

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

**Wednesday, June 28, 2023**

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  
Mona Field  
Diane Prins Sheldahl  
Rick Rosen  
Christian Sarabia

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

Austin Lee  
Elizabeth Lo-Presti

Also in attendance at the invitation of the Board were: (i) Arina Goldring-Ravin, Chief Executive Officer, (ii) Hazibi Johnson (iii) Grisette Ortiz (iv) Robert Rasmussen, Insurance broker, (v) Thomas Nial, Insurance Broker (vi) Nereida Lopez, Primary School and Middle School Principal, (vii) Tina Butler, Chief Operating Officer and (viii) Lorig Koujakian, Secretary.

The meeting was called to order by Mr. Nickoll at approximately 4:36 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.

Members of PESA presented their services to the Board

Students from the High School updated the board on recent events leading up to the year end.

### ***Approval of Minutes***

Mr. Nickoll made a presentation regarding the minutes of the meeting of the Board held on June 13, 2023 (collectively, the “Minutes”). The Minutes were approved as read.

### ***Presentation of Health and Welfare Benefits***

Thomas Nial and Robert Rasmussen presented the Board with the Health and Welfare Benefits plan for LALA and LALPA. Copies of the presentation were distributed to the Board prior to the meeting.

### ***Presentation of Local Indicators for LA Leadership Academy and and LA Leadership Primary Academy***

Ms. Goldring-Ravin presented the Board with the Local Indicators for LALA and LALPA. Copies of the Local Indicators for both sites were distributed to the Board prior to the meeting.

### ***CEO’s Report***

Ms. Goldring-Ravin updated the Board that the Charter renewal would be postponed by one year based on the Education Budget Trailer Bill.

### ***Principal’s Report***

Ms. Lopez made a presentation regarding the Academy’s Primary and Middle schools, including, among other things, (i) enrollment, (ii) attendance, (iii) student recruitment,(iv) curriculum and instruction, (v) student achievement data, (vi) discipline practices and (vii) athletics. Discussion ensued, and Ms. Lopez answered questions from the Board.

Ms. Ochoa made a presentation regarding the Academy’s High school, including, among other things, (i) enrollment, (ii) attendance, (iii) curriculum and instruction, (iv) student achievement data, (v) discipline practices, (vi) professional development,(vii) parent engagement, (viii) celebration and events and (ix) athletics. Discussion ensued and Ms. Ochoa answered questions from the Board.

Copies of the reports were distributed to the Board prior to the meeting.

***Motion to Approve Health and Welfare Benefits with Anthem Blue Cross and Guardian***

Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit A

In Favor (6): J. Brimmer, D. Nickoll, M. Field, D. Prins-Sheldahl, C. Sarabia, R. Rosen  
Opposed (0): None.  
Abstentions (0): None.

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

The LCAP for LALA and LALPA were presented to the Board at the June 13, 2023 Board meeting. Copies of the LCAP were redistributed to the Board prior to this meeting. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit B.

In Favor (6): J. Brimmer, D. Nickoll, M. Field, D. Prins-Sheldahl, C. Sarabia, R. Rosen  
Opposed (0): None.  
Abstentions (0): None.

***Motion to Approve Preliminary Budget for 2022-2023 School year for LA Leadership Academy and LA Leadership Primary Academy***

The Preliminary budget was presented to the Board at the June 13, 2023 Board meeting. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit C.

In Favor (6): J. Brimmer, D. Nickoll, M. Field, D. Prins-Sheldahl, C. Sarabia, R. Rosen  
Opposed (0): None.  
Abstentions (0): None.

***Motion to Approve April 2023 Financials***

The April 2023 financials were presented to the Board at the June 13, 2023 Board meeting. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit D.

***Motion to Approve Textbooks from McGraw Hill for LALA and LALPA***

Copies of the quote for purchase of textbooks from McGraw hill for LALA and LALPA were presented 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 E.

In Favor (6): J. Brimmer, D. Nickoll, M. Field, D. Prins-Sheldahl, C. Sarabia, R. Rosen  
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/Superintendent Position and to negotiate the employment agreement for the CEO/Superintendent Position and the performance evaluation of the CEO/Superintendent 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 CEO/Superintendent Position.

The board reported that they reviewed and approved the performance evaluation for the CEO/Superintendent and authorized the additional compensation of \$10,000.00 for the 2022-2023 school year.

Based on Ms. Goldring-Ravin's above and beyond work on grants in the 2022-2023 school year, the Board authorized a \$7,500 one time lump sum stipend.

### ***Approval of Compensation Comparability Study for CEO/Superintendent Position***

Mr. Nickoll made a presentation of the compensation comparability study for the CEO/Superintendent Position. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit F.

In Favor (6): J. Brimmer, D. Nickoll, M. Field, D. Prins-Sheldahl, C. Sarabia, R. Rosen

Opposed (0): None.

Abstentions (0): None.

### ***Approval of Employment Agreement***

Mr. Nickoll made a presentation regarding Employment Agreement for the CEO/Superintendent Position, distributed to the Board prior to the meeting and attached hereto as Annex G-I, for the employee listed on Schedule G-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 G-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 G.

In Favor (6): J. Brimmer, D. Nickoll, M. Field, D. Prins-Sheldahl, C. Sarabia, R. Rosen

Opposed (0): None.

Abstentions (0): None.

### ***Approval of additional compensation of in the amount of \$10,000.00 for the 2022-2023 school year for the CEO/Superintendent Position***

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

In Favor (6): J. Brimmer, D. Nickoll, M. Field, D. Prins-Sheldahl, C. Sarabia, R. Rosen  
Opposed (0): None.  
Abstentions (0): None.

***Approval of one time lump sum stipend of \$7,500.00 for the CEO/Superintendent for the 2022-2023 school year***

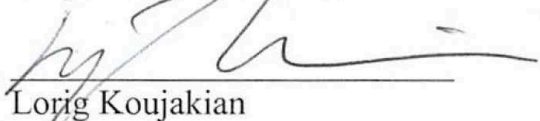
Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit I.

In Favor (6): J. Brimmer, D. Nickoll, M. Field, D. Prins-Sheldahl, C. Sarabia, R. Rosen  
Opposed (0): None.  
Abstentions (0): None.

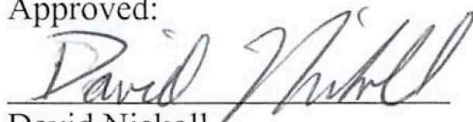
\* \* \*

There being no further business to come before it, the meeting was, upon motion duly made and seconded, adjourned at approximately 6:15 p.m.. Pacific time.

Respectfully submitted,

  
Lorig Koujakian  
Secretary of the Meeting

Approved:

  
David Nickoll  
Chairman of the Meeting

**EXHIBIT A**

**Approval of Health and Welfare Benefits with Anthem Blue Cross and Guardian**

**WHEREAS**, the Board has been presented with and reviewed Health and Welfare Benefits with Anthem Blue Cross and Guardian ;

**WHEREAS**, the Board deems it advisable and in the best interests of the Academy to approve the Health and Welfare Benefits with Anthem Blue Cross and Guardian .

**NOW, THEREFORE, BE IT RESOLVED**, that the Health and Welfare Benefits with Anthem Blue Cross and Guardian 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 2022-2023 School year for LA Leadership Academy and LA Leadership Primary Academy**

**WHEREAS**, the Board has been presented with and reviewed the Preliminary Budget for 2022-2023 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 2022-2023 School year for LA Leadership Academy and LA Leadership Primary Academy.

**NOW, THEREFORE, BE IT RESOLVED**, that the Preliminary Budget for 2022-2023 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 April 2023 Financials**

**WHEREAS**, the Board has been presented with and reviewed the April 2023 Financials;

**WHEREAS**, the Board deems it advisable and in the best interests of the Academy to approve the April 2023 Financials.

**NOW, THEREFORE, BE IT RESOLVED**, that the April 2023 Financials 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**

### **Approval of Purchase of Textbooks from McGraw Hill for LALA and LALPA**

**WHEREAS**, the Board has been presented with and reviewed the Purchase of Textbooks from McGraw Hill for LALA and LALPA;

**WHEREAS**, the Board deems it advisable and in the best interests of the Academy to approve the Purchase of Textbooks from McGraw Hill for LALA and LALPA.

**NOW, THEREFORE, BE IT RESOLVED**, that Purchase of Textbooks from McGraw Hill for LALA and LALPA 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 F**

### **Approval of the Employment Agreement Compensation Comparability Study for CEO/Superintendent Position**

**WHEREAS**, the Board has been presented with and reviewed the Employment Agreement Compensation Comparability Study for CEO/Superintendent Position;

**WHEREAS**, the Board deems it advisable and in the best interests of the Academy to approve the Employment Agreement Compensation Comparability Study for CEO/Superintendent Position.

**NOW, THEREFORE, BE IT RESOLVED**, that the Employment Agreement Compensation Comparability Study for CEO/Superintendent 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 G**

### **Ratification of Employment Agreement for the CEO/Superintendent 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 CEO/Superintendent Position for the employee listed on Schedule G-I and in the forms attached hereto as Annex G-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 CEO/Superintendent Position.

**WHEREAS**, the Board deems it advisable and in the best interests of the Academy to approve and ratify the Employment Agreement for the CEO/Superintendent Position.

**NOW, THEREFORE, BE IT RESOLVED**, that the Employment Agreement for the CEO/Superintendent 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 G-I**

**Position**

<b>Position</b>	<b>Name</b>
CEO/Superintendent	Arina Goldring-Ravin

**Annex G-I**

***Announcement to Precede Board Approval of  
CEO/Superintendent Position Employment Agreement***

**BOARD CHAIR ORAL ANNOUNCEMENT FOR APPROVAL OF  
EMPLOYMENT AGREEMENT  
FOR  
CEO/Superintendent**

“As to the next agenda item regarding approval of the CEO/Superintendent employment agreement to be effective from July 1, 2023 through June 30, 2027, 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, 2023, the CEO/Superintendent shall receive a gross base salary of \$245,000.00
    - Effective July 1, 2024, the CEO/Superintendent shall receive a gross base salary of \$257,250.00
    - Effective July 1, 2025, the CEO/Superintendent shall receive a gross base salary of \$270,115.00
    - Effective July 1, 2026, the CEO/Superintendent shall receive a gross base salary of \$283,625.00
  - d. The CEO/Superintendent shall continue, at the School’s expense, to participate in designated employee health and other benefits programs and plans,
  - e. The CEO/Superintendent shall continue to receive 30 days of vacation per school year,

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

g. The CEO/Superintendent shall receive an additional 7.5% of base salary for recognition of the National Superintendency Board Certification.

h. The CEO/Superintendent shall be eligible for up to a \$10,00.00 stipend based on annual performance evaluation.

i. The CEO/Superintendent shall be eligible for one time stipends as determined by the Board.

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

## **EXHIBIT H**

### **Approval of additional compensation of in the amount of \$10,000.00 for the 2022-2023 school year for the CEO/Superintendent Position**

**WHEREAS**, the Board has been presented with and reviewed the additional compensation of in the amount of \$10,000.00 for the 2022-2023 school year for the CEO/Superintendent Position ;

**WHEREAS**, the Board deems it advisable and in the best interests of the Academy to approve the additional compensation in the amount of \$10,000.00 for the 2022-2023 school year for the CEO/Superintendent Position .

**NOW, THEREFORE, BE IT RESOLVED**, that the additional compensation of in the amount of \$10,000.00 for the 2022-2023 school year for the CEO/Superintendent 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 I**

**Approval of one time lump sum \$7,500.00 stipend for the CEO/Superintendent for the 2022-2023 school year**

**WHEREAS**, the Board has been presented with and reviewed the one time lump sum \$7,500.00 stipend for the CEO/Superintendent for the 2022-2023 school year;

**WHEREAS**, the Board deems it advisable and in the best interests of the Academy to approve the one time lump sum \$7,500.00 stipend for the CEO/Superintendent for the 2022-2023 school year.

**NOW, THEREFORE, BE IT RESOLVED**, that the one time lump sum \$7,500.00 stipend for the CEO/Superintendent for the 2022-2023 school year 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.