

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

Wednesday, June 26, 2019

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 at 2670 Griffin Avenue, Los Angeles, California, 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
Austin Lee
David Nickoll
Martin Frank
Christian Sarabia
Allan Rudnick
Mona Field
Rick Rosen
Eric Barron

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

Diane Prins Sheldahl
Elizabeth Perez-Lopresti

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) Tina Butler, Chief Operations Officer; and (v) Thomas Neil, Insurance Broker, (vi) Mike, Teacher’s Assistant ; and (vii) Lorig Koujakian, Secretary.

The meeting was called to order by Mr. Nickoll at approximately 4:33 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.

The Board collected no comment cards from members of the public in attendance with respect to specific agenda items.

Approval of Minutes

Mr. Nickoll made a presentation regarding the minutes of the meetings of the Board held on May 22, 2019 (collectively, the “Minutes”). The Minutes were approved as read.

Approval of Liability Insurance Policy

Ms. Goldring made a presentation about the new liability insurance plan explaining that the policy was in compliance with LAUSD and offered additional savings. The Board asked questions and engaged in discussion during and following Ms. Goldring-Ravin’s presentation, 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 (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

Approval of Workers Compensation Insurance Policy

Ms. Goldring-Ravin made a presentation about the new workers compensation plan explaining that the policy was in compliance with LAUSD and offered additional savings. The Board asked questions and engaged in discussion during and following Ms. Goldring-Ravin’s presentation, 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 B.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

Approval of the Academy’s Local Control Accountability Plan

Ms. Goldring-Ravin made a presentation regarding the proposed updates to the Local Control Accountability Plans for both the Academy and Primary Academy, copies of which were circulated to the Board prior to the meeting. The Board asked questions and engaged in discussion during and following Ms. Goldring-Ravin’s presentation, 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 C.

In Favor (7): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.

Abstentions (0): None.

Presentation by Insurance Broker and Approval of Health and Welfare Benefits Package

Mr. Neil made a presentation regarding the process for selecting the best health insurance plan for the school's employees. After thorough research, the best offer came from the current insurance carrier. The Board asked questions and engaged in discussion during and following Mr. Neil's presentation, and Mr. Neil 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 D.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron

Opposed (0): None.

Abstentions (0): None.

Approval of the Academy's Addendum to Local Control Accountability Plan

The Board was presented with an addendum to the Local Control Accountability Plans for both the Academy and Primary Academy . Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit E.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron

Opposed (0): None.

Abstentions (0): None.

Approval of the Consolidated Applications for The Los Angeles Leadership Academy and The Los Angeles Primary Leadership Academy

Ms. Pilyavskaya made a presentation regarding the proposed consolidated applications for both the Academy and the Primary Academy, drafts of which were circulated to the Board prior to the meeting. The Board asked questions and engaged in discussion during and following Ms. Pilyavskaya's presentation, 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 F.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron

Opposed (0): None.

Abstentions (0): None.

Approval of Preliminary Budget for 2019-2020

Mr. Lee made a presentation regarding the preliminary budget and explained that any changes made since the last meeting were mainly topline. Following discussion, upon motion duly

made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit G.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

Approval of Memorandum of Understanding with LALA United

Ms. Goldring-Ravin made a presentation regarding the new teacher evaluation process that is acceptable for students and teachers. Clarifications were made regarding the different steps in the evaluation process and teachers will now be evaluated with a rubric. The Board asked questions and engaged in discussion during and following Ms. Goldring-Ravin's presentation, 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 H.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

Approval of Memorandum of Understanding with Department Chairs

Ms. Goldring-Ravin made a presentation regarding the current teacher selected department chairs explaining that they will remain in that position for another year. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit I.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

Approval of Service Agreement with Green Pristine Cleaning Service

Ms. Goldring-Ravin made a presentation a cleaning service for the Primary and Middle school. After careful review of three bids from cleaning service providers, it was decided that Green Pristine had the best offer. Cleaner Image Janitorial and MNZ Janitorial Services were the other companies involved in the bidding process. Ms. Goldring-Ravin disclosed to the Board that Green Pristine Cleaning Service is owned by a LALA employee's husband. The Board asked questions and engaged in discussion during and following Ms. Goldring-Ravin's presentation, 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 J.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

Approval of Service Agreement with Airtro

Ms. Goldring-Ravin and Ms. Pilyavskaya made a presentation regarding the necessity to secure contracts in order not to lose the funding received from Proposition 39. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit K.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

Approval of Service Agreement with Linnean Solutions

Ms. Goldring-Ravin and Ms. Pilyavskaya made a presentation regarding the necessity to secure contracts in order not to lose the funding received from Proposition 39. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit L.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

Approval of Engagement Letter for Accounting Services and Administrative Support

Ms. Goldring-Ravin presented a new contract for accounting support and administrative services. The Board asked questions and engaged in discussion during and following Ms. Goldring-Ravin's presentation, 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 M.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

Approval of Grant Writing Service Agreement

Ms. Goldring-Ravin made a presentation regarding grant writing service agreements for two grants. Ms. Goldring-Ravin disclosed that 10% of funds received from grants will be paid out to the grant writing service company to prepare the required evaluation. The two grants included in the service agreements are Climate Transformation and Project Prevent. The Board asked questions and engaged in discussion during and following Ms. Goldring-Ravin's presentation, 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 N.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron

Opposed (0): None.
Abstentions (0): None.

Approval of McGraw Hill Science Curriculum for Primary Academy and Middle School

Ms. Goldring-Ravin made a presentation regarding the new science curriculum and explained that teachers did a thorough review of the curriculum and compared it with various others. The Board asked questions and engaged in discussion during and following Ms. Goldring-Ravin's presentation, 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 O.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron

Opposed (0): None.
Abstentions (0): None.

Ratification of 2019-2020 School Year Employment Agreements

Mr. Nickoll made a presentation regarding three of the Academy's public management contracts, distributed to the Board prior to the meeting and attached hereto as Annex P-I, for the positions listed on Schedule P-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 salaries, 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 P-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 P.

In Favor (7): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron

Opposed (0): None.
Abstentions (0): None.

Ratification of Compensation Comparability Study for Chief Executive Officer Position

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

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron

Opposed (0): None.
Abstentions (0): None.

Ratification of One-Time Performance Payment to Chief Executive Officer

Mr. Nickoll made a presentation regarding the one-time taxable bonus payment of \$10,000.00 to the Chief Executive Officer for her numerous achievements during the 2018-2019 school year, including receipt of the Arts Grant. Following discussion, upon motion duly made and seconded, the Board unanimously approved and adopted the resolutions attached hereto as Exhibit R.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

Ratification of 2019-2020 Chief Executive Officer Contract


Mr. Nickoll made a presentation regarding the Academy's Chief Executive Officer contract, distributed to the Board prior to the meeting and attached hereto as Annex S-I, for the positions listed on Schedule P-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 salaries, 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 S-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 S.

In Favor (9): J. Brimmer, A. Lee, D. Nickoll, M. Frank, C. Sarabia, A. Rudnick, M. Field, R. Rosen, E. Barron
Opposed (0): None.
Abstentions (0): None.

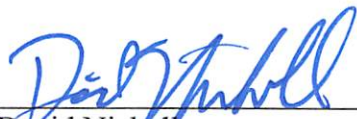
* * *

There being no further business to come before it, the meeting was, upon motion duly made and seconded, adjourned at approximately 6:10 p.m. Pacific time.

Respectfully submitted,


Lorig Koujakian
Secretary of the Meeting

Approved:



David Nickoll
Chairman of the Meeting

EXHIBIT A

Approval of Liability Insurance Policy

WHEREAS, the Board has been presented with and reviewed the Liability Insurance Policy; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve the Liability Insurance Policy.

NOW, THEREFORE, BE IT RESOLVED, that the Liability Insurance Policy be, and hereby are, approved.

EXHIBIT B

Approval of Workers Compensation Insurance Policy

WHEREAS, the Board has been presented with and reviewed the Workers Compensation Insurance Policy; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Workers Compensation Insurance Policy.

NOW, THEREFORE, BE IT RESOLVED, that the Workers Compensation Insurance Policy 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

Approval of the Academy's Local Control Accountability Plan

WHEREAS, the Board has been presented with and reviewed the contract LCAP Plan for LALA; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the LCAP Plan for LALA.

NOW, THEREFORE, BE IT RESOLVED, that the LCAP Plan for LALA, 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 Health and Welfare Benefits Package

WHEREAS, the Board has been presented with and reviewed the Health and Welfare Benefits Package; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Health and Welfare Benefits Package.

NOW, THEREFORE, BE IT RESOLVED, that the Health and Welfare Benefits Package 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 the Academy's Addendum to Local Control Accountability Plan

WHEREAS, the Board has been presented with and reviewed the LCAP Addendum for LALA; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the LCAP Addendum for LALA.

NOW, THEREFORE, BE IT RESOLVED, that the LCAP Addendum for LALA 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 Consolidated Applications for The Los Angeles Leadership Academy and The Los Angeles Primary Leadership Academy

WHEREAS, the Board has been presented with and reviewed the Consolidated Application for LALA and LALAPA; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Consolidated Application for LALA and LALAPA.

NOW, THEREFORE, BE IT RESOLVED, that the Consolidated Application for LALA and LALAPA 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

Approval of Preliminary Budget for 2019-2020

WHEREAS, the Board has been presented with and reviewed the Preliminary Budget; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Preliminary Budget.

NOW, THEREFORE, BE IT RESOLVED, that the Preliminary Budget 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 H

Approval of Memorandum of Understanding with LALA United

WHEREAS, the Board has been presented with and reviewed the Memorandum of Understanding with LALA United; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Memorandum of Understanding with LALA United.

NOW, THEREFORE, BE IT RESOLVED, that the Memorandum of Understanding with LALA United 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 Memorandum of Understanding with Department Chairs

WHEREAS, the Board has been presented with and reviewed the Memorandum of Understanding with Department Chairs; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Memorandum of Understanding with Department Chairs.

NOW, THEREFORE, BE IT RESOLVED, that the Memorandum of Understanding with Department Chairs 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 J

Approval of Service Agreement with Green Pristine Cleaning Service

WHEREAS, the Board has been presented with and reviewed Agreement with Green Pristine Cleaning Service; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Agreement with Green Pristine Cleaning Service.

NOW, THEREFORE, BE IT RESOLVED, that the Agreement with Green Pristine Cleaning Service 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 K

Approval of Service Agreement with Airtro

WHEREAS, the Board has been presented with and reviewed the Service Agreement with Airtro; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Service Agreement with Airtro.

NOW, THEREFORE, BE IT RESOLVED, that the Service Agreement with Airtro 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 L

Approval of Service Agreement with Linnean Solutions

WHEREAS, the Board has been presented with and reviewed the Service Agreement with Linnean Solutions; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Service Agreement with Linnean Solutions.

NOW, THEREFORE, BE IT RESOLVED, that the Service Agreement with Linnean Solutions 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 M

Approval of Engagement Letter for Accounting Services and Administrative Support

WHEREAS, the Board has been presented with and reviewed the Engagement Letter for Accounting Services and Administrative Support; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Engagement Letter for Accounting Services and Administrative Support.

NOW, THEREFORE, BE IT RESOLVED, that the Engagement Letter for Accounting Services and Administrative Support 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 N

Approval of Grant Writing Service Agreement

WHEREAS, the Board has been presented with and reviewed the Grant Writing Service Agreement; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the Grant Writing Service Agreement.

NOW, THEREFORE, BE IT RESOLVED, that the Grant Writing Service Agreement 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 O

Approval of McGraw Hill Science Curriculum for Primary Academy and Middle School

WHEREAS, the Board has been presented with and reviewed the McGraw Hill Science Curriculum for Primary Academy and Middle School; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the McGraw Hill Science Curriculum for Primary Academy and Middle School.

NOW, THEREFORE, BE IT RESOLVED, that the McGraw Hill Science Curriculum for Primary Academy and 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 P

Ratification of 2019-2020 School Year Employment Agreements

WHEREAS, the Board of Directors (the “Board”) of the Los Angeles Leadership Academy (the “Academy”) has been presented with and reviewed copies of the Academy’s 2019-2020 school year employment agreements for the employees listed on Schedule P-I and in the forms attached hereto as Annex P-I (the “Employment Agreements”); 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 Agreements.

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and ratify the Employment Agreements.

NOW, THEREFORE, BE IT RESOLVED, that the Employment Agreements be, and hereby are, 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.

EXHIBIT P-1

Position List

Position	Name
Athletic Director	Tim Petty
Middle School Assistant Principal	Jose Lovo
High School Assistant Principal	Sonia Del Pino

Annex P-1

Management Contracts

EXHIBIT P-1

Oral Report: Employment Agreements

(Attached)

⑧ David.

Script for Board Chair

“As to the next item regarding ratification/approval of the Personnel Committee recommended management contracts, I am required by law to indicate, prior to any vote on the contract, the following information:

Position Title	Term	Annual Salary	Health Benefits	Positive School Year	Days of Paid Sick Leave per Year
Athletic Director	One year	90,000.00	Medical, Dental and Vision	Positive School year Calendar – 8 weeks	10
Middle School Assistant Principal	One year	92,025.35	Medical, Dental and Vision	Positive School year Calendar – 8 weeks	10
High School Assistant Principal	At will	94,705.70	Medical, Dental and Vision	Positive School year Calendar – 8 weeks	10

I am pleased to recommend approval of these contracts and call for a vote on them.”

EXHIBIT Q

Ratification of Compensation Comparability Study for Chief Executive Officer Position

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

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

NOW, THEREFORE, BE IT RESOLVED, that the 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 R

Ratification of One-Time Performance Payment to Chief Executive Officer

WHEREAS, the Board has been presented with and reviewed the One-Time Performance Payment to Chief Executive Officer; and

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and adopt the One-Time Performance Payment to Chief Executive Officer.

NOW, THEREFORE, BE IT RESOLVED, that the One-Time Performance Payment to Chief Executive Officer 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



June 26, 2019

To: Arina Goldring-Ravin, CEO

cc: Personnel file

**Re: One-time, lump-sum performance cash award for
Arina Goldring-Ravin, CEO LALA**

This memorandum is to confirm the Board's decision at its meeting of June 26, 2019, to approve a one-time taxable payment to you as CEO in the amount of \$10,000 to reflect your 2018-2019 performance outcomes as determined by the Board.

This payment reflects your excellent work, stellar leadership and accomplishment of the goals established for the 2018-2019 school year, especially including your work in solidifying and leading the significant music and performance arts grant award received by LALA in the 2018-2019 school year.

Regards,

David Nickoll
Board Chairperson

EXHIBIT S

Ratification of 2019-2020 School Year Chief Executive Officer Agreement

WHEREAS, the Board of Directors (the “Board”) of the Los Angeles Leadership Academy (the “Academy”) has been presented with and reviewed copies of the Academy’s 2019-2020 school year employment agreements for the employees listed on Schedule S-I and in the form attached hereto as Annex S-I (the “CEO Agreement”); 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 Agreement.

WHEREAS, the Board deems it advisable and in the best interests of the Academy to approve and ratify the Agreement.

NOW, THEREFORE, BE IT RESOLVED, that the Agreement be, and hereby are, 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 S-I

Position

Position	Name
Chief Executive Officer	Arina Goldring-Ravin

ANNEX S-I

Oral Report: CEO Agreement

(Attached)

*Announcement to Precede Board Approval of
One-Time Performance Outcome Payment for Chief Executive Officer
& Employment Agreement*

**BOARD CHAIR ORAL ANNOUNCEMENT FOR APPROVAL OF
A ONE-TIME 2018-2019 PERFORMANCE OUTCOME PAYMENT
&
EMPLOYMENT AGREEMENT
FOR
CHIEF EXECUTIVE OFFICER**

“As to the next two agenda items regarding approval of the 2019-2022 Chief Executive Officer employment agreement & a one-time performance outcome payment, I am required by law to note the following, prior to any Board vote:

1. The Board will be voting to approve a one-time taxable payment in the amount of \$10,000 to reflect 2018-2019 performance outcomes by the CEO as determined by the Board; and
2. The employment agreement under consideration provides for the following primary terms:
 - a. An annual base salary of \$210,000,
 - b. Participation at the school’s expense in designated employee health and other benefits programs and plans established by the School,
 - c. 30 days of vacation per school year,
 - d. 12 days of paid sick leave per school year.

I would also note that above-referenced one-time salary payment and the annual salary are wholly in keeping with the compensation comparability study the Board has received.”