APPROVED

Alpha Public Schools

Minutes

LCAP/Budget Public Hearing & Board Meeting

Date and Time
Wednesday June 11, 2025 at 5:30 PM

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

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, 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

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
N. Guevera	Absent
J. Wallner	Aye
E. Retuta	Aye

Roll Call

C. Funches	Aye
A. Santillan	Absent
P. MacDonald	Absent
L. Alvarez	Aye
M. Cazarez	Aye
M. Rosas	Aye
C. Wang	Absent
J. Ramirez	Aye
A. Hendricks	Aye
R. Benitez	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

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

Roll Call

A. Santillan	Absent
C. Wang	Absent
S. Mahan	Aye
J. Wallner	Aye
C. Funches	Abstain
M. Rosas	Aye
P. MacDonald	Absent
A. Hendricks	Aye
R. Benitez	Absent

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

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

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
A. Santillan	Absent
S. Mahan	Aye
R. Benitez	Absent
J. Ramirez	Aye

Roll Call

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

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

Roll Call

M. Rosas	Aye
A. Santillan	Absent
S. Mahan	Aye
A. Hendricks	Aye
J. Ramirez	Aye
R. Benitez	Absent
C. Funches	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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Roll Call

M. Rosas	Aye
C. Wang	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