Leadership Public Schools
Special Meeting of the LPS Board of Trustees
February 13th, 2020

Present: Kelley Gulley, Brentt Brown, Sandra Becker, Lynn Danztker, Christopher Whitmore, Briggitte Lowe, Jesucita Fishel, Chuck Bowes
Absent: Amy Slater, Kate Levitt
Staff: Dr. Pat Saddler, Soo Zee Park, Chris Harrell, Sophia Thomas, Graciela Ortiz, Felicia Meehleib (Zoom), Paul Thomas (Zoom)
Guests: Dr. Lihi Rosenthal

The meeting was called to order by Kelley Gulley at 5:33 pm. Quorum was confirmed. The agenda was confirmed and roles were assigned. The meeting was opened to public comment. No public comments were made, but Zoom audio access was kept open for the duration of the meeting.

Consent Agenda
The Board approved the Consent Agenda, including minutes from the December 5th, 2019 meeting. Correction to Brennt Brown's role needs to be made.
The Committee moved to approve the items listed above.
Moved: Kelley Gulley
Seconded: Lynn Dantzker
Approved: All
Opposed: None
Abstain/Recuse: None

Schools
Dr. Saddler introduced Chris Harrell, Director of Student Services, and Dr. Lihi Rosenthal, a consultant conducting the compensation study. Harrell followed by giving a presentation on the updated annual comprehensive school safety plans for each school, which covered Emergency Evacuation procedures, Updated Site Maps, Updated Staff Rosters, and contact info for local agencies. Additionally, he shared his findings on areas with room for improvement and his recommended action steps to achieve these improvements. One recommendation was to offer the Alert Lockdown Inform Evacuate (ALICE) Training to Administrative teams at each school site.

Chuck Bowes posed a few clarifying questions around the effectiveness of the safety plans once put into real practice, specifically communication protocols between staff during a time of crisis. After Harrell informed Bowes and the rest of the Board about the different methods staff use to communicate with one another. Sophia Thomas, a teacher at LPS
Richmond, added that these procedures of communication between staff can be improved. All agreed that it would be beneficial to practice drills during non-instructional time.

Harrell also addressed questions related to school drills and shifts in standard procedures. Brentt Brown, Vice-Chair, requested an update on best-practices regarding drills and mitigating trauma in students and recommended LPS adopt these.

The Board moved to approve Resolution 2020-20 LPS School Safety Plans
Moved: Lynn Dantzker
Seconded: Briggitte Lowe
Approved: All
Opposed: None
Abstain/Recuse: None

Prop 51
Soo Zee Park, Chief Business Officer, provided the Board with an update on Prop 51, including LPS Oakland’s Spark Opportunity Pre-development grant award. Park shared questions about the longer Prop 51 discussion scheduled for the March 10th Board meeting and requested input. Kelley Gulley, Chair, also asked for input from the Facilities Committee. Sandra Becker, Treasurer, shared that LPS began its search for proposals from project management firms. She added that after reviewing the few submitted proposals, the committee decided to pause the process to ensure that plans are aligning with the LPS strategy, especially before spending money on feasibility and choosing a firm to partner with. Given the current charter school context, it is important to consider plans that are consistent with where LPS sees itself in 5 years, and take a closer look at proposals to honor that vision.

Lynn Danztker proposed for the Facilities Committee to meet before the Board retreat. Members of the Facilities Committee agreed and decided to review plans and ensure they align with LPS strategy to provide the Board with a clearer presentation at the retreat.

Jesuscita Fishel and Brentt Brown had a few clarifying questions about the estimated time frame for construction, whether projects would roll out simultaneously or separately, and the impact it would have on staff and students. Dantzker and Park stated that these were items that the committee will discuss with the chosen project management firm, and that the Board will be updated once they have more information.

Compensation Study
Dr. Lihi Rosenthal presented the compensation study she conducted for LPS, which examines compensation packages in the context of other local charters and districts. It also identifies strategies for teacher recruitment and retention. Board members requested a deeper look at the 10-year base salary projections chart, specifically to align it with the
number of teachers categorized as Proficient vs. Accomplished. Jesuscita Fishel also asked that additional data include the median and mean of these projections.

Highlights of the study include the fact that LPS has competitive salaries and many opportunities for growth for teachers. The study does suggest that LPS focus on strategies to improve outreach about these strengths and professional development opportunities, both to internal and external candidates.

The Board inquired about the current methods LPS uses to communicate benefits and opportunities to its current and prospective employees. Additionally, Sophia Thomas, a teacher at LPS Richmond, suggested there could be more clarity about the four different teacher lanes in place. It would be helpful to formalize support for teachers to move from one level to another, creating a clearer pathway for advancement.

Dr. Saddler informed the Board that LPS is updating the employee handbook and that these benefits will be highlighted in the updated version. Fishel recommended LPS include this information as a supplemental document instead of directly in the handbook.

The Board continued brainstorming ways to more effectively attract and retain talent, especially for hard-to-fill positions. All agreed that the role of coaches and staff voices can be leveraged for this purpose, and some suggested providing additional incentives. In addition, many agreed it was important to strengthen marketing and communications related to HR and talent. Dr. Saddler informed the Board that other roles would also be examined to strengthen their compensation packages as well (e.g. Mental Health and Support Staff). Finally, Fishel asked Dr. Rosenthal to include LPS Teacher Level percentiles and trigger points where teachers actually are on the 10 year projection chart.

Closing Items
Brentt Brown, Vice-Chair, thanked the presenters for doing a great job. Kelley Gulley, Chair, added that there were fewer items in this agenda and more robust discussions. Gulley also shared that the subsequent Board meeting on March 10 will likely focus on Fundraising, Prop 51 Updates, HR Work Group update, and the Compensation Study. After a brief process check, the meeting was adjourned at 6:48 pm.

Respectfully submitted,
Graciela Ortiz
Recorder