

APPROVED



## Alpha Public Schools

### Minutes

#### LCAP/Budget Public Hearing & Board Meeting

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##### **Date and Time**

Wednesday June 11, 2025 at 5:30 PM

##### **Location**

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

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##### **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.
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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.

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**Directors Present**

A. Hendricks, C. Funches (remote), E. Retuta, J. Ramirez, J. Wallner, L. Alvarez (remote), M. Cazarez, M. Rosas (remote), N. Guevera, R. Benitez, S. Mahan (remote)

**Directors Absent**

A. Santillan, C. Wang, P. MacDonald

**Directors who arrived after the meeting opened**

N. Guevera, R. Benitez

**Directors who left before the meeting adjourned**

S. Mahan

**Guests Present**

A. Ruiz

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**I. Opening Items**

**A. Call the Meeting to Order**

J. Wallner called a meeting of the board of directors of Alpha Public Schools to order on Wednesday Jun 11, 2025 at 5:45 PM.

**B. Record Attendance and Guests**

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

J. Ramirez made a motion to approve the meeting agenda.

E. Retuta seconded the motion.

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

**Roll Call**

S. Mahan	Aye
J. Ramirez	Aye
A. Santillan	Absent
C. Wang	Absent

**Roll Call**

M. Cazarez Aye  
E. Retuta Aye  
R. Benitez Absent  
J. Wallner Aye  
A. Hendricks Aye  
C. Funches Aye  
M. Rosas Aye  
N. Guevera Absent  
L. Alvarez Aye  
P. MacDonald Absent

**D. Public Comment**

No public comment

**II. Public Hearing**

**A. LCAP Context Overview**

Public Hearing opened at 5:48pm

N. Wais provided background on how the LCAP is part of Alpha's overall strategic planning process.

**B. Overview of all Schools**

**C. Alpha: Blanca Alvarado School**

N. Wais shared the 2025-26 LCAP Goals, Metrics, Actions/Strategies. B. Paige shared the Budget Overview for Parents.

**D. Alpha: José Hernández**

N. Wais shared the 2025-26 LCAP Goals, Metrics, Actions/Strategies. B. Paige shared the Budget Overview for Parents.

**E. Alpha: Cindy Avitia High School**

N. Wais shared the 2025-26 LCAP Goals, Metrics, Actions/Strategies. B. Paige shared the Budget Overview for Parents.

**F. Alpha: Cornerstone Academy**

N. Wais shared the 2025-26 LCAP Goals, Metrics, Actions/Strategies. B. Paige shared the Budget Overview for Parents.

**G. Close Public Hearing**

Public Hearing closed at 6:03pm

### III. Board Business - Discussion/Action Items

#### A. FY26 Budget

N. Guevera arrived at 6:10 PM.

B. Paige shared the budget proposal, updates with the May Revise and the 25-26 SWOT Analysis.

#### B. Mission Moment: Graduation & Promotion Ceremonies

N. Wais shared pictures and highlights of Alpha's 2025 milestone celebrations that included Kinder ceremonies, 8th grade promotions and the High Schools' Decision Day and Graduation.

#### C. Consent Agenda

A. Hendricks made a motion to approve items on the consent agenda.

E. Retuta seconded the motion.

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

##### Roll Call

J. Ramirez	Aye
L. Alvarez	Aye
N. Guevera	Aye
M. Cazarez	Aye
R. Benitez	Absent
P. MacDonald	Absent
A. Santillan	Absent
S. Mahan	Aye
C. Wang	Absent
E. Retuta	Aye
M. Rosas	Aye
J. Wallner	Aye
C. Funches	Aye
A. Hendricks	Aye

#### D. 4/02/25 Board Meeting Minute Approval

E. Retuta made a motion to approve the minutes from Board Meeting on 04-02-25.

A. Hendricks seconded the motion.

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

##### Roll Call

M. Cazarez	Aye
L. Alvarez	Aye
P. MacDonald	Absent
A. Hendricks	Aye
A. Santillan	Absent

**Roll Call**

J. Ramirez Abstain  
N. Guevera Abstain  
S. Mahan Aye  
M. Rosas Aye  
R. Benitez Absent  
J. Wallner Aye  
C. Funches Abstain  
C. Wang Absent  
E. Retuta Aye

**IV. Board Appointments**

**A. Term Renewal: Adam Hendricks**

J. Ramirez made a motion to approve A. Hendricks Term Renewal, effective July 1, 2025.

E. Retuta seconded the motion.

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

**Roll Call**

A. Hendricks Abstain  
J. Wallner Aye  
A. Santillan Absent  
P. MacDonald Absent  
M. Cazarez Aye  
C. Wang Absent  
C. Funches Aye  
M. Rosas Aye  
E. Retuta Aye  
R. Benitez Absent  
S. Mahan Aye  
L. Alvarez Aye  
N. Guevera Aye  
J. Ramirez Aye

**B. Term Renewal: Peter MacDonald**

A. Hendricks made a motion to approve P. MacDonald Term Renewal, effective July 1, 2025.

E. Retuta seconded the motion.

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

**Roll Call**

M. Cazarez Aye  
E. Retuta Aye  
M. Rosas Aye  
J. Ramirez Aye  
N. Guevera Aye

**Roll Call**

C. Funches Aye  
J. Wallner Aye  
P. MacDonald Absent  
C. Wang Absent  
R. Benitez Absent  
A. Hendricks Aye  
A. Santillan Absent  
S. Mahan Aye  
L. Alvarez Aye

**C. Term Renewal: Cindy Wang**

E. Retuta made a motion to approve C. Wang Term Renewal, effective July 1, 2025.

J. Ramirez seconded the motion.

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

**Roll Call**

S. Mahan Aye  
C. Funches Aye  
A. Santillan Absent  
A. Hendricks Aye  
J. Wallner Aye  
J. Ramirez Aye  
N. Guevera Aye  
C. Wang Absent  
R. Benitez Absent  
E. Retuta Aye  
L. Alvarez Aye  
M. Rosas Aye  
P. MacDonald Absent  
M. Cazarez Aye

**D. Parent Board Appointment: Michael White**

A. Hendricks made a motion to approve M. White Parent Board Member appointment, effective July 1, 2025 for Alpha: Cornerstone Academy.

E. Retuta seconded the motion.

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

**Roll Call**

P. MacDonald Absent  
R. Benitez Absent  
C. Funches Aye  
J. Ramirez Aye  
E. Retuta Aye  
A. Hendricks Aye  
N. Guevera Aye

**Roll Call**

M. Cazarez Aye  
L. Alvarez Aye  
A. Santillan Absent  
M. Rosas Aye  
C. Wang Absent  
S. Mahan Aye  
J. Wallner Aye

**E. Board President: Chris Kang**

E. Retuta made a motion to approve C. Kang as Board President, effective July 1, 2025 for the duration of Shara Hegde's sabbatical.

S. Mahan seconded the motion.

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

**Roll Call**

R. Benitez Absent  
C. Wang Absent  
P. MacDonald Absent  
N. Guevera Aye  
J. Ramirez Aye  
M. Cazarez Aye  
S. Mahan Aye  
C. Funches Aye  
E. Retuta Aye  
M. Rosas Aye  
A. Hendricks Aye  
L. Alvarez Aye  
J. Wallner Aye  
A. Santillan Absent

**V. Board Business - Discussion/Action Items**

**A. Local Indicators**

N. Wais shared the self-reflection tool for priorities.

**B. Approval of 25-26 Budget Overview for Parents, and 25-26 LCAP- Alpha: Blanca Alvarado School**

R. Benitez arrived at 6:38 PM.

J. Ramirez made a motion to Approve the 25-26 Budget Overview for Parents, and 25-26 LCAP- Alpha: Blanca Alvarado School.

E. Retuta seconded the motion.

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

**Roll Call**

R. Benitez Aye  
S. Mahan Aye  
A. Santillan Absent  
J. Ramirez Aye  
A. Hendricks Aye  
L. Alvarez Aye  
C. Funches Aye  
M. Rosas Aye  
N. Guevera Aye  
J. Wallner Aye  
E. Retuta Aye  
M. Cazarez Aye  
C. Wang Absent  
P. MacDonald Absent

**C. Approval of 25-26 Budget Overview for Parents, and 25-26 LCAP- Alpha: Jose Hernandez School**

A. Hendricks made a motion to Approve the 25-26 Budget Overview for Parents, and 25-26 LCAP- Alpha: Jose Hernandez School.

M. Rosas seconded the motion.

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

**Roll Call**

E. Retuta Aye  
L. Alvarez Aye  
M. Cazarez Aye  
J. Ramirez Aye  
P. MacDonald Absent  
N. Guevera Aye  
C. Funches Aye  
S. Mahan Aye  
C. Wang Absent  
J. Wallner Aye  
A. Hendricks Aye  
A. Santillan Absent  
M. Rosas Aye  
R. Benitez Aye

**D. Approval of 25-26 Budget Overview for Parents, and 25-26 LCAP- Alpha: Cindy Avitia High School**

E. Retuta made a motion to Approve the 25-26 Budget Overview for Parents, and 25-26 LCAP- Alpha: Cindy Avitia High School.

A. Hendricks seconded the motion.

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

**Roll Call**

J. Ramirez Aye  
N. Guevera Aye  
A. Hendricks Aye  
E. Retuta Aye  
L. Alvarez Aye  
A. Santillan Absent  
M. Rosas Aye  
M. Cazarez Aye  
C. Wang Absent  
R. Benitez Aye  
S. Mahan Aye  
C. Funches Aye  
P. MacDonald Absent  
J. Wallner Aye

**E. Approval of 25-26 Budget Overview for Parents, and 25-26 LCAP- Alpha: Cornerstone Academy**

E. Retuta made a motion to Approve the 25-26 Budget Overview for Parents, and 25-26 LCAP- Alpha: Cornerstone Academy.

J. Ramirez seconded the motion.

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

**Roll Call**

J. Ramirez Aye  
P. MacDonald Absent  
M. Cazarez Aye  
C. Funches Aye  
C. Wang Absent  
A. Santillan Absent  
E. Retuta Aye  
L. Alvarez Aye  
M. Rosas Aye  
S. Mahan Aye  
A. Hendricks Aye  
J. Wallner Aye  
R. Benitez Aye  
N. Guevera Aye

**F. FY26 Budget**

Public comment: Student shared the care and love for school and staff.

J. Ramirez made a motion to Approve the FY26 Budget.

E. Retuta seconded the motion.

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

**Roll Call**

M. Cazarez Aye  
P. MacDonald Absent  
J. Wallner Aye  
E. Retuta Aye  
S. Mahan Aye  
R. Benitez Aye  
J. Ramirez Aye  
C. Funches Aye  
A. Santillan Absent  
L. Alvarez Aye  
N. Guevera Aye  
M. Rosas Aye  
C. Wang Absent  
A. Hendricks Aye

**G. 25-26 Board Calendar**

Board Members engaged in a live poll to finalize the dates for the 25-26 Board Meeting Calendar.

J. Ramirez made a motion to Approve the 25-26 Board Calendar.

A. Hendricks seconded the motion.

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

**Roll Call**

A. Santillan Absent  
J. Wallner Aye  
E. Retuta Aye  
N. Guevera Aye  
S. Mahan Aye  
J. Ramirez Aye  
C. Funches Aye  
M. Rosas Aye  
P. MacDonald Absent  
L. Alvarez Aye  
C. Wang Absent  
A. Hendricks Aye  
R. Benitez Aye  
M. Cazarez Aye

**H. BREAK**

7:03-7:13pm

**I. Academics Update**

C. Martinez Nava shared an academic update with Board Members. She also introduced and welcomed Carla Hulce, Alpha's new Managing Director of Academics.

**J. Declaration of Need Approval- Alpha: Blanca Alvarado School**

E. Retuta made a motion to approve the Declaration of Need- Alpha: Blanca Alvarado School.

C. Funches seconded the motion.

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

**Roll Call**

M. Cazarez	Aye
L. Alvarez	Aye
M. Rosas	Aye
A. Hendricks	Aye
A. Santillan	Absent
R. Benitez	Aye
J. Ramirez	Aye
S. Mahan	Aye
N. Guevera	Aye
P. MacDonald	Absent
E. Retuta	Aye
C. Wang	Absent
C. Funches	Aye
J. Wallner	Aye

**K. Declaration of Need Approval- Alpha: Cindy Avitia High School**

J. Ramirez made a motion to Approve the Declaration of Need- Alpha: Cindy Avitia High School.

E. Retuta seconded the motion.

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

**Roll Call**

P. MacDonald	Absent
L. Alvarez	Aye
S. Mahan	Aye
C. Wang	Absent
C. Funches	Aye
R. Benitez	Aye
M. Cazarez	Aye
M. Rosas	Aye
A. Hendricks	Aye
J. Wallner	Aye
A. Santillan	Absent
N. Guevera	Aye
E. Retuta	Aye
J. Ramirez	Aye

**L. Declaration of Need Approval- Alpha: Cornerstone Academy**

A. Hendricks made a motion to Approve the Declaration of Need- Alpha: Cornerstone Academy.

C. Funches seconded the motion.

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

**Roll Call**

C. Wang	Absent
A. Hendricks	Aye
M. Cazarez	Aye
M. Rosas	Aye
P. MacDonald	Absent
A. Santillan	Absent
C. Funches	Aye
E. Retuta	Aye
L. Alvarez	Aye
S. Mahan	Aye
J. Ramirez	Aye
J. Wallner	Aye
N. Guevera	Aye
R. Benitez	Aye

**M. Declaration of Need Approval- Alpha: José Hernández School**

E. Retuta made a motion to Approve the Declaration of Need- Alpha: José Hernández School.

A. Hendricks seconded the motion.

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

**Roll Call**

J. Ramirez	Aye
J. Wallner	Aye
N. Guevera	Aye
A. Hendricks	Aye
S. Mahan	Aye
M. Cazarez	Aye
P. MacDonald	Absent
A. Santillan	Absent
E. Retuta	Aye
C. Wang	Absent
R. Benitez	Aye
L. Alvarez	Aye
M. Rosas	Aye
C. Funches	Aye

**N.**

### Appreciation for Outgoing Board Members

S. Hegde, Board & Staff members shared appreciation for Cheria Funches, Lex Alvarez, and Elsa Retuta who will be finalizing their terms as Alpha Board Members.

## VI. Closed Session

### A. CEO Evaluation

7:58pm- 8:48pm

### B. CEO Comp Discussion & Employment Agreement

## VII. Reconvene Open Session

### A. Report Action Taken During Closed Session

No action taken during closed session.

S. Mahan left at 8:47 PM.

## VIII. CEO Compensation

### A. Board Approval/Ratification of Compensation Comparability Study for CEO

#### Position: Shara Hegde

J. Ramirez made a motion to Approve/Ratification of Compensation Comparability Study for CEO Position: Shara Hegde.

E. Retuta seconded the motion.

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

#### Roll Call

A. Santillan	Absent
A. Hendricks	Aye
M. Rosas	Aye
P. MacDonald	Absent
J. Wallner	Aye
M. Cazarez	Aye
E. Retuta	Aye
S. Mahan	Absent
C. Wang	Absent
C. Funches	Aye
N. Guevera	Aye
R. Benitez	Aye
L. Alvarez	Aye
J. Ramirez	Aye

### B. Board Adoption of Resolution regarding Compensation Comparability Study: Shara Hegde

A. Hendricks made a motion to Adopt Resolution regarding Compensation Comparability Study: Shara Hegde.

E. Retuta seconded the motion.

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

**Roll Call**

M. Cazarez Aye  
R. Benitez Aye  
M. Rosas Aye  
J. Wallner Aye  
C. Wang Absent  
P. MacDonald Absent  
S. Mahan Absent  
L. Alvarez Aye  
N. Guevera Aye  
C. Funches Aye  
J. Ramirez Aye  
A. Santillan Absent  
E. Retuta Aye  
A. Hendricks Aye

**C. Board Chair: Required Oral Report Regarding CEO Contract: Shara Hegde**

J. Wallner read oral report regarding CEO contract

**D. Board Ratification/Approval of Amendment to CEO Contract: Shara Hedge**

J. Ramirez made a motion to Approve/Ratification of Amendment to CEO Contract: Shara Hedge.

C. Funches seconded the motion.

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

**Roll Call**

A. Santillan Absent  
S. Mahan Absent  
M. Cazarez Aye  
E. Retuta Aye  
M. Rosas Aye  
C. Funches Aye  
R. Benitez Aye  
P. MacDonald Absent  
L. Alvarez Aye  
N. Guevera Aye  
A. Hendricks Aye  
J. Wallner Aye  
J. Ramirez Aye  
C. Wang Absent

**E.**

**Board Approval/Ratification of Compensation Comparability Study for CEO  
Position: Chris Kang**

A. Hendricks made a motion to Approve/Ratification of Compensation Comparability Study for CEO Position: Chris Kang.

J. Ramirez seconded the motion.

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

**Roll Call**

C. Funches	Aye
J. Ramirez	Aye
A. Hendricks	Aye
R. Benitez	Aye
M. Rosas	Aye
M. Cazarez	Aye
E. Retuta	Aye
S. Mahan	Absent
C. Wang	Absent
N. Guevera	Aye
L. Alvarez	Aye
P. MacDonald	Absent
A. Santillan	Absent
J. Wallner	Aye

**F. Board Adoption of Resolution regarding Compensation Comparability Study: Chris Kang**

J. Ramirez made a motion to Adopt Resolution regarding Compensation Comparability Study: Chris Kang.

A. Hendricks seconded the motion.

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

**Roll Call**

J. Wallner	Aye
S. Mahan	Absent
M. Rosas	Aye
C. Funches	Aye
E. Retuta	Aye
A. Santillan	Absent
N. Guevera	Aye
R. Benitez	Aye
J. Ramirez	Aye
M. Cazarez	Aye
L. Alvarez	Aye
C. Wang	Absent
A. Hendricks	Aye
P. MacDonald	Absent

**G.**

**Board Chair: Required Oral Report Regarding CEO Contract: Chris Kang**

J. Wallner read oral report regarding Acting CEO contract

**H. Board Ratification/Approval of Amendment to CEO Contract: Chris Kang**

J. Ramirez made a motion to Approve/Ratification of Amendment to CEO Contract: Chris Kang.

E. Retuta seconded the motion.

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

**Roll Call**

J. Ramirez	Aye
S. Mahan	Absent
J. Wallner	Aye
L. Alvarez	Aye
E. Retuta	Aye
A. Hendricks	Aye
C. Wang	Absent
M. Rosas	Aye
P. MacDonald	Absent
M. Cazarez	Aye
C. Funches	Aye
N. Guevera	Aye
R. Benitez	Aye
A. Santillan	Absent

**IX. Closing Items**

**A. Adjourn Meeting**

A. Hendricks made a motion to Adjourn Meeting.

E. Retuta seconded the motion.

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

**Roll Call**

E. Retuta	Aye
L. Alvarez	Aye
S. Mahan	Absent
C. Funches	Aye
J. Wallner	Aye
A. Hendricks	Aye
P. MacDonald	Absent
J. Ramirez	Aye
M. Cazarez	Aye
N. Guevera	Aye
R. Benitez	Aye
C. Wang	Absent

**Roll Call**

M. Rosas     Aye

A. Santillan     Absent

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:58 PM.

Respectfully Submitted,

J. Wallner