

BICS BOARD MEETING

Minutes-January 25, 2021

Phone line has been established for public to join the meeting.

Call to Order/Roll Call: Tawnya Phoenix called the meeting to order at 8:36 am.

Board members in attendance: Mandy Curo de Quintero, Danthia Gil, and Tawnya Phoenix

Absent Member: Shirly Ruis

Others in Attendance: Dr. Felix, Interim Principle Mrs. Cushman, and Legal Representation Kathy Clenney, and Steve Halfaker (via telephone)

Approval of the Minutes From Last Meeting: The minutes will be approved in Feb. at the upcoming Board Meeting.

Approval of the Agenda: Item number 4&6 were switched. With that correction, a motion was made to approve the agenda by Mandy. Second by Danthia. Carried 3-0-0

Public Comment: There was no public comment

Appointing of New Board Member: With Thorpe Romero's resignation, there was a seat available. Per Barona Indian Charter School by laws, Raymond Welch was appointed as Chairman of the School Board. The nomination was made by Tawnya, second by Danthia. Carried 3-0-0

Closed Session: Closed session began at 8:42 am. This session was deemed appropriate; worker's comp claim was discussed. Open Session resumed at 9:01 am.

Action Items: Dr. Felix introduced Steve Halfaker to Chairman Welch. Steve was hired by the board to prepare Barona Indian Charter School for recharter which occurs every 5 years. Steve informed Chairman Welch that in August 2020 an email was sent with a list of "wrongs" we needed to "right" including our hiring practices. On July 17th, Gov. Newsom issued a reopening plan and within 10 days the staff put together a plan/schedule to fit our circumstances; (this plan included wearing masks, social distancing, etc...) While putting the plan into place, we added three classrooms; PE, Science, and Enrichment. Austin McKeever hired a PE teacher, and moved Mrs. Kristi to science, using her emergency credential. He also hired a non-credentialed Special Ed aid who was later placed as a teacher. Under HR standards, Mrs. Kristi's credentials do not hold up. She was also not given a teacher's rate of pay. After Dr. Felix discussed this with her, Mrs. Kristi would like to return to her position as aid, and assist with the science department. This opens up a position for a science teacher, and with renewing our charter coming up, we are in a hurry to fill this position. Steve Halfaker mentioned rules about hiring teachers and credentials have recently changed.

Dr. Felix informed the board that with schools in the state reopening, there is a teacher shortage. We are fortunate to have our teachers in place. Substitutes will be limited because many of them will be

filling teacher's positions. He proposed that we maintain position control by creating the following positions:

1-Special Education Director-With Covid complications, and 30 percent of our school population being special-ed, and with Anna Wheeler's unexpected resignation, we were back logged, and it has been a large task to get up to date, but as of today, we are officially cleaned up. The next step is to bring someone into management. If we have someone in house, we can lessen the cost, and have permanent services offered. This position would be at the highest paying level- grade 3. This is a director's position.

2. Independent Study. This position would be at grade pay level 1 or 2.

3. Science- This position would be at grade pay level 1 or 2.

The science and independent study teacher positions will go away once Covid is gone.

We more than likely could use Covid funds to pay these teacher's salaries.

Mrs. Cushman says we are ahead of the game since we've been open 5 days a week, and continue to stay open.

Rob Roland will be moving into the 3rd and 4th grade combo class till the end of the year. He will replace Mrs. Cushman, who will be taking the day to day Principle responsibilities, while Dr. Felix is serving as director from home.

Motion by Danthia to accept the three new staff positions. Second by Tawnya. Carried 3-0-0

At the next meeting, the Board will approve the hiring of the three new staff members.

Budget Report- Dr. Felix

We have an \$80,000 retention for the year. There is currently more in the savings account than we are allowed by law. The Board will need to make some financial decisions about salary structure and teacher retention. Dr. Felix will find an appointed time to meet with Chairman Welch and give him an overview of the budget.

Principle's Report:

Dr. Felix-

SARC has been finished. It was due a week ago.

A new Covid plan will be due Feb. 2nd. For the most part, it will contain the same regulations as before. We ask and encourage the K, 1&2 students to wear their masks, while 3rd -8th grade are required to have masks on at all times. Mrs. Cushman says the students do a great job of consistently wearing their masks.

Dashboard is fluid at this time. A lot has been adjusted due to Covid.

Cushman's Report

Mrs. Cushman informed the board that Mrs. Hoffman, the 7th & 8th grade teacher, will be coming to us with some proposals about the upcoming 8th grade promotion. Although, much is unknown, she'd like to have a plan in place.

In February, there will be an update on Rhonda who is working in student services/student support. She is especially working with chronic absenteeism.

Next Meeting Date scheduled for February 22 at 8:30 am

Motion by Danthia to adjourn the meeting, second by Mandy. Carried 3-0-0. Meeting adjourned at 9:40 am

Respectfully submitted,

Mandy Curo de Quintero

Board Secretary/Treasurer