APPROVED

AIMS K-12 College Prep Charter District

Minutes

AIMS Monthly Board Meeting

Date and Time
Tuesday September 21, 2021 at 6:30 PM

Location

Topic: AIMS Board Monthly Meeting
Time: Sep 21, 2021 06:30 PM Pacific Time (US and Canada)

Join Zoom Meeting
https://us02web.zoom.us/j/81688447464?pwd=OUc2ZHZVczZDVFpsc3pKKzFCN0NUQT09

Meeting ID: 816 8844 7464
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Directors Present
C. Edington (remote), D. Lang (remote), J. Hinton (remote)

Directors Absent
S. Leung

Ex Officio Members Present
C. Hollis (remote)

Guests Present
Adria Bani (remote), C. Ahmad (remote), Christina Jordan (remote), D. Moghadam (remote), Darolyn Davis (remote), Kitt Grant (remote), M. Magana (remote), M. Williams (remote), M. Woods-Cadiz (remote), R. Akram (remote), T. Tung (remote), Z. Lopez (remote)

I. Opening Items

A. Call the Meeting to Order

C. Edington called a meeting of the board of directors of AIMS K-12 College Prep Charter District to order on Tuesday Sep 21, 2021 at 6:35 PM.

B. Record Attendance and Guests

C.

Adoption of Agenda

C. Edington made a motion to adopt the September 21, 2021 AIMS Monthly Board Agenda as presented.
D. Lang seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Approval of August 31, 2021 AIMS Board of Directors Meeting Minutes

C. Edington made a motion to approve the minutes from AIMS Special Monthly Board Meeting on 08-31-21.
D. Lang seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Public Comment on Agenda Items

No public comment on Agenda items.

F. Public Comment on Non-Agenda Items

No public comment on Non-agenda items.

II. Non-Action Items

A. President's Report

Nothing to report.

B. Superintendent's Report

Nothing to report.

C. D&A/AIMS Marketing and Communications Report

Kitt Grant presented the D&A/AIMS Marketing and Communications Report

- Click link to view: **21SEP21_D&A Marketing and Communication Report.pdf**
- Key findings based on research conducted with AIMS Community:
  - Equity should be prioritized
  - Transparency and consistency are key
  - Emphasize the community aspect of AIMS
  - Emphasize the facts, including test scores, achievements, and evidence of academic excellence
  - Trust is everything.
  - It's about the people - Students, staff, and parents.
- Recommended Updated Mission Statement
  - Our mission at AIMS is to create a community of diverse learners who achieve academic excellence. Our commitment to equity, academics and

character development prepares our students for lifelong success. We are committed to providing a comprehensive learning experience by educating our students about socio-economic & racial justice issues to cultivate intellectually ethical citizens.

- Recommendation to add a Vision Statement:
  - A school community that is committed to academic excellence and equity, fosters character development, and cultivates the leaders of tomorrow.
- Recommended Values Update:
  - Equity - Social awareness and justice that leads to action.
  - Excellence - Commitment to excellence in all that we do.
  - Legacy - The continued preservation and development of AIMS methodologies for 21st century learners and educators.
  - Wisdom and Knowledge - Pursuit of wisdom and knowledge as intrinsically valuable.
  - Respect, Integrity, and Empathy - Recognition of dignity and worth of every human being. We treat one another with respect and integrity.
  - Community - Building a community of students and families and instilling AIMS pride.
  - Diversity - The AIMS community takes pride in our community's inclusiveness and instill this pride in our students.
- 25th Anniversary Video
  - Objective: To create a video that celebrates the 25 year legacy of AIMSK12 College Prep Charter schools in Oakland, CA. We want to amplify the story of educational excellence and continued achievement through the years by highlighting the people, successes and

    newsworthy moments that have occurred throughout these extraordinary years.
    - Recommended next steps
      - A culminating event in 2021-2022 that will
        - 1. garner media attention,
        - 2. serve as a fundraising type of event and
        - 3. create school spirit among current students, alumni and the Oakland community at large
      - Begin a monthly newsletter/blog starting in November that keeps the AIMS community informed on the latest news, profiles, any accolades, etc.
      - Increase Social Media presence through consistent postings, student takeovers, etc.
- Questions & Comments on D&A/AIMS Marketing and Communications Report.
  - President Edington suggest a working session with D&A so the board has a better understanding of what the D&A's goals.

D.

AIMS K-12 Report

Christopher Ahmad presented the Elementary School Report.

- Click link to view: **21SEP21_AIMS Schools' Board Report - Elementary School.pdf**
    - LCAP Goals
        - On track to complete:
            - Goal 1 - Academics and Curriculum
            - Goal 2 - Instruction, Development, and Support
        - Facing Challenges with:
            - Goal 3 - Measurement of Data
            - Goal 4 - School Culture and Climate
    - School Plan for Student Achievement (SPSA) Goals
        - On track to complete:
            - Goal 1 - Academic and Curriculum
            - Goal 3 - Instruction Development and Support
            - Goal 4 - Increase rate of students participating in Afterschool Program
        - Facing Challenges with:
            - Goal 2 - Closing the Achievement Gap with High Expectations for all.
    - Pandemic reporting
        - 0 students diagnosed with COVID-19 from September 1 - 21, 2021:
        - 0 In-person staff diagnosed with COVID-19 in September 1 - 21, 2021:
- Questions & Comments on Elementary School Report.
    - Dir. Hinton suggest a graphic of low middle and high performing students in the report.
    - Dir. Hinton request the demographics of student currently in Restorative Justice Saturday School.
    - Christopher Ahmad stated Saturday school is currently not implemented due to staffing issues.
    - President Edington suggest to include the student slots available for AIMS Elementary school per grade in the next Elementary board report.
    - Dir. Lang questions how can the AIMS Elementary school show the successes of AIMS students as the students progress through the AIMS program.

Riffat Akram presented the Middle School Report.

- Click link to view: **21SEP21_AIMS Middle School Board Report.pdf**
    - LCAP Goals
        - On track to complete:

            - Goal 1: Closing Achievement Gaps - initial assessments are either completed or in progress, ELPAC testing in progress. ELD reclassification for returning students is completed. SAS & After school tutoring has started. ELD TSA & IA are hired.
            - Goal 2: School Culture & Climate - RJ Saturday has started. PBIS program is implemented. First PBIS Event was help on 9/16 for students who earned 40+ PBIS point. SEL assemblies are scheduled for every 3rd week of the month.
            - Goal 3/4: Increase College Bound No. Students/Standard Based curriculum and teacher training - Structured PLCs & PDs for teachers to implement rigorous instruction and curriculum for all students.
        - Facing challenges with:
            - K-8 SEL counselor vacancy.
    - SPSA Goals
        - On track to complete:
            - Academics and Curriculum: We we will commit to academic excellence by ensuring that all students receive Data-Driven Instruction and curriculum in Common Core State Standards (CCSS), Next Generation Science Standards (NGSS,) other California State Standards (ELD, Social Studies, World Languages, Visual Performing Arts).
            - Closing the Achievement Gap with High Expectations for All: All levels of the organization work to improve student achievement and close the achievement gap for all underperforming student groups.
            - Instruction Development & Support: Provide high quality classroom instruction from appropriately credentialed teachers and staff, that promotes college and career readiness with academic interventions and professional development to eliminate barriers to student success.
            - After school Program: Increase rate of students participating in Afterschool Program.
    - Pandemic reporting:
        - 1 students diagnosed with COVID-19 from September 1 - 21, 2021:
        - 0 In-person staff diagnosed with COVID-19 in September 1 - 21, 2021:
- Questions & Comments on Middle school report.
    - Dir. Lang request to see the requirement for Saturday School and the success rates of Middle School student as they progress through Saturday School in the Middle school report.

- Bay Area Community Resources Afterschool programs are currently filled at the Elementary and Middle schools.

Maurice Williams presented the High School Report.

- Click link to view: **21SEP21_AIMS Schools' Board Report - High School.pdf**
  - LCAP Goals
    - On track to complete:
      - All LCAP Goals are on track for completion: The AIMS HS Community may track the status of completion of our LCAP in real time
        by visiting. **https://tinyurl.com/aimshs-lcap-tracker**
    - Facing challenges with:
      - LCAP Goal 4.14 Public Transportation to Support Vulnerable Student Populations: Currently working with finance department

        to establish formal agreement in obtaining discounted Clipper Cards.
        - Currently reaching out to contacts to see if there are Transportation program in Oakland to support all AIMS students.
          - Dir. Lang
  - SPSA Goals
    - On track to complete:
      - All SPSA Goals Are on Track For Completion, as they are explicitly tied to all Federal Title Dollars.
  - Pandemic reporting:
    - 0 students diagnosed with COVID-19 from September 1 - 21, 2021:
    - 0 In-person staff diagnosed with COVID-19 in September 1 - 21, 2021:
- Questions & Comments on Middle school report.
  - Dir. Hinton curious about the drop of underperformance specifically with 10th grade African American males.
  - Dir. Hinton question if ESSER fund can be used to resource public transportation cost for AIMS students.
  - President Edington request the LCAP tracker be included monthly in the High School report.
  - Dir. Lang will check in with contacts for a lead to AC Transit for student transportation program.

E. Operations Report

Marisol Magana and Tiffany Tung presented the Operations Report.

- Click link to view: **21SEP21_Operations Report.pdf**
- Completed reports
  - SPSA for AIMS MS and AIPCS II
  - CA Dashboard Local Indicators for AIMS MS, AIPCS II and AIMS HS.
  - Submitted school information to InfoCenter of Charters
  - Submitted CNIPS application for 2021 - 2022 school year.
- Working reports
  - ESSER III Plan for AIMS MS, AIPCS II and AIMS HS.
  - Fall enrollment student data report for census day.
  - Title III MOU 2021 - 2022
  - Prop-39 Facilities
- Openings at AIMS schools
  - Kindergarten - 7 openings
  - 1st grade - 2 openings
  - 8th grade - 2 openings
- Lunches served in September
  - AIMS Middle - 1209
  - AIMS Elementary - 2725
  - AIMS HS - 1247
- COVID Vaccination given at AIMS school
  - AIMS Middle - 10
  - AIMS Elementary - 0
  - AIMS HS - 35
- COVID Testing given at AIMS school
  - AIMS Middle - 0
  - AIMS Elementary - 0
  - AIMS HS - 0

F. Finance Report

Nothing to report.

III. Action Items

A. Consent Calendar

President Edington presented item III.A: Consent Calendar.

- Click links below to view:
  - **1.a_CSU East Student Teacher Experience Agreement.pdf**
  - **1.b_2021 - 2022 Approved Vendor List.pdf**
  - **1.c_D&A Contract Extension.pdf**
  - **1.e_SPSA for AICPS II.pdf**
  - **1.d_SPSA for AIMS College Prep Middle School.pdf**

- 1.f_AIMS New Signage 12th Street Campus 1.pdf

J. Hinton made a motion to approve item III.A: Consent Calendar as presented.
C. Edington seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Leung	Absent
J. Hinton	Aye
C. Edington	Aye
D. Lang	Aye

B. Bamboo HR Proposal

Superintendent Maya Woods-Cadiz presented item III.B: Bamboo HR Proposal.

- Click links below to view:
  - III.B_Bamboo HR Proposal Cover Letter.pdf
  - III.B_BambooHR-Quote-AIMSk12.org.pdf

J. Hinton made a motion to approve item III.B: Bamboo HR Proposal.
C. Edington seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

C. Edington	Aye
S. Leung	Absent
J. Hinton	Aye
D. Lang	Aye

C. HR Personnel Report

Zeke Lopez presented item III.C: HR Personnel Report

- Click links below to view:
  - III.C_Personnel Report Cover letter.pdf
  - III.C_Personnel Report 2021-22.pdf

J. Hinton made a motion to approve item III.C: HR Personnel Report.
C. Edington seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

S. Leung	Absent
C. Edington	Aye
J. Hinton	Aye
D. Lang	Aye

D. California School Dashboard Local Indicators 2021 -2022

Superintendent Maya Woods-Cadiz presented item III.D: California School Dashboard Local Indicators 2021 -2022.

- Click links below to view:
  - **III.D_California School Dashboard Local Indicators 2021 - 2022 Coverletter.pdf**
  - **III.D_California Dashboard Local Indicators 2021 - 2022.pdf**

C. Edington made a motion to approve item III.D California School Dashboard Local Indicators 2021 - 2022.
D. Lang seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
J. Hinton	Aye
S. Leung	Absent
D. Lang	Aye
C. Edington	Aye

IV. Closed Session

A. Public Comment on Closed Session Items

No public comment for closed session.

B. Recess to Closed Session

C. Reconvene from Closed Session

D. Report from Closed Session

Nothing to report from closed session.

E. CEO and CBO Contract Approval Report

D. Lang made a motion to approve item IV.E: CEO and CBO Contract Approval as read in discussion.
J. Hinton seconded the motion.
Prior to taking final action on an employment agreement for a local agency executive, the Brown Act requires the Board of Directors to orally report a summary of a recommendation for the salaries, salary schedules, or compensation paid in the form of fringe benefits. The Superintendent is a local agency executive and a proposed contract is before us this evening.

The proposed contract will be for a term of 3 years, to run from 2/1/2021 through 6/30/2024. The Chief Business Officer (CBO) will receive an annual salary of $163,956. The CBO will additionally be eligible to receive:

1. a performance bonus not to exceed 25% ($40,989) ;
2. health and welfare benefits at an annual cost to the District of $50,000.

Prior to taking final action on an employment agreement for a local agency executive, the Brown Act requires the Board of Directors to orally report a summary of a recommendation for the salaries, salary schedules, or compensation paid in the form of fringe benefits. The Superintendent is a local agency executive and a proposed contract is before us this evening.

The proposed contract will be for a term of 4 years, to run from 2/1/2021 through 6/30/2025. The Superintendent will receive an annual salary of $210,581.69. The Superintendent will additionally be eligible to receive:

1. a performance bonus not to exceed 20% of base salary ($42,116.34 in year 1);
2. health and welfare benefits at an annual cost to the District of [$64,000].

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

Roll Call	
C. Edington	Aye
J. Hinton	Aye
S. Leung	Absent
D. Lang	Aye

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 9:49 PM.

Respectfully Submitted,
C. Edington

B. NOTICES