

**Nea Lead Facilitator Report - Maafi Gueye**  
**ACLCL Lead Facilitator Report - David Hoopes**  
**Executive Director's Report - Paul Bentz**

**Please read the reports prior to the meeting. Maafi, David and I will be giving short 3-5 minute presentations on each report and will then be available for 5-7 minutes of questions.**

**Consent Agenda**

Approval of October 18, 2012 Meeting Minutes

I recommend approval of all items on the consent agenda.

**Action Items**

- a. Approval of "California Choice" as new health care program

This mid-year change is a win/win which will save money for the schools and reduce employee paycheck deductions. Employees will have the opportunities to choose less expensive health plans and save even more money. Exact details of the savings will be presented at the meeting. Please review the details of the resolution, as they outline the changes going forward. The major change is going from a CLCS fixed rate contribution to a percentage contribution. I realize that this is the first many have heard of this, but we need to act at this meeting so we can lock in lower 2012 rates for a year before rates go up in 2013. Paul, Jen, and Lowry have studied the details of what this means for the school and every employee. We feel confident this is a cost savings measure that will pay off not only this year, but in the years ahead.

I recommend approval.

- b. Approval of "Scion Associates Contract" for Executive Search Firm

Nhi identified and researched six potential firms and she and I choose three that we thought were a good fit and interviewed them and gave them a mandatory tour to learn more about our schools and company. From that process we selected two, and referred them to Joan's Search committee to interview. Phone interviews we conducted by Joan, Hugh, and Jim. One of the potentials dropped out before the second interview. Contract fee is 20% of ED first year salary, which could be around \$26,000 depending upon salary negotiations with new ED.

I recommend approval of the contract for Scion Associates for our ED search.

- c. Approval of change to ED Employment Contract, Section 3(b) - Vacation Leave. (See entire resolution for details.)

For the period from 12/1/2012 to 9/1/2013, the ED shall be entitled to take a portion of his 5 weeks vacation on the following dates: 12/17/2012 - 12/21/2012, 2/27/2012, 2/28/2012, 3/1/2012, 3/4/2012 and 3/5/2012. All remaining vacation will be taken in accordance with Section 3(b) of this contract.

**Section 3(b) Vacation Leave.** The ED is also entitled to 5 weeks vacation during the months of June, July, and/or August when school is not in session and all regularly scheduled vacation days given other employees for the regular school calendar. (“winter break,” “spring break,” federal holidays, etc.)

The purpose of this change is to allow the ED to be available for greater periods in June, July and August for work in support of a potential facility change for ACLC.

I recommend approval.

- d. Nea Lead Facilitator Performance Stipend Criteria
- e. ACLC Lead Facilitator Performance Stipend Criteria
- f. Nea K-5 Assistant Lead Facilitator Performance Stipend Criteria

As for the Performance Stipends, these three administrators are eligible for a \$5000 mid-year performance stipend as per their contracts. I have worked with each of them to produce a set of individual auditable goals for the fall semester. We took comments at the last board meeting, and administrators have added the “why” behind each goal. I believe that these are appropriate goals for each of them that will move the educational program forward. In January I will audit their goals and look for evidence that they have achieved what they set out to do. I will be providing a report and recommendation for the size of stipend to approve based upon achievement of the goals at the January Board meeting. Joan and Jen will possibly be adding an additional “overarching goal” that we be part of every performance stipend.

This might be an action item (which is why it is listed that way), but might turn into a discussion item and be tabled if agreement cannot be reached.