

# Connections Public Charter School

## Governing Board Minutes

March 14, 2022

Kress Building 3:15 pm

**Call to Order:** Mr. Salmoiraghi called the meeting to order at 3:16 pm.

**Members Present:** Shinji Salmoiraghi, Romeo Garcia, Kirk Bailey, Libby Oshiyama, Pam Thatcher, Anna Madrid, Elsie Hayashi, Ron Kim (Heather McDaniel, Recorder)

**Members Absent:**

**Guests:** Cheryl Gravela, Pua Ka'ai, John Thatcher, Cat Spina, Steven Rippe, Scott Ferraro.

**Approval of Agenda:**

*A motion was made by Mr. Garcia to approve the agenda. The motion was seconded by Mr. Bailey and was approved with consensus of members present.. Mrs. Hayashi was absent from the vote.*

**Approval of Minutes February 14, 2022 meeting:** Members reviewed the minutes from meeting on February 14, 2022.

*A motion was made by Mr. Garcia to approve the minutes from the meeting on February 14, 2022. The motion was seconded by Ms. Wilbourn and was approved with consensus.*

**Public Input:** none

**Correspondence & Communication:** none

**New Business:**

- **Approval of New Substitute Teachers:** Two new names were recommended to be added to the list of substitute teachers. Members discussed the candidates.  
*A motion was made by Mr. Bailey to approve the addition of two new names to the substitute list. The motion was seconded by Mr. Garcia and was approved with consensus.*
- **Review and Revision of Governing Board Policies:** Mr. Thatcher presented a recommendation for a Student Safety and Welfare Policy, supporting student well-being and with expectation of employees' support. Mr. Garcia confirmed the necessity of supporting the policy.  
*A motion was made by Mr. Garcia to approve the Student Safety and Welfare Policy. The motion was seconded by Ms. Wilbourn and was approved with consensus.*
- **Review of SY 22-23 calendar:** A revision for the calendar was presented, which aligns with the DOE calendar.  
*A motion was made by Mr. Garcia to approve the revision of the SY 22-23 calendar. The motion was seconded by Mrs. Thatcher and was approved with consensus.*

- **School Director/Principal Search Process:** Consultants Steve Rippa and Scott Ferraro (*Talent Enthusiasts*) presented some suggestions in regards to the school's efforts to consider restructuring and new leadership. Recommendations include forming a committee to include themselves, Mr. Garcia, board parent representatives, and one or two other staff members. They recommend weekly meetings to assure communications and vetting of candidates. Recommended tasks: Consultants would create documents, facilitate meetings, vet resumes and candidates, report to stakeholders. Mr. Bailey suggested that developing criteria should be first. Consultants recommend that the committee should be defined today. Mrs. Thatcher asked for clarification regarding the timeline. Consultants clarified that within the first month candidates are identified, and the selection narrowed or completed in 2-3 months. Mr. Salmoiraghi asked for clarification regarding the cost of their services. Mr. Ferraro explained that the cost is folded into the school's current contract with *Talent Enthusiasts* for professional support and development.

**Commission School Lead Report:** none

**Operations Report:**

- **Financial Officer's Report:** Mr. Bailey noted no items of concern. Ms. Gravela noted the Title IVa funds item, and receipt of Federal Impact Aid funds.
- **Approval of Financial Statements:**  
*A motion was made by Mr. Garcia to approve the Financial Statement for February 2022. The motion was seconded by Mrs. Hayashi and was approved with consensus.*
- **Title I/Student Achievement Report:**  
Status of Title I Plan SY 21-22: Mr. Garcia reported 21-22 continues to be implemented. The plan for SY22-23 is due March 18.  
Student Achievement: tabled.

**Administrator's Report:**

- **Current enrollment:** 358
- **SY 21-22 Covid Health and Safety Plan Status Report:** Mr. Garcia reported that at the end of Spring Break, Distance Learning will no longer be available for most students. No new Covid cases have been identified in on-site testing for 4 weeks. Testing will continue. Mr. Salmoiraghi reported that the AG recommends in person GB meetings. Mr. Thatcher added that the AG's advice was incomplete, clarifying that in-person meetings must be an option for non-members who may choose to attend but do not have access to technology. Mr. Thatcher suggested that members may want to consider revising the bylaws to allow for hybrid meetings.
- **Kaumana Property Report:** Mr. Garcia reported that the attorneys for Connections and for CBESS will be submitting appeal processes by March 20. (Ms Wilbourn left the meeting at 4:10pm)

- **Other Items:** Mr. Thatcher presented the funding history for charter schools, and past hiring practices. He reported that the legislature is likely to support a settlement of \$125,000 for a years-old case in which a former Connections employee was not rehired, with Connections as the liable party. If so, 84% of the school's budget would be spent on personnel, with facilities costs making up 12%. That leaves 4% for all other operating costs. The school could be shut down due to financial insolvency, if unable to fund payroll. Mr. Thatcher proposes a Reduction In Force (RIF), in which case we would need to consider eliminating positions. The requirement is to give 90 days notice to anyone whose position might be eliminated. Mr. Thatcher presented a draft notification of the RIF process for employees, and a questionnaire for all employees to complete, stating their preferences for their positions regarding the process. Mr. Garcia expressed support for the plan. *A motion was made by Mrs. Hayashi to approve the Reduction In Force / Reorganization process. The motion was seconded by Mrs. Thatcher and was approved by the following vote: Ayes Mrs. Hayashi, Mr. Kim, Mr. Salmoiraghi, Mr. Garcia, Mrs. Thatcher, Dr. Oshiyama, Mr. Bailey; Ms. Madrid abstained from the vote.*  
*A motion was made by Mr. Bailey to appoint Mr. Thatcher as an advisor to assist Mr. Garcia in the RIF/Reorganization process. The motion was seconded by Mrs. Hayashi and was approved with consensus.*
- **Members discussed the possibility of an emergency meeting on March 25<sup>th</sup> if needed.**
- **Mr. Garcia asked for board approval for repair to an AC unit servicing the first floor common area for up to \$6,000, since the original estimate of \$4,000 was 6 months ago and it is likely to have increased. The repair has not been scheduled.**  
*A motion was made by Mr. Bailey to approve repair of the AC unit servicing the first floor common area, up to the amount of \$6,000. The motion was seconded by Ms. Madrid and was approved with consensus.*

### Old Business

- **Administrator Evaluation Process Report: tabled**

**Next Meeting:** April 11, 2022 at 3:15 pm.

**Adjournment:** 5:18 pm.

**Respectfully submitted by:**  
**Shinji Salmoiraghi**  
**Connections Governing Board Chair**