

**SECTION 1 : AGENDA**  
**CALIBER SCHOOLS BOARD OF DIRECTORS ANNUAL MEETING**  
**Tuesday, May 14th from 4:00 PM to 6:00 PM**

4:00 PM	<p><b>Call to Order</b></p> <ul style="list-style-type: none"> <li>● Roll call, establish quorum and meeting norms</li> <li>● Review and approve the agenda for the meeting</li> </ul> <p><b>A. Closed Session</b></p> <ul style="list-style-type: none"> <li>● Personnel Discussion</li> <li>● Public comments</li> <li>● Recess to closed session</li> <li>● Report/ratification of closed session</li> </ul> <p><b>B. Discussion &amp; Action Items</b></p> <p>B1. CEO Search Update</p> <ul style="list-style-type: none"> <li>o <u>Action Item</u>: Vote to offer CEO role to Terence Johnson</li> </ul> <p><b>C. Review/Approval of Consent Items</b></p> <p>C2. 4/16/19 Meeting Minutes</p> <p><b>D. Public Comment</b></p>	<p>J Lopez</p> <p>J Lopez</p> <p>J Lopez</p> <p>J Lopez</p> <p>Open</p>
6:00 PM	<p><b>Adjourn</b></p>	<p>J Lopez</p>

**MEETING DETAILS:**

Day and Time: Tuesday, May 14, 2019 4:00PM - 6:00PM  
Location: Caliber: Beta Academy 4301 Berk Ave (Library)  
Richmond, CA 94804  
Dial In: Toll-Free Conference line  
866-730-7514  
(Participant Pin 280163#)

To Access Slides Remotely:  
[https://hangouts.google.com/hangouts/\\_/caliberschools.org/caliberboardmeeting](https://hangouts.google.com/hangouts/_/caliberschools.org/caliberboardmeeting)

**PRE-READING PACKET TABLE OF CONTENTS**  
**Caliber Schools Board of Directors Meeting**  
**May 14, 2019**

**SECTION 1 : MEETING DETAILS & AGENDA**

**SECTION 2 : ADVANCE DISCUSSION MATERIALS**

*These materials are related to specific discussion and decision items at the upcoming meeting.*

<b>Item</b>	<b>Document</b>	<b>Description</b>	<b>Page</b>
A1.1	Koya Update	CEO Search Update by Koya Partners	4
A1.2	Pay Scale Summary	CEO Pay Scale Summary Research	10
A2	CEO Salaries	Charter School CEO Salary Research	16
A3	CEO Recommendations	Search Committee CEO Recommendations	17

**SECTION 3 : CONSENT CALENDAR ITEMS FOR APPROVAL**

*These materials are proposed by staff for Board approval as a package. They will not be discussed and voted on individually unless the Board elects to take them up individually.*

<b>Item</b>	<b>Document</b>	<b>Description</b>	<b>Page</b>
B1	4/16/19 Board Minute	4/16/19 Caliber Schools Board Minutes for Approval	20
B2			
B3			

**SECTION 4 : ADDITIONAL INFORMATION**

*These items will not be covered directly during the meeting, but are meant to inform you of our progress since the last meeting and to provide additional context for the discussion.*

<b>Document</b>	<b>Description</b>	<b>Page</b>

**SECTION 2 : ADVANCE DISCUSSION MATERIALS**

**A1 - CEO Search Update**



## CALIBER SCHOOLS CEO SEARCH SUMMARY REPORT BOARD MEETING – MAY 14, 2019

### **Overview of the Search Process:**

- Koya Leadership Partners, a national executive search firm, was retained to lead the Chief Executive Officer search for Caliber Schools and conducted stakeholder meetings on January 14 and 15, 2019. Koya had an opportunity to meet with a broad stakeholder group including school leaders, members of the Support Staff Organization (SSO), board members, the Head of SEL, parents, teachers and the current CEO to hear their feedback on target key competencies, priorities, challenges and highlights for the role as well as to solicit referrals for the position.
- The CEO Position Profile was approved on February 7, 2019, and Koya initiated outreach on February 8, 2019. To date, Koya has outreached to 210 educational leaders in the Bay Area and throughout the state of California at charter management organizations, public school districts and other education-related nonprofit organizations.
- Our Research team identified and targeted Assistant, Associate Superintendent, Chief Schools Officer, Executive Director, Managing Director, Chief Executive Officer and other senior level administrative leaders at a range of top charter management organizations and public-school districts locally and throughout the state of California, as well alumni of Teach for America, graduates from the Broad Superintendents in Residence, National Center for Urban School Transformation, and Pahara-Aspen Education Fellows.
- We focused on individuals with depth in organizational leadership and management skills in school systems serving under-resourced students in urban environments, with a strong grounding and commitment to educational equity and social justice. We are targeting leaders with a successful record of leading high performing schools, with strong instructional leadership experience and ability to build academic rigor, a commitment to SEL and restorative justice, strong community relations experience and deep organizational development experience, particularly in the areas of talent management/professional development.
- Koya had scheduled conversations with 25 potential candidates and completed full evaluations consisting of phone interviews and video conference or in person interviews with 8 candidates.

### **Semi-Finalist Interviews:**

- The Search Committee met on March 28th and evaluated 6 candidates and of those, selected to advance 5 top candidates for first round interviews on April 3<sup>rd</sup> and April 4<sup>th</sup>.

- The backgrounds of those candidates included:
  - Consultant and former Executive Director for a regional leadership role with a national charter management organization
  - Assistant Superintendent, Educational Services for a traditional public-school district
  - Chief Schools Officer for a charter management organization
  - Executive Director of Special Education and Student Services and Cabinet Member at a traditional public school
  - Founding Principal for a charter management organization
  
- Five candidates were interviewed and of those, two were declined and three were advanced to campus interviews. Of those three that participated in campus interviews, one candidate withdrew. The interview process included:
  - Campus tours of Beta Academy and Changemakers Academy (CMA)
  - Interviews with school leaders at Beta and CMA
  - Town Hall with the School Support Organization (SSO)
  - Town Hall with Faculty/Staff at Beta and CMA
  - Interviews with the Chief Academic Officer and Chief Operating Officer
  - Dinner with the Board Chair or Ron Beller and Jennifer Moses
  
- Surveys were sent out to school leaders, SSO staff and board members <https://koyapartners.typeform.com/to/aiJ02N>
  
- Surveys included the following questions
  1. What meeting did you attend?
  2. What are the candidate's strengths?
  3. What are concerns do you have about this candidate?
  4. Any other observations or comments?
  5. Do you believe this candidate could successfully serve as the next Chief Executive Officer for Caliber Schools?
  
- In response to the survey for Terence, we received 19 responses. Of those 19 responses, in response to the question "Do you believe this candidate could successfully serve as the next Chief Executive Officer of Caliber Schools?", we received the following responses:

Yes	Probably	Unsure	No
13	1	3	2

- Many of those that responded unsure, stated a desire to spend more time with Terence before committing to a response. Overall, there was significant positive feedback on Terence Johnson.

**Highlights of strengths from survey feedback:**

- He has a wealth of knowledge to serve a community like Caliber's
- A clear sense of self

- Substantial leadership experience as a school leader and manager of school leaders
- A clear commitment to academic achievement
- A depth of experience in charter management organizations
- A focus on social justice and equity

#### **Highlights of areas to probe from survey feedback:**

- Interest in digging deeper into his student results at Memphis and into his openness to understanding the Caliber way.
  - Wondering about his experience working with Latino students and families
  - Probe on his ability to make hard decisions
  - Probe on his commitment to Caliber's 4 pillars and alignment on behavior policies
- Feedback from the surveys on the other candidate included that this individual has deep domain experience and equity at the forefront of their career, but overall, did not provide specificity in the responses to lend confidence in their results. This individual had varied experience, but not enough that they would be ready for the CEO role.

#### **Finalist Interviews:**

- Given the strong positive feedback on Terence Johnson, the Search Committee decided to advance him as the preferred candidate to final interviews on May 9<sup>th</sup> and 10<sup>th</sup>. Terence met with school leaders, members of the School Support Organization (SSO), Head of SEL, Board Members, Chief Academic Officer and current CEO.
- References were completed on Terence Johnson with 2 former managers (Chief Program Officer at KIPP and former Chief Learning Officer at KIPP), and 2 former direct reports (2 School Leaders at KIPP).

#### **Highlights on strengths from specific quotes:**

- "Terence is a visionary leader; he can see where organizations need to go, what is working and what is not working"
- "He is not prescriptive with a set formula"
- "Terence is a calm, consistent and strategic thinker"
- "Terence has a strong student focus both from a whole child development perspective and on the college readiness side."
- "Terence is incredibly passionate about working with underserved communities"
- "Terence leads change by generating buy in from stakeholders and empowering stakeholders to embrace and drive the change."
- "One of Terence's strengths is that he is very strategic. In terms of communicating change and being prepared for that, he always made sure that things were in place in order to support the changes he is leading."
- "One thing was around the way we were evaluated and given feedback as school leaders. We were always aware of what was most important in terms of our goals. There was a constant cycle of feedback and we developed a sense of trust and ability to communicate effectively..."
- "Parents adore Terence. He is very approachable and relatable; he takes the time to make sure that he genuinely hears parents' concerns so that he can respond to them"

- “Terence is so supportive and kind to people at all levels of the organization. He has incredibly strong relationships with all of his former peers, managers, and subordinates. He has some of the strongest professional relationships that I have ever seen, because he truly values the relationships that he has with colleagues.”
- “Terence is phenomenal. I completely respect him. He has had a profound impact on KIPP and a profound impact on me as an educator.”
- “He is extremely culturally competent”
- “Terence led a significant turnaround at Collegiate Middle. We went from fighting to have the school stay open the Spring to a level 5 school, the highest amount of growth you can have”

**Areas of Growth:**

- “Terence is not a curriculum wonk. He won’t try to force specific types of styles of curriculum”
- “Terence is not always the most detail oriented. He would benefit from having somebody on his team who is good with the granular details who can support his vision”

Given the consistent positive feedback from a broad set of stakeholders that participated in interviews with Terence Johnson that were collected via survey, the positive feedback from the Search Committee interviews and the strong reference report from former supervisors and subordinates to Terence, the Search Committee unanimously agreed to advance Terence as the preferred candidate and finalist for the Chief Executive Officer role at Caliber Schools.

- Surveys from final interviews were sent out to school leaders and SSO staff:
- <https://koyapartners.typeform.com/to/WQOHBH>
- Surveys included the following questions
  1. What meeting did you attend?
  2. Is there anything more you’d like to know about Terence Johnson?
  3. What impressions do you wish to share with the Search Committee?
- In response to the survey for Terence, we received 7 responses (4 SSO staff and 3 school leaders). Of those 7 responses, the majority of stakeholders responded to question #2 N/A or that they felt they learned a lot or enough about Terence and one person commented that they did not discuss fundraising with him and would hope others discussed that with him. Regarding what they would like to share with the Search Committee, we heard:
  - “I truly believe he has what is needed to push Caliber to the next level as a top Charter School Network...”
  - “He seems genuine”
  - “He could definitely see myself working with him. I still have some concerns about the values of Validate and Affirm and Collective Responsibility...he spoke to both but only after I prompted. However, overall, I felt positive moving forward with him as a candidate.”
  - “He is a strong candidate”
  - “I truly enjoyed my time with him this visit. He discussed his passion for SEL and he was very real.”

- “There are no glaring red flags and no one is perfect. He will have areas of growth, particularly on the side of fundraising and budget. I support his candidacy and look forward to working with him if he is selected”.

The Board will meet on Tuesday, May 14<sup>th</sup> from 4:00 – 6:00 pm in a public meeting where they will express their feedback in public session and deliberate on a decision. Feedback will be collected from the campus stakeholder surveys and shared on an anonymous basis.

**SECTION 2 : ADVANCE DISCUSSION MATERIALS**

**A1.2 - CEO Pay Scale Summary Research**

## PayScale Market Report



**Job:** 001\_CEO - CEO

**Job Code:** 001\_CEO

**Job Title:** CEO

**Labor Market:** Oakland, California, United States

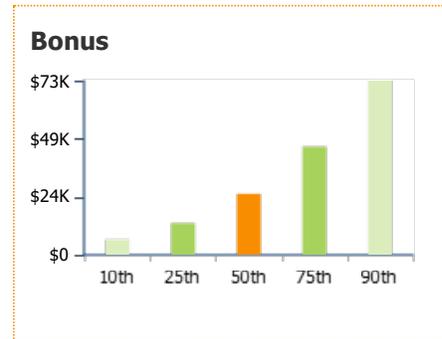
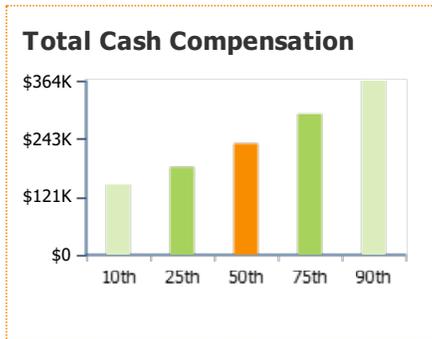
**Report Date:** Monday, May 13, 2019

**Company:** Koya Leadership Partners

Job: 001\_CEO - CEO

## Compensation Summary

This PayScale compensation report represents a snapshot of market results for the position **001\_CEO - CEO** and location **Oakland, California, United States**. To ensure the most accurate report, confirm that the PayScale Job and profile details on the following page describe this position and labor market accurately.



**Total Cash Compensation**

**10th:** \$147,119  
**25th:** \$183,079  
**50th:** \$232,619  
**75th:** \$294,827 *Your Target*  
**90th:** \$364,368  
**Average:** \$235,786

**Base Salary**

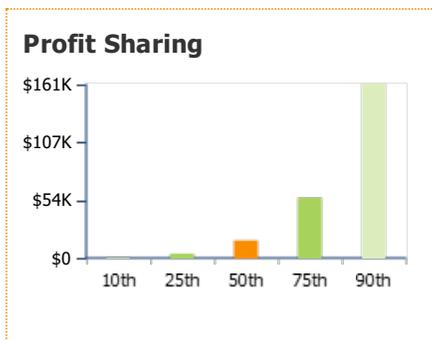
**10th:** \$144,562  
**25th:** \$173,805  
**50th:** \$211,553  
**75th:** \$256,137 *Your Target*  
**90th:** \$303,353  
**Average:** \$213,262

*100% Reported*

**Bonus**

**10th:** \$6,327  
**25th:** \$13,221  
**50th:** \$25,612  
**75th:** \$45,477 *Your Target*  
**90th:** \$73,314  
**Average:** \$27,480

*40% Reported*



**Profit Sharing**

**10th:** \$1,203  
**25th:** \$4,521  
**50th:** \$16,618  
**75th:** \$55,849 *Your Target*  
**90th:** \$160,595  
**Average:** \$23,402

*7% Reported*

Job: 001\_CEO - CEO

## Job Summary

Determine overarching goals and initiatives. Establish positive relationships with stakeholders and other business leaders. Drive strategic planning, business development, and fiscal operations. Typically holds Bachelor's Degree, Master's Degree (non-MBA). Skills/Specialties include Strategic Planning, Leadership. Annual Revenue: \$20,000,000.

## Answers to Compensable Factors

Ordered by matching precedence

1. PayScale Job Title: Chief Executive Officer (CEO)
2. Location: Oakland-Hayward-Berkeley, California Metropolitan Area
3. Industry: Charter Schools
4. Annual Revenue: \$20,000,000
5. Avg. Size of Competing Organizations: 170
6. Skill/Specialty: Strategic Planning, Leadership
7. Organization Type: School / School District
8. Degree: Bachelor's Degree, Master's Degree (non-MBA)
9. Total Assets Under Management: -Not Specified-
10. Budget Managed: -Not Specified-
11. Supervisory Role: -Not Specified-
12. Signing Authority: -Not Specified-
13. Stock Exchange Listing: -Not Specified-
14. Years Experience in Field/Career: -Not Specified-
15. Certification/License: -Not Specified-
16. Government Contractor: No

## Report Stats

Report date: **May 13, 2019**

Effective date: **April 13, 2019**

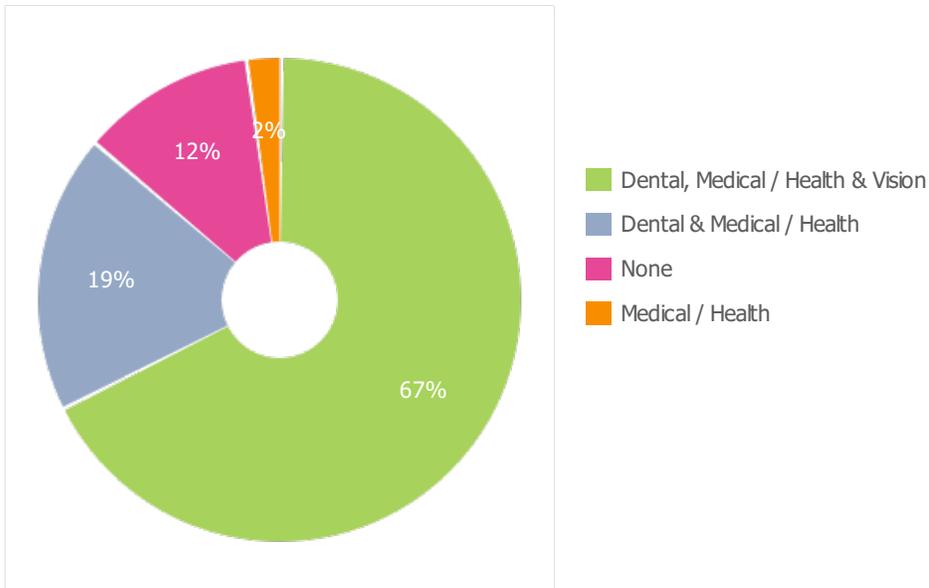
Algorithm version: **2019.03**

Profiles analyzed: **5,762**

Report rating (1 to 5): **2.4**. Pay has significant variability for this job in this labor market.

## Benefits Summary

The following chart lists popular benefits for the position **001\_CEO - CEO** and location **Oakland, California, United States**. The percentages represent the distribution of data collected from individuals who have reported receiving such benefits from their employers.



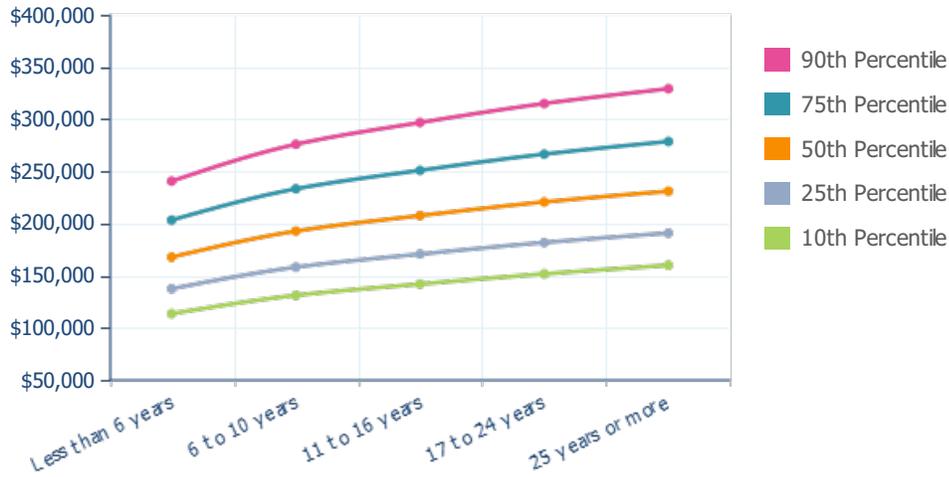
Benefit	Percent Received
Dental, Medical / Health & Vision	67%
Dental & Medical / Health	19%
None	12%
Medical / Health	2%

### Other Popular Benefits for this Position:

- Cell Phone
- Paid Holidays / Vacation
- Paid Sick Leave
- 401(k)
- Casual Dress/Atmosphere

Job: 001\_CEO - CEO

## Salary By Experience



	Percent	10th	25th	50th	75th	90th
<b>Base Salary - Your Search</b>		<b>\$144,561</b>	<b>\$173,805</b>	<b>\$211,552</b>	<b>\$256,137</b>	<b>\$303,352</b>
Less than 6 years	18.6%	\$113,403	\$137,312	\$167,700	\$203,208	\$240,544
6 to 10 years	21.5%	\$131,018	\$158,069	\$192,636	\$233,169	\$275,877
11 to 16 years	21.2%	\$141,851	\$170,598	\$207,510	\$250,931	\$296,771
17 to 24 years	18.5%	\$151,609	\$181,712	\$220,578	\$266,459	\$315,004
25 years or more	20.2%	\$159,849	\$190,730	\$230,903	\$278,569	\$329,168

## Methodology



## Data Collection

At PayScale, we administer the largest real-time salary survey in the world with more than 250,000 new survey records being added every month for positions from every industry, company size and location. Our database of more than 55 million salary profiles is updated nightly to reflect the most detailed, up-to-date compensation information available.

We collect data 24/7/365 from visitors to our website, [www.payscale.com](http://www.payscale.com). They come for many reasons, but mostly to prepare to ask for a raise, evaluate a job offer, or just to know how they stack up against others in similar positions.

## Data Validation

### Data Filtration

Profiles are reviewed using advanced, patent-pending algorithms to check for outliers or illogical data sequences before being used in our reports. Any data profile deemed questionable, incomplete, outside expectations or duplicated is discarded and not used in calculating compensation.

### Defend Against Attempts to "Stuff the Ballot Box"

Our validation algorithm automatically detects and rejects excessive data coming from any one person or IP address.

### Standardize the Data

You say "computer programmer," I say "software developer." PayScale technology normalizes data across multiple attributes to recognize that we're talking about the same job.

### Data Accuracy

Our research has shown that our market data is not only within expected ranges, but is more accurate than reports from other data providers. This is because the reported data is more precisely matched to both the type and size of organization, and the skills and experience of the position.

## Data Analysis and Reporting

Individual profiles are maintained in our database in their entirety, preserving the detailed data points that make each record unique. Our software does not modify or blend profile data, use inflation or cost-of-living adjustments, or age data. This way, we help you avoid the shortcomings of traditional surveys that use "averages of averages" or "surveys of surveys" approaches to market data reporting.

## Market Match™

The MarketMatch™ algorithm looks at more than 250 compensable factors and the relationships between those factors when finding the ideal matches for positions. For example, it has the intelligence to identify the facts that most employers pay more for employees with more experience or who are located in large urban areas. Even with as much data as we have (more than 15,000 job titles), there can still be gaps and in those cases, MarketMatch makes sophisticated mathematical predictions to get the answers you need.

**SECTION 2 : ADVANCE DISCUSSION MATERIALS**

**A2 - Charter School CEO Research**

**CEO SALARY DATA FOR BAY AREA CHARTER MANAGEMENT ORGANIZATIONS**

<b>CHARTER SCHOOL</b>	<b>TOTAL SCHOOLS</b>	<b>TOTAL STUDENTS</b>	<b>CEO SALARY</b>
<b>KIPP Bay Area Schools</b>	<b>15</b>	<b>6,000</b>	<b>\$280K</b>
<b>Rocketship Public Schools</b>	<b>13</b>	<b>6,607</b>	<b>\$275K</b>
<b>Aspire Public Schools</b>	<b>11</b>	<b>4,000</b>	<b>\$375K</b>
<b>Summit Public Schools</b>	<b>11 (8 in Bay Area, 3 in Washington state)</b>	<b>3,600</b>	<b>\$400K</b>
<b>Envision Schools</b>	<b>3 schools</b>	<b>1,105</b>	<b>\$230K</b>
<b>Leadership Public Schools</b>	<b>3 schools</b>	<b>1,500+</b>	<b>\$185K</b>
<b>Lighthouse Community Public Schools</b>	<b>2 schools</b>	<b>980</b>	<b>\$185K</b>

**SECTION 4 : ADVANCE DISCUSSION MATERIALS**

**A3- CEO Recommendations**

# CaliberSchools

Caliber Board of Directors

May 14, 2019

## Search Committee CEO Recommendations:

1. Select Mr. Terence Johnson as Caliber CEO
  - Alignment with the Caliber Core Competencies
  - Executive leadership experiences in charter schools
  - Knowledge of teaching and learning best practices
  - Focus on equity and rigor
  - SEL knowledge
  - Collaborative and inclusive leader
  - Trust and relationship building beliefs
  - Consistently positive reception by Caliber staff
  - Operational knowledge and experiences
2. Set annual salary at \$225,000
  - In line with East Bay compensation
  - Commensurate with Mr. Johnson's experience level
3. Board delegate negotiations and authority to finalize related employment items to Board Chair and Caliber Chief Operations Officer
  - Relocation expenses
  - House hunting expenses
  - Temporary housing expenses
4. Chair will report employment agreement to Board, Caliber Staff, parents and public as appropriate by May 20<sup>th</sup>
5. Future Board actions recommended
  - Determine on-boarding transition
  - Set performance goals and timelines
  - Determine evaluation criteria, process and timelines

**SECTION 3 : CONSENT CALENDAR ITEMS**

**Items For Approval**

The following items are proposed by staff for Board approval:

<b>Item</b>	<b>Title</b>	<b>Description</b>	<b>\$ Impact</b>
B1	4/16/19 Board Meeting Minutes	Draft meeting minutes from the April 16, 2019 Board Meeting	No \$ Impact

**SECTION 3 : CONSENT CALENDAR ITEMS**

**B1 – April 16, 2019 Meeting Minutes**

# CaliberSchools

## Board of Directors Meeting

Tuesday, April 16, 2019 12:00PM-4:00PM  
500 Oregon Street Vallejo, CA 94590

### Directors Attending

- Tony Adams
- Jennifer Moses
- Jonathan Mariner
- Ron Beller
- Dr. Jose Lopez
- Carolyn Hack
- Robin DeGracia

### Directors Absent

- Pete Briger
- Dr. Margaret Harris

### Staff Present

- Markus Mullarkey, COO
- Chayla Gibson, Head of HR
- Ric Zappa, Chief Schools Officer
- Stef Garcia, Administrative Assistant

Call to order - Meeting was called to order by Dr. Jose Lopez at 12:04. Quorum was established.

Ron Beller made a motion to move Public Comment to the beginning of the agenda, after the Closed Session. Tony Adams seconded the motion.

- |                     |                       |                    |
|---------------------|-----------------------|--------------------|
| ● Jennifer Moses: Y | ● Margaret Harris:    | ● Ron Beller: Y    |
| ● Tony Adams: Y     | N/A                   | ● Carolyn Hack: Y  |
| ● Robin DeGracia: Y | ● Jose Lopez: Y       | ● Pete Briger: N/A |
|                     | ● Jonathan Mariner: Y |                    |

Motion Passed

A. Closed session. The Board recessed to closed session. Dr. Jose Lopez reported that during the closed session, the Board discussed the progress of the CEO Search. No decisions were made.

Public comment:

2 members of the public made a comment to the board: Abadesa Rolon & Mariela Cuellar

Ron Beller made a motion to move the Finance and Facilities Update ahead of the Academic Affairs Update. Tony Adams seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Margaret Harris: N/A
- Jose Lopez: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Pete Briger: N/A

Motion Passed

## B2. Finance and Facilities Update

Markus Mullarkey gave an overview of Caliber Finance & Facilities including an update on the North Campus project. Meetings are planned beginning in May for community members to learn more about the North Campus project. Mr. Mullarkey discussed follow up items from the February 25<sup>th</sup>, 2019 Board Meeting including enrollment and FRL % in Vallejo.

Jonathan Mariner made a motion to approve establishing a line of credit with First Republic Bank. Robin DeGracia seconded motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Margaret Harris: N/A
- Jose Lopez: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Pete Briger: N/A

Motion Passed

Public comment:

1 member of the public made a comment to the board: Mariela Cuellar

Ron Beller made a motion to approve the Development and Loan Agreement with CEBRE and the reimbursement resolutions related to the 500 Oregon 2<sup>nd</sup> Floor Remodel. Robin DeGracia seconded motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Margaret Harris: N/A
- Jose Lopez: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Pete Briger: N/A

Motion Passed

## B1. Academic Affairs Update

Ric Zappa updated the Board on the Vision for Instructional Excellence and the Leadership Excellence Rubric. The next step is to draft Strategic plans for each school. The Board made suggestions about explicitly including academic rigor in the Vision for Instructional Excellence.

Public comment:

1 member of the public made a comment to the board: Mariela Cuellar

Jennifer Moses reviewed Caliber’s eight LCAP Goals and the progress at each school.

B3. CEO Search Update

During closed session the Board discussed the CEO Search. No decisions have been made.

B4. Political Environment Update

No updates given

### C. Review / Approval of Consent Items

Robin DeGracia made a motion to approve the 2/25/19 Caliber Schools Board Minutes. Ron Beller seconded the motion.

- |                     |                       |                    |
|---------------------|-----------------------|--------------------|
| ● Jennifer Moses: Y | ● Margaret Harris:    | ● Ron Beller: Y    |
| ● Tony Adams: Y     | N/A                   | ● Carolyn Hack: Y  |
| ● Robin DeGracia: Y | ● Jose Lopez: Y       | ● Pete Briger: N/A |
|                     | ● Jonathan Mariner: Y |                    |

Motion Passed

Next board meeting: 6/20 @ 1:00PM at Caliber: Beta Academy  
Meeting adjourned at 3:22pm.