



Connecting Waters Charter Schools

CWCS Board of Directors Meeting

Published on August 7, 2026 at 3:03 PM PDT
Amended on August 13, 2026 at 12:41 PM PDT

Date and Time

Thursday August 13, 2026 at 3:00 PM PDT

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

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. Members of the public may address the Board on agenda items or matters not listed on the agenda using one of the following methods:
 - In Person: Members of the public may address the Board by completing a "Request to Speak" form prior to the beginning of the meeting or before the agenda item is called. A person may designate a member of the public to speak on their behalf.
 - Written Comment: Written comments may be submitted online using the google form link located on the agenda no later than 4 hours before the start of the meeting. Written comments will be acknowledged by the Board Chair during the meeting and become part of the public record.
 - In accordance with California's open meeting laws, the Board may receive public comment on non-agenda items but may not discuss or take action on those matters during the meeting.
 - 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.

Agenda

I. Opening Items

- A.** Call the Meeting to Order
- B.** Roll Call
- C.** Approval of the August 13, 2026, Board of Directors Agenda
- D.** Pledge of Allegiance
- E.** Hearing of the Public on Non-Agenda Items
- F.** Hearing of the Public on Agenda Items

II. Hearing of Public on Closed Session Items

III. Closed Session

- A.** Public Employee Appointment
Title: Chief Business Office (CBO)
Gov. Code 54957

IV. Return to Open Session

V. Report on Closed Session Items

- A.** Public Employee Appointment
Title: Chief Business Officer (CBO)
Gov. Code 54957

VI. Items Scheduled for Consideration and/or Action

- A.** Approval of Updated 2026-2027 180 Day Education Specialist Pays Rate and Salary Information
- B.** Approval of Board Training Summit Dates
Proposed Board Training Summit Dates:

August 27th and August 28th
September 4th

C. Review of Chief Business Officer (CBO) Compensation Study

D. Approval of Chief Business Officer (CBO) Contract

VII. Items scheduled for Information & Discussion

A. Discuss Budgetary Limit for the Executive Director Search Ad Hoc Committee

B. Review of Executive Director Compensation Study

C. Discussion on Employee Residency and Relocation Policy

D. Discussion on Recruitment of New Board Members

E. Review of the 2025-2026 Graduation Exit Survey

F. Review the Updated Board Bylaws

G. Board Remarks

VIII. Hearing of Public on Closed Session Items

IX. Closed Session

A. Public Employee Discipline/Dismissal/Release

Gov. Code 54957

X. Return to Open Session

XI. Report on Closed Session Actions

A. Public Employee Discipline/Dismissal/Release

Gov. Code 54957

XII. Closing Items

A. Adjourn Meeting

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

Review of Chief Business Officer (CBO) Compensation Study

Section: VI. Items Scheduled for Consideration and/or Action
Item: C. Review of Chief Business Officer (CBO) Compensation Study
Purpose: Discuss
Submitted by:

BACKGROUND:

Executive School Leadership Review Evaluation – The board of directors is responsible for hiring and establishing the compensation (salary and benefits) of the executive director by identifying compensation that is "reasonable and not excessive"

Coversheet

Review of Executive Director Compensation Study

Section: VII. Items scheduled for Information & Discussion
Item: B. Review of Executive Director Compensation Study
Purpose: Discuss
Submitted by:

BACKGROUND:

Executive School Leadership Review Evaluation – The board of directors is responsible for hiring and establishing the compensation (salary and benefits) of the executive director by identifying compensation that is "reasonable and not excessive"

Coversheet

Discussion on Employee Residency and Relocation Policy

Section: VII. Items scheduled for Information & Discussion
Item: C. Discussion on Employee Residency and Relocation Policy
Purpose: Discuss
Submitted by:
Related Material: CWCS_Employee_Residency_and_Relocation_Policy_6.29.26.pdf

BACKGROUND:

The Employee Residency and Relocation Policy has been developed by the Board to establish clear expectations regarding employee residency and relocation requirements. The policy provides guidance for employees seeking to relocate outside of California while supporting the organization's operational, legal, and compliance needs. The Board is requested to review and consider the approval of the proposed policy as presented.

CONNECTING WATERS CHARTER SCHOOLS

Employee Residency and Relocation Policy

The Board of Directors (“Board”) of Connecting Waters Charter Schools (“CWCS” or the “School”) recognizes the value of maintaining a workforce primarily based in California to most effectively facilitate organizational operations, legal compliance, and timely, responsive support for schools, educators, and students. Accordingly, the Board's goal is to centralize employment within California and gradually eliminate out-of-state employment arrangements as provided in this policy.

At the same time, the Board acknowledges that the organization currently employs certain individuals residing outside California and establishes this policy to govern those existing arrangements and any approved employee relocations through the sunset date.

To support the objectives of this policy, CWCS will limit new hires to individuals whose primary residence and work location are within California. Applicants residing outside of California will not be considered for employment unless they are willing to relocate.

Employees of CWCS shall maintain their primary residence within California unless otherwise authorized in advance and in writing by the Executive Director in accordance with this policy.

Employees who voluntarily relocate their primary residence outside of California without prior written approval may be terminated from their employment with CWCS.

This policy applies to all employees of CWCS, including full-time, part-time, exempt, and nonexempt employees. Employees approved to reside outside California prior to the adoption of this policy shall be governed by the Existing Out-of-State Employees and State Sunset Provision sections of this policy.

This policy does not apply to:

- Temporary out-of-state travel or stays lasting fewer than thirty (30) consecutive days
- Independent contractors unless otherwise specified in contract

Existing Out-of-State Employees

The Board acknowledges that, at the time of adoption of this policy, CWCS currently employs individuals residing in states outside of California. The Board further establishes that the states listed below constitute the complete list of approved out-of-state employment locations and does not intend to authorize additional states for employment or employee relocation under this policy:

- Arizona
- Idaho
- Illinois

- Montana
- New York
- South Carolina
- Tennessee
- Texas
- Washington
- Wyoming

The current employees residing in these states may continue employment under their current arrangements, subject to operational and legal requirements and the State Sunset Provision below. The Executive Director may modify or discontinue such arrangements before June 30, 2030, for operational or legal reasons.

State Sunset Provision

All out-of-state employment arrangements shall terminate on or before June 30, 2030. Current CWCS employees residing and working in an approved out-of-state location, if in good standing, may continue employment under their existing arrangements until that date.

If CWCS no longer employs any individual residing in a particular approved out-of-state location before June 30, 2030, that state shall no longer be available for future employee relocation or out-of-state employment under this policy.

Employee Relocation Notification

Up until the State Sunset Provision date stated above, employees who intend to relocate outside of California shall notify the Executive Director in writing no fewer than sixty (60) days prior to the anticipated relocation. In cases of emergencies or extenuating circumstances, shorter notice may be considered.

Upon receipt of an employee's written notice of intent to relocate outside of California, Human Resources and the Executive Director shall review whether the relocation can be accommodated consistent with Board policy and applicable legal requirements. Any approval granted under this policy shall not extend beyond June 30, 2030 pursuant to the State Sunset Provision above. To ensure fair and consistent evaluation, the review shall consider a number of factors, including but not limited to:

1. **Work Location / Remote Capacity:** The extent to which the employee's duties are performed remotely.
2. **Position Type / Operational Impact:** The operational requirements of the position and operational needs of CWCS, including whether in-person presence is essential.
3. **Policy Alignment:** Whether the relocation request aligns with currently approved out-of-state locations and the employee's remote eligibility as stated in the job description.

4. **Legal considerations:** Any applicable obligations under law, including but not limited to compliance with wage/hour requirements, family/medical leaves, and disability accommodations.

Each request shall be evaluated based on these factors, and the **Executive Director's decision shall be final**. Documentation of the review, including the evaluation of each factor and the rationale for approval or denial, shall be maintained in the employee's personnel file.

If relocation outside of California is not approved and the employee proceeds with relocation, the employee's separation from employment shall be treated as a voluntary resignation.

Employees who reside outside of California shall have their job descriptions reviewed and, where appropriate, revised to identify position-specific expectations, including required work hours aligned with California business operations and attendance requirements for meetings, trainings, events, or other work-related activities conducted in California.

At-Will Employment

Nothing in this policy alters the at-will nature of employment with CWCS.

Coversheet

Review of the 2025-2026 Graduation Exit Survey

Section: VII. Items scheduled for Information & Discussion
Item: E. Review of the 2025-2026 Graduation Exit Survey
Purpose: Discuss
Submitted by:

BACKGROUND:

Survey results from the 2025-2026 Graduation Exit Survey from our CWCS graduates

Coversheet

Board Remarks

Section: VII. Items scheduled for Information & Discussion
Item: G. 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.