



**Board of Directors Meeting Agenda
Oakland School For The Arts**

**September 21, 2023
5:00 pm**

**Meeting Location
530 18th St. Rm. 302
Oakland, CA. 94612**



Board of Directors:

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| Safia Fasah, Chair | Sorell Raino-Tsui |
| Isaac Abid | Brightstar Ohlson |
| Amy Omand | Karol Suarez Student of Color Rep. |

School Staff

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| Mike Oz, Executive Director | Katy Zaugg, Enrollment Director |
| Rodolfo Ornelas, Principal | |
| Steve Borg, Advancement Director | |
| Juju Williams, Operations and Compliance Manager | |

**Oakland School for the Arts
OSA Board of Directors Meeting Agenda**

| TOPIC | WHO |
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| <p>Call to Order 5:05 Roll Call <i>Amy, Safia, Brightstar</i></p> | Safia Fasah |
| <p>Public Comment on Non Agenda Items <i>(not to exceed 5 minutes)</i> <i>Members of the public may request to speak on items related to school business. The board is not able to respond to public comment on non-agenda items.</i></p> <p><i>Junge- read a statement per COSATS Team</i> <i>Mike Jung(Parent)- convocational awe, management exploits. Let us choose not to fail</i> <i>Wei-ling- Stand in support of the faculty, too many of my student's teachers have left, teachers are the most important asset, what are are key priorities, teachers are the priority</i> <i>Brook(Parent) support for faculty, outrageous that we are spending so much on litigation. I support COSATS all the way</i> <i>Morales(parent and teacher)reads a message, beginning with "to fund or not to fund"</i> <i>Kirstin Deets(parent) Elementary school teacher in another district because I can't afford to be in this district. Please value the faculty.</i> <i>Name Brown, Floored at the amount of legal fees. Funds could have been spent on teacher wages.</i></p> | Safia Fasah |

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Zoe Jung(student) OSA has a problem with teacher retention, we can tell as the students when teachers are not doing well

Andy(new teacher) support for teachers

Kaitlyn(3rd year student) -Teachers can't give more when they do not have resources. Not right to not give teachers their needs too

Karol(this is so repetitive. teachers were fighting for the same thing during COVID. The teachers love us. We need to support our teachers.

Ameila Jusdosn(7th grader) I remember when OSA was shut down for the strike. This is supposed to be the School for the Arts and not its deathbed.

Veronica Sanches(Parent) is very invested in the school. How we do one thing is how we do everything. We should take care of our own.

Kristen Graff-Baker(mom and teacher) Current attorney, I love OSA, community, teacher, and students. What is killing me right now is the animosity between the two sides. We need a more communal conversation about the budget. Very few attorneys took mediation classes. This should not be a fight to the death. More transparency. Can we come together and find a solution?

Tavia Percia(teacher and alumni) I feel closer to teaching, I have been on food stamps working this job. It's hard to come to work because I'm not sure that I can provide for my needs. This is not a hostile thing for me. This is a lifestyle thing for me.

Joe(Weilings daughter) it breaks my heart to hear teachers so upset,

Sara Isaacs(Parent) - I love all theater teachers. It's shameful that you (Tavia) cannot support her family. Undisputed that our teachers are the most valuable.

Peterson(9th grader) Why do you want to risk losing these teachers? We can't keep going like this.

Tarolyn- I feel like a broken-hearted family member. We need a livable wage.

Ms. Plette- Hurts me that my staff struggling to get by. It's not a conversation that 3% came back.

Ms. Farmer:(mom) first as a mom. After the pandemic, with remote learning, My kids light up talking about their teachers. I back up COSATS 100% I want teachers to be here.

Nam Le - Lifer in the profession. I have always searched for a school that was like this. Figure out how to cut the budget to make it work.

Gilian (Parent)- My point of pride is real artists teaching. I support teachers

Elizabeth Judson - (parent) OSA strength comes from teachers. How are you gonna keep the enrollment? Why would I send my kids here if teachers drop out?

Rebecca Rosetta(10th) Why does a school need so many lawyers?

Bailey Hall - Brother is alumni, when I saw my brother was in his first production I knew this was where wanted to go. We have a college-level education. I'm afraid that I won't have the same experience because of what the teachers are talking about.

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| <p><i>Ms. Winningham - thanking the supporters for attending. Here's your COLA, at a different school. But here it doesn't happen. I hope we can come together as a school and not have that be disrupted.</i></p> <p><i>Mairiann Hubbard- Students loves OSA. 3% is not a living wage. Guide the next generation, pay our teachers</i></p> <p><i>Ms. Farmer's daughter - I can't imagine a life without this school.</i></p> <p><i>Ms. Trieu - shared her experience at OSA. I have been asked many times why am I still at OSA.</i></p> <p><i>Ellis Farmer: I am completely heartbroken. If a 6th grader has to say something, something is seriously wrong.</i></p> | |
| <p>Student Report</p> <p>I am here because of the injustice.</p> <p>Afinity groups are up and running</p> <p>My parents wanted to come b/C we back COSATS 100%</p> <p>OSA is a school that wants to empower one another</p> <ul style="list-style-type: none"> • Public Comment <p>Yan - so many students running at Student Council. Thanks, Karol</p> <p>Ms. Farmer - I am proud of the students and their clubs and groups</p> <p>-Congatulate Karol</p> <p>Ms.</p> <p>Brian - the new role is of Director of Communication</p> <ul style="list-style-type: none"> • Board Discussion <p>Safia- growth from the first meeting to now is incredible to watch. On behalf of the board, we are excited to see what this year brings</p> | <p>Karol Suarez</p> |
| <p>COSATS Report - shared report (report added to minutes) Over the last two years OSA has lost over 25 teachers.</p> <ul style="list-style-type: none"> • Public Comment <i>Weiling, Mike you can handle this contract. We don't need the barriers that other lawyers put up. But something is gonna fall. It has to be transparent.</i> <p><i>(student)I shouldn't have to be there. I'm 12 but I understand that teachers should be paid what they need.</i></p> <p><i>Mike Jung - is OSA a school or not, progressive or not</i></p> <p><i>Jill - My parent's salary schedule is higher than OSA' 15 years ago in Illinois</i></p> <p><i>Kristen Graff-Baker - When you don't ask you can't get it. If the problem is the deficit, why aren't talking about it in a way that supports everyone?</i></p> | <p>COSATS Rep</p> |

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| <p><i>Jung- Form 990 OSA tax ran at a loss at 1mil. Talked to OZ, 1 mil 700 was on lawyers and consultants</i></p> <p><i>Joe- that number is crazy, 25 teachers' loss is crazy. Important to have stability in teachers</i></p> <p><i>Teddy P - (87:10)</i></p> <p><i>Palette - COLA How can it legally be used for something else?</i></p> <p><i>Shavon Novel: I support teachers and COSATS. My daughter lost 3 teachers since she has been here.</i></p> <ul style="list-style-type: none"> ● Board Discussion; Safia - we hear you, we appreciate you being here. Thank you all for being here Brightstar- I am a former teacher. I left because I could not support my family. I'm with you all. | |
| <p>Vote to Fill Vacancy on Board of Directors (Phil Green) (Action Item)</p> <p>OSA speaks to Phil. He is a great addition to the board.</p> <ul style="list-style-type: none"> ● Public Comment Karol - I didn't know board members left. How are board members nominated? <p>Junge -We should have teacher represented on the board</p> <p>Jung- is there anyone else who is being nominated?</p> <p>Oz- We have other vacant spots</p> <p>Winningham- offer the board vacancies to others</p> <ul style="list-style-type: none"> ● Board Discussion - <p>Phil - born and raised in Oakland. Interest in Oakland Cultural Legacy</p> <p>We stayed because we witness perseverance of hardship at the school</p> <p>Manager of Fantastic Negro</p> <p>Manage Satya</p> <ul style="list-style-type: none"> ● Board Vote <p>Motion: Amy 2nd Brightstar</p> <p>Unanimous</p> | Safia Fasah |
| <p>Consent Agenda</p> <ul style="list-style-type: none"> ● Approve 8/10/23 Board Minutes ● Approve 9/13/23 Board Minutes ● Con App ● EPA (Education Protection Account) <p>Motion- Brightstar 2nd - amy</p> <p>Unanimous</p> | Safia Fasah |

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| <p>Executive Director Report (Information Item) To COSATS- we can get this done. Permission to post reports for public.</p> <ul style="list-style-type: none"> ● Public Comment ● Board Discussion | Mike Oz |
| <p>Enrollment Report (Information Item) (Moved to the website for review)</p> <ul style="list-style-type: none"> ● Public Comment ● Board Discussion | Katy Zaugg |
| <p>Principal Report (Information Item)(Moved to the website for review)</p> <ul style="list-style-type: none"> ● Public Comment ● Board Discussion | Rodolfo Ornelas |
| <p>Advancement/Marketing Report (Information Item)(Moved to website for review)</p> <ul style="list-style-type: none"> ● Public Comment ● Board Discussion | Steve Borg |
| <p>CLOSED SESSION (6:54 pm)</p> <ol style="list-style-type: none"> 1. <i>CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION (Gov. Code Section 54956.9(d)(2)): One Matter</i> 2. <i>CONFERENCE WITH LABOR NEGOTIATORS (Gov. Code section 54957.6): Agency designated representative: Justin Otto Sceva; Employee Organization: COSATS (Certificated Unit) Nothing to report</i> | |
| Dismissal 7:55 pm | Safia Fasah |

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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.
- To protect student and employee privacy, please refrain from using the name or any information that could imply the identity of any student or employee.
- The Board Chair may institute a reasonable time limit for all speakers prior to the beginning of public comment. 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.
- 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.

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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 acknowledgment 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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