



Arco Iris Spanish Immersion School

Minutes

Board Meeting

Date and Time

Thursday December 18, 2025 at 7:45 PM

Location

MEETING ON ZOOM ONLY

<https://us02web.zoom.us/j/87898815196>

Meeting ID: 878 9881 5196

Passcode: 602469

Directors Present

A. Nelson (remote), C. Billings (remote), E. Hatch (remote), S. Badawi (remote), Y. Jones (remote)

Directors Absent

D. Siver

Ex Officio Members Present

J. Urdiales (remote)

Non Voting Members Present

J. Urdiales (remote)

I. Opening Items

A.

Record Attendance for Thursday, October 23 Board Meeting

B. Call the Meeting to Order

C. Billings called a meeting of the board of directors of Arco Iris Spanish Immersion School to order on Thursday Dec 18, 2025 at 7:47 PM.

C. Public Comment

None

II. New Business

A. Immigration Support for Eligible Employees (2026–27)

A. Nelson made a motion to I move that the Arco Iris Board of Directors authorize the Executive Director to pursue lawful immigration sponsorship processes for eligible employees for the 2026–27 school year, including H-1B visa petitions and related immigration pathways, with total costs not to exceed \$10,000 per employee.

C. Billings seconded the motion.

- J1 can transition to H1B visa under old rates
- Would require staff to commit a certain amount of years or pay back fees if they leave the school
- Provides an opportunity to citizenship for staff
- Would have to pay PERS for H1B staff
- Would be offered on a case by case basis
- Would only apply to current J1 visa holders, as they can transition at old rates
- New H1B visa would have the new fee \$100,000
- What happens in termination case? Will ask attorney
- New staff J1 would require a \$5000 relocation and a J1 Visa fee of approx \$5000.
Total cost approx \$10,000.

The board **VOTED** to approve the motion.

Roll Call

D. Siver Absent
E. Hatch Aye
S. Badawi Aye
Y. Jones Aye
C. Billings Aye
A. Nelson Aye

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:20 PM.

Respectfully Submitted,
Y. Jones

Mission/Vision

Arco Iris Spanish Immersion Charter School cultivates academic success for all students through a biliterate education and a robust math curriculum. Our students are members of a supportive multicultural community valuing diversity, equity and inclusion.