



## MEETING MINUTES - Empower Generations Board

### Meeting

	<b>Special meeting</b>
<b>Date</b>	Thursday, July 29, 2021
<b>Started</b>	4:02 PM
<b>Ended</b>	4:29 PM
<b>Location</b>	Due to social distancing, this meeting will be virtual. You may join us on ZOOM at: Zoom Meeting: <a href="https://zoom.us/j/5395735793">https://zoom.us/j/5395735793</a> Meeting ID: 539 573 5793 Dial in Number: 1-669-900-6833
<b>Purpose</b>	Independent Study Policy - Revision Employee Guidebook - Revision Acton-Agua Dulce Unified School District MOU - Revision Documentation Regarding School Move
<b>Chaired by</b>	Michelle Fluke
<b>Recorder</b>	Kim Lytle

### Minutes

## 1. Opening Items

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### 1.1. Call The Meeting To Order

The meeting was called to order at 4:02.

**Status:** Completed

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### 1.2. Roll Call

All Board Members were present except Hannah Marie Scott.

**Status:** Completed

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### 1.3. Approve Agenda

Motion: Sharon

Seconded: Annaliisa

Passed Unanimously

Hannah Marie Absent

**Due date:**

**Status:** Completed

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## 2. Public Comments

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### 2.1. Public Comments

The public may address the Empower Generations governing board regarding any item within the Board's jurisdiction whether or not that item appears on the agenda during this time. If you wish to address the Board, please complete a public comment card. Comments for the public will be limited to 3 minutes.

No public comments were made.

**Status:** Completed

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### 3. Action Items

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#### 3.1. Independent Study Policy - Revised

Cassandra Coleman, iLEAD CA support provider, presented the Independent Study Policy revisions and answered questions of the Board.

Motion: Sharon

Second: Annaliisa

Passed Unanimously

Hannah Marie - Absent

**Due date:**

**Status:** Completed

Documents

- Empower Generations Updated Independent Study Policy(5227348.1) (1).pdf
- 

#### 3.2. Employee Guidebook - Revised

Request approval of Employee Guidebook revisions based on annual review and updates due to new employment laws implemented.

Jenner Jose, iLEAD CA support provider, presented the Employee Guidebook revisions and answered questions of the Board.

Motion: Marcia

Second: Sharon

Passed Unanimously

Hannah Marie - Absent

**Due date:**

**Status:** Completed

Documents

- Empower\_Guidebook\_21\_22 Redline (1).pdf
- 

#### 3.3. Acton Agua Dulce Unified School District MOU - Revised

Request approval of AADUSD MOU with the revisions in place moving into the next approved 5 years of authorization.

Kim Lytle, iLEAD CA support provider, presented the AADUSD MOU revisions and answered questions of the Board.

Motion: Sharon

Second: Annaliisa

Passed Unanimously

Hannah Marie - Absent

**Due date:**

**Status:** Completed

Documents

- Empower Charter School - MOU 21-22.pdf
- 

### 3.4. Temporary Space License Agreement

Request ratification of Temporary Space License Agreement for operation and administration space as school enters new location.

Malaka presented the temporary space lease agreement and answered questions of the Board.

Motion: Marica

Second: Annaliisa

Passed Unanimously

Hannah Marie - Absent

**Due date:**

**Status:** Completed

Documents

- Temporary Space License Agreement 10th\_St.\_-\_Empower\_Generatio.pdf
- 

### 3.5. AVPH Conference Center Use Contract

Request approval of AVPH Conference Center Use Contract for temporary space for learner workshops and resource center.

Malaka presented the AVPH Conference Center Use Contract and answered questions of the Board.

Motion: Marcia

Second: Sharon

Abstained Due To AVPH Being Her Employer - Michelle

Motion Passed

Hannah Marie - Absent

**Due date:**

**Status:** Completed

Documents

- AVPH Conference Center Use Contract 7.2021.pdf
- 

### 3.6. Commercial Movers Agreement

Request ratification of Commercial Movers Agreement to move school contents to new location.

Malaka presented the Commercial Movers Agreement and answered questions of the Board.

Motion: Annaliisa

Second: Sharon

Passed Unanimously

Hannah Marie - Absent

**Due date:**

**Status:** Completed

Documents

- The Commercial Movers Agreement.pdf
- 

### 3.7. Indemnity Agreement

Request ratification of Construction Drawing Indemnity Agreement as future landlord prepares the space to be shared with multiple tenants in preparation for tenant improvements and lessors.

Malaka presented the Indemnity Agreement and answered questions of the Board.

Motion: Annaliisa

Second: Marcia

Passed Unanimously

Hannah Marie - Absent

**Due date:**

**Status:** Completed

Documents

- Indemnity Agreement (1).pdf
- 

### 3.8. Architect and Engineering Proposal

Request approval of Architect and Engineering Proposal to draft plans for need space for new school.

Malaka and Elaine Williamson, Maker Learning Network support provider, presented the Architect and engineering proposal and answered questions of the Board.

Motion: Marica

Second: Annaliisa

Passed Unanimously

Hannah Marie - Absent

**Due date:**

**Status:** Completed

Documents

- Architect and Engineer Proposal.pdf
- 

### 3.9. Milidaro Construction Proposal

Request approval of contractor proposal for estimated building costs to complete the tenant improvement scope of work for new school.

Malaka and Elaine Williamson, Maker Learning Network support provider, presented the construction proposal and answered questions of the Board.

Motion: Sharon

Second: Marci

Passed Unanimously

Hannah Marie - Absent

**Due date:**

**Status:** Completed

Documents

- Milidaro Construction Proposal7-2021.pdf
- 

### 3.10. LIFE Transit Program

Request approval of the LIFE Program to support learner transportation using the Los Angeles County Metropolitan Transportation Authority.

Malaka presented the LIFE Program and answered questions of the Board.

Motion: Annaliisa

Second: Sharon

Passed Unanimously

Hannah Marie - Absent

**Due date:**

**Status:** Completed

Documents

- LIFE Agency Participation Agreement 20-24- Empower Generations.pdf
  - LIFE Operating Guidelines Final.pdf
- 

## 4. Board Comments

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### 4.1. Board Comments

Marcia expressed excitement of the school being next to the AVPH site.

Michelle stated her excitement, too and gave praise for Malaka's calm oversight of this huge undertaking.

Annaliisa shared how exciting it has been to watch the growth of the school for learners since the beginning vision to now and moving forward.

**Status:** Completed

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## 5. Closing Items

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### 5.1. Next Meeting Date - September 9



Due to the recent announcement of the Brown Act Meeting Laws going back into place on October 1, we recommend that this meeting be held in person at the iLEAD HQ as all other future meetings moving forward will be required.

**Status:** Completed

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## 5.2. Adjournment

Meeting was adjourned at 4:29

**Status:** Completed

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**EMPLOYMENT – NEW HIRES**

Donald Ketcham - Substitute Facilitator - 6/4/21  
Robert Gibson - Educational Specialist - 7/1/21  
Jocelyn Fitzgerald - School Counselor - 8/1/21  
Bruno Chung - Registrar - 8/2/21  
Kimberly Martinez Melchor - Guide - 8/16/21  
Sean Rafferty - Substitute Facilitator - 8/25/21

**RESIGNATIONS/TERMINATIONS**

Jose Ramos - Guide - 6/25/21  
Jennifer Collins - Guide - 7/15/21  
Taylor Anderson - School Counselor - 7/1/21  
Susan Miller - Guide - 8/6/21

**STATUS CHANGE**

N/A

**Empower Generations**  
**Uniform Complaint Procedures Policy**  
Board Approved:

The Board of Directors of Empower Generations Charter School (the “School”) recognizes that they are responsible for complying with applicable state and federal laws and regulations governing educational programs.

This Uniform Complaint Procedures (“UCP”) Policy contains rules and instructions about UCP complaints regarding any alleged violation of federal or state laws or regulations governing certain educational programs and activities offered by the School. The School developed this UCP in accordance with Title 5, California Code of Regulations, §§ 4600-4687. The School has primary responsibility to ensure School’s compliance with applicable state and federal laws and regulations, and School will investigate and seek to resolve UCP complaints in accordance with this UCP policy. This UCP has been approved by the School’s Board of Directors.

**UCP COMPLAINTS**

Not all complaints fall under the scope of the UCP. Complaints arising from the employment relationship are separately addressed by the School’s employment policies. Many concerns, including classroom assignments, grades, graduation requirements, hiring and evaluation of staff, homework policies and practices, learner advancement and retention, learner discipline, learner records, the Brown Act, and other general education requirements, are not UCP complaints. The School, however, may use these complaint procedures to address complaints not covered by the UCP in its sole discretion. Only allegations within the subject matters falling within the UCP can be appealed to the CDE.

A UCP complaint is a written and signed statement alleging a violation of federal or state laws or regulations, which may include: complaints regarding certain programs and activities (list below); complaints alleging the charging of learner fees for participation in an educational activity; complaints regarding non-compliance with the requirements of the School’s Local Control and Accountability Plans (“LCAP”); or an allegation of unlawful discrimination, harassment, intimidation, or bullying in certain programs or activities.

**Complaints Regarding Programs and Activities**

According to state and federal codes and regulations, the programs and activities subject to the UCP are:

- Accommodations for Pregnant and Parenting Learners
- Adult Education
- After School Education and Safety
- Agricultural Career
- Career Technical and Technical Education; Career Technical and Technical Training
- Childcare and Development Programs
- Compensatory Education



- Technical Education
- Education and Graduation requirements of Learners in Foster Care, Homeless Learners, former Juvenile Court Learners, and Learners of Military Families
- Regional Occupational Centers and Programs
- Reasonable Accommodation to a Lactating Learner
- Schoolsite Councils
- School Plan for Learner Achievement
- School Safety Plans
- Learner Fees, which includes a purchase that a learner is required to make to obtain materials, supplies, equipment or clothes associated with an educational activity
- Complaints Regarding the School's LCAP
- Every Learner Succeeds Act
- Migrant Education
- Physical Education Instructional Minutes
- State Preschool Health and Safety Issues in LEAs Exempt from Licensing
- State Preschool
- Consolidated Categorical Aid Programs
- Course Periods without Educational Content (grades nine through twelve)
- Complaints of Discrimination, Harassment, Intimidation and/or Bullying any protected group as identified in Education Code §§ 200 and 220 and Government Code § 11135, including any actual or perceived characteristics set forth in Penal Code § 422.55, based on sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, ethnic group identification, ancestry, nationality, national origin, religion, color, mental or physical disability, age, immigration status, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics, in any program or activity conducted by the School which is funded directly by, or that received or benefits from, any state financial assistance
- Any other state or federal educational program the State Superintendent of Public Instruction or the California Department of Education or designee deems appropriate

### **THE UCP ANNUAL NOTICE**

The School provides notice of this UCP on an annual basis. The notice addresses all learners, employees, parents or guardians, school committee members, appropriate private school officials or representatives (if applicable), and other interested parties. The notice includes information regarding allegations about discrimination, harassment, intimidation, or bullying. It lists all federal and state programs within the scope of the UCP. It lists the position at the School who is responsible for and knowledgeable about processing UCP complaints. The School's annual UCP notice is in English. If 15% or more of learners enrolled at the School speak a single primary language other than English, the annual notice will be provided in that language as well pursuant to Education Code § 48985.

## **DESIGNATION OF RESPONSIBLE EMPLOYEE**

The School Director is the employee responsible for receiving, investigating and responding to UCP complaints (the “Responsible Employee”):

Malaka Donovan

44248 10<sup>th</sup> Street West

Lancaster, CA 93534

infor@empowergenerations.org

In no instance will the Responsible Employee be assigned to investigate a complaint in which he or she has a bias that would prohibit him or her from fairly investigating or responding to the complaint. Any complaint against Responsible Employee or that raises a concern about Responsible Employee's ability to investigate the complaint fairly and without bias should be referred to an appropriate School official, who will help assist how the complaint will be investigated.

The School will ensure that the Responsible Employee (or designee) investigating the complaint is knowledgeable about the laws and programs at issue in the complaints. The School may consult with legal counsel as appropriate.

## **CONFIDENTIALITY AND NON-RETALIATION**

The School will ensure that complainants are protected from retaliation and that the identity of a complainant alleging discrimination, harassment, intimidation or bullying remains confidential as appropriate.

## **COMPLAINT PROCEDURES**

### **Step 1: Filing a UCP Complaint**

A UCP complaint must be filed according to the procedures set forth herein.

Any individual, including a person’s duly authorized representative or an interested third party, public agency, or organization, may file a UCP complaint. However, a complaint filed on behalf of a learner may only be filed by that learner or that learner's duly authorized representative.

A complaint alleging unlawful discrimination, harassment, intimidation, or bullying may be filed by a person who alleges that he or she personally suffered unlawful discrimination, harassment, intimidation, or bullying, or by a person who believes that an individual or any specific class of individuals has been subjected to the same.

A UCP complaint is written and signed. If a complainant is unable to put his/her complaint in writing due to a disability or illiteracy, the School will assist the complainant in the

filing of the complaint. A signature on a UCP complaint may be handwritten, typed (including in an email), or electronically-generated. Complaints related to learner fees and/or LCAPs may be filed anonymously if the complaint provides evidence or information leading to evidence to support an allegation of noncompliance.

Complaints shall be filed with the Responsible Employee at the address provided herein. A learner fees complaint may also be filed with the School's Responsible Employee or designee. The Responsible Employee will maintain a log of complaints and subsequent related actions to the extent required by oversight agencies.

Upon receipt of a complaint, the Responsible Employee (or designee) will evaluate the complaint to determine whether it is subject to this UCP and will endeavor to notify the complainant within five (5) workdays if the complaint is outside the jurisdiction of this UCP.

The Responsible Employee (or designee) may also determine if interim measures are necessary pending the result of an investigation. The interim measures shall remain in place until the Responsible Employee (or designee) determines that they are no longer necessary or until the School issues its final written Investigation Report, whichever occurs first.

#### Timing of Complaints and Investigation

A complaint alleging unlawful discrimination, harassment, intimidation, or bullying shall be filed no later than six (6) months from the date when the alleged unlawful discrimination, harassment, intimidation or bullying occurred or the complainant first obtained knowledge of it. The time for filing may be extended by the Responsible Employee (or designee) for good cause upon written request from the complainant. Such extension shall be in writing and may not exceed ninety (90) days following the expiration of the six-month period.

All other complaints shall be filed no later than one (1) year from the date the alleged violation occurred, except for complaints regarding the educational rights of foster youth as specified in 5 CCR § 4630.5. For complaints regarding LCAP, the date of the alleged violation is the date when the School's governing board approves the LCAP or annual update.

Unless a UCP complaint is resolved through mediation as set forth below, School will investigate the UCP complaint and issue a written Investigation Report to the complainant within 60 calendar days from the date of receipt of the complaint, unless the complainant agrees in writing to an extension of time.

#### **Step 2: Mediation**

The Responsible Employee (or designee) and complainant may mutually agree to mediation. Any School employee or member of the School's governing board who has not been involved with the allegations in the complaint may be assigned by the Responsible Employee (or designee) to serve as mediator. The mediator will arrange for both the complainant and School to present relevant evidence. The Responsible Employee (or designee) will inform the complainant that the mediation process may be terminated at any time by either the School or complainant, in which case the complaint will proceed directly to an investigation. If mediation resolves the complaint to the satisfaction of both parties, the School will implement any remedial

measures and the complainant may choose to withdraw the complaint. If mediation does not resolve the complaint to the satisfaction of both parties or within the parameters of law, the Responsible Employee (or designee) shall proceed with his/her investigation of the complaint.

The use of mediation does not extend the School's timelines for investigating and resolving the complaint unless the complainant agrees in writing to such an extension of time.

### **Step 3: Investigation of Complaint**

In order to investigate the complaint, the Responsible Employee (or designee) shall have access to applicable School records and/or information related to the complaint allegations. As part of his/her investigation, the Responsible Employee (or designee) will do all of the following, in any order:

- Provide an opportunity for the complainant or complainant's representative and the School's representative to present information relevant to the complaint or investigative process.
- Obtain statements from individuals/witnesses who can provide relevant information concerning the alleged violation.
- Review documents that may provide information relevant to the allegation.
- When necessary, seek clarification on specific complaint issues.

Refusal by the complainant or his/her representatives to provide the Responsible Employee (or designee) with documents or other evidence related to the allegations in the complaint, or failure or refusal to cooperate or obstruction of the investigation, may result in dismissal of complaint because of a lack of evidence to support the allegation.

Refusal by the School to provide the Responsible Employee (or designee) with documents or other evidence related to the allegations in the complaint, or failure or refusal to cooperate or obstruction of the investigation, may result in a finding, based on evidence collected, that a violation has occurred and may result in the imposition of a remedy in favor of the complainant.

### **Step 4: Final Written Decision (Investigation Report)**

The Responsible Employee (or designee) shall prepare and send to the complainant a written report of the investigation and final decision (the "Investigation Report") within sixty (60) calendar days of receipt of the complaint, unless complainant agrees to extend this date. The School's Investigation Report shall be written in English and, when required by law, in the complainant's primary language.

The Investigation Report shall include:

1. The finding(s) of fact based on the evidence gathered;

2. Conclusion providing a clear determination as to each allegation as to whether the School is in compliance with the relevant law;
3. If the School finds merit in the complaint, the corrective actions required by law;
4. Notice of the complainant's right to appeal the School's Investigation Report to the CDE, except when the School has used its UCP to address a non-UCP complaint; and
5. Procedures to be followed for initiating an appeal to the CDE.

In addition, any Investigation Report on a complaint of discrimination, harassment, intimidation or bullying based on state law shall include a notice that the complainant must wait until sixty (60) calendar days have elapsed from the filing of an appeal with the CDE before pursuing civil law remedies.

An Investigation Report shall not include learner information protected under the Family Educational Rights and Privacy Act (FERPA) or any private employee personnel information, including but not limited to the nature of the disciplinary action taken against a learner or employee. If a learner or employee is disciplined as a result of the complaint, the Investigation Report shall simply state that effective action was taken and that the learner or employee was informed of the School's expectations.

If the School finds merit in a complaint regarding learner fees, physical education instructional minutes, or LCAP, the remedy will go to all affected learners and parents/guardians. The School, in good faith will engage in reasonable efforts to identify and fully reimburse all learners, parents and guardians who paid any unlawful learner fee within one year prior to the filing of the complaint.

### **APPEAL PROCESS**

A complainant may appeal the School's Investigation Report by filing a written appeal within thirty (30) calendar days of the date of the Investigation Report to the California Department of Education ("CDE"). This appeal to the CDE must specify and explain the basis for the appeal, including at least one of the following:

1. The School failed to follow its complaint procedures;
2. Relative to the allegations of the complaint, the Investigation Report lacks material findings of fact necessary to reach a conclusion of law;
3. The material findings of fact in the Investigation Report are not supported by substantial evidence;
4. The legal conclusion in the Investigation Report is inconsistent with the law; and/or
5. In a case in which the School found noncompliance, the corrective actions fail to provide a proper remedy.

The appeal must be sent to CDE with: (1) a copy of the locally filed complaint; and (2) a copy of the School's Investigation Report:

*Appeals of decisions regarding discrimination, harassment, intimidation, and/or bullying, and regarding provision of accommodations to lactating learners should be sent to:*

California Department of Education  
Education Equity UCP Appeals Office  
1430 N Street  
Sacramento, CA 95814  
916-319-8239

*Appeals of decisions regarding LCAP should be sent to:*

California Department of Education  
Local Agency Systems Support Office  
1430 N Street  
Sacramento, CA 95814  
916-319-0809

*Appeals of decisions regarding learner fees or all other educational program complaints should be sent to:*

California Department of Education  
Categorical Programs Complaints Management Office  
1430 N Street  
Sacramento, CA 95814  
916-319-0929

The CDE may directly intervene in the complaint without waiting for action by the School when one of the conditions listed in Title 5, California Code of Regulations, § 4650 exists, including cases in which the School has not taken action within sixty (60) days of the date the complaint was filed with the School. A direct complaint to CDE must identify the basis for direct filing of the complaint, which must include evidence that supports such a basis.

### **CIVIL LAW REMEDIES**

A complainant may pursue available civil law remedies under state or federal discrimination, harassment, intimidation or bullying laws. Complainants may seek assistance from mediation centers or public/private interest attorneys. Civil law remedies that may be imposed by a court include, but are not limited to, injunctions and restraining orders.

## ANNUAL NOTIFICATION OF THE UNIFORM COMPLAINT PROCEDURES (UCP)

*For learners, employees, parents/guardians, school committee members, school officials, and other interested parties.*

Empower Generations Charter School (“Charter School”) annually notifies learners, employees, parents or guardians, and other interested parties of the Uniform Complaint Procedures (“UCP”) process. The Charter School is primarily responsible for compliance with federal and state laws and regulations, including those related to unlawful discrimination, harassment, intimidation or bullying against any protected group, and all programs and activities that are subject to the UCP.

### 1. Programs and Activities Subject to the UCP

- Accommodations for Pregnant and Parenting Learners
- Adult Education
- After School Education and Safety
- Agricultural Career Technical Education
- Education and Graduation requirements of Learners in Foster Care, Homeless Learners, former Juvenile Court Learners, and Learners of Military Families
- Regional Occupational Centers and Programs
- Reasonable Accommodation to a Lactating Learner
- Schoolsite Councils
- School Plan for Learner Achievement
- School Safety Plans
- Learner Fees, which includes a purchase that a learner is required to make to obtain materials, supplies, equipment or clothes associated with an educational activity
- Charter School’s LCAP
- Every Student Succeeds Act
- Migrant Education
- Physical Education Instructional Minutes
- State Preschool Health and Safety Issues in LEAs Exempt from Licensing
- State Preschool
- Career Technical and Technical Education; Career Technical and Technical Training
- Childcare and Development Programs
- Compensatory Education
- Consolidated Categorical Aid Programs
- Course Periods without Educational Content (grades nine through twelve)
- Complaints of Discrimination, Harassment, Intimidation and/or Bullying any protected group as identified in Education Code §§ 200 and 220 and Government Code § 11135, including any actual or perceived characteristics set forth in Penal Code § 422.55, based on sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, ethnic group identification, ancestry, nationality, national origin, religion, color, mental or physical disability, age, immigration status, or on the basis of a person’s association with a person or group with one or more of these actual or perceived characteristics, in any program or activity conducted by the Charter School which is funded directly by, or that received or benefits from, any state financial assistance
- Any other state or federal educational program the State Superintendent of Public Instruction or the California Department of Education or designee deems appropriate

## **2. Filing a UCP Complaint**

Generally, a UCP complaint shall be filed no later than one year from the date the alleged violation occurred. Complaints alleging unlawful discrimination, harassment, intimidation, or bullying shall be initiated no later than six (6) months from the date when the alleged unlawful discrimination, harassment, intimidation or bullying occurred, or six (6) months from the date the complainant first obtained knowledge of the facts of the alleged unlawful discrimination, harassment, intimidation, or bullying. For complaints relating to Local Control and Accountability Plans (“LCAP”), the date of the alleged violation is the date when the reviewing authority approves the LCAP or annual update that was adopted by the Charter School.

### Complaints Concerning Learner Fees

A learner enrolled in the Charter School shall not be required to pay a learner fee for participation in an educational activity. A learner fees complaint may be filed with the Executive Director or designee.

A learner fee includes, but is not limited to, all of the following:

1. A fee charged to a learner as a condition for registering for school or classes, or as a condition for participation in a class or an extracurricular activity, regardless of whether the class or activity is elective or compulsory, or is for credit.
2. A security deposit, or other payment, that a learner is required to make to obtain a lock, locker, book, class apparatus, musical instrument, clothes, or other materials or equipment.
3. A purchase that a learner is required to make to obtain materials, supplies, equipment, or clothes associated with an educational activity.

A learner fee or LCAP complaint may be filed anonymously (without an identifying signature) if the complainant provides evidence or information leading to evidence to support an allegation of noncompliance.

### Designated Official

The designated official (“Responsible Employee”) to receive and investigate complaints is:

Malaka Donovan

44248 10<sup>th</sup> Street West

Lancaster, CA 93534

infor@empowergenerations.org

The Charter School will ensure that the Responsible Employee and other employees who may be assigned to investigate complaints are knowledgeable about the laws and programs at issue in the complaints for which they are responsible.

## **3. Investigation Report and Right to Appeal**



Complaints will be investigated and an Investigation Report will be sent to the complainant within sixty (60) calendar days from the receipt of the complaint. This time period may be extended by written agreement of the complainant. The person responsible for investigating the complaint shall conduct and complete the investigation in accordance with the Charter School's UCP policies and procedures.

The complainant has a right to appeal the Charter School's decision concerning complaints regarding specific programs and activities subject to the UCP to the California Department of Education ("CDE") by filing a written appeal within thirty (30) calendar days of receiving our decision. The appeal must be accompanied by a copy of the originally-filed complaint and a copy of the Investigation Report.

#### **4. Charter School's Responsibilities**

The Charter School advises complainants of the opportunity to appeal an Investigation Report of complaints regarding programs within the scope of the UCP to the CDE.

The Charter School advises complainants of civil law remedies, including injunctions, restraining orders, or other remedies or orders that may be available under state or federal discrimination, harassment, intimidation or bullying laws, if applicable. A complainant may pursue available civil law remedies outside of the Charter School's complaint procedures.

The Charter School provides a standardized notice with educational and graduation requirements for learners in foster care, learners who are homeless, learners from military families and learners formerly in Juvenile Court now enrolled in a school district. The following is link to a standardized notice developed by the California Foster Youth Education Task Force of the educational rights of learners in foster care, learners who are homeless, former juvenile court learners now enrolled in a school district, and learners in military families as specified in Education Code sections 48853, 48853.5, 49069.5, 51225.1, and 51225.2: [http://www.cfyETF.org/publications\\_19\\_421458854.pdf](http://www.cfyETF.org/publications_19_421458854.pdf).

Copies of the UCP policy shall be available free of charge.

All Charter School learners have a right to a free public education, regardless of immigration status or religious beliefs. For more information about this issue, we recommend families review the "Know Your Rights" immigration enforcement established by the California Attorney General and available on the California Attorney General website here: <https://oag.ca.gov/immigrant/rights>. The Charter School shall inform learners who are victims of hate crimes of their right to report such crimes.

COMMUNITY COMPLAINT FORM

Name \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Telephone \_\_\_\_\_

1 School site and person you are filing a complaint against:  
\_\_\_\_\_

2 Has this been discussed with him/her? Y\_\_\_N Date:

3 Has the complaint been discussed with the principal or supervisor? Y\_\_\_N \_\_\_ Date:

**Description of Complaint:** Please include all important information such as location, names, dates, who was present, and to whom it was reported. Please use additional paper if more space is needed.

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What remedy or action do you suggest?  
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\_\_\_\_\_  
\_\_\_\_\_

Signature:  
\_\_\_\_\_

Email Form To: info@empowergenerations.org  
Mail Form To: 43301 Division Street, Unit 305 Lancaster, CA 93535

Date received by Empower Generations Office: \_\_\_\_\_



## MEETING MINUTES - Empower Generations Board

### Meeting

<b>Date</b>	Thursday, June 10, 2021
<b>Started</b>	4:00 PM
<b>Ended</b>	5:23 PM
<b>Location</b>	Due to social distancing, this meeting will be held virtually. You may join us on ZOOM at: Zoom Meeting: <a href="https://zoom.us/j/5395735793">https://zoom.us/j/5395735793</a> Meeting ID: 539 573 5793 Dial in Number: 1-669-900-6833
<b>Purpose</b>	Regular Scheduled Meeting
<b>Chaired by</b>	Michelle Fluke
<b>Recorder</b>	Shantoria Goodman

### Minutes

## 1. Opening Items

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### 1.1. Call The Meeting To Order

Meeting called to order at 4:00pm

**Status:** Completed

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### 1.2. Roll Call

Present: Michelle Fluke, Marcia Reily, Hannah-Marie Scott

Absent: Sharon Calvert, Annaliisa Wilson

**Status:** Completed

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### 1.3. Pledge Of Allegiance

The Pledge of Allegiance was recited

**Status:** Completed

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### 1.4. Approve Agenda

- Request to move Curriculum Moment to the end of the meeting for timing purposes
  - Motioned: Hannah-Marie Scott
  - Seconded: Marcia Reily
  - Unanimously Approved
- 
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

---

### 1.5. Approve Minutes

- Motioned: Hannah-Marie Scott
- Seconded: Marcia Reily
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

Documents

- Minutes-2021-05-20-v1.pdf
  - Minutes-2021-05-13-v1 (1).pdf
- 

## 2. Curriculum Moment

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### 2.1. Curriculum Moment

Jeanette presented The 2nd Annual Art Gala to the board at the end of the meeting.

**Status:** Completed

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## 3. Public Comments

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### 3.1. Public Comments

The public may address the Empower Generations governing board regarding any item within the Board's jurisdiction whether or not that item appears on the agenda during this time. If you wish to address the Board, please complete a public comment card. Comments for the public will be limited to 3 minutes.

No Public Comments Made

**Status:** Completed

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## 4. Consent Items

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### 4.1. Personnel Report

- Motioned: Marcia Reily
- Seconded: Hannah-Marie Scott
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

Documents

- Personnel Report\_Empower 6.2.2021.pdf
- 

### 4.2. Check Register

- Motioned: Marcia Reily
- Seconded: Hannah-Marie Scott
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

Documents

- EG Payment Register 20210603.pdf
- 

## 5. Discussion and Reports

---

### 5.1. School Director Report

Amanda Fischer, iLEAD CA support provider, presented the Director's report in the absence of Malaka and answered questions of the board

**Status:** Completed

Documents

- EG Site Director Report 6\_10\_2021.pdf
- 

### 5.2. Acton Agua Dulce Unified School District MOU Update

Amanda Fischer, iLEAD Support Staff, presented the Acton Agua Dulce Unified School District MOU update and answered questions of the Board

**Status:** Completed

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### 5.3. Facility Update

Amanda Fischer, iLEAD Support Staff, presented the Facility update and answered questions of the Board.

**Status:** Completed

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## 6. Closed Session

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### 6.1. Public Employee Performance Evaluation

2.2 Gov. Code 54957 - School Director

**Due date:**

**Status:** Completed

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### 6.2. Report of Closed Session

- Closed Session But No Vote
- Nothing reported from Closed Session - No Vote Taken

**Due date:**

**Status:** Completed

---

## 7. Action Items

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### 7.1. School Director's Employment Agreement

Hannah-Marie Scott motioned:

We would like to approve the Empower Generations Director Contract for the 2021-2022 school year, beginning on July 1, 2021 and concluding June 30, 2022.

The School Director's annual pay has increased. The increase is 6% for an annual salary of \$86920. She will be entitled to participate in the employee benefit program at the same rate of employer pay as all current employees which will be \$600 per month.

- Seconded: Marcia Reily
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

---

### 7.2. 2021-2022 Remote Work Agreement

Natasha Baugh, iCA support provider, presented the report and answered questions of the Board.

- Motioned: Hannah-Marie Scott
- Seconded: Marcia Reily
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

Documents

- Permanent Remote Work Agreement- Empower Generations 21.22.pdf
- 

### 7.3. 2021 - 2024 Local Control Accountability Plan

Tricia Luckerth, iCA support provider, presented and answered questions of the board.

- Motioned: Marcia Reily
- Seconded: Hannah-Marie Scott
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

Documents

- Empower Generations 2020-2021 annual update LCP\_06082021 (1).pdf
  - Empower Generations 21-24 LCAP.pdf
  - Empower Generations Annual UpdateLCAP2017 (24) (1).pdf
  - Empower Generations Priority Self-Reflection Tools Rubric - 2020-2021 (1).pdf
  - budgetoverviewparent2021\_06.07.2021.xlsx - Template (1) (1).pdf
-

#### 7.4. 2020-2021 Estimated Actuals, 2021-200 Preliminary Budget, and Multi Year budget

Kelly O'Brien, iCA support provider, presented and answered questions of the Board.

- Motioned: Marcia Reily
- Seconded: Hannah-Marie Scott
- Unanimously Approved

**Due date:**

**Status:** Completed

Documents

- EG Estimated Actuals, Preliminary Budget, MYP FY2122 Summary for Board.pdf
- 

#### 7.5. 2021-2022 Education Protection Account Resolution

Kelly O'Brien, iCA support provider, presented and answered questions of the Board.

- Motioned: Marcia Reily
- Seconded: Hannah-Marie Scott
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

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#### 7.6. Insurance Policies

Myron Breitstein, iCA support provider, presented and answered questions of the Board.

- Motioned: Hannah-Marie Scott
- Seconded: Marcia Reily
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

Documents

- EG Liability Insurance Renewal 2021.2022 Board Memo.pdf
- 

#### 7.7. 2021-2022 Family Guidebook

Cassandra Coleman, iCA support provider, presented and answered questions of the Board.

- Motioned: Marcia Reily
- Seconded: Hannah-Marie Scott
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

Documents

- Empower Generations 2021-2022 Family Guidebook .pdf
-

## 7.8. iLEAD CA Shared Resource Agreement

Amanda Fischer, iCA support provider, presented and answered questions of the Board.

- Motioned: Marcia Reily
- Seconded: Hannah-Marie Scott
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Status:** Completed

Documents

- 21-22 Redlined iCA Resource Sharing Agreement 060421 (1).pdf
- 

## 7.9. iCA Special Education MOU

Amanda Fischer, iCA support provider, presented and answered questions of the Board.

- Motioned: Marcia Reily
- Seconded: Hannah-Marie Scott
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

Documents

- 20-21 SPED RESOURCE SHARING (1) (2).pdf
- 

## 7.10. Graduation Requirements Policy

Tricia Luckerth, iCA support provider, presented and answered questions of the Board.

- Motioned: Marcia Reily
- Seconded: Hannah-Marie Scott
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Status:** Completed

Documents

- Empower Generations\_Innovation Studios Graduation Requirements.pdf
- 

## 7.11. LACOE Certification of Signatures

Kim Lytle, iCA support provider, presented the report and answered questions of the Board.

- Motioned: Hannah-Marie Scott
- Seconded: Marcia Reily
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Status:** Completed

Documents



- Empower Generations - 503-804 Certification of Signatures - June 2021.pdf
- 

## 7.12. Annual Board Meeting Calendar Dates

Kim Lytle, iCA support provider, presented the report and answered questions of the Board.

- Motioned: Hannah-Marie Scott
- Seconded: Marcia Reily
- Unanimously Approved
  
- Sharon and Annaliisa Absent

**Due date:**

**Status:** Completed

Documents

- DRAFT- Empower Generations 2021-2022 Board Meeting Dates (1).pdf
- 

## 8. Board Comments

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### 8.1. Board Comments

No comments were made by the Board.

**Status:** Completed

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## 9. Closing Items

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### 9.1. Next Meeting Date - TBD

Next meeting is on September 9,2021

**Status:** Completed

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### 9.2. Adjournment

Meeting Adjourned at 5:23pm

**Status:** Completed

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