



INLAND LEADERS CHARTER SCHOOL

Board of Directors Meeting

12375 California Street

Yucaipa, CA 92399

April 22, 2019 @ 5:00pm in Lions' Den (cafeteria)

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

- A. **Pledge of Allegiance** (Gordon) 5:01pm Mr. Gordon
- B. **Roll Call** (Stranger) Dr. Stranger, Mrs. Mitchell, Mr. Massongill, Mr. Wolfe- All members in attendance.
- C. **Student Council Report** (Officer of the Council) Brenna Lane, Student Council Secretary to present the Student Council report. *Our sports teams are having a great season! Currently, we have Soccer and Basketball going on. Our girl's basketball team is undefeated and our boys are in 2nd place. Mr. Gordon recommended the Sports Commissioner do an end of the year report on all our team's success. Brenna shared that Cotillion practices are going great for the 8th grade. Also that Student Council packets have been going out for students interested in running for office for the next school year.*
- D. **Director's Report, Classroom Highlights** (Dawson), and **Data Dashboard** Mr. Gordon praised Kim Dawson and the 5th grade team for the awesome community service project they organized this year and the difference it's making in the community. *Ms. Dawson shared how she learned how great the need is for foster support and would love for Olive Crest to be a go-to for community service. Ms. Dawson introduced Laurel Henderson, a representative from Olive Crest who gave a detailed presentation on the statistics and needs within the foster community and a brief history on Olive Crest and its mission. Laurel shared that amount of kids that exit the welfare system every year is the same as the amount that enter. Olive Crest is trying to change that cycle by finding a safe home for every child. Olive Crest offers various programs and departments to accommodate every age and situation. Laurel shared a success story about our donation of "Kindness Bags" put together by the ILCS 5th graders. A young woman in their program received a bag and was taught by a member at Olive Crest how to use all the products. This young woman was able to gain the self-confidence she needed to apply for a job, have a successful interview, and get hired. Mr. Luu shared that the excitement and support of the 5th graders and parents was inspiring and he was happy to offer this service project as an option for them. Ms. Dawson shared that the 5th grade team was looking for a project that could encompass all of 5th grade working as a whole. Students didn't only provide hygiene items, but they also created coloring books and inspirational messages of encouragement. She really felt that the students understood the importance of raising awareness and the simplicity yet rewarding act of giving. Next year she would like to add an extra round of collecting and assembling in order to provide school supplies for the start of the school year. Miss Benavides praised Ms. Dawson for her vision and said without her this project would not have taken flight. She mentioned how impacted the students were to hear Miss Sarah, a 5th grade Sped Aide, share her story of being a foster child. Miss Benavides also shared how the students went above and beyond and got creative with ideas. An example was how they made stockings for the foster kids during the holidays. The board was very moved by the project and presentation. Mr. Gordon was impressed that every student had their hands on the project. Mrs. Mitchell inquired about the homeless and foster population at our school and also that she would love to get involved. Dr. Stranger brought up that there was an elaborate presentation about the homeless population at the State of the City event and that*

collaborating with the city might be a great avenue for Olive Crest. Ms. Dawson suggested taking the project to the newspaper to spread awareness of the need in our community and surrounding communities. Mr. Gordon moved on to mention the Food Service audit went really well. We only had 4 findings and the auditor shared that we are the only charter she has seen prep our own food. The board will be looking for a parent committee member to join the board soon, and also a community member. Mr. Gordon hopes to fill the parent spot with a parent from the high school. During the May meeting there will be public time with the board nominees. The Read-a-Thon raised \$5,497.26 for our sister school in Ghana. These funds will go towards providing a breakfast for every student, building classrooms, and providing a network and technology. Data Dashboard shows we are averaging 96-97% attendance, 0 suspensions, 0 expulsions. We had 1 report off campus, but on our property. Budget vs Actual is right on track. No concerns meeting budgets this year.

- E. **Finance Committee [Report](#)** (Massongill) going to come back to this report later in meeting.

PUBLIC PARTICIPATION SESSION

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. *Mr. Michael Barre asked the board to revisit the cell phone policy we currently have. His main concern is that students have full internet access in their pockets at all times. He stated that the current "gate-to-gate" policy is not working. Cell phones are a huge distraction in the classrooms. His suggestion was perhaps we enact a "not on your person" policy, that would only allow for phones to be in backpacks but not in pockets. Dr. Stranger expresses concern that phones might be lost or stolen if left in backpacks. He asked if a cubby or pocket system might work, with kids checking them in during class. Mr. Barre does not want to be responsible for the phones. Mr. Gordon asked if this has been discussed with other staff members. Mr. Barre clarifies that although he has discussed this with other teachers, he is coming to the board on his own. Dr. Stranger then referred to Chris Markarian for assistance on the legalities of cell phone policies. Mr. Markarian started by offering complete support to Mr. Barre in removing the cell phones from the body. He offered to conduct all the research we would need to support a new policy. Dr. Stranger brings up that it's all devices including phones that offer a distraction. Mr. Steve Perry shared that his watch does not work if his phone is off or on "do not disturb". Dr. Stranger asks what the new plan will be and when will it be implemented. Mr. Barre offers that with permission, it would be acceptable for students to use cell phones. And perhaps an area designated at each gate for cell phone use. But whatever we decide, we have to all be on board schoolwide. Mrs. Mitchell suggests getting something together to send out with our parent pack over summer so everyone is aware for next year. Dr. Stranger asked if all teachers allow cell usage. Mr. Barre requests with structure and clear rules. Mr. Wolfe supports Mr. Markarian's suggestion of research. He also offered the knowledge that cell phones are now considered an extension of a person. Legally we cannot search a phone without a warrant, so there will need to be clear rules backed by the law. Mr. Markarian agrees with Mr. Wolfe that there are many legal protections and he is not sure how far we can go to prohibit use of cell phones, but he will look into it if the board would like him to move forward with researching our limits. Dr. Stranger reiterated that we need to construct a policy that works for everyone across the board. He concluded by asking Mr. Gordon to assemble a team that can move forward in making a new policy for next school year.*

DISCUSSION/ACTION SESSION

The board will discuss and/or action items listed in this section of the agenda.

- A. **ACTION:** Board to approve the [instructional minutes](#) for the K-8 schedule to meet or exceed the state requirements. (Gordon) *State requirements are met. We will have the same structure next year with the addition of 1 extra day of school for leap year. Mr. Massongill motions to approve instructional minutes, Mrs. Mitchell 2nd Mr. Wolfe Yes, Dr. Stranger Yes, Mrs. Mitchell Yes, Mr.*

Massongill Yes. All Approved 4/0

- B. PRESENTATION:** [Presentation](#) of the new state budget proposed by the Governor. (Gordon) Mr. Gordon shared the increase in rainy day funds, but based on the recession predictions, we are not seeing much increase in school funding. We will see a slight increase in Sped funding. Mr. Gordon shared that the state is looking at mandating full day kindergarten and full day preschool in order to get our early education in competition with other countries. Concerns with this are facilities and funding. Minimum wage is increasing and there is discussion in Sacramento about relaxing the amount coming out of payroll checks for retirement. Mr. Gordon touched on the anti-charter bills out right now. The anti-charter task force will be advising the Governor on the financials of charter schools and how he should proceed. The Governor wants to find how charter schools are impacting the districts within our state. There is no clear evidence that school performance will play a part in the decision making. Dr. Stranger thanked Mr. Gordon for jumping the gun on our high school petition because timing is going to prove to be everything in the state decisions.
- C. DISCUSSION:** School [policy](#) discussion regarding e-cigarettes and vaping in school. (Woodgrift/Osborn) Mr. Osborn and Mr. Woodgrift brought up 2 major incident reports the board will see for April. A total of 6 students, 2 separate incidents, between grades 4-8, were found vaping on the same day. Mr. Osborn shared our current response to the use of e-cigarettes and vaping in school is the policy the district has in play for tobacco use in school. We offer rules and discipline that is explained to the students in an assembly at the beginning of the year, and within the upper grade classrooms. But now that it has hit 4th grade, Mr. Osborn thinks we should consider extending the more in depth drug use discussion to the lower grades as well, specifically the vaping and tobacco use. Mr. Osborn and Mr. Woodgrift are asking for the board's opinion in educating the younger grades. Mr. Osborn shared that the 4th graders didn't even know what was in the vape, so our goal is to educate. Mr. Wolfe suggested we look into a PSA or outside non-profit organization to host an assembly. Mr. Gordon asks if we could possibly run it through Health Ed. Mr. Osborn shares that the consequences stated in the district policy is 3 days suspension. He asked the board if they are interested in having a zero tolerance policy? Ed code states that any device whether it has tobacco in it or not is considered tobacco use. Mrs. Mitchell asked if teachers have been instructed what to look for? Mr. Osborn answered that we haven't had a reason to offer that training until now. He also suggested that it would be valuable to have a staff member trained to detect what state of health the student is in if found under the influence. Mr. Wolfe stated that kids are vaping because they think that it's the cool thing to do. He stated that we need to be clear in our approach and consequences, but also evaluate case by case. He was glad we put a consequence in motion right away to set the example for future instances. Mrs. Mitchell agreed that immediate discipline was a good move. Mr. Wolfe also suggested having the guilty students be part of educating the younger students. Sharing their story and consequences. As a testimony of sorts. Mr. Gordon clarified the intention of the discussion is to approve educating the younger grade levels. Mr. Woodgrift and Mr. Osborn answered yes and that they would like to move forward in establishing a detailed plan.
- D. ACTION:** Administration recommends the increase in the "Novice" level payscale to meet minimum salary wage requirements of \$54,080 starting July 1, 2019. (Gordon/ Burson) Mr. Wolfe motions to increase the "Novice" payscale to reflect minimum wage increase, Mr. Massongill 2nd, Dr. Stranger Yes, Mrs. Mitchell Yes, Mr. Massongill Yes, Mr. Wolfe Yes, all approve 4/0
- E. DISCUSSION/ACTION:** Board to discuss and possible action for [staff bonuses](#) for the 2018-2019 school year. (Gordon) The Finance Committee met and was represented by teachers, board members, and parents. Staff bonuses were discussed based off the the Christmas bonus scale. The committee decided to base bonuses off employee status and not differentiate between years with ILCS or credentials in order to boost staff morale. Bonuses will be paid out in May. Mrs. Mitchell motions to approve staff bonuses, Mr. Wolfe 2nd, Mr. Massongill Yes, Dr. Stranger Yes, Mrs. Mitchell Yes, Mr. Wolfe Yes, all approved 4/0
- F. DISCUSSION/ACTION:** Board to determine [classified](#) salary scale adjustment to meet state requirements starting July 1, 2019. (Gordon) We currently have an hourly scale based on satisfactory evaluations. With minimum wage increasing \$1 each year, Mr. Gordon would like to

catch up our pay scales. Mrs. Tracy Burson put together a proposed scale with multiple options. Mrs. Burson and Mr. Gordon both agree option B was our best choice. Dr. Stranger wants to treat our people as best as possible. Board agrees. Mr. Massongill motions to approve salary scale adjustment for classified employees Mrs. Mitchell 2nd, Mr. Wolfe Yes, Dr. Stranger Yes, Mr. Massongill Yes, Mrs. Mitchell Yes, all approved 4/0

- G. DISCUSSION:** Board to receive updates on high school project and staffing considerations. (Gordon) Mr. Gordon provided an update on the High School. Interviews have been happening for principals, teachers, and other positions. Mrs. Stodelle has been helping develop the science curriculum. Fire sprinklers are in and all other upgrades are ready to start right away upon approval. A parent survey went out asking if families would be impacted if school started a little later than ILCS. Furniture is ordered so we can host a demo day for incoming families. Brochures are ready and enrollment lottery will open soon. Board Chairman, Hardy Brown and council member Rita Fernandez both stopped by separately for surprise visits at the California Street Campus. Mr. Osborn gave them both tours and asked what they wanted to see. Mr. Hardy wanted to see our Middle School and was very impressed. He is especially passionate about history and loved hearing Mr. Barre integrate history into his math lesson. He was also impressed with the teacher/student ratio and student/electronic ratio. He was able to speak with a parent on his way out and when he asked her why a high school, she was able to share a lot about the need within our community. Mrs. Fernandez was especially interested in our Special Ed program. She was very excited to see how our Sped students were being served. She asked about our ADA compliance and Mr. Osborn assured her we are compliant. Mr. Osborn shared with her how we have changed the standard within the district. She was also interested and impressed with our leadership focus. Mrs. Fernandez was also able to speak with a parent and that parent shared that she opted for private school over YHS for her son that graduated from ILCS. Dr. Stranger thanked Mr. Osborn for his accessibility and availability to meet with the board members. Mr. Gordon also wanted to discuss the candidates in the running for principal. Because he has a family member interested, that is a strong candidate, he would like that person to answer directly to the board as opposed to himself. Mr. Gordon requested that the board meet before the county decision on May 13th.

RATIFICATIONS

A.

APPROVE CONSENT CALENDAR

All matters listed under the consent calendar section are considered by the

board of directors to be routine and will be enacted in one motion. Mr. Massongill motions to approve the consent calendar, Mrs. Mitchell 2nd, Mr. Wolfe Yes, Mr. Massongill Yes, Mrs. Mitchell Yes, Dr Stranger Yes, all approve 4/0

- A. [February](#) and [March](#) 2019 check registers**
- B. March 11, 2019 Board [minutes](#)**
- C. Approval of purchases/services/contracts over \$10,000: 2019-2020 School Year Renewal -- RENAISSANCE an Assessment and Practice Software for Accelerated Reader and Star Reading - Qty. 970 Students, \$12,129.50.**
- D. Acceptance of donations**
 - a. General Donations: Jeff Cervantez Political Campaign Fund \$631.70 to the General Fund
 - b. General Donations: Inland Leaders Foundation from APEX Event - \$15,991.36
 - c. General Donations: Inland Leaders Foundation from 10% 2018-2019 Events - \$14,884.79
- E. New hires**
 - a. Certificated
 - i.

- b. Classified
 - i. Alexandra Alvarez-Hale, Student Coach
 - ii. Jessica Ulibarri, Classified Sub

F. Resignations

- a. Certificated
 - i.
- b. Classified
 - i. Stephanie Sweeney, Student Coach
 - ii. Marion McGowan, Classroom Aide SpEd

G. Special Requests

- a.

CLOSED SESSION

none

BOARD MEMBER COMMENTS/ NEXT MEETING DATE

Mr. Wolfe would like to discuss student trips at the next meeting. He feels we need to figure out if we are going to just pay for these larger field trips like Catalina and Pali, or are we collecting donations. He was blown by the Catalina trip and the opportunities our students got there. He thinks every student needs to experience that regardless of funds. Mrs. Mitchell greatly appreciated the Olive Crest presentation and loved that our kids are thinking about other kids. Mr. Massongill was pleased with all that was accomplished in the finance meeting. He commented that Mrs. Burson and the back office are incredible and going above and beyond. Dr. Stranger commented that the High School is a heavy lift and he's so thankful to Mr. Gordon and Mr. Osborn and all involved. He is very excited about our presence. Next meeting set for May 13th at 6:00 pm in the Lion's Den. An additional May meeting might be added if necessary. Also looking at 2 June meetings, making the 6/10 meeting a budget meeting.

ADJOURNMENT 7:37pm

Board Secretary

Date