



A CALIFORNIA DISTINGUISHED SCHOOL

**REGULAR MEETING MINUTES
BOARD OF DIRECTORS
Wednesday, May 26, 2010
5:00 PM, LIBRARY**

I. PRELIMINARY

A. Call to order- the meeting was called to order at 5:03 PM.

B. Roll call

Members Present

Amy Held
Alex Shuhgalter
Carole Osborne
Jason Cutler
John Callas

Absent

James Paleno

Officers/Non-Voting Members Present:

Marcia Haskin Greg Wood Azad Amanat (arrived 6:15 PM)

CLOSED SESSION 5:03 PM

II. PUBLIC EMPLOYMENT

Title: Chief Business Officer

Title: Director of Student Support Services

Title: Director of Instruction

Title: Director of Admissions, Attendance and Student Welfare

Title: Director of Student Activities, Athletics and Discipline

Title: Operations Manager

Title: Finance/ASB Manager

Title: Community Service Coordinator

Title: Security Supervisor

Title: College Advisors

Title: Executive Administrative Assistant

OPEN SESSION 5:52 PM

The Board Chair reported publicly on the closed session action item for which a vote occurred.

Julia O'Grady moved that we retain the Chief Business Officer, Director of Student Support Services, Director of Instruction, Director of Admissions, Attendance and Student Welfare, Director of Student Activities, Athletics, and Discipline, Operations Manager, Finance/ASB Manager, Community Service Coordinator, Security Supervisor, College Advisors, and Executive Administrative Assistant for the next year.

Patrice Fisher seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 8 (Amy Dresser Held, Carol Osborne, John Callas, John Riley, Julia O'Grady, Karen Perkins, Susan Frank, Patrice Fisher)

No – 1 (Alex Shuhgalter)

Abstain – 1 (Jason Culter)

III. APPROVAL OF MINUTES

April 20, 2010

Carol Osborne moved to approve the Minutes as amended. John Callas seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 10 (Amy Held, Carol Osborne, John Callas, John Riley, Julia O'Grady, Karen Perkins, Susan Frank, Patrice Fisher, Alex Shuhgalter, Jason Culter)

No – 0

Abstain – 0

May 11, 2010

Carol Osborne moved to have the Minutes changed and brought back to the Board. Julia O'Grady seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 8 (Carol Osborne, John Callas, John Riley, Julia O'Grady, Karen Perkins, Susan Frank, Patrice Fisher, Alex Shuhgalter,)

No – 0

Abstain – 2 (Amy Held, Jason Cutler)

IV. PUBLIC COMMENT:

Non-agenda items: No individual presentation shall be for more than two (2) minutes and the total time for this purpose shall not exceed sixteen (16) minutes. Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation. Use of names of individuals should be avoided when referring to accusations or wrongdoing (names should be presented to the Executive Director for follow-up action). Speakers may choose to speak during the public comment segment and/or at the time an agenda item is presented.

Richard Thomas, administrator, said that during the transition period he thought the school would be best served with Marcia Haskin as the Interim Executive Director and Principal, with Mike Smith assisting her.

Mark Epstein, parent, (speaking before agenda item VI, A) presented to the Board an edited version of the Board-Executive Director Linkage Policies which was a collaborative effort of several parents. Mr. Epstein urged the Board to continue to have an open dialogue with all stakeholders regarding governance policies.

Jane Jaffe, parent, (speaking before agenda item VII, B) urged the Board to embrace change and to keep an open mind when considering the Interim Executive Director candidates.

Allison Holdorff Polhill, parent, (speaking before agenda item VII, B) stated all stakeholders would benefit from an explanation of the differences in roles and responsibilities between the Executive Director and Principal. She expressed strong support of Marcia Haskin, but was concerned that having both positions would diminish her academic effectiveness.

Leslie Woolley, parent, (speaking after agenda item VII, B) urged the Board to select a candidate for Interim Executive Director who is vibrant, has a vision, and is able to move the school forward.

V. ORGANIZATIONAL REPORTS:

A. Executive Director's report- Amy Held (see handout)

PCHS's Charter was renewed by LAUSD. Report was submitted but not discussed.

B. Principal's report- Marcia Haskin (see handout)

Marcia Haskin gave a report on Pali's educational program in general, successes this year and improvements to work on next year. In particular, she complimented Richard Thomas and Ann Davenport for a successful first year at Temescal Academy.

C. Chief Business Officer's report- Greg Wood (see handout)

The fiscal 2009-2010 projected budget deficit is currently estimated at \$423,000. There is a Special Board Meeting dedicated to the budget on June 8th. Greg said that he and Amy Held would shortly be meeting with lenders to discuss the pool loan.

D. Students' report- Azad Amanat

Wendy Hagan was elected as the student elected faculty representative, and Shahin Mohamadi the student representative, to the Board of Trustees for 2010-2011.

E. Faculty report- James Paleno and/or Karen Perkins

No report.

- F. Budget and Finance Committee report- Rob King
No report.
- G. Policy Committee report- Julia O'Grady
Julia O'Grady reported that the Policy Committee recently passed the Dress Code Policy, the Modified Schedule Policy, and the Perimeter Fence Banner Policy. These policies will be forwarded to the appropriate administrators for action.
- H. Educational Programs Committee report- Grant Smith
No report.
- I. Communications Committee report- Monica Iannessa
Monica Iannessa reported that the Communications Committee had recently finished the PCHS e-mail guidelines, which will be distributed to the faculty and staff at an upcoming meeting. That committee is also working on social networking guidelines.
- J. Operations, Facilities and Technology Committee report- Maisha-Cole Perri
No report.

VI. DISCUSSION ITEMS:

- A. Board – Executive Director Linkage Policies – Karen Perkins (see handouts)
There was a discussion regarding areas of conflict between Carver policy governance and our Charter, which centered on Board Committees.

A committee consisting of Julia O'Grady, Susan Frank, John Callas, John Riley, Allison Holdorff Polhill, and Mark Epstein will discuss this issue, and consider possible solutions. The committee will give an update to the Board at the June 15th regular meeting.

- B. Board retreat- summer 2010
The Board discussed a summer retreat with the topic being fundraising.

VII. DISCUSSION AND/OR ACTION ITEM

- A. Request for Policy Committee to Prepare Governance Policies Under Consideration for Approval by Board- Karen Perkins
This item was tabled pending further discussion.
- B. Interim Executive Director Committee – Carol Osborne, Greg Wood, Jennifer Eustice, James Paleno, and Amy Held
Carol Osborne discussed the process that the Interim Executive Director Hiring Committee followed.
- April 20th the Interim Executive Director Search Committee was formed.
 - May 11th a petition from employees was received recommending Marcia Haskin for the Interim Executive Director position. At that time, Ms. Haskin withdrew from the Search Committee and was replaced by Carol Osborne and James Paleno.

- May 14th the committee reviewed the 25 resumes they had received, and identified 5 candidates to interview for the Interim Executive Director position. Brian Bauer, the Executive Director at Granada, participated in the identification of potential candidates.
- May 20th the committee and Brian Bauer interviewed 4 candidates (one was unavailable). The committee brought forth 2 of the 4 candidates (Tom Stekol and Mike Smith), plus Marcia Haskin, to the Board as the “short list” of candidates.
- May 24th Tom Stekol and Mike Smith met with the administrative team.

The Board heard a short presentation from 2 of the Interim Executive Director Candidates, Tom Stekol and Mike Smith.

C. Change of the Facilities Task Force from Board Ad Hoc to Management – Amy Held

Amy Held recommended that the Facilities Task Force, due to the nature of the committee, and issues regarding open meetings, would best be served by being a management committee.

Julia O’Grady moved to dissolve the Facilities Task Force as an Ad-Hoc Board Committee. John Callas seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 10 (Amy Held, Carol Osborne, John Callas, John Riley, Julia O’Grady, Karen Perkins, Susan Frank, Patrice Fisher, Alex Shuhgalter, Jason Culter)

No – 0

Abstain – 0

D. Dissolution of the Board Ad Hoc Auditor Selection Committee – Susan Frank
 Susan Frank recommended dissolution of the Board Ad Hoc Auditor Selection Committee because in April the Committee recommended, and the Board approved, Wilkinson Hadley King as PCHS’s auditor for the 2010-2011 fiscal year.

Carol Osborne moved to dissolve the Ad Hoc Auditor Selection Committee. Julia O’Grady seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 10 (Amy Held, Carol Osborne, John Callas, John Riley, Julia O’Grady, Karen Perkins, Susan Frank, Patrice Fisher, Alex Shuhgalter, Jason Culter)

No – 0

Abstain – 0

E. Proposed salary schedule and comparisons for administration/management – Amy Held (see handouts)

Amy Held presented a salary schedule for administrators and comparison information.

Alex Shuhgalter moved that an impartial Board committee, made up of non-employees, review the proposed salary schedule and make a recommendation to the Board. The motion died for lack of a second.

Patrice Fisher moved to accept the salary schedule with the inclusion of Master's and Doctoral degrees. John Riley seconded the motion.

Clarification and discussion of the salary schedule ensued.

John Callas moved, and Carol Osborne seconded the vote.

BOARD ACTION: MOTION PASSED

Yes – 5 (Amy Held, John Callas, John Riley, Julia O'Grady, Patrice Fisher)

No – 4 (Jason Cutler, Karen Perkins, Alex Shuhgalter, Susan Frank)

Abstain – 1 (Carol Osborne)

F. Employment contracts (2010-2011) for PCHS administration/management and unrepresented staff - Amy Held (see handouts)

Alex Shuhgalter moved to approve one year contracts for management, administrators, and unrepresented staff. Jason Cutler seconded the vote.

BOARD ACTION: MOTION PASSED

Yes – 9 (Amy Held, John Callas, John Riley, Julia O'Grady, Carol Osborne, Jason Cutler, Karen Perkins, Alex Shuhgalter, Susan Frank)

No – 1 (Patrice Fisher)

Abstain – 0

G. Alignment of Bylaws with Charter regarding new management board position- Carol Osborne and John Riley (see handouts)

Carol Osborne discussed the By-Law changes she and John Riley were recommending in order to align the By-Laws with the Charter in regard to the selection of administrator/management Board seat.

The proposed By-law revisions are being posted to the PCHS website in order to solicit stakeholder input, before adoption by the Board.

H. Board grade appeal committee update and need for Board action.

It was reported that two grade appeals (011593F050, 0700193M103) were not upheld. The grades in both cases will remain as first given out.

VIII. OUTSTANDING BUSINESS

IX. NEW BUSINESS

A. Dissolution of Board Fundraising Committee and addition of Fundraising Policy to Governance Policies Under Consideration – Karen Perkins

This agenda item was tabled.

Board chair to announce items for closed session

Open Session ended 9:25 PM

X. CLOSED SESSION 9:35 PM

A. Conference with legal counsel- anticipated litigation

Significant exposure to litigation pursuant to subdivision b of section 54956.9

B. Public Employment:

Title: Interim Executive Director

C. Public Employee Discipline/Dismissal/Release

D. Conference with labor negotiator: Mrs. Amy Dresser Held, Executive Director

Employee organization: PESPU, UTLA

OPEN SESSION 11:45 PM

Board Chair will report publicly on any closed session action items for which a vote occurred.

B. Public Employment:

Title: Interim Executive Director

Julia O'Grady moved that we hire Tom Stekol as Interim Executive Director subject to reference and employment background checks. Carol Osborne seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 8 (Amy Held, Patrice Fisher, John Riley, Julia O'Grady, Carol Osborne,

Jason Cutler, Karen Perkins, Alex Shuhgalter,)

No – 1 (Susan Frank)

Abstain – 0

(John Callas left the Board meeting prior to the vote)

C. Public Employee Discipline/Dismissal/Release

Julia O'Grady moved that we approve the non-re-election of 2 probationary teachers (#775909 0910 and #10008838 0910). Jason Cutler seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 9 (Amy Held, Patrice Fisher, John Riley, Julia O'Grady, Carol Osborne, Jason Cutler, Karen Perkins, Alex Shuhgalter, Susan Frank)

No – 0

Abstain – 0

(John Callas left the Board meeting prior to the vote)

XI. ADJOURNMENT 11:46 PM

(Meeting materials can be found on the Pali High website, www.palihigh.org, under About Pali, Governance, Board of Trustees, Agendas and Minutes, Material for Board Meetings)