APPROVED

ARISE High School

Minutes

ARISE Special Board Meeting

Date and Time
Tuesday November 4, 2025 at 5:30 PM

Location
Main Location ARISE High School: 3301 E 12th St UNIT 200 Classroom 104, Oakland, CA 94601
[upstairs from the plaza up the tiled steps, door is unlocked and propped open]

Additional Locations:
35-310 Weloka Road, Pāpa'aloa, HI 96780

https://us06web.zoom.us/j/9968001809

Directors Present
A. Morales, D. Meister, D. Taylor, M. Arechiga, P. Hansen, R. Garcia (remote), S. Abram

Directors Absent
M. Iglesias

Guests Present
K. Gandiaga (remote)

I. Opening Items

A. Record Attendance

B.

Call the Meeting to Order

D. Meister called a meeting of the board of directors of ARISE High School to order on Tuesday Nov 4, 2025 at 5:38 PM.

C. Chair Updates

Board Chair Deborah Meister provides the board an update about board chair business and nothing needed to be escalated to the board.

II. Consent Calendar

A. Approve Minutes

P. Hansen made a motion to approve the minutes from Full Board Meeting on 10-21-25.
D. Taylor seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Meister	Aye
M. Arechiga	Aye
P. Hansen	Aye
M. Iglesias	Absent
S. Abram	Aye
R. Garcia	Aye
A. Morales	Aye
D. Taylor	Aye

III. Public Comment

A. Public Comment

Jay Barnheisel provided public comment about the work that ARISE has done and the transformative work that the leadership team has done. He has worked for ARISE for 6 years and has seen how Karla empowers staff to make decisions and is concerned about a disruption in the philosophy and intent that ARISE has in place and advocated for a dual leadership going forward.

IV. Reconvene to Public Session

A. Reconvene to Public Session

No action taken.

V. Head of School Transition

A. HoS Transition Committee Updates

Board Chair provided an update to the board on the work of the Transition Committee including more time needed for a compensation study. Karla Gandiaga noted that a compensation study will be ready for the December board meeting.

B. Approval of Compensation Study for Head of School

Item removed from the agenda.

C. Next Steps in Head of School Transition

Board Chair Deborah Meister provided context to the board around the proposals and decisions needed for the next steps in the Head of School Transition. She also reviewed timelines and options around direct appointment, posting jobs, contracting a hiring firm, etc. Board members expressed wanting more time to review job descriptions and asked clarifying questions about cost of a hiring firm and purpose of appointing a negotiator on behalf of the board. Board Chair Deborah Meister expressed her support for a Co-Head of school model and direct internal appointment from the board and board members discussed strengths in having continuity and continuing to support the Mission and Vision of ARISE. Board members reviewed the job descriptions and asked clarifying questions about the job descriptions.
D. Taylor made a motion to Approve moving forward with a Co-Head of School Model.
R. Garcia seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Meister	Aye
M. Iglesias	Absent
S. Abram	Aye
P. Hansen	Aye
M. Arechiga	Aye
D. Taylor	Aye
R. Garcia	Aye
A. Morales	Aye

R. Garcia made a motion to Pursue a direct appointment from the board for Co-Heads of school.
P. Hansen seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Iglesias	Absent
D. Taylor	Aye
R. Garcia	Aye
P. Hansen	Aye
S. Abram	Aye
A. Morales	Aye
M. Arechiga	Aye
D. Meister	Aye

S. Abram made a motion to Appoint Maria Arechiga to be the labor negotiator for the Co-Head of School Role.
P. Hansen seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Taylor	Aye
A. Morales	Aye
D. Meister	Aye
M. Arechiga	Abstain
M. Iglesias	Absent
S. Abram	Aye
R. Garcia	Aye
P. Hansen	Aye

P. Hansen made a motion to Approve Co-Head of School job description allowing the Transition Committee to revise for clarify without any changes to the responsibilities outlined.
S. Abram seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Meister	Aye
D. Taylor	Aye
P. Hansen	Aye
M. Iglesias	Absent
A. Morales	Aye
M. Arechiga	Aye
R. Garcia	Aye
S. Abram	Aye

VI. Reconvene to Public Session

A. Reconvene to Public Session

No action taken in closed session.

VII. Upcoming Meetings

A. Possible Vote: Amending Regular Meeting Agenda

Item deleted from agenda

B. Next Meeting - Preview & Considerations for Agenda

Board chair reviewed items for the December board meeting and reminded board members to complete ethics training.

C. Future Meetings - Other work that needs to be agendized

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 8:15 PM.

Respectfully Submitted,
D. Meister

This legislative body conducts business under the meeting requirements of the Ralph M. Brown Act.

MEETING AGENDA & RELATED MATERIALS
Agendas for regular board meetings as defined by the Brown Act will be posted at the meeting site and the legislative body's website, if applicable, 72 hours prior to the start of the meeting. Agendas for special meetings as defined by the Brown Act will be posted at the meeting site and the legislative body's website, if applicable, 24 hours prior to the start of the meeting. Materials relating to an agenda topic that is a matter of public record in open session, will be made available for public inspection 72 hours prior to the start of the meeting, or, alternatively, when the materials are distributed to at least a majority of board members.

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE
Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY
The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

SPECIAL PRESENTATIONS MAY BE MADE
Notice is hereby given that, consistent with the requirements of the Bagley-Keene Open Meeting Act, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only.

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 may request assistance by contacting ARISE High School, 3301 E. 12th Suite 205, Oakland, CA; telephone: (510) 436-5487.

FOR MORE INFORMATION

For more information concerning this agenda or for materials relating to this meeting, please contact ARISE High School, 3301 E. 12th Suite 205, Oakland, CA;
telephone: (510) 436-5487.