

September 18<sup>th</sup>, 2019 1:00-4:00pm  
Jacobs Center for Neighborhood Innovation  
404 Euclid Ave - San Diego, CA 92114

Board members present: M. Armona, C. Bermudez, M. Carlisle, P. Feder, L. Jacobson, H. Lord, J. Miller, M. Montoya, N. Parraz,

Board members absent: R. Bishop, E. Kavounas, F. Reddick, L. Rodriguez

KIPP SoCal team present: M. Aaron, M. Aceves, L. Brianza, D. Greenberg, K. Kepler, A. Martinez, A. Medina, K. Salyer, B. Sanchez, N. Turner

Guests present: Efrain Ibarra, Hisham Beydoun

#### I. Welcome and Call to Order

J. Miller called a meeting of the Board of Directors of KIPP SoCal Public Schools to order on September 18<sup>th</sup>, 2019 at 1:01pm.

Quorum was reached at 1:01pm.

#### II. Public Comment

There was no public comment.

#### III. Consent

L. Jacobson motioned to approve all items on the consent agenda. H. Lord seconded the motion. The board unanimously approved the motion.

Yay (9) : M. Armona, C. Bermudez, M. Carlisle, P. Feder, L. Jacobson, H. Lord, J. Miller, M. Montoya, N. Parraz,  
Nay (0)

#### IV. Inspiration and Education

Angella Martinez, Chief Academic Officer, and Amber Medina, Managing Director of Academics, presented an overview of KIPP SoCal Public Schools' Academic Team. They explained the structure of the team and its sub-teams, including the Public Programs and Authorizer Relations team, the Teaching and Learning team, the Data and Analytics team, the Student Services team, and the School Management team. Additionally, they introduced the Board to the new approach to school health assessments.

School health comprises several related elements - School Leader, Leadership Team & Pipeline, Teaching & Learning, School Culture & Climate, Operations, Compliance & Sustainability, and Student Achievement. Each component is rated on a scale of 1-5 to give an overall school health score quarterly. The current quarter's score is then compared to the previous quarter's to determine trajectory (down, flat, or up). The combination of overall health and trajectory informs the School Management team's school support strategy.

#### V. KIPP SoCal Update

Marcia Aaron, CEO, shared several images of events around the KIPP SoCal region. Such events included performances, class trips, after school competitions, MOKA and step-up ceremonies. She then presented the highlights and challenges KIPP SoCal has faced since the last board meeting. Highlights included making two key Director hires, completing three facilities, and LAUSD voting to end random wandering. Challenges included turnover at Director-level positions, fundraising

lower than expected, and AB 1505 continues to move forward at the state level. M. Aaron also gave in overview of the progress towards the CEO goals and the 6 Essential Questions. Included in her report were detailed reviews of academic performance across subjects, grade levels, and student groups. She ended the report with an introduction to the new annual planning process that the Leadership Team is incorporating for this coming year. Discussion ensued.

L. Brianza introduced the revised Comprehensive Support and Improvement Plan for KIPP Academy of Opportunity. The M. Montoya motioned to approve the plan. J. Miller seconded the motion. The board unanimously approved the motion. Yay (9) M. Armona, C. Bermudez, M. Carlisle, P. Feder, L. Jacobson, H. Lord, J. Miller, M. Montoya, N. Parraz  
Nay (0)

### VI. Committee Reports

Finance Committee: K. Salyer reported for the Finance Committee in F. Reddick's absence. He told the Board that KIPP SoCal Public Schools has submitted unaudited actuals to LAUSD and CUSD. The board received and reviewed the financial statements, forecasts, and unaudited actuals for each school. L. Jacobson motioned to acknowledge receipt of the unaudited actuals reports. H. Lord seconded the motion. The board unanimously approved the motion. Yay (9) M. Armona, C. Bermudez, M. Carlisle, P. Feder, L. Jacobson, H. Lord, J. Miller, M. Montoya, N. Parraz  
Nay (0)

Audit and Risk Committee: K. Salyer reported for the Audit and Risk Committee in R. Bishop's absence. He reported that there was a finding on our FY19 Audit for the first time in seven years. 13 teachers were identified as not having the proper credential for the class they were teaching. This finding will affect ADA funds received for instructional minutes. We are expecting a small fiscal impact as the fine will only affect six teachers across four schools and we should know the fine total in a few weeks. Discussion ensued.

Governance Committee: The Board Members received 2019-2020 Board Handbooks. Brown Act Training was scheduled to take place but F. Reddick unexpectedly was not able to attend the meeting and deliver the training. The training is rescheduled for the December 4<sup>th</sup>, 2019 Board Meeting.

J. Miller introduced the review of Executive Compensation for M. Aaron CEO, and K. Salyer, CFO.. All Board Members were given comparative salary data. J. Miller called the Board to Closed Session at 3:05pm.

### VII. Closed Session

In closed session the Board discussed the compensation packages for M. Aaron and K. Salyer.

### VIII. Governance Committee

J. Miller called the Board back to Open Session at 3:18pm. She reported out that both M. Aaron and K. Salyer would receive a 2% raise, as the rest of the region. This brings M. Aaron's total compensation to \$300,000 and K. Salyer's to \$239,292.

### VII. Adjourn

There being no further business to discuss, J. Miller adjourned the meeting of the KIPP SoCal Board of Directors at 3:20pm.