

John Muir Charter Schools  
117 New Mohawk Rd. Ste. F  
Nevada City, CA 95959  
Phone: 530.272.4008  
Fax: 530.272.4009  
Web: [www.johnmuircs.com](http://www.johnmuircs.com)

---

## **John Muir Charter Schools Meeting of the Board of Directors**

Wednesday, February 10, 2021

**10:00 a.m.**

John Muir Charter Schools Office  
117 New Mohawk Rd. Suite F  
Nevada City, CA 95959

### **Zoom Link and Call-In Number**

<https://us02web.zoom.us/j/85203945794>

Meeting ID: 852 0394 5794

Dial-in by location:

+1 669 900 9128 US

Audio of this meeting will be recorded

## **AGENDA**

- 1. Meeting Call to Order**
- 2. Introductions**
- 3. Oral Communications/Public Comments:** Recognition of individuals wishing to comment on non-agenda items may do so at this time. Individuals who wish to address an agenda item may do so at this time or at the time the agenda item is heard. After being recognized by the board president, please identify yourself. No individual presentation shall be for more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, board members will not respond to presentations and no action can be taken. However, the board may give direction to staff following a presentation.
- 4. Additions to the Agenda**
- 5. Adoption of the Agenda**
- 6. Closed Session:**
  - A. Conference with Legal Counsel – Anticipated Litigation  
Significant Exposure To Litigation Pursuant to Subdivision (b) of Section 54956.9: One Case
  - B. Conference with Labor Negotiator  
Agency Designated Representative: Board Chair  
Unrepresented Employee: Chief Executive Officer
- 7. Return to Open Session: Report Action Taken, If Any**

## **8. Informational/Action Items**

- A. Board Approval/Ratification of Compensation Comparability Study for Chief Executive Officer Position. (Attachment #1, Under Separate Cover)
- B. Board Chair: Required Oral Report Regarding Chief Executive Officer Contract
- C. Board Ratification/Approval of Chief Executive Officer Contract
- D. Board Ratification/Approval of Amendment to Interim Chief Executive Officer Contract
- E. Approval of the Minutes of the Regular Board Meeting Wednesday, January 13, 2020 (Attachment #2, Page 5)
- F. Approval of Vendor Payments 12/26/20 - 1/25/21 (Attachment #3, Page 9)
- G. Approval of 2021 Safety Plan Update (Attachment #4, Page 21)
- H. Board Action on CEO Recommendation for Step Increase for All Employees Effective 2021-2022 (Attachment #5, Page 69)

## **9. Discussion Items**

- A. Teacher Advisory Committee Report (Matthew Murdock) (Attachment #6, Page 71)
- B. Draft 2021-2022 School Calendars (Attachment #7, Page 73)
- C. Recruitment Plan with California Conservation Corps
- D. WASC Visiting Committee Report (Attachment #8, Page 77)
- E. Interim CEO Report (Mike Wegner)
- F. Foundation Report (Gil Botello)

## **10. Miscellaneous Information Items**

- A. Correspondence
- B. Schedule of Future Board Meetings
  - i. Wednesday, March 10, 2021, 10 a.m., at Sacramento Regional Conservation Corps, 6101 27th Street, Sacramento, CA 95822
  - ii. Wednesday, April 14, 2021, 10 a.m., at Sacramento Regional Conservation Corps, 6101 27th Street, Sacramento, CA 95822

**Board Attendance at Upcoming Meetings:**  
**Wednesday, March 10, 2020, 10 a.m.**

**Wednesday, April 14, 2021, 10 a.m.**

- A. Stan Miller: Yes
- B. Michael Corbett: Yes
- C. Len Eckhardt: Yes
- D. Sallie Wilson: Yes
- E. Gil Botello: Yes

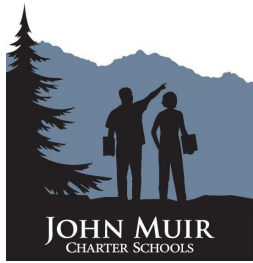
- A. Stan Miller: Yes or No
- B. Michael Corbett: Yes or No
- C. Len Eckhardt: Yes or No
- D. Sallie Wilson: Yes or No
- E. Gil Botello: Yes or No

## **11. Request for Agenda Items**

## **12. Adjournment**

This agenda was posted at least 24 hours in advance of the meeting at:

- John Muir Charter Schools Office, 117 New Mohawk Rd. Suite F, Nevada City, Ca 95959
- [www.johnmuircs.com](http://www.johnmuircs.com)



John Muir Charter Schools  
117 New Mohawk Rd. Ste. F  
Nevada City, CA 95959  
Phone: 530.272.4008  
Fax: 530.272.4009  
Web: [www.johnmuircs.com](http://www.johnmuircs.com)

---

## **John Muir Charter Schools Meeting of the Board of Directors**

Wednesday, February 10, 2021

**10:00 a.m.**

John Muir Charter Schools Office

117 New Mohawk Rd. Suite F

Nevada City, CA 95959

### **Zoom Link and Call-In Number**

<https://us02web.zoom.us/j/85203945794>

Meeting ID: 852 0394 5794

Dial-in by location:

+1 669 900 9128 US

Audio of this meeting was recorded

## **MINUTES**

### **1. Meeting Call to Order**

Stan Miller called the meeting to order at 10:16 a.m.

### **2. Introductions**

JMCS Board Members in attendance: Stan Miller, Gil Botello, Sallie Wilson, and Len Eckhardt (11:02 a.m.). JMCS Staff Members in attendance: Interim CEO Mike Wegner, Outgoing Administrative Coordinator Amber Aldrich, Incoming Administrative Coordinator Luz Delgado, and TAC Representative Matthew Murdock. Others in attendance: Russell Degnan of Operation New Hope, RJ Guess, Anthony Serrao of Young, Minney, & Corr (arrived at 10:42 am).

**3. Oral Communications/Public Comments:** Recognition of individuals wishing to comment on non-agenda items may do so at this time. Individuals who wish to address an agenda item may do so at this time or at the time the agenda item is heard. After being recognized by the board president, please identify yourself. No individual presentation shall be for more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, board members will not respond to presentations and no action can be taken. However, the board may give direction to staff following a presentation.

None.

#### **4. Additions to the Agenda**

Stan Miller requests the order of the closed session items A and B, on the agenda, be reversed. Stan states the board will go into closed session for the item Conference with Labor Negotiator first. The board will return to closed session for the item Conference with Legal Counsel-Anticipated Litigation once Anthony Serrao arrives.

#### **5. Adoption of the Agenda**

On a motion made by Gil Botello and seconded by Sallie Wilson, the agenda was adopted as amended on a 3-0-2 vote. (Ayes: Miller, Botello, Wilson. Noes: None. Absent: Corbett, Eckhardt.)

#### **6. Closed Session:**

Stan Miller moved the board into closed session at 10:23 a.m.

- A. Conference with Labor Negotiator  
Agency Designated Representative: Board Chair  
Unrepresented Employee: Chief Executive Officer
  
- B. Conference with Legal Counsel – Anticipated Litigation  
Significant Exposure To Litigation Pursuant to Subdivision (b) of Section 54956.9: One Case

#### **7. Return to Open Session: Report Action Taken, If Any**

Stan Miller called the meeting back into open session at 10:34 a.m. Stan announces no action was taken and tabled closed session item B until the attorney arrives.

#### **8. Informational/Action Items**

- A. Board Approval/Ratification of Compensation Comparability Study for Chief Executive Officer Position. (Attachment #1, Under Separate Cover)

Stan Miller announces that Young, Minney, and Corr, LLP conducted a salary compensation comparability study which informed the board's decision for the salary being offered to the CEO. Stan reminds the board that this study is required.

On a motion by Gil Botello, seconded by Sallie Wilson, the Ratification of Compensation Comparability Study for Chief Executive Officer Position was approved on a 3-0-2 vote. (Ayes: Miller, Botello, Wilson. Noes: None. Absent: Corbett, Eckhardt.)

- B. Board Chair: Required Oral Report Regarding Chief Executive Officer Contract

Stan Miller announces during the closed session the board agreed on and finalized the CEO contract being offered and announced in the next agenda item C. The contract will pay the CEO scale \$153,918. The contract includes accrued sick leave of 1 day/mo, coverage for the CEO and family for health insurance, 5 weeks of vacation, and the calendar will be prorated based on an annual 247-day schedule with the start date of 2/10/2021. The contract will last until June 30, 2024.

### C. Board Ratification/Approval of Chief Executive Officer Contract

Stan Miller announces that RJ Guess has signed the Chief Executive Officer Contract. The next step is for Stan to sign and return to be printed and filed.

On a motion by Gil Botello, seconded by Sallie Wilson, the Ratification of Chief Executive Officer Contract was approved on a 3-0-2 vote. (Ayes: Miller, Botello, Wilson. Noes: None. Absent: Corbett, Eckhardt.)

### D. Board Ratification/Approval of Amendment to Interim Chief Executive Officer Contract

Stan Miller announces that the Interim Chief Executive Officer Contract retains Mike Wegner as Interim CEO through May 1, 2021. After that date, Mike reverts to the COO position at the same pay and benefits of his current contract until June 30, 2021. The next step is for Stan to sign and return to be printed and filed.

On a motion by Sallie Wilson, seconded by Gil Botello, the Ratification of Interim Chief Executive Officer Contract was approved on a 3-0-2 vote. (Ayes: Miller, Botello, Wilson. Noes: None. Absent: Corbett, Eckhardt.)

Stan states that RJ Guess and Mike Wegner will be joint CEOs until May 1, 2021. The board commends Mike on his job as interim CEO.

### **Closed Session:**

Upon the arrival of Anthony Serrao, Attorney, Stan Miller moved the board into closed session at 10:42 a.m.

Conference with Legal Counsel – Anticipated Litigation

Significant Exposure To Litigation Pursuant to Subdivision (b) of Section 54956.9: One Case

Stan Miller called the meeting back into open session at 11:11 a.m. Stan announces no action was taken.

### E. Approval of the Minutes of the Regular Board Meeting Wednesday, January 13, 2021 (Attachment #2, Page 5)

On a motion made by Len Eckhardt and seconded by Sallie Wilson, the minutes of the regular board meeting Wednesday, January 13, 2021, were approved on a 4-0-1 vote. (Ayes: Miller, Botello, Eckhardt, Wilson. Noes: None. Absent: Corbett.)

### F. Approval of Vendor Payments 12/26/20 - 1/25/21 (Attachment #3, Page 9)

Gil Botello inquires about the Courageous Conversations costs and requests the board receive a copy of the curriculum. Mike Wegner states he will have Rachel Wegner forward the curriculum to the board.

On a motion made by Gil Botello and seconded by Sallie Wilson, the vendor payments 12/26/20-1/25/21, were approved on a 4-0-1 vote. (Ayes: Miller, Botello, Eckhardt, Wilson. Noes: None. Absent: Corbett.)

G. Approval of 2021 Safety Plan Update (Attachment #4, Page 21)

Mike Wegner shares there are no changes to the 2021 Safety Plan from last month's meeting. On a motion made by Sallie Wilson and seconded by Len Eckhardt, the 2021 Safety Plan, was approved on a 4-0-1 vote. (Ayes: Miller, Botello, Eckhardt, Wilson. Noes: None. Absent: Corbett.)

H. Board Action on CEO Recommendation for Step Increase for All Employees Effective 2021-2022 (Attachment #5, Page 69)

Mike Wegner presents his recommendation that the board approve a 1-step pay increase to all staff for the 2021-2022 school year in lieu of a COLA, cost of living adjustment. Mike states our staff has done an amazing job responding to the pandemic. Mike reminds the board due to the uncertainty at the beginning of 2020 all requests for pay increases were suspended. Discussion ensues with the board regarding Mike's recommendation.

On a motion made by Gil Botello and seconded by Len Eckhardt, the step increase for all employees effective 2021-2022, was tabled on a 4-0-1 vote. (Ayes: Miller, Botello, Eckhardt, Wilson. Noes: None. Absent: Corbett.)

Stan Miller states this item has been tabled and can return for discussion at next month's board meeting.

## 9. Discussion Items

A. Teacher Advisory Committee Report (Matthew Murdock) (Attachment #6, Page 71)

Matthew Murdock discusses next steps on reporting teacher feedback to the board. Matthew shares that Mike Wegner will be sending a survey out to all staff regarding what challenges teachers face in distance learning and what digital resources they will continue using once they return to the classroom. Matthew also highlights teachers' responses to the WASC report and the school-wide mandatory teacher reading of Culturally Responsive Teaching and the Brain.

B. Draft 2021-2022 School Calendars (Attachment #7, Page 73)

Mike Wegner presents the 2021-2022 draft school calendars. Mike states the only significant change is that instead of a two-day in-service, where we normally hold our in-person Fall in-service, those days have been broken out for virtual professional development. The 2021-2022 school calendars will return next month for approval.

C. Recruitment Plan with California Conservation Corps

Mike Wegner shares that this is only an oral item right now but anticipates that there will be something physical to share in the March meeting. Mike discusses his work with Regional Director Dawn McConnell, Teacher Anna Pizello, and staff from the CCC who have created a working group to address low attendance at the CCC. Mike shares the plan to strategize on recruitment efforts and to reevaluate at the end of the 2021-2022 school year.

D. WASC Visiting Committee Report (Attachment #8, Page 77)

Mike Wegner presents the Western Association of Schools and Colleges (WASC) visiting committee report. Mike reports that since the receipt of this report we did receive an email stating JMCS has received a 6 year accreditation with a mid-cycle check. Stan Miller asks about the 2 items that received Somewhat Effective rating on pages 111-112. Mike agrees to get more information and report out to the board.

E. Interim CEO Report (Mike Wegner)

Mike Wegner presents the latest information regarding the Governor's budget and potential changes the Legislature may make that could impact the exemption that JMCS operates under regarding age cap language. Mike takes the opportunity to thank outgoing Administrative Coordinator Amber Aldrich for her final board meeting.

F. Foundation Report (Gil Botello)

Gil Botello shares about ongoing strategic planning, the creation of a logo for the foundation, and plans to partner with TAC. Gil also shares that Andy Delgado, Chair of the JMCS Foundation, is planning to be added to a future JMCS board meeting agenda to give a comprehensive report. The foundation is also looking to form an advisory council, a group with expertise in coming up with ways to raise money.

**10. Miscellaneous Information Items**

A. Correspondence

None.

B. Schedule of Future Board Meetings

- i. Wednesday, March 10, 2021, 10 a.m., at Sacramento Regional Conservation Corps, 6101 27th Street, Sacramento, CA 95822
- ii. Wednesday, April 14, 2021, 10 a.m., at Sacramento Regional Conservation Corps, 6101 27th Street, Sacramento, CA 95822

Stan Miller asks about the listing of the location at Sacramento Regional Conservation Corps. RJ Guess responds regarding the emergency order that we are operating under to hold our meetings via Zoom. RJ says he will work with Luz Delgado to add language regarding the Zoom format for meetings while operating under the emergency order.

**Board Attendance at Upcoming Meetings:**

**Wednesday, March 10, 2020, 10 a.m.**

- A. Stan Miller: Yes
- B. Michael Corbett: Yes
- C. Len Eckhardt: Yes
- D. Sallie Wilson: Yes
- E. Gil Botello: Yes

**Wednesday, April 14, 2021, 10 a.m.**

- A. Stan Miller: Yes
- B. Michael Corbett: Yes
- C. Len Eckhardt: Yes
- D. Sallie Wilson: Yes
- E. Gil Botello: Yes



## **11. Request for Agenda Items**

Gil Botello asked about reviewing the changes made in March 2020 giving board responsibilities over to the CEO. RJ Guess clarifies that the only power given was that the CEO and Board Chair jointly was to close or open school sites by emergency powers, informed by local recommendations during the pandemic. Stan Miller states we can review that resolution, it will come for discussion. Mike Wegner states the foundation report from Andy Delgado should be ready for next month's meeting.

## **12. Adjournment**

Stan Miller adjourned the meeting at 12:12 p.m.