APPROVED

Da Vinci Schools

Minutes

Da Vinci Schools: L.A. County Special Board Meeting (RISE High)

Date and Time
Wednesday November 4, 2020 at 6:00 PM

Da Vinci Schools: L.A. County ("DVLAC") 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 DVLAC 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 held through Zoom. Join the Zoom Meeting at https://zoom.us/j/95205698349, Meeting ID: 952 0569 8349, or dial (669) 900-6833.
2. Agendas are available to all audience members online at https://dvrise.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. For more information call 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 Da Vinci Schools: L.A. County (201 N. Douglas Street, El Segundo, CA) at 310-725-5800, ext. 1351 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
C. McCullough (remote), C. Taylor (remote), J. Morgan (remote), L. Jennings (remote), P. Escala (remote), T. Johnstone (remote)

Trustees Absent
A. Montes-Rodriguez

Guests Present
A. Wohlwerth (remote), Bernard Bella (remote), E. Whalen (remote), J. Hawn (remote), M. Amato (remote), M. Ring (remote), M. Wunder (remote)

I. Opening Items

A. Call the Meeting to Order

L. Jennings called a meeting of the board of trustees of Da Vinci Schools to order on Wednesday Nov 4, 2020 at 6:03 PM.

B. Record Attendance and Guests

C. Approval of Agenda

T. Johnstone made a motion to approve the agenda.
L. Jennings seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

C. McCullough	Aye
T. Johnstone	Aye
P. Escala	Aye
J. Morgan	Aye
L. Jennings	Aye
C. Taylor	Aye
A. Montes-Rodriguez	Absent

D. Public Comments

None

II. Information: Board Comments and/or Administrative Reports

A. From the Board

Dr. Jennings shared that she had discussed the format of board meetings with Mr. Whalen and Dr. Ring. Mr. Whalen had also offered to hold one-on-one conversation with any interested board member on RISE operations and question and answer sessions with teachers.

Mr. Escala shared that he would be stepping down from the Da Vinci Schools: L.A. County Board at the end of the calendar year. He expressed his appreciation for the other board members and the work being done at RISE High. Dr. Jennings thanked Mr. Escala for his service to RISE High.
Dr. Wunder thanked Mr. Escala, and introduced the reason for the night's meeting.

B. From the Executive Director

Dr. Ring thanked Mr. Escala for his service on the board. She then informed the board that the special education assessments had begun, and that Dr. Delia Castillo of LACOE had a very positive visit to RISE High.

C. Presentation & Discussion: Staff Compensation

Dr. Wunder spoke about the RISE cost structure, which differs from the other Da Vinci Schools. Dr. Wunder assured the board that the proposed changes are financially affordable, and that for equity's sake, it is desirable to keep the pay scales for RISE High and Da Vinci as similar as possible.

He noted the differences between districts and charter schools, saying that districts, having larger enrollments, typically enjoy greater economies of scale, and can take advantage of parcel taxes and bonds, whereas charters must pay rent for their facilities, and must stay solvent without bond measures and high teacher loads which generate more funds.

Dr. Hawn shared that benefit costs have increased consistently over the years, and Da Vinci absorbs those costs among others. The team worked with Egility Consulting to compare the first 15 steps on the Da Vinci salary scale to those of 11 other L.A. charter schools of similar size, and Da Vinci compares fairly. The team also compared Da Vinci salaries to 11 other local districts in the county, and Da Vinci is on the low end of the comparison ratios for market competitiveness. Health benefit comparisons with charters and districts reveal that Da Vinci's costs to the employee are higher than some other charters and districts, but are competitive when looking at health benefit comparisons

with neighboring districts such as Wiseburn, Torrance, and El Segundo. The larger the district, the lower the costs to employees.

Intangible factors such as teacher satisfaction, professional development, etc. were briefly discussed before Dr. Wunder moved on to recommendations being made to the Da Vinci Board. Those recommendations were a 2% COLA for all staff, retroactive to July 1, 2020, additional adjustments to the pay scales, and ongoing compensation analysis.

Mr. Amato spoke about the affordability of the changes. Mr. Taylor inquired about the frequency of compensation discussions. Dr. Wunder responded that compensation is looked at yearly, although increases above the salary step increases may or may not be instituted. Mr. Amato shared the teacher/counselor salary table for steps 1 through 15.

Dr. Hawn went back to the charter and district comparisons using the proposed salary increases. Da Vinci would be in a more competitive market rate with the changes. Dr. Wunder spoke of the ongoing analysis that would be undertaken in light of the State budget. He reminded the board of the year's financial uncertainty as the State first indicated a 10% cut in school LCFF before moving to flat funding.

Dr. Johnstone commented that given the student population at RISE High, a revolving door of teachers is never desirable. He feels that the compensation increases would contribute to a stable staff. Dr. Jennings shared that she believes it important to be clear with staff the reason for the salary increases and managing their expectations for future salary changes.

Further discussion on the affordability and timing of the increases, and XQ funding characteristics ensued.

III. Approval of Minutes

A. Approve Minutes from the September 3, 2020 Special Board Meeting

C. Taylor made a motion to approve the minutes from Da Vinci Schools: L.A. County Special Board Meeting on 09-03-20.
P. Escala seconded the motion.
Tabled due to lack of a quorum of the board members who were present at the September 3, 2020, meeting.
The motion did not carry.

Roll Call

A. Montes-Rodriguez Absent

IV. Action Items

A.

Approve Staff Compensation

T. Johnstone made a motion to approve the Staff Compensation changes.
L. Jennings seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call	
J. Morgan	Aye
C. Taylor	Aye
T. Johnstone	Aye
L. Jennings	Aye
A. Montes-Rodriguez	Absent
P. Escala	Aye
C. McCullough	Aye

V. Closing Items

A. Adjourn Meeting

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

Roll Call	
L. Jennings	Aye
J. Morgan	Aye
P. Escala	Aye
C. Taylor	Aye
T. Johnstone	Aye
A. Montes-Rodriguez	Absent
C. McCullough	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:01 PM.

Respectfully Submitted,
A. Wohlwerth