

APPROVED



## Navigator Schools

### Minutes

#### Special Board Meeting

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**Date and Time**

Monday February 28, 2022 at 2:30 PM

**Location**

Zoom

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This meeting will take place via teleconference pursuant to Executive Orders N-25-20 and N-29-20.

The Board of Directors and employees of Navigator Schools shall meet via Zoom. Members of the public who wish to access this board meeting may do so online at <https://zoom.us/join> or via telephone by calling [\(669\) 900-6833](tel:669-900-6833) or [\(646\) 876-9923](tel:646-876-9923). The meeting ID is: **977 7569 7034**. The meeting passcode is: **799051**.

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.

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**Directors Present**

Chuck Daggs (remote), Ian Connell (remote), JP Anderson (remote), John Flaherty (remote), Nora Crivello (remote), Shara Hegde (remote), Victor Paredes-Colonia (remote)

**Directors Absent**

*None*

**Guests Present**

Sean Martin (remote)

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**I. Opening Items**

**A. Record Attendance and Guests**

**B. Call the Meeting to Order**

John Flaherty called a meeting of the board of directors of Navigator Schools to order on Monday Feb 28, 2022 at 2:32 PM.

**C. Public Comments**

There were no public comments.

**D. Board Chair's Opening Remarks**

J. Flaherty shared that he had received a letter of resignation from board member Fiaau Ohmann, and he thanked her for her service. He reviewed recent developments related to mask mandates in schools pertaining to C-19. Board members shared opinions and asked questions regarding next steps, strategies, and options for responding to changes in mask requirements. The chair requested that the text of the Notice section heading the agenda be provided in Spanish for future meetings.

**II. Topical Items**

**A. Renewal of Authorization to Continue Virtual Meetings**

Nora Crivello made a motion to approve the resolution.

Chuck Daggs seconded the motion.

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

**Roll Call**

JP Anderson	Aye
Ian Connell	Aye

**Roll Call**

Victor Paredes-Colonia Aye  
John Flaherty Aye  
Shara Hegde Aye  
Chuck Daggs Aye  
Nora Crivello Aye

**B. FY 2020-21 Audited Financial Statements**

V. Paredes-Colonia reviewed requirements, components, and outcomes related to annual Audited Financial Statements. The audit was successful, and J. Flaherty congratulated staff, particularly A. Ortiz.

Ian Connell made a motion to accept the audited financial statements.

JP Anderson seconded the motion.

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

**Roll Call**

Victor Paredes-Colonia Aye  
Shara Hegde Aye  
Chuck Daggs Aye  
JP Anderson Aye  
John Flaherty Aye  
Ian Connell Aye  
Nora Crivello Aye

**C. Mid-Year Local Control and Accountability Plan Updates**

Board members asked clarifying questions about the plans, focusing on parent and community engagement (including town halls and other meeting formats), local and regional suspension rates, and LCAP timelines.

**D. Consideration of 5% COLA Salary Increase**

K. Sved described the chronology and importance of determining a COLA increase in relation to offering letters of employment and staff retention. He reviewed historical COLA rates, regional rates, and the upcoming state increase. Board members asked questions and offered insights concerning staff recruitment; staff retention; current and past benefits, bonuses, and stipends; district salary comparisons; budget planning and sustainability; and the scope of the resolution.

Victor Paredes-Colonia made a motion to approve the COLA increase.

JP Anderson seconded the motion.

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

**Roll Call**

Chuck Daggs Aye  
JP Anderson Aye  
Shara Hegde Aye  
John Flaherty Aye

**Roll Call**

Victor Paredes-Colonia Aye  
 Nora Crivello Aye  
 Ian Connell Aye

**E. Election of Board Vice Chair**

The board chair highlighted the role and purpose of electing a board vice chair. He nominated N. Crivello for the position.

John Flaherty made a motion to elect N. Crivello to the offices of Vice Chair and Secretary of the Navigator Schools Board of Directors.

Ian Connell seconded the motion.

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

**Roll Call**

John Flaherty Aye  
 Shara Hegde Aye  
 JP Anderson Aye  
 Ian Connell Aye  
 Victor Paredes-Colonia Aye  
 Nora Crivello Abstain  
 Chuck Daggs Aye

**F. Election of John Flaherty to a Third Term on the NS Board**

Nora Crivello made a motion to elect John Flaherty to a third term.

JP Anderson seconded the motion.

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

**Roll Call**

JP Anderson Aye  
 Victor Paredes-Colonia Aye  
 Chuck Daggs Aye  
 John Flaherty Abstain  
 Shara Hegde Aye  
 Nora Crivello Aye  
 Ian Connell Aye

**G. Creation of Ad Hoc Organizational Success Committee**

The board chair summarized the process by which the recommendation emerged, including the development of a report completed by J. Flaherty and S. Hegde concerning optimization of organizational success, the review and support of related findings by the Governance Committee, and the recommendation on the part of that committee for the board to approve the creation of an Organizational Success Committee. Drawing from a memo on the topic, he summarized six main areas of focus for staff (training, evaluation, operations, data, communication, and outreach) and six key areas of focus for the board (onboarding; reorganization; strategic planning; diversity, equity, and inclusion;

fundraising; and site presence) pertaining to the optimization of mission-driven, organizational success. Members recognized organizational strengths and expressed excitement toward advancing the Navigator Schools model and its positive impact on students and communities in a post-pandemic world.

John Flaherty made a motion to create an Organizational Success Committee.

Chuck Daggs seconded the motion.

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

**Roll Call**

Victor Paredes-Colonia	Aye
Nora Crivello	Aye
JP Anderson	Aye
Shara Hegde	Aye
John Flaherty	Aye
Ian Connell	Aye
Chuck Daggs	Aye

**III. Closing Items**

**A. Adjourn Meeting**

Nora Crivello made a motion to adjourn.

Ian Connell seconded the motion.

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

**Roll Call**

Ian Connell	Aye
Victor Paredes-Colonia	Aye
Shara Hegde	Aye
Nora Crivello	Aye
JP Anderson	Aye
Chuck Daggs	Aye
John Flaherty	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 3:39 PM.

Respectfully Submitted,  
Sean Martin