APPROVED

Lighthouse Community Public Schools

Minutes

LCPS Board of Directors Meeting

Date and Time
Wednesday December 3, 2025 at 6:00 PM

Location
433 Hegenberger Suite 206
Oakland, CA 94621

- In Person: 433 Hegenberger Rd Suite 222 Oakland, CA 9462

Directors Present
A. Ocegueda, B. Manning (remote), E. Figueroa, J. Camus-Beebe, J. Kwan-Jacobs (remote), R. Ornelas, R. Torney

Directors Absent
None

Guests Present
A. Ford, A. Martin, H. Mai, Josh Weintraub, K. Fee (remote), K. Liljeberg, L. Baldridge, M. Bacigalupi, M. Patel, R. Harrison, S. Hurley (remote)

I. Opening Items

A. Call the Meeting to Order

R. Torney called a meeting of the board of directors of Lighthouse Community Public Schools to order on Wednesday Dec 3, 2025 at 6:04 PM.

B. Land Acknowledgement

Rich Harrison, CEO, led the board and staff in an Ohlone land acknowledgement.

C. Record Attendance

D. LCPS Community Highlights

Rich Harrison, CEO, gave community highlights on the LCPS Impact Report that reviewed the past year of student and family stories, an exciting student internship at TEAM Inc and an internal internship, and Lodestar's DELE exam center certification.

No questions from the board.

II. Public Forum

A. Open Forum, Public Comment on Agenda or Non-Agenda Items, and Introductions

Seeing none and hearing none, public comment was closed.

III. Regular Consent Items

A. Approve Minutes: November 5, 2025

R. Torney made a motion to approve the minutes from LCPS Board of Directors Meeting on 11-05-25.
R. Ornelas seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

R. Ornelas	Aye
J. Kwan-Jacobs	Aye
J. Camus-Beebe	Aye
A. Ocegueda	Aye
E. Figueroa	Aye
B. Manning	Aye
R. Torney	Aye

B. Financial Statements: September Check Register

R. Torney made a motion to approve consent items.
R. Ornelas seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

R. Ornelas	Aye

Roll Call

R. Torney	Aye
J. Camus-Beebe	Aye
B. Manning	Aye
A. Ocegueda	Aye
E. Figueroa	Aye
J. Kwan-Jacobs	Aye

IV. Discussion and Approval Items

A. CEO Goals Update

Rich Harrison, CEO, gave the CEO Goals Update on charter renewals and academic student data, chronic absenteeism, suspension rates, staff professional development, enrollment and attrition, and finance.

The board asked about hypotheses related to dashboard results.

Dr. Baldridge, Head of School for Lodestar, gave generalized strengths that led to growth and how she intends to share results with her team.

B. LCPS Academic Committee Member Appointment

R. Torney made a motion to Appoint Jenn Camus-Beebe join the Academic Committee.
R. Ornelas seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

B. Manning	Aye
R. Torney	Aye
A. Ocegueda	Aye
E. Figueroa	Aye
J. Kwan-Jacobs	Aye
J. Camus-Beebe	Abstain
R. Ornelas	Aye

C. 2025 - 26 Strategic Plan Update

Aisha Ford, Senior Director of Teaching and Learning, gave an academic update to the board that reviews the results from the CA State Dashboard. Aisha discussed strengths and growth areas.

No questions from the board.

D. CA State Dashboard Review

Kathleen Liljeberg, Director of Assessment and Performance Management, reviewed the data details of the CA Dashboard, including goals for the upcoming year and how student subgroups performed.

The board asked what would be needed to connect the daily practice of teaching and learning to the summative state outcomes. The board also asked how to identify students who may provide the largest leverage to help the outcomes move.

Staff members shared analysis protocols using data tools, and many students have been identified and areas for improvement, but the next step would be getting that data into the hands of coaches and teachers.

E. College and Career Update

Josh Weintraub, Director of College and Career, discussed the overlapping programs that LCPS provides students and families. Josh reviewed CTE pathways, A-G requirements, college access, dual enrollment, and academic scheduling with counseling and support.

The board asked about the NSC college completion data. Josh responded that LCPS does follow student college completion and the partnership work with One Goal that allows students to access coaching in their first year of college.

The board asked how the LCPS college and career programs differ from other schools in the area. Josh responded that many other schools also provide pathways, but LCPS is unique in it's school size, providing numerous and quality pathways and juggling dual enrollment with access to college preparation and support.

F. 2025 - 26 Finance Update

Hung Mai, Senior Director of Finance, gave a financial update, including the clean audit results, enrollment updates, cash flow, average daily attendance, and budget versus actuals. Hung reviewed the details of cash on hand, debt coverage ratio, and bond covenant days cash.

No questions from the board.

G. Audit Approval

J. Kwan-Jacobs made a motion to approve the audit.
R. Ornelas seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

A. Ocegueda	Aye
J. Kwan-Jacobs	Aye
J. Camus-Beebe	Aye
R. Ornelas	Aye

Roll Call

R. Torney	Aye
E. Figueroa	Aye
B. Manning	Aye

H. First Interim Budget Approval

R. Ornelas made a motion to Approve the first interim budget.
B. Manning seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

R. Ornelas	Aye
J. Kwan-Jacobs	Aye
R. Torney	Aye
B. Manning	Aye
A. Ocegueda	Aye
E. Figueroa	Aye
J. Camus-Beebe	Aye

I. Compensation Review

Anna Martin, Chief Operating Officer, reviewed the process for the compensation strategy. This reviewed the timeline, key factors, approach, and next steps.

The board asked follow-up questions around the proposed contract with Stronger Consulting with communication plans around pay equity and salary structure.

Anna responded with the beginning work that would prioritize communication and timelyness around addendum processes.

J. Approval: Strong Consulting agreements with LCPS

A. Ocegueda made a motion to Approve the Strong Consulting agreement with LCPS.
J. Camus-Beebe seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

J. Camus-Beebe	Aye
B. Manning	Aye
E. Figueroa	Aye
A. Ocegueda	Aye
R. Torney	Aye
J. Kwan-Jacobs	Aye
R. Ornelas	Aye

K. Approval: LCPS Consulting Agreement with JJ Huff for Academic Support

R. Torney made a motion to Approve the JJ Huff consulting agreement for academic support.
R. Ornelas seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call	
J. Camus-Beebe	Aye
A. Ocegueda	Aye
E. Figueroa	Aye
B. Manning	Aye
J. Kwan-Jacobs	Aye
R. Torney	Aye
R. Ornelas	Aye

V. Closed Session

A. Pupil Matter

The board moved to closed session at 8:12PM.
R. Torney made a motion to approve the stipulated expulsion with suspended enforcement order regarding confidential student discipline matter, Case No. 2025003.
R. Ornelas seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call	
J. Camus-Beebe	Aye
A. Ocegueda	Aye
R. Torney	Aye
B. Manning	Aye
J. Kwan-Jacobs	Aye
E. Figueroa	Aye
R. Ornelas	Aye

VI. Closing Items

A. Action Items & Next Steps

The board returned to regular session at 8:23 PM.

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:24 PM.

Respectfully Submitted,
R. Torney