

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 agenda 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](mailto: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

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

**Roll Call**

A. Hendricks Aye  
C. Wang Aye  
C. Funches 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. Wallner Aye  
J. Mejia Absent  
S. Mahan Aye

**Roll Call**

A. Santillan Aye  
L. Alvarez Aye  
C. Funches Aye  
C. Wang Aye  
M. Rosas Aye  
A. Hendricks Aye  
E. Retuta Aye  
J. Ramirez Absent

**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**

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

**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**

A. Santillan Aye  
J. Wallner Aye

**Roll Call**

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

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

**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**

C. Wang Aye  
A. Hendricks Aye  
C. Funches Aye  
P. MacDonald Aye

**Roll Call**

A. Santillan	Abstain
M. Rosas	Aye
J. Wallner	Abstain
S. Mahan	Abstain
L. Alvarez	Abstain
E. Retuta	Aye
J. Mejia	Absent
J. Ramirez	Absent

**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**

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

**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**

A. Hendricks	Aye
A. Santillan	Aye
E. Retuta	Aye

**Roll Call**

L. Alvarez	Aye
P. MacDonald	Aye
S. Mahan	Aye
C. Wang	Aye
C. Funches	Aye
J. Wallner	Aye
M. Rosas	Aye
J. Ramirez	Absent
J. Mejia	Absent

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