

APPROVED



## Urban Montessori Charter School

### Minutes

#### Special Board Meeting

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**Date and Time**

Monday May 15, 2023 at 5:00 PM

**Location**

4551 Steele Street, Oakland, CA 94619, Sun Room. Ring the front bell or call/text 510-290-4005 for entry.

The public may comment and participate [via Zoom](#) if they prefer. The public may also email comments to [board@urbanmontessori.org](mailto:board@urbanmontessori.org) to be shared by the Board's Secretary during the meeting. Please make that intention clear in your email.

<https://us02web.zoom.us/j/82592855160?pwd=cG02OTRoUVdrdngwOTI2WFBrOTBzQT09>

Meeting ID: 825 9285 5160; Passcode 510 842 1181

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Additional teleconference locations:

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This meeting will be audio recorded. The public can find documents related to this agenda either linked directly on the agenda or under "Other files" after selecting the meeting in BoardOnTrack prior to viewing the agenda. Downloading the "packet" may not include all of the "Other files" that are still otherwise available to the public.

Members: Kara Fortuna, Greg Klein, Sarah Morrill, Ann Rhodes, Donald Williams

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 on our [BoardOnTrack public portal](#) and also through the [UMCS School Calendar](#).

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**Directors Present**

A. Rhodes, D. Williams, G. Klein, K. Fortuna, S. Morrill

**Directors Absent**

*None*

**Directors who arrived after the meeting opened**

D. Williams

**Guests Present**

K. Feeney

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**I. Opening Items**

**A. Call the Meeting to Order**

S. Morrill called a meeting of the board of directors of Urban Montessori Charter School to order on Monday May 15, 2023 at 5:05 PM.

**B. Record Attendance of the Board**

**C. Review of Action/Discussion Items**

No changes needed.

**D. Review Community Agreements**

Sarah reviewed the Community Agreements. Sarah Welcome Discomfort as agreement she is paying attention to tonight. Kara shared about Expect and Accept Non Closure. A parent shared about focusing on Build Relationships.

D. Williams arrived at 5:10 PM.

#### **E. Board and Community Appreciations**

Sarah shared appreciation for the hardworking teachers and staff.

Marcela, FAC President, shared appreciation for the Board for holding this space tonight.

Ann appreciated attendees for showing up tonight.

#### **F. Board Member Comment**

Greg shared that OUSD and OEA reached a tentative agreement and kids and teachers return to school tomorrow, Tuesday.

#### **G. Presentations from the Floor**

No public comments on items not on the agenda.

### **II. Community Discussion**

#### **A. Community Concerns about Staffing**

[The UMCS Board Secretary please asks that if any member of the public has a suggestion on how best to correct these Minutes so that they more accurately reflect the meeting to please email [greg@urbanmontessori](mailto:greg@urbanmontessori) with the suggested language to be included in or changed in these Minutes. Even after they were to be approved, it is possible to amend and re-approve. Minutes are not meant to be a line by line transcription, which is why we have the audio recording.]

The Board and Community Members, including some staff members, passed a microphone and shared comments about recent decisions to not invite back five staff members for next school year, and the impact of those decisions on those staff members, staff members who were invited back, administration, families, and students. This agenda item was created to allow for public comments throughout. Most community members participated in-person and about five joined by Zoom.

Given the nature of the conversation and the emotions and sentiments expressed by many participants, the audio recording of this meeting is the best way for interested persons to understand what was said at the meeting. The recording is available as part of this meeting's record in BoardOnTrack.

Very briefly:

Sarah gave an overview of the last few weeks of the timeline of staff receiving reasonable assurances on contracting for the next year, or not. There was a listening session with

staff, and two items came out of listening session, both of those next steps have moved forward.

Parents shared comments about teachers looking for work elsewhere, concern about other staff opting to leave, the importance of supporting children to have Black teachers in their lives, and asked questions about the process to date and what might be possible moving forward. Parents asked about staffing plan options for positions that are now open, or may soon become open. Questions were asked about the Board's role in these processes to date and moving forward. Some parents mentioned that Board communication on this matter has not noted the concerns shared about the Admin's communication on this matter. Parents wanted to know more information about what a root cause may be of the nonrenewal decisions, and there was a request for a temporary appeals process and then the construction of a more permanent appeals process. In addition to approximately 30 family members in attendance, Ms. Melody, Ms. Laura, and Ms. Anna E. each shared their different experience and perspective on the issue of the recent nonrenewals.

### **III. Closed Session**

#### **A. Closed Session Items**

At 6:53pm, Sarah announced that the board would go into closed session on Public Employee Performance Evaluation - Head of School. There was a follow up request for the Board to be as transparent about an action plan of next steps. There was a brief break in the agenda so participants could say goodnight to one another and put the room back together. And the Board reconvened at 7:04pm in Closed Session.

Daniel entered at 8:00pm.

### **IV. Return to Open Session**

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

The Board returned to Open Session at 8:53pm. Greg announced that the Board had a long discussion about the Head of School's Performance Evaluation and how the Board can support the Head of School. No votes were taken.

### **V. Closing Items**

#### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:53 PM.

Respectfully Submitted,  
G. Klein

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### **Documents used during the meeting**

*None*

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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 4551 Steele Street, Oakland, CA 94619 or [info@urbanmontessori.org](mailto:info@urbanmontessori.org).

FOR MORE INFORMATION For more information concerning this agenda or for materials relating to this meeting, please contact UMCS at 4551 Steele Street, Oakland, CA 94619 or [board@urbanmontessori.org](mailto:board@urbanmontessori.org). All materials are available via the Governance Section of our website: <https://www.urbanmontessori.org/boardontrackportal>