

Executive and Compensation Committee Meeting

Thursday, April 13, 2017


Location 1: 1001 22nd Ave., Oakland, CA 94606

Meeting Conference Line: 1-415-655-0381; Passcode: 382-455-687#

I.	<p>Public Business Meeting Board Members Present: Beth Hunkapiller and Warren Felson were present in Location 1 in Oakland, CA. Board Members Absent: Jonathan Garfinkel Staff Present: Carolyn Hack, Delphine Sherman, D'Lonra Ellis, Alejandra Chavez, Mary Cha-Caswell, Sara Normington and Esmeralda Loera were present in Location 1 in Oakland, CA. Call to Order: The meeting was called to order by Beth Hunkapiller at 9:06 am. Quorum for the meeting was confirmed.</p>
II.	<p>Changes to the Agenda: There were no changes to the agenda</p>
III.	<p>Public Comments Not on the Agenda: There were no public comments.</p>
IV.	<p>Chairperson and CEO Comments: There were no comments made by the Chair, CEO, or other Board Members.</p>
V.	<p>Consent Agenda: The following consent agenda items were moved by Warren and seconded by Beth; unanimously approved. Approval: Yes: 2 – Beth and Warren; No: 0; Abstain: 0.</p>
A.	<p>Approval of March 9, 2017 Executive Committee Meeting Minutes</p>
B.	<p>Approval of March 9, 2017 Board of Directors Meeting Minutes</p>
C.	<p>Grade Re-Configuration at Hanley Campus</p>
VI.	<p>Discussion, Action Items and Reports:</p>
A.	<p>Delphine Sherman, CFO, asked Executive and Compensation Committee to approve the submission of Charter School Facilities Program Proposition 51 applications for Aspire Capitol Heights Academy (CHA), Aspire APEX Academy (APEX), Aspire Centennial College Preparatory Academy (CCPA2), Aspire East Palo Alto Charter School (EPACS), Aspire Berkley Maynard Academy (BMA), and Aspire College Academy (ACA). Delphine explained that Aspire believes it is prudent to apply and participate in all available state funding opportunities for facilities as Aspire's students deserve a quality learning environment afforded by such programs. The Board Resolution Regarding Proposition 51 application was moved by Warren and seconded by Beth; unanimously approved. Approval: Yes: 2 – Beth and Warren; No: 0 Abstain: 0.</p>
B.	<p>Delphine Sherman, CFO, asked the Executive and Compensation Committee to approve the revised salary ranges for teachers. She explained that the 2017/18 salary schedule is based on effectiveness and years of teaching experience and that management is not recommending any increases to the teacher salary schedule because the current salary schedules continue to remain competitive and the state revenues per pupil are declining. The Compensation Schedules/Bands (Teacher Salary Schedules) agenda item was moved by Warren and seconded by Beth; unanimously approved. Approval: Yes: 2 – Beth and Warren; No: 0 Abstain: 0.</p>

C.	<p>Delphine Sherman, CFO, asked the Executive and Compensation Committee to approve: 1) the revised salary ranges for school site and home office staff to comply with CalPERS and CalSTRS regulations, 2) the salary schedules for School Psychologists and Speech Language Therapists to comply with CalPERS and CalSTRS regulations and 3) the salary schedules for certain school site roles to comply with CalPERS and CalSTRS regulations. She explained that: 1) management proposes a salary increase of 1.5% for all non-teachers who will not be on a salary schedule for 2017/18 2) The 2017-2018 salary schedule for School Psychologists and Speech Language Therapists are based on effectiveness and years of experience and that management believes the increases are necessary to remain competitive in the marketplace, which is critical given the importance of these roles to improving student outcomes and 3) Management proposes a salary schedule for school admin roles which is based on years of experience and has historically included an effectiveness bonus based on performance of up to 5%. Warren moved to approve: 1) Salary ranges for non-Teacher roles that are not on a salary schedule, seconded by Beth; unanimously approved. Approval: Yes: 2 – Beth and Warren; No: 0 Abstain: 0. Warren moved to approve: 2) Salary schedules for School Psychologists and Speech Language Therapists, seconded by Beth; unanimously approved. Approval: Yes: 2 – Beth and Warren; No: 0 Abstain: 0. Warren moved to approve: 3) Salary Schedules for Principals, Assistant Principals, Deans (of Instruction, Culture, and Students), Instructional Coaches, Counselors, and College Academic Counselors, Beth seconded; unanimously approved. Approval: Yes: 2 – Beth and Warren; No: 0 Abstain: 0.</p>
VII.	<p>Closed Session: The meeting adjourned to closed session at 9:25 am and reconvened at 9:34 am. The Executive and Compensation Committee accepted the staff expulsion recommendation in student matter 1617-402-02 and student matter 1417-402-01.</p>
VIII.	<p>Adjournment: The meeting adjourned at 9:35 AM.</p>

Approved this 15th Day of June, 2017 in Oakland, CA.



D'Lonra Ellis, Board Secretary