



INLAND LEADERS CHARTER SCHOOLS

Board of Directors Meeting

13456 Bryant Street Street (BSC)

Yucaipa, CA 92399

March 9, 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.*

OPEN SESSION ~ 5:12pm

A. Pledge of Allegiance (Woodgrift)

B. Roll Call (Jimenez)

Present: Jacob Rosario, Mike Casavan, Eli Gillespie, Bonnie Mitchell, Jay Jimenez.

C. Student Council Report (Student Council Members)

No report.

D. Finance Committee Report

There was a Finance Committee meeting on Feb. 28, 2023. Mr. Casavan was not able to attend. Mr. Gordon will talk about what was discussed in more detail later in his other presentations. There was a lot of public participation at the committee meeting. They talked about salary advances, compensations and the pillars scale and comparable districts. It was an open forum discussion. They reviewed the LCAP actions and services, year-to-date financials and 2nd interim report. Dr. Jimenez commented on the importance of [the public] speaking at the committee meetings. It helps the board get information and make decisions. Committees make recommendations to the board and then they are able to vote on those topics.

E. Administration Report (Gordon)

Mr. Gordon reported that the use of Grace Point Church [for TK and Kinder classes] was approved by the district.

SCAT meetings were held at BSC and CSC for students with attendance and work ethic issues. Mr. Gordon thanked Bonnie Mitchell for attending the meetings. He felt the meetings had a positive outcome.

The 8th grade class had a successful field trip to Yucaipa High School for an orientation.

The lottery for the upcoming 23-24 school year was held on Feb. 21, 2023. There were approximately 600 students in the lottery between Kindergarten and 8th grade. There were enough TK entries to have 4 classes; up from 2 the previous year. We are still only offering 2 TK classes due to limited facility space.

He mentioned the snow day that we had on Feb. 23rd and explained that he made the decision to cancel school that day based on the decision that the district had made to cancel schools.

He met with city planners in Calimesa and discussed property ideas. He's working with real estate broker, Joe Estrada, who is helping to develop relationships with property owners. He tabled the closed session discussion tonight about property negotiations.

He shared a memo that he received from a parent who praised Inland Leaders for their quality of education. The parent was disappointed that their student did not get into the lottery for Kindergarten after attending TK at ILCS but they understand how competitive it is to get in and they are hopeful to get in again in the future.

Mr. Gordon mentioned the ILCS Dashboard that is accessible on the Educational Services page on the Inland Leaders website. The Dashboard shows our test scores in Math and Language Arts and local indicators.

Bonnie Mitchell shared about the Distinguished Schools night that was held at the Disneyland Hotel Conference Center. She attended along with Principals, Josh Osborn and Dr. Lisa Urrea. She mentioned that [ILCS] did not apply for this honor; they chose us. There were only 2 other schools in San Bernardino county that were chosen and one of the other schools was also a charter school. She feels that this is high praise and speaks volumes about how well we're doing. They met and had their picture taken with the CA Superintendent of Public Instruction. She said it was a joyous celebration and an honor. Mr. Gordon mentioned that our Activities Coordinator, Frank Chacon, is working on a carnival celebration to acknowledge this achievement. There was discussion about inviting the mayor and other city council members to attend.

PUBLIC PARTICIPATION SESSION ~5:28pm

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

Teachers, Sherri Whitlock and Susan SteinerLund, gave a presentation that showed the district's payscale vs. ILCS payscale, specifically as it relates to veteran teachers. They pointed out how our payscale falls below the district's by about 20%. They are concerned that we may lose quality teachers due to the discrepancy. They are proposing a 15% increase in salaries to narrow the gap. They recognized that ILCS offers other benefits such as smaller class sizes and shorter days. They would like the board to consider discussing a raise for the teaching staff, taking into consideration the Distinguished Schools recognition and the Dashboard numbers reflecting strong test scores.

Teacher, Kellie Cowan, spoke in favor of an increase to the ILCS payscale. She talked about how much time and work is involved in moving from the Professional Pillar to the Master Pillar on the payscale. She discussed how her hard work is reflected in the 7th grade test scores and that she is loved and valued by her students. She is working other jobs and she forgoes a prep period to work as a Special Ed teacher because she needs the extra money. She has been offered a job at another school but she loves her job at ILCS. She feels it is not easy to jump to the Master Pillar and she, as a single parent, does not have the time to do all that would entail.

Mr. Rosario asked about the time-frame for becoming a Master Teacher and there was discussion about the work involved in presenting to be a Master Teacher.

DISCUSSION/ACTION SESSION ~5:51pm

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

- A. ACTION:** Administration recommends amendments to the "[Safe Return to In-Person Instruction and Continuity of Services Plan](#)." Plan is required to be reviewed and/or amended every six months. (Gordon)

Mr. Gordon explained that this plan is part of extra funding we received from the federal government. There have been some amendments and new language added to the plan, ie; social distancing is no longer required, masks are recommended but not required, we will no longer be offering the hybrid program for next school year, assemblies are no longer virtual, students no longer need to take different routes to their classrooms and county Covid reporting requirements have changed.

Motion to approve: Mike Casavan, seconded by: Jacob Rosario. All in favor, motion carried.

- B. ACTION:** Board to review and approve the 2nd interim financial reports due to the authorizer by March 15, 2023. (Gordon)

Mr. Gordon presented the 2nd Interim Financial Report with actual numbers that have been reviewed by Icon Consulting to double check the numbers. This report is due to the district by March 15, 2023. The data needs to demonstrate the schools ability to meet all financial obligations for at least 3 years and they look at cash flow. The actual numbers reflect what has been received and what has been spent in revenues through Jan. 31, 2023. These numbers also reflect cost of living increases, insurance costs, increases in utility costs and future years enrollment numbers. Also included in the report are the plans for the use of special funding, ie; Educator Effectiveness Plan, ELOP- Expanded Learning Opportunities Program and AMIM- Arts and Musical Instruction Materials grant. Mr. Gordon stated that we will be able to meet all of our financial obligations this year and we are in a strong financial position. This document will be posted on our website.

Motion to approve: Bonnie Mitchell, seconded by: Eli Gillespie. All in favor, motion carried.

- C. ACTION:** Board approval of the use of the Grace Point Fellowship facility for the 2023-2024 school year for Transitional Kindergarten and Kindergarten classes. (Gordon)

Mr. Gordon mentioned that the use of Grace Point Fellowship Church has already been approved by the board but this new approval specifies that it will be used for TK and Kindergarten for the 23-24 school year.

Motion to approve: Bonnie Mitchell, seconded by: Jacob Rosario. All in favor, motion carried.

BOARD POLICY ADDITIONS/ AMENDMENTS

A.

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 and feedback. (Urrea)

Dr. Lisa Urrea, BSC Principal, gave a presentation showing the results of the Parent Satisfaction Survey that goes out every year. A little more than 50% of all the ILCS families filled out the survey. The results were very favorable and showed a high percentage of satisfied parents. Most of the survey results were in the 90th percentile for satisfaction. Admin will review the parent feedback for what can be improved upon then share this information with staff.

- B. BUDGET:** Administration in collaboration with Board Members will review the current status of the state and school budgets and set priorities for spending for the 2023-2024 school year.

Mr. Gordon presented the proposed budget for the 23-24 school year. He explained the budget approval process and informed us of CA state financial updates. Major ILCS budget impacts include; inflation costs, rent, insurance, loss of funds, loss of attendance and staff shortages. He showed teacher pay data from the state for 2021 and included district comparisons of expenditures from the 1st interim budget. He showed the current year Pillars Scale vs. the proposed scale for next year and showed a comparison of ILCS vs. YCJUSD Pillars Scale from July 1, 2022. He reviewed the current medical benefits costs and compared those to the district's scale from July 1, 2022 to June 30, 2023 as well as a comparison of pay raise percentages between ILCS and YCJUSD. He presented a proposed plan for an increase in salary for certificated staff by transitioning funds from insurance costs to the salary scale. He explained how shifting these funds will help with retirement and it would put us more in line with the district's scale.

There was discussion about putting together some scenarios to present to the certificated staff to see if this plan would be more favorable than the existing plan. Mr. Gordon then discussed an emergency plan to have in place in the case of fiscal short-falls. Some of the things he suggested were; bring in more students and expand class sizes, freeze the pay scale, share insurance costs with employees, use reserve funds, budget cuts, fundraising and grant writing. He talked about a plan to increase the pay for Special Ed Aides and potentially offering retention bonuses to help retain employees. He presented Multi-Year Projections and showed the effect the new pay scale would have on the budget vs. keeping the current pay scale. Mr. Gordon would like the board to consider allowing a 7% bonus in May for all staff, certificated and classified, which would be a 12% total increase for the year. There was more discussion about sending out a survey to the teaching staff to get input on the proposed shift of benefits, the difference between ILCS pay scale and the districts, what is entailed in moving to a higher column on the Pillars scale and COLA (Cost-of-Living Adjustment) increases.

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.** January 30, 2023 Board Minutes
- B.** Check register January 2023, February 2023; January2023CheckRegister; February2023CheckRegister
- C.** Approval of purchases/services/contracts/ MOUs over \$10,000: None
- D.** Acceptance of donations:
 - a.** General Donations: None
 - b.** In-Kind Donations: None
 - c.** Fundraising Donations: None
- E. New Hires**
 - a.** Certificated
 - i.
 - b.** Classified
 - i.
- F. Resignations**
 - a.** Certificated
 - i.
 - b.** Classified
 - i.
- G. Special Business Functions**
 - a.** Approve Special Education Aides pay raise and bonus
 - b.** Approve agreement with National University to allow for Susan Najera to be employed as a teacher intern while attending National University.
 - c.** Recommended approval of the CL-500 from the California Commission on Teacher Credentialing.

Item G- a. was pulled from the agenda. Dr. Jimenez commented on item G-b., that it is very exciting to have Susan Najera as a teacher at ILCS and that she is the first parent [to become a teacher] and how much she has been involved. It is great that she has been a substitute teacher for ILCS and is now doing her internship through National University with us.

H. Special Requests

Motion to approve Consent Calendar items A-H: Mike Casavan, seconded by Eli Gillespie. 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.

Closed session was tabled.

BOARD MEMBER COMMENTS

Mike Casavan- thanked the teachers that spoke at the meeting and mentioned that it helps them formulate a decision. He encouraged them to spread the knowledge to their co-workers. He stressed the importance of having staff show up at the meetings to make their thoughts known. He feels that they are doing an amazing job and he thanked them and admin for their work.

Jacob Rosario- stated that the data speaks for itself in getting the CA Distinguished School Award and that is the result of [the teachers] hard work. He feels that they have the same interests at heart in keeping the teachers at ILCS and that's also what the families want. He said, "we're all operating from the same compass, we just need to figure out the details".

Eli Gillespie- said "good work" to Mr. Gordon for putting together all the information. He feels that it is in line with the philosophy that we want to pay our teachers the most that we can to retain them and to recruit the best teachers within a budget that is affordable. He mentioned that we have fewer resources than the district and that [Mr. Gordon] is making it work and being resourceful.

Bonnie Mitchell- agreed that we have always tried to [be resourceful]. She recalled a time when ILCS was not getting the money from the state that they needed to operate and they were not able to give raises. She said it was a "thrilling time" when there was finally money from the state that they could give raises. She said to the teachers, "Don't think we don't hear you, we do. There are a lot of moving parts and we're doing our best".

Jay Jimenez- gave a shout out on the Distinguished School award. He thanked Tracy Burson and the back office for their work done on the 2nd Interim report and said that Mr. Gordon gave a great presentation tonight with a lot of information. He thanked [Dr. Urrea] for the LCAP presentation and the "amazing" data. He feels that that information helps make decisions easier on where to guide. He feels that everyone, certificated and classified, are working hard. He encouraged teachers to attend the finance committee meetings. He thanked everyone for their hard work.

The next board meeting was set for May 2, 2023, 5:00pm at BSC. There will be a Finance Committee meeting at the end of April. There was discussion about dates for the end of the school year activities.

Motion to adjourn: Eli Gillespie, seconded by Jacob Rosario. All in favor, meeting adjourned.

ADJOURNMENT~ 7:53pm



Board Secretary



Date