



**WISH Charter Board of Directors
Special Board Meeting – May 20, 2018 at 11:00 am**

**WISH Charter School
6550 West 80th Street, Los Angeles CA 90045
(Entrance on Emerson Avenue)
And via Teleconference **
1-641-715-3680 Access code 970986#**

Agenda

I. CALL TO ORDER

The meeting was called to order by Executive Committee Member, Suzanne Madison Goldstein at 11:05 am

II. ROLL CALL

Board Members Present: (Names with "X" indicates present):			
Michelle Windmueller, <i>President</i> From 15452 Varden Street Sherman Oaks, CA 91403	X	Danelle Fisher, <i>Vice President & Secretary</i> – from 8025 Emerson Avenue Los Angeles, CA 90045	X
Suzanne Madison Goldstein – 1439 El Bosque Court, Pacific Palisades CA 90272	X	Irene Oliver from LMU School of Education, One University Hall, Los Angeles, CA 90045	
Vicki Graf		Benjamin Tysch, from 407 N McCadden Place Los Angeles CA 90004.	X
Matthew Swanlund from 12777 West Jefferson Blvd. Los Angeles CA 90066	X	Miles Remer, Treasurer - 6362 West 78 th Los Angeles CA 90045	X
Mike Abercrombie	X	Jason Rudolph – 8335 Kenyon, Los Angeles CA 90045	X
Mary McCullough from LMU School of Education, One University Hall, Los Angeles, CA 90045	X		
Guests Present: (Names with "X" indicates present):			
WISH Charter Staff Members Present: (Names with "X" indicates present):			
Shawna Draxton, Executive Director		Jennie Brook, WISH	
Samira Estilai, ExED		Taurean Gordon, ExED	

III. PUBLIC COMMENT*

IV. AGENDA: ACTION ITEMS

A. Annual Budget/Staff Retention (Suzanne Madison Goldstein): Suzanne broadly outlined the issue for consideration: an increase in the salary table that is more competitive in light of the challenges faced during this employment contract and hiring season. Discussion as follows:

- Shawna and Jennie provided details regarding how challenges have been historically dealt with and how they challenges have been exacerbated in this current climate. Jennie walked through proposed changes to the salary table. Samira of ExED then presented the possible budgetary implications under two scenarios, one with enrollment at the current cap and one with an added class at 6th grade. Board members reviewed the budget projections in detail.
- Ben asked for clarification on plan for middle school growth, and the impact on renewal process if projected budget is not strong. Jason and Samira noted what the District generally requires as far as renewals from a fiscal standpoint.
- Jason asked whether the proposed adjustment would be adequate, and what guarantees we would not face the same predicament in the coming weeks or months. Shawna and Jennie explained how the proposed changes really close the gap to WISH highly competitive and opined that it would solve the problem for all staff, as far as they were aware.
- Ben identified several concerns with the proposed salary table, and suggested that the board consider short term individualized arrangements with a view toward a long term comprehensive salary approach.
- Mike pointed out the need for a comprehensive compensation package aligned with our mission and philosophy. He suggested formation of a special committee to include teachers to work over the summer on a plan that would be sustainable.
- Michelle offered her strong support for the proposal, indicating that we must show equity to the teachers. WISH asks them to do much more than is asked

of district teachers, and while we give them back more in some ways, we have moved very far away from prevailing salaries.

Dr. Danelle Fisher moved that the proposed Salary Table Version 2 be adopted, and that a special committee be formed to include teacher representatives to develop a comprehensive and sustainable compensation philosophy and package prior to Fall 2018; Matthew Swanlund seconded. The motion passed 7-2, with a roll call vote as follows:

Roll Call Vote			
Michelle Windmueller, <i>President</i>	Y	Danelle Fisher, <i>Vice President & Secretary</i>	Y
Suzanne Madison	Y	Irene Oliver	
Vicki Graf		Benjamin Tysch	N
Matthew Swanlund from	Y	Miles Remer, <i>Treasurer</i>	Y
Mike Abercormbie	Y	Jason Rudolph	N
Mary McCullough	Y		

VI. ADJOURNMENT

The meeting was adjourned at 12:13 pm.