

Blue Oak Charter School
450 W. East Avenue, Chico, CA 95926
CHARTER COUNCIL
SPECIAL MEETING
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Meeting ID: 948 4630 4240

MINUTES

Monday, June 29, 2020 - 11:30 AM

Vision: To be a model for successful education of the whole child.

Mission: To nurture and deepen each child's academic and creative capacities using methods inspired by Waldorf education in a public school setting.

LCAP Goal Summary: Build the parent community, support success for all students, and prepare students for high school

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All times noted on the agenda are approximate and listed solely for convenience. The Board may hear items earlier or later than is noted and may move the order of agenda items.

The Blue Oak Charter Council reserves the right to take action on any item on the agenda.

AGENDA

OPEN SESSION - 11:30 AM

1. OPENING - 5 Minutes

1.1. Call Meeting to Order

- Monica McDaniel called the meeting to order at 11:37 AM.

1.2. Roll Call of Council Members and Establish Quorum

- Present: Monica McDaniel, Chelsea Parker, Laura Swanson, Trisha Atehortua, Vicki Wonacott, Laurel Hill-Ward.

1.3. Invocation - School Verse Read

“This is our school, May peace dwell here, May the rooms be full of contentment. May love abide here, Love of one another, Love of our school, Love of life itself. Let us remember that as many hands build a house, So many hearts build a school.”

- Monica McDaniel read the school verse.

1.4. Agenda Modifications

- No modification requested.

1.5. Audience to Address the Council

This is an opportunity for members of the community to address the committee concerning items not on the agenda. Persons addressing the Committee will be allowed a maximum of three (3) minutes for their presentation. The chair may establish a maximum speaking time for any item. Persons may not yield their time to another speaker (Gov. Code § 54954.3)

- Monica McDaniel, Charter Council President, encouraged the Charter Council and the audience of attendees to be mindful of our Waldorf inventions of inclusion and enlightening the human spirit and instead of being led by ego to be led by a sense of community and what is best for all.
- Brianna Lee, Faculty Co-Chair, read a letter for Brittany Jones, Blue Oak teacher. Brittany outlined how the proposed plan for health benefits and the certificated pay scale were creating division among the faculty. Much concern was expressed that a plan was proposed that does not honor all teachers. She requested that the Charter Council please consider a plan that is good, true and beautiful for all. Each teacher deserves a raise. Each teacher deserves affordable healthcare. Blue Oaks values are not represented by this plan.

2. GOVERNANCE - 15 minutes

2.1. Executive Director Review Form & Process **L, Hill-Ward / L. Swanson**

- There was a brief discussion on where the Charter Council was regarding this process and in the end it was decided to put this item off until the next regularly scheduled charter council meeting.
- Laurel Hill-Ward communicated via chat that she respectfully resigns her position on the Blue Oak Charter Council.
- Laurel Hill-Ward left the meeting at 12:01 PM.

2.2. COVID-19 Operations Written Report

- Susan Domenighini spoke to the COVID-19 Operations Written Report. The operations report outlines how Blue Oak Charter school responded to the COVID-19 Emergency, specifically regarding the closure of onsite classes in March, distance learning implementation, childcare offered through CARD, and lunches made available through Chico Unified School District.
- Chelsea Parker made a motion to accept the COVID-19 Operations Written Report as presented. Trisha Atehortua seconds.
- No discussion.
- Vote.

Name	Yes	No	Abstain	Absent
Monica McDaniel			X	
Chelsea Parker	X			
Trisha Atehortua	X			
Laura Swanson	X			
Vicki Wonacott	X			
Laurel Hill-Ward			X	

- Vote passes.

2.3. Healthy Solutions Benefit Package

2.4. Certificated Pay Scale

- Many faculty members were present and spoke to the impact of the proposed Healthy Solutions Benefit Package on the school as a whole and the impact they will each face individually.
- Kari Madera read a letter to the charter council. She outlined her many years of dedication to the Blue Oak Community and asked for a better, more viable plan for the longevity of the school.

- Susan Domenighini spoke of the need of putting an employer cap on health care costs per employee in order for the school to be financially responsible. The Finance committee is suggesting a cap at \$600 per employee and to grandfather in two of the teachers who would be significantly impacted. Thus there would be no negative impact to any teachers with this plan.
- Chelsea Parker, added that the Finance Committee has worked diligently to put together a competitive scale that is comparative with industry standards. The Finance Committee has also discussed changing to a less expensive school site once the school is released from its current lease and the possibility of a more stable insurance program that will offer stability for both the school and the staff. She mentioned that the Butte Schools Self-Funded Programs Joint Powers Authority (BSSP) provides self-funded employee benefits and property/liability coverage to school districts in Butte County, Butte County Office of Education and Butte Glenn Community College District and that this may be a better option to look into.
- Other important details that were discussed include that school enrollment is down, thus the school needs to be careful as we look to an uncertain 21/22 regarding ADA and funding. There will be another potential minimum wage increase in a year. As well, gratitude for current funding was expressed as freezing and protecting school funds is unprecedented and has not been seen since the 1970's.
- Nick Meier, Blue Oak teacher, shared his letter. He shared his disappointment regarding faculty not being made aware of these proposals sooner, that the proposed plan discourages people with families from working at Blue Oak, and that the budget shifts the burden onto the senior most teachers with families. Nick requested that Blue Oak pay to make up the difference of what he along with three other teachers will be facing if the proposals are approved. Nick also made note that this will be his second year without a raise.
- Sheila Moss, Blue Oak teacher, requested that the term “grandfathering in” not be used as it has a racist history and that instead the term extension be used. Sheila shared her own letter opposing the health care benefits package but in favor of the certificated pay scale. She requested that other benefits consultants be sought to compare prices, that alternative and more cost effective school sites be researched, and asked that there be a commitment to actions that promote sustainability for the whole school.
- Cheryl Grant, Blue Oak teacher, shared alternative options of the employer paying a percentage of each employee’s benefits, making it equitable, the option of grandfathering in any employee who is negatively impacted, and making every effort to ensure families are not discriminated against. She requested that any changes that will happen in January 2021, be brought to the faculty with ample time for discussion. In closing she shared the following quote:

The Invitation

By Oriah Mountain

Dreamer

It doesn't interest me

what you do for a living.

I want to know

what you ache for

and if you dare to dream

of meeting your heart's longing.

It doesn't interest me

who you know

or how you came to be here.

I want to know if you will stand

in the centre of the fire

with me

and not shrink back.

It doesn't interest me

where or what or with whom

you have studied.

I want to know

what sustains you

from the inside

when all else falls away.

I want to know

if you can be alone

with yourself

and if you truly like

the company you keep

in the empty moments.

- Jennifer Bryan Glennen, Blue Oak teacher, shared that she opposed the proposed Health Benefits package. She requested that the Charter Council consider equitable opportunities for all staff, not equal opportunities as each staff member has different needs.
- The Charter Council discussed Covered California as an option for staff to apply for subsidized health care through the state if the current package was deemed as being unaffordable according to the state's standards. The individual staff issues were identified as short term issues and the school is looking to create long term solutions, though the situation is not taken lightly and all present are working to offer the best solution.
- Faculty in attendance cited prior issues with administration and requested some kind of consultation that the current administration was working to the best interest of the staff and students.
- Blue Oak Executive Director, Susan Domenighini spoke to consistent and continued training of the Charter Council members, front office and staff training, Brown Act training, and transparency across the board, the updating of policies and them being publicly posted.
- Chelsea Parker made a motion to accept the 2.3. Healthy Solutions Benefits package and the 2.4. Certificated Pay Scale as presented with the two teachers who would have a net decrease to have the deficit covered by the school. As presented it is through 2021/2022. With the addition of insurance premiums being revised in the fall and annually to ensure there is no negative impact on employees. Trisha seconds.
- No discussion.
- Vote.

Name	Yes	No	Abstain	Absent
Monica McDaniel			X	
Chelsea Parker	X			
Trisha Atehortua	X			
Laura Swanson		X		
Vicki Wonacott	X			
Laurel Hill-Ward				X

- Vote passes.
- 2.5. 2020/2021 Budget Proposal**
- Two budgets were presented to the board and recommended by the Finance Committee. The specifics of the 2020/2021 budget can be revisited in July and August as more information becomes available from the State of California as the governor's budget is revised and approved. The one addition from the prior budget is an increase in Special Education funding for contracts that will provide services. These contracts will be presented at the next regularly scheduled meeting. The budget includes the salary schedule changes and the change in the benefits package.
 - Trisha Atehortua made a motion to accept the 2020/2021 Budget Proposal. Monica McDaniels seconds.
 - No discussion.
 - Vote.

Name	Yes	No	Abstain	Absent
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Monica McDaniel	X			
Chelsea Parker			X	
Trisha Atehortua	X			
Laura Swanson		X		
Vicki Wonacott	X			
Laurel Hill-Ward				X

➤ Vote passes.

3. CLOSED SESSION - 15 minutes

3.1. Public Employee Performance Evaluation (§ 54957) Title: Executive Director

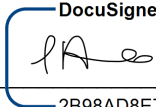
➤ Since the Executive Director Performance Evaluation form has not been approved this item was postponed until the next regularly scheduled meeting.

4. NEXT MEETING - Tuesday, July 21, 2020

ADJOURNMENT

Monica McDaniel adjourned the meeting at 1:33 PM

Minutes taken by: Tess Slaton

Approved by :  Date: 7/27/2020
DocuSigned by: 2B98AD8E732B486...