APPROVED

Alpha Public Schools

Minutes

Board Meeting

Date and Time
Wednesday April 5, 2023 at 6:00 PM

Location
Alpha: Cindy Avitia High School
1881 Cunningham Ave, San Jose, CA 95122, USA

Instructions for Presentation to the Board by Parents and Citizens
Alpha Public Schools (“Alpha”) welcomes your participation at the Alpha Board meetings. The purpose of a public meeting of the Board of Directors (“Board”) is to conduct the affairs of Alpha in public. We are pleased that you are in attendance and hope that you will visit these meetings often. Your participation assures us of continuing community interest in Alpha. To assist you in the ease of speaking/participating in our meetings, the following guidelines are provided:
1. Agendas are available to all audience members at the door to the meeting.
2. “Request to Speak” forms are available to all audience members who wish to speak on any agenda item(s) or under the general category of “Public Comment.” All “Request to Speak” forms must be submitted prior to the agendized item.
3. “Public Comment” is set aside for members of the audience to raise issues that are 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 each and total time allotted to non-agenda items will not exceed fifteen (15) minutes. The Board may give direction to staff to respond to your concern.
4. With regard to items that are on the agenda, you may specify that agenda item on your request form and you will be given an opportunity to speak for up to three (3) minutes when the Board discusses that item.
5. When addressing the Board, speakers are requested to state their name and address

and adhere to the time limits set forth.
6. In compliance with the Americans with Disabilities Act (ADA) and upon request, Alpha may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals who require appropriate alternative modification of the agenda in order to participate in Board meetings are invited to contact the Board Secretary's office.
7. If you have any questions or need any assistance in participating in the Alpha Board meeting, please contact Angelica Ruiz at aruiz@alphapublicschools.org or 408)780-1550 x 102.

Directors Present
A. Hendricks, A. Santillan, C. Funches (remote), C. Wang, E. Retuta, J. Wallner, L. Alvarez (remote), M. Rosas, P. MacDonald, S. Mahan (remote)

Directors Absent
J. Mejia, J. Ramirez

Guests Present
A. Ruiz

I. Opening Items

A. Call the Meeting to Order

P. MacDonald called a meeting of the board of directors of Alpha Public Schools to order on Wednesday Apr 5, 2023 at 6:02 PM.

B. Record Attendance and Guests

C. Discussion and/or Modification(s) of the Agenda

A. Hendricks made a motion to approve the meeting agenda.
A. Santillan seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
E. Retuta	Aye
C. Wang	Aye
J. Mejia	Absent
L. Alvarez	Aye
A. Santillan	Aye
J. Ramirez	Absent
A. Hendricks	Aye
S. Mahan	Aye
C. Funches	Aye

Roll Call

J. Wallner	Absent
P. MacDonald	Aye
M. Rosas	Aye

D. Public Comment

No public comment

E. Mission Moment: 10th Anniversary Preview

Kelsey Wilk (Drama Teacher) shares on BA drama club work and upcoming play “Blanca Stories”

II. Board Business - Discussion/Action Items

A. Development Update

1. Shawnte Michael, Associate Director of Development shared
    1. March Newsletter
    2. Information on Blanca Alvarado 10 year anniversary

B. Talent Update: Hiring and stay interviews

1. Erin Bryan, MD of Talent, shared about:
    1. Retention strategies and forecast for 2023-24.
    2. Recruitment Efforts
2. From February Problem of Practice, Elizabeth Barrett (Senior Director of Teacher and Leadership Development, discussed Stay Interviews process and initial findings
3. Erin shared about salary scale benchmarking information

C. Budget 2.0

Brandon Paige, CFO, shared updates on 2023-24 budget development and four talent focused recommendations

D. Compensation Proposal: Salary Scale

A. Hendricks made a motion to approve Salary Scale.
C. Wang seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

P. MacDonald	Aye
J. Ramirez	Absent
S. Mahan	Aye
C. Wang	Aye

Roll Call

C. Funches	Aye
A. Santillan	Aye
J. Mejia	Absent
M. Rosas	Aye
E. Retuta	Aye
J. Wallner	Aye
L. Alvarez	Aye
A. Hendricks	Aye

E. Academic Update: Winter NWEA MAP Results

Cynthia Martinez Nava, CSO, presented information on winter MAP results.

F. BREAK

G. Progress Report: 22-23 Strategies & Initiatives

Shara Hegde, CEO, shared update on current performance 22-23 strategic initiatives

H. Alpha's DEI Vision and Belief Statement

C. Wang made a motion to approve Alpha's DEI Vision and Belief Statement.
A. Hendricks seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

A. Hendricks	Aye
E. Retuta	Aye
A. Santillan	Aye
L. Alvarez	Aye
P. MacDonald	Aye
C. Wang	Aye
S. Mahan	Aye
M. Rosas	Aye
C. Funches	Aye
J. Wallner	Aye
J. Mejia	Absent
J. Ramirez	Absent

I. Board Calendar 23-24

C. Wang made a motion to approve Board Meeting Calendar for 23-24.
E. Retuta seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

P. MacDonald	Aye
M. Rosas	Aye

Roll Call

L. Alvarez	Aye
J. Mejia	Absent
C. Funches	Aye
J. Wallner	Aye
J. Ramirez	Absent
E. Retuta	Aye
C. Wang	Aye
A. Santillan	Aye
A. Hendricks	Aye
S. Mahan	Aye

J. Parent Board Member Election Process 2023

Shara shared progress and next steps on the nomination/election process for adding board members for parents.

K. Consent Agenda

C. Wang made a motion to approve consent agenda items.
A. Hendricks seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

P. MacDonald	Aye
J. Wallner	Aye
J. Mejia	Absent
A. Santillan	Aye
C. Funches	Aye
J. Ramirez	Absent
L. Alvarez	Aye
M. Rosas	Aye
E. Retuta	Aye
A. Hendricks	Aye
S. Mahan	Aye
C. Wang	Aye

L. Approve 02/08/23 Board Retreat Minutes

C. Wang made a motion to approve the minutes from Board Retreat on 02-08-23.
A. Hendricks seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

A. Hendricks	Aye
J. Wallner	Abstain
L. Alvarez	Abstain
S. Mahan	Abstain

Roll Call

J. Mejia	Absent
A. Santillan	Abstain
C. Funches	Aye
P. MacDonald	Aye
E. Retuta	Aye
C. Wang	Aye
J. Ramirez	Absent
M. Rosas	Aye

M. Approve 02/08/23 Board Meeting Minutes

A. Santillan made a motion to approve the minutes from Board Meeting on 02-08-23.
C. Wang seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Rosas	Aye
S. Mahan	Abstain
C. Funches	Aye
J. Wallner	Aye
A. Santillan	Aye
L. Alvarez	Aye
J. Ramirez	Absent
E. Retuta	Aye
P. MacDonald	Aye
A. Hendricks	Aye
J. Mejia	Absent
C. Wang	Aye

III. Reconvene Open Session

A. Report Action Taken During Closed Session

no action taken during closed session

IV. Closing Items

A. Adjourn Meeting

A. Hendricks made a motion to adjourn meeting.
M. Rosas seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

E. Retuta	Aye
P. MacDonald	Aye
L. Alvarez	Aye

Roll Call

C. Funches	Aye
J. Wallner	Aye
J. Mejia	Absent
C. Wang	Aye
J. Ramirez	Absent
M. Rosas	Aye
S. Mahan	Aye
A. Santillan	Aye
A. Hendricks	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:02 PM.

Respectfully Submitted,
P. MacDonald