

Final minutes - approved November 21, 2011

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FAME Public Charter School
Board of Directors Regular Meeting
3300 Kearney St., Fremont CA
Thursday, February 17, 2011, 6:00 PM

Reasonable accommodation for any individual with a disability -- Any individual with a disability who requires reasonable accommodation to participate in a Board meeting may request assistance by contacting us at (510) 687-1500, ext. 120 by 3:00 P.M., Wednesday, February 16, 2011.

Minutes

1. CALL TO ORDER & APPROVAL OF AGENDA

1.01 Call to Order

Mr. Naeem Malik, Board President, called the meeting to order at: 6:02 PM

1.02 Roll Call

Board Members	Present	Absent
Mr. Kastriotis	X	
Mr. Khattak	X	
Ms. Iqbal		X
Mr. Malik	X	
Mr. Rasheed		X

Mr. Khattak read the FAME Mission statement.

2. Approval of Minutes

2.01 Approval of minutes for regular meeting November 4, 2011

Mr. Malik called for a motion to table the minutes

Moved: Mr. Kastriotis Second: Mr. Khattak

Ayes: Mr. Kastriotis, Mr. Khattak, Mr. Malik

Noes: None

Abst: None

Absent: Ms. Iqbal, Mr. Rasheed

Motion Carried

2.02 Approval of minutes for special meeting November 30, 2011

Mr. Malik called for a motion to table minutes

Moved: Mr. Kastriotis Second: Mr. Khattak

Ayes: Mr. Kastriotis, Mr. Khattak, Mr. Malik

Noes: None

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Abst: None

Absent: Ms. Iqbal, Mr. Rasheed

Motion Carried

2.03 Approval of minutes for special meeting January 7, 2011

Mr. Malik called for a motion to table the minutes

Moved: Mr. Kastriotis Second: Mr. Khattak

Ayes: Mr. Kastriotis, Mr. Khattak, Mr. Malik

Noes: None

Abst: None

Absent: Ms. Iqbal, Mr. Rasheed

Motion Carried

2.04 Approval of minutes for regular meeting January 13, 2011

Mr. Malik called for a motion to table the minutes

Moved: Mr. Kastriotis Second: Mr. Khattak

Ayes: Mr. Kastriotis, Mr. Khattak, Mr. Malik

Noes: None

Abst: None

Absent: Ms. Iqbal, Mr. Rasheed

Motion Carried

3. COMMUNICATION FROM PUBLIC *(Limited to 3 minutes per person (or as established by the Board President), up to a total of 15 minutes, but there is no limit on the number of members of the public who may speak. At a special board meeting there will be no public comment on matters NOT on the agenda.)*

3.01 Public comment regarding matters ON the agenda

3.02 Public comment regarding matters NOT on the agenda

Sameera Abed: spoke regarding the loss of the first grade teacher, Ms. Tsang. She stated she was hoping her child would have her as a teacher next year.

Samina Alimi: concerned about her first grade child's safety on playground. First grade students are on the playground at the same time as the older students. She said one of the school staff suggested that she contact the principal and/or come to the board meeting. She said this was not the first occurrence.

Karen Caronna: requested that the Board elect a representative of the Independent study program to the Board of directors. She noted that the IS program represents half of all students enrolled at FAME and that these student contribute a large percentage of ADA and score well in STAR testing. She also suggested that a new member be female.

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Dale Duerod: requested that the board earnestly try to recruit from the IS community to have a representative on the Board.

June Delane: concerned that one person has control of dismissal of staff. She also noted that the structure of the FAME board is different than other school boards in that the Board is not elected by the community and that only Board members themselves can remove each other.

Eman Mohammad: concerned about the turnover of FAME staff and why teachers are being fired without any notice.

Debra Wong: stated she was shocked to learn of the dismissal of Ms. Tsang. She requested that the evidence be reviewed and that a committee make the final decision. Further, that Ms. Tsang's dismissal was a huge loss for FAME public charter school.

Sara Whittington: spoke regarding release of Ms. Tsang, she stated that teachers and staff members have endured changes to their environment that have not supported the community. 9 staff members have been terminated or released or resigned on their own this year. She felt the staff deserved a real explanation regarding the release and requested the Board to reconsider having one sole entity make hiring and firing decisions. She requested a process be developed to fairly and democratically determine the outcome before release. If something does not change more teachers will be lost as well as the students that depend on them.

Rangeena Amin: spoke regarding the release of Ms. Tsang. She requested to know why she was released.

Mohamad Shabaan: Four months ago the board said they would give the community some answers, and they are still waiting; he stated: if someone makes a mistake do we give them chance or do we cut their head off; we have a unique environment, if we keep these teachers wondering if they will have a job tomorrow or not how can they do their jobs.

Christopher Tang: teacher; spoke on behalf of Ms. Tsang. He stated that 2 and ½ months ago he spoke at a Board meeting and mentioned that turnover effects the morale of staff, at that time FAME was departed of one of its best teachers, now it has happened again. One of the primary lessons teachers teach students is that making mistakes is fine if said mistakes are learned from. To build a strong school you need strong teachers, releasing Ms. Jennifer Liu was a mistake; please show us all that you have learned from it.

Omar Noorzad: spoke regarding the release of Ms. Tsang and stated that parents needed to figure out what they were going to do because what was happening at the school was not acceptable.

Steve Kim: spoke regarding the release of Ms. Tsang and was disappointed that the students did not have a chance to say goodbye to their teacher.

Omar Mojajeddi: stated that one of the most unique qualities of the school is that FAME is a family and tonight our family is hurting. One of the factors in the success of a school is stability. When he heard about the release and the probable reason he was shocked and does not believe Ms. Tsang was capable of doing that. He stated he would really like for the Board and CEO to scrutinize the evidence and make sure that they have all the facts and make certain the correct decision had been made.

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Selma: spoke on behalf of Ms. Tsang: was shocked to hear about her release and to please reconsider, she is a wonderful teacher.

Laura Greunke: said we all needed to remember the children, when Jennifer Liu was let go, we were extremely frustrated, now another teacher is gone. Every day teachers go to school worry about their jobs. I ask whoever is making the decisions to remember the children and the impact on them.

Afaque Ahmed: spoke on behalf of Ms. Tsang. He indicated that she was his child's first teacher at FAME and she went way over her duties to help his daughter. He asked that the Board review the decision and consider the children.

Don Eng: spoke on behalf of Ms. Tsang; he indicated that she always wanted to be a teacher, played school at home, acted as a teacher. He vouched for her character stating that she is an honest person, there is no question about her integrity.

Ismael Dastagir: stated that he had three children at the school and he didn't know who was right and who was wrong and why it was taking the Board so long to get organized. He stated that if the School can't get organized he was going to have to take his children out of the school.

Hamza Shaghasi; stated that from what he had heard today we should be begging Ms. Tsang to stay, this is a public school and it is not about the CEO, she can be removed as well. This is a loss for Ms. Tsang and the school, but the bigger loss is for his child. There are labor laws in this country and we need to know if it was a proper termination.

Osman Mohmand: spoke on behalf of Ms. Tsang; indicated that the Board owes the community an honest answer as to why this has happened. The Board needs to come out with clear evidence as to why she was terminated. The type of teaching she was doing was unmatched.

Andrea Tsang: stated that she not do what she was accused of doing and would like the "serious misconduct" stricken from her record. She requested the Board put her termination on the agenda of another Board meeting so that it can be further reviewed. She would like to have all members review the findings and make a determination as well as be able to review the findings from the investigation.

Sameera Siddiqui: spoke in support of Ms. Tsang indicating and stated that if school continues to fire all of our best teachers and staff as she had seen over the last few months she was afraid that the level of proficiency and excellence in school staff will diminish because they are going to be afraid that if they are too good they will be fired.

Brian Tsang: spoke on behalf of Ms. Tsang stating that the effects of the firing on her are evident, parents are speaking for her, colleagues respect her, if there are grounds to fire her they should be handled with due process. We should show you respect and you should show the same respect to staff. We are asking that you schedule a board meeting as quickly as possible and that the Board members see the evidence and maybe an outside party to see if the results of this investigation are fair.

Babalwa Kwanele: wants to see something in writing about the investigation and that she was deeply concerned how money is being spent at the school.

4. BOARD MEMBER COMMENTS ON ITEMS NOT ON THE AGENDA

- 4.01 Board members may make a brief announcement or make a brief report on his or her own activities.

Mr. Khattak commented on the resignation letter from Dr. Chisholm. He stated that the letter was not required since resignation was received via email and at this point it was just a formality. However, the Board Secretary had confirmed receipt of the letter as of that morning. He thanked Dr. Chisholm for his service of the last nine years. He indicated that he had attended the San Leandro/Leslie Street spelling bee and would like to see more of these types of activities at the school. Also, that he appreciated all the work the teachers do and the comments from the public that had been made that evening.

Mr. Kastriotis stated his appreciation to all the teachers and for work they are doing.

5. OFFICER & SCHOOL ADMINISTRATOR REPORTS

- 5.01 CEO – Maram Alaiwat: Mr. Malik stated that Julie Mattoon, acting CEO would provide the report.

Ms. Mattoon, Director of Special reviewed for the audience the main points of the Brown Act regarding public board meetings. She indicated that she had met with Ms. Tsang and has the notes from their meeting. She transcribed what was said during the meeting and presented it to the Board. She also commented on the turnover in the resource teacher at the Kearney campus and that she would be meeting with the new candidate on Wednesday. She stated that she was working with Mr. Fobert develop a schedule to provide resource to students who have missed sessions in the last few months. The schedule will be built so that they are not being taken out of academic instruction for classes.

Mr. Kastriotis asked if Ms. Mattoon was present during the termination meeting. She indicated that she was not. Mr. Kastriotis questioned how Ms. Alaiwat could conduct the release when she was on sick leave.

Ms. Mattoon as indicated that a letter from Mr. Malik about the blog was given to all staff.

- 5.02 PTO Reports

Tahani Abdul-Khaliq and Linda Mohammad gave updates on the activities of the Fremont and San Leandro PTOs.

- 5.03 Principal reports regarding preparation for STAR testing

Mr. Mittan, Independent Study principal, and Mr. Fobert, Kearney principal, gave an update on preparations for STAR testing.

7:14 10 minute break

6. ITEMS FOR BOARD DISCUSSION/APPROVAL

6.01 Approval of Facilities Use Agreements

Discussion: Mr. Kastriotis indicated that here have been some changes to the agreement and that he would like to have more time to review it. Mr. Kastriotis suggested that the item be tabled.

Mr. Malik called for a motion to table the agreement until a future meeting.

Moved: Mr. Kastriotis Second: Mr. Khattak

Ayes: Mr. Kastriotis, Mr. Khattak, Mr. Malik

Noes: None

Abst: None

Absent: Ms. Iqbal, Mr. Rasheed

Motion Carried

6.02 Approval of Hosaka, Nagel and Co. three year contract to conduct internal audits

Discussion: Mr. Kastriotis indicated that he would like to see what other auditors FAME might be able to work with and to have the Finance committee review it this item. He suggested that this item be tabled.

Mr. Malik called for a motion to table the contract until a future meeting.

Moved: Mr. Kastriotis Second: Mr. Khattak

Ayes: Mr. Kastriotis, Mr. Khattak, Mr. Malik,

Noes: None

Abst: None

Absent: Ms. Iqbal, Mr. Rasheed

Motion Carried

6.03 Approval of Consolidated Application Part II

Discussion: Mr. Rizvi presented the item and indicated that Mr. Kastriotis and Mr. Malik approved the application in January but as a formality the application must approved by the board and captured into the board minutes.

Mr. Malik called for a motion to approve the consolidated application.

Moved: Mr. Kastriotis Second: Mr. Khattak

Ayes: Mr. Kastriotis, Mr. Khattak, Mr. Malik,

Noes: None

Abst: None

Absent: Ms. Iqbal, Mr. Rasheed

Motion Carried

6.04 Approval of Whistle Blower Policy

Discussion: Mr. Kastriotis stated that since two members were not present perhaps the item should be tabled so everyone can review the policy. Mr. Malik stated that the policy was a required element for Form 990 submission and that the Board should go ahead and approve the policy.

Mr. Malik called for a motion to approve the Whistle Blower Policy as presented.

Moved: Mr. Kastriotis Second: Mr. Khattak

Ayes: Mr. Kastriotis, Mr. Khattak, Mr. Malik

Noes: None

Abst: None

Absent: Ms. Iqbal, Mr. Rasheed

Motion Carried

6.05 Review and approval of possible revisions to Conflict of Interest Policy

Mr. Malik called for a motion to approve the changes that were implemented in Exhibit A.

Moved: Mr. Kastriotis Second: Mr. Khattak

Ayes: Mr. Kastriotis, Mr. Khattak, Mr. Malik

Noes: None

Abst: None

Absent: Ms. Iqbal, Mr. Rasheed

Motion Carried

6.06 Election of new candidates to serve on the Board of Directors

Discussion: Mr. Malik mentioned that Mr. Dwidar, another candidate was no longer available.

Mr. Kastriotis stated that there had been a request to add a member representing the IS community and that the position had been advertised for a year and there were no candidates. Ms. Mattoon stated that Ms. Hayes was interviewed by the Board last spring and that she was an educator and independent study vendor. Mr. Kastriotis stated that she was working as a contractor with FAME at that time and the Board would not be able to bring her on due to conflict of interest. Ms. Mattoon indicated that at that time the Board was smaller and it was an issue but at this time it would not be an issue and asked that this Board consider her again. Mr. Malik stated that the Board could form an advisory committee where they could bring on other people with expertise that could give advice and help drive programs. Ms. Mattoon stated that there is no IS representation on the Board and that an advisory committee is not the same as the Governing Board; they have no voting rights they are just advisory.

Mr. Kastriotis called for a motion to elect Mr. Tom Tsuei as a member of the FAME Board of Director

Moved: Mr. Malik Second: Mr. Khattak

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Ayes: Mr. Kastriotis, Mr. Khattak, Mr. Malik,

Noes: None

Abst: None

Absent: Ms. Iqbal, Mr. Rasheed

Motion Carried

Mr. Malik recognized Ms. Teresa Kapellas' from Alameda County Office of Education and indicated that he appreciated that she was attending the meeting.

7. MEETING ADJOURNMENT

Meeting adjourned at 7:45 PM

As required by the Brown Act, in CA Government Code Section 54969, notice of this regular meeting was posted, delivered, and received at least 72 hours before the time of the meeting. None of the agenda items will begin earlier than the posted opening meeting time. The Board may alter the sequence of the agenda items at the meeting.