

MINUTES

BOARD OF DIRECTORS EDISON-BETHUNE CHARTER ACADEMY

1616 S Fruit Ave, Fresno, CA 93706

September 24, 2015

5:30pm

INSTRUCTIONS FOR PRESENTATIONS TO THE BOARD BY PARENTS AND CITIZENS

The Edison-Bethune Charter Academy (“EBCA”) welcomes your participation at the EBCA Board meetings. The purpose of a public meeting of the Board of Directors (“Board”) is to conduct the affairs of the EBCA in public. Your participation assures us of continuing community interest in our EBCA. To assist you in the ease of speaking/participating in our meetings, the following guidelines are provided:

1. Agendas are available to all audience members at the door to the meeting.
2. “Request to Speak” forms are available to all audience members who wish to speak on any agenda items or under the general category of “Oral Communications.” “Oral Communications” is set aside for members of the audience to raise issues that are not specifically on the agenda. However, due to public meeting laws, the Board can only listen to your issue, not respond or take action. These presentations are limited to three (3) minutes and total time allotted to non-agenda items will not exceed fifteen (15) minutes. The Board may give direction to staff to respond to your concern or you may be offered the option of returning with a citizen-requested item.
3. You may also complete a “Request to Speak” form to address the Board on Agenda items. With regard to such agenda items, you may specify that agenda item on your “Request to Speak” form and you will be given an opportunity to speak for up to five (5) minutes when the Board discusses that item.
4. When addressing the Board, speakers are requested to state their name and address from the podium and adhere to the time limits set forth.
5. Any public records relating to an agenda item for an open session of the Board which are distributed to all, or a majority of all, of the Board members shall be available for public inspection at 1616 S Fruit Ave, Fresno, CA 93706.

In compliance with the Americans with Disabilities Act (ADA) and upon request, the Edison-Bethune Charter Academy may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals who require appropriate alternative modification of the agenda in order participate in Board meetings are invited to contact the Executive Director’s office.

I. PRELIMINARY

A. CALL TO ORDER

Meeting was called to order by the Board Chair at 5:41 pm.

B. ROLL CALL

	Present	Absent
Frances Davis	<u> X </u>	<u> </u>
Gretchen Saldana	<u> </u>	<u> X </u>
Jamie Gearon	<u> </u>	<u> X </u>
Tony Smith	<u> X </u>	<u> </u>
Sonny Uwaoma	<u> X </u>	<u> </u>
Gloria Smith	<u> X </u>	<u> </u>

C. FLAG SALUTE

D. ADOPTION OF AGENDA

Frances asks for motion to approve Agenda... Sonny makes motion to approve minutes... Tony seconds the motion...request for discussion-none needed
Vote FD-Yes GSM-Yes JG-Absent TS-Yes SU-Yes GS-Absent Motion Carried

E. APPROVAL OF MINUTES OF BOARD MEETING OF AUGUST 27, 2015

Frances asks for motion to approve Minutes... Gloria makes motion to approve minutes... Tony seconds the motion...request for discussion-none needed
Vote FD-Yes GSM-Yes JG-Absent TS-Yes SU-Yes GS-Absent Motion Carried

II. COMMUNICATIONS

A. ORAL COMMUNICATIONS: Non-agenda items: no individual presentation shall be for more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation.

The Board may not have complete information available to answer questions and may refer specific concerns to the Executive Director for attention. The Board requests that any person wishing to make complaints against District employees file the appropriate complaint form prior to this meeting. Speakers are cautioned that under California law, no person is immune from liability for making intentionally false or defamatory comments regarding any person simply because these comments are made at a public meeting.

B. For Information:

This is a presentation of information which has occurred since the previous Board meeting. No action will be taken as the report is purely for informational purposes.

Report from Executive Director/Principal – Mr. Garcia asked Mr. Sprattling to share Data from SBAC state test and Mr. Solis to report on Attendance. Save the date of November 20 for Educator of the year awards event. Mr. Sprattling is a Teacher Nominee and Mr. Garcia is a Finalist for Administrator of the year. More details to follow.

Report from Curriculum and Instruction Director – Mr. Sprattling
Mr. Sprattling shared results from the 14-15 California Assessment. ELA we had 37% meeting the standard and above. In Math we had 36 % meeting the standard and above. We also shared a comparison to other districts in the valley we ranked well. We are proud of our ranking when compared to neighboring FUSD schools. This gives us a mark and our goal in to increase from this baseline.

Report from Truancy Mediation Liaison – Mr. Solis

Mr. Solis reported attendance rate 97.2% and discussed importance of pupil engagement for LCAP. We currently have high number of students being pulled out early from school so we will be addressing them case by case. Discipline referrals are down this year.

III. CLOSED SESSION-No need for closed session

IV. PUBLIC SESSION

V. ITEMS SCHEDULED FOR ACTION

- A. 1st Grade Field trip – Fresno State Farm and Planetarium – Oct. 29, 2015
Mr. Moreno presented details of 1st grade to Fresno State Planetarium on 10/29/15. Write up with details of cost and chaperones share with board. Fieldtrip is similar to the trip taken last year.
Frances asks for motion to approve First grade trip... Sonny makes motion to approve minutes...Gloria seconds the motion...request for discussion-none needed
Vote FD-Yes GSM-Yes JG-Absent TS-Yes SU-Yes GS-Absent Motion Carried
- B. 2nd Grade Field trip – Fresno Fair – Oct. 16, 2015
Mrs. Vanoni and Mrs. Gonzales presented details of cost and chaperones to take second grade to Fresno Fair on 10/16/15. Trip is similar to the trip last year.
Frances asks for motion to approve second grade trip... Tony makes motion to approve minutes...Gloria seconds the motion...request for discussion-none needed
Vote FD-Yes GSM-Yes JG-Absent TS-Yes SU-Yes GS-Absent Motion Carried

- C. New Board Member – Rolinda Golden (Biography Provided)
 Rolinda Golden introduces herself and expresses interest to become a new board member to fill vacant seat (Enrique Reade) on EBCA Board. Approached by Mr. Solis to seek her interest. Considers herself a people person wants to join the team to be part of the EBCA leadership. She submitted a biography for board to read.
 Frances asks for motion to approve New Member Rolinda Golden... Tony makes motion to approve minutes...Gloria seconds the motion...request for discussion-none needed
Vote FD-Yes GSM-Yes JG-Absent TS-Yes SU-Yes GS-Absent Motion Carried
- D. Approval of 2014-15 Unaudited Actuals
 Susan presents 2014-15 unaudited actuals. She informs boards we are showing good funding balance. Recommendation is to approve as presented.
 Frances asks for motion to approve 2014-2015 unaudited actuals... Sonny makes motion to approve minutes...Gloria seconds the motion...request for discussion-none needed
Vote FD-Yes GSM-Yes JG-Absent TS-Yes SU-Yes GS-Absent RG-Yes Motion Carried
- E. Health Insurance Increase
 There was an increase in the health insurance policy in the amount of#####. We are recommending that EBCA absorbs the cost for this year.
 Frances asks for motion to approve to absorb the Health Insurance Increase... Sonny makes motion to approve minutes...Tony seconds the motion...request for discussion-none needed
Vote FD-Yes GSM-Yes JG-Absent TS-Yes SU-Yes GS-Absent RG-Yes Motion Carried
- F. Differential Pay Policy
 Discussion held with board to offer Differential pay during maternity leave to our staff. Currently EBCA does not offer. Our recommendation is to begin offering effective this 2015-2016 school year. This is another good faith gesture by EBCA to offer this to help retain teachers. Question was asked if we offer catastrophic policy. Susan will check into cost for such a benefit.
 Frances asks for motion to approve Differential Pay Policy... Tony makes motion to approve minutes...Sonny seconds the motion...request for discussion-none needed
Vote FD-Yes GSM-Yes JG-Absent TS-Yes SU-Yes GS-Absent RG-Yes Motion Carried
- G. Teacher Salary 4% increase
 The budget shared demonstrates that the proposed 4% increase for teachers is an affordable and sustainable cost. We recommend to make this retro to August 2015. The proposal is include the already approved 2% we gave as a COLA off the salary schedule with this proposed 4% increase and add it to the current Teacher salary. Which would result in a 6% increase to teacher salary schedule. Our teachers have proven to deliver good test scores year after year and currently work a longer day than FUSD. This proposal will help close the gap between EBCA salaries and FUSD salaries for teachers. We hope that closing the gap will

help us retain and recruit teachers.

Frances asks for motion to approve the additional 4% increase to teacher salary schedule... Tony makes motion to approve minutes...Gloria seconds the motion...request for discussion-none needed

Vote FD-Yes GSM-Yes JG-Absent TS-Yes SU-Yes GS-Absent RG-Yes Motion Carried

VI. ITEMS SCHEDULED FOR DISCUSSION

A. Discuss the Parent Concerns from the August Board Meeting Exert from the August Board Minutes:

- Lack of African American Teachers and feels that students need role models. In addition they had concerns about the following procedures/conditions at EBCA:
 - Recruiting Practices
 - Working Conditions
 - Needs Assessments
 - Diversity Training
- Concern that students can't play with other kids at lunch recess
- Concern about new hires and employee turnover
- Unfriendly Atmosphere by both Teachers and Office Staff
- Procedures for resolution of Parent concerns at Board Meetings
- Follow up on concern about hiring – need specific information about who is over the Board
- Parent concerned about EBCA not meeting her student's needs – student needs more ESL.
- Concern for students needs not being met, and mentioned that there are unhappy students and parents – EBCA needs to address Parent's needs.

Board held an open discussion to address some of the concerns brought up at last meeting which included, Lack of African American Teachers. The board stated they would not discuss personnel matters in public. We have in place a nondiscrimination hiring policy. We use EdJOIN as the site where Job is advertised and applications are submitted. We attended Fresno State and Fresno Pacific recruitment fairs to recruit teachers. We had no African Americans apply for any teaching position. Parent Lisa Garrett concern is where did African American teachers go? Frances Davis stated that teachers leave for many reasons such as trying to retired at a higher salary, longer hours at EBCA, more money at other districts, Tony Smith stated that matters to him is that we hire teachers that care and are the most qualified. Board was asked by parent if they were here for African American students. Frances answered that she is here for all students and other board members stated the same as Frances. Frances encouraged parents that if they know of highly qualified African American teachers to have them apply.

B. Field Trip approval process

Board gave us direction that future field trip proposals just need a written summary of proposed field trip to be submitted. No need for teachers presenting.

VIII. BOARD TRAINING – September 24, 2015 (we changed the order from the agenda)

- A. Young, Minney and Corr, LLP – Daniel Robertson provide the board training on the Brown Act.

VII. ADJOURNMENT (7:15 we took a break until 7:30 then went out of order to Board Training)

The meeting was adjourned at 9:40 PM.

NEXT MEETING: October 22, 2015