



Oakland School for the Arts

Board of Directors:

Josefina Alvarado Mena, Chair Jonathan Dharmapalan
 Adrienne Barnes Wei-Ling Huber
 Mike Barr, Treasurer Dr. Jason Reimann
 Steven Borg Dewayne Walton, Vice Chair

Staff:

Lisa Sherman-Colt
 Mike Oz
 Katy Zaugg
 Romy Douglass

**Board of Directors Meeting Minutes
 August 26, 2021, 5:00 PM
 Oakland School for the Arts**

TOPIC	WHO
Call to order/Roll Call Attendance <i>Dr. Melinda de Jesus read the Land Acknowledgement, as one of the co-creators.</i> <i>In Attendance: Mike Barr, Adrienne Barnes, Steve Borg, Wei-Ling Huber, Jason Reimann</i>	Ms. Alvarado Mena
Public Comment on Non-Agenda Items <i>Kris Bradburn</i> <i>Paulina Gonzalez Brito</i> <i>Jeremy Taylor</i>	Ms. Alvarado Mena
Consent Agenda (<i>summary vote needed</i>): <ul style="list-style-type: none"> • RES 2021-001 Confirm Board Meeting Schedule 2020-21 • RES 2021-003 Approval of EPA Spending <i>Motion to approve Barnes/2nd Borg/ Roll Call vote/MPU</i> <i>Outcome: Consent Agenda approved</i>	Ms. Alvarado Mena
Update on Board Engagement Strategy (<i>votes needed</i>) <i>Board office hours monthly, Ms. Alvarado Mena and other board members have committed to attending stakeholder meetings. Board committees meeting monthly and engaging in study sessions re: equity platform, COVID safety.</i> <i>Brief update on Board Retreat in August was shared. Considering new board seats for BSOC and Alumni. September Governance Committee will address this.</i> <i>Thank you to Mike Barr for his seven years of service. Individual thanks shared with Mike from Josefina, Jason, Steve, Adrienne, Wei-Ling.</i> Public Comment <i>Morey Riordan- thanks to Mike. Is Mr. Dharmapalan still on the board?</i> <i>Kris Bradburn - thanks to Mike also. Please include a teacher and staff position on the board as well as alumni.</i>	Ms. Alvarado Mena

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<p>Re-election of Board Officers & Directors, Election of Board Secretary, Committee Assignments (votes needed) <i>Nominations: secretary and treasurer position open. Jason nominates Wei-Ling for Secretary/Adrienne 2nd/Roll Call Vote</i> <i>Abstain: Barr (due to stepping down)</i> <i>Yes: Borg, Barnes, Reimann, Huber, Alvarado Mena</i> <i>Outcome: Wei-Ling Huber elected to Secretary of OSA Board</i></p> <p><i>JAM nominates Adrienne as Interim Treasurer for a 60-day period/2nd by Wei-Ling/Roll Call Vote</i> <i>Abstain: Barr</i> <i>Yes: Borg, Barnes, Reimann, Huber, Alvarado Mena</i> <i>Outcome: Adrienne Barnes elected Interim Treasurer for a 60-day period (effective until end of day on 10/25/21)</i></p> <p><i>Committee Assignments:</i> <i>Draft assignments - committees will meet and determine chairs.</i></p> <p><i>Finance - Josefina, Adrienne, Wei-Ling</i> <i>Governance - Steve, Dewayne, Jason</i> <i>Equity - Josefina, Jason, Dewayne, Wei-Ling</i> <i>Executive - Chair, Vice Chair, Secretary, Treasurer</i></p> <p><i>Note to change bank signatories re: Mike Barr stepping down.</i></p>	
<p>Executive Director's Report: Strategic Plan and Advancement Strategy</p> <p><i>Will be shifting work this year to support Advancement work. Update on Facility work: all leases came up for renewal: all renewed with cost savings. New lease for DVM space being negotiated now. Will need to do buildout, working with teachers on this as well. Future plans - we will need more space. Board has visited potential new spaces with developers. Working with a national developer for the past seven months. Parent has underwritten Isaac Kos-Read's group to map out phases of growth.</i></p> <p><i>Advancement has hit the ground running - introduce Associate Director of Advancement Crystal Pascucci, Grantwriter Val Salley, and Interim Advancement Director Vanessa Baker Rodriguez. Crystal shared projections and an update on current fundraising. Val shared updates on JEDI fundraising to date and projections for the rest of the year, eg Giving Tuesday will raise funds for JEDI work. Anticipate exceeding \$200k in JEDI fundraising.</i></p> <p><i>Public Comment</i></p> <ul style="list-style-type: none"> <i>Kris Bradburn - kudos to Lisa for getting more involved in Advancement & appreciate work done by the Advancement team.</i> <i>Paulina Gonzalez-Brito - what is the JEDI expense plan? Is the funding confirmed? Does OSA have local requirements for vendors eg diversity statements. Need to use Black-owned search firms otherwise likely won't find BIPOC to fill position. Disappointed in SP,</i> 	<p>Ms. Sherman-Colt</p>

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<p><i>has worked on a lot of them, usually community gives front-end feedback. Silences voices of Black/Brown, non-English speakers</i></p> <ul style="list-style-type: none"> • <i>Morey - would like to see rich candidate pool especially for HR</i> • <i>Karen - prioritize living wages for teachers over future growth and larger building. Stop growth if we can't maintain student engagement or pay teachers. Re: JEDI we need detailed reporting for all JEDI fundraising and expenses. What is budgeted, what additional expenses will additional fundraising be used for? Fundraising training for stakeholders ASAP.</i> <p><i>Board Comment: None</i></p>	
<p>Principal's Report: School Report with a focus on COVID and student supports, Enrollment Data, Teacher Demographics, JEDI Update</p> <p><i>Smooth start to the school year. 110 employees, 76 teachers, one week of PD beforehand. Four PD threads (SPED Inclusion Model, JEDI, Pathway Development Work, Mental Health Supports for Students). Hiring for this year: 8 of 13 new hires are POC and 3 are Alumni. Need two case managers for SPED - please forward any contacts.</i></p> <p><i>Initial SRI shows expected growth and lower baseline for 6th graders in reading level. New courses: Forensic Biology, Pathway Access Courses. Ethnic Studies required for all juniors. Redesigned Operational Leadership Team.</i></p> <p><i>Health and safety update - we have had one positive COVID case. Have administered rapid tests on campus. Teacher vax policy in compliance with OUSD - anyone on campus has to provide proof of vax or negative COVID test. New Parish testing site is across the street, free and with results in 24 hours or less. Will bring a vax clinic to OSA that will include our neighbors too.</i></p> <p><i>Budgeted for 820 students, we are at 790 currently. Highest enrollment we have ever had. Space constraints - waitlisted areas have no space. Under 5% under-enrolled. 65% of initial offers went to students attending Title One schools and 52% of acceptances from T1 schools. Highest % we have ever had of Oakland residents.</i></p> <p><i>Kala Stepter introduced herself as new JEDI Coordinator. Putting together Equity Task Force from across OSA Community to develop Equity Rubric. By role and not just identity. Advising BSOC and meeting with co-chairs.</i></p> <p><i>90 IEPS in school currently and incoming 6th grade has 24 of the total. Likely increased trend moving forward. Hired three new para-educators including alumni.</i></p> <p><i>1:1 chromebook to student ratio right now. Integrating data systems to empower teachers and staff across school.</i></p> <p><i>Public Comment:</i></p> <ul style="list-style-type: none"> • <i>Kris Bradburn - teachers are stressed and exhausted. Not sustainable.</i> • <i>Karen Morfin - lack of extracurricular activities for students. Clubs haven't met. Can students access Independent Study. Ensure all parents have same info on this for equity.</i> 	<p>Mr. Oz</p>

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- *Simon Bhuller-Riordan - OSA feels smooth from the outside. His advisory feels stressed in returning to OSA. Students crowded in his theatre class, why wouldn't OSA require students to test negatively for COVID prior. He feels like OSA is a sinking ship.*
- *Dorothy - COVID. Lack of any COVID info coming from OSA, she checks on Konstella for this. Not hearing from parents. Website documentation has not been updated. Look at OUSD Dashboard. Interactive map. OUSD's dashboard does not include charter schools in their dashboard. We should create one just like it and update daily as well.*
- *Morey Riordan- COVID Communications, hallways are scary, can all bells be staggered. Can there be an MOU officially with a COVID testing partner.*
- *Paulina - Thank you Simon. My son comes home scared every day too. Hearing info from students and other parents. Need to change this. Have handrails been made inaccessible? Is Sara Ordaz getting compensation for her extra work? Job announcements should list pay. Translation should be paid for in Spanish and other Asian languages.*
- *Momo Chang - Thank you for your attention and details. Her child is not vaccinated because too young. Are teachers reminding kids to wash/sanitize hands and wear masks? Consistent schedules of open classrooms. More testing information, has OSA signed up for Binax tests?*
- *Jeremy Taylor - after 9/30 there is no more funding from the state for teachers who need to stay home due to COVID. Quarantining teachers would have to use sick days for that. Teachers get 6 sick days per year, which wouldn't cover it. Please discuss and have a solution before 9/30.*

Board Comment

Ms. Huber appreciates staff and admin for dealing with everything. Can we hear from them to address any of the questions?

Katy Zaugg - charter office would not allow us to have independent study AB 130 and charter makes this impossible. Vaccination/testing - partnering with AlaCOE to have vaccination clinics. First one is 9/22. Rapid tests infamous for false positives/PCR is more accurate.

Testing - will follow up with Ms.DeRoos to see if we can procure more. We are following same protocols as OUSD. As we are not elementary, our requirements are different. We don't have resources to build dashboard, create taskforce, etc. Dr. Reimann - can we provide ongoing feedback to parents to stay aware of what we are doing? He feels OSA has some of the best protocols in place, the awareness piece is important also. Can Lisa or rest of team send out update so folks know what is happening? Ms. Alvarado Mena - fluid situation, changes rapidly. Must coordinate resources and communicate as effectively as possible.

Finance Report (vote needed):

Budget Update for 2021-22 Budget - Maria Omari shared current budgeting information.

Approval of Unaudited Actuals (vote needed) - meeting on Monday to review, pulling the vote on UA tonight but instead need the board to authorize submission in order to make the deadline.

Motion to empower finance committee to approve and submit unaudited actuals to OUSD by 9/1 deadline by M. Barr/ 2nd by S Borg/ No discussion/ Roll Call Vote: MPU

Outcome: Motion passes.

Ms. Palmore,
Ms. Lefkowitz
from CSMC

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Recess to Closed Session	Ms. Alvarado Mena
CLOSED SESSION: Conference with Legal Counsel - Anticipated Litigation. Significant exposure to litigation pursuant to paragraph (2) of subdivision (d) of Section 54956.9: One case.	
CLOSED SESSION: Conference with Real Property Negotiations § 54956.8 Under Negotiation; concerning both price and term of payment.	
CLOSED SESSION: § 54957 Public Employee(s) Performance Evaluation; Title: Executive Director Annual Evaluation	
Report out from Closed Session (<i>estimated return time</i>) <i>Vote taken and approved to authorize Finance Committee to make a decision whether to move forward in seeking lease for new Visual Arts space.</i>	Ms. Alvarado Mena
Dismissal	Ms. Alvarado Mena

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Norms for OSA Board of Directors Meetings

- The Board recognizes the importance of all stakeholder voices at OSA. Collaboration and community are essential to the viability of our school.
- The purpose of this meeting is for our board of directors to meet with each other and conduct school business, as well as to receive input from the school staff and the community via public comment.
- Public comment may be made on topics that relate to the school. Comment on non-agenda items may be made at the beginning of the meeting. After hearing a report, members of the public have the opportunity to offer comments in a designated time prior to the board discussion of that agenda item. Outside of public comment, members of the public are also welcome to observe the meeting.
- Please use the raise hand function to make public comment. If you cannot use the raise hand function you can sign up for public comment in the chat. We want to be sure to see all the sign ups so keeping the chat clear when public comment signups are being called for is appreciated. You may sign up for public comment at any time **prior** to the conclusion of public comment for that agenda item. You do not need to wait for public comment to be called to sign up, and may sign up for public comment during the presentation of the report or at any time prior.
- Public comment will be capped at three minutes per speaker. To be sure of hearing from a variety of people, minutes may not be transferred to other speakers.
- The board cannot respond to public comment on non-agenda items. This does not mean the board is not listening.
- Staff will do our best to respond to chat comments throughout the meeting but may not be able to respond to every single one. To be sure your comments are heard by board members, please sign up for public comment.
- We strive to be a learning community that learns from each other. We are also a community comprised of people who care very deeply about the school. We recognize that all voices are not treated equally in our society but aim to value and respect all voices equally in this forum. We may have different ideas of how to achieve goals, and we may feel passionately about our points of view. This needs to be a safe space for a variety of opinions. Finally, we address each other in a respectful manner to foster collaboration, build community, and to model good citizenship to our students.
- For clarification on the recording, board members and members of the public should please state their names prior to speaking.
- The meeting is being recorded and the audio is posted on the school website.

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OSA Land Acknowledgement

OSA is situated on Huichin, the unceded territories of the Chochenyo-speaking Lisjan Ohlone peoples, who have lived upon this land since the beginning of time. Indigenous peoples-- in California, the Americas, and around the world--are still here.

OSA recognizes the historic genocide and ethnic cleansing inflicted upon Indigenous peoples in California and the Americas, including their forced removal from ancestral lands, and the deliberate and systematic destruction of their communities and culture. These conditions are ongoing and Indigenous people have been fighting against cultural erasure and for their sovereignty since the beginning of colonization.

To this end, we as a community strive to honor the Indigenous members of our community, uplift their voices and contributions to arts and culture, center Indigenous peoples' worldviews in our classrooms, and support Indigenous sovereignty everywhere.

This land acknowledgement is a small act in supporting Indigenous communities and centering the Justice, Equity, Diversity, and Inclusion work within the Oakland School for the Arts. Solidarity with Indigenous nations can include:

- 1) Donating time and money to Indigenous-led organizations;
- 2) Amplifying the voices of Indigenous people leading grassroots change movements; and
- 3) Returning land.

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