



# Oasis Charter Public School

A small school for kids with BIG ideas.

1135 Westridge Parkway, Salinas, CA 93907  
T: (831) 424-9003 F: (831) 424-9005 [www.oasischarterschool.org](http://www.oasischarterschool.org)

## Under Construction Education Network (UCEN) Board of Trustees Meeting

### Regular Board Meeting Agenda

Tuesday, June 30, 2026  
5:15 p.m.

Join Zoom Meeting

<https://zoom.us/j/92337170487?pwd=Yy09dMjjiTJ9D9dYQqgxJaBBm6Lw.1>

**Meeting ID: 923 3717 0487**

**Passcode: 127479**

**By Phone: (669) 900-9128**

**Members of the public may join the meeting in-person at the address listed below.  
Please read Information for the Public section below on public participation.**

**Oasis Charter Public School Boardroom  
1135 Westridge Parkway  
Salinas, CA 93907**

#### **INFORMATION FOR THE PUBLIC**

- I. For persons wishing to address the Board of Directors: The public is encouraged to attend and participate where designated in the Under Construction Educational Network (UCEN) Board meetings. In person and attending virtually, members of the public are welcome to make comments when the Board chair opens the item on the agenda for the public. When the President of the Board recognizes a public member for comment, such comment will be limited to three (3) minutes. Your comments will be heard under the designated section of this agenda. For the record, state your name, title, whom you represent, and the agenda item you are addressing.

- II. The Board encourages those with disabilities to participate fully in public meetings. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the main office of Oasis Public Charter School at (831) 424-9003 at least 72 hours before a regular board meeting or 24 hours before a special board meeting so that we may make every reasonable effort to accommodate you. (Government Code § 54954.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. § 12132).
- III. The Board can provide translation services for board meetings as needed. To request translation services, please contact the main office at Oasis Public Charter School at (831) 424-9003 at least 72 hours before a regular board meeting or 24 hours before a special board meeting so that we can make arrangements.

## **INFORMACIÓN PARA EL PÚBLICO**

- I. Para las personas que deseen dirigirse a la Mesa Directiva: Se anima al público a asistir y participar cuando se les designe en las reuniones de la Mesa Directiva de Under Construction Educational Network ( UCEN ). Si asiste en persona o virtualmente, están invitados a hacer comentarios cuando el presidente de la Mesa Directiva abre el asunto de la agenda para el público. Cuando el Presidente de la Mesa Directiva reconozca a un miembro del público para hacer comentarios, dichos comentarios se limitarán a (3) minutos. Sus comentarios serán escuchados en la sección designada de esta agenda. Para que conste en acta: indique su nombre, cargo, a quién representa y el punto del orden del día al que se refiere.
- II. La Mesa Directiva anima a las personas con discapacidad a participar plenamente en las reuniones públicas. Si necesita una modificación o adaptación relacionada con su discapacidad, incluidas ayudas o servicios auxiliares, para participar en la reunión pública, póngase en contacto Oasis Public Charter School en el (831) 424-9003 al menos 72 horas antes de una reunión regular de la Mesa Directiva o dentro de 24 horas de una junta especial para que podamos hacer todos los esfuerzos razonables para adaptarnos a usted. (Código Governmental § 54954.2; Americanos con Discapacidades de 1990, § 202 (42 U.S.C. § 12132)
- III. La Mesa Directiva puede proporcionar servicios de traducción para las reuniones de la junta según sea necesario. Para solicitar servicios de traducción, por favor póngase en contacto Oasis Public Charter School en el (831) 424-9003 dentro de 72 horas de una junta regular o dentro de 24 horas de una junta especial para que podamos hacer los arreglos.

## 1.0 REGULAR AGENDA

### 1.1 Call Meeting to Order

## 2.0 ROLL CALL OF GOVERNING BOARD

Melissa Edwards, President	Present ___ Absent___
Jorge Acosta, Vice President	Present ___ Absent___
VACANT, Secretary	Present ___ Absent___
Tamara Mitchell, Treasurer	Present ___ Absent___
Minc Brooker, Member	Present ___ Absent___

## 3.0 ADOPTION OF THE AGENDA

That the Governing Board approves the agenda as presented.

## 4.0 BOARD OF DIRECTORS REPORTS/COMMENTS/REQUESTS FOR INFORMATION

### 4.1 REPORT: BOARD MEMBERS

### 4.2 REPORT: EXECUTIVE DIRECTOR

## 5.0 PUBLIC COMMENT

The public may address the Board on any consent action item or item not listed on the agenda. Pursuant to the Brown Act, during this period, the Board cannot consider issues or take action on any item not listed on the agenda. Questions, concerns, and/or input may be referred to the appropriate person for follow-up. Time is limited to 3 minutes per person. An additional three minutes will be given to individuals utilizing an interpreter.

## 6.0 ACKNOWLEDGMENTS

**Land Acknowledgement** - *Oasis Charter Public School acknowledges that we gather, learn, and grow on the traditional lands of the **Amah Mutsun** and **Esselen peoples**, who have lived, cared for, and cultivated the Salinas Valley and Monterey Bay region for countless generations.*

*We honor their enduring connection to this land, their rich cultural traditions, and their ongoing contributions to our community. We express our deepest gratitude and respect to the Amah Mutsun and Esselen peoples and commit to fostering learning and stewardship that honors their legacy.*

## **7.0 CONSENT AGENDA**

That the Governing Board approve the Consent Agenda.

### **7.1 ACTION: Approval of Minutes**

- April 28, 2026 Regular Board Meeting

### **7.2 ACTION: Current Enrollment and Average Daily Attendance Reports**

## **8.0 DISCUSSION/RECOMMENDATION/ACTION**

### **8.1 DISCUSSION/ACTION: CharterSafe Renewal Contract for 2026-2027**

### **8.2 DISCUSSION/ACTION: Employee Benefits Renewal Proposal for 2026-2027**

### **8.3 DISCUSSION/ACTION: Approve of Board Member Appointments**

### **8.4 DISCUSSION/ACTION: Election of Board Secretary**

### **8.5 DISCUSSION/ACTION: Consideration of Regular Board Meeting Date Change**

### **8.6 DISCUSSION/ACTION: Approval of the 2026–2027 Declaration of Need for Fully Qualified Educators**

### **8.7 DISCUSSION/ACTION: Approval of the 2026–2027 Certificated, Classified and Administrative Salary Schedules**

### **8.8 ACTION: 2025-2026 Consolidated Application and Reporting System (CARS)**

### **8.9 ACTION: Removal of Signing Authority from Oasis Charter Public School Mechanics Bank Accounts**

### **8.10 DISCUSSION/ACTION: Approval of the 2026–2027 Jul 1, 2026 Budget**

### **8.11 DISCUSSION/ACTION: Approval of the 2026–2027 Local Control and Accountability Plan (LCAP)**

### **8.12 DISCUSSION: Section 5. Students, Article 7. Attendance Policy and Administrative Regulation**

### **8.13 DISCUSSION/ACTION: Approval of Section 5. Students, Article 9. Homeless Education**

### **8.14 DISCUSSION: Section 4 – Personnel, Article 15: Professional Boundaries – Staff/Student Interactions (SB 848)**

**8.15 DISCUSSION/ACTION: Discussion and Approval of the 2026 Board Retreat Date**

**9.0 FUTURE AGENDA ITEMS**

**10.0 NEXT MEETING DATE**

**10.1 TBD**

**11.0 ADJOURNMENT**

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: ACTION 7.1 Approval of Minutes**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

The Board is asked to review the minutes for accuracy in advance of the meeting.  
Thank you.

**ATTACHMENTS: Minutes from the April 28, 2026 Regular Board meeting**

**Administration Recommendation: Approve**  **Information**

**Person submitting item: Lauren Ricker, Executive Director**



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### Regular Board Meeting Minutes

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5:15 p.m.

Join Zoom Meeting

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## 1.0 REGULAR AGENDA

### 1.1 Call Meeting to Order at 5:18 pm

## 2.0 ROLL CALL OF GOVERNING BOARD

Melissa Edwards, President	Present <input checked="" type="checkbox"/> Absent <input type="checkbox"/>
Jorge Acosta, Vice President	Present <input checked="" type="checkbox"/> Absent <input type="checkbox"/>
VACANT, Secretary	Present <input type="checkbox"/> Absent <input type="checkbox"/>
Tamara Mitchell, Treasurer	Present <input checked="" type="checkbox"/> Absent <input type="checkbox"/> @ 5:21PM
Minc Brooker, Member	Present <input checked="" type="checkbox"/> Absent <input type="checkbox"/>

## 3.0 ADOPTION OF THE AGENDA

That the Governing Board approves the agenda as presented.

**Motion to approve the agenda with modifications, including moving items 8.4, 8.5, and part of 8.7 to the main meeting, and incorporating 8.3 into the bylaws amendment regarding the finance committee meeting frequency.**

**by Board Vice President, Jorge Acosta; Seconded by Board Member, Minc Brooker**

**Vote on Motion: 4 - 0**

**Motion: Approved**

## 4.0 BOARD OF DIRECTORS REPORTS/COMMENTS/REQUESTS FOR INFORMATION

### 4.1 REPORT: BOARD MEMBERS

*No Reports Given*

### 4.2 REPORT: EXECUTIVE DIRECTOR

*The executive director reported on a busy April, highlighting testing season activities including iReady and state testing, with teachers prepared but managing pressure appropriately. The school celebrated Respect as their Habit of the Scholar and completed their Strengthening Families program, while planning various family engagement initiatives for next year including reading nights, math support, and special education family meetings. The school held a house party with sharks and minnows games and sent students to science camp, though 10 students stayed behind due to family concerns.*

### **4.3 REPORT: GOVERNANCE COMMITTEE**

### **4.4 REPORT: FINANCE COMMITTEE**

### **5.0 PUBLIC COMMENT**

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*No Public Comments*

### **6.0 ACKNOWLEDGMENTS**

**Land Acknowledgement** - *Oasis Charter Public School acknowledges that we gather, learn, and grow on the traditional lands of the **Amah Mutsun and Esselen peoples**, who have lived, cared for, and cultivated the Salinas Valley and Monterey Bay region for countless generations.*

*We honor their enduring connection to this land, their rich cultural traditions, and their ongoing contributions to our community. We express our deepest gratitude and respect to the Amah Mutsun and Esselen peoples and commit to fostering learning and stewardship that honors their legacy.*

### **7.0 CONSENT AGENDA**

That the Governing Board approve the Consent Agenda.

#### **7.1 ACTION: Approval of Minutes**

- March 31, 2026 Regular Board Meeting

#### **7.2 ACTION: Current Enrollment and Average Daily Attendance Reports**

#### **7.3 ACTION: Personnel Report for the 25-26 SY**

#### **7.4 ACTION: February and March Warrants and Cash Flow**

**Motion to approve all the consent items by Board Vice President, Jorge Acosta;  
Seconded by Board Treasurer, Tamara Mitchell**

**Vote on Motion: 4 - 0**

**Motion: Approved**

### **8.0 DISCUSSION/RECOMMENDATION/ACTION**

**8.1 DISCUSSION/ACTION: Expanded Learning Opportunities Program (ELOP) Plan 2025-2026**

*Motion to approve the ELOP Plan by Board Vice President, Jorge Acosta;  
Seconded by Board Member, Minc Brooker*

*Vote on Motion: 4 - 0                      Motion: Approved*

**8.2 DISCUSSION/ACTION: Amendment to Article VI, Section 1 – Number of Directors**

*Motion to approve the amendment by Board Treasurer, Tamara Mitchell;  
Seconded by Board Vice President, Jorge Acosta*

*Vote on Motion: 4 - 0                      Motion: Approved*

**8.3 DISCUSSION/ACTION: Amendment to Finance Committee Meeting Frequency**

*Motion to approve the amendment by Board Treasurer, Tamara Mitchell;  
Seconded by Board Vice President, Jorge Acosta*

*Vote on Motion: 4 - 0                      Motion: Approved*

**8.4 DISCUSSION/ACTION: Approve of Board Member Appointments**

*Moved to May Board meeting*

**8.5 DISCUSSION/ACTION: Election of Board Secretary**

*Moved to May Board Meeting*

**8.6 DISCUSSION: Role of the Board Overview**

*The Board President emphasized the importance of all Board members being familiar with applicable board laws, governance responsibilities, and the roles and duties of Board members in order to effectively serve the organization and maintain compliance.*

**8.7 DISCUSSION/ACTION: Consideration of Regular Board Meeting Date Change**

*Moved to May Board Meeting*

**9.0 FUTURE AGENDA ITEMS**

**Certificated/Classified Salary Schedule  
MCOE Presentation**

**Board Retreat Date Selection  
Board meeting Day (Tuesday/Thursday)  
Board Meeting Calendar for 26-27 SY**

**10.0 NEXT MEETING DATE**

**10.1 May 26, 2026**

**11.0 ADJOURNMENT at 5:53 pm**

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 7.2 ACTION - Current Enrollment and Average Daily Attendance (ADA)**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

"As of" Date	Enrollment	Average Daily Attendance
09/26/25	169	91.77%
10/24/25	169	92.24%
11/18/25	167	92.32%
12/12/25	166	92.36%
01/23/26	168	92.59%
3/27/26	169	92.56%
4/24/26	169	92.36%
5/28/26	169	92.47%

Administration Recommendation: Approve  Information

Person submitting item: Grisela Macias, Office Manager

## Enrollment Summary: Scheduling/Reporting Ethnicity as of 05/28/2026 (A)

**View:**

Scheduling/Reporting Ethnicity

**Students:**
 All Active Enrollments

 Current Selection


**Date:**

05/28/2026

Grade Level	Total in Grade	Asian	African-American	Caucasian	Hispanic	American Indian	Other	Pacific Islander	Unclassified
K	24 M 12 /F 12	2 M 1 /F 1	0 M 0 /F 0	1 M 1 /F 0	21 M 10 /F 11	0 M 0 /F 0	0 M 0 /F 0	0 M 0 /F 0	0 M 0 /F 0
1	26 M 13 /F 13	2 M 0 /F 2	0 M 0 /F 0	3 M 0 /F 3	20 M 12 /F 8	0 M 0 /F 0	1 M 1 /F 0	0 M 0 /F 0	0 M 0 /F 0
2	24 M 8 /F 16	4 M 2 /F 2	2 M 1 /F 1	2 M 0 /F 2	13 M 4 /F 9	0 M 0 /F 0	1 M 1 /F 0	1 M 0 /F 1	1 M 0 /F 1
3	28 M 15 /F 13	0 M 0 /F 0	0 M 0 /F 0	1 M 0 /F 1	26 M 15 /F 11	0 M 0 /F 0	0 M 0 /F 0	1 M 0 /F 1	0 M 0 /F 0
4	26 M 13 /F 13	3 M 2 /F 1	1 M 0 /F 1	3 M 1 /F 2	17 M 8 /F 9	0 M 0 /F 0	0 M 0 /F 0	0 M 0 /F 0	2 M 2 /F 0
5	27 M 11 /F 16	0 M 0 /F 0	1 M 0 /F 1	2 M 0 /F 2	23 M 10 /F 13	0 M 0 /F 0	0 M 0 /F 0	1 M 1 /F 0	0 M 0 /F 0
6	14 M 9 /F 5	1 M 0 /F 1	0 M 0 /F 0	0 M 0 /F 0	12 M 9 /F 3	0 M 0 /F 0	0 M 0 /F 0	0 M 0 /F 0	1 M 0 /F 1
Total	169 M 81 /F 88	12 M 5 /F 7	4 M 1 /F 3	12 M 2 /F 10	132 M 68 /F 64	0 M 0 /F 0	2 M 2 /F 0	3 M 1 /F 2	4 M 2 /F 2

The Scheduling/Reporting Ethnicity view displays student ethnicity data that is used in scheduling and preconfigured reporting. See the help for more information.

### Legend

 Icons  - Date Entry

# Attendance Summary By Grade

**Oasis Charter Public School**  
08/06/2025 to 05/28/2026 = 180 school days

Grade Level	Carry Fwd	Gain	Mult Gain	Loss	Ending	Actual Days	OffTrack	Days N/E	Days Absent	Days Attd	ADA	ADA %
0	1	27	0	4	24	5040	0	722	297.00	4021.00	22.34	93.12%
<b>Subtotal</b>	<b>1</b>	<b>27</b>	<b>0</b>	<b>4</b>	<b>24</b>	<b>5040</b>	<b>0</b>	<b>722</b>	<b>297.00</b>	<b>4021.00</b>	<b>22.34</b>	<b>93.12%</b>
1	2	28	0	4	26	5400	0	722	231.00	4267.00	23.71	91.21%
2	0	27	0	3	24	4860	0	555	172.00	4057.00	22.54	94.24%
3	0	29	0	1	28	5220	0	123	154.00	4515.00	25.08	88.58%
<b>Subtotal</b>	<b>2</b>	<b>84</b>	<b>0</b>	<b>8</b>	<b>78</b>	<b>15480</b>	<b>0</b>	<b>1400</b>	<b>557.00</b>	<b>12839.00</b>	<b>71.33</b>	<b>91.19%</b>
4	1	25	0	0	26	4680	0	64	311.00	4305.00	23.92	93.26%
5	1	29	0	3	27	5400	0	565	195.00	4587.00	25.48	94.87%
6	0	17	0	3	14	3060	0	539	189.00	2332.00	12.96	92.50%
<b>Subtotal</b>	<b>2</b>	<b>71</b>	<b>0</b>	<b>6</b>	<b>67</b>	<b>13140</b>	<b>0</b>	<b>1168</b>	<b>695.00</b>	<b>11224.00</b>	<b>62.36</b>	<b>93.75%</b>
<b>Grand Total</b>	<b>5</b>	<b>182</b>	<b>0</b>	<b>18</b>	<b>169</b>	<b>33660</b>	<b>0</b>	<b>3290</b>	<b>1549.00</b>	<b>28084.00</b>	<b>156.03</b>	<b>92.47%</b>

To the best of my knowledge,  
the above attendance information is correct.

Signed \_\_\_\_\_

Date \_\_\_\_\_

### Report Calculations

(( Carry Fwd + Gain - Mult. Gain ) X School Days ) = Actual Days

Actual Days - ( Off Track + Days N/E + Days Absent ) = Days Attd

[ Days Attd / (Actual Days - Off Track - Days N/E ) ] X 100 = ADA%

[Note: Multiple gains are for students that entered more than one time during the report time span.]

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.1 ACTION: Approval of CharterSAFE Renewal Contract for 2026–2027**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

CharterSAFE Renewal Contract for 2026–2027

**BACKGROUND:**

The Board will consider approval of the renewal contract with CharterSAFE for the 2026–2027 fiscal year. CharterSAFE provides insurance coverage and risk management services specifically designed for California charter schools, including general liability, workers' compensation, property, and related coverages.

Approval of the renewal contract will ensure the school maintains required insurance coverage and risk management support for ongoing school operations for the 2026–2027 school year.

**RECOMMENDATION:**

Approve the renewal contract with CharterSAFE for the 2026–2027 fiscal year as presented.

**Administration Recommendation: Approve**  **Information**

**Person submitting item: Lauren Ricker, Executive Director**

# Charter**SAFE**

BE SAFE • FEEL SAFE

## 2026-2027 Membership Renewal Proposal

*Prepared for Named Member:*

**Under Construction Educational Network, Inc., dba Oasis  
Charter Public School**

*Coverage Effective:*

**July 01, 2026 at 12:01 AM - July 01, 2027 at 12:00 AM**

California Charter Schools Joint Powers Authority  
P.O. Box 969, Weimar, CA 95736  
Phone: 888.901.0004  
[www.chartersafe.org](http://www.chartersafe.org)

**Issued: May 20, 2026 at 9:27 am**

**DISCLOSURE:** This proposal is an outline of the coverages proposed by California Charter Schools Joint Powers Authority (CCSJPA) based on the information provided by the Named Member. It does not include all of the terms, coverages, exclusions, limitation and conditions of the actual contracts. The policies themselves must be read for those details.

Dear Grisela,

CharterSAFE is pleased to present your membership renewal for the 2026-2027 year. Your membership includes the following:



For a more detailed listing of our member services, please contact your primary member servicer [Egan Yu](mailto:eyu@chartersafe.org) at [eyu@chartersafe.org](mailto:eyu@chartersafe.org).

All of CharterSAFE's coverage placements are with insurance companies that have a financial rating with A.M. Best of A- (Excellent), financial size category VII (\$50M policyholder surplus minimum) or higher or are placed with a California joint powers authority in good standing.

We look forward to working with you in the 2026 -2027 year!

Thank you,

The CharterSAFE Team

## MEMBER CONTRIBUTION SUMMARY

### Named Member:

Under Construction Educational Network, Inc., dba Oasis Charter Public

School

Coverage Effective: July 01, 2026 at 12:01 AM - July 01, 2027 at 12:00 AM

Your CharterSAFE Insurance Program includes the following coverages:

#### Liability & Property Package Member Contribution

**\$43,588.00**

##### Core Liability Program

- Directors & Officers Liability
- Employment Practices Liability
- Fiduciary Liability
- General Liability
- Employee Benefits Liability
- Educator's Legal Liability
- Childhood Sexual Assault Liability
- Law Enforcement Liability
- Automobile Liability & Physical Damage

##### Crime

##### Property

##### Student & Volunteer Accident

##### Additional Program Coverages

- Pollution Liability and First Party Remediation
- Terrorism Liability and Property
- Cyber Liability
- Deadly Weapons Protection

#### Workers' Compensation & Employer's Liability Member Contribution

**\$19,510.00**

#### Total Member Contribution

**\$63,098.00**

Member can choose one of two payment options when accepting the proposal online

**Payment in Full** - Due Upon Signing - \$63,098.00

##### Installment Plan

- Deposit (25%) - Due Upon Signing - \$15,775.00
- 9 Monthly Installments - \$5,258.00

You are currently enrolled in the CharterSAFE ACH program. The required payment will be processed once a signed proposal is received, based upon the payment option that you have chosen. To make any changes to your enrollment in the CharterSAFE ACH program, or if you have any special payment requests, please email [Pilar Archer](mailto:pilarcher@chartersafe.org) at [pilarcher@chartersafe.org](mailto:pilarcher@chartersafe.org).

Invoices shall become delinquent thirty (30) calendar days from installment due date. CharterSAFE membership, including insurance coverage, is subject to cancellation for any invoice over sixty (60) days past due.

### Proposal Acceptance: Go to [www.chartersafe.org](http://www.chartersafe.org) and sign on to complete the Member Renewal acceptance.

1. Login to the CharterSAFE website at [www.CharterSAFE.org](http://www.CharterSAFE.org) using the Policyholder Account (the same one you used to complete the renewal application)
2. Hover over the Member Portal tab at the top of the page and click on "Member Contribution Form"
3. Checkmark one payment option and electronically sign the "Member Contribution Summary"
4. Payment is due upon signing of the proposal

By signing online, I, representing the Named Member in this proposal, acknowledge that I have read the complete proposal and agree to the terms outlined within.

**DISCLOSURE:** This proposal is an outline of the coverages proposed by California Charter Schools Joint Powers Authority (CCSJPA) based on the information provided by the Named Member. It does not include all of the terms, coverages, exclusions, limitation and conditions of the actual contracts. The policies themselves must be read for those details. Policy forms for your reference will be made available upon request to CCSJPA. As set forth in this document, CCSJPA DBA CharterSAFE shall be referred to as CharterSAFE.

## EXPOSURES & LOCATIONS

### Mailing Address

1135 Westridge Parkway  
Salinas, CA 93907

Member contributions are calculated based on the exposures provided in the renewal application. The below represents the total sum of all scheduled locations as well as a breakdown by location.

<b>Student Count</b>	190
<b>Employee Count</b>	29
<b>Annual Estimated Payroll</b>	\$1,543,071.00
<b>Total Insured Value</b>	\$477,000.00
Building Value (owned or required to insure)	\$0.00
Tenant Improvements	\$0.00
Portable Value	\$0.00
Content Value	\$332,500.00
Electronic Data Processing (EDP) Value	\$144,500.00
<b>Number of Portables</b>	0

### Scheduled Locations and Breakdown of Exposures

<p><b>Location ID: 10091</b>  <b>Oasis Charter Public School: 1125, 1127, 1129, 1131, 1135 Westridge Pkwy</b>                  Salinas, CA, 93907                  Leased/Owned: Leased</p> <table border="1" style="width: 100%;"> <tr><td><b>Students:</b></td><td style="text-align: center;">130</td></tr> <tr><td><b>Employees:</b></td><td style="text-align: center;">25</td></tr> <tr><td><b>Payroll:</b></td><td style="text-align: center;">1,543,071.00</td></tr> <tr><td><b>Total TIV:</b></td><td style="text-align: center;">357,000.00</td></tr> <tr><td>Building Value:</td><td style="text-align: center;">0.00</td></tr> <tr><td>Tenant Improvements:</td><td style="text-align: center;">0.00</td></tr> <tr><td>Portable Value:</td><td style="text-align: center;">0.00</td></tr> <tr><td>Content Value:</td><td style="text-align: center;">262,500.00</td></tr> <tr><td>EDP Value:</td><td style="text-align: center;">94,500.00</td></tr> <tr><td><b># of Portables:</b></td><td style="text-align: center;">0</td></tr> </table>	<b>Students:</b>	130	<b>Employees:</b>	25	<b>Payroll:</b>	1,543,071.00	<b>Total TIV:</b>	357,000.00	Building Value:	0.00	Tenant Improvements:	0.00	Portable Value:	0.00	Content Value:	262,500.00	EDP Value:	94,500.00	<b># of Portables:</b>	0	<p><b>Location ID: 1939</b>  <b>Oasis Charter Public School: 1137 &amp; 1139 Westridge Parkway</b>                  Salinas, CA, 93907                  Leased/Owned: Leased</p> <table border="1" style="width: 100%;"> <tr><td><b>Students:</b></td><td style="text-align: center;">60</td></tr> <tr><td><b>Employees:</b></td><td style="text-align: center;">4</td></tr> <tr><td><b>Payroll:</b></td><td style="text-align: center;">0.00</td></tr> <tr><td><b>Total TIV:</b></td><td style="text-align: center;">120,000.00</td></tr> <tr><td>Building Value:</td><td style="text-align: center;">0.00</td></tr> <tr><td>Tenant Improvements:</td><td style="text-align: center;">0.00</td></tr> <tr><td>Portable Value:</td><td style="text-align: center;">0.00</td></tr> <tr><td>Content Value:</td><td style="text-align: center;">70,000.00</td></tr> <tr><td>EDP Value:</td><td style="text-align: center;">50,000.00</td></tr> <tr><td><b># of Portables:</b></td><td style="text-align: center;">0</td></tr> </table>	<b>Students:</b>	60	<b>Employees:</b>	4	<b>Payroll:</b>	0.00	<b>Total TIV:</b>	120,000.00	Building Value:	0.00	Tenant Improvements:	0.00	Portable Value:	0.00	Content Value:	70,000.00	EDP Value:	50,000.00	<b># of Portables:</b>	0
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<b># of Portables:</b>	0																																								

### Vehicles

None scheduled.

## CORE LIABILITY PROGRAM

Core Liability Program Coverage Limits: **\$55,000,000** Per Member Aggregate

### Directors & Officers, Employment Practices, and Fiduciary Liability

Directors & Officers Liability Retroactive Date: **07/23/2011**  
 Employment Practices Liability Retroactive Date: **07/23/2011**  
 Fiduciary Liability Retroactive Date: **07/01/2012**

Coverages	Limits	Deductibles
<b>Directors &amp; Officers and Company Liability</b>	\$5,000,000 per <b>claim</b> and Named Member aggregate	\$15,000.00 per <b>claim</b>
<b>Employment Practices Liability</b>	\$5,000,000 per <b>claim</b> and Named Member aggregate	\$50,000.00 per <b>claim</b>
<b>Fiduciary Liability</b>	\$1,000,000 per <b>claim</b> and Named Member aggregate	\$0
<b>Reporting:</b> Claims must be reported <b>immediately</b> to CharterSAFE and to not exceed sixty (60) days after policy expiration. <b>Coverage is provided on a claims-made basis.</b>		

### General Liability

Coverages	Limits	Deductibles
<b>Bodily Injury and Property Damage</b>	\$5,000,000 per occurrence and Named Member aggregate	\$0  \$2,500 per occurrence for bodily injury arising out of participation in a school sponsored <i>High-Risk Activity</i> *
<b>Premises Medical Payment</b>	\$10,000 per person \$50,000 per occurrence	\$0
<b>Products and Completed Operations</b>	\$5,000,000 per occurrence and Named Member aggregate	\$0
<b>Fire Legal/Damage to Premises Rented Sublimit</b>	\$1,000,000 per occurrence	\$0
*A list of <i>High-Risk Activities</i> is available at <a href="http://www.chartersafe.org">www.chartersafe.org</a> or you may contact Egan Yu at <a href="mailto:eyu@chartersafe.org">eyu@chartersafe.org</a>		

### Employee Benefits Liability

Coverages	Limits	Deductibles
<b>Employee Benefits Liability</b>	\$5,000,000 per occurrence and Named Member aggregate	\$0

## Educator's Legal Liability

Coverages	Limits	Deductibles
<b>Educator's Legal Liability</b>	\$5,000,000 per occurrence and Named Member aggregate	\$2,500 per occurrence
<b>Special Education Program Legal Expense Coverage - Reimbursement Sublimit</b>	\$50,000 per occurrence/ aggregate reimbursement sublimit \$5,000,000 CharterSAFE Members' Combined Annual Aggregate	\$7,500 per occurrence

## Childhood Sexual Assault Liability

Childhood Sexual Assault Liability Retroactive Date: **07/01/2021**

Coverages	Limits	Deductibles
<b>Childhood Sexual Assault Liability</b>	\$5,000,000 per <b>claim</b> and Named Member aggregate	\$0 if training mandate* is fulfilled  \$125,000 if training mandate* is not fulfilled
<b>Reporting:</b>	Claims must be reported <b>immediately</b> to CharterSAFE and to not exceed sixty (60) days after policy expiration. <b>Coverage is provided on a claims-made basis.</b>	
<p><b>*Training Mandate</b> Members must complete the CharterSAFE Mandated Reporter Training in compliance with State and Federal requirements. Should a loss occur, if all employees involved, including mandated reporters, respectively completed the CharterSAFE Mandated Reporter Training, the deductible is waived. If not all employees involved completed the CharterSAFE Mandated Reporter Training, there is a \$125,000 deductible.</p>		
<p><b>CLAIM</b> means: a CLAIM or <b>SUIT</b> arising out of <b>CHILDHOOD SEXUAL ASSAULT, CHILD ABUSE</b> or <b>NEGLECT</b> will be deemed first made against a <b>COVERED PARTY</b> during the <b>PERIOD OF COVERAGE</b> and reported to <b>CCS JPA</b> as required by the reporting condition shown in SECTION IV CONDITIONS.</p>		

## Investigation Coverage (NEW)

Coverages	Limits	Deductibles
<b>Childhood Sexual Assault, Abuse or Neglect Investigation</b>	\$25,000 per Incident and \$50,000 Named Member aggregate	\$0 if training mandate* is fulfilled
<p><b>Coverage:</b> To pay the expense of an investigation of facts or circumstances of a reported incident that may give rise to a <b>CLAIM</b> or <b>SUIT</b> involving any actual or alleged <b>CHILDHOOD SEXUAL ASSAULT, CHILD ABUSE</b> or <b>NEGLECT</b> against <b>NAMED MEMBER</b>.</p>		

## Law Enforcement Activities Liability

Coverages	Limits	Deductibles
<b>Law Enforcement Activities Liability</b>	\$5,000,000 per occurrence and Named Member aggregate	\$0

## Automobile

Coverages	Limits	Deductibles
<b>Auto Liability, including autos scheduled with CharterSAFE, non-owned autos, and hired autos</b>	\$5,000,000 per occurrence and Named Member aggregate	\$0
<b>Auto Physical Damage*</b>	\$2,000,000 per occurrence and Named Member aggregate	\$0 \$1,000 per occurrence for Hired Auto Physical Damage
*Auto Physical Damage described herein for hired automobiles is secondary to any/all rental coverage offered by the rental company(ies). CharterSAFE strongly advises our members to purchase auto physical damage when renting vehicles.		

## Excess Liability - SELF

<b>Coverage Provided by:</b>	Schools Excess Liability Fund (SELF)
<b>Coverage:</b>	Excess Liability with separate Memorandum of Coverage with separate terms, conditions, and exclusions.
<b>Limits:</b>	\$50,000,000 per occurrence/ <b>claim</b> and member aggregate as outlined by the SELF Memorandum of Coverage. This coverage is excess of the \$5M limits above to total a limit of \$55M.

CharterSAFE is a single member of SELF, a not-for-profit scholastic JPA in California, for excess liability coverage. Please note that SELF is a separate entity from CharterSAFE and carries a separate Memorandum of Coverage with different terms, conditions, and exclusions. You can access SELF JPA's information at [www.selfjpa.org](http://www.selfjpa.org).

**Employment Practices Liability coverage within the SELF layer includes ONLY these three types: wrongful termination, discrimination, and/or sexual harassment.**

**CRIME**

<b>Coverages</b>	<b>Limits</b>	<b>Deductibles</b>
<b>Money and Securities</b>	\$1,000,000 per occurrence and Named Member aggregate	\$2,500 per occurrence
<b>Forgery or Alteration</b>		\$2,500 per occurrence
<b>Employee Dishonesty</b>		\$5,000 per occurrence
<b>Computer and Funds Transfer Fraud</b>		\$2,500 per occurrence

## PROPERTY

**Perils Include:** Direct Physical Loss subject to all the terms, conditions, and exclusions established in the applicable policy(ies)

**Valuation:** Replacement Cost as scheduled with CharterSAFE, see "Exposures & Locations" section

Coverages	Limits	Deductibles
<b>Property</b>	As scheduled with CharterSAFE subject to the maximum limit of \$100,000,000 per occurrence and CharterSAFE Members' Combined Annual Aggregate.  See "Exposures & Locations" section for scheduled limits.  Coverage will be provided to locations scheduled and appropriately valued with CharterSAFE.	\$1,000 per occurrence for all other covered perils  <b>Causes of Loss:</b> 1. Water Damage: \$2,500 per occurrence 2. Wildfire: \$10,000 per occurrence
<b>Boiler &amp; Machinery / Equipment Breakdown</b>	As scheduled with CharterSAFE subject to the maximum limit of \$100,000,000 per occurrence and CharterSAFE Members' Combined Annual Aggregate.  See "Exposures & Locations" section for scheduled limits.  Coverage will be provided to locations scheduled and appropriately valued with CharterSAFE.	\$1,000 per occurrence
<b>Business Interruption</b>	\$10,000,000 per occurrence	\$1,000 per occurrence
<b>Extra Expense</b>	\$5,000,000 per occurrence and \$10,000,000 CharterSAFE Members' Combined Annual Aggregate	\$1,000 per occurrence

**PLEASE NOTE:**

Renovation and construction projects valued over \$200,000 in hard and soft costs are not covered unless specifically endorsed onto the policy. If you have a renovation/construction project valued over \$200,000 in hard and soft costs, please contact your CharterSAFE Representative: Egan Yu at [eyu@chartersafe.org](mailto:eyu@chartersafe.org). CharterSAFE is able to endorse builder's risk coverage for renovation projects up to \$10,000,000 onto your policy. Additional member contribution would apply.

**Optional Flood and/or Earthquake Coverage:**

If interested in obtaining a separate policy for flood and/or earthquake coverage, please contact:

**Gallagher**  
2050 Main Street, Suite 1250  
Irvine, CA 92612

**Kiki Goldsmith**  
Client Service Executive  
[kiki\\_goldsmith@ajg.com](mailto:kiki_goldsmith@ajg.com)  
949-349-9842

## STUDENT AND VOLUNTEER ACCIDENT

Coverages	Limits	Deductibles
<b>Student Accident</b>	\$50,000 per injury/accident 104 Week benefit period	\$2,500 per injury/accident for <i>High-Risk Activities</i> *
<b>Volunteer Accident</b>	\$25,000 per injury/accident 104 Week benefit period	\$2,500 per injury/accident for <i>High-Risk Activities</i> *

\*A list of *High-Risk Activities* is available at [www.chartersafe.org](http://www.chartersafe.org) or you may contact Egan Yu at [eyu@chartersafe.org](mailto:eyu@chartersafe.org)

**Terms & Conditions:**

- Coverage is provided on an excess basis but would become primary should the student or volunteer not have health insurance.
- Claim submission deadline: Ninety (90) days after the date of incident.

**Optional Catastrophic  
Student Accident Coverage:**

If interested in obtaining higher limits with or without sports included, please contact:

**Gallagher**  
2050 Main Street, Suite 1250  
Irvine, CA 92612

**Kiki Goldsmith**  
Client Service Executive  
[kiki\\_goldsmith@ajg.com](mailto:kiki_goldsmith@ajg.com)  
949-349-9842

## ADDITIONAL PROGRAM COVERAGES

### Pollution Liability and First Party Remediation

Coverages	Limits	Deductibles
<b>Pollution Liability and First Party Remediation</b>	\$1,000,000 per pollution condition or indoor environmental condition and aggregate  \$5,000,000 CharterSAFE Members' Combined Annual Aggregate  Coverage will be provided to locations scheduled and appropriately valued with CharterSAFE.	\$10,000 per pollution condition
<b>Reporting:</b>	Claim must be reported to CharterSAFE within sixty (60) days after policy expiration.  <b>Coverage is provided on a claims-made basis.</b>	

### Terrorism Liability

Coverages	Limits	Deductibles
<b>Terrorism Liability</b>	\$5,000,000 per occurrence and CharterSAFE Members' Combined Annual Aggregate	\$0
<b>Reporting:</b>	Claim must be reported to CharterSAFE within sixty (60) days after policy expiration.  <b>Coverage is provided on a claims-made basis.</b>	

### Terrorism Property

Coverages	Limits	Deductibles
<b>Terrorism Property</b>	As scheduled with CharterSAFE subject to the maximum limit of \$20,000,000 per occurrence and CharterSAFE Members' Combined Annual Aggregate  See "Exposures & Locations" section for schedule limits  Coverage will be provided to locations scheduled and appropriately valued with CharterSAFE.	\$1,000 per occurrence

## Cyber Liability

Coverages	Limits	Deductibles
<b>Cyber Liability</b>	\$1,000,000 per <b>claim</b>  \$10,000,000 CharterSAFE Members' Combined Annual Aggregate	*Varies Based on Levels Noted Below
<b>Ransomware Sublimits (inclusive with Cyber Liability Coverages)</b>	<p>Qualification Level 1 \$1,000,000 ransom payment sublimit* \$1,000,000 ransomware limit</p> <p>Qualification Level 2 \$500,000 ransom payment sublimit* \$1,000,000 ransomware limit</p> <p>Qualification Level 3 \$50,000 ransom payment sublimit* \$750,000 ransomware limit</p>	<p>Level 1 \$10,000 per <b>claim</b></p> <p>Level 2 \$25,000 per <b>claim</b></p> <p>Level 3 \$75,000 per <b>claim</b></p>
<b>Reporting:</b>	Claim must be reported to CharterSAFE within sixty (60) days after policy expiration.  <b>Coverage is provided on a claims-made basis.</b>	

**\*Requirement for Coverage to be in effect:**

**Qualification Level 1** - submitted cyber application and have implemented (1) MFA for all remote systems access by faculty, staff, and contractors; (2) backup data is stored in a cloud or offline using separate credentials; (3) implemented an EDR tool or MDR service.

**Qualification Level 2** - submitted cyber application and have implemented (1) MFA for all remote systems access by faculty, staff, and contractors; (2) backup data is stored in a cloud or offline using separate credentials.

**Qualification Level 3** - Members who did not submit a cyber application, do not meet the security requirements, and/or net income of budget is less than or equal to \$0.

If a Named Member is controlled or managed by a single entity, group or board of directors, or governed under the terms of a common charter or set of bylaws, or has data under its care, custody and control in a shared network environment with any other Named Member they will share a single limit.

## Deadly Weapons Protection

Coverages	Limits	Deductibles
<b>Deadly Weapons Protection</b>	<p>\$500,000 per occurrence of a Deadly Weapon Event</p> <p>\$2,500,000 CharterSAFE Members' Combined Annual Aggregate</p> <p>Coverage will be provided to locations scheduled and appropriately valued with CharterSAFE.</p>	\$0

## WORKERS' COMPENSATION & EMPLOYER'S LIABILITY

Coverages	Limits	Deductibles
<b>Workers' Compensation</b>	Statutory	\$0
<b>Employer's Liability</b>	\$5,000,000 per Accident \$5,000,000 by Disease per Employee \$5,000,000 by Disease Policy Limit	\$0

**Auditable:**

The estimated payroll figure will be audited at the end of each coverage period. CharterSAFE will request copies of the 941 Federal Quarterly Reporting Forms on a quarterly basis to verify the payroll figure. If the estimated payroll figure has been overestimated, a refund will be issued. If the estimated payroll figure has been underestimated, an invoice for the additional amount due will be issued.

# Charter**SAFE**

BE SAFE • FEEL SAFE

WHAT STRENGTHENS ONE SCHOOL  
STRENGTHENS US ALL

THANK YOU  
FOR BEING A  
Charter**SAFE** MEMBER

Protecting **Schools**. Promoting **Safety**. Customizing **Insurance**.

# CharterSAFE

BE SAFE • FEEL SAFE

## INVOICE

Invoice Date: May 20, 2026

Account Number: 1151

INSURED: **Under Construction Educational Network, Inc., dba Oasis  
Charter Public School**

CONTACT: Grisela Macias

ADDRESS: 1135 Westridge Parkway  
Salinas, CA 93907

### Member Contribution for Policy Year 2026-2027

(Choose one option)	Amount	Due Date
<input type="checkbox"/> Payment in Full	\$63,098.00	Due Now
<input type="checkbox"/> Installment Plan:		
Deposit (25%)	\$15,775.00	Due Now
Monthly Installment 9 installments due the 1st of every month	\$5,258.00	August 01, 2026

***Thank you for participating in CharterSAFE ACH program.***

You are currently enrolled in the CharterSAFE ACH program. The required payment will be processed once a signed proposal is received, based upon the payment option that you have chosen. To make any changes to your enrollment in the CharterSAFE ACH program, or if you have any special payment requests, please email Pilar Archer at [parcher@chartersafe.org](mailto:parcher@chartersafe.org).

**Please Remit All Payments To:**

CharterSAFE  
P.O. Box 969  
Weimar, CA 95736

**Questions/Comments:**

Pilar Archer  
Vice President, Finance and Technology  
Email: [parcher@chartersafe.org](mailto:parcher@chartersafe.org)

***Payment in Full or 25% Deposit are due at the time the proposal is accepted by signing and submitting Member Contribution Summary page of this proposal.***

***CharterSAFE membership, including insurance coverage, is subject to cancellation for any invoice over sixty (60) days past due.***

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.2 DISCUSSION/ ACTION: Approval of Newfront Insurance Broker Proposal for 2026–2027**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

Newfront Insurance Broker Proposal for 2026–2027

**BACKGROUND:**

The Board will consider approval of the proposal from Newfront to serve as the school's insurance broker for the 2026–2027 fiscal year. Newfront provides insurance brokerage and risk management support services, including assistance with employee benefits, policy coordination, claims support, and insurance market analysis.

Approval of the proposal will allow the school to continue receiving insurance brokerage services and support for the 2026–2027 school year.

**RECOMMENDATION:**

Approve the proposal from Newfront to serve as the school's insurance broker for the 2026–2027 fiscal year as presented.

**Governance Recommendation: Approve**  **Information** \_\_\_\_\_

**Person submitting item: Grisela Macias, Office Manager**

RENEWAL DETAILS

# 2026 monthly projected costs – status quo

Carrier	Current	Current Yearly	Renewal	Renewal Yearly	% Change
Medical	\$10,592.62	\$127,111.44	\$12,029.94	\$144,359.28	+14%
Dental	\$1,170.18	\$14,042.16	\$1,170.18	\$14,042.16	0%
Vision	\$114.81	\$1,377.72	\$114.81	\$1,377.72	0%
<b>Totals</b>	<b>\$11,877.61</b>	<b>\$142,531.32</b>	<b>\$13,314.93</b>	<b>\$159,779.16</b>	<b>+12.10%</b>



# **Oasis Charter School**

## **Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.3 DISCUSSION/ ACTION: Approve of Board Member Appointments**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

Approve Board Members based on the Governance Committee's recommendation.

**BACKGROUND:**

The Governance Committee has completed its review of prospective Board candidates and evaluated applicants based on the organization's current governance needs, desired areas of expertise, community representation, and commitment to the mission of the organization. Following its review process, the Governance Committee is presenting its recommendations for Board membership consideration.

The appointment of qualified Board members supports strong governance, strategic planning, fiduciary oversight, and long-term organizational sustainability. New members may also bring valuable professional experience, community perspectives, and leadership capacity to the Board.

Approval of the recommended candidates will fill current vacancies and/or expand Board capacity in accordance with the organization's bylaws. Upon approval, newly appointed Board members will begin service pursuant to the terms established in the bylaws and applicable governance policies.

**RECOMMENDATION:**

Administration recommends that the Board of Directors approve the appointment of Board members as recommended by the Governance Committee.

**Governance Recommendation: Approve  Information**

**Person submitting item: Melissa Edwards, Board President**

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.4 DISCUSSION/ ACTION: Election of Board Secretary**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

Election of Board Secretary

**BACKGROUND:**

The position of Board Secretary is an officer role of the Board of Directors responsible for supporting effective governance operations and maintaining official Board records. Duties of the Secretary typically include overseeing the preparation and retention of meeting minutes, ensuring required notices are provided, maintaining governance documents, and supporting compliance with applicable bylaws and legal requirements.

Due to a vacancy, expiration of term, or annual officer reorganization, the Board is requested to elect a Secretary from among its current members in accordance with the organization's bylaws and governance procedures. Electing officers on a regular basis helps ensure continuity of leadership and effective Board administration.

The elected Secretary shall serve for the term specified in the bylaws or until a successor is elected.

**RECOMMENDATION:**

Administration recommends that the Board of Directors nominate and elect a Board Secretary in accordance with the organization's bylaws.

**Governance Recommendation: Approve**  **Information**

**Person submitting item: Melissa Edwards, Board President**

# **Oasis Charter School**

## **Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.5 DISCUSSION/ACTION: Consideration of Regular Board Meeting Date Change**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

Consideration of Regular Board Meeting Date Change

**BACKGROUND:**

Board Member Jorge requested that the Board consider changing the regular Board meeting date to better accommodate member availability, improve attendance, and support effective governance operations. Periodic review of meeting schedules helps ensure that Board business can be conducted efficiently and with full participation whenever possible.

The Board may discuss current scheduling challenges, review alternative meeting dates, and determine whether a revised regular meeting schedule would better meet the needs of Board members, staff, and the public. If approved, any change to the regular meeting date would be reflected in future Board calendars and public notices in accordance with applicable open meeting requirements.

**RECOMMENDATION:**

Administration recommends that the Board discuss the proposed change to the regular Board meeting date and provide direction or take action to approve a revised meeting schedule, as appropriate.

**Governance Recommendation: Approve \_\_\_\_\_ Information   X  \_\_\_\_\_**

**Person submitting item: Melissa Edwards, Board President**

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.6 DISCUSSION/ACTION:** Approval of the 2026–2027 Declaration of Need for Fully Qualified Educators

**BOARD MEETING DATE:** June 30, 2026

**BOARD AGENDA ITEM INFORMATION:**

The Board of Directors is requested to review and approve the **Declaration of Need for Fully Qualified Educators** for the **2026–2027 school year** as required by the California Commission on Teacher Credentialing.

**BACKGROUND:**

Annually, school districts and charter schools employing educators under emergency permits, intern credentials, or other limited assignment permits must adopt a Declaration of Need. Approval of this declaration certifies that the school has made a diligent effort to recruit and employ fully credentialed teachers and anticipates the possible need to employ individuals authorized under permits or waivers if fully qualified credentialed candidates are unavailable. Approval of the Declaration does not authorize the hiring of unqualified personnel but fulfills a required step in the credentialing process should such permits become necessary during the 2026–2027 school year.

**RECOMMENDATION:**

Approve the Declaration of Need for Fully Qualified Educators for the 2026–2027 school year and authorize the Executive Director to submit the declaration to the appropriate agencies as required.

**Governance Recommendation:** Approve   X   Information                   

**Person submitting item:** Grisela Macias, Office Manager



State of California  
 Commission on Teacher Credentialing  
 Certification Division  
 651 Bannon Street, Suite 601  
 Sacramento, CA 95811

Email: [DON@ctc.ca.gov](mailto:DON@ctc.ca.gov)  
 Website: [www.ctc.ca.gov](http://www.ctc.ca.gov)

## DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2026-2027

Revised Declaration of Need for year: \_\_\_\_\_

### FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: Oasis Charter Public School District CDS Code: 6119963

Name of County: Monterey County CDS Code: 27

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on 6/30/2026 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

► **Enclose a copy of the board agenda item**

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2027.

Submitted by (Superintendent, Board Secretary, or Designee):

<u>Lauren Ricker</u> <small>Name</small>	   <small>Signature</small>	<u>Executive Director</u> <small>Title</small>
<u>831-424-9005</u> <small>Fax Number</small>	<u>831-424-9003</u> <small>Telephone Number</small>	   <small>Date</small>
<u>1135 Westridge Parkway Salinas, CA 93907</u> <small>Mailing Address</small>		
<u>laurenricker@oasischarterschool.org</u> <small>E-Mail Address</small>		

### FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County \_\_\_\_\_ County CDS Code \_\_\_\_\_

Name of State Agency \_\_\_\_\_

Name of NPS/NPA \_\_\_\_\_ County of Location \_\_\_\_\_

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on \_\_\_/\_\_\_/\_\_\_, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, \_\_\_\_\_.

► **Enclose a copy of the public announcement**

Submitted by Superintendent, Director, or Designee:

<i>Name</i>	<i>Signature</i>	<i>Title</i>
<i>Fax Number</i>	<i>Telephone Number</i>	<i>Date</i>
<i>Mailing Address</i>		
<i>E-Mail Address</i>		

► *This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency*

**AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS**

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

<b>Type of Emergency Permit</b>	<b>Estimated Number Needed</b>
CLAD/English Learner Authorization (applicant already holds teaching credential)	2 _____
Bilingual Authorization (applicant already holds teaching credential)	_____ _____
List target language(s) for bilingual authorization: _____	
Resource Specialist	_____ _____
Teacher Librarian Services	_____ _____
Emergency Transitional Kindergarten (ETK)	_____ _____

**LIMITED ASSIGNMENT PERMITS**

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year’s actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	2
Single Subject	1
Special Education	
TOTAL	3

**Authorizations for Single Subject Limited Assignment Permits**

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture		Mathematics	
Art		Music	
Business		Physical Education	1
Dance		Science: Biological Sciences	
English		Science: Chemistry	
Foundational-Level Math	1	Science: Geoscience	
Foundational-Level Science		Science: Physics	
Health		Social Science	
Home Economics		Theater	
Industrial & Technology Education		World Languages (specify)	

**EFFORTS TO RECRUIT CERTIFIED PERSONNEL**

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to [www.cde.ca.gov](http://www.cde.ca.gov) for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

**EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL**

Has your agency established a District Intern program?  Yes  No

If no, explain. small school, too difficult to establish our own program

Does your agency participate in a Commission-approved college or university internship program?  Yes  No

If yes, how many interns do you expect to have this year? 2

If yes, list each college or university with which you participate in an internship program.

CSU, Monterey Bay  
CAL STATE TEACH

If no, explain why you do not participate in an internship program.  
\_\_\_\_\_  
\_\_\_\_\_

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.7 DISCUSSION/ACTION: Approval of the 2026–2027 Certificated, Classified and Administrative Salary Schedules**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

The Board of Directors is requested to review and approve the 2026–2027 Certificated, Classified, and Administrative Salary Schedules.

**BACKGROUND:**

The proposed salary schedules establish the compensation structure for certificated, classified, and administrative employees for the 2026–2027 school year. The schedules reflect the compensation approved by the Board and provide the basis for employee salary placement, payroll administration, and employment contracts. Adoption of the salary schedules ensures the school maintains current and Board-approved compensation plans for all employee groups.

**RECOMMENDATION:**

Approve the 2026–2027 Certificated, Classified, and Administrative Salary Schedules as presented.

**Governance Recommendation: Approve**   X   **Information** \_\_\_\_\_

**Person submitting item: Grisela Macias, Office Manager**

# Oasis Charter School Certificated Salary Schedule A July 1, 2026 - June 30, 2028

.5% with 3% at 5, 10, 15 UCEN Board Approved: TBD

STEP	A Intern or Emer. Credential	B BA+15	C Preliminary OR Clear BA+30*	D Preliminary OR Clear BA+45 +	E MA/MS OR Clear Credential AND BA + 60	F MA/MS +15 OR Clear Credential AND BA + 75
1	\$ 61,516.04	\$ 61,823.62	\$ 62,132.73	\$ 62,443.40	\$ 62,755.61	\$ 63,069.39
2	\$ 61,823.62	\$ 62,132.73	\$ 62,443.40	\$ 62,755.61	\$ 63,069.39	\$ 63,384.74
3	\$ 62,132.73	\$ 62,443.40	\$ 62,755.61	\$ 63,069.39	\$ 63,384.74	\$ 63,701.66
4			\$ 62,912.50	\$ 63,227.07	\$ 63,543.20	\$ 63,860.92
5			\$ 64,799.88	\$ 65,123.88	\$ 65,449.50	\$ 65,776.74
6			\$ 66,581.87	\$ 66,914.78	\$ 67,249.36	\$ 67,585.60
7			\$ 68,412.88	\$ 68,754.94	\$ 69,098.72	\$ 69,443.53
8			\$ 70,294.23	\$ 70,645.70	\$ 70,998.93	\$ 71,353.92
9			\$ 72,047.65	\$ 72,407.89	\$ 72,769.93	\$ 73,133.78
10			\$ 74,394.14	\$ 74,766.11	\$ 75,139.94	\$ 75,515.64
11			\$ 76,439.98	\$ 76,822.18	\$ 77,206.29	\$ 77,592.32
12			\$ 78,542.08	\$ 78,934.79	\$ 79,329.46	\$ 79,729.28
13			\$ 80,701.99	\$ 81,105.50	\$ 81,511.02	\$ 81,918.58
14			\$ 82,921.29	\$ 83,335.90	\$ 83,752.58	\$ 84,171.34
15			\$ 85,408.93	\$ 85,835.97	\$ 86,265.15	\$ 86,696.48
16			\$ 87,757.68	\$ 88,196.46	\$ 88,637.45	\$ 89,080.63
17			\$ 90,171.01	\$ 90,621.87	\$ 91,074.98	\$ 91,526.04
18			\$ 92,650.71	\$ 93,113.97	\$ 93,579.54	\$ 94,047.44
19			\$ 95,198.61	\$ 95,674.60	\$ 96,152.98	\$ 96,633.74

\* Column C & D: No advancement past Step 3 without obtaining a clear credential.

Oasis will grant up to 6 years of experience

College units for placement and advancement are for upper division coursework, not community college level work

Oasis pays for a 2-year clear credential induction program. These units are not applicable to step increases as they are not paid by the employee.

# Oasis Charter School Certificated Salary Schedule B July 1, 2026 - June 30, 2028

1% with 3% at 5, 10, 15

UCEN Board Approved: TBD

	A	B	C	D	E	F
	Intern or Emer. Credential	BA+15	Preliminary OR Clear BA+30*	Preliminary OR Clear BA+45 *	MA/MS OR Clear Credential AND BA + 60	MA/MS +15 OR Clear Credential AND BA + 75
STEP						
1	\$ 61,516.04	\$ 62,131.20	\$ 62,752.51	\$ 63,380.03	\$ 64,013.83	\$ 64,653.97
2	\$ 62,131.20	\$ 62,752.51	\$ 63,380.03	\$ 64,013.83	\$ 64,653.97	\$ 65,300.51
3	\$ 62,752.51	\$ 63,380.03	\$ 64,013.83	\$ 64,653.97	\$ 65,300.51	\$ 65,953.52
4			\$ 64,653.97	\$ 65,300.51	\$ 65,953.52	\$ 66,613.05
5			\$ 66,099.08	\$ 66,760.07	\$ 67,427.67	\$ 68,101.95
6			\$ 66,760.07	\$ 67,427.67	\$ 68,101.95	\$ 68,782.97
7			\$ 69,784.52	\$ 70,482.37	\$ 71,187.19	\$ 71,899.06
8			\$ 70,482.37	\$ 71,187.19	\$ 71,899.06	\$ 72,618.05
9			\$ 73,675.44	\$ 74,412.20	\$ 75,156.32	\$ 75,907.88
10			\$ 74,412.20	\$ 75,156.32	\$ 75,907.88	\$ 76,666.96
11			\$ 77,972.56	\$ 78,752.29	\$ 79,539.81	\$ 80,335.21
12			\$ 78,752.29	\$ 79,539.81	\$ 80,335.21	\$ 81,138.56
13			\$ 82,320.02	\$ 83,143.22	\$ 83,974.65	\$ 84,814.40
14			\$ 83,143.22	\$ 83,974.65	\$ 84,814.40	\$ 85,662.54
15			\$ 87,121.34	\$ 87,992.55	\$ 88,872.48	\$ 89,761.20
16			\$ 87,992.55	\$ 88,872.48	\$ 89,761.20	\$ 90,658.81
17			\$ 91,978.90	\$ 92,898.68	\$ 93,827.67	\$ 94,765.95
18			\$ 92,898.68	\$ 93,827.67	\$ 94,765.95	\$ 95,713.61
19			\$ 97,107.29	\$ 98,078.37	\$ 99,059.15	\$ 100,049.74

\* Column C & D: No advancement past Step 3 without obtaining a clear credential.

Oasis will grant up to 6 years of experience

College units for placement and advancement are for upper division coursework, not community college level work

Oasis pays for a 2-year clear credential induction program. These units are not applicable to step increases as they are not paid by the employee.

# Oasis Charter Public School Classified Salary Schedule July 1, 2026- June 30, 2028

UCEN Board Approved Date: TBD

Administrative Assistant

## Paraprofessional, Recess Aide, After School Aide, Custodian

Range- Years of Experience	A	B- AA Degree	C- AA + Certifications/Qualifications	D- BA Degree	E- BA+ Certifications/Qualifications
1	\$18.00	\$18.90	\$19.85	\$20.84	\$21.88
2	\$18.54	\$19.47	\$20.44	\$21.46	\$22.54
3	\$19.10	\$20.05	\$21.05	\$22.11	\$23.21
4	\$19.67	\$20.65	\$21.69	\$22.77	\$23.91
5	\$20.26	\$21.27	\$22.34	\$23.45	\$24.63
6	\$20.87	\$21.91	\$23.01	\$24.16	\$25.36
7	\$21.49	\$22.57	\$23.70	\$24.88	\$26.12
8	\$22.14	\$23.24	\$24.41	\$25.63	\$26.91
9	\$22.80	\$23.94	\$25.14	\$26.40	\$27.72
10	\$23.94	\$25.14	\$26.40	\$27.72	\$29.10

205 Work Days	
1	\$41,659.99
2	\$43,326.39
3	\$45,059.45
4	\$46,861.82
5	\$48,736.30
6	\$50,685.75
7	\$52,713.18
8	\$54,821.70
9	\$57,014.57
10	\$59,295.16

## SPED Para, Literacy Intervention, Program Coordinator, Community Liaison, Behavior Tech, Custodian

Range- Years of Experience	A	B- AA Degree	C- AA + Certifications/Qualifications	D- BA Degree	E- BA+ Certifications/Qualifications
1	\$20.00	\$21.00	\$22.05	\$23.15	\$24.31
2	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04
3	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79
4	\$21.85	\$22.95	\$24.09	\$25.30	\$26.56
5	\$22.51	\$23.64	\$24.82	\$26.06	\$27.36
6	\$23.19	\$24.34	\$25.56	\$26.84	\$28.18
7	\$23.88	\$25.08	\$26.33	\$27.65	\$29.03
8	\$24.60	\$25.83	\$27.12	\$28.47	\$29.90
9	\$25.34	\$26.60	\$27.93	\$29.33	\$30.80
10	\$26.60	\$27.93	\$29.33	\$30.80	\$32.34

Oasis Charter Public School will increase the salary of employees by five percent (5%) as a longevity with increments at the 10th, 15th, and 20th years of consecutive service with the school effective July 1, 2026  
 Oasis Charter Public School will award new employee up to 5 years of service credit effective July 1, 2026

# Oasis Charter Public School Administrative Salary Schedule

## July 1, 2026 - June 30, 2028

UCEN Board Approved Date: TBD

Duty Days Step/Yrs	Executive Director		Instructional Coordinator	
	224 Duty Days @ 4%	215 Duty Days @ 4%	215 Duty Days @ 4%	215 Duty Days @ 4%
1	\$ 110,988.00	\$ 80,341.98	\$ 80,341.98	\$ 80,341.98
2	\$ 115,427.52	\$ 83,555.66	\$ 83,555.66	\$ 83,555.66
3	\$ 120,044.62	\$ 86,897.89	\$ 86,897.89	\$ 86,897.89
4	\$ 124,846.41	\$ 90,373.80	\$ 90,373.80	\$ 90,373.80
5	\$ 129,840.26	\$ 93,988.75	\$ 93,988.75	\$ 93,988.75
6	\$ 135,033.87	\$ 97,748.30	\$ 97,748.30	\$ 97,748.30
7	\$ 140,435.23	\$ 101,658.24	\$ 101,658.24	\$ 101,658.24
8	\$ 146,052.64	\$ 105,724.56	\$ 105,724.56	\$ 105,724.56
9	\$ 151,894.74	\$ 109,953.55	\$ 109,953.55	\$ 109,953.55
10	\$ 157,970.53	\$ 114,351.69	\$ 114,351.69	\$ 114,351.69

YEARS	OFFICE MANAGER	
	215 Duty Days @ 1%	215 Duty Days @ 1%
1	\$ 70,304.04	\$ 70,304.04
2	\$ 71,007.08	\$ 71,007.08
3	\$ 71,362.12	\$ 71,362.12
4	\$ 71,718.93	\$ 71,718.93
5	\$ 72,077.52	\$ 72,077.52
6	\$ 72,437.91	\$ 72,437.91
7	\$ 72,800.10	\$ 72,800.10
8	\$ 73,164.10	\$ 73,164.10
9	\$ 73,529.92	\$ 73,529.92
10	\$ 73,897.57	\$ 73,897.57

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.8 ACTION: 2025-2026 Consolidated Application and Reporting System (CARS)**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

Administration has completed the 2025–2026 CARS report, including all required assurances, program participation selections, and funding certifications. The report reflects Oasis Charter School’s compliance with state and federal requirements and aligns with current program offerings and services.

Approval enables the school to receive eligible state and federal categorical funds for the 2025–2026 fiscal year.

**BACKGROUND:**

The Consolidated Application and Reporting System (CARS) is the California Department of Education’s required annual reporting system through which local educational agencies, including charter schools, apply for and certify eligibility for state and federal categorical funding programs. Submission of the 2025–2026 CARS report is required in order for Oasis Charter School to receive applicable funding allocations for the upcoming school year.

**RECOMMENDATION:**

It is recommended that the Board of Directors review and approve the 2025–2026 Consolidated Application and Reporting System (CARS) report and authorize administration to submit the application to the California Department of Education.

**ATTACHMENTS:**

- 2025–26 CARS Report

**Administration Recommendation: Approve**   X   **Information** \_\_\_\_\_

**Person submitting item: Lauren Ricker, Executive Director**



## CONSOLIDATED APPLICATION AND REPORTING SYSTEM

Oasis Charter Public (27 10272 6119663)

Home

Data Entry Forms

Certification Preview

Certify Data

Reports

Users

Contacts

FAQs

### Data Entry Forms

Data collection forms that are listed below are open for editing and certification, although their deadlines may have passed. All data collection forms, if applicable to your local educational agency (LEA), whether open or closed, certified or unsubmitted, can be viewed as uneditable reports under the Reports tab.

Filter by Fiscal Year:  By Program:  By Status:

9 Editable Data Collection(s) found.

Fiscal Year 2024-25	Deadline	Status
<u>Title II, Part A Fiscal Year Expenditure Report, 24 Months</u>	June 30, 2026	Certified ✓ cweber27, 5/19/2026 1:35 PM

Fiscal Year 2025-26	Deadline	Status
<u>Title I, Part A Notification of Authorization of Schoolwide Program</u>	January 15, 2026	Certified ✓ cweber27, 1/12/2026 11:12 AM
<u>Title II, Part A Fiscal Year Expenditure Report, 12 Months</u>	June 30, 2026	Certified ✓ cweber27, 5/19/2026 1:35 PM
<u>Homeless Education Policy Requirements and Implementation</u>	June 30, 2026	Certified ✓ cweber27, 5/19/2026 1:36 PM

Fiscal Year 2026-27	Deadline	Status
<u>Certification of Assurances</u>	June 30, 2026	Certified ✓ cweber27, 5/19/2026 1:35 PM
<u>Protected Prayer Certification</u>	June 30, 2026	Certified ✓ cweber27, 5/19/2026 1:36 PM
<u>LCAP Federal Addendum Certification</u>	June 30, 2026	Certified ✓ cweber27, 5/19/2026 1:36 PM
<u>Application for Funding</u>	June 30, 2026	Certified ✓ cweber27, 5/19/2026 1:36 PM
<u>Substitute System for Time Accounting</u>	June 30, 2026	Certified ✓ cweber27, 5/19/2026 1:36 PM

**2024–25 Title II, Part A Fiscal Year Expenditure Report, 24 Months**

A report of year-to-date expenditures by activity. Activity period covered is July 1, 2024 through June 30, 2026.

**CDE Program Contact:**

Alice Ng (Fiscal), Division Support Office, [ANg@cde.ca.gov](mailto:ANg@cde.ca.gov), 916-323-4636

Lisa Fassett (Program), Professional Learning Support & Monitoring Office, [LFassett@cde.ca.gov](mailto:LFassett@cde.ca.gov), 916-323-4963

2024–25 Title II, Part A allocation	\$4,728
Transferred–in amount	\$0
Transferred–out amount	\$0
2024–25 Total allocation	\$4,728

**Professional Development Expenditures**

Professional development for teachers	\$0
Professional development for administrators	\$95
Consulting/Professional services	\$0
Induction programs	\$0
Books and other supplies	\$0
Dues and membership	\$0
Travel and conferences	\$0

**Personnel and Other Authorized Activities**

Certificated personnel salaries	\$4,633
Classified personnel salaries	\$0
Employee benefits	\$0
Developing or improving an evaluation system	\$0
Recruitment activities	\$0
Retention activities	\$0
Class size reduction	\$0

**Program Expenditures**

Direct administrative costs	\$0
Indirect costs	\$0
Equitable services for nonprofit private schools	\$0
Total expenditures	\$4,728
2024–25 Unspent funds	\$0

**\*\*\*Warning\*\*\***

The data in this report may be protected by the Family Educational Rights and Privacy Act (FERPA) and other applicable data privacy laws. Unauthorized access or sharing of this data may constitute a violation of both state and federal law.

**2025–26 Title II, Part A Fiscal Year Expenditure Report, 12 Months**

A report of year-to-date expenditures by activity. Activity period covered is July 1, 2025 through June 30, 2026.

**CDE Program Contact:**

Alice Ng (Fiscal), Division Support Office, [ANg@cde.ca.gov](mailto:ANg@cde.ca.gov), 916-323-4636

Lisa Fassett (Program), Professional Learning Support & Monitoring Office, [LFassett@cde.ca.gov](mailto:LFassett@cde.ca.gov), 916-323-4963

2025–26 Title II, Part A allocation	\$6,157
Transferred–in amount	\$0
Transferred–out amount	\$0
2025–26 Total allocation	\$6,157

**Professional Development Expenditures**

Professional development for teachers	\$449
Professional development for administrators	\$785
Consulting/Professional services	\$0
Induction programs	\$0
Books and other supplies	\$0
Dues and membership	\$0
Travel and conferences	\$0

**Personnel and Other Authorized Activities**

Certificated personnel salaries	\$4,923
Classified personnel salaries	\$0
Employee benefits	\$0
Developing or improving an evaluation system	\$0
Recruitment activities	\$0
Retention activities	\$0
Class size reduction	\$0

**Program Expenditures**

Direct administrative costs	\$0
Indirect costs	\$0
Equitable services for nonprofit private schools	\$0
Total expenditures	\$6,157
2025–26 Unspent funds	\$0

**\*\*\*Warning\*\*\***

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**2025–26 Homeless Education Policy, Requirements, and Implementation**

The purpose of this data collection is to meet federal requirements specified in 42 United States Code 11431 et seq. (Education for Homeless Children and Youths Act) and some federal requirements in Title I, Part A of the Elementary and Secondary Education Act (ESEA). This collection includes monitoring local educational agencies (LEAs) and their compliance with key provisions of the Education for Homeless Children and Youths Act including the collection of contact information for each required designated LEA's homeless liaison.

**CDE Program Contact:**

Karina Barrales, Integrated Student Support and Programs Office, [KBarrales@cde.ca.gov](mailto:KBarrales@cde.ca.gov), 916-327-9692  
 Deborah Avalos, Integrated Student Support and Programs Office, [DAvalos@cde.ca.gov](mailto:DAvalos@cde.ca.gov), 916-319-0599

**Homeless Education Certification**

The LEA hereby assures that the LEA has met the following requirements:

1. Designated a staff person as the liaison for homeless children and youths;
2. Developed a written policy that supports the enrollment and retention of homeless children and youths in schools of the LEA which:
  - a) Includes policies and practices to ensure that homeless children and youths are not stigmatized or segregated on the basis of their status as homeless;
  - b) Includes a dispute resolution process;
  - c) Ensures that transportation is provided for a homeless child or youth to and from the school of origin if requested by the parent, guardian or homeless liaison;
3. Disseminated public notice of the educational rights of homeless children and youths where such children and youths receive services under the provisions of the Education for Homeless Children and Youths Act.

**Homeless Liaison Contact Information**

Homeless liaison first name	Jocelyn
Homeless liaison last name	Jacobo
Homeless liaison title	Community/Family Liaison
Homeless liaison email address (Format: abc@xyz.zyx)	jocelynjacobo@oasischarterschool.org
Homeless liaison telephone number (Format: 999-999-9999)	831-424-9003
Homeless liaison telephone extension	
Enter the full-time equivalent (FTE) for all personnel directly responsible for the implementation of homeless education (Format: 0.00)	0.13

**Homeless Liaison Training Information**

**\*\*\*Warning\*\*\***

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**2025–26 Homeless Education Policy, Requirements, and Implementation**

The purpose of this data collection is to meet federal requirements specified in 42 United States Code 11431 et seq. (Education for Homeless Children and Youths Act) and some federal requirements in Title I, Part A of the Elementary and Secondary Education Act (ESEA). This collection includes monitoring local educational agencies (LEAs) and their compliance with key provisions of the Education for Homeless Children and Youths Act including the collection of contact information for each required designated LEA's homeless liaison.

**CDE Program Contact:**

Karina Barrales, Integrated Student Support and Programs Office, [KBarrales@cde.ca.gov](mailto:KBarrales@cde.ca.gov), 916-327-9692  
 Deborah Avalos, Integrated Student Support and Programs Office, [DAvalos@cde.ca.gov](mailto:DAvalos@cde.ca.gov), 916-319-0599

Has the homeless liaison attended and/or participated in a homeless education liaison training within the last two years	Yes
Has the homeless liaison provided training to the following personnel:	
Principals and other school leaders	Yes
Attendance officers and registrars	Yes
Teachers and instructional assistants	Yes
School counselors	Yes

**Homeless Education Policy and Requirements**

Does the LEA have a written homeless education policy	Yes
No policy comment	
Provide an explanation why the LEA does not have a homeless education policy. (Maximum 500 characters)	
Date LEA's board approved the homeless education policy	04/26/2022
Does the LEA meet the above federal requirements	Yes
Compliance comment	
Provide an explanation why the LEA does not comply with federal requirements. (Maximum 500 characters)	

**Housing Questionnaire Identifying Homeless Children**

Does your LEA use a housing questionnaire to assist with the identification of homeless children and youth	Yes
Does the housing questionnaire include best practices, rights, and protections afforded to homeless children and youth	Yes
Is the housing questionnaire made available in paper form	Yes
Did your LEA administer the housing questionnaire to all student body during the school year	Yes

**Title I, Part A Homeless Expenditures**

2025–26 Title I, Part A LEA allocation	\$58,061
2025–26 Title I, Part A direct or indirect services to homeless children reservation	\$1,000

**\*\*\*Warning\*\*\***

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**2025–26 Homeless Education Policy, Requirements, and Implementation**

The purpose of this data collection is to meet federal requirements specified in 42 United States Code 11431 et seq. (Education for Homeless Children and Youths Act) and some federal requirements in Title I, Part A of the Elementary and Secondary Education Act (ESEA). This collection includes monitoring local educational agencies (LEAs) and their compliance with key provisions of the Education for Homeless Children and Youths Act including the collection of contact information for each required designated LEA's homeless liaison.

**CDE Program Contact:**

Karina Barrales, Integrated Student Support and Programs Office, [KBarrales@cde.ca.gov](mailto:KBarrales@cde.ca.gov), 916-327-9692  
 Deborah Avalos, Integrated Student Support and Programs Office, [DAvalos@cde.ca.gov](mailto:DAvalos@cde.ca.gov), 916-319-0599

Amount of 2025–26 Title I, Part A funds expended or encumbered for direct or indirect services for homeless children	\$1,000
Homeless services provided  (Maximum 500 characters)	Oasis Charter was able to identify 20 homeless students in 25/26, which is a decrease from the 27 students in 24/25. Homeless families are identified by communication between students and faculty, and then reaching out to parents to confirm. Oasis Charter also monitors homeless families by noticing frequent address changes, especially when the address is listed as a local shelter. In addition, the housing questionnaire is given to all students.
No expenditures or encumbrances comment  Provide an explanation why there are no Title I, Part A expenditures or encumbrances for homeless services. (Maximum 500 characters)	

**\*\*\*Warning\*\*\***

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**2026–27 Certification of Assurances**

Submission of Certification of Assurances is required every fiscal year. A complete list of legal and program assurances for the fiscal year can be found at <https://www.cde.ca.gov/fg/aa/co/ca26assurancesdoc.asp>.

**CDE Program Contact:**

Consolidated Application Support Desk, Education Data Office, [ConAppSupport@cde.ca.gov](mailto:ConAppSupport@cde.ca.gov), 916-319-0297

**Consolidated Application Certification Statement**

I hereby certify that all of the applicable state and federal rules and regulations will be observed by this applicant; that to the best of my knowledge the information contained in this application is correct and complete; and I agree to participate in the monitoring process regarding the use of these funds according to the standards and criteria set forth by the California Department of Education Federal Program Monitoring (FPM) Office. Legal assurances for all programs are accepted as the basic legal condition for the operation of selected projects and programs and copies of assurances are retained on site. I certify that we accept all assurances except for those for which a waiver has been obtained or requested. A copy of all waivers or requests is on file. I certify that actual ink signatures for this form are on file.

Authorized Representative's Full Name	Lauren Ricker
Authorized Representative's Signature	
Authorized Representative's Title	Executive Director
Authorized Representative's Signature Date	05/26/2026

**\*\*\*Warning\*\*\***

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**2026–27 Protected Prayer Certification**

Every Student Succeeds Act (ESSA) Section 8524 specifies federal requirements regarding constitutionally protected prayer in public elementary and secondary schools. This form meets the annual requirement and provides written certification.

**CDE Program Contact:**

Carrie Lopes, Title I Policy, Program, and Support Office, [CLopes@cde.ca.gov](mailto:CLopes@cde.ca.gov), 916-319-0126

**Protected Prayer Certification Statement**

The local educational agency (LEA) hereby assures and certifies to the California State Board of Education that the LEA has no policy that prevents, or otherwise denies participation in, constitutionally protected prayer in public schools as set forth in the "Guidance on Constitutionally Protected Prayer in Public Elementary and Secondary Schools."

The LEA hereby assures that this page has been printed and contains an ink signature. The ink signature copy shall be made available to the California Department of Education upon request or as part of an audit, a compliance review, or a complaint investigation.

The authorized representative agrees to the above statement	Yes
Authorized Representative's Full Name	Lauren Ricker
Authorized Representative's Title	Executive Director
Authorized Representative's Signature Date	05/26/2026
Comment	
If the LEA is not able to certify at this time, then an explanation must be provided in the comment field. (Maximum 500 characters)	

**\*\*\*Warning\*\*\***

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**2026–27 LCAP Federal Addendum Certification**

**CDE Program Contact:**

Local Agency Systems Support Office, [LCAPAddendum@cde.ca.gov](mailto:LCAPAddendum@cde.ca.gov), 916-323-5233

**Initial Application**

To receive initial funding under the Every Student Succeeds Act (ESSA), a local educational agency (LEA) must have a plan approved by the State Educational Agency on file with the State. Within California, LEAs that apply for ESSA funds for the first time are required to complete the Local Control and Accountability Plan (LCAP), the LCAP Federal Addendum Template (Addendum), and the Consolidated Application (ConApp). The LCAP, in conjunction with the Addendum and the ConApp, serve to meet the requirements of the ESSA LEA Plan.

In order to initially apply for funds, the LEA must certify that the current LCAP has been approved by the local governing board or governing body of the LEA. As part of this certification, the LEA agrees to submit the LCAP Federal Addendum, that has been approved by the local governing board or governing body of the LEA, to the California Department of Education (CDE) and acknowledges that the LEA agrees to work with the CDE to ensure that the Addendum addresses all required provisions of the ESSA programs for which they are applying for federal education funds.

**Returning Application**

If the LEA certified a prior year LCAP Federal Addendum Certification data collection form in the Consolidated Application and Reporting System, then the LEA may use in this form the same original approval or adoption date used in the prior year form.

<b>County Office of Education (COE) or District</b> For a COE, enter the original approval date as the day the CDE approved the current LCAP. For a district, enter the original approval date as the day the COE approved the current LCAP	
<b>Direct Funded Charter</b> Enter the adoption date of the current LCAP	06/20/2023
Authorized Representative's Full Name	Lauren Ricker
Authorized Representative's Title	Executive Director

**\*\*\*Warning\*\*\***

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**2026–27 Application for Funding**

**CDE Program Contact:**

Consolidated Application Support Desk, Education Data Office, [ConAppSupport@cde.ca.gov](mailto:ConAppSupport@cde.ca.gov), 916-319-0297

**Local Governing Board Approval**

The local educational agency (LEA) is required to review and receive approval of their Application for Funding selections with their local governing board.

By checking this box the LEA certifies that the Local Board has approved the Application for Funding for the listed fiscal year	Yes
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**District English Learner Advisory Committee Review**

Per Title 5 of the California Code of Regulations Section 11308, if your LEA has more than 50 English learners, then the LEA must establish a District English Learner Advisory Committee (DELAC) which shall review and advise on the development of the application for funding programs that serve English learners.

By checking this box the LEA certifies that parent input has been received from the District English Learner Committee (if applicable) regarding the spending of Title III funds for the listed fiscal year	Yes
---	-----

**Application for Categorical Programs**

To receive specific categorical funds for a school year, the LEA must apply for the funds by selecting Yes below. Only the categorical funds that the LEA is eligible to receive are displayed.

<b>Title I, Part A (Basic Grant)</b> ESSA Sec. 1111 et seq. SACS 3010	Yes
<b>Title II, Part A (Supporting Effective Instruction)</b> ESEA Sec. 2104 SACS 4035	Yes
<b>Title III English Learner</b> ESEA Sec. 3102 SACS 4203	No
<b>Title III Immigrant</b> ESEA Sec. 3102 SACS 4201	No
<b>Title IV, Part A (Student and School Support)</b> ESSA Sec. 4101 SACS 4127	No

**\*\*\*Warning\*\*\***

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### 2026–27 Substitute System for Time Accounting

This certification may be used by auditors and by California Department of Education (CDE) oversight personnel when conducting audits and sub-recipient monitoring of the substitute time-and-effort system. Approval is automatically granted when the local educational agency (LEA) submits and certifies this data collection.

**CDE Program Contact:**

Hilary Thomson, Fiscal Oversight and Support Office, [HThomson@cde.ca.gov](mailto:HThomson@cde.ca.gov), 916-323-0765

The LEA certifies that only eligible employees will participate in the substitute system and that the system used to document employee work schedules includes sufficient controls to ensure that the schedules are accurate.

Detailed information on documenting salaries and wages, including both substitute systems of time accounting, are described in Procedure 905 of the California School Accounting Manual posted on the CDE web site at <https://www.cde.ca.gov/fg/ac/sa/>.

2026–27 Request for authorization	Yes
LEA certifies that the following is a full disclosure of any known deficiencies with the substitute system or known challenges with implementing the system (Maximum 500 characters)	None at this time.

**\*\*\*Warning\*\*\***

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# CONSOLIDATED APPLICATION AND REPORTING SYSTEM

Oasis Charter Public (27 10272 6119663)

- Home
- Data Entry Forms
- Certification Preview
- Certify Data
- Reports
- Users
- Contacts**
- FAQs

## Contact Management

- Program Contacts**
- Edit Contacts (Non-Users)

### Program Contacts

To assist California Department of Education (CDE) communications, support and meet categorical compliance requirements, the local educational agency (LEA) must provide Program Contacts. Required contacts are: Consolidated Application (ConApp) Coordinator, Homeless, and Foster Youth. To assign a contact, select the Assign link to the right of the Contact Type, then select a contact from the drop down list. Once a program has an assigned contact, the contact information will be visible to CDE staff.

The LEA's current CARS users are automatically available in the contact selection drop down list. If a CARS user's contact information needs to be updated, then the user must do that via their user account in the Centralized Authentication System (CAS).

If the Program Contact is not a CARS user, then select the Edit Contacts (Non-Users) subtab via which a non-user's contact information must be added and updated, when necessary.

Contact Type	Contact Information	Assign
ConApp Coordinator	Casee Weber (cweber27), casee@adminres.com, 530-647-1733	<a href="#">Assign</a>
Homeless	Grisela Macias, griselamacias@oasischarterschool.org, 831-424-9003	<a href="#">Assign</a>
Foster Youth	Grisela Macias, griselamacias@oasischarterschool.org, 831-424-9003	<a href="#">Assign</a>
EIA Program	Lauren Ricker, laurenricker@oasischarterschool.org, 831-424-9003	<a href="#">Assign</a>
Title I, Part A Program	Lauren Ricker, laurenricker@oasischarterschool.org, 831-424-9003	<a href="#">Assign</a>
Title I, Part D Program	Lauren Ricker, laurenricker@oasischarterschool.org, 831-424-9003	<a href="#">Assign</a>
Title II, Part A Program	Lauren Ricker, laurenricker@oasischarterschool.org, 831-424-9003	<a href="#">Assign</a>
Title III Immigrant	Lauren Ricker, laurenricker@oasischarterschool.org, 831-424-9003	<a href="#">Assign</a>
Title III English Learner	Lauren Ricker, laurenricker@oasischarterschool.org, 831-424-9003	<a href="#">Assign</a>
Title V, Part B Program		<a href="#">Assign</a>
Title IV, Part A Program		<a href="#">Assign</a>

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.9 ACTION: Removal of Signing Authority from Oasis Charter Public School Mechanics Bank Accounts**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

The Board of Directors is requested to approve the removal of Katherine Uppman as an authorized signer on all Oasis Charter Public School accounts held with Mechanics Bank.

**BACKGROUND:**

As a result of Katherine Uppman's resignation, it is necessary to remove her signing authority from all Oasis Charter Public School accounts maintained with Mechanics Bank. This action ensures that only current authorized representatives of the school have access to execute financial transactions on behalf of the organization and maintains appropriate internal controls over school finances.

**RECOMMENDATION:**

Approve the removal of Katherine Uppman as an authorized signer on all Oasis Charter Public School Mechanics Bank accounts, effective immediately.

**Administration Recommendation: Approve**  **Information** \_\_\_\_\_

**Person submitting item: Lauren Ricker, Executive Director**

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.10 DISCUSSION/ACTION: Approval of the 2026–2027 July 1, 2026 Budget**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

The Board of Directors is requested to review and approve the 2026–2027 July 1, 2026 Budget.

**BACKGROUND:**

The proposed 2026–2027 July 1 Budget reflects the anticipated revenues, expenditures, and fund balance projections for the fiscal year beginning July 1, 2026. The budget has been prepared based on current enrollment projections, estimated state and local funding, staffing, and operational needs, and serves as the financial plan for the 2026–2027 fiscal year. Board approval authorizes the implementation of the budget and supports the school's fiscal planning and operational activities for the upcoming year.

**RECOMMENDATION:**

Approve the 2026–2027 July 1, 2026 Budget as presented.

**Administration Recommendation: Approve**   X   **Information** \_\_\_\_\_

**Person submitting item: Lauren Ricker, Executive Director**



# Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>	Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
<b>Enrollment</b>	170	170	170	170
Estimated ADA	155.96	155.96	155.96	155.96
COLA	2.30%	4.31%	3.30%	3.09%
CPI	3.09%	3.76%	3.18%	2.76%
Revenue				
Expenses				
<b>80110000000000</b>	950,027	1,260,994	1,361,623	1,419,410
<b>80121400000000</b>	543,221	413,470	427,115	440,313
<b>80190000000000</b>	-37,587	0	0	0
<b>80191400000000</b>	10,387	0	0	0
<b>80960000000000</b>	548,318	507,402	507,402	507,402
<b>80970000000000</b>	27,200	0	0	0
<b>Total LCFF Funding</b>	<b>2,041,566</b>	<b>2,181,866</b>	<b>2,296,140</b>	<b>2,367,125</b>
<b>81813310000000</b>	25,051	25,134	24,299	24,299
<b>81823327500000</b>	1,867	1,867	0	0
<b>82205310000000</b>	77,330	77,330	77,330	77,330
<b>82903010000000</b>	58,061	58,061	58,061	58,061
<b>82904035000000</b>	6,081	6,081	6,081	6,081
<b>Total Federal Revenues</b>	<b>168,390</b>	<b>168,473</b>	<b>165,771</b>	<b>165,771</b>



# Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>		Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
852053100000000	State Child Nutrition School	48,332	48,332	49,927	51,470
855000000000000	Mandated Cost Reimbursement-Block	3,557	3,277	3,377	3,489
856011000000000	State Lottery Revenue-Non-Prop	37,680	37,680	30,362	30,362
856011000000001	State Lottery Revenue-Non-Prop-PY	-413		0	0
856063000000000	State Lottery Revenue-Prop 20	16,290	16,290	13,104	13,104
856063000000001	State Lottery Revenue-Prop 20-PY	-1,273		0	0
859000000000000	Other State Revenues	1,000	1,000	500	500
859026000000000	Other State Revenues-ELO-P 24/25	266,259	0	0	0
859026000000000	Other State Revenues-ELO-P 25/26	74,921	210,000	0	0
859026000000000	Other State Revenues-ELO-P 26/27	0	131,203	341,203	341,203
859060190000000	Other State Revenues-SSPD Grant	0	25,000	25,000	4,270
859060300000000	Other State Revenues-SB740	206,910	211,107	211,108	211,108
859060300000001	Other State Revenues-SB740-PY	0	0	0	0
859062660000000	Other State Revenue-Edu Effectiveness	3,616	0	0	0
859065460000000	Other State Revenues-ERMHS Level 2	13,201	13,201	13,201	13,201
859067620000000	Other State Revenues-AMIM Grant	28,372	0	0	0
859067700000000	Other State Rev-AMS Prop 28 23/24	0	0	0	0
859067700000000	Other State Rev-AMS Prop 28 24/25	0	0	0	0
859067700000000	Other State Rev-AMS Prop 28 25/26	32,000	6,319	0	0
859067700000000	Other State Rev-AMS Prop 28 26/27	0	25,681	25,681	25,681
859074350000000	Oth State Revenue - LREBG + PY	18,681	0	0	0
859076900000000	Oth State Rev-STRS OnBehalf Contributions	74,428	87,184	87,184	87,184
859078100000000	Oth State Rev-LSPD Literacy Screening	3,231	3,231	3,231	3,231
<b>Total Other State Revenues</b>		<b>826,792</b>	<b>819,505</b>	<b>803,878</b>	<b>784,803</b>



# Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>		Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
8660000000000000	Interest	6,000	6,000	6,198	6,390
8698000000000000	Donations	5,000	15,000	15,495	15,923
8698900200000000	Donations-Classrooms K-6	2,500	2,500	2,580	2,659
8698900300000000	Donations-Field Trips	5,000	10,000	10,318	10,318
8698900400000000	Donations-Field Trips-Science Camp	6,000	10,000	10,330	10,649
8698900500000000	Donations--Promotion	1,000	500	517	534
8698900600000000	Donations-Yearbook	1,000	1,000	1,033	1,067
8698903000000000	Donations-Taylor Farms	200,000	200,000	200,000	200,000
8699000000000000	Other Local Revenues	25,000	5,000	5,250	5,513
8699900100000000	Other Local Revenues-OCC	0	0	0	0
8699900200000000	Other Local Revenues-Fundraisers	30,000	30,000	31,500	31,500
8699900300000000	Other Local Revenues-Field Trips	0	0	0	0
8699930000000000	Other Local Revenue - STRS Excess - PY	1,674	1,674	1,758	1,846
8792650050000000	Transfer of Apport-JPA-SELPA	146,342	131,490	131,490	131,490
8792650057000001	Transfer of Apport-JPA-SELPA-PY	18	0	0	0
879265005000L10	Transfer of Apport-Sp Ed-Low Incidence	3,649	3,649	3,649	3,649
8792654650000000	Transfer of Apport-Sp Ed-ERMHS	0	0	0	0
<b>Total Other Local Revenues</b>		<b>433,183</b>	<b>416,813</b>	<b>420,117</b>	<b>421,536</b>
<b>Total Revenues</b>		<b>3,469,931</b>	<b>3,586,657</b>	<b>3,685,906</b>	<b>3,739,235</b>



# Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>	Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
110100001110000	78,146	47,906	48,385	48,869
110111001100000	33,108	37,680	38,057	38,437
110114001110000	340,213	413,470	417,605	421,781
110126001110000	40,000	54,892	55,441	55,996
110133105711200	25,051	25,134	25,386	25,639
110165005711200	29,007	67,764	68,442	69,126
110200001110000	6,880	7,500	7,575	7,651
110400001110000	13,310	45,503	45,958	46,417
110474351110000	8,734	0	0	0
117500000000000	7,000	5,000	5,050	5,101
117593000000000	169	0	0	0
120165005731500	0	0	0	0
12100001131100	51,015	58,380	63,430	64,064
121026001131100	5,000	5,000	0	0
<b>Total Teacher Salaries</b>	<b>637,632</b>	<b>768,229</b>	<b>775,328</b>	<b>783,081</b>
131100001127000	129,840	135,034	136,384	137,748
132100001121000	90,664	93,989	94,929	95,878
132140351121000	0	0	0	0
137500001127000	0	0	0	0
138000001127000	0	0	0	0
<b>Total Administrator Salaries</b>	<b>220,504</b>	<b>229,023</b>	<b>231,313</b>	<b>233,626</b>
<b>Total Certificated Salaries</b>	<b>858,136</b>	<b>997,252</b>	<b>1,006,640</b>	<b>1,016,707</b>



## Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>	Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
210100001110000	64,166	101,114	102,125	103,146
210114001100000	0	0	0	0
210126001110000	25,500	15,000	15,000	15,150
210130101110000	48,547	72,688	73,414	74,149
210165005711300	92,216	123,765	125,003	126,253
210100001110000	31,418	42,964	43,394	43,828
210174351110000	9,946	0	0	0
218000001110000	0	0	0	0
<b>Total Paraeducator Salaries</b>	<b>271,793</b>	<b>355,531</b>	<b>358,936</b>	<b>362,525</b>
220153101137000	25,649	25,475	25,729	25,987
220500001124950	24,584	35,991	36,351	36,714
220530101124950	9,514	0	0	0
221100001181000	70,026	82,742	83,570	84,405
221126001181000	12,250	0	0	0
227500001181000	0	0	0	0
<b>Total Support Services Salaries</b>	<b>142,023</b>	<b>144,208</b>	<b>145,650</b>	<b>147,106</b>
230100001127000	69,815	72,078	72,798	73,526
<b>Total Supervisor Salaries</b>	<b>69,815</b>	<b>72,078</b>	<b>72,798</b>	<b>73,526</b>
240100001127000	17,289	46,862	47,330	47,804
247500001127000	2,000	0	0	0
248000001127000	0	0	0	0
290126001139000	69,016	40,138	40,539	41,350
290226001139000	103,142	165,432	167,087	170,428
<b>Total Office/Technical Salaries</b>	<b>191,447</b>	<b>252,432</b>	<b>254,956</b>	<b>259,582</b>
<b>Total Classified Salaries</b>	<b>675,078</b>	<b>824,248</b>	<b>832,340</b>	<b>842,740</b>
<b>Total Salaries</b>	<b>1,533,215</b>	<b>1,821,499</b>	<b>1,838,981</b>	<b>1,859,447</b>



# Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>	Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
<b>Total STRS</b>	225,112	264,193	279,452	281,375
<b>Total OASDI/Medicare</b>	64,228	77,515	78,270	79,212
<b>Total Health and Welfare</b>	132,751	180,000	185,724	190,850
<b>Total Unemployment Insurance</b>	4,772	3,911	3,919	3,930
<b>Total Workers' Compensation</b>	18,584	21,758	24,330	25,831
<b>Total Employee Benefits</b>	445,446	547,377	571,696	581,197



## Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>	Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
411000001110000	26,001	19,248	19,860	20,408
411063001110000	11,286	16,290	23,475	24,123
411078101110000	4,713	6,462	0	0
421000001110000	750	750	774	795
<b>Total BooksReference</b>	<b>42,750</b>	<b>42,750</b>	<b>44,109</b>	<b>45,327</b>
431000001110000	13,701	7,500	7,739	7,952
431000001142000	100	100	103	106
431026001110000	1,710	1,710	1,764	1,813
431063001110000	3,731	3,731	3,850	3,956
431065005711300	500	500	516	530
<b>Total Instructional Materials/Supplies</b>	<b>19,742</b>	<b>13,541</b>	<b>13,972</b>	<b>14,357</b>
432000001127000	10,000	5,000	5,159	5,301
432000001142000	100	100	103	106
432000001181000	5,000	5,000	5,159	5,301
432026001110000	500	500	516	530
432026001139000	7,500	7,500	7,739	7,952
432053100037000	750	750	774	795
432065005711300	103	100	103	106
432090011127000	0	0	0	0
432090021137000	14,000	20,000	20,636	21,206
<b>Total Supplies/Stores</b>	<b>37,953</b>	<b>38,950</b>	<b>40,189</b>	<b>41,298</b>



## Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>	Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
441000001110000	850	500	516	530
441000001127000	2,000	1,500	1,548	1,590
441053101137000	500	1,500	1,548	1,590
441065005711300	500	0	0	0
<b>Total Non-Capitalized Equipment</b>	<b>3,850</b>	<b>3,500</b>	<b>3,611</b>	<b>3,711</b>
445000001127000	0	0	0	0
445000001110000	0	0	0	0
<b>Total Non-Capitalized Fixed Assets</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
470053101137000	122,500	122,500	126,396	129,884
<b>Total Food Service Expenditures</b>	<b>122,500</b>	<b>122,500</b>	<b>126,396</b>	<b>129,884</b>
<b>Total Books and Supplies</b>	<b>226,795</b>	<b>221,241</b>	<b>228,276</b>	<b>234,577</b>



## Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>	Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
523000001127000	500	0	0	0
524000001110000	0	100	103	106
524000001127000	500	200	206	212
524065005711900	0	0	0	0
<b>Total Travel/Conferences</b>	<b>1,000</b>	<b>300</b>	<b>310</b>	<b>318</b>
531000001110000	2,000	500	516	530
531000001127000	8,500	10,000	10,318	10,603
531067621127000	100	0	0	0
<b>Total Dues/Memberships</b>	<b>10,600</b>	<b>10,500</b>	<b>10,834</b>	<b>11,133</b>
540000001127000	39,479	43,588	44,974	46,215
<b>Total Insurance</b>	<b>39,479</b>	<b>43,588</b>	<b>44,974</b>	<b>46,215</b>
550000001181000	62,964	39,353	40,604	41,725
550026001181000	15,741	23,612	24,362	25,035
<b>Total Operations/Housekeeping</b>	<b>78,705</b>	<b>62,964</b>	<b>64,966</b>	<b>66,759</b>
560500001187000	0	0	0	0
561000001127000	15,000	15,000	15,477	15,904
561500001127000	1,800	500	516	530
562000001187000	89,344	154,809	165,691	167,621
562060301187000	206,910	211,107	211,108	211,108
562067621187000	28,272	0	0	0
563000001187000	2,500	2,000	2,064	2,121
564000001187000	14,000	10,000	10,318	10,603
<b>Total Rentals/Leases/Repairs</b>	<b>357,826</b>	<b>393,417</b>	<b>405,173</b>	<b>407,886</b>



## Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>		Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
58060000073000	ARI Administration Contract	50,000	51,000	52,000	53,000
581090021110002	Field Trips/Transportation-2nd Grade	368	0	0	0
581090031110000	Field Trips/Transportation	416	416	429	441
5810900401110000	Field Trips/Transportation-Science Camp	5,000	9,000	9,286	9,542
582000000076000	Oversight Fee	20,416	21,819	22,961	23,671
583000001127000	Temp Employment/Advertising Fees	13,000	1,000	1,032	1,060
583065005711900	Advertising/Employment Fees-SpEd Temp	42,500	20,000	10,318	5,159
585000001127000	Legal Services	50,000	25,000	25,795	26,507
585200000071910	Audit Services	12,180	15,750	17,125	17,598
585400001127000	Consulting Service Contracts	36,000	25,000	10,000	10,000
585600001127000	Technology Service -Admin	9,000	6,500	6,707	6,892
585700001110000	SIS Service Contracts	18,250	19,250	19,862	20,410
585800001127000	Other Svcs/Operating Exp-Admin	8,750	7,500	7,739	7,952
585800001131400	Other Svcs/Oper Exp-Occ. Therapy	15,000	15,000	15,477	15,904
585826001110000	Other Svcs/Oper Exp-Inst.-ELO-P	11,416	0	0	0
585826001131100	Other Svcs/Oper Exp-Counseling-ELO-P	11,960	0	0	0
585826005711900	Other Svcs/Oper Exp-SpEd ELO-P (LAS)	13,000	0	0	0
585833275711900	Other Svcs/Operating Exp - Federal ERMHS	1,867	1,867	0	0
585853101137000	Other Svcs/Operating Exp - Food Service	13,000	13,000	13,413	13,784
585865005711900	Other Svcs/Operating Exp-SpEd-Instr	200,000	10,000	0	0
585865465711900	Other Svcs/Operating Exp-State MH	13,201	13,201	13,621	13,997
585867701110000	Other Svcs/Oper Exp-AMS (Prop 28)	32,000	32,000	33,018	33,929
585900001127000	Oth Svc-Payroll Processing Fees	16,045	16,045	16,555	17,012
586000001127000	Penalties/Late Fees	500	100	103	106
586000001172000	Wage Judgements/Settlements	15,000	0	0	0
587540351110000	Staff Development Expense-Instr-Title II	6,081	6,081	6,274	6,448
587560191110000	Staff Development Expense-Teachers - SSPD	0	25,000	25,000	4,270
587562661110000	Staff Development Expense-EduEff66	500	0	0	0
587562661127000	Staff Development Expense-EduEff66	3,116	0	0	0
587590141127000	Staff Development Expense-Admin-AVID	0	0	0	0
<b>Total Professional Services</b>		<b>618,566</b>	<b>334,529</b>	<b>306,715</b>	<b>287,682</b>



# Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>	Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
591000001127000	750	500	516	530
592000001127000	8,000	10,000	10,318	10,603
593000001127000	12,984	13,000	13,413	13,784
593100001127000	775	0	0	0
<b>Total Communications</b>	<b>22,509</b>	<b>23,500</b>	<b>24,247</b>	<b>24,917</b>
<b>Total Services/Operating Expenses</b>	<b>1,128,685</b>	<b>868,798</b>	<b>857,219</b>	<b>844,910</b>
<b>Capital Outlay</b>				
617000001185000	0	0	0	0
620000001185000	0	0	0	0
640000001110000	0	0	0	0
690000001110000	96,300	96,300	96,300	96,300
690032121110000	2,160	2,160	2,160	2,160
690032131110000	5,532	5,532	5,532	5,532
690032201110000	1,116	1,116	1,116	1,116
690070281110000	588	588	588	588
691000001110000	6,214	6,214	6,214	6,214
<b>Other Outgo</b>	<b>111,910</b>	<b>111,910</b>	<b>111,910</b>	<b>111,910</b>
<b>Total Expenses</b>	<b>3,446,051</b>	<b>3,570,825</b>	<b>3,608,082</b>	<b>3,632,040</b>



# Oasis Charter Public School 2026/27 Jul 1 Budget

<i>Ready for Board Approval as of 6/25/26</i>	Estimated Actuals 2025-26	Jul 1 Budget 2026-27	Projected 2027-28	Projected 2028-29
89799950000000	0	0	0	0
89800000000000	-282,880	-194,113	0	0
89805310000000	39,038	39,845	0	0
89806500500000	243,842	154,268	0	0
<b>Total Other Sources</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>743900000091000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Other Uses</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Other Sources and Uses</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Net Increase/Decrease in Fund Balance</b>	<b>23,880</b>	<b>15,832</b>	<b>77,824</b>	<b>107,195</b>
<b>979100000000000</b>	<b>1,073,150.63</b>	<b>1,097,031</b>	<b>1,112,864</b>	<b>1,190,688</b>
<b>979300000000000</b>				
<b>Ending Fund Balance/Net Assets</b>	<b>1,097,031</b>	<b>1,112,864</b>	<b>1,190,688</b>	<b>1,297,883</b>

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.11 DISCUSSION/ACTION: Approval of the 2026–2027 Local Control and Accountability Plan (LCAP)**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

The Board of Directors is requested to review and approve the **2026–2027 Local Control and Accountability Plan (LCAP)**.

**BACKGROUND:**

The 2026–2027 LCAP outlines the school's annual goals, actions, services, and expenditures designed to improve student outcomes and address state priorities. The plan reflects input from educational partners, including students, families, staff, and the Board, and identifies strategies to support academic achievement, student engagement, school climate, and equitable access to educational opportunities. Approval of the LCAP fulfills state requirements and serves as a guiding document for continuous improvement during the 2026–2027 school year.

**RECOMMENDATION:**

Approve the 2026–2027 Local Control and Accountability Plan (LCAP) as presented.

**Administration Recommendation: Approve**  **Information** \_\_\_\_\_

**Person submitting item: Lauren Ricker, Executive Director**

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.12 DISCUSSION: Section 5 – Students, Article 7: Attendance Policy and Administrative Regulation**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

The Board of Directors will discuss the proposed revisions to Section 5 – Students, Article 7: Attendance Policy and Administrative Regulation. The discussion will include updates to ensure the policy remains aligned with current state laws, regulations, and best practices regarding student attendance, attendance reporting, truancy prevention, and independent study requirements, as applicable. No formal action will be taken at this meeting.

**RECOMMENDATION:**

The Board of Directors will discuss the current policy to ensure that the policy remains aligned with the current state laws, regulations and best practices regarding student attendance, attendance reporting, truancy and independent study requirements, as applicable. No formal action will be taken at this meeting

**Administration Recommendation: Approve \_\_\_\_\_ Information \_\_\_X\_\_\_\_\_**

**Person submitting item: Melissa Edwards, Board President**

**UCEN Board/Oasis Charter Public School  
Salinas, California**

**Policy Adopted: 4/26/2022**

**Revised: 3/28/2023**

**Section V    Students  
Article VII   Attendance**

The UCEN Board and Oasis Charter Public School (OCPS) recognize that student accountability for attending school every day and on time is a high priority for the Board and School. Consistent school attendance and punctuality are essential to student progress and academic achievement.

Furthermore the school is fiscally dependent on student attendance and is negatively impacted by excessive unexcused absences.

Therefore, the Board and school have established Attendance Procedures that are in compliance with Education Code (EC 48205, EC 48260) and the compulsory education laws of California.

It is important for parents/guardians and family members to support their children's education by ensuring daily school attendance and punctuality. The Board and School highly encourage parents to read the Administrative Regulation, Section V, Article VII - Attendance, which is posted on the school website under the tab, "Board" and "Family Handbook". Any questions or concerns regarding this policy please feel free to contact the school Executive Director or designee.

**UCEN Board/Oasis Public Charter School  
Salinas, California**

**Administrative Regulation Adopted: 5/31/2022  
Revised: 3/28/2023**

**Section V    Students  
Article VII   Attendance**

Consistent student attendance and being on time is a major factor in the development of student learning. Therefore, it is incumbent upon parents/guardians that students attend school and are on time to ensure student success.

There are times in which students may need to be absent from school or on occasion to be late to school. When it becomes necessary for the student to be absent from school or late to school, the school's attendance policy shall be as follows for Excused and Unexcused absences.

Absence from school shall be excused only for health reasons, family emergencies and justifiable personal reasons, as permitted by law or Board Policy and Regulations.

Insofar as class participation is an integral part of students' learning experiences parents/guardians are encouraged to schedule medical appointments during non-school hours.

Students should not be absent from school without their parents/guardians knowledge or consent except in cases of medical emergency.

**Excused Absences for Classroom Based Attendance**

All student absences shall be considered excused for the following reasons:

1. Personal illness, including an absence for the benefit of the student's mental or behavioral health;
2. Quarantine under the direction of a county or city health officer;
3. Medical, dental, optometric, or chiropractic services rendered;
4. Attendance at funeral services for a member of the immediate family:
  - a. Excused absence in this instance shall be limited to one day if the service is conducted in California or three days if services are out of state;
  - b. "Immediate family" shall be defined as mother, father, grandmother, grandfather, brother, sister or any relative living in the student's immediate household;
5. Appearance in court;
6. Observance of a holiday or ceremony of the student's religion;

7. Attendance at a religious retreat:
  - a. Attendance at religious retreats shall not exceed four (4) hours per semester;
8. Participating in a cultural ceremony or event. "Cultural" means relating to the habits, practices and beliefs and traditions of a certain group of people;
9. Spending time with a member of the student's immediate family, who is an active duty of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat support position;
10. Attending the student's naturalization ceremony to become a U.S. citizen:
  - a. Absences granted pursuant to this section shall be granted for a period of time at the discretion of the Executive Director or designee;
  - b. Notwithstanding Section 48200 a pupil shall be excused from school in order to participate with a not-for-profit performing arts organization in a performance for a public-school pupil audience, for a maximum of up to five days per school year with the pupil's parent/guardian written note explaining the pupil's absence. Ed Code 48225.5(a)(2)

### **Methods of Verification of Excused Absences**

When students who have been absent and return to school, they must present a satisfactory explanation verifying the reason for the absence by using one of the following methods:

1. A signed, written note from parent/guardian;
2. Conversation, either in person or by telephone between an office staff employee and the parent/guardian or representative of parent/guardian;
3. The employee shall record the following information:
  - a. Name of the student;
  - b. Name of parent/guardian or representative;
  - c. Name of verifying employee;
  - d. Date or dates of absence and reason for absence;
  - e. Visit to the student's home by an Oasis employee or any other reasonable method that establishes the fact that the student was absent for the reasons stated. A written recording shall be made including information outlined above;
4. Healthcare provider verification:
  - a. When excusing students for confidential medical services or verifying such appointments, school staff shall not ask the purpose of such appointments but may contact the medical office to confirm the time of the appointment. A healthcare provider's note of illness will be accepted for any reported absence;

- b. When a student has eight (8) absences in a school year for illness verified by methods listed in #1-3 above without a healthcare provider's note, any further absences for illness must be verified by the healthcare provider;

### **Unexcused Absence and Tardy/Truancy for Classroom Based Attendance**

According to California Truancy Law, Education Code 48260, students shall be classified as truant if the student is absent from school without a valid excuse for three full days in one school year (commencing on the first day of student's enrollment), or tardy for more than a 30-minute period during the school day without a valid excuse on three occasions in one school year or any combination thereof, shall be classified as a truant and such students shall be reported to the Executive Director or designee.

The parent/guardian of a student who is classified as a truant shall be notified of the following:

- a. The student is truant;
- b. The parent/guardian is obligated to compel the student to attend school;
- c. The parent/guardian who fails to meet this obligation may be guilty of an infraction of the law and subject to prosecution;
- d. The parent/guardian has the right to meet with appropriate school personnel to discuss solutions to the student's truancy;
- e. It is recommended that the parent/guardian accompany the student to school and attend classes with the student for one day.

The school administration shall work collaboratively with parents/guardians to implement steps to reduce truancy. The school may refer the parent/guardian to an appropriate in-house guidance service or appropriate social services agency.

1. Each unexcused absence will result in a call to the parent/guardian by an employee of the school office staff;
2. Upon reaching three (3) unexcused absences/tardies (more than 30, thirty minutes) or any combination thereof, the parent/guardian will receive Truancy Letter #1, the letter will include a copy of the Administrative Regulation, Section V, Section 10 - Student Attendance. The letter must be signed by the parent/guardian and returned to the school. A family liaison will make every effort for a home visit and/or requests to schedule a conference with the family. A copy of the letter may be sent to the District Attorney's Truancy Abatement Department;
3. Upon reaching five (5) unexcused absences/tardies, (more than 30 minutes), or any combination thereof, the parent/guardian will receive Truancy Letter #2 along with a copy of the Board Regulation, Section V, Article X - Student Attendance. A family liaison will make every effort for a home visit and/or requests to schedule a conference with the family. A copy of the parent letter may be sent to the District Attorney's Truancy and Abatement Department;

4. Upon reaching Seven (7) of unexcused absences/tardies (more than 30 minutes), or any combination thereof, the parent/guardian will receive Truancy Letter #3 along with a copy of the Board Regulation, Section V, Article X - Student Attendance. A Student Study Team (SST) will be scheduled with the school's Executive Director or designee, and others and the parent/guardian who will be required to attend, to mutually resolve the issue. A copy of the parent letter will be sent to the District Attorney's Truancy Abatement Department;
5. Upon reaching ten (10) unexcused absences/tardies (more than 30 minutes) or any combination thereof, the parent/guardian will receive written notice inclusive of date and time to meet with the UCEN Board to review the case. The notice shall be sent at least five (5) days prior to the review meeting;
6. The UCEN Board Review Meeting:
  - a. The UCEN Board may opt for a specified probationary period in which the student must demonstrate improved attendance;
  - b. The UCEN Board will receive a report at the end of the specified period as to the improvement or lack of improvement in attendance to determine further options, if necessary.

#### **Non-Classroom Based Programs**

All attendance for non-classroom based programs shall be in accordance with current law and regulations.

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.13 DISCUSSION: Section 5 – Students, Article 9: Homeless Education**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

The proposed policy establishes the school's procedures and responsibilities for identifying, enrolling, and supporting students experiencing homelessness in accordance with the requirements of the federal **McKinney-Vento Homeless Assistance Act** and applicable California law. The policy ensures that eligible students have equal access to educational opportunities, immediate enrollment, school stability, transportation, and other services necessary to support their academic success and educational continuity.

**RECOMMENDATION:**

The Board of Directors is requested to review and approve the revised **Section 5 – Students, Article 9: Homeless Education** policy.

**Administration Recommendation: Approve**  **Information**

**Person submitting item: Grisela Macias, Office Manager**

**UCEN Board/Oasis Charter Public School  
Salinas, California**

**Policy Adopted: 4/26/2022**

**Section V     Students Services  
Article IX    Homeless Education**

The UCEN Board and Oasis Charter Public School (OCPS) recognizes ~~to ensure its responsibility to ensure that~~ homeless students are provided equal access to the same free, appropriate public education as provided to other children and youth. All homeless students will be provided access to the education and services provided to all other students to meet the same academic achievement standards as other students. Homeless students will be integrated into the same programs and facilities as all other students.

The School shall remove barriers to the identification, enrollment, attendance, participation, and academic success of homeless children and youth and shall provide homeless students with educational stability and equal access to educational opportunities in accordance with the McKinney-Vento Homeless Assistance Act (42 U.S.C. §11431 et seq.) and applicable California law.

**Definition**

Homeless children and youth are individuals who lack a fixed, regular and adequate nighttime residence.

A lack of fixed, regular and adequate nighttime residence is defined by the following:

- A. One who is sharing the housing of other persons due to loss of housing, economic hardship, living in motels, hotels, trailer parks (not including mobile home parks), or camping grounds due to the lack of alternative accommodations, are living in emergency or transitional shelters, or abandoned in hospitals;
- B. Whose primary nighttime residence ~~that is is~~ a public or private place not designated for or ordinarily ~~use used~~ as a regular sleeping accommodation for human beings;
- C. Who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings;
- D.
- E. Who are migratory children who qualify as homeless for purposes of this part because the children are living in circumstances described above.

## Homeless Education (cont.)

### Unaccompanied Youth

An unaccompanied youth includes a youth not in the physical custody of a parent or guardian.

Unaccompanied youth shall be afforded the same rights and protections provided under the McKinney-Vento Homeless Assistance Act, including immediate enrollment, school stability protections, and assistance from the Homeless Community Liaison.

### Charter School of Origin

A charter school is considered the school of origin when the student was permanently housed or was last ~~admitted when while the student became homeless.~~ enrolled in the school at the time the student became homeless.

The Charter School will not be the school of origin if it is contrary to the wishes of a student's parent(s) or guardian(s) or ~~in the best interest of the student.~~ if it is determined not to be in the student's best interest.

To assess and determine the best interest of the student, the school shall:

- ~~A. Presume retaining the student unless it does not serve the student's best interest, parent(s) or guardian(s) or the unaccompanied youth.~~
- ~~B. Presume that keeping the student in the school of origin is in the student's best interest, except when doing so is contrary to the request of the parent, guardian, or unaccompanied youth, or when the school determines that remaining in the school of origin is not in the student's best interest;~~
- C. Consider the factors that affect the student, such as ~~mobility on achievement~~ the impact of mobility on academic achievement, education, health and safety of homeless children and youth. Consider giving priority to the request of the child's parent(s), guardian(s), or the unaccompanied youth. Additional factors may include the student's need for educational stability, the age of the student, the distance of travel, the student's attachment to teachers, peers, and school programs, and any other factors relevant to the student's educational success and well-being;
- D. If, after taking all factors into consideration and the school determines not to retain the student, the school will provide a written explanation to the parent, guardian, or unaccompanied youth, including information regarding the right to appeal. The student shall remain enrolled pending resolution of any school selection or enrollment dispute as required by law.

## Homeless Community Liaison

Jocelyn Jacobo, Family Liaison  
Oasis Charter Public School  
1135 Westridge Pkwy. Salinas, Ca. 93907  
(831) 424-9003

The Homeless Community Liaison is required to **do** all of the following:

- A. Ensure homeless children and youth are identified by the school personnel through outreach and coordination activities with other entities and agencies;
- B. Ensure that homeless children and youth are **admittedly properly immediately enrolled and properly placed to** in school and are provided full and equal opportunity to succeed;
- C. Ensure that homeless children and youth are provided full access to programs, early intervention services as provided under Part C of the Individuals with Disabilities Education Act (IDEA), 20 U.S.C. §1400 et seq., referrals to healthcare services, dental services, mental health services, housing, and **mental health and** substance abuse services;
- D. Ensure parents or guardians are informed of the educational and related opportunities available to their children and their right to participate in the education of their children;
- E. Ensure that admission disputes are mediated in a timely manner;
- F. Ensure that all public notices of educational rights of homeless children and youth are properly disseminated in school locations that are frequented by parents;
- G. Ensure that professional development programs, seminars, or in-house staff development are provided to address services to the homeless;
- H. Ensure the educational programs are providing equal access to academic standards and that all class work and assignments are properly credited;
- I. Ensure that unaccompanied youth are admitted to school and minimize any delays to their admission;
- J. Assist homeless students, families, and unaccompanied youth in obtaining records necessary for enrollment, including academic, medical, and immunization records;
- K. Coordinate with community agencies and service providers to connect homeless students and families with appropriate educational, health, housing, and support services;
- L. Ensure that homeless students are not stigmatized, segregated, or discriminated against based on their homeless status;

- M. Protect the confidentiality of records and information regarding a student's homeless status consistent with applicable federal and state law.

### **Admission**

~~If the school is not receiving McKinney-Vento Homeless Act (MVHA) funds, the school will comply with admission requirements of MVHA as if funds were received, such as admitting students even though there may be a dispute for a lack of information and/or documentation regarding admissions requirements.~~ The school would admit a student even though documentation may be missing or if the student has missed application or admission deadlines during any period of homelessness. Whether or not the School receives funding under the McKinney-Vento Homeless Assistance Act, the School shall comply with all applicable federal and state requirements relating to the enrollment, attendance, and educational rights of homeless children and youth. The School shall ensure that homeless children and youth have access to the same free and appropriate public education, including public preschool education when available through community programs, as provided to other children and youth.

Homeless students shall be immediately enrolled in the School even if they lack records or documentation normally required for enrollment.

Enrollment shall not be delayed due to a lack of:

- A. Proof of residency
- B. Academic records
- C. Birth certificates
- D. Immunization or health records
- E. Guardianship records
- F. Any other documentation typically required for enrollment

The School shall immediately contact the student's previous school, when applicable, to obtain relevant educational records and shall assist the student, parent, guardian, or unaccompanied youth in obtaining any missing documentation.

### **Barrier Removal**

The School shall review and revise policies, practices, and procedures as necessary to remove barriers to the identification, enrollment, retention, attendance, participation, and academic success of homeless children and youth.

Homeless students shall not be segregated into separate programs or settings based on their homeless status.

The School shall ensure that homeless students have a full and fair opportunity to succeed academically and participate in all school programs and activities.

### **Comparable Services**

Homeless students shall be provided services comparable to those offered to other students in the School, including, as applicable:

- A. Educational programs
- B. Special education services
- C. English learner services
- D. Counseling and mental health services
- E. School nutrition programs
- F. Before-school, after-school, and enrichment opportunities
- G. Extracurricular activities and school-sponsored events
- H. Any other services for which the student is eligible

### **Admission Disputes**

In the event of an admission dispute between the school and student, parent, or guardian, the school will develop a Dispute Resolution Process. The dispute process would include the following:

1. ~~Immediately admitting the student.~~ The student shall be immediately enrolled and allowed to fully participate in school activities pending resolution of the dispute;
2. Refer the student and parent/guardian to the Homeless Community Liaison to work out a dispute resolution. The Homeless Liaison shall assist the student, parent, guardian, or unaccompanied youth throughout the dispute resolution process and ensure that all rights are explained and protected;
3. Provide a written explanation of the school's decision. The written explanation shall include information regarding appeal rights and dispute resolution procedures available under federal and California law;
4. If dispute is unresolved or is appealed, the school should forward the documentation to the Monterey County Office of Education (MCOE) homeless liaison;
5. The results from the MCOE homeless liaison will return a written response within 5 days of receipt of the dispute;
6. If the MCOE response is unresolved or is appealed, MCOE homeless liaison will forward all written documentation and related paperwork to the State Homeless Coordinator. Upon review, the California Department of Education (CDE) will notify the parents/guardians of the admission decision within 10 working days of receipt.

## **Transportation**

When transportation is required under the McKinney-Vento Homeless Assistance Act, Oasis Charter Public School shall collaborate with the student's district of residence, the Monterey County Office of Education, and other appropriate agencies to facilitate transportation arrangements consistent with applicable law.

Nothing in this policy shall be interpreted to require the School to operate transportation services beyond those required by law.

## **Confidentiality**

Information regarding a student's homeless status shall be treated as confidential and shall not be disclosed except as permitted or required by law.

## **Early Childhood Referrals**

The Homeless Community Liaison shall provide information regarding available community preschool, Head Start, and other early childhood education opportunities when appropriate.

## **Nondiscrimination**

Homeless students shall not be segregated, discriminated against, or stigmatized on the basis of their homeless status.

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.14 DISCUSSION: Section 4 – Personnel, Article 15: Professional Boundaries – Staff/Student Interactions (SB 848)**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

The Board of Directors will discuss the proposed Section 5 – Personnel, Article 15: Professional Boundaries – Staff/Student Interactions policy to ensure compliance with the requirements of SB 848 and current best practices. The policy establishes expectations for maintaining appropriate professional boundaries between staff and students, including standards of conduct, electronic communications, reporting obligations, and prohibited behaviors to promote a safe and respectful educational environment.

**RECOMMENDATION:**

Discuss the proposed **Section 5 – Personnel, Article 15: Professional Boundaries – Staff/Student Interactions (SB 848)** policy and provide direction to staff regarding any revisions prior to bringing the policy back for Board approval.

**Administration Recommendation: Approve \_\_\_\_\_ Information \_\_\_x\_\_\_\_\_**

**Person submitting item: Grisela Macias, Office Manager**

**UCEN Board/Oasis Charter Public School Policy  
Salinas, California**

**Policy Adopted: 2/27/2024**

**Section IV: Personnel**

**Article XV Professional Boundaries: Staff/Student Interaction**

Oasis recognizes its responsibility to make and enforce all rules and regulations governing student and employee behavior to bring about the safest and most learning-conducive environment possible.

Corporal Punishment

Corporal punishment shall not be used as a disciplinary measure against any student. Corporal punishment includes the willful infliction of, or willfully causing the infliction of, physical pain on a student.

For purposes of this policy, corporal punishment does not include an employee's use of force that is reasonable and necessary to protect the employee, students, staff or other persons or to prevent damage to property.

For clarification purposes, the following examples are offered for direction and guidance of School personnel:

**Examples of PERMITTED actions (NOT corporal punishment)**

1. Stopping a student from fighting with another student;
2. Preventing a pupil from committing an act of vandalism;
3. Defending yourself from physical injury or assault by a student;
4. Forcing a pupil to give up a weapon or dangerous object;

Requiring an athletic team to participate in strenuous physical training activities designed to strengthen or condition team members or improve their coordination, agility, or physical skills;

Engaging in group calisthenics, team drills, or other physical education or voluntary recreational activities.

**Examples of PROHIBITED actions (corporal punishment)**

1. Hitting, shoving, pushing, or physically restraining a student as a means of control;
2. Making unruly students do push-ups, run laps, or perform other physical acts that cause pain or discomfort as a form of punishment;
3. Paddling, swatting, slapping, grabbing, pinching, kicking, or otherwise causing physical pain.

### Acceptable and Unacceptable Staff/Student Behavior

This policy is intended to guide all School faculty and staff in conducting themselves in a way that reflects the high standards of behavior and professionalism required of school employees and to specify the boundaries between students and staff.

Although this policy gives specific, clear direction, it is each staff member's obligation to avoid situations that could prompt suspicion by parents, students, colleagues, or school leaders. One viable standard that can be quickly applied, when you are unsure if certain conduct is acceptable, is to ask yourself, "Would I be engaged in this conduct if my family or colleagues were standing next to me?"

For the purposes of this policy, the term "boundaries" is defined as acceptable professional behavior by staff members while interacting with a student. Trespassing the boundaries of a student/teacher relationship is deemed an abuse of power and a betrayal of public trust.

Some activities may seem innocent from a staff member's perspective, but can be perceived as flirtation or sexual insinuation from a student or parent point of view. The objective of the following lists of acceptable and unacceptable behaviors is not to restrain innocent, positive relationships between staff and students, but to prevent relationships that could lead to, or may be perceived as, sexual misconduct.

Staff must understand their own responsibility for ensuring that they do not cross the boundaries as written in this policy. Disagreeing with the wording or intent of the established boundaries will be considered irrelevant for disciplinary purposes. Thus, it is crucial that all employees learn this policy thoroughly and apply the lists of acceptable and unacceptable behaviors to their daily activities. Although sincere, competent interaction with students certainly fosters learning, student/staff interactions must have boundaries surrounding potential activities, locations and intentions.

### Duty to Report Suspected Misconduct

When any employee reasonably suspects or believes that another staff member may have crossed the boundaries specified in this policy, he or she must immediately report the matter to a school administrator. All reports shall be as confidential as possible under the circumstances. It is the duty of the administrator to investigate and thoroughly report the situation. Employees must also report to the administration any awareness or concern of student behavior that crosses boundaries or where a student appears to be at risk for sexual abuse.

### Examples of Specific Behaviors

The following examples are not an exhaustive list:

#### *Unacceptable Staff/Student Behaviors (Violations of this Policy)*

1. Giving gifts to an individual student that are of a personal and intimate nature.

2. Kissing of any kind
3. Any type of unnecessary physical contact with a student in a private situation.
4. Intentionally being alone with a student away from the school.
5. Making or participating in sexually inappropriate comments.
6. Sexual jokes.
7. Seeking emotional involvement with a student for your benefit.
8. Listening to or telling stories that are sexually oriented.
9. Discussing inappropriate personal troubles or intimate issues with a student in an attempt to gain their support and understanding.
10. Becoming involved with a student so that a reasonable person may suspect inappropriate behavior.

#### Unacceptable Staff/Student Behaviors without Parent and Supervisor Permission

**(These behaviors should only be exercised when a staff member has parent and supervisor permission.)**

1. Giving students a ride to/from school or school activities. Field trips when parents give permission to attend are exempt from this.
2. Being alone in a room with a student at school with the door closed.
3. Allowing students in your home.

#### Cautionary Staff/Student Behaviors

**(These behaviors should only be exercised when a reasonable and prudent person, acting as an educator, is prevented from using better practice or behavior. Staff members should inform their supervisor of the circumstance and occurrence prior to or immediately after the occurrence)**

1. Remarks about the physical attributes or development of anyone.
2. Excessive attention toward a particular student.
3. Sending emails, text messages or letters to students if the content is not about school activities.

#### Acceptable and Recommended Staff/Student Behaviors

1. Getting parents' written consent for any after-school activity.
2. Obtaining formal approval to take students off school property for activities such as field trips or competitions.
3. Emails, text, phone and instant messages to students must be very professional and pertaining to school activities or classes (Communication should be limited to school technology).
4. Keeping the door open when alone with a student.
5. Keeping reasonable space between you and your students.
6. Stopping and correcting students if they cross your own personal boundaries.

7. Keeping parents informed when a significant issue develops about a student.
8. Keeping after-class discussions with a student professional and brief.
9. Asking for advice from fellow staff or administrators if you find yourself in a difficult situation related to boundaries.
10. Involving your supervisor if conflict arises with the student.
11. Informing the Executive Director about situations that have the potential to become more severe.
12. Making detailed notes about an incident that could evolve into a more serious situation later.
13. Recognizing the responsibility to stop unacceptable behavior of students or coworkers.
14. Asking another staff member to be present if you will be alone with any type of special needs student.
15. Asking another staff member to be present when you must be alone with a student after regular school hours.
16. Giving students praise and recognition without touching them.
17. High fives, fish bumps, and handshakes are acceptable.
18. Keeping your professional conduct a high priority.
19. Asking yourself if your actions are worth your job and career.

# Professional Boundaries Policy

Policy Template for Charter Schools

## **PROFESSIONAL BOUNDARIES POLICY**

### **TEMPLATE USE NOTICE**

*This template policy document is provided by CharterSAFE for educational and informational purposes only and is not legal advice. It is not intended to serve as a final policy or complete statement of legal requirements.*

*CharterSAFE makes reasonable efforts to keep this template aligned with applicable laws and best practices. Due to constant changes in laws and regulations, this template may not reflect the most recent legal developments or the specific circumstances of the Charter School since the last revision date. CharterSAFE makes no warranties, express, or implied, including warranties for fitness for a particular purpose, and makes no guarantees that use of this template will prevent or reduce the incidence of abuse, misconduct, or harm.*

*Each Charter School must independently adapt, review, and revise, as needed, and obtain the appropriate approval of your own Charter School's policies through its own legal counsel and governing structure before adoption and use. The Charter School remains responsible for ensuring compliance with applicable laws and regulations.*

***THIS POLICY IS PROVIDED AS A SAMPLE FOR ADAPTATION BY CHARTERSAFE MEMBERS.***

### **Applicable regulatory references**

An act to amend Sections 32280, 32281, 32282, 44010, 44242.5, 44830.1, 44939.5, and 51950 of, to amend, repeal, and add Section 44691 of, to add Sections 44051 and 44052 to, and to add Article 10 (commencing with Section 32100) to Chapter 1 of Part 19 of Division 1 of Title 1 of, the Education Code, and to amend Section 11165.7 of the Penal Code, relating to student safety.

*Education Code section 44050*

[https://leginfo.legislature.ca.gov/faces/codes\\_displaySection.xhtml?lawCode=EDC&sectionNum=44050](https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=EDC&sectionNum=44050)

*Penal Code section 11165.7*

[https://leginfo.legislature.ca.gov/faces/codes\\_displaySection.xhtml?lawCode=PEN&sectionNum=11165.7](https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=PEN&sectionNum=11165.7)

*Penal Code section 11166*

[https://leginfo.legislature.ca.gov/faces/codes\\_displaySection.xhtml?lawCode=PEN&sectionNum=11166](https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=PEN&sectionNum=11166)

*Senate Bill No. 848* [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=202520260SB848](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202520260SB848)

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SAMPLE

## 1. Purpose and Commitment

<CHARTER SCHOOL> is committed to maintaining a safe, respectful, and professional learning environment in which all students are protected from abuse, grooming, harassment, exploitation, and boundary violations. All adults who work with or around students are expected to always maintain clear professional boundaries.

This policy establishes expectations for professional boundaries and appropriate conduct between students and Specified Adults, among and between students, and among and between adults who work (i.e., employed, under contract) or volunteer at <CHARTER SCHOOL>. This policy is intended to prevent abuse, exploitation, harassment, and boundary blurring, and to support early recognition and reporting of concerning behavior.

## 2. Scope and Applicability

This policy applies to all charter school-related contexts at <CHARTER SCHOOL>, including but not limited to:

- School buildings, grounds, classrooms, offices, fields, playgrounds, restrooms, and common areas.
- School-sponsored activities held on or off campus, such as athletics, clubs, performances, field trips, after-school programs, retreats, and travel.
- Transportation to and from school-sponsored activities, whether operated by <CHARTER SCHOOL> or a contracted service provider.
- Digital and virtual environments connected to <CHARTER SCHOOL>, including learning management systems, school email, messaging platforms, virtual meetings, and online classes.
- Off campus conduct when it involves students or school activities or affects student safety or the school environment.

All Specified Adults are subject to and must follow this policy as a requirement of their role, appointment, or authorization to access students through employment, volunteer service, or contractual access to students and school facilities.

### 3. Key Terms and Definitions

Term	Definition
<b>Boundary blurring</b>	Behavior that may not be clearly abusive but that weakens professional boundaries, creates exclusive access, secrecy, dependency, or reasonably appears improper.
<b>Boundary violation</b>	Any behavior that goes beyond what is reasonable and necessary to perform professional duties, including conduct that is sexual, exploitive, harassing, coercive, involves inappropriate personal disclosure, or that gives the appearance of misconduct.
<b>Parent/Guardian</b>	A parent, guardian, or other adult with legal custody, or other individual authorized to make authorized educational decisions for the student under applicable law or court order, as named in the Charter School's records.
<b>Corporal Punishment</b>	Willful infliction of physical pain upon a child as a form of punishment or discipline.
<b>Specified Adult</b>	Any individual described in this policy having access and contact to students which includes employees, certificated and classified staff or the equivalent (i.e., instructional and non-instructional staff), administrators, governing body members (i.e., board members), volunteers, student teachers, interns, and contractors.
<b>Electronic communication</b>	Any communication using digital devices or platforms, including email, text messaging, direct messaging, group messaging applications, learning management systems, social media, chat functions, and video or audio calls.
<b>Grooming</b>	A pattern of conduct designed to gain a student's trust, desensitize the student to inappropriate behavior, create secrecy, and reduce the likelihood that misconduct will be recognized or reported.
<b>Legitimate educational purpose</b>	A purpose directly tied to instruction, supervision, safety, or a defined school activity that is appropriate in content, timing, and frequency and aligned with school policies and procedures.
<b>One-on-one interaction</b>	Any interaction where a Specified Adult is alone with a student in person or in a private electronic space that is not observable or interruptible by others.
<b>Professional boundary</b>	The appropriate interaction and relationships in a professional setting, ensuring conduct remains respectful, role-appropriate, and free from personal, social, or emotional involvement that could impair safety.
<b>Student</b>	An individual enrolled in or participating in an educational program or activity offered by <b>&lt;CHARTER SCHOOL&gt;</b> , regardless of age.
<b>Sexualized Behavior</b>	Sexualized talk, gestures, or conduct between people, including unwanted sexual comments, sharing or requesting sexual images, exposing private body parts, or sexual touching.

### 3.1 Abuse and Neglect Definitions

Abuse and neglect include the following:

Term	Definition
<b>Neglect</b>	Failure, refusal, or inability on the part of a Parent/Guardian, for reasons other than poverty, to provide necessary care, food, water, clothing, medical or dental care or shelter to seriously endanger the physical health of the child.
<b>Physical Abuse</b>	Physical injury inflicted on a child by other than accidental means. Physical injury includes, but is not limited to, lacerations, fractured bones, burns, internal injuries, severe or frequent bruising, or great bodily harm. Conduct qualifying as Physical Abuse may include, but is not limited to, hitting, spanking, shaking, slapping, unnecessary restraints, pushing, or other forceful physical contact.
<b>Verbal Abuse</b>	Language that is degrading or threatening, and includes verbal interactions such as name calling, insults, cursing, derogatory remarks, belittling, and shaming.
<b>Sexual Abuse</b>	A wide spectrum of interactions with a child including rape, certain physical assault, sexual battery, physical sexual contact, sexually explicit or offensive verbal communication, verbal sexual harassment, voyeurism, sexually oriented conversations, sexual intercourse or sexual touching of a student, sexual exploitation, exposing of genitalia, viewing of sexual activity, or permitting, allowing or encouraging a student to engage in prostitution.
<b>Emotional Abuse</b>	Conduct that reasonably causes harm to a child’s psychological or intellectual functioning, which is exhibited by emotional damage such as severe anxiety, depression, withdrawal, or aggression. Emotional damage may be demonstrated by substantial and observable changes in behavior, emotional response, or learning, which are incompatible with the child’s age or stage of development. Emotional Abuse includes the following conduct: shaming, humiliation, and cruelty.

### 4. General Expectations for Professional Conduct

Specified Adults are expected to always maintain professional relationships with students. This includes treating students with dignity and respect, using age-appropriate language, and maintaining professional distance regardless of a student’s behavior, family relationship, or community custom. Familiarity, informality, or a "like family" environment does not erase the obligation to function as a professional. Specified Adults are expected to avoid boundary blurring as defined in this policy and to seek guidance from **<POSITION TITLE>** when interactions begin to shift from professional to personal.

Specified Adults are expected to use transparent practices. Interactions with students should be observable or interruptible whenever reasonably possible, documented when appropriate, and structured to include Parent/Guardians or other adults when circumstances warrant. Specified Adults are expected to avoid situations that could reasonably be misinterpreted by students, Parent/Guardians, or other members of the school community.

Students are expected to treat peers and adults with respect, to maintain appropriate boundaries with peers and adults, and to avoid bullying, harassment, hazing, or other misconduct.

## 5. Adult- Student Professional Boundaries

This section sets expectations for professional boundaries between students and adults at <CHARTER SCHOOL>, including employees, adult volunteers, and school contractors.

### 5.1 General Rule

Specified Adults shall not engage in conduct with students that is sexual, romantic, exploitive, harassing, coercive, or excessively personal. Specified Adults shall not seek or encourage private, secret, or preferential relationships with students. Even when a student or Parent/Guardian invites a more informal relationship, the Specified Adult remains responsible for maintaining professional boundaries.

### 5.2 Summary of Acceptable and Unacceptable Conduct

The following standards apply in key areas of interaction. These examples are illustrative and not exhaustive.

#### 5.2.1 Physical Contact

Acceptable Conduct	Unacceptable Conduct
<ul style="list-style-type: none"> <li>• <b>Brief, context-appropriate gestures such as handshakes</b></li> <li>• <b>High-fives or fist bumps in public settings</b></li> <li>• <b>Side hugs</b></li> <li>• <b>Physical contact is necessary to prevent injury, assist with mobility, and/or assistance according to the student’s IEP 504, written health plan</b></li> <li>• <b>With permission, physical guidance required for athletics, performing arts, or specialized instruction when done in a professional manner</b></li> </ul>	<ul style="list-style-type: none"> <li>• Any sexual or romantic contact</li> <li>• Kisses of any kind</li> <li>• Lap-sitting*, back-rubs, massages*, tickling, or wrestling</li> <li>• Prolonged or full-body hugs*, especially behind closed doors or with older students</li> <li>• Sitting or lying close together on furniture in a way that appears intimate</li> <li>• Any sexualized touching, groping or simulated sexual act</li> <li>• Adult initiated hugs</li> <li>• Touching bottom, chest, or genital areas***</li> </ul>

\* Hugs and sitting on a charter school educator/employee lap/knee may be appropriate with young children (Pre-K - kindergarten). When in doubt about whether a particular physical interaction is appropriate, consult with your supervisor.

\*\* This does not apply to those students who need light physical touch or shoulder compressions for sensory issues, and as included in their behavior plans or IEPs. When in doubt about whether a particular physical interaction is appropriate, consult with your supervisor.

\*\*\* This does not apply to charter school employees who are aiding students with self-care or toileting, as needed. When in doubt about whether a particular physical interaction is appropriate, consult with your supervisor.

### 5.2.2 Verbal and Written Communication

Acceptable Conduct	Unacceptable Conduct
<ul style="list-style-type: none"> <li>• <b>Professional, age-appropriate language and content</b></li> <li>• <b>Feedback on academic performance or behavior</b></li> <li>• <b>Neutral, respectful tone in conversations, emails, and written notes</b></li> <li>• <b>Using respectful language and names for students</b></li> <li>• <b>Giving age-appropriate praise and encouragement</b></li> <li>• <b>Correcting behavior in a calm, firm, and respectful manner</b></li> <li>• <b>Brief supportive conversations about school, peer relations, or wellbeing that stay within the professional role</b></li> </ul>	<ul style="list-style-type: none"> <li>• Flirtatious remarks, romantic comments, or sexual innuendo</li> <li>• Personal remarks on a student's body, physical development, attractiveness, or clothing (e.g., that outfit looks really good on you") that are not strictly required for safety or dress code enforcement</li> <li>• Sharing personal adult relationship problems, financial stress, or intimate details with students</li> <li>• Using pet names, nicknames of endearment, or inside jokes that create special status</li> <li>• Teasing or joking about a student's sexuality, gender, or relationships</li> <li>• Name-calling</li> <li>• Discussing sexual encounters</li> <li>• Involving students in the personal problems or issues of School Adults</li> <li>• Having secrets with students or asking students to keep secrets from Parent/Guardians or staff</li> <li>• Shaming, belittling, or using harsh, demeaning, or threatening language causing emotional abuse</li> <li>• Derogatory remarks about the student's family or associated personal relationships</li> </ul>

**F5.2.3 Gifts, Money, and Favors**

Acceptable Conduct	Unacceptable Conduct
<ul style="list-style-type: none"> <li>• <b>Low-valued items within school policies and procedures provided to an entire class or clearly defined group</b></li> <li>• <b>Recognition items given under a school sponsored or classroom incentive system that is documented and applied consistently</b></li> <li>• <b>Emergency food, clothing, or supplies provided through a documented &lt;CHARTER SCHOOL&gt; process</b></li> </ul>	<ul style="list-style-type: none"> <li>• Personal gifts or money given to individual students</li> <li>• Frequent or expensive personal gifts to an individual student</li> <li>• Cash, gift cards, or personal loans to students or their families</li> <li>• Soliciting or accepting expensive gifts or favors from students or Parent/Guardians</li> <li>• Offering special privileges, grades, playing time, or recommendations in exchange for affection, loyalty, or secrecy</li> <li>• Gifts of an intimate, romantic, or inappropriate nature, including jewelry, clothing, or personal photos</li> <li>• Frequent or special favors that single out a student for special treatment</li> </ul>

**5.2.4 One-on-One On-Campus Interactions**

Acceptable Conduct	Unacceptable Conduct
<ul style="list-style-type: none"> <li>• <b>Meeting with a student for academic help, counseling, or behavior support in a classroom, office, or other location that is observable or interruptible (for example, door open or window unobstructed)</b></li> <li>• <b>Brief one on one check ins when other adults are nearby and aware</b></li> <li>• <b>Scheduling meetings during regular school hours</b></li> <li>• <b>Documenting the purpose when appropriate</b></li> <li>• <b>Involving Parent/Guardians or designated support staff when serious concerns arise about a student's wellbeing or safety</b></li> </ul>	<ul style="list-style-type: none"> <li>• Meeting alone with a student in a locked or concealed room (except in emergency circumstances (i.e., shelter in-place, lock-down, etc.))</li> <li>• Repeated one on one meetings that are not documented, scheduled, or known to site leadership</li> <li>• Isolating a student in remote or locked areas such as closets, storage rooms, or vehicles</li> <li>• Meeting at a residence, restaurant, or other non-school setting without prior approval from &lt;POSITION TITLE&gt;</li> <li>• Any meeting that a reasonable person would view as secretive, intimate, or unnecessary for a legitimate educational purpose</li> </ul>

### 5.2.5 One-on-One Interactions in Virtual Programming

Acceptable Conduct	Unacceptable Conduct
<ul style="list-style-type: none"> <li>• <b>Using school approved and secured video platforms for instruction, counseling, and student support with privacy settings</b></li> <li>• <b>Scheduled 1:1 virtual session in advance, recording them in a shared calendar, and sharing the access link to a supervisor or designee or according to your policies and procedures</b></li> <li>• <b>Document 1:1 virtual session to include pertinent information (i.e., date and time, purpose, case notes, etc.) and share with your supervisor</b></li> <li>• <b>Invite a Parent/Guardian or supervisor to join the virtual session when feasible and appropriate, especially for younger students or sensitive topics</b></li> <li>• <b>Ensure that supervisory staff periodically observe virtual programming, including unannounced visits according to &lt;CHARTER SCHOOL&gt; procedures</b></li> <li>• <b>Explain boundaries, reporting options, and virtual programming rules to students and Parent/Guardians in age-appropriate ways</b></li> <li>• <b>Follow all expectations in the policy for physical contact, verbal interactions, and electronic communications during virtual sessions</b></li> </ul>	<ul style="list-style-type: none"> <li>• Holding 1:1 virtual session that are not scheduled, documented, or known to &lt;CHARTER SCHOOL&gt; leadership or others</li> <li>• Using personal accounts, personal devices, or platforms that are not approved by &lt;CHARTER SCHOOL&gt; to communicate with students in virtual sessions</li> <li>• Conducting virtual sessions late at night or from locations or settings that are professionally inappropriate (i.e., bed,, bathrooms or shower areas)</li> <li>• Leaving chat, camera, or audio functions in a state that prevents monitoring, including disabling required recording or intentionally using private breakout rooms that are not supervised or observed by an additional adult or supervisor</li> <li>• Having personal, romantic, or sexual conversations with students or sharing personal problems in ways that shift the focus away from the student</li> <li>• Continuing 1:1 virtual contact with a student after the student leaves &lt;CHARTER SCHOOL&gt; programs unless the contact is approved, time limited, and documented as part of a formal transition plan or school procedure</li> </ul>

### 5.2.6 Transportation and Off-Campus Contact

Acceptable Conduct	Unacceptable Conduct
<ul style="list-style-type: none"> <li>• <b>Using school-approved and arranged transportation for trips, events, or competitions with appropriate permission forms</b></li> </ul>	<ul style="list-style-type: none"> <li>• Transporting a student alone in a personal vehicle except when in accordance with the school's transportation policies and procedures,</li> </ul>

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|--|---|
| <ul style="list-style-type: none"> <li>• <b>Maintaining appropriate supervision ratios and itineraries for off-campus events</b></li> <li>• <b>Participating in school-sponsored events off-campus as part of assigned duties</b></li> <li>• <b>Following established procedures for sign-in, sign-out, and head counts</b></li> <li>• <b>Documenting destination, times, and passenger lists for school related transportation</b></li> </ul> | <ul style="list-style-type: none"> <li>• in a documented emergency, followed by prompt notice to administration and Parent/Guardians</li> <li>• Providing regular rides to or from home, practices, or events as a personal favor</li> <li>• Inviting students to a Specified Adult's residence or staying overnight with students</li> <li>• Visiting a student's home without prior authorization from <b>&lt;CHARTER SCHOOL&gt;</b> and Parent/Guardian knowledge</li> <li>• Sitting next to or positioning a student in a way that creates unnecessary physical closeness or privacy</li> </ul> |
|--|---|

## 5.2.7 Social Contact On-Campus and Off-Campus

Acceptable Conduct	Unacceptable Conduct
<ul style="list-style-type: none"> <li>• <b>Participating and interacting with students at <b>&lt;CHARTER SCHOOL&gt;</b> school-sponsored activities, performances, and athletic events in a professional manner</b></li> <li>• <b>Ensuring interactions at events are in the public setting</b></li> <li>• <b>Acknowledging a student in the community in a brief, appropriate interaction that maintains professional distance</b></li> <li>• <b>Communication with Parent/Guardians about school related needs for transportation or events</b></li> </ul>	<ul style="list-style-type: none"> <li>• "Dating" or romantic or social relationships with students</li> <li>• Socializing with students as peers or "friends" at restaurants, movies, parties, or other venues not sponsored by the school</li> <li>• Hosting or attending parties where students are present and alcohol or controlled substances are served</li> <li>• Using community roles (such as coaching in another league or serving in a faith-based program) to create private or exclusive relationships with students that would not be acceptable in the school setting</li> <li>• Providing transportation in a personal vehicle without prior authorization and written Parent/Guardian consent</li> </ul>

### 5.2.8 Use of Personal Residence and Private Spaces

Acceptable Conduct	Unacceptable Conduct
<ul style="list-style-type: none"> <li>• <b>Not using personal residences for student contact</b></li> <li>• <b>Participating in school-approved homestay or hosting programs only under separate policies with screening, consent, and supervision safeguards</b></li> </ul>	<ul style="list-style-type: none"> <li>• Inviting students to the Specified Adult's home for meals, tutoring, or socializing</li> <li>• Entering a student's bedroom, private living spaces, or hotel room except in an emergency</li> <li>• Sharing hotel rooms with students under any circumstance</li> </ul>

### 5.2.9 Privacy, Personal Information, and Media

Acceptable Conduct	Unacceptable Conduct
<ul style="list-style-type: none"> <li>• <b>Respecting students' privacy in restrooms and locker rooms</b></li> <li>• <b>Using staff-designated facilities when available</b></li> <li>• <b>Limiting questions about a student's personal life to what is necessary for safety or support</b></li> <li>• <b>Using school-approved devices and systems to capture or store student information, photographs, or video for school purposes</b></li> </ul>	<ul style="list-style-type: none"> <li>• Taking photos or videos of students for personal use or storing them on personal devices without authorization</li> <li>• Posting images, names, or identifying information about students on personal social media accounts</li> <li>• Discussing confidential student information in public or through personal email, devices, or applications</li> <li>• Encouraging students to share intimate personal information that is not necessary for safety or support</li> </ul>

## 6. Corporal Punishment

**<CHARTER SCHOOL>** prohibits corporal punishment. Specified Adults shall not use physical force to discipline students, including hitting, spanking, slapping, grabbing, pushing, shoving, kicking, or forcing a student to perform painful or excessive physical activity as a form of punishment, or otherwise causing physical pain.

This policy does not prevent using the minimum force that is reasonable and necessary allowable by policies and procedures to assist a student who is injured or in medical distress or using physical prompts or support that are part of an approved behavior support plan, Individualized Education Plan (IEP), 504 plan, health plan, or safety plan. Specified Adults shall follow applicable behavior restraint policies and procedures and shall immediately document any incident where significant physical force is used and concurrently notify school leadership.

## 7. Personal Care and Assistance

At <CHARTER SCHOOL>, some students require assistance with personal care, toileting, dressing, lifting, feeding, or medical procedures. When providing personal care, Specified Adults shall follow the student's IEP, 504 plan, health plan, or other written support plans.

Personal care shall protect the student's privacy and dignity to the greatest extent consistent with safety and supervision, shall use the minimum physical contact necessary, and shall remain task focused and brief. When reasonably feasible, personal care shall occur in locations designed for that purpose and in conditions that are observable by another adult, such as an open door, a viewing window, or two adults present.

Any unusual incident, injury, or concern that arises during personal care shall be reported promptly to <POSITION TITLE> and to the student's Parent/Guardian. Specified Adults shall receive appropriate training before providing personal care and assistance.

## 8. High-Risk Settings and Activities

This section addresses professional boundaries among and between students in all charter school programs and activities offered by <CHARTER SCHOOL>. Certain locations and activities present increased risk for boundary violations and student to student misconduct, including but not limited to restrooms, locker rooms, showers, changing areas, secluded hallways, transportation, field trips, extracurricular activities, transition times between classes, free time, and overnight events.

<CHARTER SCHOOL> staff shall follow procedures for supervision and monitoring in these settings. At a minimum, authorized <CHARTER SCHOOL> employees shall actively supervise restrooms, locker rooms, and changing areas from outside the immediate area, shall avoid being alone with a student in these spaces, and shall interrupt horseplay, bullying, or sexualized behavior. Students' use of restrooms and changing areas should be scheduled and structured to promote privacy and safety when feasible.

Playgrounds and unstructured activity areas shall have assigned supervision zones with unobstructed sight lines and regular roster checks for student presence. Transportation shall follow <CHARTER SCHOOL> procedures, including written Parent/Guardian permission, trip rosters, seating and supervision plans, and restrictions on unscheduled stops and transportation in personal vehicles.

Off site and overnight activities shall be approved by <CHARTER SCHOOL> <POSITION TITLE> shall have written supervision plans and shall provide separate sleeping arrangements for students and adults and for different genders unless an individualized approved plan requires

another arrangement. These procedures may be further detailed in administrative regulations, field trip guidelines, facility use procedures, and the comprehensive school safety plan.

## 9. Student-Student Boundaries and Safe Peer Interaction

<CHARTER SCHOOL> expects students to treat one another with respect and to maintain appropriate boundaries in physical, verbal, and electronic interactions.

<CHARTER SCHOOL> shall promote healthy peer relationships and protect students from peer abuse and harassment in all programs and activities. Students are prohibited from conduct that includes, but not limited to bullying in any form, harassment, intimidation, hate-motivated behavior, sexual harassment or misconduct, unwanted physical contact, hazing, or cyberbullying.

Staff are expected to intervene when safe to do so and to report incidents or patterns of misconduct using <CHARTER SCHOOL>'s complaint, Title IX, and discipline procedures.

## 10. Adult-Adult Professional Boundaries and Culture

Adults who work at or with <CHARTER SCHOOL> shall conduct themselves in accordance with all policies and procedures outlined in the <CHARTER SCHOOL> Employee Handbook regarding professional conduct, including, treating one another with respect, refraining from harassment, discrimination, bullying, and retaliation, and avoid personal relationships that create conflicts of interest in supervision, evaluation, or decision-making related to students.

## 11. Pre-Existing Relationships and Small Community Contexts

In some communities, staff may have pre-existing relationships with students or families, including family relationships, long-standing friendships, or shared participation in faith-based, recreational, or cultural organizations. These realities do not remove the obligation to maintain professional boundaries whenever the staff member is acting in a role connected to <CHARTER SCHOOL>.

Staff who have a pre-existing relationship with a student or family shall notify their supervisor or designated <POSITION TITLE> and, when appropriate, work with <POSITION TITLE> or school leadership, as designated, to manage potential conflicts of interest. This may include but not limited to adjusting assignments, avoiding one-on-one situations that differ from the expectations in this policy, documenting any necessary transportation or support, involving additional adults when feasible, and recusing themselves from discipline, grading, or decisions that may be affected by the relationship.

When community customs involve shared rides, informal childcare, or social gatherings, staff must treat these interactions as visible and transparent, avoid secrecy, and decline involvement when the risk cannot be managed in accordance with this policy.

## 12. Electronic Communication and Social Media Boundaries

### 12.1 Expectations

Electronic communication is a routine part of modern education, but private electronic spaces can quickly blur boundaries. Electronic communication between Specified Adults and students is expected to be limited, professional, and primarily conducted through school-approved platforms.

Electronic communication with students shall:

- Serve a legitimate educational or program-related purpose.
- Use <CHARTER SCHOOL>-approved systems and software.
- Abide by all <CHARTER SCHOOL>-policies and procedures governing the use of electronic devices, software, artificial intelligence tools, networks, and electronic communications.
- Be professional in tone, content, and frequency.
- Involve Parent/Guardians or additional adults when appropriate, particularly for sustained one-on-one communication or sensitive issues.

Specified Adults shall not use electronic communication to create or maintain secret, intimate, or informal relationships with students.

### 12.2 Summary of Acceptable and Unacceptable Electronic Conduct

Category	Acceptable Conduct	Unacceptable Conduct
<b>School email and learning platforms</b>	<ul style="list-style-type: none"> <li>• Using &lt;CHARTER SCHOOL&gt; email and approved platforms for school business</li> <li>• Including Parent/Guardians or another staff member where appropriate and necessary</li> <li>• Keeping messages brief, professional, and related to assignments, schedules, or school activities</li> </ul>	<ul style="list-style-type: none"> <li>• Using personal email accounts for extended one on one conversations with students</li> <li>• Deleting or altering messages to hide communication with students</li> <li>• Sharing personal photos, jokes, or non-school content that blurs professional roles</li> </ul>
<b>Text and messaging applications</b>	<ul style="list-style-type: none"> <li>• Sending group reminders to students and Parent/Guardians using school approved systems</li> </ul>	<ul style="list-style-type: none"> <li>• Private one on one texting with students that is not school related</li> </ul>

	<ul style="list-style-type: none"> <li>Texting about urgent logistical or emergency issues, when necessary, with a Parent/Guardian or supervisor included when feasible</li> </ul>	<ul style="list-style-type: none"> <li>Using applications with disappearing messages to communicate with students</li> <li>Late night or frequent informal texting that creates personal familiarity or dependence</li> </ul>
<b>Social media</b>	<ul style="list-style-type: none"> <li>Using official <b>&lt;CHARTER SCHOOL&gt;</b> social media pages or groups to share school approved information</li> <li>Communicating in open group forums that are visible to families and leadership</li> </ul>	<ul style="list-style-type: none"> <li>Connecting with students or former students who are still minors on personal accounts, including friending or following</li> <li>Commenting on or reacting to students' personal posts in a way that creates or implies a private relationship</li> <li>Posting images or video of students on personal accounts or in unapproved platforms or forums</li> </ul>
<b>Audio and video calls and virtual platforms</b>	<ul style="list-style-type: none"> <li>Using school approved video platforms for instruction and support with privacy settings configured for safety</li> <li>Conducting virtual meetings at during school hours of operations or approved scheduling and in observable or documented formats</li> </ul>	<ul style="list-style-type: none"> <li>Audio or video calls with students that occur late at night or from personal locations that are not appropriate for professional or school-related interactions (i.e. on bed, bedroom, bathroom or shower areas, etc.)</li> <li>Virtual meetings without notice to Parent/Guardians when notice is feasible</li> <li>Using private accounts to conceal identity, which are not known to <b>&lt;CHARTER SCHOOL&gt;</b> for virtual contact with students on virtual platforms</li> </ul>

### 12.3 (OPTIONAL SAMPLE) Grade-Band Limits on Electronic Contact

**<POSITION TITLE>** may adopt administrative procedures that vary limits on electronic contact by grade level, provided they remain consistent with this policy and applicable law. The following baseline is recommended:

Grades	1:1 Messaging with students	Parent/Guardian Involvement	Texting & Personal Phone Use	Social Media & DMs*	Time Boundaries
TK-5	<ul style="list-style-type: none"> <li>1:1 messaging with students should not be routine and should be directed to Parent/Guardians instead</li> <li>Any direct message to a student is limited to logistics and documented</li> </ul>	<ul style="list-style-type: none"> <li>Parent/Guardians are included or informed for all communications</li> </ul>	<ul style="list-style-type: none"> <li>Not permitted except in a documented emergency</li> <li>Prompt notice to Parent/Guardians and <b>&lt;POSITION TITLE&gt;</b> is provided</li> </ul>	Prohibited	<ul style="list-style-type: none"> <li>Communications occur during school business hours whenever feasible</li> </ul>
6-8	<ul style="list-style-type: none"> <li>1:1 messaging is limited and used only for school purposes through <b>&lt;CHARTER SCHOOL&gt;</b> approved platforms</li> <li>Ongoing threads are avoided</li> </ul>	<ul style="list-style-type: none"> <li>Parent/Guardians are informed about non-academic topics</li> <li>Parent/Guardians are informed about sustained individual communication</li> </ul>	<ul style="list-style-type: none"> <li>Not routine and used only in emergency circumstances</li> <li>Followed by documentation and a summary in a school platform</li> </ul>	Prohibited	<ul style="list-style-type: none"> <li>Staff avoid communication before 7:00 a.m. or after 7:00 p.m. unless necessary for safety or logistics and documented</li> </ul>
9-12	<ul style="list-style-type: none"> <li>1:1 messaging is limited, school-related, and conducted through school platforms</li> <li>Staff redirects persistent personal conversations to appropriate boundaries and supports</li> </ul>	<ul style="list-style-type: none"> <li>Parent/Guardians are notified when safety, mental health, or non-academic issues arise</li> <li>Parent/Guardians are informed about sustained individual communication</li> </ul>	<ul style="list-style-type: none"> <li>Limited to occasional logistics when school platforms are unavailable or in emergency circumstances</li> <li>Followed by prompt documentation in school systems</li> </ul>	Prohibited	<ul style="list-style-type: none"> <li>Same time boundaries as above</li> <li>Late-night texting or social chatting with students is prohibited</li> </ul>

\* DMs - Direct messaging sent through a social media or messaging platform and may include, but not limited to text, images, videos, links, voice notes, or files. Direct messaging is considered private electronic communication and is not typically transparent to supervisors or parents when used in 1:1 communication.

### 12.4 Photos, Video, and Virtual Environments

Specified Adults may capture or use student images, recordings, or virtual participation only for legitimate school purposes, in accordance with <CHARTER SCHOOL>'s media release and privacy practices.

Virtual meetings with individual students should be scheduled, documented, and conducted using approved platforms. Staff should avoid conducting virtual meetings from personal spaces that create the appearance of intimacy, such as beds or private bedrooms, and should use neutral or virtual backgrounds when feasible.

To support clarity, the following table summarizes acceptable and unacceptable practices related to photos, video, and virtual environments:

Acceptable Conduct	Unacceptable Conduct
<ul style="list-style-type: none"> <li>• <b>Using &lt;CHARTER SCHOOL&gt;-approved devices, platforms, and applications to capture or store student images, audio, or video for instructional, supervisory, or documentation purposes</b></li> <li>• <b>Confirming media permissions or release status before publicly displaying or publishing student images or recordings</b></li> <li>• <b>Limiting recordings to what is reasonably necessary for the school-related purpose</b></li> <li>• <b>Framing images and recordings to minimize unnecessary exposure of other students, classrooms, or personal information</b></li> <li>• <b>Scheduling virtual meetings with students using approved platforms and documenting the date, time, and general purpose</b></li> <li>• <b>Using neutral, school-appropriate, or virtual backgrounds during virtual meetings</b></li> <li>• <b>Positioning devices so that other individuals in the staff member's household are not visible or able to overhear confidential discussions</b></li> </ul>	<ul style="list-style-type: none"> <li>• Using personal devices, accounts, or cloud storage to capture or retain student images, recordings, or virtual sessions for personal use</li> <li>• Posting student images, names, or identifying information on personal social media accounts or non-approved websites</li> <li>• Recording students in private settings such as restrooms, locker rooms, or changing areas, except as required by safety plans and with appropriate safeguards</li> <li>• Capturing or sharing images or recordings that could reasonably be perceived as embarrassing, harassing, or exploitative</li> <li>• Conducting virtual meetings from intimate personal spaces, such as beds or private bedrooms, or in attire that would not be acceptable in the school setting</li> <li>• Allowing other household members or third parties to observe or overhear confidential student conversations without appropriate consent or necessity</li> </ul>

### 13. Reporting Obligations and Response

All adults at **<CHARTER SCHOOL>** are expected to take concerns about boundaries seriously. Any student, Parent/Guardian, staff member, volunteer, or contractor who becomes aware of suspected boundary violations, grooming behavior, sexual or physical misconduct, or retaliation related to such concerns should report in accordance with the school's policies and procedures.

#### Reports may be made to:

- The site administrator or designated **<POSITION TITLE>** (for example, Principal or Site Director).
- Human Resources or the designated Compliance Officer (**<POSITION TITLE>**); or
- The Title IX Coordinator for sex-based harassment or misconduct.

All mandated reporters must comply with state law regarding the reporting of suspected child abuse or neglect. This duty is personal and cannot be delegated. A report to a supervisor does not replace the obligation to file a mandated report with the appropriate agency.

More information on mandated reporting obligations can be found at: [Office of Child Abuse Prevention \(OCAP\)](#)

**<CHARTER SCHOOL>** will protect confidentiality to the extent permitted by law and operational needs and will not tolerate retaliation against any person who, in good faith, raises a concern or participates in an investigation. The school may implement interim safety measures, such as changes in supervision, reassignments, or limitations on contact, while concerns are reviewed.

Alleged violations of this policy will be reviewed promptly and, when applicable, coordinated with Title IX procedures, child abuse investigations by external agencies, student discipline processes, and employment or contractor investigations.

### 14. Enforcement and Consequences

Violations of this policy undermine the safety and integrity of **<CHARTER SCHOOL>**. The Executive Director or designated **<POSITION TITLE>** may take appropriate corrective or disciplinary action when a violation is substantiated, consistent with applicable law, collective bargaining agreements, contracts, and organizational policies.

Consequences may include verbal or written warnings, required training or coaching, reassignment or restriction of duties, removal from volunteer service, termination of employment, termination of contracts or campus access, and referral to law enforcement, child welfare, or licensing or credentialing agencies when warranted.

#### 14.1 Employee, Volunteer, Contractor Misconduct:

Any mistreatment or abuse of a student by an employee or volunteer will result in immediate disciplinary action, up to and including termination of employment or volunteer service.

<CHARTER SCHOOL> will fully cooperate with law enforcement and child protective services in the investigation and resolution of such incidents.

#### 14.2 Student-to-Student Misconduct:

<CHARTER SCHOOL> will not tolerate abuse, mistreatment, bullying, or sexual activity between students. Any conduct that endangers the safety or well-being of another student will prompt intervention and may result in disciplinary measures, up to and including dismissal from the program.

Nothing in this policy limits <CHARTER SCHOOL>'s authority to act more promptly or restrictively when necessary to protect students, staff, or the school community.

### 15. Related Policies and Cross References

This policy shall be implemented in coordination with, and does not replace, other <CHARTER SCHOOL> policies and procedures, may including but not limited to:

- Charter School Employee Handbook
- Child abuse and neglect reporting procedures.
- Title IX and sex-based harassment policies and grievance procedures.
- Bullying and harassment prevention policies and complaint procedures.
- Student discipline policies and codes of conduct.
- Technology and acceptable use policies, including records retention and privacy.
- Volunteer and visitor management procedures.
- Field trips, athletics, transportation, and student supervision protocols.

Administrative regulations may be developed or updated by <CHARTER SCHOOL> to provide additional operational details consistent with this policy.

## Appendix A - (SAMPLE) Transparency and Boundary Check

To support daily decision-making, <CHARTER SCHOOL> may use the following questions as a simple boundary check for Specified Adults:

1. Is the action necessary for a legitimate educational purpose?
2. Is the setting observable, interruptible, or otherwise transparent?
3. How would the interaction be viewed by a supervisor, Parent/Guardian, or school leadership?
4. Does the action create secrecy, special status, or emotional dependence for this student?
5. Could a reasonable person misinterpret the action?

If the answer to any question raises concern, the Specified Adult is expected to pause, seek guidance from school administrators.

SAMPLE

**Appendix B - (SAMPLE) Acknowledgment Template**

I acknowledge that I have received, read, and understand the Professional Boundaries and Appropriate Conduct Policy for <CHARTER SCHOOL>. I understand that I am responsible for complying with this policy and for seeking guidance from my supervisor or designated <POSITION TITLE> if I have questions.

Full Name: \_\_\_\_\_

Position: \_\_\_\_\_

School Site / Department: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

SAMPLE

**Oasis Charter School**  
**Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 8.15 DISCUSSION/ACTION: Discussion and Approval of the 2026 Board Retreat Date**

**BOARD MEETING DATE: June 30, 2026**

**BOARD AGENDA ITEM INFORMATION:**

The Board will discuss potential dates for the annual Board Retreat. The retreat provides an opportunity for Board members and school leadership to engage in strategic planning, governance training, goal setting, and discussion of priorities for the upcoming school year.

**RECOMMENDATION:**

Discuss and approve the date for the 2026 Board Retreat.

**Administration Recommendation: Approve**  **Information** \_\_\_\_\_

**Person submitting item: Melissa Edwards, Board President**