MEETING MINUTES - Empower Generations Board

Meeting

Date	Wednesday, June 17, 2026
Started	5:11 PM
Ended	7:02 PM
Location	Address: 44236 10th Street West, Suite 105, Lancaster, CA 93534
Purpose	Regular scheduled meeting
Chaired by	Keisha Como
Recorder	Aylin Castillo

Minutes

1. Opening Items

1.1. Call The Meeting To Order

Board member Keisha Komo called the meeting to order at 5:11 PM.

Status: Completed

1.2. Roll Call

Board Member Keisha Komo present.

Board Member Laura Abubekr present.

Board Member Tapau Osborne absent.

Status: Completed

1.3. Pledge Of Allegiance

The Pledge of Allegiance was recited.

Status: Completed

1.4. Board Meeting Agenda

Discuss and take action regarding the Board Meeting Agenda.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Resolution #: Motion to approve board meeting agenda.

Status: Carried

Vote: Unanimously approved.

1.5. Board Meeting Minutes

Discuss and take action regarding the Board Meeting Minutes from the previous meeting/s.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Resolution #: Motion to approve board meeting minutes.

Status: Carried

Vote: Unanimously approved.

Documents

- Minutes-2026-03-17-v1.pdf

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2. Hearing

2.1. LCAP Hearing

This is the opportunity for the Public to review the summary of the 2026-2027 LCAP and make comments to the Board accordingly.

The LCAP Hearing began at 5:14 PM.

Allison Bravo, iCA support provider presented the LCAP proposal and answered questions of the Board. Ms. Bravo informed Board members that the LCAP will be brought back for consideration and formal approval at the next Board meeting.

The LCAP Hearing closed at 5:18 PM.

Status: Completed

Documents

- Proposed 26_27 Empower Generations LCAP.pdf

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3. Public Comments

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 were made to the board.

Status: Completed

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4. Action Items

4.1. Injury and Illness Prevention Plan

Discuss and take action regarding the Injury and Illness Prevention Plan.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- IIPP - Empower Generations 2026.pdf
- IIPP Updates- January 2026 (5).pdf

4.2. Workplace Violence Prevention Plan

Discuss and take action regarding the Workplace Violence Prevention Plan.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Empower Generations WVPP-2026.pdf

4.3. CalSTRS Form 0765

Discuss and take action regarding the CalSTRS Form 0765.

Amanda Fischer, iCA support provider, presented the CalSTRS certification form and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Empower Generations 361_Form 0765 CalSTRS Charter School Certification.pdf

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4.4. 2025-2026 2nd Interim and Revised Budget

Discuss and take action regarding the 2025-2026 2nd Interim and Revised Budget.

Kelly O'Brien, iCA support provider presented the 25/26 2nd Interim and Revised Budget and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Empower Generations 25.26 2nd interim alt form .xlsx - Alternative Form (1) (1).pdf

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4.5. Preliminary Budget and Estimated Actuals

Discuss and take action regarding the preliminary budget and estimated actuals.

Kelly O'Brien, iCA support provider presented the Preliminary Budget and Estimated Actuals and answered questions from the board.

A motion was made by Keisha to approve a one-time discretionary bonus for Empower Generations school staff and the School Director.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Budget Board - Empower Generations - EA2526,PB2627,MYP272829.pdf

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4.6. Revised Articles Of Incorporations

Discuss and take action to revise the Articles of Incorporation.

Amanda Fischer, iCA support provider presented the Revised Articles of Incorporations and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- EG Certificate of Amendment of Articles of Incorporation CalSTRS CalPERS Amendments (4920-8745-1299.v1).docx

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4.7. Resource Sharing Agreement

Discuss and take action regarding the revised iCA Service Agreement.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- DRAFT Resource Sharing Agreement 26-27 (1) (1).pdf

4.8. SPED Service Agreement

Discuss and take action regarding the updated SPED service agreement

Amanda Fischer, iCA Support Provider, presented the SPED Service Agreement and answered questions from the Board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- 26-27 SPED RESOURCE SHARING (Draft 1.0).pdf

4.9. Annual Request for Title Funding

Discuss and take action regarding continued Title funding for the school programs.

Farnaz Kaufman, iCA Support Provider, presented the Annual Request for Title Funding and addressed questions from the Board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- EG 26_27 Request For Annual Federal Title Funding.pdf

4.10. Title IX Policy

Discuss and take action regarding the Title IX policy.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Board PDF_ EG Title IX Policy for Sexual Harassment .pdf

4.11. Updated Independent Study Policy

Discuss and take action on the revised policy.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Board PDF_ EG Independent Study Board Policy.pdf

4.12. Uniform Complaint Procedure Policy

Discuss and take action regarding the updated policy

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Board PDF_ EG Uniform Complaint Procedures Policy (1).pdf

4.13. Employee Harassment, Discrimination, and Retaliation Prevention Policy

Discuss and take action regarding the updated policy

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Board PDF_ EG Employee Harassment, Discrimination, & Retaliation Prevention Policy.pdf

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4.14. Learner Suspension and Expulsion Policy

Discuss and take action regarding the new policy

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Board PDF_ EG Learner Suspension and Expulsion Policy (1).pdf

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4.15. Internal Complaint Review Policy

Discuss and take action regarding the new policy

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Board PDF_ EG Internal Complaint Review Policy (1).pdf

4.16. Learner Personal Electronic Device Policy

Discuss and take action regarding the new policy

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Board PDF_ EG Learner Personal Electronic Device Board Policy (1).pdf

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4.17. Involuntary Disenrollment Policy

Discuss and take action regarding the updated policy

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Board PDF_ EG Involuntary Disenrollment Policy (1).pdf

4.18. Appointment of Surrogate Parent for Special Education Students Policy

Discuss and take action regarding the Appointment of Surrogate Parent for Special Education Students Policy.

Cassandra Coleman, iCA support provider presented the Appointment of Surrogate Parent for Special Education Students Policy and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Empower_Appointment _Surrogate_SpeciaEducationStudent_Policy (2) (1).pdf

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4.19. Alternate Pathways to a Diploma for Students with Disabilities Policy

Discuss and take action regarding the updated policy

Cassandra Coleman, iCA support provider presented the Alternate Pathways to a Diploma for Students with Disabilities Policy and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Revised Alternative Pathways to a Diploma for SWD.docx - Google Docs (1).pdf

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4.20. Physical Education Policy

Discuss and take action regarding the updated policy

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- EG REVISED Physical Education Policy.docx (1).pdf

4.21. Graduation Policy

Discuss and take action regarding the updated policy

Allison Bravo, iCA support provider presented the Graduation Policy and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Revised Empower Generations Graduation Requirements (1).pdf

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4.22. Mathematics Placement Policy

Discuss and take action regarding the updated policy

Allison Bravo, iCA support provider presented the Mathematics Placement Policy and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Revised Math Placement Policy.docx (4) (1).pdf

4.23. School Requirements to Earn a State Seal of Civic Engagement

Discuss and take action regarding the new policy

Allison Bravo, iCA support provider presented the School Requirements to Earn a State Seal of Civic Engagement and answered questions from the board.

Due date:

Status: Completed

Documents

- California State Seal of Civic Engagement - Google Docs (1).pdf

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4.24. Accelleration and Retention Policy

Discuss and take action regarding the updated policy

Cassandra Coleman, iCA support provider presented the Acceleration and Retention Policy and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Empower Generations Acceleration & Retention Policy (2).pdf

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4.25. Revised Holiday Policy

Discuss and take action regarding the revised Holiday Policy

Rick Crunelle, iCA support provider presented the Revised Holiday Policy and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Holiday Policy 26-27 EG For board review (1).pdf

4.26. Revised Vacation Policy

Discuss and take action regarding the revised Vacation Policy

Rick Crunelle, iCA support provider presented the Revised Vacation Policy and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Vacation Policy-EG-20260519-Redline for board approval (1).pdf

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4.27. School Records, Retention and Disposal Policy

Request approval of School Records and Disposal Policy to follow legally required and allowable storage and purge processes.

Rick Crunelle, iCA support provider presented the School Records, Retention and Disposal Policy and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- School Record Retention Policy-EG-20260519-Redline for board approval (1).pdf

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4.28. Learner Records Maintenance, Retention, and Destruction Policy

Request approval of Learner Records Maintenance, Retention, and Destruction Policy to follow legally required and allowable storage and purge processes.

Rick Crunelle, iCA support provider presented the Learner Records Maintenance, Retention, and Destruction Policy and answered questions from the board.

Due date:

Status: Completed

Documents

- Learner Records Retention Policy-EG-20260519-Redline for board approval (1).pdf

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4.29. Equity Policy

Request approval of the Equity Policy which is required by the Federal Government due to the reciept of Federal Funding (Title I, Title II, Title IV)

Rick Crunelle, iCA support provider presented the Equity Policy and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Equity Policy-EG-20260519-Redline for board approval (1).pdf

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4.30. Harassment, Discriminiation, Intimidation, and Bullying Prevention Policy

Discuss and take action regarding the policy compliant with Safe Place To Learn Act

Rick Crunelle, iCA support provider presented the Harassment, Discrimination, Intimidation, and Bullying Prevention Policy and answered questions from the board.

Due date:

Status: Completed

Documents

- Harassment, Discrimination, Intimidation, and Bullying Prevention Policy-EG-20260519 (1).pdf

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4.31. Revised Employee Guidebook

Discuss and take action on the revision to the Employee Guidebook.

Rick Crunelle, iCA support provider presented the Revised Employee Guidebook and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Employee Guidebook-EG-202605-Redline for board approval (1).pdf

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4.32. Policies for Promoting Safe Environments (Employee-Student Relations)

Discuss and take action regarding the new policy.

Rick Crunelle, iCA support provider presented the Policies for Promoting Safe Environments (Employee-Student Relations) and answered questions of the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- Promoting Safe Environments for Student Learning and Engagement-EG-20260610-Redline for Board.pdf

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4.33. Declaration of Need (DON) For Fully Qualified Educators

Discuss and take action regarding the 2026-2027 DON.

Rick Crunelle, iCA support provider presented the Declaration of Need (DON) for Fully Qualified Educators and answered questions from the board.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- 26_27 EG- DON .pdf

4.34. 2026-2027 Board Meeting Dates

Discuss and take action regarding the 2026-2027 Board Meeting Dates.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

Documents

- 26_27 Board Dates EG.pdf

4.35. Board Member Terms

Discuss and take action to extend Tapau Osborne's three-year term.

A motion was made by Keisha to table item given Board Member absence.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

4.36. Board Member Roles

Discuss and take action to alter Board Member Roles of President, Secretary, and Treasurer as the Board sees fit.

A motion was made by Keisha to table item given Board Member absence.

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Due date:

Status: Completed

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5. Discussion and Reports

5.1. School Director Report

Sajae Davison presented the School Director Report and answered questions from the board.

Status: Completed

5.2. iCC1 Organization Restructure

Discuss the possible direction regarding organizational structure and changes

Amanda Fischer, iCA support provider presented the iCC1 Organization Restructure and answered questions from the board.

Status: Completed

5.3. 2 Step Verification

Discussion and possible action regarding two-step verification for board email accounts

Sean D'Auria presented the 2 Step Verification and answered questions from the board.

Status: Completed

5.4. Trainings and Compliance

Discussion regarding board compliance training requirements - effective 8/1/2026

Nykole Kent, iCA support provider presented the Trainings and Compliance and answered questions from the board.

Status: Completed

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6. Consent Items

6.1. Obsolete Technology and Equipment

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Resolution #:

Status: Carried

Documents

- Obsolete EG (May 2026) (1).pdf

6.2. Personnel Report

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Resolution #:

Status: Carried

Documents

- 5.19.26_EG_PersonnelReport (1).pdf

6.3. Check Registers

Motion: Keisha

Second: Laura

The motion was unanimously approved. Board Member Tapau was absent.

Resolution #:

Status: Carried

Documents

- eg_payment_register_20260610_register.pdf
- eg_payment_register_20260610_summary.pdf

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7. Closed Session

7.1. Public Employee Performance Evaluation

Gov. Code section 54957(b)(1): School Director

Nothing to report.

Status: Completed

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8. Board Comments

8.1. Board Comments

No board comments were made.

Status: Completed

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9. Closing Items

9.1. Next Meeting Date

Board Members mark their calendars and confirm quorum.

Wednesday June 24, 2026 @ 5:00PM.

Quorum confirmed for next board meeting Wednesday June 24,2026 @ 5:00PM.

Board Member Keisha will be present.

Board Member Laura will be present.

Board Member Tapau was absent.

Status: Completed

9.2. Adjournment

The Board Meeting was adjourned at 7:02PM.

Status: Completed
