

## Ka ‘Umeke Kā‘eo Governing Board Minutes

June 24, 2025

### 1. Meeting Opening

1.1 Call to Order: The Governing Board meeting for Ka ‘Umeke Kā‘eo Public Charter School was called to order at 5:21 P.M. on June 24, 2025, by Director of Operations Louisa Lee.

1.2 Attendance: Board members present included: Lima Naipo, Kelly Osorio, Kaaka Swain, Stephanie Olson-Moore, Laura Acasio, Ipo Kahele, Ulu Ching (via ZOOM), Kāhea Akoni (as a community member), Nohea Nahale-a, and Louisa Lee as board support.

1.3 Approval of Agenda: *L. Acasio moved, L. Naipo second* **APPROVED**

1.4 Public Comments on Agenda and Non Agenda Items: None

1.5 Haumāna Report: None

1.6 Approve Minutes:

[4-15-25](#) *S. Olson-More moved, L. Naipo second* **APPROVED**

1.7 Financials:

[MARCH 2025](#) FILED

[APRIL 2025](#) FILED

### 2. Matters For Decision:

#### 2.1 Approve Personnel Policy

Per recommendation from the Charter School Commission to develop a school Personnel Policy the board Approved combining the following policies into a Personnel Policy. [Employee Leave Policy](#), [Employee Protection Policy](#), [Hiring Policy](#), [Employee Protection Policy](#), [Nondiscrimination Policy](#) *K. Swain moved, L. Naipo second* **APPROVED**

2.2 Approve changes to Enrollment Policy. The board discussed streamlining the enrollment process and adding a deadline for enrollment to limit the number of people who are on a continuous waitlist year after year- which is what happens with a rolling enrollment process.

Enrollment will run from November until March [Enrollment Policy 2015\\_04\\_09](#)

- 1) [Enrollment Policy 2015\\_04\\_09.docx](#)
- 2) [Proposed Revised Enrollment Policy \(June 2025\)](#)
- 3) [Enrollment Proposed Changes and Rationale \(June 2025\)](#)

*K. Swain moved, L. Acasio second* **APPROVED**

### 2.3 Approve Changes to Student Dress code Policy:

We need to standardize the dress code policy we have different versions. [Uniform](#), [shoes](#), [haumāna](#). Board asked to consolidate shoes and haumana dress code policy, add no tubetops, and allow kumu to be responsible for their own huaka'i dress expectations. Rash guards at kai for example.

- 1) [Proposed Draft Haumāna Dress Code Policy](#)  
[Haumāna Dress Code Summary of Proposed Changes and Rationale \(June 2025\)](#)

*L.Acasio moved, K. Swain second* **APPROVED**

### 2.4 Approve Changes to Limahana Dress Code Policy

- 1) Existing Policy: [Limahana](#)
- 2) [Proposed Revised Limahana Dress Code Policy \(June 2025\)](#) Admin noted that they wanted kumu to be professional and be seen as professionals and that creating a dress code to support this was important.  
[Proposed Limahana Dresscode Changes and Rationale \(June 2025\)](#)

*L.Naipo moved, K. Swain second* **APPROVED**

### 2.5 Approve Revised Bylaws

- 1) Current [Bylaws](#)

The board noted that meeting quorum and recruiting board members was challenging. Also that it had been a while since the bylaws had been reviewed. The board noted wanting to create a standardized application form for recruitment purposes.

- 2) [Proposed Amended Bylaws Draft June 2025](#)
- 3) [Summary of Notable Changes and Rationale \(June 2025\)](#)

*K. Swain moved, L. Naipo second* **APPROVED**

### 2.6 Approve retention Pay for Po'okumu (MEMO)

A number of months ago HGA negotiated hazard pay for workers during covid. Principles were left out. Department released memo saying that schools could offer principles retention pay for working through covid. DOE policy said could but we would have to pay out of our own pocket. Proposal to approve retention pay for \$10,000 for the po'okumu. *L.Naipo moved, K. Swain second* **APPROVED**

2.7 Approve MK 25-26 [Governing Board Calendar](#)

*L. Acasio moved, K. Swain second* make change to December 9th **APPROVED**

2.8 Approve Edith Kanaka‘ole Foundation and Ka ‘Umeke Kā‘eo [MOU](#).

No changes from the current year. Would like to approve a one year MOU, allows for time to start negotiations at a more affordable rate. *L. Acasio moved, K. Swain second* **APPROVED**.

Executive session 7:40p Out of session 7:55p

2.9 Approve final student driver on campus [form](#) and policy

*K. Swain moved, I. Kahele second* **APPROVED**

### 3. Matters for Discussion

3.1 Hui ‘Ohana Update

Conflict of interest concern from a parent. Admin made clear Hui ‘Ohana is completely independent from Ka ‘Umeke. Hui ‘Ohana was not interested in an independent mediator to support with elections or by-law development.

### 4. Reports

4.1 [Po‘okumu/Academic](#)

### 5. Meeting Closing

5.1 Announcements: None

5.2 Next Meeting: Aug 12, 2025

5.3 Adjournment: Meeting was adjourned at 8:15 P.M. by Board Support Louisa Lee.

Minutes submitted by: Board Support, Louisa A. Lee