

Adopted Minutes
Regular Meeting of the
Board of Directors
Connecting Waters Charter Schools
(A California Non-Profit Public Benefit Corporation)

Meeting Location

Connecting Waters Charter Schools Back Classroom
12420 Bentley Street, Waterford, CA 95386, Entrance is facing G Street

Additional teleconference Locations

Connecting Waters East Bay Resource Center, Room Office/Lab Portable
Located at 703 C Street, Union City, CA 94587, and
Connecting Waters Central Valley Resource Center, Conference Room
Located at 2300 E. Briggsmore Ave. Modesto, CA 95355

Tuesday, March 19, 2024
2:00 p.m. (Regular Meeting)

This agenda is posted at Connecting Waters Charter Schools, 12420 Bentley Street, Waterford, CA 95386. This agenda was also posted at least 72 hours before the meeting at the Connecting Waters Charter School Resource Center, 12705 Bentley Street, Waterford CA, 95386, Connecting Waters Central Valley Resource Center, 2300 E. Briggsmore Avenue, Modesto, CA 95355, and the Connecting Waters East Bay Resource Center, 703 C Street, Union City, CA 94587.

**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.
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 five (5) 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 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.

A. **Call To Order** (Time: 2:06 pm)

B. **Roll Call**

Name	Present	Late	Absent
Avila, Robert	X		
Cerruti, Bonnie		X (3:13 pm)	
Davis, Denise	X		
Fatima, Kaneez		X (3:06 pm)	
Louie-Monzon, Jennifer		X (3:04 pm)	
Melton, Erika	X		
Vieira, Nina	X		

C. **Approval of Agenda**

Motion to approve the March 19, 2024 Board of Directors Meeting Agenda.

On motion duly made by Erika Melton, seconded by Robert Avila.

Ayes: 4 Noes: 0 Absent: 3 Abstained:

The Board has approved the March 19, 2024, Board of Directors Meeting Agenda.

D. **Hearing of the Public on Closed Session Items**

Members of the public may be heard on any Closed Session item. A person addressing the Board will be limited to 3 minutes, unless the Chairman of the Board grants a longer period of time.

E. **Closed Session** (Time: 2:08 pm)

E.1. Confidential Student Drop Appeal Education Code 48912

Student Identification Number: 35708

E.2. Confidential Student Drop Appeal Update Education Code 48912

Student Identification Number: 35425

E.3. Public Employee: Discipline / Dismissal / Release

E.4. Public Employment

Title: Executive Director (Successor)

F. **Report on Closed Session Actions**

Report on Closed Session Actions that are required to be disclosed pursuant to Government Code section 54957.1

F.1. Appeal: Student No. 35708

Mrs. Nina Vieira had stated that more information was needed regarding the student appeal. The appeal is set to be scheduled at a time that has yet to be determined.

F.2. Appeal Update: Student No. 35425

Mrs. Nina Vieira had stated that no further action had been taken at this time.

F.3. Public Employee: Discipline / Dismissal / Release

Mrs. Nina Vieira had stated that no further action had been taken at this time.

F.4. Public Employment

Title: Executive Director (Successor)

Mrs. Nina Vieira had stated that no further action had been taken at this time. It was also noted Jennifer left at 5:18pm.

G. Return to Open Session (Time: 5:39 pm)

H. Pledge of Allegiance Led by: Robert Avila

I. Hearing of the Public

Non-agenda items: no individual presentation shall be for more than three (3) minutes and the total time for this purpose shall not exceed fifteen (15) minutes. Ordinarily, Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation. 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.

We had two speakers, Susan Hickock and Mary Halter, for this portion of the Board Meeting. Mrs. Nina Vieira set a three minute time limit for both speakers.

Assessment and Program Coordinator Sue Hicock addressed the Board regarding Compensation for her position at CWCS.

Board Chair Nina Vieira stated the Board would take Mrs. Hickok's statement into consideration.

Guidance Director and Counselor presented concerns regarding Operational Concerns and compensation for her position at CWCS.

Board Chair Nina Vieira stated the Board would take Mrs. Halter's statement into consideration.

J. Executive Director's Report

Executive Director's Report: This is a presentation of information which has occurred since the previous Board meeting.

Mrs. Nelson shared her report to the Board of Directors. She provided updates and news for each of our CWCS charter schools. She also gave a summary of various meetings and events she had attended and/or participated in. She also presented a new survey program the school will be testing out for the remainder of the school year as well.

K. Consent Items

All matters listed under the consent agenda are considered by the Board to be routine and will be approved/enacted by the Board in one motion in the form listed below. Unless specifically requested by a Board member or a member of the public to be removed from the Consent Agenda for discussion, there will be no discussion of these items prior to the Board voting on them. The Executive Director and Board Chair recommend approval of all consent agenda items.

Motion to approve consent items K.1. through K.9.

On motion duly made by Robert Avila, seconded by Erika Melton

Ayes: 6 Noes: Absent: 1 Abstained:

The Board has approved the consent items K.1. through K.9.

K.1. Approval of Previous Meeting Minutes

Motion to approve the Board of Directors minutes for – February 27, 2024 Regular Meeting.

K.2. Approval of Previous Special Meeting Minutes

Motion to approve the Board of Directors minutes for – March 5, 2024 Special Meeting.

K.3. Approval of New Hires

Melissa Estes, Bilingual Aide / Site Assistant
Ariana Reyes, Site Assistant (CWEB)
Selia Lomeli, Library / Site Assistant

K.4. Approval of Separations

Margaret Lynch, Intake / Student Records

K.5. Approval of the February 2024, Warrant Report from DMS for Connecting Waters Charter School

Motion to approve the February 2024, Warrant Report from DMS.

K.6. Approval of the February 2024, Warrant Report from DMS for Connecting Waters Charter School, East Bay

Motion to approve the February 2024, Warrant Report from DMS.

K.7. Approval of the February 2024, Warrant Report from DMS for Connecting Waters Charter School, Central Valley

Motion to approve the February 2024, Warrant Report from DMS.

K.8. Approval of the Connecting Waters Charter Schools New Vendor Report for March 2024

Approval of the Connecting Waters Charter Schools New Vendor Report for March 2024.

K.9. Approval of the Connecting Waters Charter Schools Treasurer's Report for January 2024 - February 2024.

Approval of the Connecting Waters Charter Schools Treasurer's Report for January 2024 - February 2024.

L. Items Scheduled for Consideration and/or Action

L.1. Review of the Connecting Waters Charter School's School Wide Action Plan 2023 - 2026

- L.2. Review of the Connecting Waters Charter School, East Bay's School Wide Action Plan 2023 - 2026**
- L.3. Review of the Connecting Waters Charter School, Central Valley's School Wide Action Plan 2023 - 2026**
- L.4. Review Connecting Waters Charter School Monthly Financials Through February**
- L.5. Review Connecting Waters Charter School, East Bay Monthly Financials Through February**
- L.6. Review Connecting Waters Charter School, Central Valley Monthly Financials Through February**
- L.7. Approval of Connecting Waters Charter Schools ES Non-Exempt Salary Schedule**

Motion to approve the Connecting Waters Charter Schools ES Non-Exempt Salary Schedule.

Mrs. Nelson had explained the reason the ES scales were being brought back to the Board's attention was because the ES scales had not been updated to reflect the 3% increase that was planned in the budget which is 2% increase to the base salary and 1% in the step as applicable for the ES exempt scale.

At this time Mrs. Nina Vieira had asked Sherri how Calsters was calculating retirement with the steps and the 3 percent. Mrs. Nelson explained yes CALSTRS looks at both the base pay and the steps. For ES's they include AESS into the base rate in addition to the step, for their retirement. They also incorporate Masters and Doctorate degrees stipends as well.

On motion duly made by Erika Melton, seconded by Denise Davis.

Ayes: 6 Noes: Absent: 1 Abstained:

The Board has approved the Connecting Waters Charter Schools ES Non-Exempt Salary Schedule.

- L.8. Approval of Connecting Waters Charter Schools ES Exempt Salary Schedule**

Motion to approve the Connecting Waters Charter Schools ES Exempt Salary Schedule.

Mrs. Nina Vieira had asked Sherri if the same explanation had applied and Mrs. Nelson confirmed, yes, the same explanation but the increase was applied to each step.

On motion duly made by Kaneez Fatima, seconded by Robert Avila.

Ayes: 6 Noes: Absent: 11 Abstained:

The Board has approved the Connecting Waters Charter Schools ES Exempt Salary Schedule.

L.9. Approval of Connecting Waters Charter Schools Small Group Instructor Salary Schedule

Motion to approve the Connecting Waters Charter Schools Small Group Instructor Salary Schedule.

Mrs. Nelson had explained the beginning step was changed to start at \$16 to meet the minimum wage requirement.

On motion duly made by Bonnie Cerruti, seconded by Kaneez Fatima.

Ayes: 6 Noes: Absent: 1 Abstained:

The Board has approved the Connecting Waters Charter Schools Small Group Instructor Salary Schedule.

L.10. Review Connecting Waters Schools Staff and ES Instructor Culture Survey, Administrative Responses

Mrs. Nina Vieira had asked about how many responses we had received versus potential responses. Sherri had stated we had 10 responses out of approximately 25 potential responses but will get the exact numbers for the board.

L.11. Review Connecting Waters Schools Staff and ES Instructor Culture Survey, Classified Responses

Mrs. Nina Vieira had asked about how many responses we had received versus potential responses. Sherri had stated we had 41 responses out of approximately 55 to 60 potential responses.

Mr. Avila had asked Sherri for those who didn't answer, were they not participating due to a fear of speaking up? Mr. Avila had also asked how do we change that culture to get at least 80 plus percent to respond?

Mrs. Nelson explained some of the policies and procedures the School has in place to protect staff. Additionally, she explained a new survey program the school is on trial with. The survey platform is a third party organization with quick and easy surveys to check in with staff and the data we receive stays completely anonymous. The app also saves the way they receive responses as preferred preference for future surveys being sent out.

L.12. Review Connecting Waters Schools Staff and ES Instructor Culture Survey, ES Responses

Mrs. Nina Vieira had asked about how many responses we had received versus potential responses. Sherri had stated we had 81 responses out of approximately 100 potential responses.

L.13. Review Connecting Waters Schools Staff and ES Instructor Culture Survey, Certified Staff and RSP Responses

Mrs. Nina Vieira had asked about how many responses we had received versus potential responses. Sherri had stated we had 5 responses out of approximately 10 potential responses.

Mr. Avila had asked how many employees the school had and Mrs. Nelson had stated there were approximately 180 total employees.

L.14. Review Connecting Waters Schools Staff and ES Instructor Culture Survey, SGI Responses

Mrs. Nina Vieira had asked about how many responses we had received versus potential responses. Sherri had stated we had 41 responses out of approximately 15 to 20 potential responses.

Mrs. Nelson had explained she believed some of the SGI's may not have been as connected to some of the questions as others. Some of the SGI's are not physically at the centers very much.

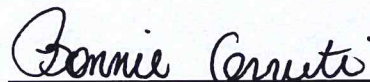
M. Adjournment (Time: 6:16 pm)

Motion to adjourn the meeting.

On motion duly made by Robert Avila, seconded by Bonnie Cerruti.

Ayes: 6 Noes: 0 Absent: 1 Abstained: 0

The Board approved to adjourn the meeting.



Bonnie Cerruti, Board Secretary

LCAP/WASC Goals

1. Increase percent of students who are on-track to graduate college and career ready.
2. Close the achievement gap in the low performing students in English and Math.
3. Increase the percentage of EL students who achieve proficiency in English Language Arts and Math.
4. Community Outreach to foster positive relationships.