



Oakland School for the Arts

Board of Directors:

Josefina Alvarado Mena, *Chair*
 Adrienne Barnes, *Treasurer*
 Safia Fasah

Wei-Ling Huber, *Secretary*
 Dr. Jason Reimann
 Dewayne Walton, *Vice Chair*

School Staff:

Mike Oz, *Interim Executive Director*
 Katy Zaugg, *Interim Principal*

**Oakland School for the Arts
 Board of Directors Meeting Minutes
 Thursday February 3, 2022 4:30 PM
 Zoom link: <https://oakarts-org.zoom.us/j/97440755195>**

| TOPIC | WHO |
|--|-------------------|
| Call to order/Roll Call Attendance 4:38 Meeting was called to order. Roll Call Attendance was taken. Present: Alvarado Mena, Fasah, Huber, Reimann, Walton. This is a quorum. Ms. Fasah read the Board Meeting Norms and Land Acknowledgement | Ms. Alvarado Mena |
| Public Comment on Closed Session items (<i>not to exceed 5 minutes</i>) None. | Ms. Alvarado Mena |
| CLOSED SESSION: Conference with Legal Counsel—Anticipated Litigation Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of §54956.9: (one case). | |
| CLOSED SESSION: Conference with Labor Negotiator (§54597.6) Agency Designated Representative: Board Chair Unrepresented Employee: Interim Executive Director | |
| CLOSED SESSION: Public Employee Appointment §54957 (b)(1) Title: Interim Executive Director, Interim Principal | |
| Report out from Closed Session Report out on actions taken in closed session; as applicable. The board was provided guidance in litigation | Ms. Alvarado Mena |
| Call to order/Roll Call Attendance Present: Alvarado Mena, Fasah, Huber, Reimann, Walton. This is a quorum. Meeting reconvened 5:25 in public comment | Ms. Alvarado Mena |

OSA is fully ADA accessible. Anyone requesting accommodation should contact Romy Douglass rdouglass@oakarts.org or 510-873-8815 at least 72 hours prior to the meeting. Members of the public may address the Board of Directors on any topic relevant to OSA. In order to hear from as many voices as possible, there is a 90 second time limit. OSA reserves the right to limit the number of speakers. All listed times are approximate. Agendas and materials may be viewed at www.oakarts.org or in Room 232, 530 18th Street, Oakland, CA 94612 during normal school hours.



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| <ul style="list-style-type: none"> • Public Comment on non-agenda items <i>(not to exceed 5 minutes)</i> <ul style="list-style-type: none"> ○ <i>Kris Bradburn & Mike Oz - As of yesterday, an agreement has been reached on the contract for COSATS.</i> | <p>Ms. Alvarado Mena</p> |
| <p>Consent Agenda <i>(vote needed)</i>:</p> <ul style="list-style-type: none"> ○ Minutes Approval 1/27/2022 ○ RES 2022-023 Board Finding of Public Safety ○ RES 2022-024 Updated Bank Signers Authorization <ul style="list-style-type: none"> • Public Comment <i>(not to exceed 5 minutes)- none</i> • Board Discussion and Vote - <i>none</i> <p><i>Motion to approve by Jason Reimann/2nd Walton/Roll Call Vote: MPU</i></p> <p><i>Outcome: Consent Agenda Passes</i></p> | <p>Ms. Alvarado Mena</p> |
| <p>Board Approval/Ratification of Compensation Comparability Study for Interim Executive Director Position <i>(vote needed)</i></p> <p><i>Compensation Study read by Board Chair Alvarado Mena. Comparable top salaries are \$228,000 and lowest is \$192,000. Compensation Study and Cover letter available to public upon request.</i></p> <ul style="list-style-type: none"> • Public Comment - <i>None</i> • Board Discussion & Vote - <i>Motion to accept comp study by Huber/2nd Reimann/ Roll Call Vote: MPU</i> <p><i>Outcome: Ratification of Compensation Comparability Study is approved by the Board</i></p> | <p>Ms. Alvarado Mena</p> |
| <p>Required Oral Report Regarding Interim Executive Director Contract</p> <ul style="list-style-type: none"> • Public Comment <ul style="list-style-type: none"> ○ Kris Bradburn • Board Comment - <i>none</i> | <p>Ms. Alvarado Mena</p> |
| <p>Board Ratification/Approval of Interim Executive Director Contract <i>(vote needed)</i></p> <p><i>Presentation Deck shared and read. Salary of \$175,000.</i></p> <ul style="list-style-type: none"> • Public Comment - <i>None</i> • Board Discussion & Vote - <i>Comments by Reimann, Walton, Huber all in support of the appointment of Mr. Oz to Interim ED role.</i> | <p>Ms. Alvarado Mena</p> |

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| <p><i>Motion to approve the compensation for the Interim-Executive Director as stated by the Board Chair, and authorize the Board Chair to finalize an Employment Agreement for the term stated by Fasah/2nd Walton/Roll Call Vote: MPU</i></p> <p><i>Outcome:</i> <i>Mike Oz is the new Interim Executive Director effective February 4, 2022 through June 30, 2023.</i></p> | |
| <p><i>Interim Leadership Presentation of Team and Goals</i> <i>New Senior Leadership Team introduced themselves with a brief bio and detailed their areas of focus for the future. This presentation is available on our website under Board & Governance.</i></p> <ul style="list-style-type: none"> • <i>Public Comment - none</i> • <i>Board Comment - none. JAM expressed excitement in turning the page and working closely with this new leadership team. Recognize commitment and passion of the families and students.</i> | <p>Mr. Oz, Ms. Zaugg</p> |
| <p>Dismissal 6:05</p> | <p>Ms. Alvarado Mena</p> |

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Meeting Norms

- The Board recognizes the importance of all stakeholder voices at OSA. Collaboration and community are essential to the viability of our school.
- The purpose of this meeting is for our board of directors to meet with each other and conduct school business, as well as to receive input from the school staff and the community via public comment.
- Public comment may be made on topics that relate to the school. After hearing a report, members of the public have the opportunity to offer comments in a designated time prior to the board discussion of that agenda item. Outside of public comment, members of the public are also welcome to observe the meeting.
- Please use the raise hand function to make public comment. If you cannot use the raise hand function you can sign up for public comment in the chat. We want to be sure to see all the sign ups so keeping the chat clear when public comment signups are being called for is appreciated. You may sign up for public comment at any time prior to the conclusion of public comment for that agenda item. You do not need to wait for public comment to be called to sign up, and may sign up for public comment during the presentation of the report or at any time prior. You are not required to include your name with the comment. If you wish to remain anonymous, for ease of identifying speakers, please provide a unique, and appropriate, pseudonym.
- Due to student and employee privacy laws, please refrain from using the name or any information that could imply the identity of any student or employee.
- Public comment will be capped at ninety seconds per speaker. To be sure of hearing from a variety of people, minutes may not be transferred to other speakers.
- The board cannot respond to public comment on non-agenda items. This does not mean the board is not listening.
- Staff will do our best to respond to chat comments throughout the meeting but may not be able to respond to every single one. To be sure your comments are heard by board members, please sign up for public comment. If the comment thread becomes harassing or abusive or includes any information that could imply the identity of any student or employee, staff reserves the right to turn off the chat feature at its discretion.

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- We strive to be a learning community that learns from each other. We are also a community comprised of people who care very deeply about the school. We recognize that all voices are not treated equally in our society but aim to value and respect all voices equally in this forum. We may have different ideas of how to achieve goals, and we may feel passionately about our points of view. This needs to be a safe space for a variety of opinions. Finally, we address each other in a respectful manner to foster collaboration, build community, and to model good citizenship to our students.
- For clarification on the recording, board members should please state their names prior to speaking.
- The meeting is being recorded and the audio is posted on the school website.

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OSA Land Acknowledgement

OSA is situated on Huichin, the unceded territories of the Chochenyo-speaking Lisjan Ohlone peoples, who have lived upon this land since the beginning of time. Indigenous peoples-- in California, the Americas, and around the world--are still here.

OSA recognizes the historic genocide and ethnic cleansing inflicted upon Indigenous peoples in California and the Americas, including their forced removal from ancestral lands, and the deliberate and systematic destruction of their communities and culture. These conditions are ongoing and Indigenous people have been fighting against cultural erasure and for their sovereignty since the beginning of colonization.

To this end, we as a community strive to honor the Indigenous members of our community, uplift their voices and contributions to arts and culture, center Indigenous peoples' worldviews in our classrooms, and support Indigenous sovereignty everywhere.

This land acknowledgement is a small act in supporting Indigenous communities and centering the Justice, Equity, Diversity, and Inclusion work within the Oakland School for the Arts. Solidarity with Indigenous nations can include:

- 1) Donating time and money to Indigenous-led organizations;
- 2) Amplifying the voices of Indigenous people leading grassroots change movements; and
- 3) Returning land.

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