

Silver Oak High School - Board of Directors Minutes

Thursday, October 1, 2020 @ 6:00PM

28826 Bailey Ranch Rd, Hayward, CA 94542

<https://us02web.zoom.us/j/2616519564?pwd=K3FiUXRpakVzZGtRdmkvSDdEMnlyUT09>

or +1 669 900 9128, Meeting ID: 261 651 9564, Password: SOBoard



1) Call to Order

6:01pm

The meeting was called to order by LCJ

a) Attendance

A – Absent, AA – Apologized Absence, P – Present, T – Tardy

Silver Oak HS Board members

Bauer, Tom	AA	Eckart, Helga	P
Bichard, Murielle	P	McMahon, Rick	P
Cespedes, Vinnie	P	Pagel, Chris	AA

Golden Oak Board members

Compani, Amy	P	Gordon da Cruz, Cynthia	P	Rodriguez, Kristin	T
Casquejo Johnston, Luz	P	Madison, Nikitha (NMA)	P	Schenone, Joe	T
Den Hartog, Doug	P	Morales, Mynor	A	Stearns, Roman	P
Espinosa, Jorge	P	Munoz, Nayir (NMU)	A		

b) Reading of Mission Statements, by Amy Compani and Murielle Bichard.

c) Acknowledgements

- Elaine acknowledged both boards for their time, and attending so many meetings recently.
- Cynthia thanked the board secretaries for keeping all organized.
- Amy announced Nayir Munoz's resignation from the GO Board and read an appreciation to the board members written by Nayir.
- Amy acknowledged Steve Gayle, SO Emeritus board member, for previously educating a HUSD board candidate about Montessori.
- Jennine Powell appreciates the work the board started on anti-racist.
- Roman thanked Jennine Powell and Frida Azari, GO staff, for joining the board meetings.

2) Public Comment

There was no public comment

3) Approval of the Joint Meeting Agenda

Approved	Motion to Approve	Seconded	In Favor – 12	Opposed - 0	Abstain - 0
YES	AC	JE	MB, VC, HE, RM AC, LCJ, DDH, JE, CGC, NMA, JS, RS		

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4) Items for Joint Meeting

a) Facility Work Group update

- Application for Administrative Use Permit (AUP, for Phase 2, new building) has been submitted end of Sept 2020. Estimating receiving the approval in April 2021. Approval of Phase 1 construction (renovation of existing building) is around the same time.
- Close of escrow earliest by June 30th 2021 and at the latest by Jan 2022.
- Timeline: 1/14/2022 starts for Phase 1 (renovation) and completed in time for move of the secondary program by 8/21/2022. Then construction approval process for the new building will begin.
- Probability of getting AUP accepted: based on pre-application, Red Hook answered all the questions. Don't anticipate push-back from community nor Planning Department.

b) Material revision Work Group update

- Hearing date is set to Oct 28th 2020.
- Decision date is set to Nov 18th 2020.

Action item: Strategize who will speak at the hearing. Elaine to put together a list of items needed.

c) HUSD engagement Work Group update

- This group is engaging current & candidate trustees. They have already reached out to 3 out of the 5 trustees. Scheduling other meetings. The goal is also to prepare a voter guide, as there are 3 open seats for the next election. One candidate suggested partnering with other charter schools on distributing our voter guide.
- During the meeting with Jen & Lisa Davies (HUSD Assistant Superintendent Educational Services), they reviewed the conversation with HUSD board member Oquenda.

Kristin Joined at 6:38pm.

- Amy thanked Chris/Roman for their work. Next is to plan long term engagement with HUSD, build it in our strategic planning.

d) Capital Campaign Work Group update

- Elaine met with 5 board members so far, and another 3 meetings are scheduled for tomorrow. More people need to sign up to discuss their participation in the campaign.

e) Friends of Hayward Public Montessori update

- 501c3 tax exempt status application has been approved. Amy thanked Murielle to fill all the paperwork.
- \$50k pledge received.

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- f) Action item – Approval to hire Ed Ops for doing a financial analysis (cost \$5,000)
 - To finance Red Hook buy out, explore all the available options.
 - Ed Ops will gather information and provide such expertise.
 - David Wu (GO/SO strategic Finance Officer) worked with Brad Olander. His specialties are facility financing. Contract is capped at \$5,000. Make sense to get expertise on that subject. Limited engagement. No competitive bid right now.
 - Doug mentioned that the board should follow good processes.
 - Cynthia agreed it is a great idea to engage someone. Cynthia and Doug requested to have a list of the deliverables (scope of work).

Motion: Approve to hire Ed Ops for performing financial analysis (cost \$5,000), but add to the contract, a list of specific deliverables/materials to receive.

Approved	Motion to Approve	Seconded	In Favor – 12	Opposed - 0	Abstain - 1
YES	DDH	CGC	MB, VC, HE, RM AC, LCJ, DDH, JE, CGC, KR, JS, RS		NMA

- g) California School Facility Grant Program (SB740) eligibility discussion
 - Estimated funding from the SB740 grant was part of the material revision. Numbers gathered so far show that the Free and Reduced Lunch (FRL) percentage is too low to qualify for this grant. Stonebrae school (neighborhood school, based on Palisade address) FRL rate is decreasing, so we cannot depend on using it as a backup solution. Thanks to Cynthia for building a calculator tool to predict the evolution of the FRL combined percentage. Estimated results show that we will not get this funding.
 - Possible actions: Marketing / Use percentage for 7-12 grades only (Palisade site) / Petition HUSD for re-evaluating current boundaries.
 - Roman: says it is unrealistic to expect us to reach 55%, nor for HUSD to make changes.
 - Doug: should also look to cut expenses if we don't get the funding. It's important to manage the money properly.
 - David Wu: supports asking if the 55% can be site specific (instead of combined rate for both schools). Believes we can reach 55% FRL in 3 years.
 - Amy: thinks it's also unreasonable to ask HUSD about boundaries changes.
 - Elaine: SO is surveying families about siblings planning to enroll at GO for next year.
 - Nikitha: suggests partnering with businesses to generate extra money to support us.
 - Rick: we should pursue all options to get FRL percentage increase.
 - Joe: try to buy Red Hook out after one year (not 3 years), to save money.
 - Jen: Adding early childhood will make outreach easier. Sensitivity by low income families of how it's received to be asked to fill those FRL forms.
 - Nikitha: housing affordability is an issue, which forces many low income families to move out of the area.

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Jorge left the meeting at 7:30pm.

h) Anti-bias / Anti-racist (ABAR) Training – Making Meaning & Forging Next Steps

- Kristin: great training/breakouts. Excited that the board will continue to explore this topic and apply it to the board. And be able to interact with the staff on how to cooperate.
- Roman: more work to be done to put those equity practices in place.
- Doug: valuable training, everybody was attentive and listening to the content.
- Cynthia: shout out to Mwanaisha. Need to practice equity to understand all the topics discussed at the board meetings. Like define abbreviations, acronyms for educating people who may not know their meanings.
- Nikitha: very good start. Board meetings can be very stressful; to get feedback from different groups/persons, the way on how we communicate should be adapted. Especially if new board members don't have relationship with other board members. What signals are we giving into our board space? It should generally be accepted to have different opinions on items brought to the board.
- Elaine: should have a Committee to advise the board on all those items (diversity, equity, policies...), as well as justice, inclusion. Include also community members.
- Nikitha: it's difficult when different opinions are expressed, some people are shy, or views are completely opposed. It is better to ask directly for their feedback, rather than waiting for people to volunteer to speak.
- Luz: as we want to have a more diverse board, remember to apply those practices.
- Form a committee to make recommendations to the board. And schedule second part of training with Mwanaisha. Possible members: Cynthia?, Roman, Nikitha? Helga, Luz.

Action item: Create Ad hoc committee to figure out the long term solution.

Doug left the meeting at 7:45pm.

i) Review and discuss merged board selection process

- Have norms in place on how to create our board space to be diverse. Keep in mind that the board's responsibility is getting the capital campaign done.
- Luz: expressed that the new board should have a range of 13 board members, with only 7 persons being returning board members.
- Nikitha: mentioned that the time expectation needed (weekly/monthly) should be clearly communicated. If a lawyer is involved, need to protect ourselves, but that looks oppressive => institutional bias.
- Amy: job description needs to be updated.
- Roman: suggested to add Nikitha and Nayir to the nominating committee, to bring

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additional perspectives. Amy agreed.

- Kristin: cautioned that both Nikitha and Nayir are newer board members. Need Elaine and Jen. Maybe also someone not on the board (like Dan White or other).
- Amy: try to balance the nominating committee based on equal representations from both GO and SO. Like adding a GO staff member, if Yanira is on it.
- Roman: proposed to have a survey sent to the full board, to determine who the board members think are the top 3 indispensable board members to continue on the merged board => Those 3 board members should be part of the nominating committee (with Elaine/Jen, Nikitha and Nayir).
- Roman described the following process in the chat:
 - 1) Elaine surveys current board re the 3 individuals who would be absolutely essential to continue on the board;
 - 2) Those 2-3 join with HoS, Nikitha, and Nayir on the Nominating Cmte;
 - 3) The Nominating Cmte a) finalizes the job description, b) determines and selects an outside consultant, c) determines the application process for sitting board members,
 - 4) Begins recruiting additional board members to fulfill diversity goals,
 - 5) Prepares the board agenda item for November
- Cynthia suggested reviewing the proposed document and updating it in view to be equitable and reach out to diverse candidates.

5) Adjournment of the joint meeting

8:45pm

Adjourn joint meeting.

Approved	Motion to Approve	Seconded	In Favor – 11	Opposed - 0	Abstain - 0
YES	RS	AC	MB, VC, HE, RM AC, LCJ, CGC, NMA, KR, JS, RS		

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