

**NEW OPPORTUNITIES ORGANIZATION, INC.
SPECIAL BOARD OF EDUCATION MEETING**

Meeting Location

Family First Charter School

110 S. LA BREA AVENUE, SUITE 305A, INGLEWOOD CA 90301

TUESDAY, NOVEMBER 28, 2017

OPEN SESSION AT 5:30 P.M.

(Prepared and distributed: 11/27/17)

This legislative body conducts business under the meeting requirements of the Ralph M. Brown Act.

NOTICE OF INTENT TO RECORD

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MEETING AGENDA & RELATED MATERIALS

Agendas for regular board meetings as defined by the Brown Act will be posted at the meeting site and the legislative body's website, if applicable, 72 hours prior to the start of the meeting. Agendas for special meetings as defined by the Brown Act will be posted at the meeting site and the legislative body's website, if applicable, 24 hours prior to the start of the meeting. Materials relating to an agenda topic that is a matter of public record in open session, will be made available for public inspection 72 hours prior to the start of the meeting, or, alternatively, when the materials are distributed to at least a majority of board members.

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE

Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY

The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

SPECIAL PRESENTATIONS MAY BE MADE

Notice is hereby given that, consistent with the requirements of the *Bagley-Keene Open Meeting Act*, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only.

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FOR MORE INFORMATION

For more information concerning this agenda or for materials relating to this meeting, please call the office of the Executive Director at 4953 Marine Ave., Lawndale, CA 90260, (310) 355-0001, at least 48 hours prior to the meeting.

TELECONFERENCE PARTICIPATION

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1. **CALL TO ORDER:** *President Konig called the meeting to order at 5:40 pm.*
 - a. *FLAG SALUTE – Due to the nature of the teleconference, there was no Flag Salute.*
 - b. *ROLL CALL – All members were present except Clerk Camberos who had connectivity issues and was not able to properly join the teleconference. Member Carrillo joined the meeting at 5:50pm.*

2. APPROVAL OF AGENDA

Motion: Konig
 Second: Erlandson
 Vote: 2/0

Member	Aye	Nay	Abstain
Konig	X		
Camberos			
Carrillo			
Erlandson	X		
Vacant			

3. **PUBLIC COMMENTS** – *There were no public comments*

4. INFORMATIONAL ITEMS

- a. *California School Dashboard New Opportunities Charter School Local Indicators – Dr. Everardo Carvajal proceeded to present the Dashboard indicators for New Opportunities Charter. President Konig requested clarification on why on the power point slides the indicators appeared as N/A; Dr. Carvajal explained that once the information is uploaded, the CDE website would reflect them as met.*
- b. *California School Dashboard Family First Charter School Local Indicators – Dr. Carvajal proceeded to explain how the Family First Charter School indicators were aligned to the charter’s LCAP, and once uploaded to CDE, would also reflect as met.*

5. DISCUSSION & ACTION ITEMS

- a. *Approval of one time Appreciation Bonus to charter staff exclusive of site administrators and directors. – President Konig asked for the full financial impact. Operations Director Rosas responded the impact would be \$26,500. Executive Director Guzman proceed to explain the reasoning behind this request including full staff participation in the WASC and Renewal processes, which brought positive results to both instances. This being a positive way to recognize everyone’s efforts.*

Motion: Konig
 Second: Carrillo
 Vote: 3/0

Member	Aye	Nay	Abstain
Konig	X		
Camberos			
Carrillo	X		
Erlandson	X		
Vacant			

b. Approval of new director positions and recommended salary schedules – *President Konig requested that Executive Director Guzman provide the background on this item. Mr. Guzman explained that once the new school year started it was evident some adjustments needed to be made to meet the needs of the schools. No new staff was being added, but duties had changed with added responsibilities. He also explained that we may have additional changes in titles including renaming site directors to Principals. He also commented that our EdTec account manager, Chang Patel, asked if these were new positions, and she was informed these are not new positions, but some will receive a bump in compensation when their titles changed. President Konig asked what was the previous salary scale for these 2 positions, Mr. Guzman explained that Mr. Pena was on the Site Director’s scale currently either \$105,000 to \$109,000; and Ms. Bauer was being paid on an hourly basis, and was receiving around \$90,000+ working 6 hours per day, and would now be full time at 8 hours. President Konig asked how they get to the next step, for example longevity. Mr. Guzman confirmed that was the case. Member Erlandson wanted clarification on what exactly is a Reentry Director. Mr. Guzman explained this position oversees all reentry coordinators at different sites, goes inside jail facilities and makes presentations to our partners and the community. President Konig wanted to know how these salaries compare to teacher’s salaries. Mr. Guzman explained the uniqueness of our program and how other organizations, for example Five Keys, compensate their teachers. Ms. Rosas further explained that our teachers work 210 days and 6.5 hours per day, but if they were to work a full year at 261 days and 8 hours per day, at \$47.50 per hour, their entry level compensation would be around \$90,000+, so these director positions are not too far from what a teacher makes, the difference is teachers work 1/3 less time. President Konig wanted further clarification on why the new job descriptions referred to 244 days. Ms. Rosas explained that a full calendar year is 261 days minus 17 holidays, but the whole year is considered for compensation purposes.*

Motion: Konig
 Second: Erlandson
 Vote: 3/0

Member	Aye	Nay	Abstain
Konig	X		
Camberos			
Carrillo	X		
Erlandson	X		
Vacant			

6. **BOARD MEMBER REPORTS** – Ms. Erlandson announced that her organization is seeking for volunteers and sponsors for her organization’s annual community event on 12/16/17. Mr. Guzman offered to forward information to all.

7. **EXECUTIVE DIRECTOR REPORT** – Executive Director Guzman thanked the Board for the support received during the charters renewal process. He thanked Jeff Hilger, Dr. Carvajal, Carmen Rosas, reporting there was a whole team effort that made the positive results. He noted the new petition is now a solid petition and reflects who we are today. Mr. Guzman also mentioned the district’s team including Dr. Ho, and several CV board members had reached out to us providing support in the process of these new 5 years of partnership.

8. **ADJOURNMENT** – President Konig adjourned the meeting at 6:16 pm. Next board meeting scheduled for Friday, December 22, 2017.

Motion: Konig
 Second: Carrillo
 Vote: 3/0

Member	Aye	Nay	Abstain
Konig	X		
Camberos			
Carrillo	X		
Erlandson	X		
Vacant			

Respectfully submitted,

Lulu Camberos, Board Clerk