

**FOLK ARTS-CULTURAL TREASURES CHARTER SCHOOL
BOARD OF TRUSTEES MEETING**

Wednesday, December 20, 2023, 6:30 p.m.
1023 Callowhill Street

MINUTES

Board Members Present: Leana Cabral (arrived @ 6:46pm), Xu Lin, Neeta Patel, Alan Phan, Allaire Wohlgemuth, Thierry Saintine, Pooja Agarwal, Jeff Koung, Alison Lin

Board Members Absent: Nancy Nguyen

Staff Members Present: David Brown, Ellen Somekawa, Pheng Lim

I. **Call to Order:** 6:33pm Thierry Saintine

II. **Public Comment**

Discussion: A parent was present to discuss concerns about transportation with the support of an interpreter. Parent reported that the child has a phobia that was documented by a doctor and were requesting a 504 Plan that would provide private transportation (cab, etc). Felt the school was not helpful in this request. Parent hoped by coming to this meeting they might get some help and a solution for the transportation problems. Board Chair asked parents to email him directly with both the concern and the request so that the board can address this with all of the information in front of them. Parent asked how long it would take to get a response. Board Chair stated a response could be given after the next board meeting which would be in one month. Parent chose to stay for more of the meeting so interpreter remained and continued to support. Parent left the meeting at 7:14pm.

III. **Principal's Report** Pheng Lim
Discussion: N/A

Executive Director's Report Ellen Somekawa

IV. **Presentation and Discussion of the Proposed Compensation Study**

Jennifer Svendsen from Edgility Consulting will be present to explain their proposal and answer questions.

Discussion: *Do they have experience with other schools that have unions? Yes they do have that experience and feel comfortable working with an organization that has both union and non-union staff. Should FACTS start with market analysis because we are focusing on non union positions? On occasion they do switch up the order but here it feels important to do the first stage as it will help to create trust and ensure that Edgility understands all the dynamics before moving to create a plan. Have you seen this process create friction or tension between staff and how did you navigate it? That is not typically what happens. Generally this happens if organizations don't choose to do the entire process because staff feel they have voice and therefore trust the process. The few times there has been tension Edgility has prioritized finding ways to engage with staff to build trust. Do you find that at times there is tension during the process that is*

expected? Edgility stresses transparency to address this including making sure staff know their potential for salary growth and how to access that salary growth. The goal is to create policies and procedures that are clear for staff. *Can you clarify the timeline...is this FACTS specific or is this the general timeline for any client?* This is a typical timeline. They have third party software that does much of the analysis which helps to support a 4 month timeline. *Does Edgility have a particular philosophy that they can recommend around how to determine compensation (i.e merit, etc.)?* Yes they do. There are places where there is choice and places where they will direct. Where there are choices they will make clear the benefits and drawbacks of each choice.

Discussion Part 2: This will help us to be able to understand how FACTS salaries compare to the rest of the world with actual data. We have tried getting this information on our own and it has proven to be difficult. Discussion around whether or not the price is reasonable for these services. Stressed importance of admin, operations staff, and para professionals feeling that their salaries are also fair and that there is equity for them even though they are not in the union. The market assessment will also get us data on union positions so that we have that data for union negotiations. This data for all positions will help us to set goals of where we want to get to with our salaries. There was a suggestion that we do some parts of the plan but not all. Could we get a reference from a school that was in a similar position as we are to speak to the facilitation skills of the principal from Edgility. Maybe we start with the market research and then decide what other parts we do in what timeline.

- V. 1. BE IT RESOLVED** that the Board of Trustees of the Folk Arts-Cultural Treasures Charter School approves contracting with Edgility Consulting in an amount not to exceed \$35,000 for the purpose of conducting a Compensation Study pending the successful completion of reference checks.

Moved: Xu Lin

Seconded: Neeta Patel

Voted Yes: Leana Cabral, Xu Lin, Neeta Patel, Alan Phan, Allaire Wohlgemuth, Thierry Saintine, Pooja Agarwal, Jeff Koung, Alison Lin

Abstained: N/A

VI. Approval of the Minutes

2. BE IT RESOLVED that the Board of Trustees of the Folk Arts-Cultural Treasures Charter School approves the Board of Trustees Meeting Minutes of November 15, 2023.

Discussion: N/A

Moved: Leana Cabral

Seconded: Alan Phan

Voted Yes: Leana Cabral, Xu Lin, Neeta Patel, Alan Phan, Allaire Wohlgemuth

Abstained: Pooja Agarwal, Thierry Saintine, Alison Lin, Jeff Koung

**VII. Finance Report
Presentation**

Neeta Patel

Discussion: *There was a gap between actual and budgeted numbers. Is that typical?* Yes...most are due to the numbers not being reflective of a full year in the actual column vs the full year in the budget column.

3. BE IT RESOLVED that the Board of Trustees of the Folk Arts-Cultural Treasures Charter School approves the Financial Statements, as amended, for the period ending November 30, 2023.

Moved: Pooja Agarwal

Seconded: Xu Lin

Voted Yes: Leana Cabral, Xu Lin, Neeta Patel, Alan Phan, Allaire Wohlgemuth, Thierry Saintine, Pooja Agarwal, Jeff Koung, Alison Lin

Abstained: N/A

VIII. Sunshine Law

New Information about the Sunshine Law
Action Steps

Ellen Somekawa

Discussion: Our families might prefer and find more accessible virtual meetings and we do have some in person meetings to give folks an opportunity to come in person. We will look into the law and determine the best path forward. Could always do a hybrid situation where someone is always at the school for anyone who wants to participate in person.

IX. Committee Reports

- Development Committee. Discussion: The new part time development person met with the committee. Excited for her to start. Need to work on thank you letters for the 5k and working on engaging parents.
- Nominations Committee. Discussion: N/A
- Policy Committee. Discussion: N/A

X. Adjournment

Discussion: N/A

Moved: Neeta Patel

Seconded: Alan Phan

Voted Yes: Leana Cabral, Xu Lin, Neeta Patel, Alan Phan, Allaire Wohlgemuth, Thierry Saintine, Pooja Agarwal, Jeff Koung, Alison Lin

Abstained: N/A