

DRAFT



## Arco Iris Spanish Immersion School

### Minutes

#### Board Meeting

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#### 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

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#### 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)

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#### 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  
C. Billings Aye  
E. Hatch Aye  
A. Nelson Aye  
Y. Jones Aye  
S. Badawi 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

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**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.