



Aurum Preparatory Academy

Aurum Preparatory Academy Special Meeting

Date and Time

Wednesday July 10, 2024 at 6:00 PM PDT

Location

1034 66th Ave
Oakland, CA 94621

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Call the Meeting to Order		Vincent Hayes	1 m
Time:			
B. Roll Call -- Establish Quorum	Vote	Vincent Hayes	1 m
Vincent Hayes			
John Huddle			
Erika Cardona			
Curtis Pehl			
C. Approval of the Agenda	Vote	Vincent Hayes	1 m
Vincent Hayes			
John Huddle			
Erika Cardona			

Curtis Pehl

Purpose

Presenter

Time

II. Consent Items

6:03 PM

*(One Vote). The Board shall motion to approve **all** of the Consent Items as identified in this section of the Board agenda with one vote.*

Consent section items are for routine matters that do not require discussion or deliberation by the Board. The consent calendar permits the board to approve multiple items by one action. All board members have the right to remove a consent item from the consent calendar so that normal discussion and deliberation may take place.

A.	Board Meeting Minutes	Approve Minutes	Vincent Hayes	2 m
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Review and vote to approve or amend minutes.

III. Information and Discussion

6:05 PM

A.	Public Comment	FYI	Vincent Hayes	10 m
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Aurum Preparatory Academy welcomes your participation at Aurum Prep Board meetings. The purpose of the meeting of the Board of Directors ("Board") is to conduct the affairs of Aurum Prep in public. Your participation ensures continuing community interest in Aurum Prep.

Speakers must appear to make public comments virtually in-person during via video conference. Anonymous comments are not permitted.

Comments are to address Open or Closed Session items found on the agenda. Each comment will be limited to three (3) minutes. A total of fifteen (15) minutes will be afforded for public comment. Unless an item has been placed on the published agenda in accordance with the Brown Act, there shall be no action taken, nor should there be comments on, responses to, or discussion of a topic not on the agenda. Board members may: (1) acknowledge receipt of information/report; (2) refer to staff with no direction as to action or priority; or (3) refer the matter to the next agenda.

Personal attacks against Aurum Prep employees and/or Aurum Prep Board members are inappropriate and not considered by the Board at a public Board Meeting. The Board has a complaint process which should be followed. The Board will not respond to personal attacks against employees or Board members in a public meeting and

	Purpose	Presenter	Time
cautions members of the public that they will be personally responsible for any remarks made.			

IV. Action Items	6:15 PM
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| A. | Board Adoption of Compensation Comparability Study for Executive Director Position | Vote | Vincent Hayes | 10 m |
|-----------|--|------|---------------|------|

Prior to the Board taking action to approve the Executive Director employment agreement, the Board must first exercise due diligence by reviewing the compensation data of comparable non-profit schools in the area in a Compensation Comparability Study and approving the Study in open session. The Board is required by IRS regulations and the Non-Profit Integrity Act to conduct the Study and approve it as evidence of its due diligence that the compensation awarded to the executive is not “excessive.” If this step is not completed, the School may be at risk of being issued an audit finding that the Non-profit Integrity Act was not followed and an IRS determination that the Board paid “excessive compensation” to an executive, which has serious undesirable consequences for Board members and the School. In fact, it is one of the few instances where Board members can be held directly responsible.

Assuming the Board will be offering compensation that is in line with the Study, and the Board approves the Study, there will be a legal presumption that the compensation paid is not “excessive” under IRS and non-profit standards.

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| B. | Review and Approval of Executive Director Employment Agreement | Vote | Vincent Hayes | 10 m |
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Once the Board has completed its discussion of any confidential aspects of employment in closed session, and after it has reviewed and adopted the Compensation Comparability Study in open session, the Board may move onto the review and approval of the employment agreement. Again, this must occur in open session of a regular Board meeting. Prior to approval, the Board may discuss any remaining aspects of the agreement, such as the terms, pay, form of employment, etc.

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| C. | Review and approve APA Employee Handbook for 2024-25 School Year | Vote | Vincent Hayes | 5 m |
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| D. | Review and Approve New Board Member(s) | Vote | Vincent Hayes | 5 m |
| Allow for Board Members to approve prospective board members. | | | | |

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| E. | Approve Decision to Prepare for Charter Renewal | Vote | Vincent Hayes | 5 m |
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	Purpose	Presenter	Time
Discuss the current state of the school and ability to move forward with charter renewal preparation.			

V. Closing Items			6:50 PM
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A.	Board Comments	FYI	Vincent Hayes	2 m
	The Governing Board will take comments, updates and/or requests for future agenda items from fellow Board members.			
B.	Next Board Meeting	FYI	Vincent Hayes	1 m
	Next Regularly Scheduled Board meeting: June 27, 2024			
C.	Adjourn Meeting	Vote	Vincent Hayes	1 m
	Vincent Hayes			
	John Huddle			
	Erika Cardona			
	Curtis Pehl			