



Redding School of the Arts
California Nonprofit Benefit Corporation
Adopted Board Meeting Minutes

REDDING SCHOOL OF THE ARTS
WHERE EDUCATION AND THE ARTS CONNECT

Tuesday, May 16, 2023

Open Session: 5:15 p.m.

Meeting called to order by Presiding Officer Jean Hatch at 5:19 p.m.
Roll Call/Establish Quorum:

Jean Hatch, President	_____ X (Departed @ 6:58 p.m.)
Jonathan Sheldon, Vice President	_____ X
Lisa Stewart, Treasurer	_____ X
Tiffany Blasingame, Secretary	_____ X
Daria O'Brien, Community Member	_____ X
Antonio Cota, Community Member	_____ X

Additional Non-Voting Participants

Lane Carlson, Executive Director	_____ X
Wendy Sanders, Special Ed Director	_____ X
Carol Wahl, Principal	_____ X (Arrived @ 5:45 p.m.)
Sophia Zaniroli, Vice Principal/Teacher	_____ X (Arrived @ 5:48 p.m.)
Robyn Stamm, Business Serv Provider	_____ X
Rebecca Lahey, Staff Liaison	_____ X

Board Recorder: Adel Morfin

Onsite Guests: Margaret Johnson & David Skinner

PUBLIC FORUM for CLOSED SESSION & NON-AGENDIZED ITEMS:

Hearing of persons desiring to address the Board on closed session item or a subject NOT covered in this agenda. NOTE: 1) Individual speakers will be allowed three (3) minutes to address the Board. The Board President may further limit the speaking time allowed in order to facilitate the progress of the meeting. 2) Complaints presented to the Board must not involve specific reference to employees. Citizens should contact the Director for complaint procedures regarding employees. 3) A charter school cannot take action on a matter that has not been placed on the official agenda. (G.C. 54954.2).

- No Comments

Adjourn to Close Session at 5:20p.m.

- o Public Employee Performance Evaluation: Executive Director; pursuant to Government Code Section 54957

Resume Open Session at 5:45 p.m.

Roll Call: Additional Non-Voting Participants Carol Wahl & Sophia Zaniroli joined the meeting.

Report Out on Closed Session:

- The board completed the Executive Director Evaluation for the 2022/23 school year.

DIRECTORS REPORT:

- **Lane Carlson:**
Reported TBC's Moana Jr. Musical was a huge success. The team is planning for next year's show and looking into alternative locations.

RSA completed its initial WASC visit on 5/8 via Zoom. The initial report out from the WASC representative was favorable. A follow-up report will be made available in June.

High School open house is scheduled for Thursday, May 18th, along with 3rd – 5th grade Elective Expo, and High School Drama Movie Premiere. Drama students plan to premier their “Conversations” video, for which they were nominated for a Team Pick movie award & attended a red carpet event in LA this week as part of their Directing Change Mini Grant.

Lane hopes this event will help showcase the high school and recruit interested students for 2023/24 school year.

He presented the board with an overview of Shasta College dual enrollment course selections for high school student next year, including new elective course offerings at RSA.

PRINCIPAL REPORT:

- **Carol Wahl:**

Reported Administration wrapped up the Application Validation Meeting & Lottery Drawing and are now working on compiling class lists for the 2023/24 school year, beginning with kindergarten. Kindergarten Round Up is scheduled for 5/17 & 5/19.

Carol plans to start working on 1st -5th grade class lists next week, followed by middle school class lists. She reported there is only nine days of school remaining and plenty to do in preparation for the final week of school activities and promotion ceremony.

Carol introduced David Skinner as the new 2023/24 PTC Governing Board Representative. She reported PTC’s last meeting of the year is scheduled for Friday, May 19th.

VICE PRINCIPAL REPORT:

- **Sophia Zaniroli:**

Nothing to report at this time

STAFF LIAISON REPORT:

- **Rebecca Lahey:**

Reported the Mandarin 1st Gr classes attended an outdoor environmental field trip around the RSA track loop. The field trip was organized by Allison Breedveld, Director of Spring Rivers Foundation. Students observed animals in nature, learned how to use binoculars, and created fish prints on backpacks.

Ms. Martin’s 3rd/4th class & Ms. Scotts 4th/5th class will plan to do the same activities on Friday.

GOVERNING BOARD REPORT:

- **Jonathan Sheldon:** Reported he would not be available for the 6/13 meeting.
- **Tiffany Blasingame:** Reported PTC had conducted their 2023/24 representative voting and elected David Skinner to the RSA Governing Board next year.
- **Jean Hatch:** Nothing to report at this time
- **Lisa Stewart:** Nothing to report at this time
- **Daria O’Brien:** Nothing to report at this time
- **Antonio Cota:** Nothing to report at this time

GOVERNING BOARD CORRESPONDENCE:

- The board acknowledges having received correspondence from an RSA parent.

CONSENT AGENDA:

Items listed under the Consent Agenda are considered to be routine and are acted on by the Governing Board in one motion. There is no discussion of these items before the Board vote unless a member of the Board, staff, or public requests specific items be discussed and/or removed from the Consent Agenda.

It is understood that the Administration recommends approval of all Consent Agenda items as listed. Each item on the Consent Agenda approved by the Board shall be deemed to have been considered in full and adopted as recommended.

- 1.1 Approve 4/4/2023 Governing Board Minutes
- 1.2 Approve April 2023 Warrants
- 1.3 Approve Disposal of Outdated Library Books
- 1.4 Approve 2023/24 RSA/Columbia MOU Renewal – 2nd Read
- 1.5 Approve 2023/24 Library Information Specialist Calendar – New

In follow up to last month's discussion regarding policy changes, Tiffany Blasingame noted the 2023/24 RSA/Columbia MOU section XII and XXIV clearly defined policies & procedures as what constituted material revisions to the charter.

Daria O'Brien moved to approve the consent agenda as listed, seconded by Jonathan Sheldon. Vote 6 Ayes: 0 Nays.

DISCUSSION/ACTION AGENDA:

Jean Hatch stated she would need to depart the board meeting early due to a scheduling conflict and wished to rearrange the order of discussion/action items on the agenda, by moving Agenda Item 2.2, 2.6,2.7, 2.10 to the beginning.

Daria O'Brien motioned to move Agenda Item 2.2, 2.6,2.7, 2.10 to the beginning of the agenda for discussion, seconded by Lisa Stewart. Vote 6 Ayes: 0 Nays.

2.2 Discussion/Action: 2023/24 General Extra Duty Stipend Salary Schedule – Amended

Lane Carlson reported that as the high school is in its early stages, there is a need to develop a leadership role. He is proposing to add a Teacher on Special Assignment position for the 2023/24 school year. The position is part time for now, but there is potential for growth in the coming years. The General Extra Duty Stipend Salary Schedule has been amended to include a \$5,000 annual Teacher on Special Assignment stipend to offset the position.

Lane reported the stipend would be prorated for 2023/24, as the candidate for this position will have a reduced teaching role to allow time for leadership responsibilities as assigned.

Lisa Stewart moved to approve the amended 2023/24 General Extra Duty Stipend Salary Schedule as written, seconded by Tiffany Blasingame. Vote 6 Ayes: 0 Nays.

2.6 Discussion/Action: Approve June 6, 2023 Board Meeting Date

The board discussed their availability on 6/6/2023 to ensure a quorum.

Jon Sheldon stated he could not confirm his attendance in June, but would try to make it if possible.

Antonio Cota reported there was a chance he would not be available to attend the board meeting on 6/6. He stated Tuesday board meetings tend to pose a scheduling conflict with his work schedule. Jean Hatched suggested changing board meeting dates from Tuesdays to Thursday next school year to better accommodate his schedule.

Finding no other scheduling conflicts, the board proposed to move forward with the 6/6 board meeting.

Tiffany Blasingame moved to approve June 6, 2023 Governing Board Meeting date, seconded by Daria O'Brien. Vote 6 Ayes: 0 Nays.

2.7 Discussion/Action: Resolution 2022-23-03 to Establish TK Professional Experience Equivalency

Lane Carlson reported the teaching requirements for TK qualifications in California is very strict. Effective 8/1/2023, teachers who are first assigned to a TK classroom after July 1, 2015 must have a multiple subject teaching credential as well as at least 24 units in early childhood education. However, the state allows for some equivalency contingencies so long as its board approved.

The proposed board resolution seeks to establish the following formula to determine unit equivalency from qualified professional experience: (75) hrs. experience = 1 Semester Unit.

Lane stated the home school program has served TK students in the past and would like to continue to offer a TK program moving forward.

Jonathan Sheldon moved to approve Resolution 2022-23-03 to Establish TK Professional Experience Equivalency as written, seconded by Daria O'Brien. Vote 6 Ayes: 0 Nays.

2.10 Discussion/Action: Review of Administration Organization

2.10.1 Summary of Admin Positions – Amended

2.10.2 K-12th Organizational Charts – Amended

Lane Carlson reported the Summary of Admin Positions had been amended to reflect changes in position titles and duties, specifically, those related to Principal and Vice Principle.

The Administrative Organizational Chart was discussed. Members of the board expressed confusion with the Program Coordinator position and whether or not it was classified as an administrative position because it was not included in the Summary of Admin Positions. Lane clarified the Program Coordinator oversees the home school program, but was not an admin paid position.

He presented an updated K-12 organizational chart draft, based on feedback from Tiffany Blasingame.

The new org chart encompassed all positions vs. administrative positions only. The board suggested identifying certificated vs. classified positions by color code.

Lane made note of the suggested changes and will plan to present a final draft next month for final review and approval.

*Item was presented as informational only. No action was taken by the board.

2.11 Discussion/Action: Personnel Updates

Resignations:

- Rachel Crew – 5/31/2023 Middle School ELA Teacher
- Jessee Pyron – 5/30/2023 Paraprofessional
- Wendy Ruloph - 4/17/2023 Lead Paraprofessional
- Caitlyn Spina - 5/30/2023 School Psychologist

Retirement:

- Rachel Dressel – 5/30/2023 Cooking Elective Teacher
- Wendy Sanders – 8/15/2023 SpEd/MTSS Director

Employment Updates:

- Jennifer Holien – 2023/24 Library Information Specialist

New Hires:

- Christina Bryant – 8/9/2023 Middle School ELA Teacher

Daria O'Brien moved to approve the Personnel Updates as listed, seconded by Lisa Stewart. Vote 6 Ayes: 0 Nays.

2.1 Discussion: Finance Committee Meeting Update

Lisa Stewart reported the Finance Committee had been reviewing salary schedules in order to stay competitive with other local schools, while addressing cell disparity within RSA's salary steps. Lisa stated admin has expressed difficulty trying to fill position vacancies, especially in the special education department.

Lane Carlson reported Robyn Stamm was directed to draft a salary comparison between RSA & Columbia Sch District as a starting point for discussion. The comparison was presented to the board for review. Based on the certificated salary model presented, the estimated annual cost to implement the salary schedule changes would cost approx. \$200K per year.

Lisa Stewart stated the committee recognizes the need for corrective action, but was concerned with the overall cost and looking for board direction on how to move forward, while maintaining fiscal responsibility.

Although the board recognizes the need to stay competitive they felt that a salary comparison between a public school like Columbia was not an ideal comparison with a charter school like RSA. They directed the Finance Committee to reach out to Achieve and Chico Country School for salary comparison information, confirm the COLA percentage for next year, and find out why potential candidates are declining employment at RSA upon offer of employment.

The board plans to review the committee's finding at the 6/6 meeting and hopefully have additional information once the Governors Revised Budget is released later this week.

** Jean Hatch excused herself and departed the Governing Board Meeting. Vice President, Jonathan Sheldon, continued on with the meeting in her absence.*

2.3 Discussion: High School Building Committee Update

Lane Carlson reported working with NMR on the schematic design of the high school building to match the roof line of RSA's current campus. He presented the board with updated campus renderings and building layout. He reported the committee is busy reviewing proposals from local banks and bond services. He requested Lisa Stewart's help in reviewing the financial proposals, given her background in banking.

2.4 Discussion/Action: 2024 RSA French Immersion Trip

Lane Carlson reported RSA’s High School French Class are planning to attend a French Immersion trip to France 3/28/2024 – 4/6/2024. Students enrolled in French class will have the opportunity to immerse themselves in French culture while brushing up on their French speaking skills. The trip is in collaboration with University Preparatory School in order to meet the minimum participation requirement. The cost per students to attend is approx. \$4K and includes airfare, lodging, and meals.

Daria O’Brien moved to approve the 2024 RSA French Immersion Trip, seconded by Tiffany Blasingame. Vote 5 Ayes: 0 Nays. 1 Absent.

2.5 Discussion: 2023/24 Governing Board Openings

Lane Carlson reviewed the list of current board members and their corresponding terms. Jonathan Sheldon and Lisa Stewart’s terms are scheduled to conclude on 6/30/2023.

Jonathan Sheldon was given the opportunity to renew his Community Member term for another two years, which he agreed to do. Unfortunately, Lisa Stewart is not planning to renew her term after 6/30 due to other personal obligations.

Remaining board members Tiffany Blasingame, Daria Obrien, and Antonio Coat will resume their current terms for one more year. Staff Liaison, Rebecca Lahey will also continue on for one more year.

2.8 Discussion: Teacher on Special Assignment Job Description – 1st Read

Lane Carlson presented the Teacher on Special Assignment job description. He stated the position would be responsible for some administrative duties such as attendance monitoring, behavior monitoring, coordinating professional development, in conjunction with a reduced teaching role. This is a part-time high school leadership position for next year, with room for potential growth.

Lane reported the position was posted in house and admin had already interviewed two potential candidates.

Tiffany Blasingame asked for clarification as to whether or not there was potential for this position to be used in a K-8 setting in the near future. Lane reported that could be the case later on. She suggested additional revisions to the job description duties in order to make it more general vs. making it high school specific.

The revisions were noted and will be included in the final draft for board approval next month.

2.9 Discussion: Teacher on Special Assignment Calendar – 1st Read

Lane Carlson provided the board with a draft of the Teacher on Special Assignment Calendar for initial review. This certificated position is scheduled to work a total of 195 days (Aug – Jun) and will closely mirror the Vice Principal calendar.

A final draft of the personnel calendar will be provided to the board for approval next month.


ADJOURNMENT:


Meeting adjourned at 7:13 p.m.

NEXT REGULAR MEETING:

Date: Tuesday, June 6, 2023
Time: 5:45 p.m.
Location: Redding School of the Arts/Community Room
955 Inspiration Place
Redding, CA 96003

Governing Board Minutes Respectfully Submitted,


Tiffany Blasingame
RSA Governing Board Secretary


Board Approval Date