APPROVED

Da Vinci Schools

Minutes

Da Vinci Schools SPECIAL Board Meeting

Date and Time
Thursday October 22, 2020 at 5:00 PM

Da Vinci Schools ("DV") welcomes your participation at its Board meetings. The purpose of a public meeting of the Board of Directors ("Board") is to conduct the affairs of DV in public. Your participation assures us of continuing community interest in our schools. To assist you in speaking/participating in our meetings, the following guidelines are provided:

1. Teleconferencing will be conducted through Zoom. Join Zoom meeting at https://zoom.us/j/99170355491, Meeting ID: 991 7035 5491, or dial (669) 900-6833.
2. Agendas are available to all audience members on the Da Vinci Schools website at www.davincischools.org.
3. Audience members who wish may speak on any agenda items or under the general category of "Public Comments," which is time set aside for members of the audience to raise issues not specifically on the agenda. However, due to public meeting laws, the Board can only listen to your issue, not respond or take action. These presentations are limited to three (3) minutes and total time allotted to non-agenda items will not exceed fifteen (15) minutes. Non-English speakers who use a translator shall have six (6) minutes in which to address the Board.
4. The Board may give direction to staff to respond to your concern or you may be offered the option of returning with a citizen-requested item.
5. The chair will recognize such individuals who wish to speak on a specific agenda item at the appropriate time. When addressing the Board, speakers are requested to adhere to the time limits set forth, and to not repeat remarks made by those who preceded them.
6. Any public records relating to an agenda item for an open session of the Board which are distributed to all, or a majority of all, of the Board members shall be available for public

inspection at 201 N. Douglas Street, El Segundo, CA 90245, during Business Office operating hours. Please contact the CEO's office at 310-725-5800.

The agenda and documents in the agenda packet will be made available, if requested, in appropriate alternative formats to any person with a disability as required by the ADA, 42 USC section 12132, and the federal rules and regulations adopted in implementation thereof. To request a disability-related modification or accommodation, including auxiliary aids or services, you must contact Alison Wohlwerth at 310-725-5800 at least 48 hours before a regular meeting, and at least 12 hours before a special meeting. (Government Code § 54954.2(a)(1).)

Trustees Present
B. Meath (remote), D. Boston (remote), D. Brann (remote), J. Morgan (remote)

Trustees Absent
None

Guests Present
A. Johnson (remote), A. Wohlwerth (remote), C. Levenson (remote), Carolyn Ruiz (remote), Cesar Gonzalez (remote), Christopher Jackson (remote), Corinne Valle (remote), Dani Guerrero (remote), E. D'Souza (remote), Francisca Rodriguez (remote), G. Long (remote), Gerardo Sandoval (remote), J. Hawn (remote), Janee Gerard (remote), Jennifer Barba (remote), M. Amato (remote), M. Rainey (remote), M. Ring (remote), M. Wunder (remote), Pam Baker (remote), S. Wallis (remote), Samuel Renteria (remote), V. Bravo (remote)

I. Opening Items

A. Call the Meeting to Order

D. Brann called a meeting of the board of trustees of Da Vinci Schools to order on Thursday Oct 22, 2020 at 5:08 PM.

B. Record Attendance and Guests

C. Approval of Agenda

J. Morgan made a motion to approve.
B. Meath seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

B. Meath	Aye
D. Boston	Aye
J. Morgan	Aye
D. Brann	Aye

D.

Public Comments

None

II. Presentation

A. Staff Compensation

Dr. Brann expressed his appreciation to Dr. Wunder, Dr. Hawn, and Mr. Amato for their work in preparing this presentation.

Dr. Wunder thanked the trustees for their investment of time and expertise, and Dr. Hawn, Mr. Amato, and Ms. Levenson for their work to position Da Vinci Schools well.

The intended outcome of the meeting is the approval of the agenda item.

Dr. Wunder discussed Guiding Financial Principles such as Enrollment Growth, Revenue vs. Expenditures; Employer Cost Increases; Economic Uncertainty (Deferrals); School Size and Lower LCFF Levels; Grants/Fundraising; State COLAs.

Mr. Amato compared differences in revenue among Da Vinci sites, Wiseburn Unified, and a larger L.A. charter organization. Larger schools can take advantage of greater economies of scale, although they must pay rent that school districts do not. Each year, employer costs for staff benefits like medical insurance and retirement funding increase.

Dr. Hawn compared Da Vinci to other charter school organizations and school districts. She noted that the team started with comparing credentialed staff compensation, but has moved on to other staff positions. The team worked with Egility to gather some of the comparative data. Similar organizations (in size, budget) were compared, but all of those organizations have higher Free & Reduced Lunch counts (Da Vinci's is about 40%), which gives the other organizations higher revenue. The team also compared Da Vinci with neighboring school districts. Da Vinci's compensation was lower than both sets of comparative organizations/districts.

In comparing benefits, Da Vinci provides higher levels than other organizations. Da Vinci pays an average of 80% of the benefit costs, and employees pay 20%. Charter schools pay 71%, and districts pay 89% of the benefit costs. Looking at local neighboring districts offering the lowest monthly cost to employees, Da Vinci is competitive, though large districts are able to offer more options at lower cost to employees due to economies of scale.

Dr. Wunder shared that he does not want to imply that Da Vinci staff (counselors & teachers) work less hard, but there is a real cost to having teachers work four periods rather than five. Counselors' caseloads are lower than neighboring organizations. Da Vinci also provides teachers a $1000 annual budget for supplying their classrooms, as

opposed to other districts/organizations where teachers do not receive that type of support.

Other factors at Da Vinci contribute to teacher satisfaction, such as staff having the opportunity to give input on what is needed to serve students. Mr. Amato shared that historically, administrative salaries as a percentage of revenue at Da Vinci have gone down.

Dr. Wunder and his team recommend to the Board that all staff receive a 2% COLA, retroactive to July 1, 2020. Additional adjustments, also retroactive to July 1, 2020, are also recommended, and with ongoing competitive salary analysis, further adjustments.

Mr. Amato addressed the affordability of the recommendations. In 2020-21, the compensation adjustments would leave Da Vinci with a $4.3 MM surplus and ending fund balance with operating reserves of $9. Future projections, assuming enrollment growth, show expanding reserves. Mr. Amato provided the recommended salary scales for teachers and counselors.

Dr. Hawn discussed comparisons with neighboring charters and districts with the recommended salary levels, saying that the increases would make Da Vinci more competitive with other districts.

Dr. Wunder commented on the risks of compensation. He noted that the team will continue to be mindful of financial risks and plan to combat them. He asked staff for their thoughts and feedback on a Padlet. [https://davincischools.padlet.org/jhawn/nr01cy8p0wv1la9w].

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B. Discussion of Staff Compensation

Dr. Brann asked the trustees for their questions and comments. Mr. Boston and Ms. Morgan thanked Dr. Wunder, Dr. Hawn, and Mr. Amato for their work. Ms. Morgan commented that Da Vinci is in a unique position in that it is prepared to offer an increase, where other districts are not.

Mr. Meath thanked the staff for their work on the report. He spoke of the previously approved 3% step increase, which would result in a total of 5% increase for the year. He inquired about the steepness of the increases in the higher teacher salary levels (16 through 25), and his concern about creating out-of-market salaries at those steps in the future.

Mr. Amato shared that the previous salary scale contained steps without an increase, and the necessary adjustment for that had a flow-through to the end of the scale. Further discussion ensued on the one-time increases, since the board agreed previously to have steps up to level 25, where other schools stop at level 20. Dr. Wunder commented that as enrollment grows, costs will decrease through efficiencies gained.

Mr. Meath noted that in public schools, it is not uncommon to limit the transferability of years of experience. He does not want expenses to outrun revenue. Dr. Hawn shared that it does not appear to impair Da Vinci's ability to hire. Dr. Brann asked staff for the comparisons to other districts and whether or not any districts make exceptions for hard-to-fill positions.

Dr. Hawn offered to send out specific Wiseburn comparisons in response to the board's query. Dr. Hawn added that in her group of education HR professionals, there is more talk of layoffs rather than compensation increases.

Mr. Meath shared that he is concerned that the board will be sending a "bill to the future" with the higher step level increases (steps 21 through 25).

Dr. Brann asked for the total step level increases. Mr. Amato responded the previously-approved level increases totaled $450K.

Dr. Brann clarified that the classified staff would be included in the COLA. He commended all Da Vinci staff for their work for students during the unprecedented challenges of 2020.

Dr. Wunder expressed his appreciation for Mr. Meath's concerns. Dr. Brann spoke of sharing Mr. Meath's concerns. Dr. Hawn spoke of the difficulty in comparing other districts' complex salary tables with Da Vinci's straightforward steps.

Mr. Meath recommended further study of steps 21 -25, but grant 2% over the current levels, and accept the remainder of the recommendations. Seven teachers are in the steps 21 through 25, with about 10 more moving into that range in the next one or two years, which was taken into account in Mr. Amato's projections.

Mr. Boston commented that he believes Mr. Meath's recommendation is appropriate. He believes the 3% is in Mr. Amato's calculations, but that he thinks it reasonable to take Mr. Meath's approach. Ms. Morgan concurred.

III. Consent Agenda

A. Approve Proposed Faculty and Staff Pay Scales

B. Meath made a motion to approve COLA increases as recommended by staff, and step adjustments with step 21 receiving the same adjustment as step 20, and steps 22 through 25 receiving a 2% COLA.
J. Morgan seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call
J. Morgan Aye
B. Meath Aye
D. Boston Aye
D. Brann Aye

IV. Closed Session

A. Conference with Legal Counsel

Closed session entered at 6:32 p.m.

V. Closing Items

A. Reconvene for Public Session & Closed Session Reporting

Public session reconvened at 6:56 p.m.
Dr. Brann reported that no action was taken in Closed Session.

B. Adjourn Meeting

J. Morgan made a motion to adjourn.
D. Boston seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call
D. Brann Aye
J. Morgan Aye
B. Meath Aye
D. Boston Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:56 PM.

Respectfully Submitted,
A. Wohlwerth