

Minutes of the California Montessori Project Regular Meeting of the Governing Board April 8, 2024

Meeting Information

- **Date:** Monday, April 8, 2024
- **Time:** 5:30 p.m.
- **Location:** CMP-Carmichael, 5325 Engle Road, Ste 200, Pacific Room, Carmichael, CA 95608
- **Remote Locations**
 - **CMP-American River:** 6838 Kermit Lane, Fair Oaks, CA 95628
 - **CMP-Capitol:** 2635 Chestnut Hill Drive, Sacramento, CA 95826
 - **CMP-Elk Grove @ Bradshaw:** 9649 Bradshaw Road, CA 95624
 - **CMP-Elk Grove @ Elk Grove Blvd:** 8828 Elk Grove Blvd, Suite 4, CA 95624
 - **CMP-Shingle Springs:** 4709 Buckeye Road, Shingle Springs, CA 95682
 - **CMP-Orangevale:** 6545 Beech Avenue, Orangevale, CA 95662
- **Zoom link:** <https://us02web.zoom.us/j/88340850001?pwd=V2p5WF13NWg1UHU4VW4re1VrZ1dLZz09>
Passcode: ELkJK
One tap mobile: 1-669-900-6833, 88340850001#, *554438#US
Or join by phone: +1 669 900 6833, or +1 669 444 9171; Webinar ID: 883 4085 0001; Passcode: 554438
- **Emergency Contact:** Brett Barley (408) 489-3906 or Carrie Klagenberg (916) 971-2432 ext. 100

The CMP Governing Board currently conducts in-person Governing Board Meetings from the CMP-Carmichael Campus in the Pacific Room with an opportunity to join via Zoom at any of the CMP School Sites allowing for educational partners to attend, and provide public comment, from their local campus. Each site will have two representatives (campus monitors) hosting the site meeting space. Upon arrival at your local campus, please look for signs directing you to the meeting room.

Educational Partners may also join via Zoom from any alternate location and provide live public comment from that location.

If you are attending at one of the physical locations and have a public comment, please fill out the [Speaker Card](#) and hand it to your campus monitor, or Board Secretary. If you are attending from any alternate location and have public comment, please submit public comment through the Google Form here: [Request to Address the Governing Board](#). Both forms can also be located on the Governing Board Page of the [CMP Website](#).

If you wish to submit a public comment on more than one agenda item, please submit a separate form for each item on which you are commenting. Note, speaker cards can be submitted up until an item has a motion made on it. Speakers will be called to the microphone by campus and via Zoom per agenda item.

All public comments will be limited to three (3) minutes each and total time allotted to non-agenda items will not exceed fifteen (15) minutes. If an interpreter is needed for comments, they will be translated to English and the time limit shall be six (6) minutes. The Board may limit the total time for public comment to a reasonable time. Under the Ralph M. Brown Act, the Board is unable to respond to any individual comments or questions regarding items not on the agenda; however, the Board listens carefully to, and reads, all public comments and appreciates community input and participation. The Board reserves the right to mute or remove a participant from the meeting if the participant unreasonably disrupts the Board meeting.

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Access to Board Materials: A copy of the written materials, which will be submitted to the Board, may be reviewed by any interested persons on the California Montessori Project's website along with this agenda, following the posting of the agenda at least 72 hours in advance of this meeting.

Disability Access: Requests for disability-related modifications or accommodations to participate in this public meeting should be made 24 hours prior to the meeting by calling (916) 971-2432 ext. 100. All efforts will be made for reasonable accommodations. The agenda and public documents can be modified upon request as required by Section 202 of the Americans with Disabilities Act.

One or more board members may qualify to participate in the meeting virtually without agendizing their location pursuant to Government Code Section 54953(e). Such circumstances, to the extent not agendized, will be addressed following roll call. In the event one or more board members participates virtually under Section 54953(e) members of the public may attend and address the Board during public comment period(s) at the meeting location(s) identified above, and may also attend virtually and address the Board during public comment period(s) by logging into the Zoom, or dialing in, using the posted link/s.



Minutes April 8, 2024

Meeting Call to Order and Roll Call: 5:32pm

| Board Member Names and Titles for Roll Call | | | |
|---|---|---|--|
| x | Julia Sweeney - Business Representative 1 | x | Renée Dall - Parent Representative, San Juan |
| x | Bob Lewis - Business Representative 2 | x | Jenna Westbrook-Kline - Parent Representative, Capitol |
| | Laura Kerr - Charter Representative | | Aaron Walker - Parent Representative, Elk Grove |
| x | Mickey Slamkowski - Montessori Representative | x | Ann Curtis - Parent Representative, Shingle Springs |
| | Scott Richards - Community Representative | | |

Communication from the Public: 5:35pm

- **Public Comment:** This portion of the meeting is set aside for members of the audience to address the Governing Board regarding matters on the Agenda and matters not on the agenda.
 - **Agenda Items:** For matters on the agenda for this meeting, members of the public may speak during this time or before such agenda items are addressed by the Board. Presentations on agenda items during this portion of the meeting are limited to up to three (3) minutes each and total time allotted to such items shall not exceed fifteen (15) minutes.
 - **Public Comment:** None.
 - **Non-agenda Items:** For matters not on the agenda, presentations shall be limited for up to three (3) minutes each and a total time allotted for such items will not exceed fifteen (15) minutes. The Board is not allowed to discuss or act on any item which is not on the agenda, except as authorized by Government Code Section 54954.2.
 - **Public Comment:** The Board heard from the following educational partners:
 - Tim Taylor, community member and former Executive Director at California Small School District Association, congratulated Brett on his new position.

Let the minutes reflect Aaron Walker joined the meeting at 5:38 pm

Informational Items: 5:40pm

1. **Montessori Material Demonstration:** CMP Capitol student Jamieson Engle showcased the Checker Board which is a Montessori multiplication material.

Let the minutes reflect Scott Richards joined the meeting at 5:41 pm

Let the minutes reflect Laura Kerr joined the meeting at 5:46 pm

2. **Public Recognition:** Shingle Springs Principal Sara Meece thanked Micah Smith with Tailored Tree Service, CMP parents Clint Ayler and Melissa Mennucci, CMP staff members Nick Schade and Allison Robertson, and everyone that supported the tree removal, clean up, and moving the Aspen Class to the library over Spring break.

Public Hearing: 5:54pm

- **Public Hearing: Board Receives Input Regarding Proposed Superintendent Search Plan**
(Attachment A4)

The Board heard from the following educational partners regarding the proposed Superintendent Search Plan:

- Azy Pendleton, CMP-Carmichael, provided the Board with her thoughts regarding the Superintendent Search and finding a candidate who can support CMP’s core values of community, parent involvement, teacher collaboration, and Montessori.
- Jamie Cano, CMP-Carmichael, spoke to her teaching career and her path to Montessori. She shared the success of Montessori Methodology in general.

- Kaelle Allen, CMP-Carmichael, hopes the next Superintendent will focus the network on the Montessori philosophy and curriculum that has brought many staff, teachers and families to CMP. She hopes the next Superintendent is someone who can lead in our mission and maintain the heart of the California Montessori Project.
- Jason Williams, CMP-Carmichael, shared he would like to see a superintendent who is rooted in Montessori philosophy and who is humble, has a sense of community and family.
- Meagan Yeti, CMP-Carmichael, is hoping for a superintendent who listens and makes people feel heard in addition to a person who will have teachers focus on one curriculum.

Consent Items: 6:12pm

1. **Minutes from the Governing Board Meeting of March 11, 2024** (Attachment C1)
2. **Minutes from the Special Governing Board Meeting of March 21, 2024** (Attachment C2)
3. **MPF 2021-990 Tax Returns** (Attachment C3)
4. **CMP 2021-990 Tax Returns** (Attachment C4)
5. **Renewal of MOU between SJUSD and CMP-San Juan Campuses** (Attachment C5)

Board Member Dall pulled Consent Items #4 and #5: CMP 2021-990 Tax Returns and the Renewal of MOU between SJUSD and CMP-San Juan Campuses.

Ann Curtis made a motion to approve the consent agenda. Bob Lewis seconded the motion. Motion carried unanimously (AYES: Sweeney, Lewis, Kerr, Slamkowski, Richards, Dall, Westbrook-Kline, Walker, Curtis; NOES: None; ABSENT: None].

Informational Items: 6:15pm

3. **Expanded Learning Opportunity Program and Club M Update:** Director of Student Services Stephanie Garrettson and ELOP Coordinator Emilie Beecroft provided the Board with an Expanded Learning Opportunity Program and Club M Update. The pair covered topics such as waitlists, rates, strategies for strengthening academic programming, and professional development for Club M staff.
4. **2024-25 LCAP and Budget Meetings:** Director of Charter Compliance Stephanie Garrettson provided the Board with an overview of the 2024-2025 LCAP and Budget Meeting Schedule.
5. **Human Resources Update:** Senior Director of Operations Joanne Ahola and HR Analyst & Credential Auditor Jen Rosenberg provided the Board with an HR update covering topics such as teaching pathways and teacher retention data, special education staffing trends and contract costs, staff attendance and substitute costs, as well as a Director of Technology and Director of Development update.

Action Items: 7:55pm

1. **Pay Scale-Human Resources Coordinator** (Attachment A1)
 - **Comment:** CMP's Human Resources team is currently staffed by an HR Analyst, an HR Specialist and a half-time Administrative Assistant. We are currently hiring for an HR Clerk to backfill a position that was recently vacated. Staff would like to create and move a current staff member into an HR Coordinator position. The staffing footprint for HR would remain the same at this time. This position will hold decision making authority over our staff recruitment work, onboarding work, and employee wellness. This position will also support the onboarding and management of our new HRIS system, Paycor.
 - **Recommendation:** Staff recommend the Board approve the Human Resources Coordinator pay scale.

Jenna Westbrook-Kline made a motion to approve the Human Resources Coordinator pay scale. Mickey Slamkowski seconded the motion. Motion carried unanimously [AYES: Sweeney, Lewis, Kerr, Slamkowski, Richards, Dall, Westbrook-Kline, Walker, Curtis; NOES: None; ABSENT: None].

2. **Pay Scale-Director of Development** (Attachment A2)

- **Comment:** CMP's Human Resources team has been actively recruiting for the Director of Development position for several months. In our search, we have offered the position to the most qualified candidates who have declined based on CMP's adopted pay scale. This is a new position for CMP and not a typical public-school based position and for those reasons, HR has pulled updated comps for education non-profits/education institutions currently recruiting similar roles and HR has updated the pay scale to be more competitive.
- **Recommendation:** Staff recommend the Board approve the updated Director of Development pay scale.

Jenna Westbrook-Kline made a motion to approve the Director of Development pay scale. Bob Lewis seconded the motion. Motion carried unanimously [AYES: Sweeney, Lewis, Kerr, Slamkowski, Richards, Dall, Westbrook-Kline, Walker, Curtis; NOES: None; ABSENT: None].

3. **Pay Scale-Speech and Language Pathologist** (Attachment A3)

- **Comment:** HR is in the process of reviewing salary comps for the most hard to fill and retain staffing positions in special education at CMP in an effort to reduce the need for outside service contracts. CMP has spent nearly \$500,000 in contract costs for Speech and Language Pathologist this school year.
- **Recommendation:** After review of comparative salary schedules across Sacramento and Butte Counties, staff recommend the Board approve the updated Speech and Language Pathologist pay scale.

Bob Lewis made a motion to approve the Speech and Language Pathologist pay scale. Laura Kerr seconded the motion. Motion carried unanimously [AYES: Sweeney, Lewis, Kerr, Slamkowski, Richards, Dall, Westbrook-Kline, Walker, Curtis; NOES: None; ABSENT: None].

4. **Approval of the Superintendent Search Plan** (Attachment A4)

- **Comment:** On March 21, 2024 the Governing Board of the California Montessori Project (CMP) directed an ad hoc committee of three members to prepare a recommended Superintendent Search Plan for the Governing Board and greater community to review and provide feedback. The Superintendent Search plan provides a high-level overview of the recommended process and timeline for this important leadership transition.
- **Recommendation:** The Board is requested to approve the Superintendent Search Plan.

Public Comment: The Board heard from the following educational partners:

- Tim Taylor, community member and former Executive Director at CA Small School District Association, commended the search committee for their Superintendent Search Plan and the opportunity to hear from staff. Mr. Taylor suggested CMP focus on a superintendent who can also manage the organization's fiscal solvency and student success on state assessments which are important to Charter Renewal. He also emphasized Phase 6 and placing someone in May or June 2025 for overlap with the Interim Superintendent.
- Christine Cordero, CMP-Central Admin, shared Montessori and the additional curricula CMP uses are not mutually exclusive and that no one program works for everyone. She cited material where Common Core and Montessori can exist together.

Scott Richards made a motion to approve the Superintendent Search Plan as presented. Bob Lewis seconded the motion. Motion carried unanimously [AYES: Sweeney, Lewis, Kerr, Slamkowski, Richards, Dall, Westbrook-Kline, Walker, Curtis; NOES: None; ABSENT: None].

Action Items Continued

- **Consent Item #4: CMP 2021-990 Tax Returns** (Attachment C4)
Bob Lewis made a motion to defer the tax item to May. Jenna Westbrook-Kline seconded the motion. Motion carried unanimously [AYES: Sweeney, Lewis, Kerr, Slamkowski, Richards, Dall, Westbrook-Kline, Walker, Curtis; NOES: None; ABSENT: None].
- **Consent Item #5: Renewal of MOU between SJUSD and CMP-San Juan Campuses** (Attachment C5)
Ann Curtis made a motion to approve the Renewal of MOU between SJUSD and CMP-San Juan Campuses with the updated dates of July 1, 2024 – June 30, 2027. Mickey Slamkowski seconded the motion. Motion carried unanimously [AYES: Sweeney, Lewis, Kerr, Slamkowski, Richards, Dall, Westbrook-Kline, Walker, Curtis; NOES: None; ABSENT: None].

Discussion Items and Closing Comments: Suggested Items for Discussion at Future Meetings presented by Board Members.

- Special Meetings: April 18, 2024; April 22, 2024.
- SELPA Sponsored Student Behavior Training on May 11, 2024

Closed Session 9:07pm

CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (Paragraph (1) of subdivision (d) of Government Code Section 54956.9) Sacramento County Superior Court Case No. 23CV006111

Jenna Westbrook-Kline made a motion to move into closed session. Renée Dall seconded the motion. Motion carried unanimously [AYES: Sweeney, Lewis, Kerr, Slamkowski, Richards, Dall, Westbrook-Kline, Walker, Curtis; NOES: None; ABSENT: None].

Reconvene to Open Session

The Board reported the following from closed session: On October 9, 2023, in closed session, the Board authorized that a settlement offer of \$25,000 be made to settle this lawsuit and directed legal counsel and the Superintendent to make this offer. The board voted unanimously to approve this offer with board members Julia Sweeney, Bob Lewis, Mickey Slamkowski, Renee Dall, Jenna Westbrook Kline, and Ann Curtis in attendance and voting in favor. This action was initially reported out on October 9, 2023 as direction to legal counsel and the Superintendent regarding this Closed Session Agenda item.

The offer was made and accepted on March 28, 2024, the court entered an order dismissing the action. With the offer and settlement having now been finalized as of March 28, 2024, the terms of the October 9, 2023 Board directions are hereby reported out.

Meeting Adjournment: 9:00pm

Renée Dall made a motion to adjourn the April 8, 2024 meeting of the Governing Board. Bob Lewis seconded the motion. Motion carried unanimously [AYES: Sweeney, Lewis, Kerr, Slamkowski, Richards, Dall, Westbrook-Kline, Walker, Curtis; NOES: None; ABSENT: None].

Upcoming Governing Board Meetings:

- **2023-2024 School Year:** 4/18/24 (special meeting); 4/22/24 (special meeting); 5/13/24 (CAP hosting); 6/10/24 (annual meeting).

PUBLIC NOTICES

A video or audio tape recording may be made at any Board meeting. A recording is being made at the beginning of the meeting, and the recorder shall be placed in plain view of all persons present, insofar as possible.