**June 1, 2014, 6:30 PM**

**5328 Brann Street, Oakland, CA 94619**

**Minutes from the Regular Meeting of the Urban Montessori Charter School**

**Attendance:** Faliliah Bilal, Hae-Sin Thomas, Tony Emerson on the phone, Randy Weiner (quorum is 4).

**Guests:** Alan Ayres, Dana Hull

7:22 – Meeting called to order; Ms. Thomas performed roll call in Mr. Laub’s absence.

7:23 – Appreciations

Mr. Weiner appreciated the public. Ms. Bilal appreciated the leadership and the staff.

7:24 – Public Comment

Dana Hull and Alan Ayres. Ms. Hull shares that parents are worried about some of the other staffing decisions and that communications around those decisions would alleviate parent concerns.

7:25 – Executive Salaries

Mr. Weiner shares the data in front of us reviewing average salaries of executives – from CCSA and from EdTEC. We are required to look at comparable administrative salaries before we vote on contracts for executives. Ms. Thomas shares the salary of an elementary administrator with 6+ years of experience from school districts in the area. Approximately - 110k from Berkeley and Alameda. 115k from SF Unified. 125k from Hayward Unified. 90k from OUSD. Ms. Bilal asks about the enrollment of the school - approximately 300 students. Ms. Hull asks what we are considering with respect to salary. Ms. Thomas and Mr. Weiner clarify that we will deliberate on that in closed session and announce the terms following closed session. Ms. Bilal asks if we can announce the terms, and Mr. Weiner clarifies that he would prefer to follow the process and protocol as indicated on the agenda. He asks Ms. Thomas to clarify if the district salaries are averages or step and column. She clarifies step and column for administrators with 6 or more years of experience.

7:35 – Open session is closed.

7:35 – Closed session begins.

8:50 - Closed session adjourns.

8:50 – Open session is reconvened.

8:51 – Resolution of the Board of Directors of Urban Montessori Charter School that the Board of Directors has done its due diligence around executive compensation and reviewed comparability data of other California schools.

Mr. Weiner reads the Resolution and reviews the unique benefits that the Head of Schools candidate brings to the charter school. He asks for comments from the public. Mr. Weiner asks for comments or questions. Ms. McAfee makes a motion to approve. Ms. Bilal seconds the motion.

McAfee – Aye

Bilal - Aye

Thomas – Aye

Emerson – Aye

Weiner –Aye

Motion passes.

8:54 – Employment contract and Acting Head of Schools Appointment for David Castillo

Mr. Weiner reviews that for purposes of compliance, we are not required to announce the name. However, this is not the most transparent process. He shares OUSD just completed a superintendent search without revealing the candidate’s names, that we are not required to respect the candidate’s confidentiality request, that the Board struggled with the candidate’s request. However, he wants to clarify we want to be as transparent as possible. Mr. Weiner reviews the process of appointing the acting head of schools and approving the contract.

Mr. Weiner shares that the candidate is David Castillo. His resume is shared. The terms of employment - $115,000 annually with a $5,000 bonus opportunity if the school hits 96% ADA. He is entitled to benefits, holidays, 20 vacation days, and 8 sick/personal days. Mr. Weiner reviews the terms of the contract specific to evaluation. He clarifies that should the Board act tonight to approve the contract, the contract is not yet executed until David Castillo signs the contract. He also reviews the language in the contract that clarifies the process for convert from acting head of school to head of school. A process will be presented by July 31, and the Board will vote by September 31 with the right to adjust the dates as needed.

The public asks what the tradeoffs are for moving him from acting to head of school quickly versus allowing him to complete the school year. Mr. Weiner clarifies that the acting is semantics as the contract is at-will. Ms. Thomas clarifies that the contract is at-will, that the acting is important to clarify we have not done a comprehensive process. In addition, politically, for the purposes of renewal, a faster process presents the school in a stronger light. Public comment that her experience with David as a board member was that he was very thoughtful and came to staff appreciation. Mr. Weiner shares that when we vetted him for the board, the staff had already requested that he act as a liaison to the staff from the Board. Ms. Bilal shares that she is excited that we went from one extreme to another extreme in our leaders in the first 2 years; excited that David is more moderate and she feels he is inspiring; reminds her of Peppina. She experienced him as a dynamic leader; that we all know that people fund people. That he is dynamic and inspiring. Ms. Bilal is also sharing how important it is for the teachers to have someone who can lead them, who inspires them. Ms. Thomas shares that she has known him for a long time. That he has led charters effectively in this city. That he is perceived as thoughtful and fair and has thus moved the charter agenda farther than it has ever been – being included in the parcel tax, sharing district facilities. Ms. McAfee shares her experience of David is from board meetings; that he had such strong understanding of the HOS position. She wants the teachers to feel supported, have someone who has the experience to help them problem solve.

Public shares that teachers appear to have met him. Mr. Weiner shares that some have, but that is part of the reason for the acting position. Not all teachers had the opportunity to meet him. Very important stakeholders were not at the table. We want to create the opportunity to create greater involvement. Public asks what the roll-out plan for introducing David. Mr. Weiner shares that David will write a letter once the contract is signed and finalized. He wants the FAC to come work with David to identify a roll out plan that introduces him to the community. Mr. Ayres asks if there was a process to select David. Mr. Weiner shares that David volunteered himself when it became clear we were going to have a HOS vacancy. Select members of the Board met with him and interviewed him. He then met with select staff. A board member did reference checks. The team who met with David then presented their information to the Board in closed session at last week’s board meeting, and the full Board deliberated last week.

Ms. Thomas makes a motion to approve the employment agreement to hire David Castillo as the acting head of schools and the terms as indicated in the agreement. Ms. Bilal seconds.

McAfee – Aye

Bilal - Aye

Thomas – Aye

Emerson – Aye

Weiner –Aye

Motion passes.

9:24 – Meeting adjourned.