



MINUTES for the Meeting of the Gateway Public Schools Board of Trustees
Wednesday, March 23, 2022, 5:00 -7:00 PM
Gateway High School Impact Lab

Board Members Present: Therese Arsenault, Dan Carr, Elizabeth Colen, Katie Colley, Mark Felton, Sharon Gillenwater, Susan Masto, Harper Matheson, Molly Orner, Mary Plant-Thomas, Kevin Rafter, Laura Spivy, Dina To, Valerie Toler

Board Members Excused: Sapna Boze, Sara Byrne, Cynthia Billops,

Board Members Not Present: Allison Bhusri

Also present: Danielle Ciccarelli, Chris Hero, Chanda Lockhart, Sharon Olken, Aaron Watson

Welcome and Announcements

Kevin Rafter called the meeting to order at 5:07pm and began with a land acknowledgement, recognizing that Gateway Public Schools are located on the unceded ancestral home of the Ramaytush Ohlone peoples. He continued with announcements. Sharon Olken has been sworn in as a member of the California Board of Education. CA BOE rules prevent her from serving on two boards concurrently. Although she has had to resign from Gateway's board, she will still attend meetings.

Though mask mandates have been lifted, Gateway will require them until April 11th. The board will continue to meet in person, as required by law, unless there is a state of emergency.

The Great Gateway Gathering is coming up April 9th; the theme is prom throwback.

Approval of Minutes from February 22, 2022

Kevin Rafter asked for a motion to approve the minutes from February 22, 2022. Mark Felton motioned to approve the minutes and Valerie Toler seconded the motion. The minutes were approved unanimously, without issue.

Public Forum

Kevin Rafter opened the floor for the public forum. No further discussions or motions were introduced.

Search Committee Update

Sharon Gillenwater gave the floor to Mark Felton for the Executive Director Search Committee update. Mark Felton and Stephanie Khaziran, GHS Co-Principal, are co-chairs of the committee. Mark reviewed the search timeline. The full committee is in place and the process of identifying a search firm is underway. A review of search firm proposals selection of a firm will occur in April. Mark outlined the Co-Chair responsibilities. Search Firm Committee members include board members, parents and staff from both schools.



The ED Search Committee members are:

Board Members:

- Mark Felton (co-chair)
- Sharon Gillenwater
- Kevin Rafter
- Laura Spivy
- Dan Carr
- Sapna Boze

Staff Members

- Stephanie Khaziran (co-chair, GHS)
- Erin Hartfield (GHS)
- Jai David (GMS)
- Suzanne Herko (GMS)
- Chanda Lockhart

Kevin Rafter thanked Mark and Stephanie for the thought and care they bring to leading the search effort.

Executive Director's Report

Sharon Gillenwater gave the floor to Sharon Olken for the Executive Director's Report. Sharon began by bringing attention to the ED objectives, which help guide the work and priorities for Sharon and leadership. She spoke about the objective "Supporting Gateway's People". Working with the Staff Affairs Committee, school leaders and staff across the organization are developing a Career Growth Model for all employees who are not on the faculty Career Stages Model. The CGM will provide the same commitment to salary growth over time, ongoing opportunities for career advancement and focus on equity and impact.

Sharon spoke about the ED Objective, Race Equity Culture and Anti-Racism. Working with Gateway's Leadership Team, Strategic Team and Board of Trustees, she is leading efforts to build a race equity culture at Gateway. Gateway has been working with Janette Hernandez, EdD, to look at Gateway's assets, challenges, opportunities as we engage in this ongoing work.

Aaron Watson told the board that masks will be recommended but not required indoors beginning on 4/11. Students and staff can make their own choice about whether to wear masks. We want everyone at Gateway to respect each other's choices about masking, because everyone has different risk factors, needs and comfort levels.

Aaron led a discussion on Gateway's plan to utilize the *UC A-G Completion Improvement Grant*. The grant was established to provide support to help increase the number of high school students who graduate with A-G eligibility. These one-time grant funds shall be used for activities that directly support student access to, and successful completion of, the A-G course requirements for CA Universities and CA State Universities. Gateway's activities to support A-G access and completion include four year planning and advising for all students, College Counseling classes, direct counseling and options for credit recovery. Gateway ensures that all students graduate having taken classes that qualify them to attend UC schools. The funds, approximately \$200,000, help us continue what we are doing. The board will vote to adopt the plans at the April meeting.

Sharon spoke about the successful accreditation process that Gateway High School just went through. The accreditation organization is the Western Association of Schools and Colleges (WASC). Accreditation assures a school community that the school's purposes are appropriate and being accomplished through a viable education program, validates the integrity of the school's program and transcripts, provides a process for regularly examining programs, processes and data around school goals and fosters continuous improvement. The WASC visiting committee assessed how we know that all students are achieving based on our school wide student goals and academic standards and are we doing



everything possible to support high achievement for all students. Sharon shared the committee’s report and trustees were given the opportunity to discuss the findings.

Facilities Update

Sharon gave the floor to Dan Carr for the Facilities Update. The middle school struggles with a lack of space. The Facilities Committee has identified a large storage space adjacent to the cafeteria to be converted into a multi-purpose space with three distinct areas: faculty meeting/break area, meeting space for students and staff, and a new office space/work station. We have received SFUSD approval for the project and will be working with former board member, Jennifer Tulley, to redesign the space.

A primary goal of the committee this year is to engage with the community on how we utilize our campuses. The committee conducted an organization-wide facilities survey with 5 major topics, including cleanliness, security and safety, COVID preparedness, aesthetics and programmatic space utilization. Sixty employees participated and provided useful feedback.

Finance Update

Sharon gave the floor to Chris Hero for the finance update. Beginning with the state and local funding update, he said that the SFUSD has confirmed that we will receive both Prop G and Prop J this year. He reviewed how these funds will impact Gateway’s budget. If passed, the “Hold Harmless” for charters bill, which is in legislature, would add to current year revenues.

Chris discussed the big picture of the FY23 budget process, looking at budget projections from the current year to 2025, the year we expect to have benefitted from the Dream Big initiatives.

The FY23 budget priorities are the need to balance the budget, feedback from school leaders, anti-racism initiatives support, CGM development, and employee salaries. The process focuses on compensation, always a budget priority. Gateway is committed to making working at Gateway more sustainable over time. He reviewed the considerations for determining compensation and different funding scenarios for next year. The board will vote on compensation in April.

Development Update Sharon gave the floor to Chanda Lockhart for the development report. Fundraising is up \$30,000 from last month due to Great Gateway Gathering ticket sales and sponsorship. She reviewed potential income from fundraising sources such as major donors, family/alumni, board giving and foundations.

The Great Gateway Gathering is on April 9th. We are working on making the GGG a more equitable event. Instead of fund-a-need, there will be private ways to make a donation, such as voting for GMS or GHS for Prom Court. Looking for matches for donations.

The development team is planning for Gateway’s 25 year anniversary with a website redesign, new logo, community banners, and special events.

Dream Big Update - The Dream Big Update will be sent to everyone.

Meeting Adjourned Sharon Gillenwater thanked everyone and adjourned the meeting Adjourned at 7:05

Signed: _____ DocuSigned by: Susan Masto Date: 4/28/2022
383068B6B9F4440...

Susan Masto, Board Secretary