APPROVED

Arco Iris Spanish Immersion School

Minutes

Executive Session and Board Meeting

Date and Time
Monday June 9, 2025 at 6:15 PM

Location
Board & Staff: In person at school 8205 SW Creekside Place Beaverton, OR 97008

6:15-6:30 Executive Session (closed to the public)

- **ORS 192.660 (2)(a)** To consider the employment of a public officer, employee, staff member or individual agent.

6:30-9pm Regular Board Meeting (open to the public)

Zoom Meeting
https://us02web.zoom.us/j/87898815196
Meeting ID: 878 9881 5196
Passcode: 602469

Mission/Vision
Arco Iris Spanish Immersion Charter School cultivates academic success for all students through a biliterate education and a robust math curriculum. Our students are members of a supportive multicultural community valuing diversity, equity and inclusion.

Directors Present
A. Kusaba, A. Nelson, C. Billings, D. Siver, E. Hatch, S. Badawi, S. Zephirin, Y. Jones

Directors Absent
None

Ex Officio Members Present
J. Urdiales

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Y. Jones called a meeting of the board of directors of Arco Iris Spanish Immersion School to order on Monday Jun 9, 2025 at 6:16 PM.

II. Executive Session Board Meeting

A. Review of Executive Director Evaluation

- The Board reviewed feedback from legal on the new Executive Director Contract and discussed how to phase out language regarding a signing bonus, and move that payment to the base salary.
- Andrew showed a visual of the calculations. The Board agreed to update that section of the contract and vote on it later in the meeting.

Jesús Urdiales joined the Executive Session at 6:42pm

- The Executive Director discussed proposed contracts for Perla Murphy and Michelle Ston. The Board reviewed highlighted changes to previous year's contract and agreed with the updates.

Executive Session closed at 6:53pm

III. New Business

A. General Public Comment

No public comment

B. Approve Meeting Minutes: May 8

S. Zephirin made a motion to approve the minutes from Board Meeting and Executive Session on 05-08-25.

D. Siver seconded the motion.
The board **VOTED** to approve the motion.

C. Dress Code Policy Revision

A. Kusaba made a motion to approve the revised dress code policy, as presented at last Board meeting.
S. Badawi seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Badawi	Aye
S. Zephirin	Aye
D. Siver	Aye
A. Nelson	Aye
C. Billings	Aye
E. Hatch	Aye
A. Kusaba	Aye
Y. Jones	Aye

D. Approve Executive Director Contract

C. Billings made a motion to approve the new Executive Director contract, as presented during Executive Session.
E. Hatch seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Y. Jones	Aye
D. Siver	Aye
E. Hatch	Aye
S. Zephirin	Aye
S. Badawi	Aye
C. Billings	Aye
A. Nelson	Aye
A. Kusaba	Aye

E. Summer Board Meeting Dates

Board discussed potential dates for meetings in July and August. Tentative meeting for July 24th, may cancel if nothing to discuss. Keep August meeting as scheduled.

IV. PTO

A. PTO Report

No PTO report

V. Executive Director

A. Director's Report

Academic Excellence

School Year 2024-2025

We've officially wrapped up another school year. As part of our academic commitments this year, we focused on:

- Implementing a new curriculum for ELA and SLA
- Prioritizing student interventions and support systems

Looking Ahead to 2025–2026

Our academic priorities for the upcoming year include:

- Strengthening curriculum implementation with greater fidelity and consistency across SLA, ELA, and Math
- Delivering targeted student interventions informed by data analysis

Summer Work & Professional Development

This summer, we will focus on developing a more robust professional development plan aligned to identified academic needs. Key areas will include:

- Analyzing both state assessment results and internal data (e.g., easyCBM) to better understand student performance and guide instructional planning
- Expanding teacher capacity in curriculum implementation—particularly in ELA, SLA, and Math

In addition to deepening expertise in SLA and ELA through targeted training and coaching, we will also strengthen our Math instruction through professional development focused on **Cognitive Guided Instruction (CGI)**.

Staff Training and Retention

As we reflect on our work this year and look ahead to 2025–2026, we want to share key highlights regarding staff support, growth opportunities, and next steps based on feedback and data.

Support for Staff Implemented in SY 2024–2025

- Mentorship Opportunities: Expanded through NWRESD and internal mentors.
- Professional Learning: $1,000 reimbursement for coursework and personalized training opportunities.
- Instructional Growth: Regular classroom observation cycles and feedback.
- Targeted Training: Focused sessions based on school-wide needs, including SLA/ELA, Math, Intervention Systems, and Data Analysis.
- Expanded planning times/sessions to include Wednesday after school planning sessions.
- 5% COLA increases two years in a row

- Expanded option to cash out unused PTO from $100 to $200 for classroom teachers to increase attendance during school year

EOY Team Survey Highlights
While we recognize there is room to grow, staff continue to report overall positive support experiences this year:
“Do you feel supported at Arco Iris?”

- *Extremely/Quite:*
  - SY 2023–2024: 60%
  - **SY 2024–2025:** 54.1%
- *Somewhat:*
  - SY 2023–2024: 40%
  - **SY 2024–2025:** 33.3%

These results reflect how we’re addressing support needs, though we are not yet where we want to be. Continued growth in targeted training and responsive support systems will be a focus next year for our team.

Looking Ahead to SY 2025–2026
Our commitment to supporting staff continues, with a sharpened focus on:

- More intentional and differentiated training based on student outcomes and staff needs.
- Data-driven instructional support aligned with our academic priorities.

Staffing Updates

- Finalized Summative Evaluations for all instructional staff.
- Pending board approval, we are excited to welcome Agustín Mora Segura to our team. He has signed his employment offer and is currently beginning the process of securing his J-1 visa from Costa Rica.
  - Our partner agency, Cordell Hull, does not anticipate any significant challenges with the visa process at this time. However, we do have a pool of qualified additional candidates should there be any unforeseen delays or complications in securing a J-1 visa.
- Ongoing Hiring Efforts: We are in the process of finalizing candidates for:
  - One Physical Education teacher position.
  - One Instructional Assistant / Office Assistant position.

Community Engagement and Positive School Culture

Commitments Implemented in SY 2024–2025
This year, we deepened our efforts to strengthen communication and connection with families through the following actions:

- **Cultural Celebrations:** Expanded inclusion of cultural events throughout the school year to reflect and honor our diverse community.
- **Improved Accessibility:** Created additional pathways for families to reach teachers, administrative and support staff directly and efficiently. More days for conferences. More newsletters. Among other ways to increase this partnership with families.

Family Feedback & Survey Results
Initial results from our end-of-year family survey show an increased sense of support and community among respondents. We did have fewer families respond to this year's survey. Families expressed appreciation for:

- Regular communication and timely updates.
- A welcoming and responsive school culture.
- Opportunities to engage with student learning and community events.

Areas identified for growth include:

- Playground experience: Some concerns noted around not having a proper playground.
- Driveline logistics: Continued need for improved efficiency and clarity.
- Understanding of behavioral support systems: Families have requested greater transparency around our use of the Responsive Classroom approach to support students in need.

We will use this feedback to guide improvements for SY 2025–2026 wherever possible.

Updates on Traffic Commission and City Council meetings:

- Families and members of the Arco Iris Administrative Team proudly represented our school community at the recent Beaverton City Council meeting. Our goal was to request a fair and transparent appeal process in response to the Traffic Commission’s decision from February.
- We’re pleased to share that our efforts were successful — the City Council voted to remand the Traffic Commission’s decision, granting us a new forum to present our case. This new opportunity will take place in August 2025, just before the start of the school year
- Jesus will send communication about the August traffic commission date.

Financial Responsibility

We are closing out the year in a strong financial position — operating responsibly and maintaining a debt ratio that meets required benchmarks. This reflects our continued commitment to sustainability and sound fiscal management as we grow.

Fundraising Efforts: SY 2025–2026
As of the end of May, our **Annual Fund Giving (AFG)** total stands at: **$202,675.43**
We are grateful to our families and community partners for their generous contributions, which directly support staffing, programming, and enrichment opportunities for students.

Grant Opportunities & Updates
We are excited to share that **Arco Iris was recently awarded a Charter School Growth Fund grant** to support our expansion efforts.

- **Total Award:** $800,000
- **Disbursement Timeline:** The grant will be distributed over the next three years, supporting key priorities such as staffing, facility needs, and instructional programming as we grow.

Enrollment Update
We continue to see strong interest in our school, reflecting confidence in our academic and cultural mission:

- **2024–2025 Enrollment:** 411 students
- **2025–2026 Enrollment Goal:** 422 students
- **Current Enrollment for 2025–2026:** 434 students

We are proud to report that we have exceeded our enrollment target for the upcoming school year.

Classroom Configuration Changes for '24-25

- 2 classrooms at 4th grade
- 3 classrooms at 5th grade

No splits this year. Change shared with 4th grade families and given opportunitiy for feedback.
S. Zephirin made a motion to approve the employment agreement for Agustín Mora Segura, pending receipt of J-1 Visa.
D. Siver seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

E. Hatch	Aye
Y. Jones	Aye
S. Zephirin	Aye
A. Kusaba	Aye
D. Siver	Aye
C. Billings	Aye
S. Badawi	Aye
A. Nelson	Aye

S. Zephirin made a motion to approve the employment agreements for Perla Murphy and Michelle Ston, as presented during Executive Session.
A. Nelson seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

A. Nelson Aye
A. Kusaba Aye
C. Billings Aye
S. Badawi Aye
D. Siver Aye
E. Hatch Aye
S. Zephirin Aye
Y. Jones Aye

VI. Governance

A. Governance Report

S. Zephirin made a motion to to elect Christa Billings & Yessenia Jones for a new 3 year term to the board of directors.
A. Nelson seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

A. Nelson Aye
Y. Jones Aye
A. Kusaba Aye
C. Billings Aye
E. Hatch Aye
S. Zephirin Aye
S. Badawi Aye
D. Siver Aye

S. Zephirin made a motion to vote to.
A. Nelson seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Siver Aye
A. Nelson Aye
S. Badawi Aye
A. Kusaba Aye
C. Billings Aye
Y. Jones Aye
E. Hatch Aye
S. Zephirin Aye

VII. Finance

A. Treasurer's Report

Treasurer's Report
- ADMw received for (Month): $290,850.00
- Total income for (Month): $343,538.44
- Cash balance for (Month): $3,875,357
- Accts Receivable for (Month): $530.00
- Net gain/**loss** for (Month): (-$124,400.36)

-There is not state school payment in June, which accounts for the loss this month. We get two payments in July
-The state trued up 23/24 and we owed a small amount back to the district, due to enrollment changes. $41,504

VIII. Development

A. Development Report

At last meeting, reviewed grant spreadsheet and identified needs. Also planning for coffee connection in August. Team will meet prior to that event. Discussion on attending the community expo put on by the Chamber this summer.

B. Chamber of Commerce

Arco Iris will be hosting the Beaverton Chamber of Commerce Coffee Connect on Friday, August 15 from 7:30 am - 9:00 am. The Development Committee will be coordinating details.

C. Expansion Updates

No updates

D. ATDLE Accreditation

Adreana to report back on the conference in Sacramento next week. Will explore math curriculums and CGI trainers. Also has goal to network with Board members.

IX. Closing Items

A. Action Items

- Sarah Z/Dani to update July meeting in BOT
- Jesus to share information on August date for traffic commission meeting
- Adreana to send out data dive on family survey
- Sarah Z to add discussion of gap fund education at next development committee meeting

- Sarah Z/Dani to add conference updates to new business on next Board agenda

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:49 PM.

Respectfully Submitted,
S. Zephirin