

APPROVED



## Connecting Waters Charter Schools

### Minutes

#### Regular Meeting of the Board of Directors

(A California Non-Profit Public Benefit Corporation)

---

#### **Date and Time**

Thursday September 25, 2025 at 3:00 PM

#### **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, Bay Bridge Room (Room 3)  
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. “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.***

---

**Directors Present**

E. Melton, J. Louie-Monzon (remote), K. Corrales, K. Martin, L. Addipah, S. Welch

**Directors Absent**

---

K. Fatima

**Ex Officio Members Present**

J. Levers

**Non Voting Members Present**

J. Levers

**Guests Present**

E. Assistants, L. Joseph, M. Miller, T. Hushaw

---

**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 Thursday Sep 25, 2025 at 3:06 PM.

**B. Roll Call**

**C. Oath of Office - New Board Members**

Board Chair Erika Melton gave the oath of office to our new Board Members Stuart Welch and Keith Martin.

Board Member Jennifer Louie-Monzon arrived at 3:12 p.m.

**D. Approval of Agenda - September 25, 2025 Regular Meeting**

K. Corrales made a motion to approved agenda.

L. Addipah seconded the motion.

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

**Roll Call**

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

**E. Pledge of Allegiance**

Led by: Kristen Corrales

**F.**

### **Student Recognitions - Reclassification of ELPAC students**

Presented by Gina Ledesma, English Language Coordinator for CWCS, the awards are for those students who have been reclassified as English proficient.

#### **G. Hearing of the Public on Non-Agenda Items**

No Members of the public were present

#### **H. Hearing of the Public on Agenda Items**

No Members of the public were present

## **II. Directors' Reports**

### **A. Executive Director's Report**

Executive Director, Jerri Levers, reported on a busy and productive start to the school year. The land closing for the CW site is expected within 4–6 weeks, pending final environmental results. A continuation of the staff compensation study is underway, with outreach to previous vendors. Monthly in-person Academic Cabinet meetings have been reinstated to improve collaboration. The CBO position is ready to post pending approval of the salary range. Work is progressing on the Central Valley charter renewal, with petition submission set for November 30. The school opted to remain with our current health benefits to minimize disruption while exploring enhancements to dental, vision, and life insurance coverage. Legislative advocacy efforts were noted, including staff visits to the Capitol and updates on key legislative bills. Jerri addressed the new Tiger Time initiative, noting mixed staff feedback and actionable insights gathered from an initial survey, which was paused due to concerns of skewed responses. A revised survey method is being developed, and a parent survey is already scheduled to go out multiple times throughout the year. The program has shown early student success. Jerri also shared updates on engagement with the Muslim Student Alliance to address scheduling conflicts and provide additional academic rigor. Increased issues with students residing out of the country were noted, prompting a reminder of existing travel policies requiring advance notice and proof of return. Students not in compliance are subject to withdrawal, with exceptions made for emergencies.

### **B. Deputy Executive Director Spotlight**

Tammy Hushaw provided several updates during her spotlight presentation. She shared key upcoming dates, including the ACOE annual site visit on October 15th, at CWCS and the CV renewal scheduled for January 20th, at the Modesto City Schools' board meeting. The new Communications Assistant has been hired and is completing onboarding, with an initial focus on organizing Parent Square communications. Tammy also updated the Board on the planned CV mural by a local artist with scheduling still in progress, and ongoing efforts to secure sidewalk painting for restorative practices. She presented a detailed overview of the school's implementation of restorative practices across all three

sites in partnership with Family Concern Counseling. Materials like clipboards by grade level, restorative question cards for staff, and structured classroom visits are already in place. Initial and ongoing training sessions have been held for staff and parents, with additional workshops still available. The team is also working to acquire a stencil that will visually guide students through the restorative process. It was noted that Tammy will lead the ACOE site visit during the Executive Director's planned absence for a personal milestone. Board members expressed interest in participating in a walkthrough of the restorative practices path once the stencil is available.

### **III. Consent Items**

#### **A. Approval of Minutes - August 28, 2025 Regular Meeting**

Motion to approve the minutes from Regular Meeting of the Board of Directors on 08-28-25.

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

#### **B. Approval of Minutes - September 3, 2025 Special Meeting**

Motion to approve the minutes from Special Meeting of the Board of Directors on 09-03-25.

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

#### **C. Approval of Minutes - September 4, 2025 Special Meeting**

Motion to approve the minutes from Special Meeting of the Board of Directors on 09-04-25.

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

#### **D. Approval of New Hires List**

#### **E. Approval of Separations List**

#### **F. Approval of the August 2025 Warrant Report from DMS for Connecting Waters Charter School**

#### **G. Approval of the August 2025 Warrant Report from DMS for Connecting Waters Charter School, East Bay**

#### **H. Approval of the August 2025 Warrant Report from DMS for Connecting Waters Charter School, Central Valley**

#### **I. Approval of 2025-2026 Education Specialist Pay Schedule**

#### **J. Approval of the Treasurer's Report for July-August 2025**

#### **K.**

## **Approval of May 20, 2025 -September 16, 2025, New Vendor List**

### **L. Approval of Items on the Consent Agenda**

K. Corrales made a motion to Approve Consent Items A-K with the removal of item I to be discussed below.

L. Addipah seconded the motion.

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

#### **Roll Call**

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

## **IV. Academic Excellence**

### **A. Academic Department - Presented by Lindy Janssen, Academic Director**

The Academic Director, Lindy Janssen, presented an update covering key initiatives for the 2025–26 school year. Highlights included progress under Proposition 28, such as expanded art and music opportunities across all campuses. The department introduced new A-G courses in Ethnic Studies and Computer Science, with Financial Literacy planned for future graduation requirements. Staffing updates included a new CTE Business teacher, a new Science Chair, and additional site administrators. Tiger Time continues to support academic and social-emotional learning for TK–12 students. The presentation also reviewed credentialing requirements and emphasized proactive hiring, teacher support, and continued program growth, particularly in arts and music.

### **B. Assessment Calendar - Presented by Amy Wood, Curriculum & Assessment Coordinator**

Amy Wood, the new Curriculum and Assessment Coordinator, introduced herself and shared her background in education and homeschooling. She provided an overview of the key assessment dates for the school year, including the I-Ready diagnostics, reading screenings, writing benchmarks, PSAT, A-G finals, ELPAC, mandatory school assessments, CASP, and AP exams. All dates had been previously shared with the Board. She also noted updates to testing logistics, including the distribution of USB headsets for all testing-age students, issuance of CW student IDs for 11th graders and those taking College Board assessments, and ensuring students have access to working Chromebooks to familiarize themselves with the devices before testing. The Board received her report and thanked her for her time.

## **V. Business and Operations**

**A. Human Resources and Financial Services - Presented by Charter Impact**

Adam Kaeli, co-CEO, Greg Burroughs, Director of Business Development, Maylen Naranjo, Director of Client Success, Marie Arce, Sr. Director of Client Finance from Charter Impact were with us both online and in person to share about their services and answer questions.

Our board thanked them for presenting to our staff the previous day and shared how much they appreciated the time they took to answer each question thoroughly.

**B. Approval of 2025 - 2026 Education Specialist Pay Schedule**

K. Corrales made a motion to to table the 2025 - 2026 Education Specialist Pay Schedule.

L. Addipah seconded the motion.

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

**Roll Call**

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

**C. Discussion of Chief Business Officer (CBO) Pay Range**

The Board held a discussion regarding establishing a pay range for the new Chief Business Officer (CBO) position. The Executive Director shared comparative salary data from nearby schools and similar organizations, noting that regional pay varies between approximately \$125,000 and \$216,000 depending on size, structure, and location. Board members discussed balancing competitive compensation with fiscal responsibility, considering factors such as experience, years in the role, and whether the position would be based in the Central Valley or East Bay. It was agreed that additional research would be conducted on comparable schools' salaries and experience levels before finalizing the range. The Board plans to review this data and take action to approve a pay range at the October meeting so the position can be posted promptly.

**D. Discussion of Food Truck Addition**

The Board discussed plans for the "Mobile Tiger Café," a mobile kitchen designed to support culinary arts programming at the East Bay campus, which currently lacks a kitchen facility. Staff have been working with Alameda County's Environmental Health Department to navigate the permitting process and plan to submit architectural designs for approval. A \$125,000 CTE grant has been requested to help fund the project, with

updates expected in January. The trailer will serve both educational and community engagement purposes, including student-led cooking and service projects. Once design plans are finalized, they will be brought to the Board for review, and the project may move forward prior to final grant approval if feasible.

**E. Review the Connecting Waters Charter School Monthly Financials Through August 2025**

Debbie Howard from Delta Managed Solutions (DMS) presented the August 2025 financials for all three Connecting Waters Charter Schools. She reviewed revenue, expenditures, and cash flow, noting that July and August are typically lean months due to delayed funding and limited expenses. Each school is currently on track financially, maintaining strong cash reserves and healthy fund balances. DMS highlighted the recent legislative updates impacting charter oversight, clarified distinctions between cash and fund balances, and introduced a new reporting feature to help board members better understand financial codes and vendor categories. Board members expressed appreciation for DMS's training and detailed reporting, which helped clarify the budget process.

**F. Review the Connecting Waters Charter School, East Bay Monthly Financials Through August 2025**

**G. Review the Connecting Waters Charter School, Central Valley Monthly Financials Through August 2025**

**H. Discussion of Connecting Waters Charter Schools 2024-2025 Unaudited Actuals**

The Board discussed the 2024-2025 Unaudited Actuals for Connecting Waters Charter Schools, addressing questions about the technical review checks (TRCs) that occur during the reporting process. The discussion clarified that no fatal errors were received, and this process is standard across schools in California. The board was invited to ask further questions regarding the Unaudited Actuals for the three schools.

**I. The Board took a short break after this item from 5:23-5:39**

**J. Review Proposed Survey Questions**

The Board reviewed the proposed survey questions, which are mandated and cannot be altered but were shared for transparency. The surveys are, significantly shorter than the previous years' lengthy versions, and are designed for specific grade levels (5th, 8th, and 11th) to align with state reporting requirements, focusing on student feedback about their experiences. The Board suggested clarifying terminology to replace terms such as "administrator," to ensure younger students understand the questions, and offered suggestions to improve clarity on parent surveys by specifying the particular focus areas within broader questions to avoid confusion. The group agreed these adjustments would

enhance the quality and usefulness of the survey data, and no further questions were raised.

## VI. Board Governance

### A. Appointment of Connecting Waters Charter Schools Board of Directors Secretary

E. Melton made a motion to nominate Kristen Corrales for the position of Board Secretary.

L. Addipah seconded the motion.

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

#### Roll Call

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

### B. Appointment of Connecting Waters Charter Schools Board of Directors Assistant Secretary

E. Melton made a motion to nominate Lydia Addipah for the position of Assistant Board Secretary.

K. Corrales seconded the motion.

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

#### Roll Call

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

### C. Board Remarks

The board introduced a new agenda item called "Board Remarks," allowing members a brief, three-minute opportunity to share recent activities or updates. Members reflected on the busy start of the school year and the adjustment process for new board members, emphasizing the effort involved in learning about ongoing initiatives and responsibilities. There was excitement about upcoming events, including the CSDC conference in early October and the A+ conference shortly after, with anticipation of sharing insights at future meetings. Overall, members expressed enthusiasm about the work ahead and the collaborative progress being made.

## VII. Closing Items

### A. Adjourn Meeting

L. Addipah made a motion to adjourn.

K. Corrales seconded the motion.

adjourned at 5:56 p.m.

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

#### Roll Call

K. Martin           Aye

E. Melton           Aye

K. Corrales         Aye

L. Addipah         Aye

S. Welch            Aye

J. Louie-Monzon   Aye

K. Fatima           Absent

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:56 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.