



Real Learning for Real Life®



**MEETING OF THE
BOARD OF DIRECTORS FOR SIATech, Inc.
SIATech and SIATech Academy South Charter High Schools
April 16, 2024**

MINUTES

I. CALL TO ORDER/WELCOME GUESTS

Board Chair Herrity called the meeting to order at 5:31 p.m. The Chair recognized a quorum. Terrance Mims, Elyse Burden, Erica Alfaro, and Oliver Unaka were in-person board members. Asha' Jones, Joe Herrity, and Jennifer Credit participated virtually. Central office staff also joined in person and virtually.

II. APPROVAL OF AGENDA

On a motion from Oliver Unaka and seconded by Terrance Mims, the Board took roll call votes to approve the Agenda for April 16, 2024, as posted:

Ayes: 7 (Herrity, Unaka, Mims, Burden, Jones, Credit, and Alfaro)

III. PUBLIC COMMENTS – None

IV. CONSENT AGENDA

On a motion from Terrance Mims and seconded by Oliver Unaka, the Board took roll call votes to approve the Consent Agenda as posted:

Ayes: 7 (Herrity, Unaka, Mims, Burden, Jones, Credit, and Alfaro)

APPROVED

1. Regular Meeting Minutes for February 20, 2024

V. BUSINESS SERVICES

2. **Received** Monthly Financials through March 31, 2024

Tom Renner reviewed the financial report for SIATech and SIATech Academy South as of March 31, 2024, and highlighted the changes compared to budget revision #2 in February 2024.

3. **Approved** Signers for SIATech Academy South Local Bank Accounts

Tom Renner talked about the need to remove signers no longer employed at SIATech and the addition of Tracy Brown to the bank accounts connected to SIATech Academy South.

On a motion from Terrance Mims and seconded by Erica Alfaro, the Board took roll call votes to approve the Signers for SIATech Academy South as presented.



Ayes: 7 (Herrity, Unaka, Mims, Burden, Jones, Credit, and Alfaro)

VI. HUMAN RESOURCES

4. Teacher Compensation

Lin Mueller briefed the Board about the challenges related to teacher compensation, starting with the state minimum salaries for California Exempt employees that came into effect on January 1, 2021, and how this impacts SIATech. The 2.5% annual increases have not kept pace with inflation and the economy. She discussed the current practices, reviewed the teacher salary schedules, and outlined a timeline to develop a plan to address the issue. A teacher task force will be established to gather feedback, facilitate internal discussions, and present a proposal to the Finance & Administration Committee.

VII. COMMUNICATIONS

5. Marketing Strategy

Linda Leigh presented a mid-year update on communications and prospective student outreach efforts. She emphasized that the goal of pre-enrollment is to boost enrollment and attendance across the sites, aligning with the SIATech Strategic Plan 2.5. Various channels, such as HubSpot, Podium, and Calendly, are used to reach out to prospective students and their families. The number of prospective leads for 2023 increased by 101% compared to the previous year, resulting in a 45% conversion rate.

VIII. BOARD BUSINESS/DISCUSSION

6. Discussed/Approved Finance & Administration Committee Charter

Board Chair Joe Herrity introduced the Finance & Administration Committee Charter, created with the assistance of legal counsel. The Board appointed Oliver Unaka as the Chair of this committee, along with Asha' Jones as a member.

On a motion from Elyse Burden and seconded by Terrance Mims, the Board took roll call votes to approve the Finance & Administration Committee Charter as presented:

Ayes: 7 (Herrity, Unaka, Mims, Burden, Jones, Credit, and Alfaro)

IX. BOARD CALENDAR/NEXT MEETING AGENDA

7. Calendar – *for information*

8. Proposed Agenda Items for Next Regular Meeting – **May 21, 2024**

- a. Standard and Staff Reports to the Board
- b. LCAP Hearing – SIATech and SIATech Academy South
- c. Budget Update
- d. Finance & Administration Committee Update
- e. Outreach & Enrollment Strategy

X. REMARKS FROM THE BOARD – Terrance Mims spoke of his and Lin Mueller's upcoming retirements. The Board expressed gratitude for their dedicated service to SIATech.

XI. ADJOURNMENT – 7:14 p.m.

Recorder: Pricilla Perez

A handwritten signature in black ink, consisting of a stylized, cursive 'A' followed by a horizontal line extending to the right.

Asha' Jones, Secretary

06/03/2024

Date