



## Board of Directors Meeting Minutes

Tuesday, August 16, 2022

- I. Call to Order
    - A. The regular meeting of the Academia Cesar Chavez Board of Directors was held at 1801 Lacrosse Ave, Saint Paul MN, 55119
    - B. The meeting was called to order at 5:16pm by Dr Jessica Lopez Lyman (Chair).
  - II. Welcome and Roll Call
    - A. Board members present: Dr Jessica Lopez Lyman (Chair), Dr Osiris Gómez (Secretary), Mark Ahrens (Community), Analita Silva-Evans (Community), Maria Vallejo (Community),
    - B. Board members absent: Cmdr John Lozoya (Treasurer), Diana Lopez-Diaz (Teacher)
    - C. Staff and guests in attendance: Norma C. Garcés (Executive Director), Raquel Arismendez (Project Manager), Lucinda Costilla (Operations Assistant), three other guests,
  - III. Recite ACC Mission Statement
    - A. *Academia Cesar Chavez is dedicated to providing a quality dual-language education that prepares critically thinking, socially competent, values driven, and culturally aware bilingual and bi-literate learners by advocating Latino cultural values in an environment of familia and community.*
  - IV. Grounding and Check-in
    - A. All those present each check in with a personal anecdote.
  - V. Public Comment Forum
    - A. No public comment was submitted to the board.
- Action Items for Board Approval
- VI. Approval of Agenda
    - A. Mark moves to amend the agenda to add “SPED Contract - AGATE Social Works LLC” as item VIII.F. Analita seconds the motion. The motion carries unanimously.
    - B. Analita moves to approve the agenda for the August 16, 2022 board meeting. Mark seconds the motion. The motion carries unanimously.
  - VII. Approval of Minutes
    - A. Maria moves to approve the minutes from the June 23, 2022 board meeting. Analita seconds the motion. The motion carries unanimously.

## Discussion Items

### VIII. Executive Director Update

#### A. Welcome Back Week at ACC

1. Ms Norma shares that ACC had a roughly 70% staff retention rate between last school year and the 2022-2023 school year. Most of the staff who left the organization were monolingual, and a majority of staff who have been hired for this school year have been people of color. Many of the faculty new to ACC have five or more years of prior teaching experience, perhaps in another country. New hires are coming internationally, from countries such as Mexico, Spain, Venezuela, and Colombia. One of the teachers hired is another music and performing arts teacher who can teach in Spanish, and will support growing the Mariachi program, connecting deeper with the conservatory. However the reality remains that ACC is still faced with a teacher shortage like most other schools.
  2. Ms Norma shares about the presentation she gave to staff today on the first day of Welcome Back Week. The presentation gave an overview of decolonization as well as the focus on the core values. Building genuine relationships with our colleagues, creating that community.
    - a) Ms Norma asks Ms Lucinda to share a bit about the restitution training she and other staff attended in partnership with El Colegio staff. Ms Lucinda cries, sharing that “I feel like I don’t know who I am, and now I’m learning, and it is something very powerful... We sat in a circle, we shared where we come from, it is very, very powerful.”
    - b) Ms Norma explains that the staff sat in a circle not knowing each other’s roles or titles. After some time, they reflected on their names and shared how they got that name, who gave them the name, and where it might come from or what it could mean.
  3. Ms Norma gives an overview of the Welcome Back packet staff will receive in the coming days. Fully bilingual, the packet will include the mission, vision, and core values, as well as recommended readings for staff, such as *Pedagogy of the Oppressed*. It also includes a description of the restitution model, which is the foundation of student engagement at Academia. It also features the non-negotiables of teaching, such as facilitating learning from bell to bell.
  4. Ms Norma shares another update in staffing. Ms Marita Moran has resigned from her position as Head of Elementary School.
- B. SPED Contract - By Word of Mouth Ltd
- C. SPED Contract - Twin Cities Education Consultants
- D. SPED Contract Addendum - A Chance to Grow Inc

- E. Contract - Harper Training Solutions
- F. SPED Contract - AGATE Social Works LLC
  - 1. Mark moves to approve the contracts for By Word of Mouth, TCEC, A Chance to Grow, Harper, AGATE Social Works. Analita seconds the motion. The motion carries unanimously.
- IX. Board Retreat
  - A. The board discusses that Friday, September 16, 2022 works best for the retreat. They also speak briefly about board recruitment efforts, and encourage each other to bring a guest with them to the retreat.
  - B. The board discusses agenda items for the retreat.
- X. UST Report
  - A. UST did not attend the meeting.
- XI. Board Meeting Schedule SY23
  - A. The board ensures that Thursdays typically work well for members to attend.
  - B. Maria moves to approve the board meeting schedule for SY23. Osiris seconds the motion. The motion carries unanimously.
- XII. Announcements
  - A. Osiris announces his resignation from the board effective immediately.
- XIII. The board retreat is scheduled for Friday, September 16 at 2pm.
- XIV. Meeting Adjournment
  - A. Mark moves to adjourn the meeting. Analita seconds the motion. The meeting adjourned at 7:21pm.

**Board Secretary:** \_\_\_\_\_ **Date:** \_\_\_\_\_