

APPROVED



## Connecting Waters Charter Schools

### Minutes

#### CWCS Board of Directors Meeting

(A California Non-Profit Public Benefit Corporation)

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#### Date and Time

Thursday November 20, 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, 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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**Directors Present**

E. Melton, K. Corrales, K. Fatima, K. Martin, L. Addipah, S. Welch

**Directors Absent**

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J. Louie-Monzon

**Ex Officio Members Present**

J. Levers

**Non Voting Members Present**

J. Levers

**Guests Present**

A. DeMore, L. Joseph, M. Miller (remote), T. Hushaw

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**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 Nov 20, 2025 at 3:06 PM.

**B. Roll Call**

**C. Approval of the November 20, 2025, Board of Directors Agenda**

K. Corrales made a motion to Approve the November 20, 2025, Board of Directors Agenda.

L. Addipah seconded the motion.

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

**Roll Call**

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

**D. Pledge of Allegiance**

Led by Kristen Corrales

**E. Hearing of the Public on Non-Agenda Items**

No members of the public wished to comment

**F. Hearing of the Public on Agenda Items**

No members of the public wished to comment

## **II. Administrative Reports**

### **A. Joanne Fountain - Delta Managed Solutions Presentation**

DMS provided an overview of its long-standing partnership with Connecting Waters, highlighting improvements in financial, HR, and technology systems, including upcoming dashboards, upgraded invoice processing, and a new payroll platform. They emphasized their strong audit history, employee-owned structure, and deep institutional knowledge, noting both the benefits of continued partnership and the risks associated with transitioning to a new provider. Staff expressed enthusiasm for the new tools, and board members acknowledged DMS's responsiveness and support.

### **B. Melissa Cripe, Guidance Counselor Director - Annual Department Report**

The Guidance Department, led by new director Melissa Cripe, introduced her team and provided updates on college, career, and student support initiatives. Board discussion focused on a-g/CTE participation at the sites, with members requesting student feedback and additional data to better understand student pathways and needs. Staff shared upcoming plans to expand CTE options, enhance hands-on opportunities through community college partnerships, and continue developing the Virtual College & Career Center, including the phased rollout of CaliforniaColleges.edu tools. The board also highlighted the department's strong crisis-response efforts and praised staff for their student-centered work and impactful support services.

## **III. Directors' Reports**

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

The Executive Director reported that the school officially closed on its new property and is progressing on several major initiatives, including the website update currently awaiting final, streamlined document transfers and the launch of a salary study after job descriptions are updated. She highlighted a productive visit to Columbia College, upcoming leadership structure changes inspired by recent coaching, and plans to shift directors into more accessible, conversation-focused workspaces. Calendar revisions are underway, including adding October non-instructional days based on board feedback. Board members requested follow-up presentations from staff, particularly regarding ES concerns, and student engagement.

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

The Deputy Executive Director highlighted the recent student activities, including the middle school dance which was successfully rebranded last-minute to boost participation and updates from resource centers, which will now provide regular, streamlined reports. Despite weather challenges, events such as the harvest festival, Club Connect, and Donuts with Directors saw strong engagement, and additional cross-campus activities are

planned for spring. Tammy also noted growing parent involvement and ongoing efforts to improve event planning timelines and communication, including clearer messaging that activities are open to all three school sites. Staff collaboration events, including an upcoming all-campus Friendsgiving, were also announced.

#### IV. Consent Items

##### A. Approval of Minutes - October 16, 2025, Regular Meeting

K. Fatima made a motion to approve the minutes from CWCS Board of Directors Meeting on 10-16-25.

K. Corrales seconded the motion.

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

##### B. Approval of New Hires List

##### C. Approval of the October 2025 Warrant Report from DMS for Connecting Waters Charter School

##### D. Approval of the October 2025 Warrant Report from DMS for Connecting Waters Charter School, East Bay

##### E. Approval of the October 2025 Warrant Report from DMS for Connecting Waters Charter School, Central Valley

##### F. Approval of the Revised 2025-2026 Certificated Pay Scale

##### G. Approval of the New Vendor List

##### H. Treasurer's Report: September - October 2025

##### I. Approval of Items on the Consent Agenda

K. Fatima made a motion to Approve Items A-I on the Consent Agenda.

K. Corrales seconded the motion.

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

##### Roll Call

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

#### V. Items Scheduled for Consideration and/or Action

**A. Approval of the Connecting Waters Charter School's 2025-2026 First Interim Budget Report**

K. Corrales made a motion to Approve the Connecting Waters Charter School's 2025-2026 First Interim Budget Report.

L. Addipah seconded the motion.

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

**Roll Call**

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

**B. Approval of the Connecting Waters Charter School - East Bay's 2025-2026 First Interim Budget Report**

L. Addipah made a motion to Approve the Connecting Waters Charter School - East Bay's 2025-2026 First Interim Budget Report.

K. Corrales seconded the motion.

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

**Roll Call**

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

**C. Approval of the Connecting Waters Charter School - Central Valley's 2025-2026 First Interim Budget Report**

S. Welch made a motion to Approve the Connecting Waters Charter School - Central Valley's 2025-2026 First Interim Budget Report.

L. Addipah seconded the motion.

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

**Roll Call**

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

**Roll Call**

K. Fatima Aye  
K. Martin Aye

**D. Approval of the Connecting Waters Charter Schools 2024-2025 Annual Independent Financial Audit**

K. Corrales made a motion to Approve the Connecting Waters Charter Schools 2024-2025 Annual Independent Financial Audit.

L. Addipah seconded the motion.

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

**Roll Call**

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

**E. Discussion of Board Committees and Approval of a Board Governance Committee**

E. Melton made a motion to Table the item E. Discussion of Board Committees and Approval of a Board Governance Committee.

L. Addipah seconded the motion.

The board held an in-depth discussion about forming a Governance Committee to streamline policy and governance work outside of full board meetings. Members reviewed expectations, Brown Act requirements, meeting frequency, and concerns about creating a “mini-board” or unintentionally excluding non-committee members. Questions remained about structure, scope, and whether certain committees should instead fall under the Executive Director. Ultimately, the board agreed to table the item, gather questions and feedback through Laura, and revisit the proposal with clearer parameters at the December 11 meeting.

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

**Roll Call**

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

**F. Ratification of Creation of New Position: Central Services Coordinator**

K. Corrales made a motion to Ratify the Creation of New Position: Central Services Coordinator and the 2025-2026 Pay Scale.

K. Fatima seconded the motion.

The board reviewed and ratified the creation of a new Central Services Coordinator position, developed after the former site coordinator role proved too large to fill and broader needs around mentorship, safety, and classified staff support became clear. Leadership explained that the new role, filled by an internal candidate, strengthens site-level autonomy and provides mentoring and safety oversight across all three campuses. The board chair also addressed an anonymous comment suggesting the position required public approval, clarifying that while not legally required, placing it on the agenda aligned with best-practice transparency. The board affirmed its commitment to open communication and unanimously approved the new position and corresponding pay scale.

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

**Roll Call**

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

**VI. Items scheduled for Information & Discussion**

**A. First Read: Connecting Waters Charter Schools 2026-2027 School Calendar**

The board conducted a first read of the 2026–2027 school calendar drafts, reviewing staff and ES feedback indicating that Draft A was the preferred option, with Draft B second. Adjustments were discussed to restore October days off while still meeting calendar-day compliance, resulting in the development of a new Draft F, which will be shared with staff and parents for input. Board members raised questions about instructional day counts, holiday lengths, random April non-instructional days, and ensuring all staff received the drafts. No action was taken, as this item was for information and discussion only.

**B. First Read: CWCS Obsolete and Discarded Textbook Policy and Process**

The board held a first read of the updated obsolete and discarded textbook policy, which outlines the legally required process for properly disposing of textbooks. Jerri explained that the revision documents the step-by-step workflow to prevent disruptions and ensure compliance, and clarified that this policy applies only to textbooks not other obsolete materials. Board members requested clearer wording to show the required order of disposal steps so staff understand that the sequence must be followed.

**C.**

### **First Read: Connecting Waters Charter Schools California Employee Residency and Relocation Policy**

The board conducted a first read of a new employee residency and relocation policy. Jerri explained that while the school's attorneys have advise against employing out-of-state staff, the school previously had no formal policy, so this document establishes procedures and identifies certain "knockout states" that are too difficult to work with. The policy does not ban relocation outright but requires employees to notify administration so the school can determine whether the move and the role are workable. Board members were reminded to send feedback or questions directly to Jerry before the next draft.

#### **D. Back Office Provider Discussion**

The board discussed their back office provider options, including DMS, Nine Dot, and Charter Impact, noting that EdTec was not pursued further. DMS has a long history with the school and strong institutional knowledge, while Charter Impact offers advanced technology solutions, and Nine Dot is the most expensive with limited experience outside Learn for Life schools. Board members will receive an updated side-by-side comparison and a staff survey to provide feedback on pros, cons, and transition challenges for each provider. The goal is to make a decision by December to allow onboarding in January, though an extra month is allowed if needed for review. Ongoing issues like late reimbursements and payroll complications were clarified, and improvements, including an online reimbursement process, are being implemented.

#### **E. Math Curriculum Adoption Policy and Timeline**

The board reviewed the math curriculum adoption policy and timeline, noting that adoption will occur next year after a thorough piloting phase. Parents and teachers will pilot multiple curriculums to provide feedback on usability, effectiveness, and fit for the school's model. The review team includes two math specialists, the math department chair, the curriculum director, participating teachers, and parents. This process ensures informed decisions, especially since the current curriculum will no longer be printed.

#### **F. Teacher Assignment Monitoring Outcomes Report**

The board reviewed the Teacher Assignment Monitoring Outcomes Report (TAMOS), which tracks teacher credentials and assignment alignment as part of the state accountability system. The report identifies misassignments, where a teacher is not properly credentialed for a core subject, while "out-of-field" assignments are allowed under local assignment options with proper support. The report ensures transparency and compliance, covering any subject with a state-issued credential requirement, not just the traditional core subjects.

#### **G. Board Remarks**

During board remarks, members highlighted community support efforts, including a Thanksgiving meal giveaway at Life Connection Church and ongoing food drives in the

East Bay. They also shared how Parsec Education is contributing funds that would have gone to holiday gifts to directly support students in need, such as providing clothing and essentials. The board expressed gratitude for these efforts and discussed sending thank-you notes to acknowledge the generosity.

## VII. Hearing of the Public on Closed Session Items

### A. Report on public comments

No members of the public wish to comment at this time.

## VIII. Closed Session

### A. Public Employee: Discipline/Dismissal/Release

The Board went into closed session at 5:38 p.m.

## IX. Report on Closed Session Actions

### A. Public Employee: Discipline/Dismissal/Release

Nothing to report at this time.

## X. Closing Items

### A. Adjourn Meeting

L. Addipah made a motion to Adjourn the Meeting.

K. Corrales seconded the motion.

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

#### Roll Call

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:32 PM.

Respectfully Submitted,  
E. Melton

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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.