



Board of Directors Meeting
Wednesday, March 3, 2020, 4:00 PM-6:00 PM
Zoom Call

Directors Attending

- Jennifer Moses
- Tony Adams
- Nolan Highbaugh

Directors Absent

- Ron Beller
- Carolyn Hack

Staff Present

- Terence Johnson, CEO
- Markus Mullarkey, COO
- Ric Zappa, Chief Schools Officer
- Estefania Garcia, HR Lead
- Cormac Harkins, Data, Research, & Analytics Lead
- Angelina Molina, Senior Managing Director of Teaching + Learning
- Andy Santiago, Operations and Admin Coordinator

Call to order - The meeting was called to order by Jennifer Moses at **4:02 PM**.

Tony Adams made a motion to approve the Board Meeting Agenda. Nolan Highbaugh seconded the motion.

- Jennifer Moses: Y
- Ron Beller: A
- Nolan Highbaugh: Y
- Tony Adams: Y
- Carolyn Hack: A

Motion Passed

A1. CEO Updates

Terence Johnson shared updates surrounding Caliber Cares, Talent, Equity Collaborative, High School Options, Teaching Excellence Framework and Reopening Schools.

Mr. Johnson provided an update on Caliber Cares which has raised over \$110,000 in funds for our staff and families. Next, Mr. Johnson provided an update on Talent which included an update and



alignment on Caliber’s salary scale, updated retention numbers, current open positions, Career Pathways Teacher Leadership Program and upcoming Talent Projects.

Mr. Johnson provided an update on Caliber’s Equity Collaborative. He shared that the entire Caliber network is working with Overcoming Racism run by Matthew Kincaid. Mr. Johnson shared that the Equity collaborative was created as a response to the Equity Audit performed by Overcoming Racism in 2020. Mr. Johnson shared that a DEI statement is being created and a first draft will be shared out in the March Network PD. Next steps include presenting the DEI statement to the board, reviewing the staff handbook, review of values and mission statement and pedagogy review.

Jennifer Moses asked a question regarding Caliber’s partnership with Alder.

Mr. Johnson also shared some updates surrounding High School Options. Mr. Johnson reminded the board about the High School pathways that are being taken into consideration for the High School project which are as follows: Prepare and Submit a New Charter in Vallejo or Richmond, Partnering with an existing high performing High School or Inviting an Existing High Quality High School to work with our schools. Mr. Johnson shared that Caliber has been meeting with a school in Richmond regarding a partnership. An update was also provided regarding submitting a Charter petition in Vallejo.

Mr. Johnson shared an update surrounding the Leadership Excellence Framework. He shared what stakeholders are involved in the development of the framework as well as a timeline for the process.

*Tony Adams asked about the competitiveness of Caliber’s current salary scale with other networks.
Mr. Johnson responded.*

OPEN COMMENTS:

No Public Comments

B1. Caliber Network Strategic Planning

Terence Johnson shared an update surrounding Strategic Planning. He shared the four stage process which includes: Evaluating our Current State, Determining Multi-Year Outcomes, Determining



Multi-Year Strategic Priorities and Outlining Initiatives and Ways of Working. Mr. Johnson also shared a timeline around developing the Strategic Priorities which includes bringing the plan to the Board in September. He also shared the stakeholder who will be involved in the development of the plan which includes families, school leaders, teachers, staff, SSO team, senior executive team and Caliber board members.

OPEN COMMENTS:

Gondica, a Caliber Parent made a comment on this agenda item.

B2. Academic Updates

Ric Zappa shared Academic Updates surrounding Caliber Data Report and LCAPs.

Mr. Zappa reminded staff that due to COVID Caliber was not required to adopt the LCAP or Annual Update for the 20-21 School Year. Instead, Caliber was responsible for a Learning Continuity & Attendance Plan which included a plans for distance learning, learning loss mitigation, monitoring and supporting the well-being of staff and students, and re-Engagement strategies. The LCP was submitted and approved last September. He also shared the LCP involved consulting with various stakeholders. Mr. Zappa shared the plan to shift from eight LCAP goals to six essential questions.

Mr.Zappa shared data results surrounding the Six Essential Question which include the following:

1. Does our network reflect the core SEL competencies?
2. Does our network deliver academic growth and achievement for all our students?
3. Does our network help out students make connections in their school experience that makes them critically conscious of their world and the world beyond?
4. Does our network promote equity and achieve equitable outcomes?
5. Is our network financially and operationally sound?
6. Are we the (F.A.C.E.) of Caliber?

OPEN COMMENTS:

Morgan Hubbard and Elise Frank made comments on this agenda item.



Cormac Harkins provided an update surrounding the 21-22 LCAP process. Mr. Harkins shared that there may be challenges in creating the LCAP, specifically surrounding the lack of CA Dashboard data, extra attention on stakeholder engagement, and focus on unduplicated students.

Mr. Harkins provided an update surrounding the LCAP components for the 21-22 school year which include an annual update, LCAP template, expenditure tables and budget overview for parents templates. He also shared information surrounding the one time annual update which will require Caliber to report on the goals set for 19-20 LCAP and 20-21 LCP and how Caliber addressed the goals stated in those reports.

Mr. Harkins also provided a timeline of the creation of 21-22 LCAP which will be presented at the April Board as a draft for review. He shared that the final approval of the 21-22 school year LCAP will take place during the June Board Meeting.

Jennifer Moses asked if there is still a state rubric for the eight state priorities.

Tony Adams asked if Caliber is getting enough community involvement in this process.

Mr. Harkins responded.

Terence Johnson shared an update regarding the school reopening. He shared that Caliber's aspiration is to serve some students after Spring Break. Mr. Johnson shared that Caliber will not be requiring staff members to return in person for the remainder of the 20-21 school year if they do not feel comfortable doing so. He also shared that there is excitement surrounding providing extended year learning opportunities to Caliber students in order to mitigate learning loss.

OPEN COMMENTS:

Parents Gondica and Robin DeGracia made a comment.

B3. Finance, Budget & Facility Updates

Markus Mullarkey provided updates on the 2020-21 budget. Mr. Mullarkey shared that Caliber is currently in a comfortable financial state due to the Federal stimulus funds as well as additional funding sources. He shared that Caliber currently has good working capital options to cover the gap caused by state funding sources being deferred.



Tony Adams and Jennifer Moses asked a question surrounding Caliber’s Budget in terms of the North Campus project. Mr. Mullarkey responded.

Mr. Mullarkey provided an update regarding the deferral of \$4 million state funding. Mr. Mullarkey shared that due to solid cash flow Caliber may only need to borrow 2 million from the line of credit with First Republic Bank, however, not until May.

Mr. Mullarkey also provided an update surrounding the North Campus Contracts for EBMUD and a provider to install internet cabling for North Campus. Both are expected to be completed prior to the upcoming April Board meeting and he asked the Board to authorize the expenditures.

*Tony Adams asked a question regarding the two North Campus Contracts.
Mr. Mullarkey responded.*

Mr. Mullarkey is asking for Board approval (i) to submit the Caliber: Beta Academy and Caliber: ChangeMakers Second Interim Reports, (ii) to approve the selection of CliftonLarsonAllen as the organization’s independent auditor for the 2020-21 fiscal year, and (iii) to approve the delegation to staff of the EBMUD and North Campus cabling. contracts subject to them not exceeding the amounts stated.

Nolan Highbaugh made a motion to approve all three items. Tony Adams seconded the motion.

- Jennifer Moses: Y
- Tony Adams: Y
- Ron Beller: A
- Carolyn Hack: A
- Nolan Highbaugh: Y

Motion Passed

OPEN COMMENTS:

No Comments were made on this agenda item

C. Review/ Approval of Consent Items

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

- Jennifer Moses: Y
- Tony Adams: Y
- Ron Beller: A
- Carolyn Hack: A
- Nolan Highbaugh: Y

Motion Passed



D. Open Comments

No comment

E. Closed Session

Next board meeting: 4/29 @ **3:00** PM via Zoom
Meeting adjourned at 5:46PM