Leadership Public Schools  
Meeting of the Board of Trustees  
September 16th, 2019

**Present:** Dr. Pat Saddler, Kelley Gulley, Brentt Brown, Lynn Dantzker, Briggitte Lowe, Jesuscita Fishel, Amy Slater, Tana Monteiro, Christopher Whitmore, Alexandra Dominguez Estrella, Sophia Thomas (present via Zoom)  
**Absent:** Sandra Becker,  
**Guests:** Soo Zee Park, Kate Levitt, Graciela Ortiz

The meeting was called to order at 6:03 pm. 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, but Zoom access was kept open for the duration of the meeting in all locations of Leadership Public Schools.

The Board held a Moment of Silence in recognition for Marta Casiano, community member and mother of three LPS Oakland students, who was fatally wounded earlier in September.

**Consent Agenda**

The Board approved the Consent Agenda, including:

- minutes from the June 11th, 2019 meeting  
- Executive Committee Recommended Resolutions, including:
  - Resolution 2020-01, Signatories  
  - Resolution 2020-02, End Of Year, FY 2019 Allocations.  
- Resolution 2020-03, Higher Education Partnerships for Teacher Credentialing MOUs;  
- Resolution 2020-05, Unaudited Actuals for Richmond and Oakland;  
- Resolution 2020-06, Mandated Policy Approvals.

The Board removed Resolution 2020-04, Approval of Student Representative, from the Consent Agenda for further discussion to ensure that the position is aligned with the recommended by-laws revisions discussion.

Moved: Chuck Bowes  
Seconded: Brentt Brown  
Approved: All  
Opposed: None  
Abstain/Recuse: None

**Superintendent Report**

Dr. Saddler shared highlights from Summer 2019: administrators’ retreat, professional development meetings, staff and student retreats, and successful school openings at the
beginning of the school year. She also clarified enrollment numbers, specifically increases in class size at LPS Oakland, which has its largest 9th grade enrollment on record. Dr. Saddler reviewed focus areas in Human Resources, including ensuring proper teacher credentialing, developing recruitment strategies, and increasing partnerships with Teacher Residency Programs. Brentt Brown added that he will connect Dr. Saddler with a contact in SFUSD’s urban teacher residency program. Dr. Saddler then summarized the following network priorities: student services, facilities updates, staff compensation and employee benefits.

The Board asked a few questions regarding the restructuring of HR, the purpose of these shifts, and the need for an Employee Compensation study. Dr. Saddler informed the Board that due to the current stringent political context charters are facing, teacher credentialing flexibility is decreasing. For that reason, Lina Andersen was hired as the Coordinator of HR & Teacher Pathways, and has met with every LPS employee to get up to speed with everyone’s credentials and plan out next-steps with each of them. Dr. Saddler also added that the Employee Compensation study and revision are a priority to ensure LPS is a competitive employer attracting and retaining talent amidst the current teacher shortage.

Additionally, Dr. Saddler gave an update on the political context and state legislation that will affect charter schools, including AB 1505.

**Bylaws Review**

Kelley Gulley shared that the Bylaws conversation will not include approval. The Board will aim to approve at the October 19th meeting. Lynn Dantzker, who has been leading Bylaws revisions, gave an overview on the process and updates made to the document. She brought up how language throughout has been changed to reference compliance to the Brown Act and aligned with the LPS approved charters, to avoid making constant changes to the Bylaws. She added that an Audit Committee needs to be added to the Bylaws and highlighted the reduction of the cap on active Board members allowed to serve from 23 to 15. The group discussed how the duties of the Executive Committee can be made clearer through the Bylaws, and would be activated by a board resolution that includes specific roles and responsibilities.

LPS staff provided a draft list of Executive Committee responsibilities, which Dantzker and others will review and further develop. Additional suggestions included rewording the “Executive Committee” section to reference that the Board will determine the duties of the Executive committee, reviewing and improving the process of bringing in new Board members, and clarifying the role of staff on the Board, particularly the Staff Representative, Student Representative and the Superintendent. All agreed with the goal to approve Bylaws at October 19, 2019 Board retreat.
FY2019 End of Year Finance Report
Soo Zee Park, Chief Business Officer, presented the End of Year Finance report, showing a positive financial outlook. The net operating income for 2018-19 is $765K; LPS is financially healthy with a 100 day cash operating reserve.

Soo Zee proposed restructuring the financials to separate the CFSC/LLC financials from the LPS financials so the financials of the two organizations are clearer.

Lynn Dantzker and Chuck Bowes asked for more details on Fundraising and more alignment between Finance and Development reporting, as well as more information about the LLC and CFSC. In the interest of time, Kelley Gulley stated that the Board will hold time in the future for staff to respond to these finance related matters.

FY2020 Revised Budget
Soo Zee Park presented the FY2020 Revised Budget for approval from the Board. The June approved FY2020 Budget is approved prior to many major budget decisions are finalized - staffing is in flux, state budget is not yet approved enrollment is not finalized. Therefore, a revised budget is presented and approved in the Fall to better measure LPS’s financial progress against.

Revisions to the budget include: slight decline in enrollment, several unfilled staffing positions, change in healthcare provider, STRS rate increase to 17.1% and decrease in LPS fundraising revenue resulting in slightly lower NOI.

Kelley Gulley pointed out that Sandra Becker, Board Treasurer, will present budget summaries moving forward. Brentt Brown appreciated the smooth handling of Employee Benefits amidst great transitions happening internally and externally.

The Board moved to approve Resolution 2020-07, FY2020 Revised Budget
Moved:  Briggitte Lowe
Seconded:  Chuck Bowes
Approved:  All
Opposed:  None
Abstain/Recuse:  None

Facilities Report
Soo Zee Park shared a facilities update on Prop 51. The funding LPS received is for planning, feasibility, and design. The community process will be a very important part of this work, particularly in Oakland. Prop 51 may require special meetings of the Board and the creation of a facilities advisory committee.
Retreat Planning
The group discussed the October 19th Board meeting and half-day retreat. Priorities may include Board compliance, development, and strategic planning (K. Gulley); a closer look at the new California dashboards and indicators (P. Saddler); a deeper dive into the political climate around charter schools (T. Monteiro); and an update on AP testing and advanced coursework (B. Lowe). Amy Slater added that the meeting should provide the Board with a goal to achieve, not just an informative session.

Closed Session
The Board moved to Closed Session to discuss personnel matters and the Superintendent evaluation.

Report Out from Closed Session
The Board reported out from Closed Session. No action was taken.

The meeting was adjourned at 8:20 pm.

Respectfully submitted,
Kate Levitt & Graciela Ortiz
Recorders