

**MINUTES OF A MEETING OF
THE BOARD OF DIRECTORS OF
THE LOS ANGELES LEADERSHIP ACADEMY**

Friday, June 11, 2021

The following members of the Board of Directors (the "Board") of The Los Angeles Leadership Academy (the "Academy"), pursuant to notice duly given or waived, attended the meeting (i) in person at 2670 Griffin Avenue, Los Angeles, California, or (ii) by telephone, and constituted a quorum for the transaction of business in accordance with the California Nonprofit Public Benefit Corporation Law and the bylaws of the Academy:

Justin Brimmer
David Nickoll
Jorge Mutis
Mona Field
Diane Prins Sheldahl
Elizabeth Lo-Presti
Christian Sarabia

The following members of the Board were absent from the meeting:

Rick Rosen
Austin Lee

Also in attendance at the invitation of the Board were: (i) Arina Goldring-Ravin, Chief Executive Officer, (ii) Marina Pilyavskaya, Director of Finance, (iii) Cynthia Cuprill, High School Principal, (iv) Sonia Del Pino, Assistant High School Principal, (v) Betsy Felix, Middle School Principal, (vi) Nereida Lopez, Primary School Principal, (vii) Tina Butler, Chief Operating Officer and (viii) Lorig Koujakian, Secretary.

The meeting was called to order by Mr. Nickoll at approximately 4:03 p.m. Pacific time. Ms. Koujakian acted as secretary for purposes of the meeting.

Introductory Remarks

Mr. Nickoll began the meeting by describing the Board's open communications procedures to the members of the public in attendance. Mr. Nickoll noted that members of the public who wish to address the Board may do so by indicating on the comment cards made available at the meeting whether they intend to address either (i) a specific agenda item, which comments would be heard at the time the Board addresses such item, or (ii) a non-agenda item,

which comments would be heard during the period reserved for open communications. Mr. Nickoll also noted that addresses by members of the public on any item would be limited to two minutes.

Open Communications

Mr. Nickoll invited members of the public in attendance to address the Board on non-agenda items.

High School Principal, Ms. Cuprill, addressed the Board regarding her service at LA Leadership Academy. Discussion ensued and Ms. Goldring-Ravin presented Ms. Cuprill with a certificate of recognition for her service, leadership and dedication to the LALA Community.

Approval of Minutes

Mr. Nickoll made a presentation regarding the minutes of the meeting of the Board held on June 9, 2021 (collectively, the "Minutes"). The Minutes were approved as read.

Motion to Approve Service Agreement with Sparks Academic Center for Summer Tutoring Services for Los Angeles Leadership Primary

Ms. Goldring-Ravin presented the Service Agreement with Sparks Academic Center for Summer Tutoring Services for Los Angeles Leadership Primary, copies of which were distributed to the Board prior to the meeting. Discussion ensued and Ms. Goldring-Ravin answered questions from the Board. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit A.

In Favor (7): J. Brimmer, D. Nickoll, J. Mutis,, M. Field, D. Prins-Sheldahl, C. Sarabia, E. Lopresti

Opposed (0): None.

Abstentions (0): None.

Motion to Approve LCAP for LA Leadership Academy and LA Leadership Primary Academy

Ms. Goldring-Ravin presented the board with the LCAP for LA Leadership Academy and LA Leadership Primary Academy, copies of which were distributed to the Board prior to the meeting. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit B.

In Favor (7): J. Brimmer, D. Nickoll, J. Mutis,, M. Field, D. Prins-Sheldahl, C. Sarabia, E. Lopresti

Opposed (0): None.

Abstentions (0): None.

Motion to Preliminary Budget for 2021-2022 School year for LA Leadership Academy and LA Leadership Primary Academy

Ms. Pilyavskaya presented the board with the Preliminary Budget for 2021-2022 School year for LA Leadership Academy and LA Leadership Primary Academy, copies of which were distributed to the Board prior to the meeting. Discussion ensued and Ms. Pilyavskaya answered

questions from the Board. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit C.

In Favor (7): J. Brimmer, D. Nickoll, J. Mutis,, M. Field, D. Prins-Sheldahl, C. Sarabia, E. Lopresti
Opposed (0): None.
Abstentions (0): None..

Closed Session

Following an announcement to the public, the Board entered into a closed session to discuss the compensation comparability study for the CEO position and to negotiate the employment agreement for the CEO position. Following the closed session, the governing Board reconvened into open session.

Open Session

Mr. Nickoll presented the compensation comparability study and the Employment Agreement for the Chief Executive Officer Position.

Approval of Employment Agreement Compensation Comparability Study for Chief Executive Officer Position

Mr. Nickoll made a presentation of the compensation comparability study for the Chief Executive Office position. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit D.

In Favor (7): J. Brimmer, D. Nickoll, J. Mutis,, M. Field, D. Prins-Sheldahl, C. Sarabia, E. Lopresti
Opposed (0): None.
Abstentions (0): None..

Approval of Employment Agreement

Mr. Nickoll made a presentation regarding Employment Agreement for the Chief Executive Officer Position, distributed to the Board prior to the meeting and attached hereto as Annex E-I, for the employee listed on Schedule E-I attached hereto. As required by clause (3) of subdivision (c) of section 54953 of the California Government Code (the "Code"), Mr. Nickoll orally reported a summary of a recommendation for a final action on the salary, salary schedule, or compensation paid in the form of fringe benefits of a local agency executive, as defined in subdivision (d) of Section 3511.1 of the Code, as set forth in Exhibit E-I attached hereto. Discussion ensued, and Mr. Nickoll answered questions from the Board. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit E.

In Favor (7): J. Brimmer, D. Nickoll, J. Mutis,, M. Field, D. Prins-Sheldahl, C. Sarabia, E. Lopresti
Opposed (0): None.
Abstentions (0): None..

There being no further business to come before it, the meeting was, upon motion duly made and seconded, adjourned at approximately 5:50 p.m.. Pacific time.

Respectfully submitted,

Lorig Koujakian

Lorig Koujakian
Secretary of the Meeting

Approved:

David Nickoll

David Nickoll
Chairman of the Meeting

EXHIBIT A

Approval of the Service Agreement with Sparks Academic Center for Summer Tutoring Services for Los Angeles Leadership Primary Academy and Los Angeles Leadership Academy Middle School

WHEREAS, the Board has been presented with and reviewed the Service Agreement with Sparks Academic Center for Summer Tutoring Services for Los Angeles Leadership Primary Academy and Los Angeles Leadership Academy Middle School;

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve the Service Agreement with Sparks Academic Center for Summer Tutoring Services for Los Angeles Leadership Primary Academy and Los Angeles Leadership Academy Middle School.

NOW, THEREFORE, BE IT RESOLVED, that the Service Agreement with Sparks Academic Center for Summer Tutoring Services for Los Angeles Leadership Primary Academy and Los Angeles Leadership Academy Middle School be, and hereby is, approved and adopted, with such changes, additions, deletions, amendments or modifications as any of the Officers deem necessary, proper or advisable.

EXHIBIT B

Approval of the LCAP for LA Leadership Academy and LA Leadership Primary Academy

WHEREAS, the Board has been presented with and reviewed the LCAP for LA Leadership Academy and LA Leadership Primary Academy ;

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve the LCAP for LA Leadership Academy and LA Leadership Primary Academy.

NOW, THEREFORE, BE IT RESOLVED, that the LCAP for LA Leadership Academy and LA Leadership Primary Academy be, and hereby is, approved and adopted, with such changes, additions, deletions, amendments or modifications as any of the Officers deem necessary, proper or advisable..

EXHIBIT C

Adoption of the Preliminary Budget for 2021-2022 School year for LA Leadership Academy and LA Leadership Primary Academy

WHEREAS, the Board has been presented with and reviewed the Preliminary Budget for 2021-2022 School year for LA Leadership Academy and LA Leadership Primary Academy;

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve the Preliminary Budget for 2021-2022 School year for LA Leadership Academy and LA Leadership Primary Academy.

NOW, THEREFORE, BE IT RESOLVED, that the Preliminary Budget for 2021-2022 School year for LA Leadership Academy and LA Leadership Primary Academy be, and hereby is, approved and adopted, with such changes, additions, deletions, amendments or modifications as any of the Officers deem necessary, proper or advisable.

EXHIBIT D

Approval of the Employment Agreement Compensation Comparability Study for Chief Executive Officer Position

WHEREAS, the Board has been presented with and reviewed the the Employment Agreement Compensation Comparability Study for Chief Executive Officer Position;

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve the the Employment Agreement Compensation Comparability Study for Chief Executive Officer Position.

NOW, THEREFORE, BE IT RESOLVED, that the the Employment Agreement Compensation Comparability Study for Chief Executive Officer Position be, and hereby is, approved and adopted, with such changes, additions, deletions, amendments or modifications as any of the Officers deem necessary, proper or advisable.

EXHIBIT E

Ratification of Employment Agreement for the Chief Executive Officer Position

WHEREAS, the Board of Directors (the "Board") of the Los Angeles Leadership Academy (the "Academy") has been presented with and reviewed copies of the Employment Agreement for the Chief Executive Officer Position for the employee listed on Schedule E-I and in the forms attached hereto as Annex E-I (the "Employment Contracts"); and

WHEREAS, the Personnel Committee of the Board (the "Personnel Committee") deems it advisable and in the best interests of the Academy and recommends that the Board approve and ratify the Employment Agreement for the Chief Executive Officer Position.

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and ratify the Employment Agreement for the Chief Executive Officer Position.

NOW, THEREFORE, BE IT RESOLVED, that the Employment Agreement for the Chief Executive Officer Position be, and hereby is, approved and ratified, with such changes, additions, deletions, amendments or modifications as any of the Executive Director or Director of Finance of the Academy (the "Officers") deem necessary, proper or advisable.

SCHEDULE E-I

Position

Position	Name
Chief Executive Officer	Arina Goldring-Ravin

Annex E-I

***Announcement to Precede Board Approval of
Chief Executive Officer Employment Agreement***

**BOARD CHAIR ORAL ANNOUNCEMENT FOR APPROVAL OF
EMPLOYMENT AGREEMENT
FOR
CHIEF EXECUTIVE OFFICER**

"As to the next agenda item regarding approval of the Chief Executive Officer employment agreement to be effective from July 1, 2021 through June 30, 2025, I am required by law to note the following, prior to any Board vote:

1. The employment agreement under consideration provides for the following primary terms:
 - a. Annual base salaries as follows:
 - Effective July 1, 2021, the CEO shall receive a gross base salary of \$225,000.00
 - Effective July 1, 2022, the CEO shall receive a gross base salary of \$232,500.00
 - Effective July 1, 2023, the CEO shall receive a gross base salary of \$240,000.00
 - Effective July 1, 2024, the CEO shall receive a gross base salary of \$247,500.00
 - b. The CEO shall also receive a one-time gross salary payment in the amount of \$15,000 to be paid in June, 2021.
 - c. The CEO shall continue, at the School's expense, to participate in designated employee health and other benefits programs and plans,

d. The CEO shall continue to receive 30 days of vacation per school year,

e. The CEO shall continue to receive 12 days of paid sick leave per school year.

I would also note that the annual salary is wholly in keeping with the compensation comparability study the Board has received."