Leadership Public Schools
Meeting of the Executive Committee of the Board of Trustees
January 30th, 2020

Present: Kelley Gulley, Brentt Brown (remote), Sandra Becker, Amy Slater, Christopher Whitmore
Absent: None
Staff: Dr. Pat Saddler, Soo Zee Park, Kate Levitt, Graciela Ortiz, Felicia Meehleib (Zoom), Paul Thomas (Zoom)
Guests: Dr. Lihi Rosenthal

The meeting was called to order by Kelley Gulley at 6:00 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 November 12th, 2019 meeting; Resolution 2020-17, 1st Interim Report- LPS Richmond; Resolution 2020-18, 1st Interim Report- LPS Hayward; Resolution 2020-19, LPS Overnight and Out-of-State Field Trips.

The Committee moved to approve the items listed above.
Moved: Amy Slater
Seconded: Sandra Becker
Approved: All
Opposed: None
Abstain/Recuse: None

Superintendent’s Update
Dr. Pat Saddler updated the Executive Committee with second semester priorities, which are the restructuring of LPS Oakland’s leadership, projections for staff recruitment for the school year 2020-21, the objectives for the upcoming Executive Team Retreat, and changes to the LCAP.

All of these topics are deemed as priority because they align with LPS strategy to strengthen academic instruction and school culture to increase college and career readiness among students. Though there are some leadership roles currently vacant, most teachers reported they plan on returning for the following school year. The Executive Team will be focusing on exploring alternative career pathways and expanding college courses for students taking non-traditional pathways post-graduation. Formalizing career pathways
across all three school-sites is being prioritized through funding, with LPS Hayward and LPS Oakland strengthening current programs. Due to the new LCAP template introduced by the State, each school will establish a timeline to get stakeholder input and create new LCAPs.

Additionally, Dr. Lihi Rosenthal gave a presentation of the first phase of the compensation study she developed on behalf of LPS to compare the compensation packages of local charters and districts and identify strategies for teacher recruitment and retention. The Executive Committee followed up with a few clarifying questions such as further explanation on 'Loyalty Supplements' and the percentage of teachers leaving a school versus leaving the profession all together.

Amy Slater and Sandra Becker inquired about what the study points to as a solution or next-steps. Kelley Gulley noted that this study provides the framework to analyze LPS actuals, which will be provided by Soo Zee Park, Chief Business Officer.

The committee continued by discussing the level of presentation that should be given at the next full Board Meeting with Dr. Saddler suggesting that LPS employer strengths should be highlighted and Kate Levitt, Director of Communications and Development, suggesting retention rates between CMOs be included, too. Park followed by recommending to compile the exit interview data there is and fill in gaps from research. She also informed the Executive Committee that this study will be presented to the Budget Advisory Committee.

**Finance**

Soo Zee Park discussed the LPS compensation study, the FY 2019-20 End-of-Year Forecast, and the FY 2020-21 Governor’s Budget during the Finance update. Park explained significant revenue increases and decreases, and expenditure increases forecasting a potential budget deficit. However, she predicted the LPS budget may break even by the end of the 2020 fiscal year due to the release of funding allowances that may lead to positive operating income by the end of the year.

Brentt Brown, the Vice-Chair, asked what the budget projection for last year's budget was around this same time. Park informed Brown and the rest of the committee that a small positive was projected last year and then resulted in a significantly larger operating income.

Brown also wanted to know if the increase in SPED spending was coming from initiatives to increase SPED enrollment or to service current SPED students. Park stated that a small percentage of high-needs students required enrollment in Non-Public Schools (NPS), while others needed one-on-one behavioral support which was costly to outsource. Becker followed up by asking for the percentage of SPED students at LPS, which is 12%, similar to surrounding school districts and the state avg. Dr. Saddler mentioned the need for a pipeline for behavioral aids, especially due to the shortage of SPED teachers.
Park proceeded with the FY 2021 preliminary budget and identified the budget differences between each school site. Becker requested Park to include the organization’s balance sheet at the next Board meeting.

Additionally, Park and Levitt provided the Committee with a Fundraising update. Levitt pointed to the overall decrease in individual giving and proposed a goal to raise $75k before the end of June with the assistance of the Full Board. Levitt continued by informing the Committee that several grants are coming to an end, some of which may not be renewed and mentioned the need for the Board to support LPS Staff in strengthening existing and new foundation relationships.

Becker suggested devoting time to this topic at the next Board retreat and requested a 5-year overview of funding trends and information on innovative and cutting-edge activities happening at LPS to help with the conversation to attract more foundation grants. Slater pointed out that individual giving is a slow progression and a strategy needs to be developed to meet the $75k goal. Per Christopher Whitmore’s inquiry, Levitt informed him and the rest of the Committee that individual donors are predominantly former board members or people connected with Louise Waters, former Superintendent. Some suggestions were made to tap into the LPS alumni network and engage with the LPS community more consistently.

**Facilities**

Soo Zee Park gave an update on FY 2020 Prop 51 budget for LPS Oakland and LPS Hayward and noted that it will not affect the network’s overall bottom line. Park also shared that an RFP has been posted for these projects and will present a recommendation at the next Board meeting. The current Prop 51 working group plans to be part of the RFP review. Gulley agreed that it is a good idea to have at least one working group member involved, but suggested not to stop the search (or process) if coordination of participation proves to be challenging.

**Working Groups**

During the Working Groups recap, it was established that a Governance Work Group has not been created yet, but the HR Working Group has been making substantial progress. Brown gave a brief synopsis and informed the Committee that the HR Workgroup was divided into four different pipelines- recruitment, onboarding, development, and retention within the context of the current teacher shortage. He shared that during the first meeting, the group reviewed an HR self-audit report and that this information will be presented at the next Full Board Meeting. He also stated that it was a priority for HR to make corrections identified by the self-audit by mid-February.

Brown continued by sharing that it has been a challenge to strategize for recruitment without being clear on the reasons teachers leave, and also without being fully aware of the
ROI around acquisition costs to attract and retain new teachers. Dr. Saddler also added that the workgroup is looking into new HR software to improve data tracking.

Planning for future meetings
Kelley Gulley, Chair, informed the Committee about the upcoming Special Meeting scheduled on February 13th. The Special Meeting will run for 90 mins to review schools’ updated safety plans, approve their respective resolutions, and review the full compensation study.

For the Board meeting on March 10th, the Board will focus on Finance, per their request, along with a Fundraising update (requested by Becker). Dr. Saddler added that input will be requested around budgeting to reduce costs and help narrow the direction LPS is supposed to go towards, taking a deeper look into SPED and EL Student services. The aim is to map out the finance priorities for the next 3-5 years. Park added that the long-term financial forecast might not be completed by March. To this, Becker responded that an executive summary of the Finance spreadsheet will be helpful along with a conversation around projects and school re-authorization because it goes hand-in-hand with Finance.

Slater suggested having fewer items in future meetings and lengthening the time to have the opportunity to have conversation of substance and depth. Furthermore, there was a consensus about the importance of pre-reading materials to allow the Board to have all-around knowledge on the agenda items, which creates much more balanced presentations and discussions.

Closing Items
After a brief process check, the meeting was adjourned at 7:31.

Respectfully submitted,
Graciela Ortiz
Recorder