



# Navigator Schools

## Board Meeting

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### Date and Time

Monday December 8, 2025 at 6:00 PM PST

### Location

**Gilroy Prep School**

**Address:** 277 I. O. O. F. Ave, Gilroy, CA 95020

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This meeting will be held in compliance with the Brown Act.

Members of the public who wish to access this board meeting online may do so via Google Meet.

Google Meet joining info

Video call link: <https://meet.google.com/kbv-isks-wuj>

Or dial: (US) +1 530-994-2226 PIN: 544 527 047#

More phone numbers: <https://tel.meet/kbv-isks-wuj?pin=5319190040444>

### Teleconference Locations / Ubicaciones de Teleconferencias

1. Hayward Collegiate Charter School, 166 West Harder Road, Hayward, CA 94544
  2. Hollister Prep School, 881 Line Street, Hollister CA 95020
  3. Watsonville Prep School, 407 Main Street, Watsonville, CA 95076
  4. Gilroy Prep School, 277 I.O.O.F. Ave, Gilroy, CA 95020 (Santa Clara County)
  5. 3410 Moraga Boulevard, Lafayette, CA 94549
  6. 5357 Federation Ct., San Jose, CA 95123 (Santa Clara County)
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7. 326 Sierra Trace, Coralville, IA 52241
8. 857 West Cove Way, Sacramento, CA. 95831

Members of the public attending online who wish to comment during the board meeting will use the online “raise hand” tool in Zoom when the chairperson elicits public comments. Members of the public planning to attend by phone are requested to confirm their intent to comment up to one hour prior to the meeting via [e-mail](#).

Individual comments will be limited to three minutes. If an interpreter is needed, comments will be translated into English and the time limit shall be six minutes. At its discretion, the board may limit the total time allotted to public comments and set new time limits for individual comments. The board reserves the right to mute and remove a participant from the meeting if the participant unreasonably disrupts the meeting.

Requests for disability-related modifications or accommodations to participate in this public meeting should be submitted forty-eight hours prior to the meeting via [e-mail](#). All efforts will be made for reasonable accommodations. The agenda and public documents will be modified upon request as required by Section 202 of the Americans with Disabilities Act.

Esta reunión se llevará a cabo de conformidad con la Brown Act.

Los comentarios públicos se limitarán a tres minutos. Si se necesita un intérprete, los comentarios se traducirán al inglés y el límite de tiempo será de seis minutos. A su discreción, la mesa directiva puede limitar el tiempo total asignado a los comentarios del público y establecer nuevos límites de tiempo para los comentarios individuales. La mesa directiva se reserva el derecho de expulsar a un participante de la reunión si éste interrumpe injustificadamente la reunión.

Las solicitudes de modificaciones o adaptaciones relacionadas con una discapacidad para participar en esta reunión pública deberán presentarse cuarenta y ocho horas antes de la reunión por [correo electrónico](#). Se hará todo lo posible por realizar adaptaciones razonables. El orden del día y los documentos públicos se modificarán si se solicita, tal y como exige el artículo 202 de la Ley de Estadounidenses con Discapacidades.

**Agenda**

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>6:00 PM</b>
<b>A. Call the Meeting to Order</b>		Board Chair	1 m
The Board Chair will call the meeting to order.			

	Purpose	Presenter	Time
<b>B.</b> Pledge of Allegiance		Board Chair	2 m
Board and attendees will recite the Pledge of Allegiance.			
<b>C.</b> Record Attendance and Guests		Board Chair	1 m
The Board Chair will initiate confirmation of attendance via roll call.			
<b>D.</b> Approve Minutes from Previous Board Meeting	Approve Minutes	Board Chair	1 m
Members will vote on the approval of minutes from the Special Board Meeting held on August 11, 2025.			
Proposed Motion: Approve the Board Meeting Minutes from August 11, 2025			
Approve minutes for Special Board Meeting on August 11, 2025			
<b>E.</b> Approve Minutes from Previous Board Meeting	Approve Minutes	Board Chair	1 m
Members will vote on the approval of minutes from the Board Meeting held on September 15, 2025.			
Proposed Motion: Approve the Board Meeting Minutes from September 15, 2025			
Approve minutes for Board Meeting on September 15, 2025			
<b>F.</b> Public Comments		Board Chair	3 m
The Board will receive public comments regarding non-agenda items, if any, with a time limit of three minutes per speaker.			
<b>G.</b> Opening Remarks by Board Chair		Board Chair	5 m
Nora Crivello, Board Chair, will provide opening remarks.			
<b>H.</b> Chief Executive Officer & Superintendent Update		Caprice Young	5 m
Dr. Caprice Young, Chief Executive Officer & Superintendent will provide updates.			
<b>II. Consent Agenda</b>			<b>6:19 PM</b>
<b>A.</b> Approval of the Consent Agenda	Vote	Tom Peraic	3 m
The Board will vote on the approval of the Consent Agenda:			
1. ICA - Casala Group, Inc. (09.11.25)			

	Purpose	Presenter	Time
2a. ICA - Education Facilities Group (12.08.25)			
2b. ICA - Education Facilities Group, Exhibit A (12.08.25)			
2c. Education Facilities Group Portfolio (12.02.25)			
3. Fundraising Policy (09.18.25)			
4. ELL Policy (11.10.25)			
5. Grading Policy (10.02.25)			
6a. Hollister Prep School - Traffic Analysis Proposal (10.20.25)			
6b. Hollister Prep School - Traffic Analysis Cost Letter (10.20.25)			
7. Amended Consulting Agreement - Pinnacle Strategy LLC (10.20.25)			
8 Prop 28 Revised Annual Reports - GPS, HCC, HPS, WPS (10.20.25)			
9a. Ratification: GPS Master Contract (10.20.25)			
9b. Ratification: HPS Master Contract (10.20.25)			
9c. Ratification: WPS Master Contract (10.21.25)			
10. Ratification: ICA - Larson Communications (10.23.25)			
11. Tobacco-Free Schools Policy (11.20.25)			
12. Volunteer Policy (11.20.25)			
13. Visitors and Removal Policy (11.20.25)			
14. Limitation on Seclusion and Restraint Policy (11.20.25)			
15. Anti-Human Trafficking Policy (11.20.25)			
16a. Revised Title IX Harassment Intimidation Discrim. and Bullying Policy (12.08.25)			
16b. Title IX Harassment Intimidation Discrim. and Bullying Policy - Redline (12.01.25)			

<b>III. Committees</b>			<b>6:22 PM</b>
<b>A. Governance Committee</b>	FYI	Caprice Young	5 m
Dr. Caprice Young, Chief Executive Officer & Superintendent, will provide a summary of the most recent Governance Committee Meeting.			
<b>B. Academic Success Committee</b>	FYI	Crystal O'Rourke	10 m
Crystal O'Rourke, Chief Academic Officer, will provide a summary of the most recent Academic Success Committee meeting.			
<b>C. Development Committee</b>	FYI	Shun Dorsey	10 m
Shun Dorsey, Development Officer, will provide a summary of the most recent Development Committee meeting.			
<b>D. Finance Committee</b>	FYI	Noël Russell-Unterburger	15 m

	Purpose	Presenter	Time
Noël Russell-Unterburger, Chief Financial & Operating Officer, will provide a summary of the most recent Finance Committee Meeting.			

<b>IV. Topical - Part 1 of 2</b>	<b>7:02 PM</b>
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<b>A.</b>	Approval of First Interims	Vote	Noël Russell-Unterburger	5 m
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Noël Russell Unterburger, Chief Financial & Operating Officer, will present the First Interims to the Board for consideration and approval.

<b>B.</b>	Renewals for Gilroy Prep School and Hollister Prep School	Vote	Kirsten Carr	10 m
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The Board will vote to approve the intent to renew Gilroy Prep School and Hollister Prep School.

<b>C.</b>	MOU - Navigator Schools and Orange County Board of Education	Vote	Tom Peraic	5 m
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The Board will consider approval of the Memorandum of Understanding (MOU) between Navigator Schools and the Orange County Board of Education.

<b>D.</b>	2025-26 Committee Assignments - Revised	Vote	Tom Peraic	5 m
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The Board will consider and vote on the 2025-26 Committee Assignments - the proposed update is:

1. Approve Nora Crivello as a member of the Finance Committee

<b>E.</b>	Update on Growth Progress	Vote	Kirsten Carr	10 m
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Kirsten Carr, Chief Communications and Engagement Officer, will update the Board on the status of growth activities, including the status of activity in Orange and Monterey Counties, and various options moving forward.

Topics will include:

1. Leadership
2. Approvals
3. Funding
4. Facilities
5. Enrollment
6. Staffing

		Purpose	Presenter	Time
<b>F.</b>	Temporary Line of Credit Expansion	FYI	Noël Russell-Unterburger	5 m
	Noël Russell Unterburger will inform the Board on updates with a \$2 million expansion of the East West Bank line of credit.			
<b>G.</b>	Resolution: CEO and Superintendent Compensation Comparability Study	Vote	Tom Peraic	5 m
	The General Counsel will introduce a resolution reflecting a CEO & Superintendent compensation comparability study; the Board will consider and vote on a proposed resolution.			
<b>V.</b>	<b>Closed Session</b>			<b>7:47 PM</b>
<b>A.</b>	Announcement and Vote to Enter Closed Session	Vote	Board Chair	1 m
	The Board Chair will announce the reason for the closed session, and the Board will vote to enter closed session:			
	1. CEO & Superintendent Evaluation			
	2. Anticipated Litigation - One Case			
<b>B.</b>	Closed Session	Discuss	Board Chair	30 m
	The Board will discuss the following matters in closed session:			
	1. CEO & Superintendent Evaluation (Gov't Code Section 54957)			
	2. Anticipated Litigation - One Case (Gov't Code Section 54956.9)			
<b>C.</b>	Return to Open Session	FYI	Board Chair	1 m
	The Board Chair will report actions taken during closed session, if any.			
<b>VI.</b>	<b>Topical - Part 2 of 2</b>			<b>8:19 PM</b>
<b>A.</b>	Required Oral Report Regarding Employment Agreement for CEO and Superintendent	FYI	Board Chair	5 m
	The Board Chair will provide a required oral report regarding CEO and Superintendent employment.			

	Purpose	Presenter	Time
<b>B.</b> Ratification of Employment Agreement for Navigator Schools CEO and Superintendent	Vote	Board Chair	5 m

The Board will vote on the approval of Ratification of Employment Agreement for Navigator Schools CEO and Superintendent per Government Code 53262.

## **VII. Closing Items**

**8:29 PM**

<b>A.</b> Adjourn Meeting	Vote	Board Chair	1 m
Board members will vote on adjournment of the meeting.			

Proposed Motion: Adjourn