APPROVED

Urban Montessori Charter School

Minutes

June Board Meeting

Date and Time
Thursday June 18, 2020 at 6:15 PM

Location
Virtual Only

PER GOVERNOR NEWSOM'S SHELTER IN PLACE EXECUTIVE ORDER DATED MARCH 19, 2020 (WHICH IS HERE IN ITS ENTIRETY) AND BY ORDER OF THE HEALTH OFFICER OF THE COUNTY OF ALAMEDA DATED MARCH 16, 2020 (WHICH IS HERE IN ITS ENTIRETY): THIS WILL BE A VIRTUAL-ONLY MEETING

Join Zoom Meeting: https://us02web.zoom.us/j/5102904005

Meeting ID: 510 290 4005

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If you have any trouble getting on the Zoom, please text 510-290-4005 for support.

Members: Loren Bentley Tammero, Koren Clark, Olivia Couch, Jan Faraguna, Christina Greenberg, Greg Klein, Davis Leung, Nancy McAfee Flemming, Fred Mooradally, Hae-Sin Thomas, Stacey Wang

Urban Montessori Charter School welcomes your participation at Board meetings. The purpose of a public meeting of the Board of Directors ("Board") is to conduct the affairs of the organization in public. Your participation assures us of continuing community interest in our school and assists the Board in making the best decisions for our school. To assist you in the ease of speaking/participating in our meetings, guidelines are provided at the bottom of this agenda. All materials for all board and committee meetings, including audio recordings of Regular Board Meetings, are available via http://www.urbanmontessori.org/board_of_directors.

Directors Present
D. Leung (remote), G. Klein (remote), H. Thomas, J. Faraguna (remote), K. Clark (remote), L. Bentley Tammero (remote), O. Couch (remote)

Directors Absent
C. Greenberg, F. Mooradally, N. McAfee Flemming, S. Wang

Directors who arrived after the meeting opened
H. Thomas

Directors who left before the meeting adjourned
K. Clark

Guests Present
K. Feeney (remote)

I. Opening Items

A. Call the Meeting to Order

D. Leung called a meeting of the board of directors of Urban Montessori Charter School to order on Thursday Jun 18, 2020 at 6:22 PM.

B. Record Attendance

C. Review of Action/Discussion Items

No changes.

D. Board and Community Appreciations

Greg appreciated his unwell Mom.

Krishna appreciated Greg.
Krishna appreciated Koren.

E. Board Member Comment

H. Thomas arrived.
Davis commented that Black lives matter. Davis hopes for sustained effort towards true equality, and that UMCS must play its part in the work of dismantling White supremacy.

Loren commented that she is grateful to be a part of an intentional and thoughtful community and that we must take this moment to go further. The Board must center anti-racist practices in all that we do.

Greg commented that any White parents, such as he, must talk to our children about anti-Blackness, racism, and white supremacy culture.

Hae-Sin commented about Dr. Cole and Dr. Howard Fuller conversations that are available on Facebook on Education Liberation Movement. Disrupt the mechanism through which public safety is currently distributed, same with education. We have to care more about the outcomes of these public goods -- not the delivery system for how the good is delivered. Our job is deepen our self inquiry in our own school around the Black child's experience. We have to do the work and not just talk.

Koren commented that she came to Montessori as a pedagogy to uplift humans, and use Montessori as way towards Black liberation. But this hasn't been true at our school for every Black staff member or all Black children. We cannot continue to be afraid of interrogating our own White supremacist tendencies in our work and in our relationships. UMCS has an opportunity to do great work.

F. Presentations from the Floor

No public comments.

II. Head of School Report

A. Head of School Report

Krishna presented her Head of Schools report, which is here: https://docs.google.com/presentation/d/1egtqlZpkkdECeL5WRwNtlf2Iyl-kHMQGkqQ8c4Ygf-M/edit?usp=sharing

- Shared about moving campuses on June 30th, we hope.
- Shared survey data from families related to planning for reopening in Fall 2020.
- Shared anchoring goals for safely reopening.

- Shared about planning teams, including family team, staff team, and school-wide team.

Loren asked about surveying Staff. Krishna has that survey ready to go out soon, and is already building on survey information gathered this Spring during Distance Learning.

Krishna continued sharing about planning for a variety of family needs.

Olivia commented that its important to document deep student learning beyond standardized assessments.

Loren asked more about the Tiers. Krishna shared about work in the Spring teachers did to Tier students, also described in the COVID-19 Operations Written Report. Hae-Sin recommended that the school continue to share with families how tiering of students (like the rubric) is determined and continue to work with families to accommodate where the school-wide tiering plans still don't quite fit as originally designed for a particular student. Krishna agreed.

Krishna shared about the "buckets" of work to consider in planning, and more on the process including the community planning team.
K. Clark left.
Jan asked whether or not there would need to be board approval on the plan for next year. Krishna responded that there would need to be approval of certain things (like on the calendar and number of days of instruction). Greg added the instructional plans should be under the auspices of Krishna and the admin teams.

Krishna shared about important Professional Development and trainings related to school's anti-bias anti-racism (ABAR) work and reopening.

Olivia applauded the work of Public Montessori in Action's PD in the "Nautilus Approach".

Greg asked about connection to National Center for Montessori in the Public Sector, and Krishna explained how the work and organizations are indeed deeply connected.

Strategic Planning Cohort is happening this summer through the organization "Friday" and in support of future Charter renewal.

Krishna shared about bringing Family and Employee handbooks, and Daily Schedules, back in August for adoption with updates related to reopening. We will need to modify that family handbook to represent our new "digital/semi-digital" world.

We are still doing paperless student enrollment. Continuing to enroll students.

Hired new primary and middle school teacher. Supporting single Speech and Language Pathologist role across two trained SLPs (each part time in that role) to support personal request for reduced time. Have plan for final Lower Elementary teacher as needed, but seeking to finalize a new hire for that role.

Facilities. We may know as early as next Monday. Kelly Crag has confirmed that is highly likely that it will be the Tilden campus. Not final or confirmed.

Krishna clarified that all student report cards are on the Illuminate portal.

Krishna clarified that we will need to be ready to a special board meeting on next week to approval a material change due to our address change.

Jan asked if we are thinking of curriculum differently in light of the need to meet the moment and moving forward with clearer, stronger anti-racist projects and also distance learning. Krishna responded about the importance of anchoring in Montessori's inherent anti-racist foundation but that only emerges if deeply understood and individuals do the personal work to interrogate their own biases. And lots of work to support in a digital world, while more fully implement the equity work that needs to be implemented.

Loren asked about clear anti-racist history materials. Krishna agreed. Greg clarified that we can do more, and that Montessori's great lessons name and center the contributions of ancient cultures of the Global Majority.

No public comment on this item.

III. Finance Committee

A. Discussion Item - Committee Report, including year to date financial report

Greg shared the committee report. The current fiscal year ends June 30, 2020. Currently, we are modeling a just short of $10k operating deficit for the year, and that could change slightly. We won't know the final amount until most likely our August Board meeting. Still possible that we close positive.

Greg shared about cash flow projections, and acknowledged the recent news and reports -- built on the governance transparency of schools -- related to schools accepting PPP loans. UMCS has accepted a loan to support navigating current and future upcoming financial uncertainty, and has not sought forgiveness at this time.

No public comment.

B. Action Item - Discuss and adopt 2020-2021 Budget

Greg shared the latest timeline from state budget adoption, including the likelihood of re-adoption later in the summer or early fall.

Greg shared the need for rebuilding the school's ending fund balance.

Greg walked through the proposed 2020-2021 Budget, including comparing it to the latest current Forecast (year-over-year) and also compared to the most recent prior draft budget.

Proposed budget protects salaries of staff. Reduces administrative FTE, only, and only slightly. Hope to restore.

Alejandra clarified about proposed substitute line item. There are a still a couple of key pieces of unknown information, and any slight compromise in Sacramento would mean help tremendously.

Admin and Finance committee identified approximately $60,000 in cuts that if additional revenue were to materialize, the school would very likely immediately restore in expenses as well.

Even without that restoration, Krishna responded that the school can indeed operate and recommends the proposed budget.

Greg also walked through the Fundraising aspects in this budget. The school is sourcing more fundraising than is reflected in the budget, so we can hopefully go over in revenue to support the budget in the future.

Jan appreciated the clear walkthrough of the proposed budget.

No public comment.
G. Klein made a motion to approve the 2020-2021 budget.
J. Faraguna seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

J. Faraguna	Aye
L. Bentley Tammero	Aye
O. Couch	Aye
C. Greenberg	Absent
D. Leung	Aye
F. Mooradally	Absent
K. Clark	Absent
G. Klein	Aye
N. McAfee Flemming	Absent
S. Wang	Absent

Roll Call

H. Thomas Aye

IV. Family Advisory Council

A. Committee Report

Loren shared that FAC has not met virtually since our last meeting. Olivia thanked Loren for her work communicating across FAC. Olivia shared about the need to change who participates in FAC, create greater representation. Need to understand what kind of access and communication is lacking.

Greg shared about the upcoming work for the COVID planning team and Silvia's work to bring that work to the ELAC and Latinx existing meetings.

Loren shared deep appreciation for Silvia's leadership and volunteerism throughout years. And it's important to build systems and not just rely on a few people -- particularly at the FAC -- to build systems that are more sustainable. The FAC's ongoing work is to create those sustainable structures in place.

Krishna agreed. And compared to parallel to building sustainability in staff. And she shared how ELAC has been re-formed and re-started last year and has really flourished, and leadership is broad. Deep appreciation for Silvia and others! Lots to learn from those groups to other areas of the school.

Greg shared his appreciation and hope for continuous FAC board representation!

Olivia shared about the possibility of restarting parent Affinity Groups.

No public comment.

V. Executive & Governance Committee

A. Discussion Item: Committee Updates, including candidates for board service, Form 700, and training

Greg shared to please submit your Form 700. Wet signatures should be mailed in and email copy to Krishna.

Also please finish your skills report on BoardOnTrack, along with Board Assessment, and Krishna's annual evaluation.

Please think of people you know who would be of service on the Urban Montessori Charter School Board. Invite them to our meeting! All our meetings are public and they can start attending board meeting if wanted.

No public comment.

B. Discussion Item - Appreciating Koren Clark's Board service

Greg commented how much she appreciated Koren's service and the work she has done.

Hae-Sin appreciates her STRONG voice of equity and the role she has played in speaking with teachers of color.

Jan appreciates what she has learn from Koren in terms of Montessori and equity.

Greg commented that he'd love to nominate Koren for another term if and when she is ready and able, and that she has other work she needs to prioritize at this time and we wish her all the best and thank Koren for her tremendous service.

No public comment.

C. Action Item - Discuss and vote on renewal term for Christina Greenberg

G. Klein made a motion to have Christina serve another term.
H. Thomas seconded the motion.
No public comment.
The board **VOTED** unanimously to approve the motion.

Roll Call

G. Klein	Aye
O. Couch	Aye
H. Thomas	Aye
N. McAfee Flemming	Absent
S. Wang	Absent
C. Greenberg	Absent
L. Bentley Tammero	Aye
F. Mooradally	Absent
K. Clark	Absent
J. Faraguna	Aye
D. Leung	Aye

D. Action Item - Discuss and vote on renewal term for Jan Faraguna

G. Klein made a motion to renew Jan's term for 2 more years.
L. Bentley Tammero seconded the motion.
Greg nominated Jan for a renewal and Jan accepted.
The board **VOTED** to approve the motion.

Roll Call

D. Leung	Aye

Roll Call

K. Clark	Absent
N. McAfee Flemming	Absent
O. Couch	Aye
H. Thomas	Aye
F. Mooradally	Absent
J. Faraguna	Abstain
C. Greenberg	Absent
G. Klein	Aye
S. Wang	Absent
L. Bentley Tammero	Aye

E. Discuss and vote on Board Officers, committee chairs, and committee members for 2020-2021

G. Klein made a motion to approve for 2020-2021 Davis as Chair, Stacey as Treasurer, Loren as Vice Chair, Hae-Sin as Academic Oversight Chair, and Christina as Executive chair.
D. Leung seconded the motion.
Greg shared a proposal for 2020-2021 board officers and committee chairs.

Loren and Olivia discussed serving on Academic Committee. Hae-Sin clarified the upcoming work of the committee.

Loren offered others to serve as Vice Chair.

No other public comment.
The board **VOTED** to approve the motion.

Roll Call

L. Bentley Tammero	Aye
O. Couch	Aye
H. Thomas	Aye
F. Mooradally	Absent
N. McAfee Flemming	Absent
G. Klein	Aye
D. Leung	Aye
C. Greenberg	Absent
S. Wang	Absent
K. Clark	Absent
J. Faraguna	Aye

J. Faraguna made a motion to that Greg serve as Secretary of the Board.
L. Bentley Tammero seconded the motion.
No public comment.
The board **VOTED** to approve the motion.

Roll Call

L. Bentley Tammero	Aye
G. Klein	Aye
D. Leung	Aye
C. Greenberg	Absent
J. Faraguna	Aye
H. Thomas	Aye
K. Clark	Absent
S. Wang	Absent
O. Couch	Aye
N. McAfee Flemming	Absent
F. Mooradally	Absent

G. Klein made a motion to appoint Jan and Olivia Academic committee, Greg and Davis to both Finance and Executive committees.
D. Leung seconded the motion.
Committee chairs are also already on the committees by their role as Chairs. No public comment.

Loren clarified that the FAC board rep terms expire at the end of October 2020.
The board **VOTED** unanimously to approve the motion.

Roll Call

D. Leung	Aye
K. Clark	Absent
G. Klein	Aye
F. Mooradally	Absent
J. Faraguna	Aye
C. Greenberg	Absent
S. Wang	Absent
H. Thomas	Aye
N. McAfee Flemming	Absent
O. Couch	Aye
L. Bentley Tammero	Aye

F. Action Item - Discuss and vote on Calendar of Regular Board and Committee Meetings 2020-2021

D. Leung made a motion to approve the calendar for regular Board and committee meetings.
O. Couch seconded the motion.
Greg shared the proposed Calendar of meetings. No public comment.
The board **VOTED** unanimously to approve the motion.

Roll Call

C. Greenberg	Absent
K. Clark	Absent
F. Mooradally	Absent

Roll Call

S. Wang	Absent
L. Bentley Tammero	Aye
O. Couch	Aye
N. McAfee Flemming	Absent
D. Leung	Aye
G. Klein	Aye
H. Thomas	Aye
J. Faraguna	Aye

VI. Other Business

A. Oakland and California Updates

Hae-Sin shared about committee of the OUSD Board related to charter run schools meeting this Friday about renewal criteria, and expecting some members of the public to attend and give comment about PPP Loans. Hae-Sin will be there to speak. Important that we are clear as a Board and community that we took a loan and how we are justified in taking a loan.

Greg shared about recent landmark Supreme Court case decisions related to equal human rights and DACA.

Jan shared about the CDE's recent lengthy guidance documents. StrongerTogether.

No public comment.

B. Approve Minutes from May 21, 2020 Regular Meeting

G. Klein made a motion to approve the minutes from May Board Meeting on 05-21-20.
D. Leung seconded the motion.
no discussion and no public comment.
The board **VOTED** to approve the motion.

Roll Call

G. Klein	Aye
L. Bentley Tammero	Aye
H. Thomas	Aye
N. McAfee Flemming	Absent
O. Couch	Aye
K. Clark	Absent
F. Mooradally	Absent
D. Leung	Aye
J. Faraguna	Aye
S. Wang	Absent
C. Greenberg	Absent

C.

Approve Minutes from May 2, 2020 Special Meeting

D. Leung made a motion to approve the minutes from Special Meeting of the Board on 05-29-20.
H. Thomas seconded the motion.
No discussion or public comment.

[THESE ARE MINUTES FROM MAY 29, 2020, THOUGH THERE SEEMS TO BE A TYPO THAT STATES MAY "2" INSTEAD.]
The board **VOTED** to approve the motion.

Roll Call	
J. Faraguna	Aye
O. Couch	Aye
G. Klein	Aye
C. Greenberg	Absent
F. Mooradally	Absent
L. Bentley Tammero	Aye
H. Thomas	Aye
D. Leung	Aye
N. McAfee Flemming	Absent
S. Wang	Absent
K. Clark	Absent

D. Action Item - Vote on General Consent Report

Loren requested to pull the Discipline Policy and the Grading/Promotion Policy.

No public comment on the General Consent Report.
D. Leung made a motion to to approve General Consent Report accepting the pulled items.
L. Bentley Tammero seconded the motion.
No public comment.

General Consent Report [APPROVED]

1. Calendar for School Year 2020-2021 [update]
2. COVID-19 Operations Written Report
3. UMCS Board Bylaws
4. UMCS Board Book
5. Charter Safe renewal contract for 2020-2021
6. FY 2020-2021 EPA Resolution and Spending Plan
7. Discipline Plan Policy [update] - PULLED
8. Student Grading/Promotion Policy [update] - PULLED
9. Contract with Public Montessori in Action

10. Annual Notices to Families 2020-2021

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

Roll Call

C. Greenberg	Absent
N. McAfee Flemming	Absent
K. Clark	Absent
O. Couch	Aye
S. Wang	Absent
J. Faraguna	Aye
G. Klein	Aye
D. Leung	Aye
F. Mooradally	Absent
H. Thomas	Aye
L. Bentley Tammero	Aye

L. Bentley Tammero made a motion to approve the updated Discipline Policy.
G. Klein seconded the motion.
Loren shared that needs to be a clearly stated anti-racist policy. Krishna agreed, and for now we need to clarify for 2019-2020 policy based on the County's feedback.

No public comment.
The board **VOTED** unanimously to approve the motion.

Roll Call

O. Couch	Aye
H. Thomas	Aye
D. Leung	Aye
C. Greenberg	Absent
J. Faraguna	Aye
G. Klein	Aye
L. Bentley Tammero	Aye
N. McAfee Flemming	Absent
K. Clark	Absent
F. Mooradally	Absent
S. Wang	Absent

H. Thomas made a motion to approve the updated Student Grading / Promotion Policy.
D. Leung seconded the motion.
Loren shared a concern from another parent. Transition to the report card format, concern that we have lost consistency between current practice and this policy. Need to align practice to policy. Krishna responded that County had specific feedback that is addressed in this version. Progress report and policy will be aligned.

No public comment.
The board **VOTED** unanimously to approve the motion.

Roll Call

C. Greenberg	Absent
J. Faraguna	Aye
O. Couch	Aye
D. Leung	Aye
H. Thomas	Aye
K. Clark	Absent
G. Klein	Aye
L. Bentley Tammero	Aye
S. Wang	Absent
F. Mooradally	Absent
N. McAfee Flemming	Absent

E. Collect New Business items for Future Meetings

Edtec contract proposal

VII. Closed Session

A. Public Employee Performance Evaluation - Head of School

Davis announced that the Board was going to go into closed session on Public Employee Performance Evaluation - Head of School

VIII. Return to Open Session

A. Report out of any closed session action(s)

No action taken.

IX. Closing Items

A. Adjourn Meeting

G. Klein made a motion to adjourn.
D. Leung seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

O. Couch	Aye
S. Wang	Absent
K. Clark	Absent
J. Faraguna	Aye
L. Bentley Tammero	Aye
H. Thomas	Aye
N. McAfee Flemming	Absent
F. Mooradally	Absent
C. Greenberg	Absent

Roll Call

G. Klein	Aye
D. Leung	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:04 PM.

Respectfully Submitted,
G. Klein

Documents used during the meeting

None

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

SPECIAL PRESENTATIONS MAY BE MADE Notice is hereby given that, consistent with the requirements of the Bagley-Keene Open Meeting Act, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting UMCS at 5328 Brann Street, Oakland, CA 94619 or info@urbanmontessori.org.

FOR MORE INFORMATION For more information concerning this agenda or for materials relating to this meeting, please contact UMCS at 5328 Brann Street, Oakland, CA 94619 or board@urbanmontessori.org. All materials are available via the Governance Section of our website: http://www.urbanmontessori.org/governance.