Leadership Public Schools
Meeting of the Board of Trustees
April 15th, 2019

Present: Dr. Pat Saddler, Kelley Gulley, Jesuscita Fishel, Briggitte Lowe, Sandra Becker, Sheilagh Andujar, Christopher Whitmore, David Schiffman, Brentt Brown, Lynn Dantzker, Sophia Thomas
Absent: Chuck Bowes, Prasad Ram, Tana Monteiro
Guests: Soo Zee Park, Alex Kahn, Laura Hayes, Kate Levitt

The meeting was called to order at 6:05pm. Quorum was confirmed. The agenda was confirmed and roles were assigned. Kelley Gulley, Chair, clarified the remote participation process as defined by the Brown Act. The meeting was opened to public comment. No public comments were made so the meeting was closed for that purpose.

Consent Agenda
The Board approved the Consent Agenda, including minutes from the February 9th, 2019 meeting and Resolution 2019 -30, Corporate Resolution Certification.
Moved: Amy Slater
Seconded: Briggitte Lowe
Approved: All
Opposed: None
Abstain/Recuse: None

Principal Update on LPS Oakland
Laura Hayes, LPS Oakland Principal, shared an update on the school year, focusing on the Castlemont Community of Schools and a summary of the collaboration between LPS and Castlemont. Ms. Hayes reviewed pre -conditions for effective collaboration to support student learning and community engagement. She also highlighted specific instances of partnership, including dual enrollment courses through Peralta College, a college visit to UC Berkeley, the Castlemont garden internship (in which LPS students participate), and athletics. In addition, there is a new partnership to provide ESL classes for parents/guardians of both Castlemont and LPS students through Oakland Adult and Career Education.

Looking forward, Hayes shared some opportunities for continued relationship -building. Staff collaboration is growing, from informal meet -ups to more formal inquiry groups on supporting vulnerable student populations, as well as student government and work -based learning.

Hayes fielded a number of questions from Board members. She clarified what they mean by support for 9 -14, which references the additional time (grades “13” and “14”) in high school coursework or transition programs for students who need five years to graduate, or for
newcomer or other students who are older. She also elaborated on the school's partnerships with businesses and local industry. Sheilagh Andujar and Jesucita Fishel both suggested ways to share out work, perhaps through writing a white paper or another publication to highlight the positive impact of this type of collaboration.

**Superintendent Update**
Dr. Pat Saddler summarized her work over the past couple months, focusing on one-on-one staff interviews, Prop 51, and learning through the Hewlett Foundation convening and CCSA conference. She also reviewed the political context, including new Assembly Bills and state-level measures that would affect charter schools in California. Her current focus areas include strengthening HR in the Home Office, addressing credentialing and compliance concerns, and supporting the development of Career Pathways across all schools.

David Schiffman inquired into the percentage of teachers who need credentials, as well as the budget impact this work will have (for example, hiring a Director of Student Services, supporting teachers to get credentials). Saddler will look into sharing more specific data and numbers related to credentials and budget.

**Finance Update**
Soo Zee Park, Chief Business Officer, reviewed the EOY forecast for 2018-19 and the healthy budget, including net operating income. She reviewed a one-time compensation adjustment for 2019-20, which would be a short-term fix while LPS conducts a full compensation study and gathers more data. The group discussed LPS’ salary schedule and the processes through with LPS identifies which teachers are novice, proficient, accomplished, and master.

In terms of alignment with districts, LPS has committed to aligning compensation across the network. Given that LPS operates schools in three separate districts, it is not compatible with aligning to individual districts. The goal is to remain comparable with districts but not mirror them.

Amy Slater asked if this will assist in retention and assist in hiring, and inquired into long-term strategy around teacher/staff recruitment, retention, and compensation. Park responded that this will be one strategy in a longer process, but the multi-tiered one-time compensation adjustment reflects the priority of valuing staff by increasing compensation.

As for timeline, the state will not release more budget info until late May or June. The Board agreed that it feels comfortable with these one-time salary adjustments, so LPS will build into offer letters.

**Facilities Update**
Briggitte Lowe, Chair of the Facilities Committee, summarized some conversations around growth criteria. The strongest growth strategy would be to increase enrollment at Hayward to 840. Prop 51 at Hayward, if approved, would allow LPS to build new facilities and also renovate current facilities. There were some questions about the impact of construction on current students, but these will be discussed in the design and feasibility studies if the funding is approved, along with many other matters.

Overall, there have been good meetings with a few OUSD Board members, and there is a lot of renewed support for Castlemont Community of Schools and the vision Principal Hayes presented earlier in the meeting. OUSD has decided they want LPS to be the first charter school to go up for approval for Prop 51.

Again, there were suggestions to share the charter-district collaboration LPS is doing in Oakland through a white paper to document the good work and offer a more positive narrative. LPS Board members with connections to Oakland city leaders will reach out to raise their awareness of this work.

Districts want the LPS Board to approve the Prop 51 agreements before they go before the district Boards. By approving these initial Resolutions, LPS is set up for district approvals to proceed, but there will be many other opportunities to review and approve Prop 51-related funding and decisions.

The LPS Board voted to approve Resolutions 2019-31, 32, 33, and 34.

Resolution 2019-31
Moved: Lynn Dantzker
Seconded: Briggitte Lowe
Approved: All
Opposed: None
Abstained: None

Resolution 2019-32
Moved: Lynn Dantzker
Seconded: Briggitte Lowe
Approved: All
Opposed: None
Abstained: None

Resolution 2019-33
Moved: Lynn Dantzker
Seconded: Briggitte Lowe
Approved: All
Opposed: None
Abstained: None
Resolution 2019-34
Moved: Lynn Dantzker
Seconded: Briggitte Lowe
Approved: All
Opposed: None
Abstained: None

Process check
Board members agreed that there was excellent facilitation and an incredibly informative meeting. They appreciated distilling the Board packet to a reasonable presentation.

The meeting was adjourned at 7:55pm.

Respectfully submitted,
Kate Levitt
Recorder