

## 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
R. Benitez Absent
L. Alvarez Aye
M. Rosas Aye

P. MacDonald Absent

J. Ramirez Aye

C. Funches Aye

J. Wallner Aye

A. Hendricks Aye

N. Guevera Absent

M. Cazarez Aye

A. Santillan Absent

E. Retuta Aye

C. Wang 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**

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

C. Funches Abstain
A. Hendricks Aye
N. Guevera Abstain
S. Mahan Aye
C. Wang Absent

A. Santillan Absent

M. Cazarez Aye

M. Rosas Aye

J. Wallner Aye

R. Benitez Absent

J. Ramirez Abstain

L. Alvarez Aye

P. MacDonald 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**

S. Mahan Aye

L. Alvarez Aye

A. Santillan Absent

C. Funches Aye

E. Retuta Aye

R. Benitez Absent

A. Hendricks Abstain

J. Ramirez Aye

M. Cazarez Aye

J. Wallner Aye

M. Rosas Aye

P. MacDonald Absent

C. Wang Absent

N. Guevera 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. Rosas Aye

M. Cazarez Aye

E. Retuta Aye

R. Benitez Absent

J. Wallner Aye

C. Funches Aye

P. MacDonald Absent

C. Wang Absent

L. Alvarez Aye

A. Hendricks Aye

A. Santillan Absent

S. Mahan Aye

N. Guevera Aye

J. Ramirez 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**

C. Funches Aye

N. Guevera Aye

M. Cazarez Aye

M. Rosas Aye

A. Hendricks Aye

J. Ramirez Aye

J. Wallner Aye

A. Santillan Absent

E. Retuta Aye

S. Mahan Aye

L. Alvarez Aye

P. MacDonald Absent

R. Benitez Absent

C. Wang Absent

## 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**

M. Rosas Aye

A. Santillan Absent

L. Alvarez Aye

P. MacDonald Absent

E. Retuta Aye

N. Guevera Aye

C. Funches Aye

R. Benitez Absent
J. Wallner Aye
M. Cazarez Aye
S. Mahan Aye
C. Wang Absent
A. Hendricks Aye
J. Ramirez 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

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

P. MacDonald Absent

## V. Board Business - Discussion/Action Items

Aye

## A. Local Indicators

S. Mahan

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.

E. Retuta Aye

L. Alvarez Aye

S. Mahan Aye

C. Funches Aye

A. Santillan Absent

A. Hendricks Aye

M. Rosas Aye

J. Wallner Aye

R. Benitez Aye

C. Wang Absent

P. MacDonald Absent

M. Cazarez Aye

J. Ramirez Aye

N. Guevera 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**

J. Wallner Aye

S. Mahan Aye

J. Ramirez Aye

A. Santillan Absent

R. Benitez Aye

E. Retuta Aye

C. Wang Absent

C. Funches Aye

A. Hendricks Aye

P. MacDonald Absent

N. Guevera Aye

L. Alvarez Aye

M. Rosas 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.

C. Wang Absent

P. MacDonald Absent

E. Retuta Aye

J. Wallner Aye

L. Alvarez Aye

C. Funches Aye

J. Ramirez Aye

S. Mahan Aye

A. Santillan Absent

M. Rosas Aye

M. Cazarez Aye

R. Benitez Aye

N. Guevera Aye

A. Hendricks 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**

M. Rosas Aye

P. MacDonald Absent

R. Benitez Aye

M. Cazarez Aye

S. Mahan Aye

N. Guevera Aye

L. Alvarez Aye

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J. Ramirez Aye

A. Santillan Absent

A. Hendricks Aye

J. Wallner Aye

C. Funches Aye

C. Wang Absent

E. Retuta 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.

S. Mahan Aye A. Hendricks Aye J. Wallner Aye C. Funches Aye R. Benitez Aye

P. MacDonald Absent

E. Retuta Aye M. Rosas Aye

N. Guevera Aye

A. Santillan Absent

C. Wang Absent

Aye

M. Cazarez Aye J. Ramirez

L. Alvarez 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

E. Retuta Aye

S. Mahan Aye

L. Alvarez Aye

J. Ramirez Aye

C. Wang Absent

A. Santillan Absent

M. Rosas Aye

J. Wallner Aye

C. Funches Aye

P. MacDonald Absent

M. Cazarez Aye

R. Benitez Aye

A. Hendricks Aye

N. Guevera Aye

## H. BREAK

7:03-7:13pm

## **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

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

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

## 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**

M. Rosas AyeA. Santillan AbsentC. Funches Aye

M. Cazarez Aye

P. MacDonald Absent

R. Benitez Aye

A. Hendricks Aye

S. Mahan Aye

N. Guevera Aye

J. Wallner Aye

E. Retuta Aye

L. Alvarez Aye

J. Ramirez Aye

C. Wang Absent

## 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

S. Mahan Aye

A. Santillan Absent

L. Alvarez Aye

N. Guevera Aye

A. Hendricks Aye

J. Wallner Aye

P. MacDonald Absent

E. Retuta Aye

M. Cazarez Aye

R. Benitez Aye

C. Funches Aye

M. Rosas Aye

C. Wang Absent

J. Ramirez 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**

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

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

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

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

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

- C. Wang AbsentP. MacDonald AbsentS. Mahan Absent
- C. Funches Aye
  J. Wallner Aye
- A. Hendricks Aye
  N. Guevera Aye
- L. Alvarez AyeR. Benitez AyeJ. Ramirez Aye
- M. Cazarez Aye
  M. Rosas Ave
- M. Rosas Aye
  E. Retuta 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

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

R. Benitez Aye

C. Funches Aye

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