

APPROVED



Connecting Waters Charter Schools

Minutes

CWCS Board of Directors Meeting

(A California Non-Profit Public Benefit Corporation)

Date and Time

Thursday February 5, 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. Martin, S. Welch

Directors Absent

K. Fatima, L. Addipah

Guests Present

L. Joseph

I. Opening Items

A. Call the Meeting to Order

B. Roll Call

C. Approval of the February 5, 2026, Board of Directors Agenda

K. Corrales made a motion to Approval.

S. Welch seconded the motion.

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

Roll Call

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

K. Corrales made a motion to Approve the February 5, 2026, Board of Directors Agenda.

S. Welch seconded the motion.

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

Roll Call

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

D. Pledge of Allegiance

Led by: K. Corrales

E. Hearing of the Public on Non-Agenda Items

Executive Director, Jerri Levers addressed the Board regarding her leave of absence.

Jeffrey Levers, Jerri's spouse addressed the Board regarding Jerri's leave of absence.

F. Hearing of the Public on Agenda Items

No comments from the public.

II. Items scheduled for Information & Discussion

A. Review of Comparable Compensation Data for Charter School Executive Directors/Principals/Heads of School

The Board reviewed a compensation study prepared by an independent firm analyzing comparable executive director/head of school roles at peer charter schools within the same county, using publicly available data from recent school years. The study provided a comparative overview of base compensation and benefits for similarly sized schools, and no board action was taken following the discussion.

III. Hearing of the Public on Closed Session Items

A. No comments from the public.

Went in to closed session at 3:16 p.m.

IV. Report on Closed Session Actions

A. Public Employee Discipline/Dismissal/Release

The board took action by a vote of five to zero to authorize the retention of an outside investigator to investigate an anonymous complaint filed with the Alameda County Office of Education against CWCS.

B. Public Employment

There is nothing to report.

V. Return to Open Session

A. Returned to open session at 7:22 p.m.

Board Member Jennifer Louie-Monzon left during closed session at 5:15 p.m.

VI. Items Scheduled for Consideration and/or Action

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

K. Corrales made a motion to Table item A. Oral Report of Executive Compensation Paid to the Acting Executive Director to be addressed at the next meeting.

K. Martin seconded the motion.

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

Roll Call

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

B. Approval of Employment Agreement Amendment for Acting Executive Director

K. Martin made a motion to Table item B. Approval of Employment Agreement Amendment for Acting Executive Director to be addressed at the next meeting.

K. Corrales seconded the motion.

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

Roll Call

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

C. Approval for Columbia Bank to add Tammy LaRee Hushaw, Acting Executive Director as an authorized primary signatory signer on the Connecting Waters Charter Schools business checking (ADA / Revenue Funding) account ending 4975.

K. Corrales made a motion to Approve Columbia Bank to add Tammy LaRee Hushaw, Acting Executive Director as an authorized primary signatory signer on the Connecting Waters Charter Schools business checking (ADA / Revenue Funding) account ending 4975.

S. Welch seconded the motion.

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

Roll Call

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

D.

Approval for BMO to add Tammy LaRee Hushaw, Acting Executive Director as an authorized primary signatory signer on the Connecting Waters Charter Schools business checking (Donation Funding) account ending 8169.

K. Martin made a motion to Approve BMO to add Tammy LaRee Hushaw, Acting Executive Director as an authorized primary signatory signer on the Connecting Waters Charter Schools business checking (Donation Funding) account ending 8169.

K. Corrales seconded the motion.

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

Roll Call

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

E. Approval of New Position: Employee Relations Specialist

K. Martin made a motion to Approve the New Position: Employee Relations Specialist.

K. Corrales seconded the motion.

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

Roll Call

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

F. Approval of New Position: Curriculum Specialist

K. Martin made a motion to Approve the New Position: Curriculum Specialist.

K. Corrales seconded the motion.

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

Roll Call

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

G.

Approval of New Position: Accountability Director

K. Martin made a motion to Approve the New Position: Accountability Director.

K. Corrales seconded the motion.

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

Roll Call

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

H. Approval of Newly Retitled Position: Sites and Events Coordinator

K. Martin made a motion to Approval of Newly Retitled Position: Site and Events Assistant.

K. Corrales seconded the motion.

The Acting Executive Director indicated that the agenda had the incorrect title for this position listed and that it should be Site and Events Assistant.

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

Roll Call

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

I. Approval of the Alternative Workweek 9/80 Employee Schedule

K. Martin made a motion to Table item I. Approval of the Alternative Workweek 9/80 Employee Schedule to be addressed at the next meeting.

K. Corrales seconded the motion.

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

Roll Call

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

VII. Additional items scheduled for Information & Discussion

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

The Board conducted a third review of proposed Board of Directors meeting dates for the 2026–2027 school year, with two revised draft calendars presented for consideration. The revisions were based on a comprehensive review of annual schedules, including key deadlines and conferences, to ensure the dates reflect the overall calendar more accurately. Board members were invited to provide feedback, with the intent to bring the calendar forward for approval at the next meeting.

B. First Read: CWCS Policy Regarding Immigration Enforcement Activity

The Board conducted a first read of the policy regarding immigration enforcement activity, which updates an existing policy to incorporate newly passed legislation. The revised policy includes clarified response procedures, reinstates a provision requiring continuous staff supervision of students for safety, and adds supporting documentation for review. Board members were invited to ask questions and provide feedback during the discussion.

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

The Board conducted a second read of the Employee Handbook for the 2026–2027 school year, which had been previously reviewed and is scheduled to return for further consideration at a future meeting. Board members were reminded to review the document and were invited to ask questions, with none raised during the discussion.

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

The Board conducted a second read of the Comprehensive School Safety Plans for the Waterford, East Bay, and Central Valley sites, noting that the plans are largely consistent with site-specific adjustments. The plans will be presented separately for individual approval at a future meeting, and no questions were raised during the discussion.

E. Board Remarks

During Board remarks, members shared reflections on attending a recent two-day governance workshop focused on effective board–leadership collaboration and student outcomes. The experience was described as intensive, reflective, and impactful, with an emphasis on thoughtful discussion and accountability. The Board was encouraged to engage with related professional reading materials to support continued growth and effectiveness in serving students.

VIII. Closing Items

A. Adjourn Meeting

S. Welch made a motion to Adjourn the Meeting.

K. Martin seconded the motion.

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

Roll Call

L. Addipah Absent

K. Martin Aye

K. Fatima Absent

E. Melton Aye

J. Louie-Monzon Absent

S. Welch 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 7:44 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.