



INLAND LEADERS CHARTER SCHOOLS

Board of Directors Meeting- Minutes

13456 Bryant Street Street (BSC)

Yucaipa, CA 92399

May 2, 2023 @ 5pm

Teleconference: [Zoom link](#): Password: ILCSBOARD

Vision: *The vision of the Inland Leaders is to sustain a high-quality community charter school founded upon innovative instruction and character education to create 21st-century leaders.*

5:00PM- Call to order and roll call

CLOSED SESSION

- A.** Board to review and take possible action regarding students with negative behavior and attendance patterns as recommended by the Student Contract Accountability Team. (Osborn)
The Board met with parent to discuss and determine solutions and strategies to improve student attendance.

OPEN SESSION -5:48pm

REPORT OUT OF CLOSED SESSION

A. Pledge of Allegiance (Woodgrift)

B. Roll Call (Jimenez)

Present: Mike Casavan, Eli Gillespie, Bonnie Mitchell, Jason Jimenez. Not present: Jacob Rosario

C. Student Council Report (Student Council Members)

No report.

D. Finance Committee Report (Gordon)

The Finance Committee met on April 20, 2023. They discussed state budget projections and year-to-date financials, which are on target for our budgets. They talked about the new Medical/Dental/Life Insurance offerings; they have been able to lower insurance costs. They went through a draft skeleton budget and multi-year budget projections. LCAP revisions were tabled. Steve Perry discussed the funds we receive from Medi-Cal and requested to use some of those funds for SpEd services.

E. Administration Report and recognition of employees and volunteers (Gordon)

Mr. Gordon presented two parent volunteers, Korine Tyree and Lindsey Bonhus and one staff member, Marissa Rocha, with a certificate of appreciation for their dedication and support of ILCS. Photos were taken with the board members.

He mentioned Teacher Appreciation week, May 1st- May 5th. Classified Appreciation week is coming up.

Senator Ochoa-Bogh will be coming to CSC on May 12th for the celebration of the California Distinguished School Award. A celebration day will also be scheduled at BSC.

He gave a shout out to the Robotics team, led by Amy Stodelle. They made it to the World's Championship in Long Beach, CA on May 12, 2023.

He gave an update on the Yucaipa Blvd. Campus. They are collecting bids from fencing contractors for a perimeter fence. They have started concrete work and also some renovations on the office space. Internet is being installed and there will be a parent orientation on May 23rd. There will also be a meet and greet with the Grace Point Church staff.

He talked about safety updates; some parents have stepped forward to talk about a volunteer safety

program. They are still looking for a security guard company for BSC and there has been a cost increase for the School Resource Officer that we share with the district. There has been discussion about trying to hire our own SRO.

He mentioned that he and Dr. Jimenez went to the California Charter Schools Conference in Sacramento. He felt that it was a positive experience and that the Charter School advocacy movement is still very strong.

Summer School will be at BSC this year due to painting and new floors being installed at CSC. There will be 20 days of Summer School instead of 12.

He mentioned that the 5th grade PALI field trip and 7th grade Catalina trip went well. He expressed thanks to the board for their support for these field trips.

They have had 10-12 interviews for new teacher hires and he feels good about the potential candidates.

8th grade Cotillion will be held on Fri, May 5th. He mentioned that this is a highlight for the 8th grade students.

PUBLIC PARTICIPATION SESSION -6:04pm

The public may speak to any issue at this time of the meeting. Please sign in and indicate if you would like to speak to the Board on the sign-in form located on the table near the agendas. The Board is unable to deliberate or discuss items with the public that are not on the agenda. The Board Chairman will limit the length of time for comments to a reasonable period of time.

A. General Public Participation

Teacher Sherri Whitlock asked if the reason raises and sick leave are not being addressed at tonight's meeting is because the governor has not finalized the financial plan. Dr. Jimenez and Mr. Gordon confirmed that to be the reason due to May revisions and that next year's budget will be discussed in June. She also asked about the 7% bonus that is coming to staff reflecting any days of leave being deducted and the reason for that deduction. Mr. Gordon stated that the Public Participation time is not a question and answer time and that that issue will be addressed later in the agenda.

Reyna Sanchez spoke about April being Autism Awareness Month. She gave statistics about kids with Autism. She would like Inland Leaders to stay "cutting edge" in regards to kids with Autism and other special needs. She reminded us that Autism is a spectrum and it presents differently in each person. She hopes that ILCS will continue to be a welcoming place for all students.

CSC Principal Josh Osborn spoke about a recent visit to a WASC conference where he talked with another school administrator from a similar school and learned that they lost many staff members after the pandemic. He spoke to the fact that ILCS came out of the pandemic with staff and admin intact and that we were able to earn a Distinguished School Award. He, along with Dr. Lisa Urrea, Steve Perry and Casey Woodgriff, gave recognition to Mr. Gordon for his continuous show of appreciation to ILCS staff and presented him with a special plaque for the California Distinguished School Award.

B. PUBLIC HEARING: Local Control Accountability Plan (LCAP): hearing for members of the public to provide input and feedback in regards to the LCAP for the next school year. (Jimenez)

There were no speakers. Public Participation Session closed at 6:14pm.

DISCUSSION/ACTION SESSION

The Board will discuss and possibly take action on items listed in this section of the agenda.

A. ACTION: The Finance Committee recommends a staff bonus of 7% for the current school year provided to the employees/ positions to include all employees except short term substitutes, electives, summer positions, or extra duty positions. The bonus will be based on current year wages (minus any days of leave) estimated through the end of the school year to be paid out by June 30. (Gordon)

Mr. Gordon explained that the finance committee makes budget decisions in May for the current year. Next year's decisions will be made in June and those budget decisions are due to the district by June 30, 2023. He wants to ensure that we have competitive wages and that we address the disparity in revenue

between ILCS and traditional district schools. Decisions that are considered at this time involve current year expense adjustments and insurance structures. Open enrollment for insurance begins in June. We will have insurance providers come out before the summer break to get all full-time staff signed up for new insurance plans. They will need to know if we are implementing a new plan where the employee will be contributing some of the money for the premium and alternately getting support in their wages. We are waiting to see what the cost of living adjustment will be from the state. He presented some assumptions for the 23-24 school year and Multi-Year Projections which include a 7% pay raise. He proposed using some of the extra funds that we currently have to provide a 7% bonus to staff. He explained that this bonus is separate from the on-going 7% pay raise which will be voted on in June. The bonus will be coming to staff in May 2023. The 7% bonus is based on each staff member's projected salary through June 30, 2023 but does not include any days of leave without pay that were taken for the current school year. This bonus will also be reflected in staff's retirement accounts.

Motion to approve Action item A: Mike Casavan, seconded by Bonnie Mitchell. All in favor; motion carried.

- B. ACTION:** Board approval of insurance plan as recommended by the finance committee to use Blue Shield of California and determine a \$4,000 maximum employee contribution for Full-Time Certificated Salary Staff using the employer adopted Blue Shield plan. (Gordon)

Mr. Gordon stated that this new plan is an effort to be commensurate with the local district's salaries and wages. ILCS has covered the majority of the insurance premium costs for certificated staff up until this point, whereas other local districts have taken money out of teacher's salaries to cover a portion of the premium costs. He showed the different costs that would be incurred by ILCS for salary increases of \$2,000, \$3,000 and \$4,000. There was discussion about the impact to the budget for each of these amounts and the \$3,000 level seemed to make the most financial sense.

A motion was made by Mike Casavan to increase the teacher's salaries by \$3,000 with a \$3,000 employee contribution to medical benefits. The motion was seconded by Bonnie Mitchell. All in favor; motion carried.

- C. ACTION:** Approval to participate in Random Moment Time Survey related to California School-Based Medi-Cal billing option program. (Perry)

Steve Perry, Director of Student Services, spoke about the Local Education Agency Billing Options Program (LEA BOP) in which ILCS can recoup money from the state Department of Health Care Services, for site services. This program also requires being a part of a balancing agent to check in with Student Services staff on what they are doing at a particular time in the day. He is recommending that the board adopt this agreement to remain in the RMTS accountability program.

Motion to approve Action item C; Bonnie Mitchell, seconded by Mike Casavan. All in favor; motion carried.

- D. ACTION:** Approve agreement of Super Co-op JPA with San Mateo-Foster City School District as the Lead District to contract for USDA Foods and related services. (Gordon)

Mr. Gordon explained that this agreement will allow us to continue to take part in the USDA food distribution program.

Motion to approve Action item D; Mike Casavan, seconded by Eli Gillespie. All in favor; motion carried.

- E. ACTION:** Approve Mrs. Benavides promotion to Master teacher based on the Pillars criteria and recommendation from the Teacher Advancement Committee. (Osborn)

Mr. Osborn stated that the Teacher Advancement Committee met in March to bear witness to the culmination of a 2 year process that Amber Benavides went through in order to advance to the Master Teacher Pillar on the payscale. The process included an evaluation as well as a time of self-reflection. She then gave an approximately 3 hour presentation in front of the committee. He stated that the committee is recommending Ms. Benavides to be promoted to the Master Teacher column on the Pillars

Scale.

Motion to approve Action item E; Bonnie Mitchell, seconded by Jay Jimenez. All in favor; motion carried.

BOARD POLICY ADDITIONS/ AMENDMENTS

- A.** Amendments to the internal finance policy to increase spending thresholds as well as other changes. (Gordon)

Mr. Gordon is requesting to have an increase to the spending limits for the back office staff due to the amount of inflation. He is proposing that he have the ability to approve a purchase of up to \$10,000 without a second signature from a board member; the previous threshold was \$5,000. He is requesting that Connie Huntsman, Lead Buyer, have the ability to put a purchase of up to \$40,000 on the credit card. He mentioned that Frank Chacon, Student Activities Coordinator and Carlos Rodriguez, Lead Custodian, are maxing out their current spending limits. This policy would also allow for utility bills and facility rent to be paid without a second signature from a board member.

Motion to approve Amendment A; Mike Casavan, seconded by Eli Gillespie. All in favor; motion carried.

RESOLUTION:

(none)

TRAINING/WORKSHOP/PRESENTATION

The ILCS Board is provided with training or information in a workshop or session that does not involve any actionable items.

- A. LCAP:** LCAP workshop and review of educational partner surveys (Urrea)

Dr. Lisa Urrea, BSC Principal, presented the results of the Elementary and Middle School student surveys. She showed the comparison from previous years results, excluding 2019 and 2020 due to the pandemic. There has been an upward trend in favorable student behavior and students liking to come to school. The results for students treating each other with kindness and respect were in the 80th percentile. Most of the results were consistently positive. These results will be shared with the teachers during PLC's. Any areas of concern will be addressed and initiated in an LCAP plan and committees will be created to have conversations around the data. She then shared the results from the Certificated and Classified staff. Most of the results were favorable and in the 80th and 90th percentile. Some of the less favorable results for Certificated staff were regarding salary, PLCs and Success Academy programs. Classified staff feels there is a divide between them and Certificated staff which Dr. Urrea wants to address and implement a Classified Appreciation Week.

APPROVE CONSENT CALENDAR

All matters listed under the consent calendar section are considered by the Board to be routine and will be enacted in one motion.

- A.** March 9, 2023 [Board Minutes](#)
B. Check registers; [March 2023 Check Register](#)

Motion to approve Consent Calendar items A and B; Mike Casavan, seconded by Bonnie Mitchell. All in favor; motion carried.

- C.** Approval of purchases/services/contracts/ MOUs over \$10,000:
a. [Contract](#) with David Ollis Landscape Development, Inc. in the amount of \$25,030.00 to install perimeter fencing at the Yucaipa Blvd Campus (YBC).

Mr. Gordon pulled item C from the agenda.

- D.** Acceptance of donations:
a. General Donations: Daniel Cartwright-\$200.00; Inland Leaders Foundation-\$10,000.00
b. In-Kind Donations: None

c. Fundraising Donations: None

E. New Hires

a. Certificated

- i. Lisa Martin, Education Specialist
- ii. Andrea Avalos, School Nurse
- iii. Chanel Nessman, Substitute Teacher
- iv. Taylor Gordon, Substitute Teacher
- v. Candice Taylor, Substitute Teacher

b. Classified

- i. Scarleth Casaus, Classroom Aide-SpEd
- ii. Leah Lane, Classroom Aide-SpEd
- iii. Vanessa Reynaga Diaz, Health Tech-LVN
- iv. Anna Roberts, Classroom Aide-SpEd
- v. Colleen Wahlgren, General Substitute
- vi. Christina Burdine, General Substitute
- vii. Lauren Hernandez, Student Coach
- viii. Victoria Calderon, Classroom Aide-SpEd
- ix. Alise Jennings, General Substitute

F. Resignations

a. Certificated

i.

b. Classified

- i. Stefanie Ortega, Student Coach
- ii. Hanah Centanni, Student Coach

G. Special Business Functions

H. Special Requests

- a. Leave without pay request from Haile Castro for the dates of 5/25/23 through 5/30/23 (3 work days) to attend a graduation celebration event in her honor.

Mr. Perry noted that there was an error in the New Hire Classified section; Anna Roberts has resigned. Motion to approve Consent Calendar items D-H with the exception of item b. iv; Bonnie Mitchell, seconded by Mike Casavan. All in favor; motion carried.

RATIFICATIONS

A. none

CLOSED SESSION

A. Conference with Real Property Negotiator in regards to purchase of property for a school building project.

Mr. Gordon pulled Closed Session item A from the agenda.

REPORT OUT OF CLOSED SESSION

BOARD MEMBER COMMENTS

Eli Gillespie stated that he liked the survey. He mentioned that the survey results regarding salary has been seen throughout other industries and that it is not uncommon nor unique to ILCS. He wants that to be viewed as an encouragement.

Bonnie Mitchell mentioned that the state of California has changed the tax laws and April 15th is no longer the filing date and there is no longer a need to file an extension. The new filing date is October

15th and quarterly installments for self employed people are no longer necessary and can be paid by October 15th. She stated that this affects the amount of money that is provided to the school. She wanted it to be known that we do not create our own finances and everything is determined by what the state gives us. She is concerned that the new tax filing date will affect when we receive money from the state. She appreciated that the board decided to increase the salary for Certificated staff at the middle level (\$3,000) because we don't know what's going to happen with getting money from the state.

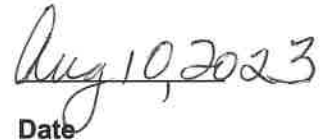
Mike Casavan mentioned what Mr. Osborn talked about; going to the WASC Conference and seeing the turmoil the other Southern California school went through. That really resonated with him and he feels lucky to be a part of ILCS as a parent and a board member. He expressed thanks and appreciation for that insight.

Jason Jimenez said congratulations to the volunteers and staff members that were recognized tonight. He also congratulated the Robotics team and Mrs. Stodelle for their accomplishments. He is excited about the 7% bonus and he wants to keep moving forward for teachers and staff that are doing amazing jobs. He is also excited about the new insurance plan and he hopes that makes us more comparable to the district. He congratulated Ms. Benavides on moving to the Master Teacher level and he thanked Dr. Urrea for her work on the LCAP Surveys. He thanked Mr. Gordon for his hard work and he appreciated the plaque that was presented to him.

ADJOURNMENT- moved to closed session at 7:21pm.



Board Secretary



Date