



Alternatives in Action

WHERE YOUTH CHOOSE TO LEAD

Special Meeting of the Alternatives in Action Board of Directors

Thursday, January 10, 2019 at 6:30 pm

Alternatives in Action Main Office, 2640 International Blvd. Oakland, CA 94601

INSTRUCTIONS FOR PRESENTATIONS TO THE BOARD BY PARENTS AND CITIZENS

Alternatives in Action (“AIA”) welcomes your participation at AIA Board meetings. The purpose of a public meeting of the Board of Directors (“Board”) is to conduct the affairs of AIA in public. Your participation assures us of continuing community interest in AIA. To assist you in the ease of speaking/participating in our meetings, the following guidelines are provided:

1. Agendas are available to all audience members at the door to the meeting.
2. “Request to Speak” forms are available to all audience members who wish to speak on any agenda items or under the general category of “Oral Communications.” “Oral Communications” is set aside for members of the audience to raise issues that are not specifically on the agenda. However, due to public meeting laws, the Board can only listen to your issue, not respond or take action. These presentations are limited to two (2) minutes and total time allotted to non-agenda items will not exceed sixteen (16) minutes. The Board may give direction to staff to respond to your concern or you may be offered the option of returning with a citizen-requested item.
3. When addressing the Board, speakers are requested to state their name and address from the podium and adhere to the time limits set forth.
4. Any public records relating to an agenda item for an open session of the Board which are distributed to all, or a majority of all, of the Board members shall be available for public inspection at 2640 International Blvd. Oakland, CA 94601.

In compliance with the Americans with Disabilities Act (ADA) and upon request, Alternatives in Action may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals who require appropriate alternative modification of the agenda in order participate in Board meetings are invited to contact the Executive Director’s office.

Agenda Items	Time	Lead
1. Welcome! Call to Order Meeting was called to order by the Board President at _____.	6:30	Katharine
1. Roll Call <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> Present _____ _____ _____ Etc... </div> <div style="text-align: center;"> Absent _____ _____ _____ Etc... </div> </div>	6:31	Katharine
2. <u>Communications</u> Oral Communications – Agenda items only: no individual presentation shall be for more than two (2) minutes and the total time for this purpose shall not exceed sixteen (16) minutes. Ordinarily, Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation.	6:35	Katharine
3. Consent Calendar (Action) All matters listed under the consent agenda are considered by the Board to be routine and will be approved/enacted by the Board in one motion in the form listed below. Unless specifically requested by a Board member for further discussion or removed from the agenda, there will be no discussion of these items prior to the Board votes on them. The director recommends approval of all consent agenda items. Approval of the Minutes from the November 13, 2018 Board Meeting (attached)	6:51	Katharine
4. Interim Executive Director Introduction (Information) Suzanne Tan, Interim Executive Director, will introduce herself to the Board of Directors.	6:55	Suzanne
5. Closed Session Conference with Legal Counsel – Anticipated Litigation Significant exposure to litigation pursuant to subdivision (b) of Section 54956.9: Two Cases	7:05	Katharine
6. Open Session Report on Action in Closed Session	8:25	Katharine

Include the vote or abstention of every member present		
8. Acknowledgements & Adjourn Meeting	8:30	Katharine

Alternatives in Action Board of Directors
Minutes of the Regular Meeting of the Board of Directors Meeting
November 13, 2018 - 6:30 pm to 9:00 pm
(Alternatives in Action, 2640 International Blvd., Oakland, CA 94601)

Board Members Present: Katharine Earhart, Beatriz Rojas, Crystal Cheng, Shady Shahid, Jared Joiner, Greta Brownlow, Tracey Moore Edwards, Dominic McDonald, Steve Scheier, Veda Bartlow

Board Members Absent: Abigail Edelman, Shelley Yim, Jay Ryder, Donna Fletcher

Staff Members Present: Robert Vidana, Christina Martinez, Amel Aziz, Logan Manning, Jennifer Lyle, Phung Lai, Noah Lopes, Glam Spencer, Asia Laigo, Lakeisha Lockett

Guests Present: Emily McCaffrey, Alex D'Agostino

- 1. Welcome! Call to Order; Approval of Agenda (Action/Activity)** Meeting was called to order at 6:32pm

Motion to approve agenda: Jared Joiner

Seconded by: Beatriz Rojas

All in favor: Katharine Earhart, Beatriz Rojas, Crystal Cheng, Shady Shahid, Jared Joiner, Greta Brownlow, Tracey Moore Edwards, Dominic McDonald, Steve Scheier

Opposed: None

Abstentions: Veda Bartlow (arrived late)

- 2. Approval of the Consent Calendar**

Motion to approve the consent calendar: Dominic McDonald

Seconded: Tracey Edwards Moore

All in favor: Katharine Earhart, Crystal Cheng, Greta Brownlow, Tracey Moore Edwards, Dominic McDonald, Steve Scheier, Veda Bartlow

Opposed: None

Abstention: Shady Shahid, Beatriz Rojas, Jared Joiner

- 3. Public Comment**

No comment

- 4. Student Highlight**

- Life Middle and High School program updates
- McClymonds and Seminary program updates
- AIAHS academic, program, and parent program updates

5. Seating Asia Laigo as Staff Representative to the Board of Directors

- Biggest need is around support with curriculum-building and resources around knowledge management.

Motion to approve: Shady Shahid

Seconded: Greta Brownlow

All in favor: Katharine Earhart, Beatriz Rojas, Crystal Cheng, Shady Shahid, Jared Joiner, Greta Brownlow, Tracey Moore Edwards, Dominic McDonald, Steve Scheier, Veda Bartlow

Opposed: None

Abstention: None

6. Staff Remarks

- Summarization of Org Leads Reflection
 - Major need on healing
- High level of trauma, mistrust, betrayal, and pain. It will require an intensive culture shift to fix this complex problem.
 - There needs to be space to heal this pain.
- Engaging behavioral health director to provide services to our sites.
- Lack of agency that the organization has given the site managers has created a hit to self-competency
- Lack of knowledge around compliance has put the agency at risk.
- Staff were not valued.
- Lack of transparency around budgets.
- Lack of growth within staff.
- Lack of strong partnerships with external partners
- Hands-on from the top
- People losing jobs.
- Knowledge management is a larger issue across the organization.
- Need to re-build the cascading leadership of AIA.
- There is a lot of people feeling hurt and we need to work with morale.

7. Budget Review

- Does not include reductions for Life and Fremont due to not meeting ADA, which may come in January.
- 10-20 hours/week for a finance person.
- Utilize COR2E Accounting Solutions will be contracted. Dominic will use his give/get to contract their evaluation.

8. Program Review

- Losing Fremont, Life Middle, and Life High.
- McClymonds also being reviewed as a potential loss.
- Need to communicate with confidence that AIA will be present for 3 years in order to have the McClymonds principal feel comfortable moving forward with us.

- We can have enough funds to cover McClymonds, but will we have enough to sustain the organization?
- Will say “yes”
- Communication Plan - need to reach out to all of the District folks and have conversations with them.
- Naming that this has been a turnaround situation has helped the District.

9. Board Comments on Non-Agendized Matters

10. Closed Session

11. Closing & Acknowledgements

Meeting Adjourned at 8:08pm and moved into closed session

Board Minutes approved by:

Crystal Cheng, Secretary

Date