



**Board of Directors Meeting**  
Wednesday, June 17, 2020, 1:00PM-3:00PM  
Zoom Call

**Directors Attending**

- Jennifer Moses
- Ron Beller
- Tony Adams
- Jonathan Mariner
- Carolyn Hack
- Nolan Highbaugh
- Robin DeGracia

**Directors Absent**

- N/A

**Staff Present**

- Terence Johnson, CEO
- Markus Mullarkey, COO
- Chayla Gibson, Head of HR
- Ric Zappa, Chief Schools Officer
- Sarah Strom, Head of Talent and Communications
- Estefania Garcia, Executive Assistant

Call to order - Meeting was called to order by Jennifer Moses at **1:03 PM**. A quorum was established

**Review/ Approval of Agenda**

Nolan Highbaugh made a motion to approve all items on the Consent Calendar. Robin DeGracia seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: Y

Motion Passed

**A. Review/ Approval of Consent Items**

Jennifer Moses posted a question regarding the Employee Handbook and if there are any important changes that should be shared with the Public. Chayla Gibson shared that the highlighted changes include: working from home guidelines, lactation policies, additional new 2020 laws.



Ms. Moses posted a question regarding how many students will be enrolled in NPS next year. Markus Mullarkey shared that two Beta students are expected to be at Sunny Hills while one ChangeMakers student will be at a different NPS.

Mr. Mullarkey shared that the Bylaws Updates , Student Services Policy Manual Update , Employee Handbook Updates and Conflict of Interest Updates are all driven by Caliber’s Annual Legal review of Caliber’s Policies. Annual changes are required by law as a result of Ed. Code, Employment and State Law changes. Mr. Mullarkey also shared the Fiscal Policies and Procedures have two material changes which are summarized in the Finance Updates. He highlighted the policy regarding the maintenance of fiscal reserves and how Caliber Invest’s these reserves when they are available.

Ms. Moses posted a question regarding the contract with BACR, Caliber’s after school program and if afterschool services will be available to our students. Mr. Mullarey shared that the schools plan to contract with BACR and the contract provides flexibility to establish the services due to COVID-19.

Robin DeGracia posted a question regarding Chromebooks for students and how Caliber is ensuring they maintain enough Chromebooks for students to use next school year. Mr. Mullarkey shared that Caliber is estimating that at least 20% of current Chromebooks will be out of rotation for next school year and so our Tech team is ensuring to order enough new Chromebooks to cover the deficit.

Nolan Highbaugh made a motion to approve all items on the Consent Calendar. Tony Adams seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: Y

Motion Passed

**OPEN COMMENTS:**

No members of the public made any comment.

**B1. Phase 3 Distance Learning Update**



Ric Zappa shared Academic Updates surrounding Phase 3 Distance Learning Updates. Mr. Zappa shared the criteria for success that the Network Education Learning Team and Schools Leaders created.

Carolyn Hack posted a question surrounding the alarming attendance numbers that were presented and what will be done to ensure that attendance increases next school year. Mr. Zappa shared that there was miscommunication with School Leaders and new protocols have been put into place to ensure attendance rates increase next school year.

Mr. Zappa shared the findings of the Family Survey and Staff Survey that was distributed to our staff and families.

Members of the Board posted some additional questions regarding the Family Survey findings specifically surrounding the lack of parent participation in the surveys. Mr. Zappa shared that Operations Teams are working to increase parent participation in surveys.

Mr. Zappa requests the Board to approve the COVID-19 Operations Written Report for Caliber: Beta Academy and Caliber: ChangeMakers Academy.

Robin DeGracia made a motion to approve the COVID-19 Operations Written Report for Caliber: Beta Academy and Caliber: ChangeMakers Academy. Nolan Highbaugh seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: Y

Motion Passed

**OPEN COMMENTS:**

Gondica, a Beta parent and Staff Member, Sage made comment

**B2. Talent Updates**

Sarah Strom provided an talent update surrounding retention rates, application numbers and open positions for both schools. Chayla Gibson shared that the data on the Exit interviews has



not been completed and is subject to change based on a few interviews still pending. Ms. Storm shared the findings made via Caliber's Staff Exit Interviews.

Members of Board posted questions surrounding the findings made via Caliber's Staff Exit Interviews.

### **B3. Phase 4 Re-entry Planning Discussion**

Terence Johnson shared updates surrounding Caliber's current status with Phase 4 Re-Entry Planning. Mr. Johnson shared that overall there is an appetite by families and staff to reopen the school as long as students and staff are kept safe. He shared the three re-entry scenarios that are being discussed by the Network, these include: Split Schedule, Remote Learning and Return to Normal.

Mr. Johnson asked the Board to share how they feel about the three network re-entry scenarios. All Members of the Board shared their thoughts surrounding each of the three scenarios.

Mr. Mullarkey shared some key details of the operational plan for school re-entry next year.

### **B4. Finance and Facilities Updates**

Markus Mullarkey discussed Caliber Public Schools Financial Updates. Mr. Mullarkey shared the Finance Summary data and stated that there has not been much change in the financial metrics since April. Additionally, he shared that Caliber has received approximately \$200,000 of unexpected COVID-related support from donors. These funds have been used towards technology, hotspots for families and the Caliber Cares program. Mr. Mullarkey shared his appreciation to all Donors and Jen and Julie for all their fundraising efforts. Mr. Mullarkey also discussed the possible deferral of Caliber's network fee for Caliber: ChangeMakers Academy in the event that it is required for the school to meet its lease covenants. He asked the Board to approve the deferral if it is needed.

Mr. Mullarkey shared the proposed Caliber Network, Caliber: Beta Academy, and Caliber: ChangeMakers Academy budgets for the 2020-21 fiscal year. Mr. Mullarkey shared that there is still a lot of uncertainty regarding how much state and federal funding that schools will receive next school year. Mr. Mullarkey shared that he projects it will be possible to manage both school budgets without affecting staff. He asked the Board to approve the proposed 2020-21 budgets for all three divisions.



Mr. Mullarkey provided an update on the North Campus Project for Caliber: Beta Academy. Mr. Mullarkey shared that North Campus's building plans have now been approved by DSA and Caliber will now have to seek final program review from CDE/OPSC.

Mr. Mullarkey recommended two CEBRE Board member appointments: Daniel Sachs and Carolyn Choy.

### **OPEN COMMENTS:**

#### **Review/ Approval of Finance and Facilities Action Items**

Mr. Mullarkey requests the Board to approve all 5 Action Items Listed under the Finance and Facilities Agenda item B4.

Tony Adams made a motion to approve all 5 Action Items Listed under the Finance and Facilities Agenda item B4. Robin DeGracia seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Robin DeGracia: Y
- Jonathan Mariner: Y
- Ron Beller: Y
- Carolyn Hack: Y
- Nolan Highbaugh: Y

Motion Passed

#### **B5. Caliber Cares**

Chayla Gibson provided an overview of the Caliber Cares Program to the Board. Ms. Gibson shared that families/staff are allowed to apply every two weeks for the Gift Card program. Mr. Mullarkey shared that the program is funded via private and public donors who were seeking to help students and families.

#### **C. Open Comments**

Gondica, a Caliber Parent made a comment . Staff Members Michael White, Tyler Powels, Elise Frank, Elena Turanin, Maddy Philips, Elizabeth Meyer, Shayna Asher-Schapiro, and Morgan Hubbard made comments.

Next board meeting: 8/4 @ 4:30 PM via: Zoom  
Meeting adjourned at 3:09 PM