

APPROVED



Connecting Waters Charter Schools

Minutes

CWCS Board of Directors Meeting

(A California Non-Profit Public Benefit Corporation)

Date and Time

Thursday January 22, 2026 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>

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, K. Corrales, K. Fatima, K. Martin, L. Addipah

Directors Absent

S. Welch

Guests Present

A. DeMore, L. Joseph, M. Miller, T. Hushaw

I. Opening Items

A. Call the Meeting to Order

B. Roll Call

C. Approval of the January 22, 2026, Board of Directors Agenda

K. Corrales made a motion to Approve the January 22, 2026, Board of Directors Agenda.

K. Martin seconded the motion.

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

Roll Call

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

D. Pledge of Allegiance

Led by: Lydia Addipah

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. California Dashboard Update & Mid-Year LCAP Update

The Board received an administrative report on the California Dashboard results and the midyear LCAP update. The Dashboard results indicated that all three schools are currently rated as mid-performing, reflecting solid progress with continued opportunities for growth toward high-performing status. The midyear LCAP update reviewed progress on the three established goals, noting positive movement across all areas, with additional

discussion planned later in the meeting related to one specific program. Overall, the report indicated that the schools are in good standing and moving in a positive direction, and the Board was invited to ask questions.

B. Math Interventions - Presented by Debbie Kutz, Math Specialist

The Board received Math Specialist, Debbie Kutz's, presentation on math interventions, including an overview of how core instruction, Tiger Time, and targeted interventions work together to support student learning. It was clarified that Tiger Time supports tier one instruction, while additional math interventions, including developmental and boost classes and online programs, address specific skill gaps. The discussion also highlighted available supports for families, such as parent workshops, access to instructional materials for home use, and opportunities to connect with staff for additional guidance. Board discussion acknowledged that the program is still in its first year, noted positive progress so far, and emphasized the importance of continuing to refine interventions to better support students who are not yet meeting grade-level expectations.

III. Directors' Reports

A. Executive Director's Report

The Board received a verbal Executive Director report given by Deputy Executive Director, Tammy Hushaw, highlighting recent activities and operational updates. Staff engagement efforts included an online holiday gathering, and the decision to provide paid winter break for classified staff was noted as a positive change that supported employee well-being. An update was provided on facilities, with current building plans paused while options for limited property use are being explored. The Board was also informed of a recent charter renewal meeting with the authorizer, which included positive feedback and no outstanding questions, as well as updates on website compliance work and current open enrollment for the remainder of the school year.

B. Deputy Executive Director Spotlight

The Board received the Deputy Executive Director Spotlight report, given by Tammy Hushaw, which included an update on the inaugural ROAR awards ceremonies recognizing classified staff, certificated staff, and students across all sites, as well as student achievement awards related to academic progress. The report noted strong student and family participation at the ceremonies and positive community engagement. An update was also provided on Proposition 28, including clarification of budget corrections and the multi-year expenditure timeline for allocated funds. Additional updates included resource center reports, the availability of follow-up for questions, and an upcoming regional meeting to be hosted on campus for non-classroom-based school leaders and partners.

IV. Consent Items

A.

Approval of Minutes - December 11, 2025, Regular Meeting

J. Louie-Monzon made a motion to approve the minutes from CWCS Board of Directors Meeting on 12-11-25.

L. Addipah seconded the motion.

As part of the consent agenda

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

B. Approve Minutes from December 11, 2025, Special Meeting

J. Louie-Monzon made a motion to approve the minutes from Special CWCS Board of Directors Meeting on 12-11-25.

L. Addipah seconded the motion.

As part of the consent agenda

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

C. Approval of New Hires List

D. Approval of Separations

E. Approval of the November 2025 Warrant Report from DMS for Connecting Waters Charter School

F. Approval of the November 2025 Warrant Report from DMS for Connecting Waters Charter School, East Bay

G. Approval of the November 2025 Warrant Report from DMS for Connecting Waters Charter School, Central Valley

H. Approval of the December 2025 Warrant Report from DMS for Connecting Waters Charter School

I. Approval of the December 2025 Warrant Report from DMS for Connecting Waters Charter School - East Bay

J. Approval of the December 2025 Warrant Report from DMS for Connecting Waters Charter School - Central Valley

K. Treasurer's Report for November - December 2025

L. Approval of Items on the Consent Agenda

J. Louie-Monzon made a motion to Approve Items on the Consent Agenda.

L. Addipah seconded the motion.

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

Roll Call

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

V. Items Scheduled for Consideration and/or Action

A. Approval of the Accountability Report Card (SARC) 2024-2025 Data for Connecting Waters Charter School

K. Corrales made a motion to Approve the Accountability Report Card (SARC) 2024-2025 Data for Connecting Waters Charter School.

L. Addipah seconded the motion.

The Board reviewed the annual accountability report card for the school, which provides a public overview of school conditions, demographics, and performance and is aligned with the LCAP. It was clarified that the report is generated using a state-provided template with narratives completed by school staff, serves as an informational report for the public, and does not include testing results or carry consequences.

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

Roll Call

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

B. Approval of the Accountability Report Card (SARC) 2024-2025 Data for Connecting Waters Charter School - East Bay

K. Corrales made a motion to Approve the Accountability Report Card (SARC) 2024-2025 Data for Connecting Waters Charter School - East Bay.

K. Martin seconded the motion.

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

Roll Call

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

Roll Call

K. Corrales Aye
K. Fatima Absent

C. Approval of the Accountability Report Card (SARC) 2024-2025 Data for Connecting Waters Charter School - Central Valley

K. Martin made a motion to Approve the Accountability Report Card (SARC) 2024-2025 Data for Connecting Waters Charter School - Central Valley.

K. Corrales seconded the motion.

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

Roll Call

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

D. Approval of the 2025-2026 Governance Committee Meeting Schedule and Committee Directives

K. Martin made a motion to Approve the 2025-2026 Governance Committee Meeting Schedule and Committee Directives.

L. Addipah seconded the motion.

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

Roll Call

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

E. Approval of New Position: Re-Engagement Team Coordinator

L. Addipah made a motion to Approve New Position: Re-Engagement Team Coordinator.

K. Martin seconded the motion.

The Board considered approval of a new part-time Re-Engagement Team Coordinator position to support an increased number of student re-engagement meetings and improve follow-up and monitoring for students struggling with attendance and coursework. The position was proposed to help manage the growing need for accountability and intervention while allowing existing staff to focus on other

responsibilities. It was noted that the position would be posted internally and externally, and a job description would be provided to board members.

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

Roll Call

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

F. Approval of New Position: Employee Relations Specialist

K. Corrales made a motion to Table Approval of New Position: Employee Relations Specialist to the next meeting.

K. Martin seconded the motion.

The Board discussed a proposed Employee Relations Specialist position intended to provide higher-level human resources support, including employee relations, investigations, compliance, and oversight of existing HR functions. Board members requested additional time to review the job description and seek clarification on the role's scope and leadership responsibilities. By consensus, the Board voted to table the item for consideration at a future meeting.

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

Roll Call

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

G. Approval of New Position: Curriculum Specialist

K. Martin made a motion to Table Approval of New Position: Curriculum Specialist to the next meeting.

L. Addipah seconded the motion.

The board discussed the proposed Curriculum Specialist position, noting the need to separate curriculum responsibilities from accountability due to growth and increased curriculum demands. While there was general agreement that a dedicated curriculum role is needed, board members requested additional time to review and refine the job description, including experience requirements and internal input. The board agreed to table the item until the next meeting to allow for further review and clarification before approval.

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

Roll Call

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

H. Approval of New Position: Accountability Coordinator

K. Corrales made a motion to Table Approval of New Position: Accountability Coordinator to the next meeting.

K. Martin seconded the motion.

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

Roll Call

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

I. Approval of New Policy: Student Behavioral Health Referral Protocols

K. Martin made a motion to Approve the New Policy: Student Behavioral Health Referral Protocols.

K. Corrales seconded the motion.

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

Roll Call

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

J. Board of Directors Member K. Fatima arrived at 4:17 p.m.

K. Approval of the Amended Board of Directors Meeting Dates 2025-26

K. Corrales made a motion to Approve the Amended Board of Directors Meeting Dates 2025-26.

K. Martin seconded the motion.

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

Roll Call

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

VI. Items scheduled for Information & Discussion

A. Second Read: Board of Director Meeting Dates for 2026-2027

The Board reviewed and discussed draft calendars for 2026–2027 board meetings, including options for regular monthly meetings and additional “as-needed” meetings to accommodate heavy agendas. Adjustments were proposed to ensure timely review of critical reports, and it was noted that these as-needed dates serve as placeholders to help board members plan their schedules. A final vote on the calendar will occur at a future meeting.

B. First Read: Comprehensive School Safety Plan for Connecting Waters Charter Schools (Waterford, East Bay and Central Valley)

The Board conducted the first read of the Comprehensive School Safety Plan, for each school presented by Nathan Meginness, Safety Team Leader, while noting minor differences in formatting and specific site needs. Highlights included implementing at-home safety drills for students and addressing student climate survey findings. Board members were reminded that this is a first read and further review and refinements will occur before final adoption.

C. First Read: Connecting Waters Charter Schools Employee Handbook for 2026-2027

The Board conducted the first read of the Connecting Water Charter Schools Employee Handbook for 2026–2027, which has been reviewed by legal and includes updates such as the employee relocation plan. Members were reminded this is a first read, with approval planned for the March board meeting to align with employee contracts, and that revisions can still be made based on governance committee recommendations. The handbook will be distributed electronically, with page numbers maintained for ease of reference.

D. Review: December 2025 Monthly Financials for Connecting Waters Charter Schools (Waterford, East Bay, and Central Valley)

No comments

E.

Review: Tiger Time Survey Results - Employees

The Board reviewed the results of the staff Tiger Time survey and discussed actions already taken in response, including adjustments to substitute coverage, optional department meetings, excusing certain teachers from Friday sessions, and additional professional development for collaboration. The administration emphasized that staff feedback was considered in planning these immediate changes and that further planning for next year is underway. Board members also noted the importance of understanding the school's planned responses to survey results, which will be shared following review and discussion with cabinet.

F. Review: Fall Canvas Survey Results - Parent / Students

The Board continued their discussion regarding the staff and student survey results.

G. Board Remarks

Board members shared reflections on attending the Modesto City Schools renewal, noting it was a valuable and confidence-boosting experience. They highlighted the positive engagement of students, the insightful guidance from the MCS board, and the opportunity to see the impact of the school's work on individual students. Members expressed pride in the school community, including staff, students, and families, and recognized the event as a meaningful affirmation of their efforts.

VII. Report on Closed Session Actions

A. Threat to Public Services or Facilities

No action taken

B. Public Employee Discipline/Dismissal/Release

The Board took action by a unanimous vote of six to zero to authorize legal counsel to retain a licensed third-party investigator to investigate an anonymous complaint filed with the Alameda County Office of Education on January 10, 2026.

C. Public Employee Performance Evaluation

Nothing to report

VIII. Closing Items

A. Adjourn Meeting

K. Corrales made a motion to Adjourn Meeting.

K. Martin seconded the motion.

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

Roll Call

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:46 AM.

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.