <https://drive.google.com/drive/folders/1NwM0IDbxZgm-st09SoHxEELeC2hniSO3?usp=sharing>

V. Public Forum 7:48 PM

A. Open Forum, Public Comment on Agenda or Non-Agenda Items, and Introductions	Discuss	Robbie Torney	10 m
---	---------	---------------	------

No individual presentation on agendized or non-agendized items shall be for no more than two(2) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Speakers requesting translations will have four (4) minutes to present. The Board will hear public comments, and Identify next steps as needed.

VI. Closing Items 7:58 PM

	Purpose	Presenter	Time
A. Action Items & Next Steps	FYI	Robbie Torney	5 m
<ul style="list-style-type: none"> • Next Steps and Action Items for Board Members and Staff 			
B. Adjourn Meeting	Vote	Robbie Torney	5 m