APPROVED

AMPS
AMETHOD PUBLIC SCHOOLS

Amethod Public Schools

Minutes

Regular Meeting of the AMPS Board of Directors

Date and Time
Friday July 18, 2025 at 12:00 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.**

Members of the public who wish to attend in person can join us in the Home Office's Board Room 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:
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. Members of the public who are joining 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) 436-0172. 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

Directors Present
D. Leung, J. Lerma, L. Martinez, M. DiGiorgio, R. Ornelas

Directors Absent
P. Hanley

Guests Present
A. Barnes, M. Arechiga, S. Li

I. Opening Items

A. Call the Meeting to Order

R. Ornelas called a meeting of the board of directors of Amethod Public Schools to order on Friday Jul 18, 2025 at 12:04 PM.

B. Record Attendance

C. Announcements

No announcements.

D. Approval of the Agenda

R. Ornelas made a motion to Approve the agenda and remove Business item G.
D. Leung seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

P. Hanley	Absent
L. Martinez	Aye
M. DiGiorgio	Aye
D. Leung	Aye
J. Lerma	Aye
R. Ornelas	Aye

E. Public Comments on Non-Agenda Items

No public comments.

II. Consent

A. Approval of 6/30/2025 Special Board Meeting Minutes

D. Leung made a motion to approve the minutes from Special Meeting of the AMPS Board of Directors on 06-30-25.
J. Lerma seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

P. Hanley	Absent
M. DiGiorgio	Aye
L. Martinez	Aye
D. Leung	Aye
R. Ornelas	Aye
J. Lerma	Aye

III. Business I

A. Review of Comparable Compensation Data for Charter School CEOs/Executive Directors

Board Chair Rodolfo introduced a review of comparable compensation data for charter school CEOs and executive directors. This review is part of the IRS-required comparability study ahead of finalizing the CEO agreement. YM&C Legal conducted the study, comparing similar charter networks and public school districts of comparable size and scope. The analysis included organizations such as Making Waves, Leadership Public Schools, Lighthouse Community Public Schools, and others. The findings showed an average total compensation package of approximately $297,219, with average base salaries around $254,000, ranging from $203,909 to $340,067.

Board member Margie asked whether the compensation study includes data on the number of students served, the number of LEAs (Local Education Agencies) each organization oversees, or the number of school sites within each LEA. She states it would

be helpful determining expectations for the CEO that will work under four different authorizers and six different school sites.

Board chair Rodolfo noted that they can ask YM&C to clarify why certain organizations were included in the compensation study. He specifically requested the inclusion of comparable charter networks in Oakland, since the initial list lacked Oakland-based examples. As a result, Lighthouse Community Public Schools and Leadership Public Schools were added. He also mentioned that both Caliber and LPS appear to operate at least two sites.

IV. Closed Session

A. CONFERENCE WITH LEGAL COUNSEL— ANTICIPATED LITIGATION

The board returns from closed session at 12:57pm and there were no reportable actions.

B. Public Employment (Gov. Code § 54957)

V. Business II

A. Discussion: Vice Chair Nomination

Board Chair Rodolfo nominates Board member Margie for Vice Chair.

B. Election of Vice Chair

R. Ornelas made a motion to elect Margie DiGiorgio for Vice Chair.
D. Leung seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
R. Ornelas	Aye
P. Hanley	Absent
M. DiGiorgio	Aye
J. Lerma	Aye
D. Leung	Aye
L. Martinez	Aye

C. Oral Report of Executive Compensation Paid to the Chief Executive Officer

Board chair Rodolfo delivered the required oral report on executive compensation before the board voted on the CEO employment agreement. He outlined the key terms: a one-year contract from July 1, 2025, to June 30, 2026; an annual salary of $270,000; a one-time signing bonus of $7,500; participation in health and retirement benefits (subject to eligibility); 160 hours of vacation annually (corrected from an earlier mention of 80); 12 days of sick leave; and a $50,000 life insurance policy. He noted that the compensation aligns with the previously reviewed comparability study.

D.

Review and Consideration of Approval of Employment Agreement for Chief Executive Officer

Board Chair Rodolfo shares the CEO employment agreement which was prepared by Shameka, the HR consultant, in collaboration with YM&C Legal. He noted that it is a standard agreement, modeled after those used for previous AMPS CEOs.

Board member Jorge discussed amendments to the agreement, including updating language related to confidential information to reflect modern technology and ensuring that outside professional activities do not conflict with the CEO's duties.

The board also considered adding language to specify that board approval, rather than just the board chair's approval, is required for certain activities.

Vice chair Margie asked whether the organization has an existing system or tools for evaluating the CEO, or if a new evaluation process will need to be developed.

Board chair Rodolfo explained that his intent in including evaluation language in the CEO agreement was to collaboratively develop an evaluation process with the organization and the CEO, tailored to current goals and realities. He suggested forming a committee to help shape the evaluation framework and emphasized the importance of regular monitoring and support. He also proposed that going forward, all CEO contracts should include similar evaluation provisions.
R. Ornelas made a motion to approve Employment Agreement for Chief Executive Officer with admendments.
L. Martinez seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

R. Ornelas	Aye
J. Lerma	Aye
D. Leung	Aye
L. Martinez	Aye
P. Hanley	Absent
M. DiGiorgio	Aye

E. Review and Consideration of Approval of 2025-26 Employment Agreements

Adrienne, CEO presented the 2025-26 employment agreements, noting that all but one are for continuing employees with a 2% cost-of-living adjustment (COLA). The one new agreement is for the Senior Director of Operations. The employees listed include David Brown, Data Manager; Lena Walker, Payroll and Benefits Manager; Stacy Drakeford, Principal; Maria Arechiga, Chief of Staff; Kimberly Palmore, Senior Director of Finance; Dezaree Doroliat; Associate Director of Student Services; Mary Busby, Senior Director of Student Services and Special Education; Janice Galindo, Dean of Instruction; Omar Padilla, Dean of Students; Philip Ellingberg, Principal; Jasmine Landers, Principal;

LaSonya Walker, Principal; Jillianne Whitfield, Principal; Dennis Clark, Director of Technology; Jeffrey McGunagle, Dean of Instruction; Shandrea Wing, Dean of Instruction; Sarah Carloni, Dean of Instruction; and Marisol Magana, Senior Director of Operations (new hire).

Board member Davis asked CEO Adrienne to confirm that the recommendation is to approve all the presented contracts. He also inquired whether all contracts maintain the exact terms of the original agreements, aside from a 2% salary increase and minor legal language updates for 2025- 26. Adrienne confirmed that the contracts are consistent with the originals except for the 2% increase and the new employee's contract.

One public comment: Anonymous Attendee- Can you please attach documents for Item D and item E so the public can view?

Board chair Rodolfo says they will be attached pursuant to the law after the meeting.
M. DiGiorgio made a motion to Approve 2025-26 Employment Agreements pending language updates.
J. Lerma seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

P. Hanley	Absent
J. Lerma	Aye
L. Martinez	Aye
M. DiGiorgio	Aye
R. Ornelas	Aye
D. Leung	Aye

F. Review and Consideration of Approval of 2025-26 Aya Healthcare Contract

Adrienne, CEO presents 2025-26 Aya Healthcare Contract and says there is no significant cost increase.
D. Leung made a motion to Approve 2025-26 Aya Healthcare Contract.
M. DiGiorgio seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

L. Martinez	Aye
D. Leung	Aye
J. Lerma	Aye
P. Hanley	Absent
M. DiGiorgio	Aye
R. Ornelas	Aye

G. Review and Consideration of Approval of 2025-26 Celebration Speech Contract

Item was pulled by the board and will be moved to the next board meeting.

H. Review and Consideration of Approval of 2025-26 Ed Sped Solutions Contract

Adrienne, CEO presents the renewal of 2025-26 Ed Sped Solutions Contract noting there are no changes to the cost.
R. Ornelas made a motion to Approve 2025-26 Ed Sped Solutions Contract.
L. Martinez seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

L. Martinez	Aye
D. Leung	Aye
P. Hanley	Absent
J. Lerma	Aye
M. DiGiorgio	Aye
R. Ornelas	Aye

I. Review and Consideration of Approval of Rojas Janitorial Contract 2025-2026

Adrienne, CEO reported that the organization would like to renew its janitorial services contract with Rojas Janitorial under updated terms. She noted that once internal staffing stabilizes, they may go out to bid again in the future. The contract includes a 60-day notice period for termination “for cause,” followed by 30 days. The contract includes: Removal of a fixed monthly amount for Oakland Charter High School, shifting to an hourly rate due to reduced needs. If the school is approved, the contract will likely be renegotiated. Monthly reductions for several sites: Downtown Charter Academy ($7,000 to $6,400), Home Office and Richmond Charter Academy ($9,000 to $8,000), John Henry High School ($6,700 to $6,400), and Benito Juarez Elementary ($9,000 to $8,000) and the total monthly amount is approximately $32,039, with retention consistent with last year.
D. Leung made a motion to Approve Rojas Janitorial Contract 2025-2026.
R. Ornelas seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. DiGiorgio	Aye
R. Ornelas	Aye
D. Leung	Aye
J. Lerma	Aye
P. Hanley	Absent
L. Martinez	Aye

J. CEO Report

Adrienne shared insights from a recent educational trip to Finland with 35 educators, where they studied the Finnish and Swedish education systems. Key observations included Finland’s emphasis on hands-on learning, rule-based discipline, a 37.5-hour workweek for principals, and a focus on holistic learning and equity. Both Finland and

Sweden prioritize free education through college, teacher autonomy, shorter instructional periods, longer breaks, and skills-based learning. Sweden uses a voucher system, while Finland's neighborhood schools avoid rankings and early testing. Teachers in both countries typically hold master's degrees and enjoy flexibility between academic and trade pathways.

Additionally, Adrienne noted an upcoming leadership retreat scheduled for July 23-25. Teachers return to work on August 1, the AMPS Summit will be from August 5-7, first day of school on August 12, ACCS hearing on August 12, and a State Board of Education hearing on September 10-11.

VI. 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 1:37 PM.

Respectfully Submitted,
R. Ornelas

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.* ***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 may request assistance by contacting the Amethod Public School Inc., 1450 Marina Way South Second Floor. Richmond, CA 94804; telephone, (510) 436-0172 sallyli@amethodschools.org.* ***FOR MORE INFORMATION.*** *For more information concerning this agenda, please contact Amethod Public Schools Main Administration, 1450 Marina Way South Second Floor. Richmond, CA 94804; telephone, (510) 436-0172; Email: sallyli@amethodschools.org*