



Connecting Waters Charter Schools

CWCS Board of Directors Meeting

(A California Non-Profit Public Benefit Corporation)

Published on February 27, 2026 at 12:38 PM PST

Date and Time

Tuesday March 3, 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
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>

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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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

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Agenda

Time

I. Opening Items 3:00 PM

A. Call the Meeting to Order 1 m

	Time
B. Roll Call	2 m
C. Approval of the March 3, 2026, Board of Directors Agenda	2 m
D. Pledge of Allegiance	2 m
E. Hearing of the Public on Non-Agenda Items	1 m
F. Hearing of the Public on Agenda Items	1 m
II. Administrative Reports	3:09 PM
A. Annual Special Education Department Report - Michelle Day, Special Education Director	10 m
III. Directors' Reports	3:19 PM
A. Acting Executive Director Report	10 m
IV. Consent Items	3:29 PM
<p>All matters listed under the consent agenda are considered by the Board to be routine and will be approved/enacted by the Board in one motion in the form listed below. Unless specifically requested by a Board member to be removed from the Consent Agenda for discussion, there will be no discussion of these items prior to the Board voting on them. The Executive Director and Board Chair recommend approval of all consent agenda items.</p>	
A. Approval of Minutes - February 17, 2026, Regular Meeting	
B. Approval of Items on the Consent Agenda	3 m
V. Items Scheduled for Consideration and/or Action	3:32 PM
A. Approval of the Alternative Work Week 9/80 Employee Schedule	10 m
B. Approval of the Connecting Waters Charter Schools Employee Handbook for 2026-2027	10 m
C. Approval of the Amended Board of Directors Meeting Dates 2025-2026	10 m

	Time
Board of Directors will need to determine an alternative date for the June 11, 2026, meeting	
D. Approval of the Modification to the Expenditure Plan for the Arts, Music, and Instructional Materials Discretionary Block Grant for Connecting Waters Charter School	5 m
E. Approval of the Modification to the Expenditure Plan for the Arts, Music, and Instructional Materials Discretionary Block Grant for Connecting Waters Charter School, East Bay	1 m
F. Approval of the Modification to the Expenditure Plan for the Arts, Music, and Instructional Materials Discretionary Block Grant for Connecting Waters Charter School, Central Valley	1 m
VI. Items scheduled for Information & Discussion	4:09 PM
A. Board Remarks	5 m
VII. Hearing of the Public on Closed Session Items	
VIII. Closed Session	4:14 PM
A. Public Employee Discipline/Dismissal/Release Gov. Code 54957	30 m
IX. Report on Closed Session Actions	4:44 PM
A. Public Employee Discipline/Dismissal/Release Gov. Code 54957	1 m
X. Return to Open Session	
XI. Closing Items	4:45 PM
A. Adjourn Meeting	1 m

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.

Coversheet

Annual Special Education Department Report - Michelle Day, Special Education Director

Section: II. Administrative Reports
Item: A. Annual Special Education Department Report - Michelle Day, Special
Education Director
Purpose: FYI
Submitted by:

BACKGROUND:

The Annual Report from the Special Education Department

Coversheet

Acting Executive Director Report

Section: III. Directors' Reports
Item: A. Acting Executive Director Report
Purpose: FYI
Submitted by:

BACKGROUND:

The Acting Executive Director Spotlight is a record of all the major school updates, training, and events the Acting Executive Director will be sharing with the board.

Coversheet

Approval of Minutes - February 17, 2026, Regular Meeting

Section: IV. Consent Items
Item: A. Approval of Minutes - February 17, 2026, Regular Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for CWCS Board of Directors Meeting on February 17, 2026

BACKGROUND:

Minutes from the 2/17/2026 Board of Directors meeting

DRAFT



Connecting Waters Charter Schools

Minutes

CWCS Board of Directors Meeting

(A California Non-Profit Public Benefit Corporation)

Date and Time

Tuesday February 17, 2026 at 3:00 PM

Location

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

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Directors Present

E. Melton, J. Louie-Monzon, K. Corrales, K. Martin, S. Welch

Directors Absent

K. Fatima, L. Addipah

I. Opening Items

A. Call the Meeting to Order

E. Melton called a meeting of the board of directors of Connecting Waters Charter Schools to order on Tuesday Feb 17, 2026 at 3:00 PM.

B. Roll Call

C. Approval of the February 17, 2026, Board of Directors Agenda

K. Corrales made a motion to Approve of the February 17, 2026, Board of Directors Agenda.

K. Martin seconded the motion.

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

Roll Call

K. Fatima	Absent
K. Corrales	Aye
L. Addipah	Absent
K. Martin	Aye
J. Louie-Monzon	Aye
E. Melton	Aye
S. Welch	Aye

D. Pledge of Allegiance

Kristen Corrales lead us in Pledge of Allegiance

E. Hearing of the Public on Non-Agenda Items

No comments from the public.

F. Hearing of the Public on Agenda Items

No comments from the public.

II. Administrative Reports

A. Annual IT Department Report - Aaron Stout - IT Specialist

The annual IT report was presented, and an update was requested on the status of the new website launch. All requested materials have been submitted to the web developer, and the project is nearing completion, pending final confirmation that all components are finished. A walkthrough and approval meeting will be scheduled immediately once the developer confirms completion, with board members invited to attend. The launch was

briefly delayed to ensure all required legal documents and compliance materials are properly included before the site goes live.

B. Annual Education Services Department Report - Julie Boersma, Education Services Director

The annual Education Services Department report was presented, and clarification was requested regarding program changes and terminology. It was confirmed that Additional Education Specialist Services (AESS) is no longer in place due to the implementation of the new Tiger Time format, while BIEM remains part of the school's re-engagement procedures. A request was made to provide an updated acronym cheat sheet for board members to improve clarity. The report concluded with appreciation expressed for the presentation and the department's work.

III. Directors' Reports

A. Acting Executive Director Spotlight

The Acting Executive Director presented a newly formatted combined "Spotlight" report, highlighting center updates, celebrating the five-year charter renewal, and reaffirming the school's vision for independent learning and serving its unique student population. Staff appreciation efforts were shared, along with updates on the conditional use permit approval, professional development days, upcoming conferences, informational meetings, open houses, and key initiatives including LCAP development, evaluations, and state testing. Enrollment has officially closed for the year, with teachers at or near full capacity, and the Welcome ES model has helped maintain full staffing levels. The board also discussed adding maximum capacity figures to enrollment reports and reviewed the status and timeline for filling the CBO position, which remains posted.

IV. Consent Items

A. Approval of Minutes - January 22, 2026, Regular Meeting

K. Martin made a motion to approve the minutes from CWCS Board of Directors Meeting on 01-22-26.

K. Corrales seconded the motion.

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

B. Approval of Minutes - February 5, 2026 Board of Directors Meeting

K. Martin made a motion to approve the minutes from CWCS Board of Directors Meeting on 02-05-26.

K. Corrales seconded the motion.

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

C.

Approval of New Hires List

D. Approval of the January 2026 Warrant Report from DMS for Connecting Waters Charter School

E. Approval of the January 2026 Warrant Report from DMS for Connecting Waters Charter School - East Bay

F. Approval of the January 2026 Warrant Report from DMS for Connecting Waters Charter School - Central Valley

G. Approval of New Vendor List

H. Approval of the Audit Engagement Letter From Clifton Larson Allen LLP for the School Year Ending June 30, 2026, for Connecting Waters Charter Schools

I. Approval of Items on the Consent Agenda

K. Martin made a motion to Approve sections A- I on the Consent Agenda.

K. Corrales seconded the motion.

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

Roll Call

- E. Melton Aye
- K. Martin Aye
- K. Fatima Absent
- L. Addipah Absent
- S. Welch Aye
- J. Louie-Monzon Aye
- K. Corrales Aye

V. Items Scheduled for Consideration and/or Action

A. Approval of the Second Interim Budget for Connecting Waters Charter School

K. Corrales made a motion to Approve the Second Interim Budget for Connecting Waters Charter School.

K. Martin seconded the motion.

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

Roll Call

- S. Welch Aye
- K. Martin Aye
- K. Corrales Aye
- K. Fatima Absent
- E. Melton Aye
- L. Addipah Absent

Roll Call

J. Louie-Monzon Aye

B. Approval of the Second Interim Budget for Connecting Waters Charter School, East Bay

J. Louie-Monzon made a motion to Approve the Second Interim Budget for Connecting Waters Charter School, East Bay.

K. Martin seconded the motion.

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

Roll Call

J. Louie-Monzon Aye

S. Welch Aye

E. Melton Aye

L. Addipah Absent

K. Martin Aye

K. Fatima Absent

K. Corrales Aye

C. Approval of the Second Interim Budget for Connecting Waters Charter School, Central Valley

S. Welch made a motion to Approve the Second Interim Budget for Connecting Waters Charter School, Central Valley.

K. Martin seconded the motion.

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

Roll Call

K. Corrales Aye

K. Fatima Absent

E. Melton Aye

J. Louie-Monzon Aye

K. Martin Aye

L. Addipah Absent

S. Welch Aye

D. Approval of the Charter Impact Contract 2026-2029

K. Martin made a motion to Approve to Ratifying the Charter Impact Contract 2026-2029.

S. Welch seconded the motion.

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

Roll Call

J. Louie-Monzon Aye

K. Martin Aye

K. Corrales Aye

E. Melton Aye

L. Addipah Absent

Roll Call

S. Welch Aye
K. Fatima Absent

E. Approval of the Board of Directors 2026-2027 Meeting Calendar

E. Melton made a motion to Approve the Board of Directors 2026-2027 Meeting Calendar Draft "A" with July 23rd replaced with the July 30th/31st.

S. Welch seconded the motion.

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

Roll Call

K. Fatima Absent
L. Addipah Absent
E. Melton Aye
K. Martin Aye
S. Welch Aye
K. Corrales Aye
J. Louie-Monzon Aye

F. Approval of the Comprehensive School Safety Plan for Connecting Waters Charter School

K. Martin made a motion to Approve the Comprehensive School Safety Plan for Connecting Waters Charter School.

K. Corrales seconded the motion.

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

Roll Call

J. Louie-Monzon Aye
E. Melton Aye
K. Fatima Absent
K. Corrales Aye
S. Welch Aye
K. Martin Aye
L. Addipah Absent

G. Approval of the Comprehensive School Safety Plan for Connecting Waters Charter School, East Bay

J. Louie-Monzon made a motion to Approve of the Comprehensive School Safety Plan for Connecting Waters Charter School, East Bay.

K. Martin seconded the motion.

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

Roll Call

S. Welch Aye
J. Louie-Monzon Aye
K. Fatima Absent

Roll Call

- K. Corrales Aye
- K. Martin Aye
- L. Addipah Absent
- E. Melton Aye

H. Approval of the Comprehensive School Safety Plan for Connecting Waters Charter School, Central Valley

K. Martin made a motion to Approve of the Comprehensive School Safety Plan for Connecting Waters Charter School, Central Valley.

K. Corrales seconded the motion.

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

Roll Call

- J. Louie-Monzon Aye
- E. Melton Aye
- K. Martin Aye
- S. Welch Aye
- K. Corrales Aye
- L. Addipah Absent
- K. Fatima Absent

I. Approval of the Connecting Waters Charter Schools Employee Handbook for 2026-2027

K. Corrales made a motion to Approve the tabling the Connecting Waters Charter Schools Employee Handbook for 2026-2027 until March BOD Meeting.

S. Welch seconded the motion.

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

Roll Call

- J. Louie-Monzon Aye
- L. Addipah Absent
- K. Martin Aye
- E. Melton Aye
- S. Welch Aye
- K. Corrales Aye
- K. Fatima Absent

J. Approval of CWCS Policy Regarding Immigration Enforcement Activity

J. Louie-Monzon made a motion to Approve of CWCS Policy Regarding Immigration Enforcement Activity.

K. Corrales seconded the motion.

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

Roll Call

- K. Corrales Aye

Roll Call

- L. Addipah Absent
- E. Melton Aye
- K. Martin Aye
- S. Welch Aye
- K. Fatima Absent
- J. Louie-Monzon Aye

K. Approval of Deletion of Educational Equity and Immigration Status Policy

K. Martin made a motion to Approve of Deletion of Educational Equity and Immigration Status Policy.

K. Corrales seconded the motion.

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

Roll Call

- E. Melton Aye
- K. Martin Aye
- K. Corrales Aye
- L. Addipah Absent
- S. Welch Aye
- K. Fatima Absent
- J. Louie-Monzon Aye

L. Approval of the Alternative Work Week 9/80 Employee Schedule

K. Corrales made a motion to Table of the Alternative Work Week 9/80 Employee Schedule until the next meeting in March.

S. Welch seconded the motion.

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

Roll Call

- J. Louie-Monzon Aye
- K. Fatima Absent
- E. Melton Aye
- S. Welch Aye
- K. Corrales Aye
- K. Martin Aye
- L. Addipah Absent

M. Approval to Pause on the CW Building Project at 12500 Yosemite Boulevard, Waterford

S. Welch made a motion to Approve the of finish Phase 1 and to Pause on the CW Building Project at 12500 Yosemite Boulevard, Waterford.

K. Martin seconded the motion.

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

Roll Call

- E. Melton Aye
- J. Louie-Monzon Aye
- K. Fatima Absent
- L. Addipah Absent
- K. Martin Aye
- S. Welch Aye
- K. Corrales Aye

N. Approval of the Amended Board of Directors Meeting Dates 2025-2026

J. Louie-Monzon made a motion to Approve of the Amended Board of Directors Meeting Dates 2025-2026 changing the March 19th meeting to Tuesday, March 3rd.

K. Corrales seconded the motion.

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

Roll Call

- S. Welch Aye
- J. Louie-Monzon Aye
- E. Melton Aye
- K. Fatima Absent
- K. Corrales Aye
- K. Martin Aye
- L. Addipah Absent

VI. Items scheduled for Information & Discussion

A. CWCS Board Terms

Board members reviewed the standard two-year term structure and identified which members’ terms will conclude at the end of the current school year on June 30. Members whose terms are ending were asked to consider whether they wish to continue serving and to notify the school as soon as possible to allow time for planning or recruitment if needed. Leadership emphasized the importance of timely communication to ensure a smooth transition and thanked board members for their service in this volunteer role.

B. Board Remarks

An update was shared regarding the upcoming conference, with a group of staff members attending and representing the school. The conference was highlighted as a valuable professional learning opportunity that allows participants to connect with colleagues, learn from other charter schools, and bring back new ideas and inspiration. Board members were encouraged to consider attending future conferences to gain insight and strengthen collaboration outside of regular meetings. CCSA is Monday February 23rd - Thursday, February 26th.

Closed session at 5:47pm

VII. Return to Open Session

A. Oral Report of Executive Compensation Paid to the Acting Executive Director

Session open at 7:36p

The board reviewed and approved an amendment to the Deputy Executive Director’s employment agreement to reflect her service as Acting Executive Director for the 2025–2026 school year. The amended agreement outlines a 222-day work year prorated for the remainder of the year, and includes compensation for both roles during this transitional period.

B. Approval of Employment Agreement Amendment for the Acting Executive Director

E. Melton made a motion to Approve of Employment Agreement Amendment for the Acting Executive Director.

K. Corrales seconded the motion.

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

Roll Call

- J. Louie-Monzon Aye
- E. Melton Aye
- L. Addipah Absent
- K. Fatima Absent
- K. Corrales Aye
- K. Martin Aye
- S. Welch Aye

VIII. Closing Items

A. Adjourn Meeting

K. Corrales made a motion to Adjourn Meeting.

K. Martin seconded the motion.

Meeting adjourned at 7:40pm.

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

Roll Call

- E. Melton Aye
- S. Welch Aye
- J. Louie-Monzon Aye
- L. Addipah Absent
- K. Martin Aye
- K. Fatima Absent
- K. Corrales Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:40 PM.

Respectfully Submitted,
E. Melton

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.

Coversheet

Approval of the Alternative Work Week 9/80 Employee Schedule

Section: V. Items Scheduled for Consideration and/or Action
Item: A. Approval of the Alternative Work Week 9/80 Employee Schedule
Purpose: Vote
Submitted by:
Related Material: Alternative Workweek Schedule Proposal REV.pdf

BACKGROUND:

The Board is continuing it's consideration of the 9/80 proposed alternative work week.



MEMORANDUM

TO: Nonexempt Full-time Classified Staff

FROM: Tammy Hushaw
Acting Executive Director
Connecting Waters Charter Schools
(Revised on February 2, 2026, to reflect CWCS’s change in leadership, effective January 16, 2026. Proposal ratified by T. Hushaw on February 2, 2026)

DATE: February 2, 2026 *(Original proposal sent to staff, January 6, 2026)*

SUBJECT: NOTICE OF SCHEDULED ALTERNATIVE WORKWEEK POLICY ELECTION

I. PROPOSED ALTERNATIVE WORK WEEK POLICY

Connecting Waters Charter Schools (“CWCS” or the “School”) has assessed its current nonexempt classified employee scheduling needs in terms of the established standard five (5) day and eight (8) hour per day workweek, and the potential alternative workweek schedules available under applicable law and as further defined in the proposed policy below.

It is the intent of the School to allow the use of alternative workweek schedules as a potential tool to improve efficiency, decrease costs, and enhance School community services and employee morale. Considerations in granting alternative workweek schedules include but are not limited to: the School’s hours of operation; high traffic student and community member contact hours; classified employee availability; assigned duties; supervision; systems/administrative support; security; energy conservation; attendance and leave; and meal and rest periods.

The potentially impacted group (or “Unit”) and positions eligible for alternative workweek schedules are designated by the Executive Director and based on the School’s operational needs. Thus, this proposed alternative workweek policy applies to all nonexempt full-time classified employees working for the School. This “Unit” does not include part-time staff.

A. Standard Workweek

Full-time nonexempt classified employees are assumed to work a “standard workweek” unless otherwise approved as outlined in this proposed policy. The standard workweek means a work schedule of five (5) shifts, with the same number of hours each day, and a maximum of forty (40) hours per week. The standard work schedule is Monday through Friday. Example: 8:00 a.m. - 4:30 p.m. Monday- Friday, or 7:30 a.m. - 4:00 p.m. Monday- Friday, with a 30-minute meal period.

II. ALTERNATIVE WORKWEEK PROPOSED FOR ELECTION

A. Purpose and Scope

The purpose of this proposal is to allow CWCS and Unit employees the flexibility to implement the proposed work schedules that meet the School's unique workforce needs and comply with California's Wage and Hour Industrial Welfare Commission Order No. 4-2001 (Attached).

For the proposal to pass, 2/3 of the Unit must vote in favor of adopting alternative workweek schedule options.

1. The vote will be conducted by secret (anonymous) ballot, scheduled for January 8th, via ballot boxes at each site, between the hours of 7:30 am and 4 pm. (Remote staff will receive an anonymous survey link)
2. Results will be tallied on January 9th and sent to the Labor Commissioner for formalization, with simultaneous communication with the Unit.
3. If a two-thirds vote is reached, then the alternative schedule shall be implemented no earlier than February 2nd.
4. After the election, the CWCS Board of Directors will consider the proposal and Election results and move to either Approve or Decline to adopt proposed policy.
5. The Official Notice of change will be sent to all staff on or around January 26th.

B. Procedure

If and when the alternative workweek schedules are elected, no employee will be mandated to work such schedules for at least thirty (30) days. After which, all Unit employees who are approved for the alternative workweek schedule may be added to the schedule rotation, with prior documented approval of their supervisor.

The Unit employee and CWCS must have signed the alternative workweek acknowledgement form prior to the employee being allowed to work more than eight (8) hours in a day.

The alternative workweek schedule must be worked within an eighty (80) hour, two (2) week period beginning on Monday and ending the following week on Sunday. Further, the signed agreement must be forwarded to Human Resources at least two (2) weeks in advance of the effective date so that the appropriate changes can be made to the employee's payroll and work schedule.

C. Alternative Work Week and Impacts

As an alternative to working the traditional schedule of eight (8) hours per day, five (5) days a week, nonexempt classified employees may request approval to work an alternative workweek schedule where the employee works a total of nine (9) days in an eighty (80) hour work period.

1. The 9/80 Alternative Workweek

Under the 9/80 schedule, the workweek will run from Friday at 12 p.m. to the following Friday at 12 p.m., and employees work a total of nine (9) days within the eighty (80) hour work period.

Example: An employee is scheduled for nine (9) hours per day on Monday through Thursday (i.e., 8 a.m. to 5:30 p.m., with a half-hour meal period at 12 p.m.) and eight (8) hours on every other Friday (i.e., 8:00 a.m. to 4:30 p.m., with a half-hour meal period at 12 p.m.).

Example of the 9/80 schedule:

	Mon.	Tues.	Wed.	Thurs.	Fri.
Week 1	8:00 a.m. – 5:30 p.m.	8:00 a.m. – 4:30 p.m.			
Week 2	8:00 a.m. – 5:30 p.m.	OFF			

2. Changes to Alternative Workweek Selections

After election and implementation, if an employee finds a need to revert to a standard schedule, they must notify Human Resources and their supervisor by submitting in writing a schedule change request and providing a two (2) week notice for payroll and planning purposes.

3. Attendance and Leave

The administration of this policy requires employees on an alternative workweek to use the appropriate number of equivalent leave hours for days missed. For example: nine (9) hours of sick leave or vacation leave, as applicable, will be applied for a nine (9) hour day absence.

Any week in which holidays occur, schedules shall revert to a standard work schedule of working eight (8) hour days for the remainder of the week, or employees will take leave according to the schedule above to make up the difference between their scheduled shift and the holiday.

4. Meal and Rest Periods Apply to Alternative Workweek Schedules

Unit employees must take a minimum of thirty (30) minutes (unpaid) as a meal period as provided under Wage Order Number 4-2001. This applies regardless of the work schedule a nonexempt Unit employee works.

A rest period (break) of ten (10) minutes is provided for a four (4) hour period of work. Rest periods do not accumulate; if not taken when made available, they are forfeited.

D. Responsibility

- 1. Employees** are responsible for (i) selecting into an alternative workweek schedule at their option and (ii) adhering to this policy if participating in the alternative workweek schedule rotation.
- 2. Supervisors/managers** are responsible for ensuring that an employee’s alternative workweek does not negatively impact services or in any way compromise the ability of the individual or their department to perform its work or create significant added costs. This

includes, but is not limited to, interaction with the School stakeholders, vendors, other agencies, and other department employees. Supervisors/managers are responsible for ensuring that employees who are approved and work an alternative workweek properly record their time, including any overtime.

- 3. The Executive Director** is responsible for periodically evaluating the implementation of this policy and for determining the appropriateness of its continuance and fair application, as well as ensuring that the implementation is not detrimental to the interests of the School.

E. Repealing the Alternative Workweek Schedule

The School may terminate the alternative workweek schedule unilaterally, without holding a repeal election, but only after providing reasonable advance notice to employees. Generally, at least a two (2) week notice period will be provided if CWCS were to make this schedule change.

Enclosure, Wage Order 4-2001

Coversheet

Approval of the Connecting Waters Charter Schools Employee Handbook for 2026-2027

Section: V. Items Scheduled for Consideration and/or Action
Item: B. Approval of the Connecting Waters Charter Schools Employee Handbook for 2026-2027
Purpose: Vote
Submitted by:

BACKGROUND:

The annual employee handbook reviewed by legal and ready to submit for board approval

Coversheet

Approval of the Amended Board of Directors Meeting Dates 2025-2026

Section: V. Items Scheduled for Consideration and/or Action
Item: C. Approval of the Amended Board of Directors Meeting Dates 2025-2026
Purpose: Vote
Submitted by:
Related Material: 2025-2026 BOD Meetings.pdf

BACKGROUND:

Board to consider a new date for the June 11th regularly scheduled meeting.

BOD Meetings for 2025-2026 (Thursday)
July 24, 2025-Meeting
No Meeting Only if Necessary
August 28, 2025-BOD Meeting
At this meeting we need to approve: Unaudited actuals due 9/4
September 25, 2025-BOD Meeting
October 16, 2025-BOD Meeting
Non-school days on the 23 rd and 24th
November 20, 2025-BOD Meeting
3 rd Thursday due to Thanksgiving. At this meeting we need to approve 1 st Interim Budget due 12/6 DMS confirmed we could have this by 11/17. Should also be approved at this time.
December 11, 2025-BOD Meeting
2 nd Annual Audit is due Dec. 15th
January 22, 2026-BOD Meeting
SARC will need to be approved at this meeting
February 5, 2026- BOD Meeting
Regular Meeting of the Board of Directors
February 17, 2026- BOD Meeting
At this meeting we need to approve the 2 nd Interim Budget due 3/8 and the Comprehensive Safety Plan. This is a Tuesday due to All staff and CCSA conference
March 19, 2026-BOD Meeting
3 rd Thursday due to Spring Break
CEO Evaluation
April 16, 2026-BOD Meeting
3 rd Thursday due to CAASPP Testing. At this meeting approve the Workplace Violence Prevention Plan and Prop 28 Plan
May 28, 2026-BOD Meeting
At this meeting we need to review the LCAP and Budget for 2026-2027
June 11, 2026-BOD Meeting
2 nd Thursday due to deadlines. We need to approve LCAP and Budget due 6/28

Coversheet

Approval of the Modification to the Expenditure Plan for the Arts, Music, and Instructional Materials Discretionary Block Grant for Connecting Waters Charter School

Section: V. Items Scheduled for Consideration and/or Action
Item: D. Approval of the Modification to the Expenditure Plan for the Arts,
Music, and Instructional Materials Discretionary Block Grant for Connecting Waters Charter School
Purpose:
Submitted by:
Related Material: CWCS AMIM Grant Expenditure Plan.pdf

BACKGROUND:

These changes were submitted and approved by our cabinet to remedy a lack of spending in the 2024-2025 fiscal year and ensure expenditure of funds in the 2025-2026 fiscal year with the closure of the grant. the grants original start date was May 27, 2025. and it ends June 30, 2026 to expend the funds

Arts, Music, and Instructional Materials Discretionary Block Grant 2022 Expenditure Plan Template

LEA Name:	Connecting Waters, Charter School
Contact Name:	Tammy Hushaw
Email Address:	thushaw@cwcharter.org
Phone Number:	209-874-1119 x6

Total Amount of funds received by the LEA:	\$ 635,659.00
Date of adoption at a public meeting:	March 3, 2026

[AB 181 Sec. 134](#)

[AB 185 Sec. 56](#)

(a) For the 2022–23 fiscal year, the sum of three billion five hundred sixty million eight hundred eighty-five thousand dollars (\$3,560,885,000) is hereby appropriated from the General Fund to the State Department of Education to establish the Arts, Music, and Instructional Materials Discretionary Block Grant, for allocation to county offices of education, school districts, charter schools, and the state special schools to:

(1) Obtain standards-aligned professional development and acquire instructional materials, in the following subject areas:

- (A) Visual and performing arts.**
- (B) World languages.**
- (C) Mathematics.**
- (D) Science, including environmental literacy.**
- (E) English language arts, including early literacy.**
- (F) Ethnic studies.**
- (G) Financial literacy, including the content specified in Section 51284.5 of the Education Code.**
- (H) Media literacy.**
- (I) Computer science.**
- (j) History-social science.**

Planned Activity	Actuals 2023-24	Actuals 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Instructional Materials	\$ -	\$ 293.48	\$ 385,578.85	\$ 385,872.33
Student Chromebook replacement, due to obsolescence and damaged inventory	\$ -	\$ -	\$ 93,600.00	\$ 93,600.00
Subtotal for this section:	\$ -	\$ 293.48	\$ 385,578.85	\$ 479,472.33

(2) Obtain instructional materials and professional development aligned to best practices for improving school climate, including training on deescalation and restorative justice strategies, asset-based pedagogies, antibias, transformative social-emotional learning, media literacy, digital literacy, physical education, and learning through play.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

(3) Develop diverse book collections and obtain culturally relevant texts, including leveled texts, in both English and pupils’ home languages, to support pupils’ independent reading. It is the intent of the Legislature that these book collections and culturally relevant texts be used to provide support for pupils through the establishment of site-based school and classroom libraries that are culturally relevant to pupils’ home and community experiences and be available in English, pupils’ home language, or a combination of more than one language.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

(4) Operational costs, including but not limited, to retirement and health care cost increases.

Planned Activity	2023-24	2024-25	2025-26	per Activity
Increase in retirement and health care costs, Staff Salary Increases	\$ -	\$ -	\$ 149,092.06	\$ 149,092.06
Classified and Credentialed staff Professional Development for Operational duties to support Education Specialists and Student Body	\$ -	\$ -	\$ 7,094.61	\$ 7,094.61
Subtotal for this section:	\$ -	\$ -	\$ 156,186.67	\$ 156,186.67

(5) As related to the COVID-19 pandemic, acquire personal protective equipment, masks, cleaning supplies, COVID-19 tests, ventilation upgrades, and other similar expenditures, if they are necessary to keep pupils and staff safe from COVID-19 and schools open for in-person instruction.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

[Per section (c)] ... to support arts and music education programs.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

Summary of Expenditures

Section Totals	2023-24	2024-25	2025-26	per Activity
Subtotal Section 1: (PD/Instructional Materials)	\$ -	\$ 293.48	\$ 479,178.85	\$ 479,472.33
Subtotal Section 2: (Improving School Climate)	\$ -	\$ -	\$ -	\$ -
Subtotal Section 3: (Diverse Book Collections)	\$ -	\$ -	\$ -	\$ -
Subtotal Section 4: (Operational Costs)	\$ -	\$ -	\$ 156,186.67	\$ 156,186.67
Subtotal Section 5: (COVID - 19)	\$ -	\$ -	\$ -	\$ -
Subtotal Section 6: (Arts and Music Education Programs)	\$ -	\$ -		
Totals By Year:	\$ -	\$ 293.48	\$ 635,365.52	\$ 635,659.00

Total Planned Expenditures by the LEA:
\$ 635,659.00

(b) The Superintendent of Public Instruction shall apportion funds proportionally to county offices of education, school districts, charter schools, and the state special schools on the basis of an equal amount per unit of average daily attendance for kindergarten and grades 1 to 12, inclusive, as those numbers were reported as of the second principal apportionment for the 2021–22 fiscal year. The average daily attendance for each state special school shall be deemed to be 97 percent of the enrollment as reported in the California Longitudinal Pupil Achievement Data System as of the 2021–22 Fall 1 Submission.

(c) Funding appropriated pursuant to this section shall be available for encumbrance through the 2025–26 fiscal year. Local educational agencies are encouraged, but not required, to proportionally use resources received pursuant to this section for the purposes noted in paragraphs (1) to (5), inclusive, of subdivision (a) and to support arts and music education programs.

(d) For purposes of this section, standards-aligned instructional materials includes, but is not limited to, books for school and classroom libraries.

(e) The governing board or body of each school district, county office of education, or charter school receiving funds pursuant to this section shall discuss and approve a plan for the expenditure of funds received pursuant to this section at a regularly scheduled public meeting. It is the intent of the Legislature that each school district, county office of education, or charter school expend any resources received pursuant to this section consistent with their governing board or body approved plan.

Coversheet

Approval of the Modification to the Expenditure Plan for the Arts, Music, and Instructional Materials Discretionary Block Grant for Connecting Waters Charter School, East Bay

Section: V. Items Scheduled for Consideration and/or Action
Item: E. Approval of the Modification to the Expenditure Plan for the Arts, Music, and Instructional Materials Discretionary Block Grant for Connecting Waters Charter School, East Bay
Purpose:
Submitted by:
Related Material: CWEB AMIM Grant Expenditure Plan.pdf

BACKGROUND:

These changes were submitted and approved by our cabinet to remedy a lack of spending in the 2024-2025 fiscal year and ensure expenditure of funds in the 2025-2026 fiscal year with the closure of the grant. the grants original start date was May 27, 2025. and it ends June 30, 2026 to expend the funds

Arts, Music, and Instructional Materials Discretionary Block Grant 2022 Expenditure Plan Template

LEA Name:	Connecting Waters, East Bay
Contact Name:	Tammy Hushaw
Email Address:	thushaw@cwcharter.org
Phone Number:	209-874-1119 x6

Total Amount of funds received by the LEA:	\$ 325,053.00
Date of adoption at a public meeting:	March 3, 2026

[AB 181 Sec. 134](#)

[AB 185 Sec. 56](#)

(a) For the 2022–23 fiscal year, the sum of three billion five hundred sixty million eight hundred eighty-five thousand dollars (\$3,560,885,000) is hereby appropriated from the General Fund to the State Department of Education to establish the Arts, Music, and Instructional Materials Discretionary Block Grant, for allocation to county offices of education, school districts, charter schools, and the state special schools to:

(1) Obtain standards-aligned professional development and acquire instructional materials, in the following subject areas:

- (A) Visual and performing arts.**
- (B) World languages.**
- (C) Mathematics.**
- (D) Science, including environmental literacy.**
- (E) English language arts, including early literacy.**
- (F) Ethnic studies.**
- (G) Financial literacy, including the content specified in Section 51284.5 of the Education Code.**
- (H) Media literacy.**
- (I) Computer science.**
- (j) History-social science.**

Planned Activity	Actuals 2023-24	Actuals 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Instructional Materials	\$ -	\$ 195.65	\$ 164,057.35	\$ 164,253.00
Student Chromebook replacement, due to obsolescence and damaged inventory	\$ -	\$ -	\$ 47,800.00	\$ 47,800.00
Subtotal for this section:	\$ -	\$ 195.65	\$ 211,857.35	\$ 212,053.00

(2) Obtain instructional materials and professional development aligned to best practices for improving school climate, including training on deescalation and restorative justice strategies, asset-based pedagogies, antibias, transformative social-emotional learning, media literacy, digital literacy, physical education, and learning through play.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

(3) Develop diverse book collections and obtain culturally relevant texts, including leveled texts, in both English and pupils’ home languages, to support pupils’ independent reading. It is the intent of the Legislature that these book collections and culturally relevant texts be used to provide support for pupils through the establishment of site-based school and classroom libraries that are culturally relevant to pupils’ home and community experiences and be available in English, pupils’ home language, or a combination of more than one language.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

(4) Operational costs, including but not limited, to retirement and health care cost increases.

Planned Activity	2023-24	2024-25	2025-26	per Activity
Increase in retirement and health care costs, Staff Salary Increases	\$ -		\$ 109,000.00	\$ 109,000.00
Operational duties to support Education Specialists and Student Body	\$ -	\$ -	\$ 4,000.00	\$ 4,000.00
Subtotal for this section:	\$ -	\$ -	\$ 113,000.00	\$ 113,000.00

(5) As related to the COVID-19 pandemic, acquire personal protective equipment, masks, cleaning supplies, COVID-19 tests, ventilation upgrades, and other similar expenditures, if they are necessary to keep pupils and staff safe from COVID-19 and schools open for in-person instruction.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

[Per section (c)] ... to support arts and music education programs.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

Summary of Expenditures

Section Totals	2023-24	2024-25	2025-26	per Activity
Subtotal Section 1: (PD/Instructional Materials)	\$ -	\$ 195.65	\$ 211,857.35	\$ 212,053.00
Subtotal Section 2: (Improving School Climate)	\$ -	\$ -	\$ -	\$ -
Subtotal Section 3: (Diverse Book Collections)	\$ -	\$ -	\$ -	\$ -
Subtotal Section 4: (Operational Costs)	\$ -	\$ -	\$ 113,000.00	\$ 113,000.00
Subtotal Section 5: (COVID - 19)	\$ -	\$ -	\$ -	\$ -
Subtotal Section 6: (Arts and Music Education Programs)	\$ -	\$ -	\$ -	\$ -
Totals By Year:	\$ -	\$ 195.65	\$ 324,857.35	

Total Planned Expenditures by the LEA:
\$ 325,053.00

(b) The Superintendent of Public Instruction shall apportion funds proportionally to county offices of education, school districts, charter schools, and the state special schools on the basis of an equal amount per unit of average daily attendance for kindergarten and grades 1 to 12, inclusive, as those numbers were reported as of the second principal apportionment for the 2021–22 fiscal year. The average daily attendance for each state special school shall be deemed to be 97 percent of the enrollment as reported in the California Longitudinal Pupil Achievement Data System as of the 2021–22 Fall 1 Submission.

(c) Funding appropriated pursuant to this section shall be available for encumbrance through the 2025–26 fiscal year. Local educational agencies are encouraged, but not required, to proportionally use resources received pursuant to this section for the purposes noted in paragraphs (1) to (5), inclusive, of subdivision (a) and to support arts and music education programs.

(d) For purposes of this section, standards-aligned instructional materials includes, but is not limited to, books for school and classroom libraries.

(e) The governing board or body of each school district, county office of education, or charter school receiving funds pursuant to this section shall discuss and approve a plan for the expenditure of funds received pursuant to this section at a regularly scheduled public meeting. It is the intent of the Legislature that each school district, county office of education, or charter school expend any resources received pursuant to this section consistent with their governing board or body approved plan.

Coversheet

Approval of the Modification to the Expenditure Plan for the Arts, Music, and Instructional Materials Discretionary Block Grant for Connecting Waters Charter School, Central Valley

Section: V. Items Scheduled for Consideration and/or Action
Item: F. Approval of the Modification to the Expenditure Plan for the Arts, Music, and Instructional Materials Discretionary Block Grant for Connecting Waters Charter School, Central Valley
Purpose:
Submitted by:
Related Material: CWCV AMIM Grant Expenditure Plan.pdf

BACKGROUND:

These changes were submitted and approved by our cabinet to remedy a lack of spending in the 2024-2025 fiscal year and ensure expenditure of funds in the 2025-2026 fiscal year with the closure of the grant. the grants original start date was May 27, 2025. and it ends June 30, 2026 to expend the funds

Arts, Music, and Instructional Materials Discretionary Block Grant 2022 Expenditure Plan Template

LEA Name:	Connecting Waters, Central Valley
Contact Name:	Tammy Hushaw
Email Address:	thushaw@cwcharter.org
Phone Number:	209-874-1119 x6

Total Amount of funds received by the LEA:	\$ 397,750.00
Date of adoption at a public meeting:	March 3, 2026

[AB 181 Sec. 134](#)

[AB 185 Sec. 56](#)

(a) For the 2022–23 fiscal year, the sum of three billion five hundred sixty million eight hundred eighty-five thousand dollars (\$3,560,885,000) is hereby appropriated from the General Fund to the State Department of Education to establish the Arts, Music, and Instructional Materials Discretionary Block Grant, for allocation to county offices of education, school districts, charter schools, and the state special schools to:

(1) Obtain standards-aligned professional development and acquire instructional materials, in the following subject areas:

- (A) Visual and performing arts.
- (B) World languages.
- (C) Mathematics.
- (D) Science, including environmental literacy.
- (E) English language arts, including early literacy.
- (F) Ethnic studies.
- (G) Financial literacy, including the content specified in Section 51284.5 of the Education Code.
- (H) Media literacy.
- (I) Computer science.
- (j) History-social science.

Planned Activity	Actuals 2023-24	Actuals 2024-25	Budgeted 2025-26	Total Budgeted per Activity
Instructional Materials	\$ -	\$ 263.38	\$ 166,257.48	\$ 166,520.86
Student Chromebook replacement, due to obsolescence and damaged inventory	\$ -	\$ -	\$ 58,600.00	\$ 58,600.00
Subtotal for this section:	\$ -	\$ 263.38	\$ 224,857.48	\$ 225,120.86

(2) Obtain instructional materials and professional development aligned to best practices for improving school climate, including training on deescalation and restorative justice strategies, asset-based pedagogies, antibias, transformative social-emotional learning, media literacy, digital literacy, physical education, and learning through play.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

(3) Develop diverse book collections and obtain culturally relevant texts, including leveled texts, in both English and pupils’ home languages, to support pupils’ independent reading. It is the intent of the Legislature that these book collections and culturally relevant texts be used to provide support for pupils through the establishment of site-based school and classroom libraries that are culturally relevant to pupils’ home and community experiences and be available in English, pupils’ home language, or a combination of more than one language.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

(4) Operational costs, including but not limited, to retirement and health care cost increases.

Planned Activity	2023-24	2024-25	2025-26	per Activity
Increase in retirement and health care costs, Staff Salary Increases	\$ -	\$ -	\$ 149,091.82	\$ 149,091.82
Classified and Credentialed staff Professional Development for Operational duties to support Education Specialists and Student Body	\$ -	\$ -	\$ 4,377.52	\$ 4,377.52
Subtotal for this section:	\$ -	\$ -	\$ 153,469.34	\$ 153,469.34

(5) As related to the COVID-19 pandemic, acquire personal protective equipment, masks, cleaning supplies, COVID-19 tests, ventilation upgrades, and other similar expenditures, if they are necessary to keep pupils and staff safe from COVID-19 and schools open for in-person instruction.

Planned Activity	2023-24	2024-25	2025-26	per Activity
HVAC Repairs and Ventilation upgrades to CV Campus	\$ -	\$ -	\$ 19,159.80	\$ 19,159.80
Subtotal for this section:	\$ -	\$ -	\$ 19,159.80	\$ 19,159.80

[Per section (c)] ... to support arts and music education programs.

Planned Activity	2023-24	2024-25	2025-26	per Activity
	\$ -	\$ -	\$ -	\$ -
Subtotal for this section:	\$ -	\$ -	\$ -	\$ -

Summary of Expenditures

Section Totals	2023-24	2024-25	2025-26	per Activity
Subtotal Section 1: (PD/Instructional Materials)	\$ -	\$ 263.38	\$ 224,857.48	\$ 225,120.86
Subtotal Section 2: (Improving School Climate)	\$ -	\$ -	\$ -	\$ -
Subtotal Section 3: (Diverse Book Collections)	\$ -	\$ -	\$ -	\$ -
Subtotal Section 4: (Operational Costs)	\$ -	\$ -	\$ 153,469.34	\$ 153,469.34
Subtotal Section 5: (COVID - 19)	\$ -	\$ -	\$ 19,159.80	\$ 19,159.80
Subtotal Section 6: (Arts and Music Education Programs)	\$ -	\$ -	\$ -	\$ -
Totals By Year:	\$ -	\$ 263.38	\$ 397,486.62	

Total Planned Expenditures by the LEA:
\$ 397,750.00

(b) The Superintendent of Public Instruction shall apportion funds proportionally to county offices of education, school districts, charter schools, and the state special schools on the basis of an equal amount per unit of average daily attendance for kindergarten and grades 1 to 12, inclusive, as those numbers were reported as of the second principal apportionment for the 2021–22 fiscal year. The average daily attendance for each state special school shall be deemed to be 97 percent of the enrollment as reported in the California Longitudinal Pupil Achievement Data System as of the 2021–22 Fall 1 Submission.

(c) Funding appropriated pursuant to this section shall be available for encumbrance through the 2025–26 fiscal year. Local educational agencies are encouraged, but not required, to proportionally use resources received pursuant to this section for the purposes noted in paragraphs (1) to (5), inclusive, of subdivision (a) and to support arts and music education programs.

(d) For purposes of this section, standards-aligned instructional materials includes, but is not limited to, books for school and classroom libraries.

(e) The governing board or body of each school district, county office of education, or charter school receiving funds pursuant to this section shall discuss and approve a plan for the expenditure of funds received pursuant to this section at a regularly scheduled public meeting. It is the intent of the Legislature that each school district, county office of education, or charter school expend any resources received pursuant to this section consistent with their governing board or body approved plan.

Coversheet

Board Remarks

Section: VI. Items scheduled for Information & Discussion
Item: A. Board Remarks
Purpose: Discuss
Submitted by:

BACKGROUND:

This is the portion of the meeting where Board Members may share on school events, conferences, or school related meetings that they have participated in.