



## Connecting Waters Charter Schools

### **CWCS Board of Directors Meeting**

(A California Non-Profit Public Benefit Corporation)

Published on February 2, 2026 at 1:33 PM PST

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#### **Date and Time**

Thursday February 5, 2026 at 3:00 PM PST

#### **Location**

Connecting Waters Central Valley Resource Center, Board Room  
2300 E. Briggsmore Ave. Modesto, CA 95355

#### **Additional Teleconference Locations:**

- Connecting Waters East Bay Resource Center, Room 2  
703 C Street, Union City, CA 94587
- Connecting Waters Charter School Waterford Resource Center  
12705 Bentley Street, Waterford, CA 95386
- Livestream link view only: <https://us02web.zoom.us/j/85271398615#success>

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#### **Agenda Posting Locations**

This agenda was posted at least 72 hours prior to the meeting at the following locations: Connecting Waters Charter Schools, 12420 Bentley Street, Waterford, CA 95386; Connecting Waters Charter School Resource Center, 12705 Bentley Street, Waterford CA, 95386; Connecting Waters East Bay Resource Center, 703 C Street, Union City, CA 94587; Connecting Waters Central Valley Resource Center, 2300 E. Briggsmore Avenue, Modesto, CA 95355.

#### **Instructions for Presentations to the Board by Parents and Citizens**

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Connecting Waters Charter Schools (“Schools”) 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 Schools in public. Your participation assures us of continuing community interest in our Schools. 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.
2. “Request to Speak” forms are available to all audience members who wish to speak on any agenda items or under the general category of “Hearing of the Public.” “Hearing of the Public” 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. Complaints against specific school employees should be resolved through the school’s Personnel Complaint Procedure. The right to address the Board does not exempt the speaker from any potential liability for defamation. The proceedings of the Board are recorded and are a part of the public record.
3. You may also complete a “Request to Speak” form to address the Board on Agenda items. With regard to such agenda items, you may specify that agenda item on your “Request to Speak” form and you will be given an opportunity to speak for up to three (3) minutes when the Board discusses that item.
4. When addressing the Board, speakers are requested to state their name and address from the podium and adhere to the time limits set forth.
5. A member of the public requiring a translator will be provided twice the allotted time for public comment per individual speaker in accordance with Section 54954.3 of the Government Code.
6. Any public records relating to an agenda item for an open session of the Board which are distributed to all, or a majority of all, of the Board members shall be available for public inspection at 12420 Bentley Street, Waterford, California

***In compliance with the Americans with Disabilities Act (ADA) and upon request, Connecting Waters Charter Schools may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Individuals who require appropriate alternative modifications in order to participate in Board meetings are invited to contact the Executive Director’s office by calling (209) 874-1119 Ext. 6 as soon as possible prior to the meeting.***

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## Agenda

Time

### I. Opening Items

3:00 PM

#### A. Call the Meeting to Order

	Time
<b>B.</b> Roll Call	1 m
<b>C.</b> Approval of the February 5, 2026, Board of Directors Agenda	1 m
<b>D.</b> Pledge of Allegiance	2 m
<b>E.</b> Hearing of the Public on Non-Agenda Items	1 m
<b>F.</b> Hearing of the Public on Agenda Items	1 m
<b>II. Items scheduled for Information &amp; Discussion</b>	<b>3:06 PM</b>
<b>A.</b> Review of Comparable Compensation Data for Charter School Executive Directors/Principals/Heads of School	10 m
<b>III. Hearing of the Public on Closed Session Items</b>	
<b>IV. Closed Session</b>	<b>3:16 PM</b>
<b>A.</b> Public Employee Discipline/Dismissal/Release Gov. Code 54957	5 m
<b>B.</b> Public Employment Title: Acting Executive Director Gov. Code 54957	30 m
<b>V. Report on Closed Session Actions</b>	<b>3:51 PM</b>
<b>A.</b> Public Employee Discipline/Dismissal/Release Gov. Code 54957	1 m
<b>B.</b> Public Employment Title: Acting Executive Director Gov. Code 54957	1 m
<b>VI. Return to Open Session</b>	
<b>VII. Items Scheduled for Consideration and/or Action</b>	<b>3:53 PM</b>
<b>A.</b> Oral Report of Executive Compensation Paid to the Acting Executive Director	10 m

	Time
<b>B.</b> Approval of Employment Agreement Amendment for Acting Executive Director	10 m
<b>C.</b> Approval for Columbia Bank to add Tammy LaRee Hushaw, Acting Executive Director as an authorized primary signatory signer on the Connecting Waters Charter Schools business checking (ADA / Revenue Funding) account ending 4975.	4 m
<b>D.</b> Approval for BMO to add Tammy LaRee Hushaw, Acting Executive Director as an authorized primary signatory signer on the Connecting Waters Charter Schools business checking (Donation Funding) account ending 8169.	2 m
<b>E.</b> Approval of New Position: Employee Relations Specialist	5 m
<b>F.</b> Approval of New Position: Curriculum Specialist	5 m
<b>G.</b> Approval of New Position: Accountability Director	5 m
<b>H.</b> Approval of Newly Retitled Position: Sites and Events Coordinator	4 m
<b>I.</b> Approval of the Alternative Workweek 9/80 Employee Schedule	6 m
 <b>VIII. Additional items scheduled for Information &amp; Discussion</b>	 <b>4:44 PM</b>
<b>A.</b> Third Read: Board of Director Meeting Dates for 2026-2027	5 m
<b>B.</b> First Read: CWCS Policy Regarding Immigration Enforcement Activity	5 m
<b>C.</b> Second Read: Connecting Waters Charter Schools Employee Handbook for 2026-2027	1 m
<b>D.</b> Second Read: Comprehensive School Safety Plan for Connecting Waters Charter Schools (Waterford, East Bay and Central Valley)	1 m
<b>E.</b> Board Remarks	5 m
 <b>IX. Closing Items</b>	 <b>5:01 PM</b>
<b>A.</b> Adjourn Meeting	1 m

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### LCAP/WASC Goals

1. Increase the percentage of students who are on track to graduate college and career-ready.
2. Close the achievement gap for low-performing students in English and Math.
3. Increase the percentage of EL students who achieve proficiency in English Language Arts and Math.

4. Foster positive relationships through community outreach.