

Silver Oak High School - Board of Directors Minutes

Thursday, November 5, 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	T	Eckart, Helga	P
Bichard, Murielle	P	McMahon, Rick	P
Cespedes, Vinnie	T		

Golden Oak Board members

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

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

c) Acknowledgements

- Cynthia thanked Elaine and Jen for their presentation at the HUSD hearing and the way they answered the questions.

- Elaine acknowledged Jen, Yanira, Rick, Joe, David, and Murielle for helping with the material revision.

- Luz thanked all board members for their diligence working together.

Roman joined at 6:06pm.

2) Public Comment

There was no public comment

3) Approval of the Joint Meeting Agenda

Approved	Motion to Approve	Seconded	In Favor – 10	Opposed - 0	Abstain - 0
YES	MB	AC	MB, HE, RM AC, LCJ, DDH, CGC, MM, RK, RS		

4) Items for Joint Meeting

a) Material revision Work Group update – Hearing debriefing & next steps

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

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- GO & SO admins met with HUSD (Allan Garde and Evelyn Occasio) to go over the material revision. Enrollment is the main issue, as the numbers of students are higher than the numbers projected in the last renewals for both schools. They asked about our Professional Development plan (what is the scope each year), ensured about no discrimination against Sped students, and requested demographics for the teachers.
- Elaine explained that things have changed compared to what was submitted in April.
- Deadline is end of Monday Nov 9th to send new info and answer questions from HUSD board members. Staff is reviewing the questions, and David & Rick are generating charts about demographics.
- Confirmed 528 students currently enrolled, but will change the projected enrollment numbers, from the material revision, to not be adding any more students, except if later adding 75 students for early childhood.
- Allan Garde asked about the Nominating committee, how board members are elected, as he was not familiar with this process, and if staff was involved in decision making. He was not aware that there is a seat reserved on our board for a HUSD representative.
- Concerns about spending half of what HUSD is spending for SPED.
- Kristin asked what the board can do to help. Jen/Yanira may need help with writing.
- Kristin described April Oquenda's concerns, which are misleading. The vote is for approving the merger, but it seems that they are looking deeper. It just makes sense to acknowledge the areas where we have issues.
- Helga said that she heard no opposition against the merger at the HUSD hearing, just questions.
- Roman inquired about the tone of the meeting, if HUSD was supportive of the merger or not. Elaine replied that it was just informative, they did not take side.
- Rick mentioned that taking more students represent a financial impact on HUSD.
- Murielle mentioned that the biggest issues were the enrollment and explaining the question about being an independent charter school (versus dependent).

Tom joined at 6:31pm.

- Amy asked if HUSD recognized it will be less work with one school. They didn't.

b) Mindfulness Moment – Reflection of our Anti-bias / Anti-racist (ABAR) commitment & follow up on ABAR committee creation – Expectations for December board meeting

Vinnie joined at 6:38pm.

- Cynthia led the boards on 2 reflection questions, giving the opportunity to help us acknowledge how we feel.

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Action item: ABAR Committee to meet and prepare a presentation at the December board meeting to describe their upcoming goals.

c) Action item – Hayward Public Montessori board selection proposal

- This proposal is split in 3 parts.
- Tom thanked Amy and Kristen for defining this process.

1st part: Approval of the job description, time commitment & member qualifications

- Helga commented on the commitment to the capital campaign, that the pledge of a meaningful gift should be removed. Also, the time commitment is a little vague (capital campaign & other projects are not listed). But she liked that passion is described first as a desired qualification.
- Tom replied that making a pledge is a typical requirement for non-profit boards.
- Amy appreciated members' participation in editing the document.
- Roman reminded to ask for public comments as part of this process.
- Cynthia agreed that the time commitment is more than what is listed. Should be between 2h to 10h. She was surprised by the amount of work.
- Kristin reinforced the time commitment. Nominating committee to be explicit about that.

Motion: Approve the job description, time commitment & member qualifications.

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

2nd part: Approval of the remaining proposal (# directors, candidate identification & slate construction process, selection, voting)

- Murielle asked how to fill the empty spaces if we don't have 13 elected board members. Wanted to know more about the process to recruit new board members, or will it just be selecting some returning board members at first?
- Helga asked how many board members are interested in being a candidate for the new board. Elaine could not answer, saying that she needed to tally the answers received.
- Kristin tried to answer Murielle's questions.
- Roman commented that the document was not clear on who is voting to approve the slate of candidates. Current GO/SO boards will be voting (to be added to the document).
- Helga had concerns about having 7 returning board members and 6 new candidates, which is kind of 50%/50%. If the 6 new positions are not filled, having just 7 board members is not many, considering the amount of work to accomplish. She asked to clarify the meaning of "work artifacts". Kristin replied that it should rather be replaced with "examples of work".

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- Tom believes that the goal is to go out in the community and identify new board members. He said the document is well done.

Motion: Approve the remaining of the proposal (# directors, candidate identification & slate construction process, selection, voting). Couple changes: “work artifacts” replaced by “work examples”, add GO/SO board to vote on the slate, fix typo of Feb 4 2020 to 2021.

Approved	Motion to Approve	Seconded	In Favor – 12	Opposed - 0	Abstain - 0
YES	KR	DDH	TB, MB, VC, HE, RM AC, LCJ, DDH, CGC, MM, RK, RS		

3rd part: Approval of one option to create the Nominating Committee (3 options presented).

- Jennine said that she likes the opportunity to have Mwanaisha Sims to ensure equity.
- Steve Gayle prefers option 1, which is a good fit, with the treasurer stirring the direction.
- Murielle’s preference is option 2. She thinks that the Nominating Committee should have board members on it, to continue the same way as it has been operating so far. She’s also glad this process will be over tonight, so that we can move forward with work, as so much time has been spent.
- Amy supports option 3. She previously preferred option 2, as it brings two persons with respectively HR and diversity experience. But option 3 is a good comprise with having Mwanaisha Sims and Dan White providing their expertise.
- Helga also thinks that there should be board members on this Committee, with the addition of Mwanaisha Sims as consultant.
- Cynthia’s final decision is option 3. She initially supported option 2, but agreed that the process to select the board members was not transparent.
- Doug was leaning toward option 1, but now supports option 3.
- Kristin also prefers option 3, as it reflects diversity and HR experience. Our board is not highly functioning yet.
- Mynor is hesitating between options 2 and 3. He supports option 2.
- Rick likes option 3, for its impartiality, and it brings experience.
- Roman supports option 2. But he will recuse from the vote.
- Tom mentioned that since the beginning he strongly believes there should not be any board member as part of this selection process. His choice is option 3. Mwanaisha Sims brings a valuable experience. She’s volunteering her time.
- Vinnie’s preferences are options 3, 2, then 1, in that order.
- There were no additional comments.

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Motion: Approve one option to create the Nominating Committee.

Option 1 (Proposed by Consultant Dan White): Elaine Blasi, Yanira Ledezma, Jen Heeter, Jorge Espinosa, Rick McMahon.

⇒ **No motion**

Option 2 (Proposed by Roman): Elaine surveys current board regarding the 3 individuals who would be absolutely essential to continue on the Hayward Public Montessori Board. Those 2-3 join with HoS (Elaine, Jen, Yanira), Nikitha, and Nayir on the Nominating Committee. The Nominating committee determines and selects an outside consultant (if they choose to do so).

Approved	Motion to Approve	Seconded	In Favor – 4	Opposed - 7	Abstain - 1
NO	MB	MM	MB, VC, HE MM	TB, RM AC, LCJ, DDH, CGC, RK	RS

Option 3 (Proposed by GO and SO Board Chairs): Elaine Blasi, Yanira Ledezma, Jen Heeter, Dan White, Mwanaisha Sims.

Approved	Motion to Approve	Seconded	In Favor – 9	Opposed - 2	Abstain - 1
YES	DDH	AC	TB, VC, RM AC, LCJ, DDH, CGC, MM, RK	MB, HE	RS

- Luz appreciated how people interacted tonight.
- Tom thanked Luz/Amy for running efficiently this action item.
- Roman asked how the committee will function.
- Cynthia raised an equity concern, if Mwanaisha Sims volunteered for this task, and if Dan White is being paid for his participation. Should be identical value for both. Tom will reach out to both to come up with an equitable plan (either both volunteering, or both being paid the same amount).

5) Adjournment of the joint meeting

7:49pm

Adjourn joint meeting.

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

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6) Approval of the Agenda

- ⇒ Item 9a: The Presentation of the California School Dashboard Local Indicators has been removed from the agenda.

Approved	Motion to Approve	Seconded	In Favor – 5	Opposed - 0	Abstain - 0
YES	MB	RM	TB, MB, VC, HE, RM		

7) Consent Agenda

- a) Approval of Minutes from the prior Regular Meeting on Thursday, October 1, 2020
- b) Approval of Minutes from the prior Regular Meeting on Thursday, October 8, 2020
- c) Communications
 1. Treasurer's report
 2. Principal's report

Approved	Motion to Approve	Seconded	In Favor – 5	Opposed - 0	Abstain - 0
YES	TB	RM	TB, MB, VC, HE, RM		

8) Items for Board Consideration

- a) Approval of the WASC strategic plan
 - Minor edits. Page 4, Goal 3: Updated lowest salary for 20-21 from \$59k to \$53k.

Motion: Approve the WASC strategic plan.

Approved	Motion to Approve	Seconded	In Favor - 5	Opposed - 0	Abstain - 0
YES	MB	TB	TB, MB, VC, HE, RM		

- b) Approval of the Board resolution to confirm Murielle Bichard as a bank signer at Union Bank

As a reminder, the Board approved Rick McMahon as an authorized bank signer at Union Bank during their October 10th 2019 board meeting.

Motion: Approve the Board resolution to confirm Murielle Bichard as an additional authorized bank signer at Union Bank.

Approved	Motion to Approve	Seconded	In Favor - 5	Opposed - 0	Abstain - 0
YES	VC	RM	TB, MB, VC, HE, RM		

- c) Election of Board member Emeritus (Chris Pagel nominated)
 - Some changes should be made to the policy, as some of the definition and eligibility criteria listed are not met, even though Chris Pagel merits this status.

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Action item: Tom to email policy (word format) to Murielle.

Motion: Approve Chris Pagel as a Board member Emeritus.

Approved	Motion to Approve	Seconded	In Favor - 5	Opposed - 0	Abstain - 0
YES	TB	VC	TB, MB, VC, HE, RM		

9) Items for Discussion

a) ~~Presentation of the California School Dashboard Local Indicators~~

10) Announcement & adjournment into Closed Session

Conference with Legal Counsel - Anticipated litigation

Significant Exposure to Litigation Pursuant to paragraph (2) of subdivision (d) of Section 54956.9: One Case

11) Reconvene into Open Session

Report actions taken in Closed Session if any.

No action taken in Closed Session.

12) Adjournment

8:20pm

Approved	Motion to Approve	Seconded	In Favor - 5	Opposed - 0	Abstain - 0
YES	VC	MB	TB, MB, VC, HE, RM		

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