



**AGENDA
SPECIAL MEETING
BOARD OF DIRECTORS**

iQ Academy California - Los Angeles

July 8, 2026 | 3:15 P.M.

Primary Location:

Zoom Meeting: <https://caliva-org.zoom.us/j/6699153493>

Meeting ID: 669 915 3493 | Conference Call: 833-928-4608

Alternate Locations:

23308 Elm Avenue, Torrance, CA 90505

871 Hartglen Ave., Westlake Village, CA 91361

Rowland Unified School District, 1830 South Nogales Street, Rowland Heights, CA 91748

**INSTRUCTIONS FOR PRESENTATIONS TO
THE BOARD BY PARENTS AND CITIZENS**

The iQ Academy California-Los Angeles Charter School ("School") welcomes your participation at the School's Board meetings. The purpose of a public meeting of the Board of Directors ("Board") is to conduct the affairs of the School in public. We are pleased that you are in attendance and hope that you will visit these meetings often. Your participation assures us of continuing community interest in our School. 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 or by requesting the agenda from the School Office (805-581-0202). You may also email jgorin@caliva.org.
2. "Requests 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." Speakers may also request to be placed on "Speakers List" by calling the School Office (805-581-0202) or emailing jgorin@caliva.org seventy-two hours in advance of the meeting.
3. The "Oral Communications" portion 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 three (3) minutes and total time allotted to non-agenda items will not exceed fifteen (15) 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. In the event a member of the public speaks to the Board in a language other than English, their allowed public comment time will be doubled to allow time for translation of their comments.
4. With regard to items that are on the agenda, you may specify that agenda item on your blue request form and you will be given an opportunity to speak for up to five (5) minutes when the Board discusses that item.
5. Citizens may request that a topic related to school business be placed on a future agenda by submitting a written request at least seventy-two (72) hours in advance of any regular meeting. Once such an item is properly agendized and publicly noticed, the Board can respond, interact, and act upon the item.

iQ Academy California - Los Angeles does not discriminate on the basis of age, race, creed, color, sex, national origin, religion, gender, physical or mental disability, ancestry or marital status, in any of its policies, procedures or practices.

In compliance with the Americans with Disabilities Act (ADA) and upon request, Charter School may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals who require appropriate alternative modification of the agenda in order to participate in Board meetings are invited to contact iQ Academy California - Los Angeles office at (805) 581-0202.

I. PRELIMINARY

A. CALL TO ORDER

Meeting was called to order by the Board Chair at 3:15 P.M.

B. ROLL CALL

Ms. Esther Garcia

Present

Absent

 X

Dr. Julie Mendoza (Board Chair)

 X

Mr. Ben Pace (Treasurer)

 X

C. FLAG SALUTE

- Led by Katrina Mohamed

II. COMMUNICATIONS

- A. ORAL COMMUNICATIONS:** Non-agenda items: no individual presentation shall be for more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) 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.

- None

B. For Information: Director's Report

This is a presentation of information which has occurred since the previous Board meeting.

- None

C. For Information: Board/Staff Discussions

- None

D. Approval of Previous Board Meeting Minutes

- N/A

III. CLOSED SESSION

• CONFERENCE WITH LABOR NEGOTIATOR(S)

Agency Designated Representative: Board Chair

Unrepresented Employee: Head of School

- The Board entered closed session at 3:16 p.m. The Board reconvened in open session immediately following the closed session at 4:08 p.m. No action requiring a vote was taken during the closed session.

IV. CONSENT AGENDA ITEMS

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.

- None

V. SCHEDULED FOR ACTION

A. BUSINESS

**Consideration and Approval of Amended Board Report on BDRPT 01
One-Time Payment of Bonuses (Previously Approved on June 16, 2026)**

The Board previously approved the One-Time Payment of Bonuses report. The report has been amended to reflect the correct financial amount. Approval of the amended report is requested.

- Paco clarified to the Board that the financial amount had been updated from the resolution presented at the previous meeting and that the basis for the one-time bonus had been corrected in the resolution.

B. PERSONNEL

- None

APPROVED

C. INSTRUCTION AND CURRICULUM

- None

D. PUPIL SERVICES

- None

VI. ITEMS SCHEDULED FOR INFORMATION

- None

VII. ADJOURNMENT

The meeting was adjourned at 4:08 P.M.

APPROVED

**TO: IQ ACADEMY CALIFORNIA - LOS ANGELES
GOVERNING BOARD**

BOARD REPORT #01

VIA: IQ ACADEMY STAFF

July 8, 2026

SUBJECT: Consideration and Approval of Amended Board Report on One-Time Payment of Bonuses (Approved June 16, 2026)

PROPOSAL:

It is proposed that the Governing Board of IQ Academy California - Los Angeles authorize one-time payment of bonuses to unrepresented employees

BACKGROUND:

IQ Academy California - Los Angeles is committed to investing in staff retention, staff well-being, boosting morale, and fostering a positive organizational culture, and recognizes that rewarding staff's hard work through financial incentives fosters goodwill, increased job satisfaction, and supports long-term retention efforts.

During the 2025-26 school year, the School reached an agreement with represented employees (members of the IQTA bargaining unit) to provide a one-time, off schedule, salary payment to meet the above referenced goals. IQ Academy California - Los Angeles desires to recognize, reward, and retain unrepresented employees (excluding the Head of Schools who is employed pursuant an employment agreement). The attached resolution proposes that IQ Academy California - Los Angeles pay unrepresented employees, active as of June 15, 2026, a one-time bonus in the amount of \$3,000, pro-rated based on hire date and leave of absence, on or about July 25, 2026.

BUDGET IMPLICATIONS:

The school will utilize one-time funds for the lump sum bonus payments. The fiscal impact is \$178,834.

RECOMMENDATIONS:

It is recommended that the Governing Board approve the attached resolution as presented.

RESPECTFULLY SUBMITTED

Nicholas Stecken
Head of School

PREPARED BY:

Nicholas Stecken
Head of School

Francis "Paco" Burke
Chief Business Official

PRESENTED BY:

Nicholas Stecken
Head of School

Francis "Paco" Burke
Chief Business Official

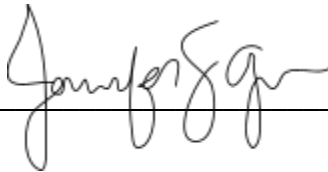
Ayes: 3

No: 0

Abstain: 0

Approved: Yes

Witnessed:



Date: 7/8/2026

Name	Aye	No	Abstain	Absent	Moved	Second
Dr. Julie Mendoza	X					X
Ben Pace	X				X	
Esther Garcia	X					

IQ ACADEMY CALIFORNIA - LOS ANGELES

BOARD OF DIRECTORS

JULY 8, 2026

**BOARD RESOLUTION AUTHORIZING ONE-TIME PAYMENT OF
BONUSES TO UNREPRESENTED EMPLOYEES**

WHEREAS, IQ Academy California - Los Angeles (“IQLA” or the “School”) recognizes that rewarding staff’s hard work through financial incentives fosters goodwill, increased job satisfaction, and supports long-term retention efforts; and

WHEREAS, during the 2025-2026 school year, the School has reached agreement with represented employees (members of the IQTA bargaining unit) to provide a one-time, off-schedule, salary payment to meet the above referenced goals; and

WHEREAS, the School also desires to reward and recognize all other IQTA employees (excluding the Head of School who is employed pursuant an employment agreement); and

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby authorizes the following:

1. **One-Time Payment:** Eligible employees as defined herein shall receive a one-time bonus in the amount of \$3,000.
2. **Eligibility Requirements:** Full-time or part-time unrepresented employees who have been employed during the 2025-26 school year and who shall have been continuously employed through June 25, 2026, shall be eligible for this one-time payment.
3. **Pro-rated Payments:** Eligible employees who were granted leaves of absence during the 2025-2026 school year, or who were hired following commencement of such school year, shall receive a pro-rated one-time payment.
4. **Timing for Payment:** The one-time payment shall be provided as a lump sum, subject to withholdings, on or about July 25, 2026.

* * *

IN WITNESS WHEREOF, the Board of Directors has adopted the above resolution by the following vote at a regular Board meeting this 8th day of July, 2026.

AYES: 4

NOS: 0

ABSTENTIONS: 0

Board Chair