

APPROVED



## Encore JR/SR High School

### Minutes

#### Regular Encore Board of Directors Meeting - December 2021

---

**Date and Time**

Monday December 13, 2021 at 6:30 PM

**Location**

This meeting is being held virtually pursuant to Government Code Section 54953 (e). The public can access this meeting via Zoom as follows:

Join Zoom Meeting

<https://zoom.us/j/5871494303?pwd=Mit3elRMOVhzYjM4K1d2SSStPeEZiQT09>

Meeting ID: 587 149 4303

Passcode: 936591

One tap mobile

+16699006833,,5871494303#,,,,,0#,,936591# US (San Jose)

+13462487799,,5871494303#,,,,,0#,,936591# US (Houston)

Dial by your location

+1 669 900 6833 US (San Jose)

+1 346 248 7799 US (Houston)

+1 253 215 8782 US (Tacoma)

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington D.C)

Meeting ID: 587 149 4303

Passcode: 936591

Find your local number: <https://zoom.us/u/aFccAHayh>

---

Members of the public who wish to comment during the Board meeting may use the “raise hand” tool on the Zoom platform. Members of the public calling in will be given the opportunity to address the Board during the meeting. Individual comments will be limited to three (3) minutes. If an interpreter is needed for comments, they will be translated to English and the time limit shall be six (6) minutes. The Board may limit the total time for public comment to a reasonable time. The Board reserves the right to mute or remove a participant from the meeting if the participant unreasonably disrupts the Board meeting.

---

**Directors Present**

C. Sutton (remote), G. Thackeray (remote), K. Ahmed (remote), K. Staley (remote), R. Gabler (remote)

**Directors Absent**

*None*

**Guests Present**

A. Barkdull (remote), Anabel Estrada (remote), C. Walker (remote), J. Barkdull (remote), J. Dolf (remote), J. Simmons (remote), J. Thibodeaux (remote), Jamie Waggoner (remote), K. Funkhouser (remote), R. Hassen (remote), esther Haskins (remote)

---

**I. Opening Items**

**A. Call the Meeting to Order**

R. Gabler called a meeting of the board of directors of Encore JR/SR High School to order on Monday Dec 13, 2021 at 6:33 PM.

**B. Record Attendance**

**C. Approval of Board Findings Relating to Teleconference Meetings During State of Emergency**

G. Thackeray made a motion to Approval of Board Findings Relating to Teleconference Meetings During State of Emergency.

C. Sutton seconded the motion.

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

**Roll Call**

K. Ahmed     Aye  
G. Thackeray     Aye  
R. Gabler     Aye  
K. Staley     Aye  
C. Sutton     Aye

**D. Approve Minutes**

K. Ahmed made a motion to approve the minutes from Special Board Meeting- December 9, 2021 on 12-09-21.

K. Staley seconded the motion.

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

**Roll Call**

G. Thackeray Aye

C. Sutton Aye

K. Ahmed Aye

K. Staley Aye

R. Gabler Aye

K. Ahmed made a motion to approve the minutes from Special Board Meeting- November 30, 2021 on 11-30-21.

K. Staley seconded the motion.

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

**Roll Call**

C. Sutton Aye

K. Ahmed Aye

R. Gabler Aye

G. Thackeray Aye

K. Staley Aye

K. Ahmed made a motion to approve the minutes from Regular Encore Board of Directors Meeting - November 2021 on 11-08-21.

K. Staley seconded the motion.

November 08, 2021 - After returning from closed session needs to reflect individual voters by name and their vote.

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

**Roll Call**

C. Sutton Aye

G. Thackeray Aye

K. Ahmed Aye

K. Staley Aye

R. Gabler Aye

**E. Invitation for public to address the Board**

There was no email or phone call for public to address the board.

**II. Academic Excellence**

**A. ESG Director Report**

Kelsey White presented report.

There was no public comment on the report.

**B. ESG President Report**

Anabel Estrada Presented report.  
There was no public comment on the report.

**C. Academic Director Report**

Julia Dolf Presented report.  
There was no public comment on the report.

**D. Information Items- Academic Excellence**

Julia Dolf Presented Report.  
There was no public comment on the report.

**III. Governance**

**A. Staff Liaison Report**

Jamie Waggoner presented report.  
There was no public comment on the report.

**B. DOJ Report**

Joseph Thibodeaux presented report.  
There was no public comment on the report.

**IV. Operations**

**A. Discipline Report**

Ramsey Hassen presented report.  
There was no public comment on the report.

**B. Science/Math Department Chair Report**

no presentation for this report.  
There was no public comment on the report.

**C. SPED Report**

Esther Haskins presented report.  
There was no public comment on the report.

**D. Equipment Check Out Policies**

K. Staley made a motion to Approve equipment check out policies.  
K. Ahmed seconded the motion.  
There was no public comment on the report.  
The board **VOTED** to approve the motion.

**Roll Call**

K. Staley Aye  
G. Thackeray Aye  
R. Gabler Aye  
C. Sutton Aye  
K. Ahmed Aye

**V. Finance**

**A. Educator Effectiveness Grant (2021-26) Expenditure Plan**

Ashlin Barkdull and Julia Dolf presented the plan to the board for discussion.  
There was no public comment on the report.

**B. First Interim Budget**

C. Sutton made a motion to Approved First Interim Budget.  
G. Thackeray seconded the motion.  
There was no public comment on the report.  
The board **VOTED** to approve the motion.

**Roll Call**

K. Ahmed Aye  
K. Staley Aye  
C. Sutton Aye  
R. Gabler Aye  
G. Thackeray Aye

**C. Finance Consent Items**

C. Sutton made a motion to Approval of Finance Consent Items.  
K. Ahmed seconded the motion.  
Carol Walker presented report.  
There was no public comment on the report.  
The board **VOTED** to approve the motion.

**Roll Call**

R. Gabler Aye  
C. Sutton Aye  
G. Thackeray Aye  
K. Staley Aye  
K. Ahmed Aye

**D. Fiscal Controller's Report**

Carol Walker presented report.  
There was no public comment on the report.

## VI. Adjourn to closed session

### A. Reconvene from closed session

9:19 pm, returning back from closed session, and there were no actions taken.

## VII. Personnel

### A. Approval of Compensation Study for Interim Executive Director

G. Thackeray made a motion to . Approval of Compensation Study for Interim Executive Director.

C. Sutton seconded the motion.

There was no public comment on the report.

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

#### Roll Call

K. Ahmed Aye

K. Staley Aye

G. Thackeray Aye

C. Sutton Aye

R. Gabler Aye

### B. Approval of Employment Agreement for Interim Executive Director

C. Sutton made a motion to Approval of Employment Agreement for Interim Executive Director/CEO.

G. Thackeray seconded the motion.

As to the next item regarding approval of the Interim CEO/Executive Director employment agreement, I am required by law to indicate, prior to any vote on the employment contract, that the contract is for temporary at-will employment beginning December 15, 2021 and provides the following terms:

1. A full-time work schedule consisting of a Monday through Friday workweek;
2. A base salary of \$15,200 per month;
3. Five days of paid sick leave per year.

I would also note that the annual salary is in keeping with the compensation comparability study the Board has reviewed and approved.”

There was no public comment on the report.

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

#### Roll Call

C. Sutton Aye

**Roll Call**

K. Staley Aye  
R. Gabler Aye  
K. Ahmed Aye  
G. Thackeray Aye

**VIII. Closing Items**

**A. Adjourn Meeting**

K. Ahmed made a motion to Adjourn Meeting.

C. Sutton seconded the motion.

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

**Roll Call**

K. Ahmed Aye  
C. Sutton Aye  
K. Staley Aye  
R. Gabler Aye  
G. Thackeray Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:26 PM.

Respectfully Submitted,  
J. Thibodeaux

---

**Documents used during the meeting**

- 2021\_11\_08\_board\_meeting\_minutes.pdf
- 2021\_11\_30\_board\_meeting\_minutes.pdf
- 2021\_12\_09\_board\_meeting\_minutes.pdf
- \_ESG Activities Director Board Report 12\_13.pdf
- ESG Board Report 12\_13.pdf
- Director of Academics Report December 2021.pdf
- Client Report (1).pdf
- Goals for Improvement.pdf
- Lesson and Curriculum Observation Form.docx.pdf
- Arts Department Chair Meeting 11-18-21.pdf
- Student Services Meeting 11-18-21.pdf
- Counseling Meeting 11-16-21.pdf
- Staff Liaison Board Report. Dec 2021.pdf

- DOJ Report Joseph Thibodeaux November 2021 (1).pdf
- Discipline Report Board Meeting 1221.pdf
- Math Science Dept.Chair Report 12.6.2021.pdf
- SPED Report Dec 2021.pdf
- Costume Checkout Policy for Costume Design.pdf
- Costume Checkout Form.pdf
- Checkout Policy for Cirque Equipment.pdf
- Cirque Equipment Checkout Form.pdf
- ENCORE Educator Effectiveness Grant (2021-26) Expenditure Plan.pdf
- Encore HS 2021-22 First Interim Budget.pdf
- ENC 21-22 -Monthly Payroll Retirement Contributions Dec 2021 (1).pdf
- ENCORE November 2021 Warrant Report Details.pdf
- ENCORE November 2021 Warrant Report Summary.pdf
- September Financials\_Redacted.pdf
- Oct-Nov 2021 Attendance.pdf
- Draft At-Will Executive Director Employment Agreement 12.10.21 (4866-7862-9382.v1).pdf

---

A copy of the agenda will be posted at least 72 hours before such meeting. A copy of the written materials which will be submitted to the School Board Directors is available along with this agenda following the posting of the agenda by emailing [abarkdull@encorehighschool.com](mailto:abarkdull@encorehighschool.com). Requests for disability-related modifications or accommodations to participate in this public meeting shall be made 24 hours prior to the meeting by calling (760) 956-2632 or emailing [abarkdull@encorehighschool.com](mailto:abarkdull@encorehighschool.com). All efforts will be made for reasonable accommodations. The agenda and public documents can be modified upon request as required by Section 202 of the Americans with Disabilities Act.