



Amethod Public Schools

Regular Meeting of the AMPS Board of Directors

Published on December 10, 2023 at 10:01 AM PST

Amended on December 10, 2023 at 10:47 AM PST

Date and Time

Wednesday December 13, 2023 at 6:00 PM PST

Location

1450 Marina Way South, Richmond, CA 94804

The Board of Directors (Board) and employees of Amethod Public Schools will be holding this meeting in person at **1450 Marina Way South, Richmond, CA 94804**.

Members of the public who wish to attend in person can join us at Richmond Charter Academy (RCA) at 1450 Marina Way South, Richmond, CA 94804. Or members of the public may meet via the Zoom meeting platform at:

<https://us02web.zoom.us/j/83187954557>

We also offer two-way teleconference locations for the public to attend in our Oakland school sites:

Oakland Charter High School- 2433 Coolidge Ave, Oakland, CA 94601

Downtown Charter Academy- 2000 Dennison St, Oakland, CA 94606

Oakland Charter Academy- 4215 Foothill Blvd, Oakland, CA 94601

Participating by Telephone: 669-900-9128 Meeting ID: 831 8795 4557

Public Comment: Members of the public attending in person who wish to comment on an agenda item please fill out a speaker card and submit it to a staff member. The Board Chair will call on you to enter the Boardroom. Members of the public who are join in via teleconference, please use raise hand tool in the reactions tab located at the bottom of the zoom screen or press star (*) nine if joining by telephone. The Board Chair will call on you. Please

note that comments are limited to two minutes. The Board Chair may increase or decrease the time allowed for public comment, depending upon the topic and number of persons wishing to be heard.

Access to Board Materials: A copy of the written materials which have been submitted to the School Board with the agenda relating to open session items may be reviewed by any interested persons on the Amethod Public School's website at www.amethodschools.org following the posting of the agenda. Amethod reserves the right to show or distribute additional information and/or documents to the School Board at the meeting, and will make copies of such documents relating to open session items available to the public upon request.

Disability Access: Requests for disability-related modifications or accommodations to participate in this public meeting should be made 72 hours prior to the meeting by calling (510) 965-4562. All efforts will be made for reasonable accommodations. The agenda and public documents can be modified upon request as required by Section 202 of the Americans with Disabilities Act.

ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Call the Meeting to Order		Gilbert Lopez Jr.	5 m
B. Record Attendance		Sally Li	2 m
C. Announcements			2 m
Board Member Resignation			
D. Public Comments on Non-Agenda Items			2 m
Members of the public may comment here on non-agenda items that relate to one or more schools operated by Amethod Public Schools.			
II. Consent			6:11 PM
A. Approval of 11/15/2023 Regular Board Meeting Minutes	Approve Minutes		2 m
B. Approval of La Loma Clinic Proposal for Mental Health Coordination Services	Vote	Evelia Villa	2 m

	Purpose	Presenter	Time
III. Closed Session			6:15 PM
A. Conference with Labor Negotiator	Discuss		45 m
Agency Designated Representative: Board Chair Unrepresented Employee: Chief Executive Officer			
IV. Business			7:00 PM
A. Approval of Compensation Comparability Study Board for Chief Executive Officer Position	Vote		10 m
B. Board Chair: Required Oral Report Regarding Chief Executive Officer Employment Contract	FYI	Gilbert Lopez Jr.	5 m
C. Approval of Chief Executive Officer Contract	Vote		10 m
D. Approval of First Interims	Vote		10 m
V. Discussion			7:35 PM
A. Announcement of Chief Executive Officer	FYI	Gilbert Lopez Jr.	5 m
B. Instructional Update: Smarter Balanced Assessment Consortium (SBAC) Results and Goals; Richmond Charter Academy, John Henry High School, and Oakland Charter Academy.	FYI	Ms. Coleman, Ms. Crocker, and Dr. Ellingberg	15 m
VI. Closing Items			7:55 PM
A. Adjourn Meeting	FYI	Gilbert Lopez Jr.	1 m

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information concerning this agenda, please contact Amethod Public Schools Main Administration, 1450 Marina Way South Second Floor. Richmond, CA 94804; telephone, (510) 965-4562; Email: sallyli@amethodschools.org

Coversheet

Approval of 11/15/2023 Regular Board Meeting Minutes

Section: II. Consent
Item: A. Approval of 11/15/2023 Regular Board Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Regular Meeting of the AMPS Board of Directors on November 15, 2023

APPROVED



Amethod Public Schools

Minutes

Regular Meeting of the AMPS Board of Directors

Date and Time

Wednesday November 15, 2023 at 6:00 PM

Location

1450 Marina Way South, Richmond, CA 94804

The Board of Directors (Board) and employees of Amethod Public Schools will be holding this meeting in person at **1450 Marina Way South, Richmond, CA 94804**.

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ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE

Directors Present

A. Emmanuelli, E. Quiroz, G. Lopez Jr., N. Driver

Directors Absent

E. Gallegos

I. Opening Items

A. Call the Meeting to Order

G. Lopez Jr. called a meeting of the board of directors of Amethod Public Schools to order on Wednesday Nov 15, 2023 at 6:06 PM.

B. Record Attendance

C. Announcements

No announcements were made.

D. Public Comments on Non-Agenda Items

2 public comments were made.

Neftlali thanks Amethod Public Schools Board for allowing Safetight the opportunity to work together. He provides an update on the current status of the intrusion alarm system, the VPN cloud system, and the challenges they have been facing. He asks for assistance and support in this matter to troubleshoot errors to get the system up again.

Robert Moncada, External Affairs thanks Dr. Lavado a volunteer in East Oakland who has been offering free physical exams to student athletes. He has been taking in students and families for TB testing, physicals, covid-19 testing, etc in his clinic at no charge.

II. Closed Session

A. Chief Executive Officer Candidate Interviews

Board reconvenes from closed session at 9:26pm. The board has unanimously agreed and tentatively selected a potential CEO candidate for the Amethod Public Schools system. There are a few items and details still pending before the final decision is made.

III. Consent

A. Approval of 09/20/2023 Regular Board Meeting Minutes

A. Emmanuelli made a motion to approve the minutes from Regular Meeting of the AMPS Board of Directors on 09-20-23.

E. Quiroz seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call

G. Lopez Jr.	Aye
E. Gallegos	Absent
E. Quiroz	Aye
N. Driver	Aye
A. Emmanuelli	Aye

B. Approval to Rescind Telework Policy

A. Emmanuelli made a motion to Rescind Telework Policy.

E. Quiroz seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call

N. Driver	Aye
E. Gallegos	Absent
A. Emmanuelli	Aye
E. Quiroz	Aye
G. Lopez Jr.	Aye

C. Approval of Latino Education and Advancement Foundation (LEAF) Consulting Agreement

A. Emmanuelli made a motion to Approve Latino Education and Advancement Foundation (LEAF) Consulting Agreement.

E. Quiroz seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call

N. Driver	Aye
E. Quiroz	Aye
A. Emmanuelli	Aye
G. Lopez Jr.	Aye
E. Gallegos	Absent

D. Approval of J&V Integrated Strategies LLC Agreement

A. Emmanuelli made a motion to Approve J&V Integrated Strategies LLC Agreement.

E. Quiroz seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call

G. Lopez Jr.	Aye
A. Emmanuelli	Aye
E. Quiroz	Aye
E. Gallegos	Absent
N. Driver	Aye

E. Approval of Senior Grad Night Proposals; Oakland Charter High School and John Henry High School

Board Chair, Gilbert asks if John Henry High School's proposal include all students for the Disneyland Trip as it does not indicate on there. He says that the Oakland Charter High School's proposal indicates that all students will be included and it involves fundraising.

Mrs. Villa suggests the board only approves Oakland Charter High School's proposal and waits for a revision from John Henry High School's proposal in December's board meeting. She said there were some confusion on John Henry High School's team and the proposal was brought to the agenda at a later time. She asks Ms. Cardenas if she had any communication with John Henry High School's leadership team in regards to their proposal to ensure it is as equitable for the students as possible.

Ms. Cardenas responds she did not have communication with them and says Disneyland has approved tickets for 60 Oakland Charter High School students.

Mrs. Villa suggests for the board to approve of both high school's proposal with the caveat that John Henry High School adheres to Oakland Charter High School's proposal to stay aligned.

A. Emmanuelli made a motion to Approve Senior Grad Night Proposals; Oakland Charter High School and John Henry High School.

E. Quiroz seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call

E. Quiroz	Aye
A. Emmanuelli	Aye
G. Lopez Jr.	Aye
N. Driver	Aye
E. Gallegos	Absent

IV. Discussion

A. Instructional Update: Smarter Balanced Assessment Consortium (SBAC) Results and Goals; Benito Juarez Elementary, Richmond Charter Academy, John Henry High School, Downtown Charter Academy, Oakland Charter Academy, and Oakland Charter High School

Ms. Cardenas, Dean of Instruction from Oakland Charter High School shares her Smarter Balanced Assessment Consortium presentation covering ELPAC results, goals, and action plans.

Ms. Lee, Site Director from Downtown Charter Academy shares her Smarter Balanced Assessment Consortium presentation covering ELPAC results, goals, and action plans.

Ms. Galindo, Dean of Instruction from Benito Juarez Elementary shares her Smarter Balanced Assessment Consortium presentation covering ELPAC results, goals, and action plans.

Mrs. Villa says Oakland Charter Academy, Richmond Charter Academy, and John Henry High School will present next month.

Nick Driver asks Ms. Galindo what curriculum does Benito Juarez Elementary use.

Ms. Galindo says iReady for math and ELA and Lexia Learning for ELD.

Dr. Walker shares celebrations for Benito Juarez Elementary. Over the last month 73% of students have passed lessons on iReady. 75% of students have passed iReady reading. 73% have passed 70-100% on iReady lessons. For math, 87% have either scored 70-100%. To date, 91% of students are active and engaged on iReady.

Vice Chair, Nick Driver asks Ms. Lee what is the magic potion at Downtown Charter Academy.

Ms. Lee says the team and school culture makes the biggest impact on improvement. The team are happy to work there and experienced teachers make a huge impact. She has lost some experience teachers to different schools and still have a vacancy.

Downtown Charter Academy leaders also train paraprofessionals to become future teachers.

B. Chief Executive Officer Report

Mrs. Villa shares her CEO report covering topics on parent conferences, Williams reports, professional development with Relay Education, CREDO report, Innovare, and California Community Schools Grant update.

Nicholas Freeman, Co-founder and Chief Growth Officer introduces himself and shares what Innovare does and can do for Amethod Public Schools.

Vice Chair, Nick Driver asks in the future, if Amethod Public Schools will consider merging their schools which can benefit one and other during a tough renewal.

V. 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 10:23 PM.

Respectfully Submitted,
G. Lopez Jr.

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Coversheet

Approval of La Loma Clinic Proposal for Mental Health Coordination Services

Section:	II. Consent
Item:	B. Approval of La Loma Clinic Proposal for Mental Health Coordination
Services	
Purpose:	Vote
Submitted by:	
Related Material:	Briefing Sheet -La Loma Proposal.pdf La Loma Clinic. CityCARES Program 24.pdf

AMPS

HONOR HARD WORK

**Amethod Public Schools
Board Item Overview****Date: 12/13/23****Subject:****Approval of Approval of La Loma Clinic Proposal for Mental Health
Coordination Services****Action:**☒**Information:**☐**Committee:**☐**RECOMMENDATIONS:**

Staff recommends the approval of the proposal with La Loma Clinic. By approving the proposal, staff will continue the progress and roll out of the California Community Schools Partnership Program (CCSPP) Grant.

The California Community Schools Partnership Program Implementation Grant funds are to be used to support the establishment of new community schools and/or the expansion or continuation of existing community schools. The purpose of the CCSPP Grant supports the AMPS efforts to offer comprehensive community wide program and allows AMPS to partner with community based agencies to align community resources to improve services to staff, families and students. These partnerships will provide an integrated focus on academics, attendance, health and social services, and community engagement.

**SUMMARY OF PREVIOUS
BOARD DISCUSSION AND
ACTION:**

- California Community Schools Partnership Program Implementation Grant RFP released by the California Department of Education January 23, 2023.
- AMPS CEP provided information of the intent for AMPS to respond to the CCSPP RFP and submit an application.
- AMPS CEO provided a preview and update regarding the AMPS opportunity in early March 2023 and discussed opportunities for CCSPP Partnerships.
- CCSPP awardees announced in May 2023.
- AMPS CEO announced that the California Department of Education awarded \$7.6 Million dollars to AMPS for the CCSPP program.
- CEO reviewed and updated the AMPS CCSP submission and secured partnership with LEAF and J&V, Relay Education and Lexia Learning
- CEO discusses the partnerships in preparation for the October board meeting.

**SUMMARY OF KEYS
ISSUES:**

AMPS is dedicated to strengthening its six community schools to ensure every child has access to a high-quality education that responds comprehensively and holistically to all of their needs. While AMPS schools have all four community school pillars in

	<p>place, which are Integrated support services, Family and community engagement, Collaborative leadership and shared decision-making; and Extended/expanded learning time; the specific pillars that would be expanded through an implementation grant are integrated student supports, family and community engagement, and extended learning time and opportunities. The proposed services are based on the following theory of action: by implementing services focused on three strategic areas: (1) Family and community engagement (2) extended learning time and opportunities, and (3) Integrated support/service coordination, AMPS schools will be supported to (a) improve students attendance and wellbeing, a necessary focus to enable, (b) an improvement in student core subject proficiency outcomes.</p>
FISCAL ANALYSIS :	<ul style="list-style-type: none"> • \$7.6 million grant awarded to AMPS for the CCSPP Implementation Grant • Grant requires a $\frac{1}{3}$ match of grant total from AMPS • Grant timeline commencement 2023- 2028 with an option to apply for an additional \$500,000 for an extra 2 years
ATTACHMENT(S):	La Loma Clinic Proposal

CONSULTING SERVICES PROPOSAL

This Consulting Services Agreement (the "Agreement") is made and entered into as of January 1, 2024, by and between Amethod Public Schools (AMPS), hereinafter referred to as ("Client" or "AMPS") and La Loma Clinic hereinafter referred to as "Consultant" or "CityCARE" initiative.

Whereas the Consultant seeks to provide certain consulting services and the Client wishes to retain the Consultant to perform such consulting services on the terms set forth.

1. CONSULTING SERVICES

(a) Capacity.

The Client hereby retains as a consultant of the Client on a non-exclusive basis with respect to the needs of the Client during the term, and the Consultant hereby accepts such position, all effective as of the date of this Agreement and upon the terms and subject to the conditions set forth herein.

(b) Duties.

During the term, the Consultant shall perform such consulting services as may be reasonably specified in this proposal and from time to time by the client, subject to the requirement that it is within the scope of this proposal and that the Consultant shall comply at all times with all applicable laws. The consulting services may include, without limitation, as described in the attached Exhibit B. In connection with the rendering of the Consulting Services, the consultant shall provide to the Client; (i) upon the Client's written request, all information, documents and other materials relating to the Consulting Services; and (ii) such other oral and/or written reports regarding Consulting Services as the Client may from time-to-time request.

(c) Availability; Location.

During the Term, the Consultant shall make himself reasonably available to render the Consulting Services on such business days and times to be requested by the Client and approved by the Consultant. The Client will provide a working space for the consultant to use in the engagement of duties, assignments and meetings pertaining to the project.

(d) Compensation; Reimbursement of Expenses.

The Client shall pay in accordance with the payment terms as outlined in Exhibit B.

2. CONFIDENTIALITY; CLIENT PROPERTY

a) Confidential Information. Except for where such disclosure is necessary and authorized by Client, Consultant shall keep in strict confidence, and shall not, directly or indirectly, at any time during or after the Term, disclose, furnish, disseminate, make available or, except in the course of performing his duties hereunder, use any trade secrets or confidential business and technical information of the Client, including, without limitation, facts as to when or how the Consultant may have acquired such information (collectively, "Confidential Information").

b) The consultant, along with its members, will comply with the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99), a Federal law designed to safeguard the privacy of student education records.

3. TERM AND TERMINATION

The term for this proposal is detailed in Exhibit B, Section A labeled "Term". Either party may terminate this Agreement at any time and without cause or reason upon thirty (30) days written notice to the other. Either party may terminate this Agreement immediately for cause by providing written notice to the other party. The period from the effective date of the Agreement until it is terminated, is sometimes referred to herein as the "Term." If the effective date of the Agreement occurs other than on the first day of the applicable calendar month, or if the termination of the Agreement occurs other than on the last day of the applicable calendar month, then the fee payable to Consultant pursuant to terms of this proposal, for such month(s) shall be prorated accordingly.

4. ASSIGNMENT.

This Agreement shall inure to the benefit of, and shall be binding upon, the Client and its successors and assigns.

5. INDEMNIFICATION

The Consultant agrees, to the fullest extent permitted by law, to indemnify and hold harmless the Client, its officers, directors and employees (collectively, Client) against all damages, liabilities or costs, including reasonable attorneys' fees and defense costs, to the extent caused by the Consultants negligent performance of professional services under this Agreement and that of its subconsultants or anyone for whom the Consultant is legally liable. The Client agrees, to the fullest extent permitted by law, to indemnify and hold harmless the Consultant, its officers, directors, employees and subconsultants (collectively, Consultant) against all damages, liabilities or costs, including reasonable attorneys' fees and defense costs, to the extent caused by the Client's negligent acts in connection with the Project, as set forth in the attached Exhibit "B," ("Project") and the acts of its contractors, subcontractors or consultants or anyone for whom the Client is legally liable.

6. MODIFICATIONS

No change, amendment or modification of this Agreement shall be valid unless it is in writing specifically referencing this Agreement and signed by all the parties hereto. No waiver of any provision of this Agreement shall be valid unless it is in writing and signed by the party against whom it is sought to be enforced. The failure of any party at any time to insist upon strict performance of any condition, promise, agreement or understanding set forth herein shall not be construed as a waiver or relinquishment of the right to insist upon strict performance of the same or any other condition, promise, agreement or understanding at a future time.

7. SEVERABILITY

In the event that any provision of this Agreement, or the application thereof, becomes or is declared by a court of competent jurisdiction to be illegal, void or unenforceable, the remainder of this Agreement shall continue in full force and effect and shall be interpreted so as reasonably to affect the intent of the parties hereto. The parties hereto shall use their reasonable best efforts to replace such void or unenforceable provision of this Agreement with a valid and enforceable provision that shall achieve, to the extent possible, the economic, business, and other purposes of such void or unenforceable provision.

8. GOVERNING LAW

This Agreement is governed by and construed and enforced in accordance with the laws of the State of California, without regard to principles of conflicts of law.

9. DESCRIPTIVE HEADINGS

The descriptive headings herein are inserted for convenience of reference only and are not intended to be part of or to affect the meaning or interpretation of this Agreement.

10. NOTICES

All notices and other communications required or permitted hereunder shall be in writing and shall be deemed to have been duly given when delivered in person or when dispatched by electronic facsimile transfer (if confirmed in writing by mail simultaneously dispatched), one business day after having been dispatched by a nationally recognized overnight courier service or three business days after having been deposited, postage prepaid, certified or registered mail, return receipt requested, in the United States Mail to the appropriate party at the address specified below:

(i) If to the Client:

Evelia Villa
AMPS
Chief Executive Officer
1450 Marina Way South Suite 300 Richmond, CA 94801

(ii) If to the Consultant:

Esteban Lovato, MD
La Loma Clinic
Lead Physician
3022 International Blvd Suite 312 Oakland, CA 94601

11. CONSTRUCTION

Where the context so indicates, the masculine shall include feminine and neuter, the singular shall include the plural and the plural shall include the singular. When a reference is made in this Agreement to a Section, such reference is to a Section of this Agreement unless otherwise indicated. The parties hereto have been represented by counsel during the negotiation, preparation and execution of this Agreement and therefore, hereby waive, with respect to this Agreement, the application of any law, regulation, holding or rule of construction providing that ambiguities in an agreement or other document shall be construed against the party drafting such agreement or document.

12. ENTIRE AGREEMENT

This Agreement contains all of the promises, agreements, conditions, understandings, warranties and representations between the parties hereto with respect to the subject matter hereof. This Agreement is intended by the parties hereto to be an integration of any and all prior agreements or understandings (other than those identified above), oral or written, with respect to the subject matter hereof.

13. COUNTERPARTS

This Agreement may be executed in two or more counterparts, each of which shall be deemed to be an original, but all of which shall constitute one and the same agreement.

IN WITNESS WHEREOF, the parties have executed this Consulting Agreement as of the date and year first above written.

Client

Amethod Public Schools

Consultant

La Loma Clinic

Evelia Villa, Chief Executive Officer

Date:

Esteban Lovato, MD

Date:

EXHIBIT B: CityCARE Summary

Many schools currently provide mental health services in a fragmented manner, with different departments or individuals offering various interventions. This fragmented approach often leads to a lack of cohesion and coordination, resulting in gaps in service delivery and an incomplete understanding of students' mental health needs. The **CityCARE** (Coordinated Assistance for Resilient Education) initiative aims to improve the coordination of mental health services at school sites, ensuring that students receive effective and comprehensive mental health support. Coordinating mental health services ensures that interventions are strategically planned, avoiding duplication of efforts and resources. In the realm of mental health, adolescence emerges as an opportune phase, yet paradoxically, teenagers manifest the lowest inclination among age cohorts to actively pursue conventional healthcare services. This is especially prevalent among immigrant populations that may have differing perspectives to counseling. Furthermore, a considerable number of economically disadvantaged teenagers find themselves without the healthcare they require due to a lack of health insurance or financial resources to cover medical expenses. To ameliorate this situation, La Loma Clinic is dedicated to delivering culturally connected and relevant, accessible, and cost-effective healthcare solutions specifically tailored for teenagers in low-income communities of the East Bay. La Loma Clinic, established and led by Dr. Esteban Lovato, has been serving the East bay and Central Valley Community for over 30 years and is proud of its culturally connected approach to the community.

A. Term:

The term for the CityCARE Program with AMPS schools is January 1, 2024- June 30, 2026.

B. Project Goals:

- a. Assess mental health services at all AMPS school sites.
- b. Develop a Coordinated mental health Plan to manage services at sites.
- c. Establish a network of wraparound services for external and internal providers for families and students from the AMPS school sites.
- d. Support the Professional Development of counselors and the Counseling Program.
- e. Conduct ongoing program and service reviews and summaries of the AMPS counseling program.

B. Project Activities

1. Conduct a comprehensive review of existing mental health services within the school, including counseling programs, support groups, and outreach initiatives.
2. Administer surveys with students, parents, administrators, and teachers to gather feedback on the effectiveness and accessibility of current mental health services.
3. Analyze data on student mental health trends, referrals, and outcomes to identify gaps or areas for improvement.
4. Collaborate externally and internally with agencies to assess external resources available to students and families.
5. Develop and distribute informational materials (brochures, posters, website content) outlining available mental health services and resources.
6. Work with school staff to organize workshops and/or informational sessions for students, parents, and teachers to raise awareness about mental health issues, reduce stigma, and highlight available support services.

7. Establish protocols for identifying and supporting students at risk, including clear pathways for referrals and communication between educators and mental health professionals.
8. Develop a schedule for regular interdisciplinary team meetings to discuss and update individual student plans and progress.
9. Facilitate workshops or seminars with external experts for families and/or on topics such as trauma-informed care, suicide prevention, and supporting students with specific mental health conditions.
10. Provide quarterly reports to summarize project updates.

D. Reporting:

Quarterly reports will be submitted by the Consultant to the Client. Additional reports may be requested by the Client as long as the request includes a due date of no less than 15 days from the day the request was made. These reports must fall within the scope of work of this Agreement.

E. Pricing

Service Fee of \$200,000 per year for counseling coordination and staffing of the proposal. This Agreement establishes a CityCARE Coordinator designated to meet the Project Goals and Activities of this Agreement.

- 1) The Client will be invoiced monthly at the rate of \$16,666.67 through the term of the services.
- 2) Invoices submitted by the Consultant to the Client are due within 30 days of receipt.
- 3) Past due payments and any overdue amounts under this Agreement will be charged a rate of 18.00% per annum or at the maximum rate enforceable under applicable legislation, whichever is lower.

Coversheet

Approval of Compensation Comparability Study Board for Chief Executive Officer Position

Section: IV. Business
Item: A. Approval of Compensation Comparability Study Board for Chief
Executive Officer Position
Purpose: Vote
Submitted by:
Related Material:
AMPS CEO Compensation Comparability Study November 2023 (4872-4097-1156.v1).docx.pdf

**Governing Board of Amethod Public Schools
Summary of Compensation and Benefits Survey Data for
Chief Executive Officer**

December 2023

Prior to Board action to approve any decisions regarding executive compensation (including approval of base salary increases, incentive compensation, bonuses, etc.), the Board must first exercise due diligence (review of comparable compensation practices) to ensure compliance with IRS restrictions on excess compensation for nonprofit executives, including a charter school Chief Executive Officer (“CEO”). The Board’s review and approval of the executive compensation must occur: initially upon hiring the executive; whenever the term of employment, if any, is renewed or extended; and whenever the officer’s compensation is modified.

In reviewing the reasonableness of compensation for nonprofit executives, the IRS considers “compensation” broadly and will look at the value of salary, as well as non-fixed compensation (incentive compensation/bonuses), and benefits. If the IRS determines compensation is not reasonable, severe consequences may result.

The following is a summary of findings following review and comparison of a sampling of total compensation levels received by educational leaders in Northern California. Compensation figures are from the State Controller’s Office or from the Internal Revenue Service (Form 990) for the 2021 calendar year (the most recent available). Student enrollment figures are from the California School Dashboard for the 2022 calendar year. The CEO of Amethod Public Schools oversees six (6) charter schools in Alameda and Contra Costa Counties with a total population of approximately 2,070 students. Based on these facts, this study compared salary packages of similarly situated public school leaders. The four (4) charter schools and three (3) school districts surveyed in this summary have an average population of approximately 1,786 students.

Of the educational leaders sampled, the average total compensation package (base salary plus other compensation) is approximately \$291,966. The average base salary is approximately \$242,316. The range of base salary is \$184,065 to \$317,273. Salaries can range based on many factors such as experience, tenure at the school, student populations, staff size, and location of the charter school.

These salaries are from the 2021 calendar year. As a result, conservatively adding 5% for each year to reach updated figures for the 2023-2024 school year

would provide an average total compensation of \$321,162, and an average base salary of \$266,548.

Making Waves Academy (Contra Costa County)	1,124 Students
CEO	
Total Compensation Package	\$388,833
Base Salary	\$317,273
Other Compensation (Benefits and Retirement)	\$71,560
Leadership Public Schools (Contra Costa and Alameda Counties)	1,173 Students
Superintendent	
Total Compensation Package	\$231,904
Base Salary	\$184,065
Other Compensation (Benefits and Retirement)	\$47,839
Saratoga Union Elementary (Santa Clara County)	1,596 Students
Superintendent	
Total Compensation Package	\$319,951
Base Salary	\$271,684
Other Compensation (Benefits and Retirement)	\$48,267
Sunol Glen Unified (Alameda County)	262 Students
Superintendent/Principal	
Total Compensation Package	\$285,776
Base Salary	\$247,127
Other Compensation (Benefits and Retirement)	\$38,649
Albany City Unified (Alameda County)	3,514 Students
Superintendent	
Total Compensation Package	\$311,631
Base Salary	\$247,385
Other Compensation (Benefits and Retirement)	\$64,246
Education for Change (Alameda County)	2,634 Students
Superintendent	
Total Compensation Package	\$214,549
Base Salary	\$162,475
Other Compensation (Benefits and Retirement)	\$52,074
Rex and Margaret Fortune School of Education (Sacramento County)	2,201 Students
President/CEO	
Total Compensation Package	\$291,115
Base Salary	\$266,203
Other Compensation (Benefits and Retirement)	\$24,912

Coversheet

Approval of First Interims

Section:	IV. Business
Item:	D. Approval of First Interims
Purpose:	Vote
Submitted by:	
Related Material:	23.24 Board 1st Interims .xlsx BOD 12.13.23 1st Interims.pptm

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

23.24 Board 1st Interims .xlsx

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

BOD 12.13.23 1st Interims.pptm

Coversheet

Instructional Update: Smarter Balanced Assessment Consortium (SBAC) Results and Goals; Richmond Charter Academy, John Henry High School, and Oakland Charter Academy.

Section:	V. Discussion
Item:	B. Instructional Update: Smarter Balanced Assessment Consortium (SBAC) Results and Goals; Richmond Charter Academy, John Henry High School, and Oakland Charter Academy.
Purpose:	FYI
Submitted by:	
Related Material:	OCA_22-23_Performance_Snaphot.pptx RCA Data.pptx JHHS.pptx

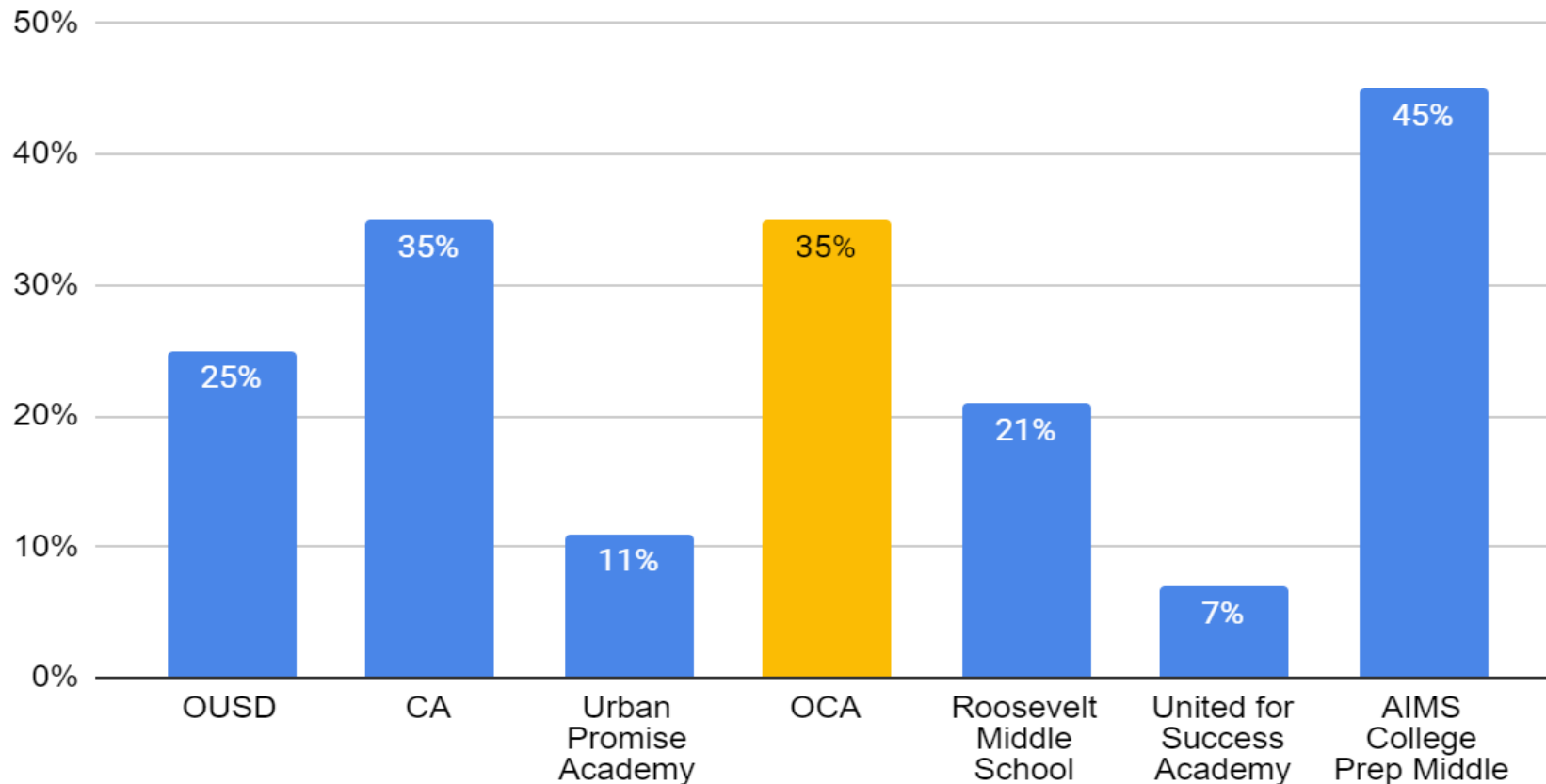


Oakland Charter Academy

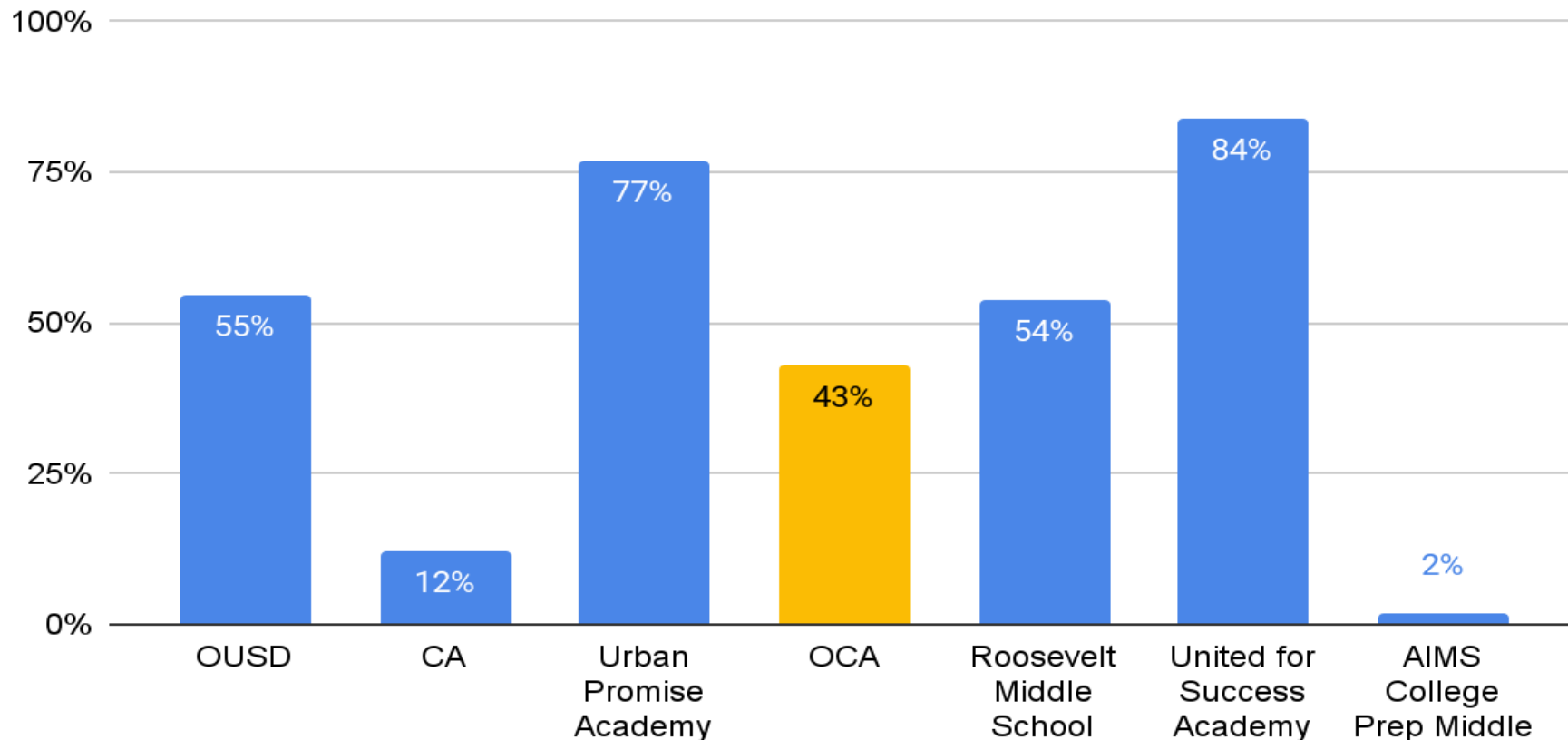
Academic Achievement, Priorities, Goals, and Action Plan

2022-2023

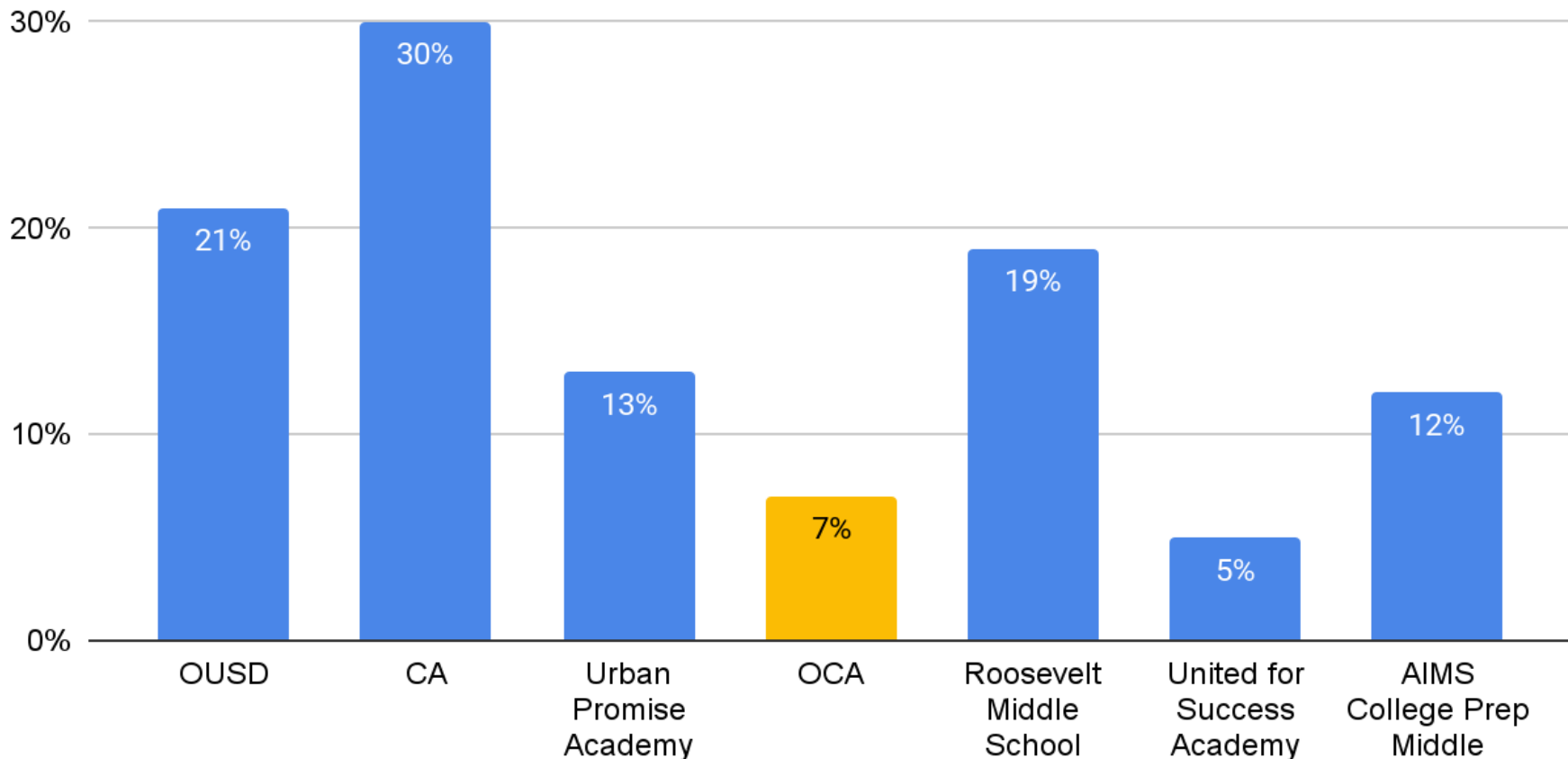
2023 SBAC MATH-% Students Meet/Exceed Standard



2023 SBAC ELA-% Students Meet/Exceed Standard



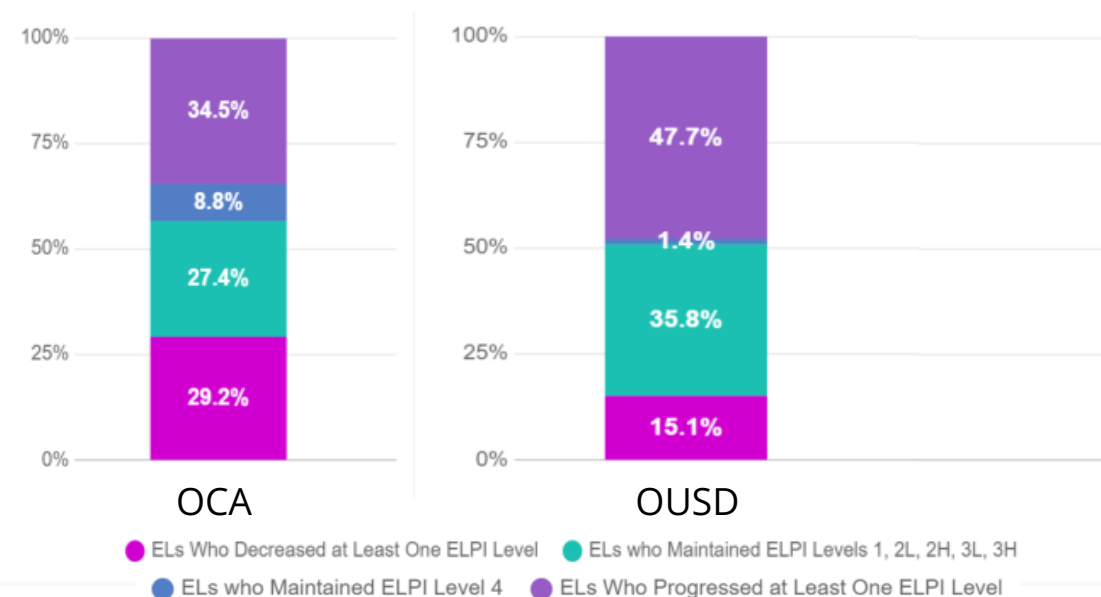
2023 California Science Test (8th Grade) Meet/Exceed Standard



English Language Learners Progress (ELPAC)

Student English Language Acquisition Results

The percentage of current EL students who progressed at least one ELPI level, maintained ELPI level 4, maintained lower ELPI levels (i.e, levels 1, 2L, 2H, 3L, or 3H), or decreased at least one ELPI Level.



PRIORITY 1: College and Career Readiness for All

Provide an academically rigorous, common core aligned college preparatory program.

GOAL 1: College and Career Readiness for All: Provide an academically rigorous, common core aligned college preparatory program

with academic support and interventions for students' academic development.

ACTION PLAN

ACTION PLAN

1. Staff Development & Support

1. Provide high quality staff development & support for teachers and

Priority 2: Positive School Climate and Student Engagement

Create a positive school climate where students and staff are engaged and fully invested in their development and contributing to the positive school culture.

GOAL 1: Positive School Climate and Student Engagement: Create a safe, inclusive, and welcoming school climate where students and staff

are engaged and fully invested in students' academic, health and socio-emotional learning.

ACTION PLAN

1. Communication

ACTION PLAN

1. Provide multiple levels of communication platforms and educational
2. materials for parent awareness, recognition and education.

Priority 3: Parent Support and Stakeholders Engagement

Create an engaged parent, student, staff and overall community population that is fully invested in and actively connected to the school community and academic program.

GOAL 1: Parent Support and Engagement: Create an engaged parent, student, staff and overall community population that is fully invested in and actively connected to the school community and academic program.

ACTION PLAN

1. Parent Workshops

ACTION PLAN

1. Provide Parent Education Workshops and curriculum for families in the
2. areas of College and Career, Mental Health, Parent Education etc.

Priority 4: Increased Student Access to Technology and Other Initiatives

Provide access to relevant technologies to all students while educating students in Digital Citizenship, Research, and Information Fluency to equip them with skills for the 21st century.

GOAL 1: Increased student access to technology: Provide access to relevant technologies to all students while educating students in Digital Citizenship, Research, and Information Fluency to equip them with skills for the 21st century.

ACTION PLAN

ACTION PLAN

1. Student Devices

1. Provide chromebooks/tablets, hotspots, earphones for all students

2. Software for Students

2. Purchase appropriate software to increase student access to core

RICHMOND CHARTER



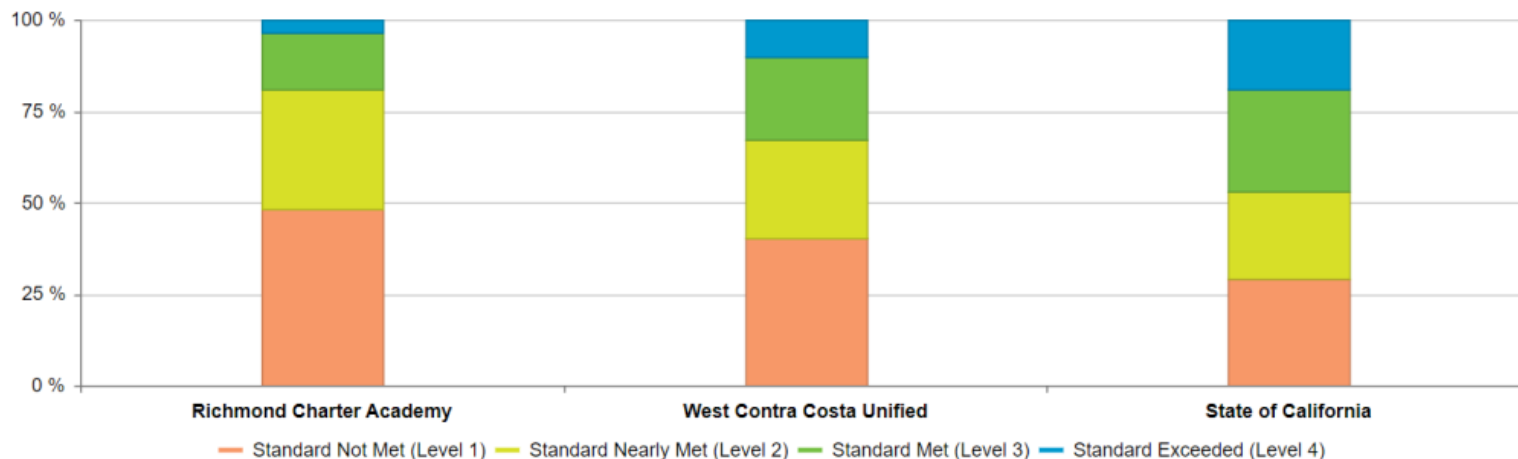
ACADEMY

2022-2023 Richmond Charter Academy, West Contra Costa Unified and State of California ELA Comparison

ENGLISH LANGUAGE ARTS/LITERACY

▼ Data Detail - All Students (accessible data)

2022-23 Achievement Level Distribution - All Grades



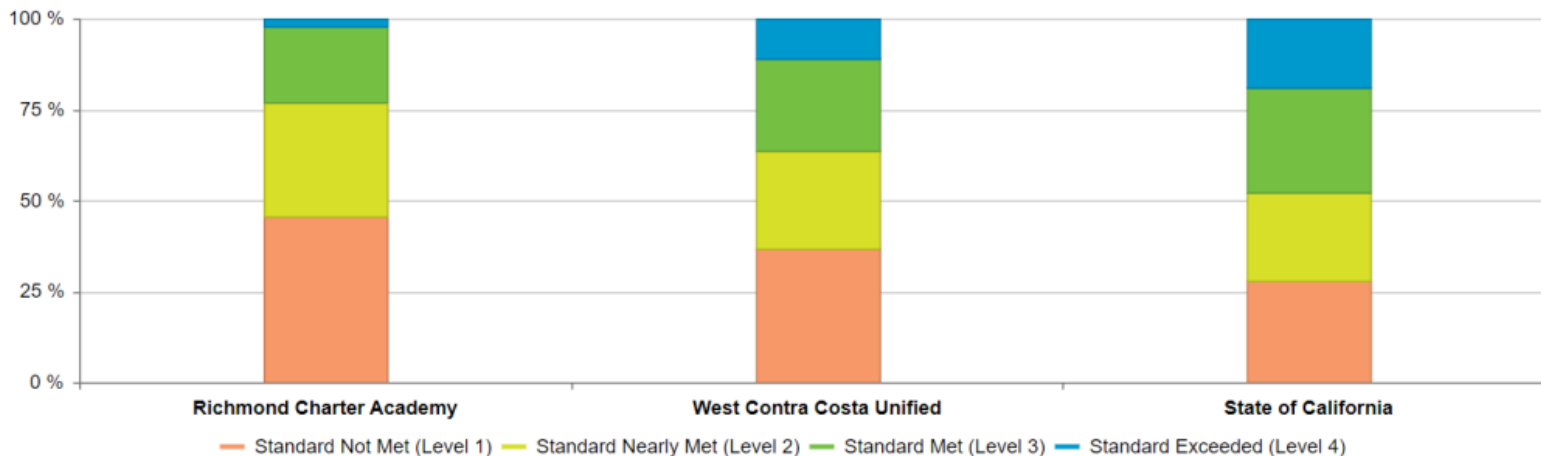
In order to protect student privacy, an asterisk (*) will be displayed for enrolled and tested counts for fewer than 4 students and for assessment results for fewer than 11 students. "N/A" will be displayed instead of a number on test results where no data is found for the specific report.

2021-2023 Richmond Charter Academy, West Contra Costa Unified and State of California ELA Comparison

ENGLISH LANGUAGE ARTS/LITERACY

▼ Data Detail - All Students (accessible data)





2021-22 Achievement Level Distribution - All Grades



22-23 Year Over Year Breakdown





2021-2022

Overall Achievement

Reporting Categories	Richmond Charter Academy	West Contra Costa Unified	State of California
Mean Scale Score	N/A	N/A	N/A
 Standard Exceeded (Level 4) ⁱ	2.25 %	11.13 %	19.24 %
 Standard Met (Level 3) ⁱ	20.60 %	25.11 %	28.56 %
 Standard Nearly Met (Level 2) ⁱ	31.46 %	26.90 %	24.25 %
 Standard Not Met (Level 1) ⁱ	45.69 %	36.87 %	27.95 %

2022- 2023

Overall Achievement

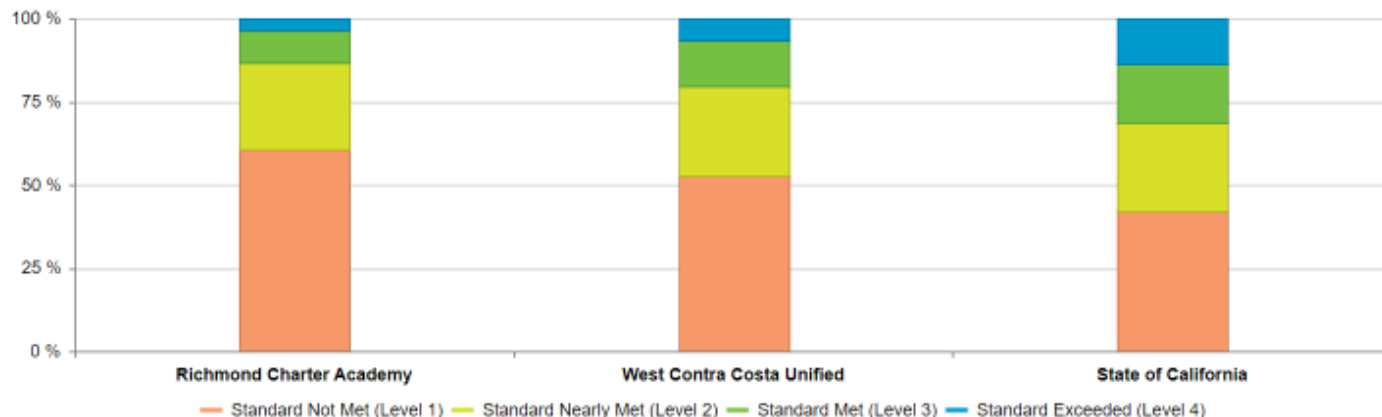
Reporting Categories	Richmond Charter Academy	West Contra Costa Unified	State of California
Mean Scale Score	N/A	N/A	N/A
 Standard Exceeded (Level 4) ⁱ	↑ 3.76 % ↑	10.19 %	19.06 %
 Standard Met (Level 3) ⁱ	↑ 15.36 % ↓	22.54 %	27.68 %
 Standard Nearly Met (Level 2) ⁱ	32.60 %	27.21 %	23.95 %
 Standard Not Met (Level 1) ⁱ	↓ 48.28 % ↑	40.06 %	29.31 %

2021-2022 Richmond Charter Academy, West Contra Costa Unified and State of California Math Comparison

MATHEMATICS

▼ Data Detail - All Students (accessible data)

2021-22 Achievement Level Distribution - All Grades



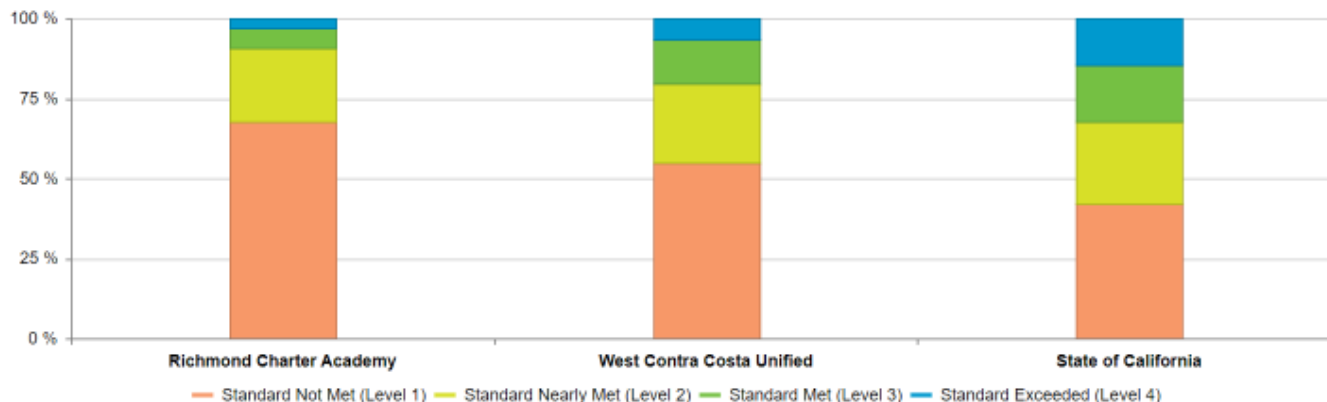
In order to protect student privacy, an asterisk () will be displayed for enrolled and tested counts for fewer than 4 students and for assessment results for fewer than 11 students. "N/A" will be displayed instead of a number on test results where no data is found for the specific report.*

2022-2023 Richmond Charter Academy, West Contra Costa Unified and State of California Math Comparison

MATHEMATICS

▼ Data Detail - All Students (accessible data)

2022-23 Achievement Level Distribution - All Grades







In order to protect student privacy, an asterisk () will be displayed for enrolled and tested counts for fewer than 4 students and for assessment results for fewer than 11 students. "N/A" will be displayed instead of a number on test results where no data is found for the specific report.*











22-23 Year Over Year Breakdown

2021- 2022

Overall Achievement

Reporting Categories	Richmond Charter Academy	West Contra Costa Unified	State of California
Mean Scale Score	N/A	N/A	N/A
 Standard Exceeded (Level 4) ¹	3.36 %	6.78 %	13.77 %
 Standard Met (Level 3) ¹	9.70 %	13.39 %	17.60 %
 Standard Nearly Met (Level 2) ¹	26.12 %	27.37 %	26.43 %
 Standard Not Met (Level 1) ¹	60.82 %	52.46 %	42.20 %

Overall Achievement

Reporting Categories	Richmond Charter Academy	West Contra Costa Unified	State of California
Mean Scale Score	N/A	N/A	N/A
 Standard Exceeded (Level 4) ¹	 3.13 % 	6.66 %	14.49 %
 Standard Met (Level 3) ¹	 5.96 % 	13.57 %	17.63 %
 Standard Nearly Met (Level 2) ¹	23.20 %	24.78 %	25.77 %
 Standard Not Met (Level 1) ¹	 67.71 % 	54.99 %	42.10 %

2022- 2023

CAASPP Scholar Achievement Goals 2023– 2024

Goal:

- ❖ 10% proficiency increase “standards Met or Exceeded” in each grade level, in both Math and ELA on SBAC & ELPAC
- ❖ 10% decrease of scholars in the red of “Standards Not Met” across whole student body on SBAC & ELPAC
- ❖ 100% of teachers score a 3 on specific strands of the Teaching Excellence Rubric
 - Improve delivery of all curriculum for Math, ELA/ELD, History and Science

Metrics:

- ❖ Macro:
 - NWEA (Map) testing
 - Increase proficiency
 - Assessments
 - Data Analysis cycles
 - Observing classes & Pulling out trends
 - PD’s, Coaching meetings to support teacher needs
 - Feedback
- ❖ Micro
 - Backwards planning: assessments & units
 - Lesson planning
 - Internalization
 - Exemplars
 - Differentiating based on scholar needs
 - Rigorous monitoring
 - Exit tickets
 - Lesson practice clinics

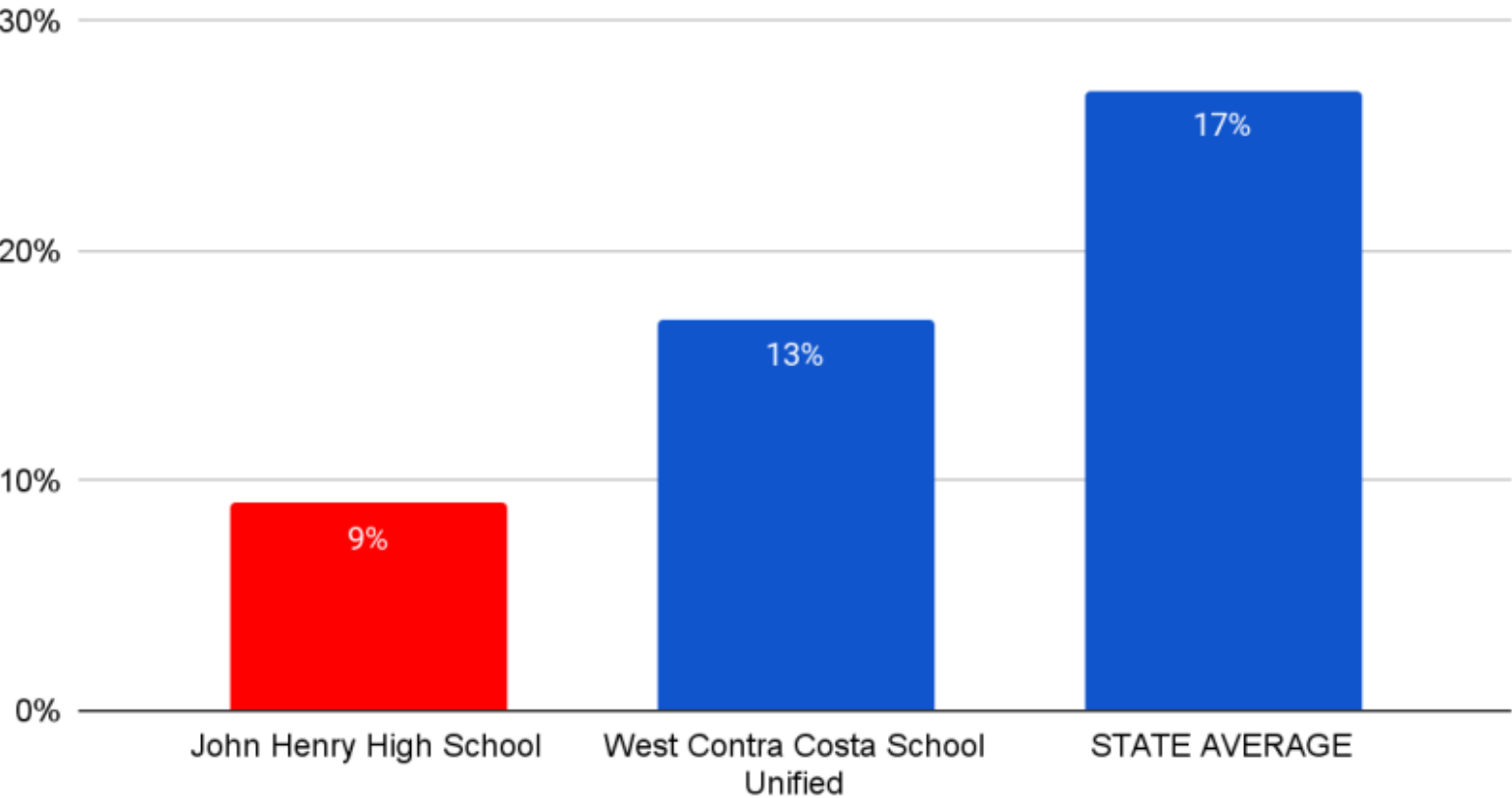


John Henry High School

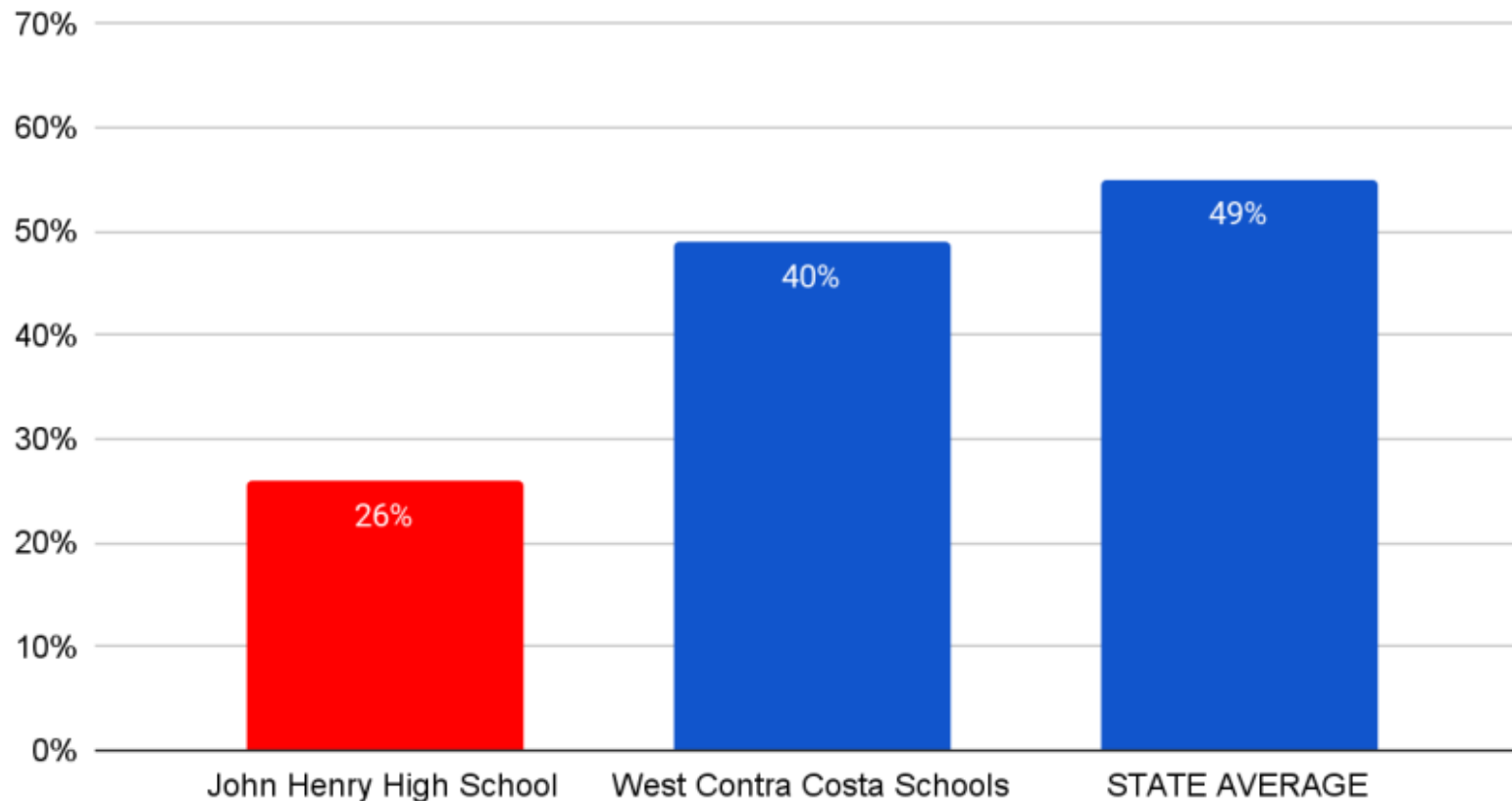
Academic Achievement, Priorities, Goals, and Action Plan

2022-2023

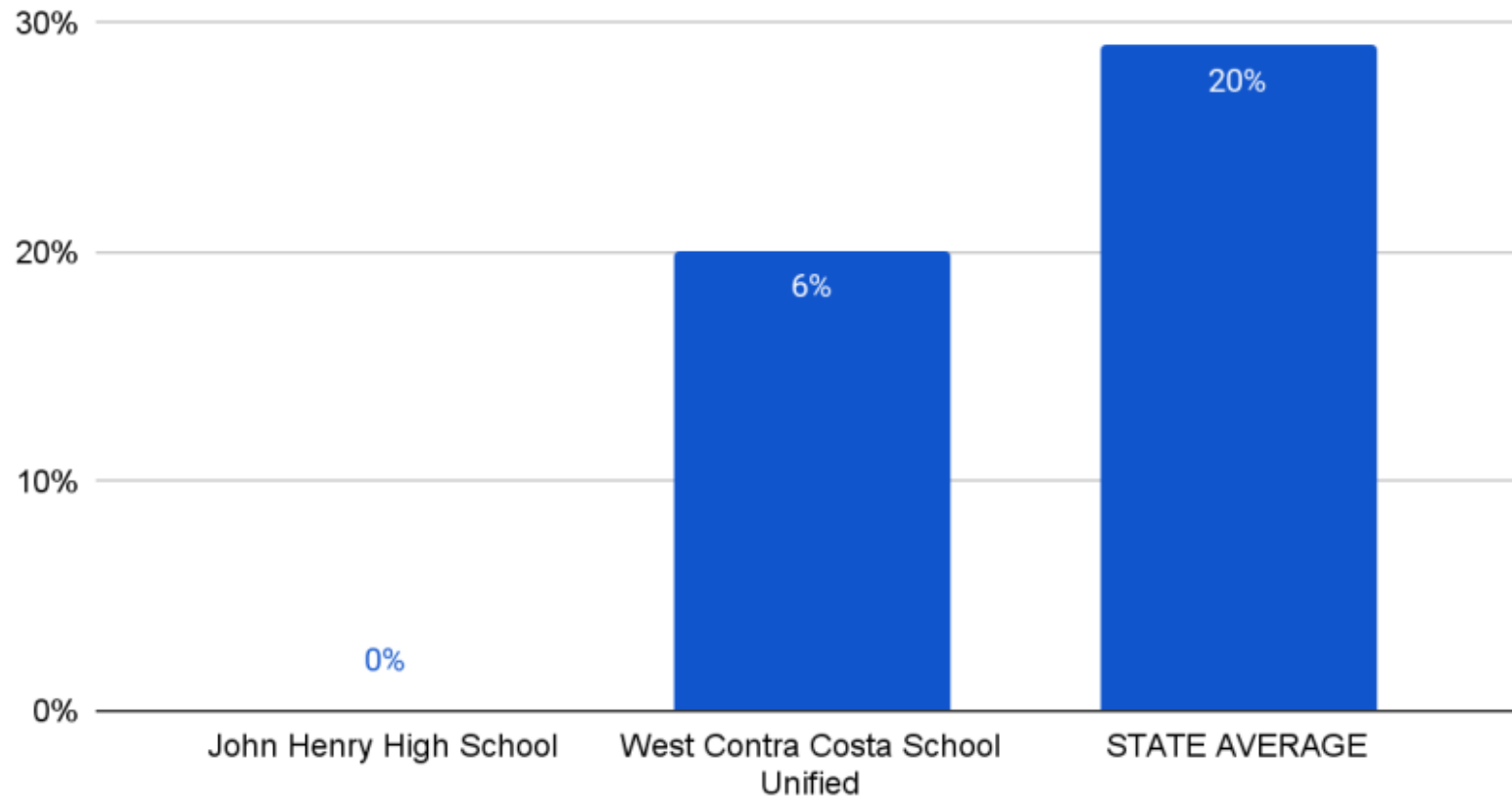
2023 SBAC MATH - % Students Meet/Exceed Standards



2023 SBAC ELA - % Student Meet/Exceed Standards



2023 California Science Test Meet/Exceed Standard





Summative ELPAC 22-23

2022–23 Overall Performance - All Grades Results for All Students

▼ Data Detail - All Students (accessible data)

In order to protect student privacy, an asterisk () will be displayed for enrolled and tested counts for fewer than 4 students and for assessment results for fewer than 11 students. "N/A" will be displayed instead of a number on test results where no data is found for the specific report.*

Overall Performance

Reporting Categories	John Henry High	West Contra Costa Unified	State of California
Mean Scale Score	N/A	N/A	N/A
 Level 4 ⓘ	9.17 %	9.56 %	16.50 %
 Level 3 ⓘ	35.83 %	27.18 %	33.77 %
 Level 2 ⓘ	27.50 %	30.25 %	29.40 %
 Level 1 ⓘ	27.50 %	33.02 %	20.33 %

PRIORITY 1: College and Career Readiness for All

Provide an academically rigorous, common core aligned college preparatory program.

GOAL 1: Prioritize understanding over completion.	GOAL 2: Allow scholars multiple at-bat opportunities to improve student outcome	GOAL 3: Exposing scholars to college opportunities beyond JHHS
ACTION PLAN	ACTION PLAN	ACTION PLAN
Include additional steps in assignments	Set Goals	College Visits
Students work in process	Data talks	Partnering with EAOP (Early Academic Opportunity Program)
Have choice assignments	Align the work	Dual enrollment/College Night/FAFSA Night

Priority 2: Positive School Climate and Student Engagement

Create a positive school climate where students and staff are engaged and fully invested in their development and contributing to the positive school culture.

GOAL 1: Creating a safe learning environment for all.	GOAL 2: Promote positive relationships and positive reinforcement system	GOAL 3: Create fun and positive experiences
ACTION PLAN	ACTION PLAN	ACTION PLAN
Emotional Safety- Utilizing the school Psychologist for scholar check-in.	Community Circles - allow all students to be heard and belong to the classroom community at large.	Student committee (Event Planning)
Creating a safe space where scholars can report cyberbullying. Utilizing device management software to monitor student traffic	Family/Student Surveys, Staff and Family monthly Chat and Chew	Academic incentives - Pizza party, Ice Cream Parties, Dressdown , Pep-rallys

Priority 3: Parent Support and Stakeholders Engagement

Create an engaged parent, student, staff and overall community population that is fully invested in and actively connected to the school community and academic program.

GOAL 1: Respond to parent concerns and/or complaints to ensure child's educational needs are met.

GOAL 2: Provide a welcoming environment for families and invite them to participate as equal partners in the education of their children.

GOAL 3: Connecting the curriculum with the community to allow scholars to better understand what they are learning.

ACTION PLAN

ACTION PLAN

ACTION PLAN

Resolution of parent concerns is timely and supportive of student learning.

Staff ensures every interaction and engagement with parents is positive and valuable.

Work with local businesses and subject matter experts to connect curriculum to the outside world.

The school has a defined process for parents to

Communication with parents is timely, is provided

Project based learning

Priority 4: Increased Student Access to Technology and Other Initiatives

Provide access to relevant technologies to all students while educating students in Digital Citizenship, Research, and Information Fluency to equip them with skills for the 21st century.

GOAL 1: All learners will have engaging experiences in both formal and informal settings that prepare them to be active, and creative

GOAL 2: Educators will be supported by technology that connects them to content, resources, and learning experiences that can empower them to provide more effective teaching for all learners.

GOAL 3: All students and educators will have access to a robust and comprehensive infrastructure when and where they need it for learning.

ACTION PLAN

Staff Professional development on engaging activities and programs for 9-12 scholars.

ACTION PLAN

Focus on the active use of technology to enable learning and teaching.

ACTION PLAN

1:1 Technology/Accessible programs used at school and home