

APPROVED



## Encore JR/SR High School

### Minutes

#### Regular Meeting: Encore Board of Directors

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##### Date and Time

Monday March 14, 2022 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

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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

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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.

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**Directors Present**

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

**Directors Absent**

*None*

**Guests Present**

J. Barkdull (remote), J. Simmons (remote), J. Thibodeaux (remote), S. Bow (remote)

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**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 Mar 14, 2022 at 6:35 PM.

**B. Record Attendance**

**C. Public Comment**

**II. Compensation Study**

**A. Review and Adoption of Comparable Compensation Data for Charter School Executives**

C. Sutton made a motion to Review and Adoption of Comparable Compensation Data for Charter School Executives.

K. Ahmed seconded the motion.

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

**Roll Call**

K. Ahmed Aye

C. Sutton Aye

R. Gabler Aye

K. Staley Aye

**III. Employment Agreement for Executive Director**

**A. Review and Approval of Employment Agreement for Executive Director**

K. Ahmed made a motion to Approve Employment Agreement for Executive Director.

C. Sutton seconded the motion.

As to the next item regarding approval of the Executive Director employment agreement, I am required by law to indicate, prior to any vote on the employment contract, that the contract is for a **fixed term agreement** beginning **March 15, 2022 and ending June 30, 2024**, 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 **through June 30, 2022. On July 1, 2022, the base salary shall increase to \$15,600 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.”

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

**Roll Call**

R. Gabler Aye

C. Sutton Aye

K. Staley Aye

K. Ahmed Aye

**B. Oral Report of Executive Compensation Paid to the Executive Director**

C. Sutton made a motion to Approve Oral Report of Executive Compensation Paid to the Executive Director.

K. Staley seconded the motion.

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

**Roll Call**

R. Gabler Aye

K. Ahmed Aye

K. Staley Aye

C. Sutton Aye

**IV. Closing Items**

**A. Adjourn Meeting**

K. Ahmed made a motion to Adjourn Meeting.

K. Staley seconded the motion.

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

**Roll Call**

K. Ahmed Aye

C. Sutton Aye

**Roll Call**

K. Staley Aye

R. Gabler Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:43 PM.

Respectfully Submitted,

J. Thibodeaux

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**Documents used during the meeting**

- Compensation Survey Encore Education Corp CEO February 2022.pdf
- Fixed Term Admin Agreement EEC and S. Bow 3.9.22 (4891-5699-3300.v1).pdf

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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 Board of Encore Junior and Senior High School for the Arts is available along with this agenda following the posting of the agenda by emailing Sabrina Bow at [sbow@encorehighschool.com](mailto:sbow@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 Joseph Thibodeaux at [jthibodeaux@encorehighschool.com](mailto:jthibodeaux@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.