

FEASTER CHARTER SCHOOL

FEASTER CHARTER BOARD

Wednesday – April 10, 2019

4:30 p.m.

Room 401

MINUTES

***Public Oral Communication on Items Not Listed on Agenda**
(3 minutes maximum per speaker, 15 minutes total)

I. Preliminary

A. Call to Order @4:37

B. Roll Call

	Present	Absent
Anna Cabral	<u> x </u>	<u> </u>
Laura Humphreys	<u> x </u>	<u> </u>
Ashley Lopez	<u> </u>	<u> x </u>
Bertha Lopez	<u> x </u>	<u> </u>
Roel Mislan	<u> x </u>	<u> </u>
Robert Sandoval	<u> x </u>	<u> </u>
Heather Galyen	<u> x </u>	<u> </u>

C. Approval of Minutes - March 13, 2019 Meeting

Motion: Laura Humphreys

Second: Anna Cabral

Vote: Ashley Lopez, Bertha Lopez, Roel Mislan, Robert Sandoval, Heather Galyen

II. Communications

A. *Oral Communications: Community –

III. Items Scheduled for Information

A. Feaster's Teacher Salary Schedule & Teacher Retention

Anna Cabral shares a brief report summarizing the topics discussed when they met with the attorney

- 3/19/19 about 1.5 hours
- Discussed the school charter, LACP, teacher retention
- Brought up items in school charter regarding stipends

- Element 4 – overview of governance, the board is here to approve, monitor and review LCAP goals
 - Element 13 – salary guideline
 - Staff will be compensated for cost of living, stipend, and performance
 - Teachers may receive a stipend
- Anna shares that she went into the meeting to get an idea of how to put the stipend into action
 - The stipends that have been given to CVESD were for special education
- The lawyer did suggest that we use programs – like a target group
 - Would be as budget allows
 - This would be like buying a product
 - Review contracts, review performance of teachers
- Bertha shares that she asked about whether or not it can be tied to a goal in order to not be a gift of public funds
- Bertha shares that we need to discuss more for the accountability piece
- Bertha reviews salary schedules
 - Mueller does not compare because they work 199 days
 - CVLCC and Feaster staff members work 185 days
- Teachers who left 10-12 is an average
 - Last year, it was 13 total teachers who left
 - Out of the 13 people, it is an estimated number of 6 (?) teachers who left because there was nothing in place for retainment
- Bertha shares that she is very concerned with attracting teachers
 - She suggests that we offer the right amount of money
 - She also suggests that we look at the salary schedule classes
 - This would mean that not everyone who was proposed would be getting an incentive
- Our contract states that we need to give contracts by 4/15/2019
- Roel asks some clarifying questions regarding target groups:
 - The target groups are just examples shared by Ms. Cabral
 - The salary schedule is to make sure that our pay is attractive to the perspective and existing staff members who would be impacted by a stipend
- Bertha shares that this will take time
- Roel shares that we need to:
 - Discuss with Reggie
 - Figure out legal options
 - Discuss as a board
- Roel shares that, yes, sometimes teachers do leave because they are unhappy but that is not the only thing that we are looking at when considering teacher retention
- Mr. Velasco shares that the incentive was discussed and the root causes for teachers leaving was discussed
- Mr. Sandoval shares that he is wondering about exit interviews when teachers leave
 - Mr. Velasco shares that exit interviews will be added and done
 - We will use that information to reflect on the data

- There is a concern over the honesty of what is shared so these will be done but may also need to be taken with the recognition that they are flawed at times
 - Laura Humphreys suggests that we make them anonymous
- Mr. Sandoval shares that he has talked with parents about the stipend
 - Transparency piece
 - What is it connected to?
- Laura shares that the accountability piece is not air tight
 - Heather makes the point that these are two separate goals – testing and teacher retention
 - Roel asks about using the Hanover survey as an accountability piece
- Bertha Lopez proposes that we form a committee with at least 3 board members to see a teacher from every grade level as a representative from each grade level
 - Bertha wants to have the four options on the table and have the following discussed
 - Leave the salary schedule as is – Berta addresses the points the teachers have made during the reflection meeting that would add additional costs to the school (ie designated planning time)
 - Connecting the stipend to accountability and assessment data (“base performance”) so that the target group gets a part of the stipend for performance and an additional amount for the retention plan, accountability would be based on goals that are decided (committee should come up with goals to be included)
 - Adding entire dollar amount of the stipend to the salary schedule with an asterisk attached to each target group
 - Adding a percentage on the first class to show the stipend and adding a different percentage in the middle somewhere based on the target groups that we have difficulty retaining (Berta refers to these as the cells in the salary schedule)
 - Committee will also:
 - Attaching to an LCAP goal to identify the target group
 - Create goals as a committee that are connected to the stipend being offered
 - Draft of proposal is requested by Anna Cabral
- Mr. Velasco shares that we will create an ad hoc committee with four teachers who will then meet with the board and discuss the options proposed
 - Anna Cabral
 - Bertha Lopez
 - Robert Sandoval
 - Reggie DePass
- The ad hoc committee will bring these options and ideas to subsequent board meetings

Motion: Roel Mislan

Second: Laura Humphreys

Vote: Ashley Lopez, Bertha Lopez, Anna Cabral, Robert Sandoval, Heather Galyen

***Public Oral Communications-Members of the public wishing to provide the board public testimony on items not listed on today's agenda must either call the Feaster Office, Board Secretary at 619-422-8397 by 4:00 PM, the day of the board meeting or submit a "Public Testimony Request Form" to the Board Secretary prior to the beginning of "Public Testimony." Hearings are limited to a maximum of fifteen minutes per subject with a maximum of three minutes per speaker. No deferral time is allowed.**