



**Five Keys Schools and Programs**  
*Education, Employment, Family, Recovery, and Community*  
**Board of Directors Meeting Minutes**

**Tuesday March 21, 2023 at 4:00pm**

Hybrid meeting held in person at 120 14th Street, SF, CA 94103  
 and via teleconference

<b>Board Members</b>
- Tijanna O. Eaton
- Freya Horne
- Sunny Schwartz
- Delia Ginorio
- Paul Miyamoto
<b>Staff Members</b>
- Steve Good

<b>1. Call Charter School Meeting to Order &amp; Roll Call</b>	<b>Time</b>																		
The meeting was called to order by Tijanna O. Eaton.	4:24pm																		
<b>2. Roll Call / Attendance</b>																			
<table border="1"> <thead> <tr> <th>Member</th> <th>Present</th> <th>Absent</th> </tr> </thead> <tbody> <tr> <td>Tijanna O. Eaton</td> <td align="center">✓</td> <td></td> </tr> <tr> <td>Delia Ginorio</td> <td align="center">✓</td> <td></td> </tr> <tr> <td>Sunny Schwartz</td> <td align="center">✓</td> <td></td> </tr> <tr> <td>Freya Horne</td> <td align="center">✓*</td> <td></td> </tr> <tr> <td>Paul Miyamoto</td> <td align="center">✓</td> <td></td> </tr> </tbody> </table> <p><i>*joined by teleconference in accordance with AB2449</i></p> <p>Additional Attendees addressing the board: Steve Good (staff), Amy Roth (staff), Kendall Aozasa* (EdTec), Peter Laub* (EdTec)          Attendees present in person unless otherwise noted*.</p>	Member	Present	Absent	Tijanna O. Eaton	✓		Delia Ginorio	✓		Sunny Schwartz	✓		Freya Horne	✓*		Paul Miyamoto	✓		4:24pm
Member	Present	Absent																	
Tijanna O. Eaton	✓																		
Delia Ginorio	✓																		
Sunny Schwartz	✓																		
Freya Horne	✓*																		
Paul Miyamoto	✓																		
<b>2b. Approval of Exercising AB2449 - virtual board participation due to just cause for Freya Horne</b>																			
Motion: Sunny Schwartz Second: Sheriff Paul Miyamoto <table border="1"> <thead> <tr> <th>Member</th> <th>Present</th> <th>Absent</th> </tr> </thead> <tbody> <tr> <td>Tijanna O. Eaton</td> <td align="center">✓</td> <td></td> </tr> <tr> <td>Delia Ginorio</td> <td align="center">✓</td> <td></td> </tr> <tr> <td>Sunny Schwartz</td> <td align="center">✓</td> <td></td> </tr> <tr> <td>Freya Horne</td> <td align="center">✓*</td> <td></td> </tr> <tr> <td>Paul Miyamoto</td> <td align="center">✓</td> <td></td> </tr> </tbody> </table> <p><i>*joined by teleconference</i></p>	Member	Present	Absent	Tijanna O. Eaton	✓		Delia Ginorio	✓		Sunny Schwartz	✓		Freya Horne	✓*		Paul Miyamoto	✓		4:26pm
Member	Present	Absent																	
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Delia Ginorio	✓																		
Sunny Schwartz	✓																		
Freya Horne	✓*																		
Paul Miyamoto	✓																		
<b>3. Closed Session:</b>																			
<ul style="list-style-type: none"> <li>a. <b>Section 54957.6: Conference with Labor Negotiators</b></li> <li>b. <b>Section 54956.9: Conference with Legal Council: Anticipated Litigation</b></li> <li>c. <b>Section 54957: Public Employee Discipline/Dismissal/Release</b></li> </ul>																			
Board President Tijanna Eaton confirmed that closed session is not needed for this meeting so it is going to be removed from the meeting.	-																		
<b>4. Consent Calendar</b>																			
<ul style="list-style-type: none"> <li>a. <b>Approval of Agenda</b></li> <li>b. <b>Approval of Minutes from January 17, 2023 Special &amp; Public Board Meetings</b></li> <li>c. <b>Approval of ADDPN Overtime for Certificated Staff since January 17, 2023</b></li> <li>d. <b>Approval of Credit Card Register(s)- January 2023</b></li> </ul>																			

Approval of Consent Calendar

Motion: Sheriff Miyamoto  
Second: Delia Ginorio

Request for Public Comment: none

Vote: 5-0-0-0

Member	Yay	Nay	Abstain	Absent
Tijanna O. Eaton	✓			
Delia Ginorio	✓			
Sunny Schwartz	✓			
Freya Horne	✓			
Paul Miyamoto	✓			

4:30pm

Approval of Check Registers

Motion: Freya Horne  
Second: Sheriff Miyamoto

Request for Public Comment: none

Vote: 5-0-0-0

Member	Yay	Nay	Abstain	Absent
Tijanna O. Eaton	✓			
Delia Ginorio	✓			
Sunny Schwartz			✓	
Freya Horne	✓			
Paul Miyamoto	✓			

4:31pm

**5. UESF Address to the Board**

-Matt Milton, UESF co-chair for NorCal addressed the board, including concern that Five Keys is moving toward a corporate charter school model, as well as a request for the board to hold management accountable  
-Ed Wang, CA Federation of Teachers Representative also addressed the board, expressing concern that Five Keys is dictating to the union who can and cannot participate on a bargaining team. Ed Wang stated that it is common practice, including at SFUSD, that teachers and classified unit members serve on the same bargaining team together.

4:32- 4:40 pm

**6. General Public Comment**

- Jeff Johansen
- Tierra Allen
- Rosaria Campanile-Minneci
- Jamie Otteson
- Nan Foster
- Rose Kleiner
- Austen Coles
- Emily Gable
- Carlos McCorkle
- Lynne Winner
- Sherri Duncan White

4:40- 5:10pm

<ul style="list-style-type: none"> <li>• <a href="#">Ms. LaQuette</a></li> <li>• <a href="#">Aaron Powley</a></li> <li>• <a href="#">Tim Blasquez</a></li> <li>• <a href="#">Jasmine Ward</a></li> <li>• <a href="#">Suzanne Prows</a></li> <li>• <a href="#">Haydee Burrola</a></li> <li>• <a href="#">Ashlen Fierros</a></li> <li>• <a href="#">Elena Silva</a></li> </ul> <p>Board Member Sunny Schwartz asked 1 question and 1 statement</p> <ol style="list-style-type: none"> <li>(1) I believe we had 2 classified individuals speak; would like to here from even more Classified staff</li> <li>(2) Request for Steve Good to remind the board as to why it’s important to have Classified Staff present at the bargaining table.</li> </ol> <p><u>Per Steve Good</u> - discussed coordinated and coalition bargaining</p> <ul style="list-style-type: none"> <li>• example of coordinated bargaining would be to negotiate together details that are exactly the same, like benefits, and to reopen safely during the pandemic</li> <li>• Classified staff had vacancy in their chair role, Five Keys agreed to temporarily recognize certificated staff filling the classified chair role</li> <li>• FKCS proposed how to continue negotiations moving forward for UESF review, willing to go to mediation or arbitration if needed as a commitment to moving forward</li> <li>• FKCS council says that there is an inherent conflict of interest when a member of one unit bargains on behalf of the other unit, because classified and teacher responsibilities overlap and that</li> </ul>	
<b>7. Director’s Report</b>	
<p>Steve Good presented to the Board of Directors</p> <ul style="list-style-type: none"> <li>• Five Keys actions in response to recent First Republic bank instability</li> <li>• Funding Deficit / Student Engagement Goals to Balance Budget</li> <li>• Introduction of Employee Resource Group Initiative</li> <li>• Social Media Policy Update</li> <li>• Small Scale Fundraising Policy Update</li> <li>• 3/13 Professional Development Recap</li> <li>• Student Information System Transition Update - Student Services Advisory Group &amp; Courses and Curriculum Advisory Groups</li> <li>• Form 700 Deadline Reminder</li> <li>• Special Education Department</li> <li>• Southern California Graduation &amp; Field Trip Recap</li> <li>• SoCal Teacher Spotlight - Tom Hood, CTE Printing Teacher</li> <li>• NorCal Resource Fair &amp; Student Spotlight Update</li> <li>• NorCal Teacher Spotlight - Angela Myers, Solano Custody ISP teacher</li> <li>• SBAC Age Cap for 22-23 Testing Window</li> </ul>	5:10-pm
<b>8. Discussion/Informational Items</b>	
-EdTec Financial Presentation	5:56pm
<b>9. Action Items</b>	
<p><u>Approve SBAC Policy effective 22-23 Testing Window</u></p> <p>Motion: Delia Ginorio Second: Sheriff Paul Miyamoto</p> <p>No Request for Public Comment</p> <p>Vote: 5-0-0-0</p>	

Member	Yay	Nay	Abstain	Absent
Tijanna O. Eaton	✓			
Delia Ginorio	✓			
Sunny Schwartz	✓			
Freya Horne	✓			
Paul Miyamoto	✓			

5:54pm

Approve Second Interim Financial Report

Motion: Delia Ginorio  
 Second: Sheriff Paul Miyamoto

Public Comment from:

- Rose Kleiner - expressed frustration that we are being asked again to do more with less for the educators but not for the other sides of Five Keys, there are waitlists including interest enough to add 3 more teachers at Santa Rita Jail, do not have org chart and get emails that people are mysteriously being hired on the management side
- Matt Milton- regarding retention and bad processes, need to stop splitting teachers at sites and get ESL classes in Canvas
- Austen Coles - glad that you are in agreement that the SpEd department is a vital resource; hoping the increased Special Education budget will allow the school to hire staff member to work in NorCal and SpEd-based staff to offer mental health resources. Also hopes that SpEd staff will start being paid equitably for holding extra students on their roster, as Sped staff are paid half as much as other credentialed teachers.
- Emily Gable- echoing the frustration of being moved between sites, as movement affects student engagement and ADA; also wants to echo the frustration of not having an org chart – does not know who the people are who have been hired, seems like this is an area that we should be addressing in terms of the budget.
  - Response from Steve Good - the individuals being hired have been largely non-profit employees
- Nan Foster- has brought this up several times prior, noting that there are no classes on Canvas for students who are below a 4th grade reading score in CASAS; students cannot access the online curriculum, impacting engagement
- Ms. Tierra - every year we speak to financial deficits but we never say why; it seems that Five Keys does not have a money problem, it has a management problem, management decided not to bring back all the teachers laid off despite there being wait lists
- Ms. LaQuette - there are three letters that keep on coming up ADA. We just had an opportunity to discuss ideas at an all-school PD, no one is knocking on her door to ask her why and how her ADA is so high.
- Judy Square - there is a new requirement that we cannot backdate enrollments, even if we saw the student the week prior – probably could get 3-7 days more attendance if she were allowed to have the schedule reflect the original date of engagement. Why can't we do this.
- Karla Munoz - Administrative Assistant at Boyle Heights in SoCal there has been no consistency; have had over 11 principals, has been able to keep student retained since January because of the consistency, and that retention is about relationships

Vote: 5-0-0-0

6:21pm

Member	Yay	Nay	Abstain	Absent
Tijanna O. Eaton	✓			
Delia Ginorio	✓			
Sunny Schwartz	✓			
Freya Horne	✓			
Paul Miyamoto	✓			

Approve Auditor Selection Submission to County

Motion: Sunny Schwartz  
 Second: Delia Ginorio

No Request for Public Comment

Vote: 5-0-0-0

Member	Yay	Nay	Abstain	Absent
Tijanna O. Eaton	✓			
Delia Ginorio	✓			
Sunny Schwartz	✓			
Freya Horne	✓			
Paul Miyamoto	✓			

6:22pm

Approval of FY22 Audit

Motion: Freya Horne  
 Second: Sunny Schwartz

No Request for Public Comment

Vote: 5-0-0-0

Member	Yay	Nay	Abstain	Absent
Tijanna O. Eaton	✓			
Delia Ginorio	✓			
Sunny Schwartz	✓			
Freya Horne	✓			
Paul Miyamoto	✓			

6:23pm

**10. Adjournment of Charter School Meeting**

Motion: Delia Ginorio  
 Second: Freya Horne

No Request for Public Comment

Vote: 5-0-0-0

Member	Yay	Nay	Abstain	Absent
Tijanna O. Eaton	✓			

6:26pm

Delia Ginorio	✓					
Sunny Schwartz	✓					
Freya Horne	✓					
Paul Miyamoto	✓					