**Special Meeting of the Board of Directors**

**[Planning / Team-building Summer Retreat]**

**Oakland School for the Arts**

**MINUTES**

**Friday, August 22, 2025**

**11:30 a.m.**

**Meeting Location:**

**The Crucible**

**1260 7th Street**

**Oakland, CA. 94607**

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**Board of Directors:**

Safia Fasah, Chair Phil Green Sorell Raino-Tsui

Isaac Abid Aubra Levine

Philip Milestone David Simmons

**School Staff:**

Mike Oz, Executive Director Steven Borg, Advancement & Marketing Director

**Special Meeting August 22, 2025 @ 11:30 a.m.**

**The Crucible, 1260 7th Street, Oakland, CA. 94607**

 **MINUTES**

The Board of Directors gathered for lunch beginning at 11:30 a.m.

Safia Fasah called the Special Meeting to order at 12:05 p.m. and took the roll. All Board members were present, except Sorell Raino-Tsui who joined the meeting at 12:12 p.m.

Board members read the Meeting Norms and Land Acknowledgement to themselves.

Safia Fasah called for Public Comments. There were no Public Comments.

Mike Oz and Isaac Abid provided an update on the upcoming Catalyst Campaign. There was no Public Comment on this agenda item and the Board discussed and asked questions of Mike Ox and Isaac Abid

The Board entered CLOSED SESSION at 12:26 p.m.

EXECUTIVE DIRECTOR EVALUATION FOR FY25

(Gov. Code section 54957(b))

Note, the agenda for the Special Meeting indicated “…for FY24.” Safia Fasah corrected this for
the Board members.

CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Property: 519 17th Street, Oakland, CA. 94612

Agency Negotiator: Mike Oz.

Negotiating Parties: Ladder Capital

Under Negotiation:  Price and Terms of Payment

The Board returned from CLOSED SESSION at 1:55 p.m. Safia Fasah called the regular session of the meeting to order and took roll. All Board members were present. There was no report coming out of CLOSED SESSION.

Recommendation for Change to Compensation (Annual Bonus)

Consideration and Possible Approval of Change to Executive Compensation (Annual Bonus)

Safia Fasah recommended that Mike Oz be awarded a $22,000 performance bonus payment for FY25, consistent with his employment contract. There was no Public Comment on this recommendation. Sorell Raino-Tsui made a motion that the recommendation be approved. Philip Milestone seconded the motion.

Safia Fasah made the following comment:

*A motion has been made and seconded to approve granting a performance bonus payment to Executive Director, Mike Oz, consistent with the provisions of his employment agreement. Pursuant to Government Code Section 54953(c)(3) an oral summary of a recommendation for final action to a local agency executive’s compensation must be made prior to taking final action. The motion before the Board is to approve a performance bonus for the Executive Directors, as allowed but not required under his existing employment agreement, in an amount of $22,000. That bonus will be in addition to his annual salary of $220,000, for a total annual compensation of $242,000. All other terms and conditions of employment under the existing agreement shall be the same.*

There was no Public Comment. The motion was approved by a unanimous roll-call vote of all Board members.

Safia Fasah adjourned the meeting at 1:59 p.m. and the Board then collaborated on a team-building arts mosaic project supervised by staff at The Crucible until 4:30 p.m.

The Crucible is fully ADA accessible. Anyone requesting accommodation should contact Steven Borg at sborg@oakarts.org at least 24 hours prior to the meeting.

Members of the public may address the Board of Directors on any topic relevant to OSA. In order to hear from as many voices as possible, the Board Chair may institute a reasonable time limit for all speakers prior to the beginning of public comment. OSA reserves the right to limit the number of speakers. All listed times are approximate. Agendas and materials may be viewed at [www.oakarts.org](http://www.oakarts.org/) or in the 18th Street School Entrance at 530 18th Street, Oakland, CA 94612 or at The Crucible entrance at 1260 7th Street, Oakland, CA. 94607 during normal business hours.

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**Meeting Norms**

* The Board recognizes the importance of all stakeholder voices at OSA. Collaboration and community are essential to the viability of our school.
* The purpose of this meeting is for our Board of Directors to meet with each other and conduct school business, as well as to receive input from the school staff and the community via public comment.
* Public comment may be made on topics that relate to the school. After hearing a report, members of the public have the opportunity to offer comments in a designated time prior to the Board discussion of that agenda item. Outside of public comment, members of the public are also welcome to observe the Board meeting.
* To protect student and employee privacy, please refrain from using the name or any information that could imply the identity of any student or employee.
* The Board Chair may institute a reasonable time limit for all speakers prior to the beginning of public comment. To be sure of hearing from a variety of people, minutes may not be transferred to other speakers.
* The Board cannot respond to public comment on non-agenda items. This does not mean that the Board is not listening.
* We strive to be a learning community that learns from each other. We are also a community comprised of people who care very deeply about the school. We recognize that all voices are not treated equally in our society but aim to value and respect all voices equally in this forum. We may have different idea of how to achieve goals, and we may feel passionately about our points of view. This needs to be a safe space for a variety of opinions. Finally, we address each other in a respectful manner to foster collaboration, build community, and to model good citizenship for our student

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**Land Acknowledgement**

OSA is situated on Huichin, the unceded territories of the Chochenyo-speaking Lisjan Ohlone peoples, who have lived upon this land since the beginning of time. Indigenous peoples – in California, the Americas, and around the world – are still here.

OSA recognizes the historic genocide and ethnic cleansing inflicted upon Indigenous peoples in California and the Americas, including their forced removal from ancestral lands, and the deliberate and systematic destruction of their communities and culture. These conditions are ongoing and Indigenous people have been fighting against cultural erasure and for their sovereignty since the beginning of colonization.

To this end, we as a community strive to honor the Indigenous members of our community, uplift their voices and contributions to arts and culture, center Indigenous peoples’ worldviews in our classrooms, and support Indigenous sovereignty everywhere.

This land acknowledgement is a small act in supporting indigenous communities and centering the Justice, Equity, Diversity, and inclusion work within the Oakland School for the Arts. Solidarity with indigenous nations can include:

1. Donating time and money to Indigenous-led Organizations;
2. Amplifying the voices of Indigenous people leading grassroots change movements;
and
3. Returning land.

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