



# 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 Directors Meeting

### Agenda

(\*includes materials furnished to Board Members)

**Tuesday - November 28, 2023**

**Time: 5:15 p.m.**

**Place: Oasis Charter Public School Board Room**

**1135 Westridge Parkway**

**Salinas, CA 93907**

**or**

**via Zoom/hybrid Teleconference**

**Join Zoom Meeting**

**<https://zoom.us/j/95951088531?pwd=YitJbHdiVW9TSkd3ZDNCTINzTnJJZz09>**

**Meeting ID: 959 5108 8531**

**Passcode: AVXZ71**

**+16699009128,,95951088531#,,,,\*440320# US (San Jose)**

**\*\*PERSONS WISHING TO ADDRESS THE BOARD OF DIRECTORS\*\*** INFORMATION TO THE PUBLIC: All persons are encouraged to attend and participate (where designated) in meetings of the Under Construction Educational Network ( UCEN ) Board. Please fill out the form available at the door, and submit to the Secretary of the Board of Trustees prior to the meeting and you will be called during the comment period. For virtual meetings, members of the public are welcome to make comments during the virtual meetings when the Board chair opens the item on the agenda for the public. When the President of the Board recognizes a member of the public for oral comment, such comment will be limited to (3) minutes in accordance with law. Your comments will be heard (with no action taken) under the designated section of this agenda. For the record: state your name, title, whom you represent, and the agenda item you are addressing. The Board will not respond to your comments at this time. Your questions, concerns and/or input will be referred to the appropriate person.

**Note:** The Oasis Governing Board encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact Dr. Natalie Zayas at (831) 424-9003 at least 72 hours before the scheduled 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))

**\*PARA TODAS AQUELLAS PERSONAS QUE DESEAN HABLAR O DIRIGIRSE A LOS  
MIEMBROS DE LA MESA DIRECTIVA \***

**INFORMACIÓN PARA EL PÚBLICO:** El público está invitado a asistir y participar en las juntas (donde se indica en la agenda) de la Mesa Directiva de Oasis. Rellene el formulario disponible en la puerta y entréguelo al Secretario de la Mesa Directiva antes de que comience la reunión y lo llamarán durante el período de comentarios. Sus comentarios serán escuchados (sin tomar acción) durante la sección correspondiente de esta agenda. Cuando el Presidente de la Mesa Directiva reconoce a un miembro del público para comentarios orales, dicho comentario se limitará a (2) minutos de acuerdo con la ley. Para el archivo, diga su nombre, título, a quien representa y el artículo de la agenda a que se quiere referir. Los miembros de la Mesa Directiva no responderán a sus comentarios en ese momento. Sus preguntas, preocupaciones y comentarios serán referidas al departamento correspondiente.

**Nota:** La Mesa Directiva de Oasis anima a las personas con discapacidades a participar plenamente en el proceso de reuniones públicas. Toda persona con necesidades especiales que requiera alguna modificación o arreglo especial puede llamar a la Dr Natalia Zayas al (831) 424-9003 dentro de 72 horas de una junta regular, o dentro de 24 horas de una junta especial para hacer todo nuestro mejor esfuerzo razonable para satisfacer sus necesidades. (Código Governmental § 54954.2; Americanos con Discapacidades de 1990, § 202 (42 U.S.C. § 12132))

## **1.0 REGULAR AGENDA**

### **1.1 Call Meeting to Order: Jacqueline Vasquez, Board President**

## **2.0 ROLL CALL OF GOVERNING BOARD**

Jacqueline Vasquez, President: Yes \_\_\_ Absent \_\_\_

Margie Wiebusch, Vice President: Yes \_\_\_ Absent \_\_\_

Steve Duran, Treasurer: Yes \_\_\_ Absent \_\_\_

Maria Alvarez, Member: Yes \_\_\_ Absent \_\_\_

Jamie Stracuzzi, Member : Yes \_\_\_ Absent \_\_\_

## **3.0 ADOPTION OF THE AGENDA**

That the Governing Board approve the agenda as presented.

## **4.0 APPROVAL OF THE MINUTES**

That the Governing Board approve the minutes of the Regular Board Meeting of October 24, 2023.

## **5.0 BOARD OF TRUSTEE COMMENTS**

Board Members wishing to address agenda items and/or other items may do so at this time.

## **6.0 PUBLIC COMMENT**

Individuals wishing to address agenda items and/or other items, may do so at this time or wait until the agenda item comes up. There will be a limit of 3 minutes per person on public comments (double that time for individuals utilizing an interpreter).

## **7.0 ACKNOWLEDGEMENTS**

## **8.0 CONSENT CALENDAR**

**Board members may withdraw an item(s) for further discussion from the consent calendar after a motion and second has been made.**

**8.1 ACTION: Board Policy (BP) and Administrative Regulation: Section V Students, Article XXIV Student Complaints.** Revised to fit the State of California requirements.

## **9.0 DISCUSSION/RECOMMENDATION/ACTION: Governing Board**

**9.1 INFORMATION: Enrollment Update: Office Manager, Grisela Macias**  
That the Governing Board receives the enrollment update.

**9.2 ACTION: Interim Budget, Executive Director, Dr. Natalie Zayas**  
That the Governing Board accept and approve the First Interim Budget

**9.3 ACTION: Certificated Salary Schedule: Executive Director, Dr. Natalie Zayas**  
That the Governing Board approve the exempt employees salary schedules. The increase is based on the State of California minimum wage increase with requirements for exempt employees.

**9.4 INFORMATION: Winter Around the World, Instructional Coordinator, Stephanie Curley**  
That the Governing Board accept the report on Winter Around the World.

**9.5 INFORMATION: Intervention and Behavior Data, Executive Director, Dr. Natalie Zayas**  
That the Governing Board accept the report on data for behaviors and intervention.

## **10.0 STAFF REPORTS**

**10.1 Receive Oral Report from Oasis Charter School Instructional Coordinator, Stephanie Curley, M.Ed.**  
An update on school-wide activities undertaken by the Instructional Coordinator.

**10.2 Receive Oral Report from Oasis Charter School Executive Director, Dr. Natalie Zayas**  
An update on school-wide activities undertaken by the Executive Director.

## **11.0 FUTURE AGENDA ITEMS**

## **12.0 NEXT MEETING DATE**

12.1 Next Board Meeting: Tuesday, December 12, 2023

## **13.0 ADJOURNMENT**



# 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 Directors Meeting

# Minutes

**Tuesday - October 24, 2023**

**Time: 5:15 p.m.**

**Place: Oasis Charter Public School Board Room**

**1135 Westridge Parkway**

**Salinas, CA 93907**

**or**

**via Zoom/hybrid Teleconference**

**Join Zoom Meeting**

**<https://zoom.us/j/95951088531?pwd=YitJbHdiVW9TSkd3ZDNCTINzTnJJZz09>**

**Meeting ID: 959 5108 8531**

**Passcode: AVXZ71**

**+16699009128,,95951088531#,,,,\*440320# US (San Jose)**

**\*\*PERSONS WISHING TO ADDRESS THE BOARD OF DIRECTORS\*\*** INFORMATION TO THE PUBLIC: All persons are encouraged to attend and participate (where designated) in meetings of the Under Construction Educational Network ( UCEN ) Board. Please fill out the form available at the door, and submit to the Secretary of the Board of Trustees prior to the meeting and you will be called during the comment period. For virtual meetings, members of the public are welcome to make comments during the virtual meetings when the Board chair opens the item on the agenda for the public. When the President of the Board recognizes a member of the public for oral comment, such comment will be limited to (3) minutes in accordance with law. Your comments will be heard (with no action taken) under the designated section of this agenda. For the record: state your name, title, whom you represent, and the agenda item you are addressing. The Board will not respond to your comments at this time. Your questions, concerns and/or input will be referred to the appropriate person.

**Note:** The Oasis Governing Board encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact Dr. Natalie Zayas at (831) 424-9003 at least 72 hours before the scheduled 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)

**\*PARA TODAS AQUELLAS PERSONAS QUE DESEAN HABLAR O DIRIGIRSE A LOS  
MIEMBROS DE LA MESA DIRECTIVA \***

**INFORMACIÓN PARA EL PÚBLICO:** El público está invitado a asistir y participar en las juntas (donde se indica en la agenda) de la Mesa Directiva de Oasis. Rellene el formulario disponible en la puerta y entréguelo al Secretario de la Mesa Directiva antes de que comience la reunión y lo llamarán durante el período de comentarios. Sus comentarios serán escuchados (sin tomar acción) durante la sección correspondiente de esta agenda. Cuando el Presidente de la Mesa Directiva reconoce a un miembro del público para comentarios orales, dicho comentario se limitará a (2) minutos de acuerdo con la ley. Para el archivo, diga su nombre, título, a quien representa y el artículo de la agenda a que se quiere referir. Los miembros de la Mesa Directiva no responderán a sus comentarios en ese momento. Sus preguntas, preocupaciones y comentarios serán referidas al departamento correspondiente.

**Nota:** La Mesa Directiva de Oasis anima a las personas con discapacidades a participar plenamente en el proceso de reuniones públicas. Toda persona con necesidades especiales que requiera alguna modificación o arreglo especial puede llamar a la Dr Natalia Zayas al (831) 424-9003 dentro de 72 horas de una junta regular, o dentro de 24 horas de una junta especial para hacer todo nuestro mejor esfuerzo razonable para satisfacer sus necesidades. (Código Governmental § 54954.2; Americanos con Discapacidades de 1990, § 202 (42 U.S.C. § 12132))

## **1.0 REGULAR AGENDA**

### **1.1 Call Meeting to Order at 5:18pm: Jacqueline Vasquez, Board President**

## **2.0 ROLL CALL OF GOVERNING BOARD**

Jacqueline Vasquez, President: Yes ☒ Absent ☐

Margie Wiebusch, Vice President: Yes ☒ Absent ☐

Steve Duran, Treasurer: Yes ☒ Absent ☐

Maria Alvarez, Member: Yes ☒ Absent ☐ (arrived at 5:53pm)

Jamie Stracuzzi, Member : Yes ☒ Absent ☐ (arrived at 5:22pm)

## **3.0 ADOPTION OF THE AGENDA**

That the Governing Board approve the agenda as presented.

**Motion to approve the Agenda by Board Treasurer, Steve Duran; Seconded by Board President, Jacqueline Vasquez.**

**Vote on Motion: 3 - 0      Motion: Approved**

## **4.0 APPROVAL OF THE MINUTES**

That the Governing Board approve the minutes of the Regular Board Meeting of September 26, 2023.

**Motion to approve the Minutes by Board Treasurer, Steve Duran; Seconded by Board President, Jacqueline Vasquez.**

**Vote on Motion: 3 - 0      Motion: Approved**

## **5.0 BOARD OF TRUSTEE COMMENTS**

Board Members wishing to address agenda items and/or other items may do so at this time.

**No comments at this time.**

## **6.0 PUBLIC COMMENT**

Individuals wishing to address agenda items and/or other items, may do so at this time or wait until the agenda item comes up. There will be a limit of 3 minutes per person on public comments (double that time for individuals utilizing an interpreter).

**No comments at this time.**

## **7.0 ACKNOWLEDGEMENTS**

**No acknowledgements at this time.**

## **8.0 CONSENT CALENDAR**

**Board members may withdraw an item(s) for further discussion from the consent calendar after a motion and second has been made.**

**8.1 ACTION: Board Policy (BP) and Administrative Regulation: Section III Business, Article IX - Conferences and Travel**

**8.2 ACTION: Williams Quarterly Report**

**Motion to approve the Consent Calendar by Board Vice President, Margie Wiebusch; Seconded by Board Treasurer, Steve Duran.**

**Vote on Motion: 3 - 0      Motion: Approved**

## **9.0 DISCUSSION/RECOMMENDATION/ACTION: Governing Board**

**9.1 INFORMATION: Presentation of ActVnet by School Safety Program, Nicole Hire, Program Coordinator; Frank Silveria, Administrator; and Brooke Bakke, Office Manager**  
That the Governing Board receive a presentation of ActVnet from the School Safety Program.

**Board received a presentation, no action necessary.**

**9.2 INFORMATION: Presentation by Physical Education (PE) Teacher, Julie Campisi on the School Year (SY) 2023-24 PE Program**  
That the Governing Board receive a presentation on the Oasis PE Program

**Board received a presentation, no action necessary.**

**9.3 ACTION: Recruitment Plan, Executive Director, Dr. Natalie Zayas**

That the Governing Board approve the recruitment plan.

**Motion to approve the Recruitment Plan by Board President, Jaqueline Vasquez; Seconded by Board Treasurer, Steve Duran.**

**Vote on Motion: 5 - 0          Motion: Approved**

**9.4 ACTION: Bylaws, Executive Director, Dr. Natalie Zayas**

That the Governing Board approve the revised Bylaws

**Motion to approve the revised Bylaws by Board President, Jaqueline Vasquez; Seconded by Board Member, Jamie Stracuzzi.**

**Vote on Motion: 5 - 0          Motion: Approved**

**9.5 INFORMATION: California Assessment of Student Performance and Progress (CAASPP)**

That the Governing Board receive information on the SY 2022-23 CAASPP scores.

**Board received information, no action necessary.**

**9.6 INFORMATION: Certificated Salary Schedule**

That the Governing Board receive information about upcoming changes for exempt employees' salary schedule.

**Board received information, no action necessary.**

**9.7 ACTION: Security Windows**

That the Governing Board select a proposal for window tinting and security film.

**Motion to approve the selected proposal by Board Member, Maria Alvarez; Seconded by Board Treasurer, Steve Duran.**

**Vote on Motion: 5 - 0          Motion: Approved**

**10.0 STAFF REPORTS**

**10.1 Receive Oral Report from Oasis Charter School Instructional Coordinator, Stephanie Curley, M.Ed.**

An update on school-wide activities undertaken by the Instructional Coordinator.

**Board received an update, no action necessary.**

**10.2 Receive Oral Report from Oasis Charter School Executive Director, Dr. Natalie Zayas**

An update on school-wide activities undertaken by the Executive Director.

**Board received an update, no action necessary.**

**11.0 FUTURE AGENDA ITEMS**

**None at this time.**

## **12.0 NEXT MEETING DATE**

12.1 Next Board Meeting: Tuesday, November 28, 2023

## **13.0 ADJOURNMENT at 6:54pm**



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

**Adopted:**

**Section V    Students**

**Article XXIV Student Complaints**

The UCEN Board/Oasis Public Charter School recognizes that the school has a general policy to ensure the school has a basic complaint procedure available to students.

Specific complaints such as Williams Complaints, Sexual Harassment, Discrimination complaints, Title IX procedures and Uniform Complaint Procedures (UCP) apply to different complaint topics. In the event of a student complaint being reported, the Executive Director or designee shall provide the student the appropriate policy and procedures depending upon the topic.

**Notifications**

It is the intent of the school to integrate conflict resolution skills into the curriculum. Students that have complaints against other students or staff are encouraged to first address the issue with the person directly using the learned conflict resolution skills without intervention of a school employee. If, however, the student does not feel comfortable with this approach or the complaint involves sexual harassment or discrimination, the student may notify a teacher or other school staff member. The teacher or staff member will notify the Executive Director or designee of the complaint. If the complaint cannot be resolved immediately at that level, the Executive Director or designee will notify the student's parent/guardian of the complaint.

Students who have complaints against school personnel or programs may notify a teacher or the Executive Director or designee. If a teacher, or any other staff member is notified of a student complaint against school personnel or programs, the teacher shall notify the Executive Director or designee.

**Procedures**

Depending upon the topic of the complaint, the student will be provided information concerning the applicable policy and procedures, a copy of the appropriate complaint form by the Executive Director or designee. The Executive Director or designee shall apprise the student of the procedures under the policy. If the complaint is about the Executive Director, the complaint may be filed with the School Board President.

If the school has no specific policy or procedures for the particular complaint, the Executive Director or designee will undertake a responsible inquiry into the student's complaint to ensure it is reasonably and swiftly addressed. When appropriate, a written statement of the student's complaint will be obtained from the student.

**Confidentiality**

Complainants will be notified that information obtained from them and thereafter gathered will be kept confidential as possible unless otherwise required by law.

**Non-Retaliation**

Complainants will be advised that they will be protected against retaliation as a result of their filing of any complaints or participation in any complaint process.

**Resolution**

The Executive Director or designee will appropriately investigate student complaints pursuant to the applicable procedures, and if necessary, take appropriate remedial measures to ensure effective resolution of any complaint.

# **Oasis Charter School**

## **Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 9.2 Interim Budget**

**BOARD MEETING DATE:** November 28, 2023

**BOARD AGENDA ITEM INFORMATION:**

- Interim budgets show what we have budgeted and what we have spent so far this year;
- Includes the salary increases for exempt employees;
  - This is why we need to increase attendance (ADA funding) AND why we need to increase enrollment. Recruitment efforts are happening and we have a scheduled meeting. No parents have signed up yet, but staff have.
  - School-wide we will meet with staff to discuss methods to increase attendance.
  - Families with chronic absenteeism will be notified so the school can try to support them in getting their children to school.
- The Chief Business Official (CBO) and Executive Director (ED) will continue to meet regularly to dive into various parts of the budget to bring a proposal to the Board in the spring to balance the budget and not use the reserves.
- The CBO and ED have been meeting 2x/month adjusting the budget.
- The large increase in salaries for exempt employees is what will drive us to dive even deeper into the budget and clean up more.
- This year and last, Grisela Macias, Office Manager, has found many operational ways to reduce the budget, saving us over \$30,000, and she continues to dig deeper to do more.
- Teachers are requesting supplies from parents again.
- Teachers are requesting small amounts for field trips from students, as most schools do to offset the costs.
- The OCC has been wonderful in helping our classroom teachers and continues to do so.
- The ED has applied for grants and has successfully secured some funding and is waiting on others.
- We are okay. The funds are in the budget. However, the interim budget shows how the salaries have affected and will effect change for the 24/25 budget.

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

**Person submitting item: Executive Director, Dr. Natalie Zayas**

Oasis Charter Public School 2023/24 1st Interim Budget

Ready for Board Approval: 11/21/23	PY					
	Unaudited Actuals 2022-23	July 1 Budget 2023-24	1st Interim		Projected 2024-25	Projected 2025-26
			Budget	Budget		
<b>Enrollment</b>	162	170		172	180	180
<b>Estimated ADA</b>	150.66	158.10		159.96	167.40	167.40
<b>COLA</b>	6.56%	8.22%		8.22%	3.94%	3.29%
<b>CPI</b>	6.00%	3.54%		3.55%	3.03%	2.64%
<b>Revenue Limit Sources</b>						
8011000000000000	1,276,801	1,353,006		1,234,405	1,187,912	1,240,444
8012140000000000	119,021	448,053		492,610	535,834	553,463
8019000000000000	0	0		0	0	0
8019140000000000	-76,312	0		0	0	0
8096000000000000	410,597	444,291		449,241	470,136	470,136
8097000000000000	76,312	0		0	0	0
<b>Total LCFF Funding</b>	<b>1,806,419</b>	<b>2,245,350</b>		<b>2,176,256</b>	<b>2,193,882</b>	<b>2,264,043</b>
<b>Federal Revenues</b>						
8181330500000000	8,591	21,835		0	0	0
8181331000000000	21,896	0		21,060	21,060	22,100
8182332750000000	14,982	0		7,982	7,982	7,982
8220531000000000	50,300	77,330		77,330	80,927	80,927
8290301000000000	75,733	65,912		65,912	68,978	68,978
8290321200000000	64,393	0		0	0	0
8290321300000000	59,842	244,577		209,563	0	0
8290321400000000	1,913	23,831		17,720	0	0
8290321600000000	21,269	0		0	0	0
8290321700000000	4,881	0		0	0	0
8290321800000000	0	13,865		13,865	0	0
8290321900000000	0	23,901		23,901	0	0
8290403500000000	9,479	9,379		9,379	9,815	9,815
8290563400000000	855	0		0	0	0
<b>Total Federal Revenues</b>	<b>334,134</b>	<b>480,630</b>		<b>446,712</b>	<b>188,762</b>	<b>189,802</b>

Oasis Charter Public School 2023/24 1st Interim Budget

<b>Other State Revenues</b>									
8520531000000000	State Child Nutrition School	43,450	58,157	58,157	58,157	58,157	58,157	58,157	58,157
8520702800000000	State Revenue-Kitchen Infrastructure (KIT)	0	0	0	0	0	0	0	0
8550000000000000	Mandated Cost Reimbursement-Block	2,794	3,043	2,991	3,453	3,453	3,453	3,567	3,567
8550999900000000	Mandated Cost Reimbursement-Discr.	0	0	0	0	0	0	0	0
8560110000000000	State Lottery Revenue-Non-Prop	27,594	28,593	27,090	32,116	32,116	32,116	32,323	32,323
8560110000000001	State Lottery Revenue-Non-Prop-PY	93	0	0	0	0	0	0	0
8560630000000000	State Lottery Revenue-Prop 20	13,661	11,269	11,020	13,064	13,064	13,064	13,148	13,148
8560630000000001	State Lottery Revenue-Prop 20-PY	1,061	0	0	0	0	0	0	0
8590000000000000	Other State Revenues	82	0	0	150	150	150	150	150
8590260000000000	Other State Revenues-ELO-P (After School)	233,716	233,547	193,366	203,034	203,034	203,034	233,547	233,547
8590603000000000	Other State Revenues-SB740	150,027	206,910	155,183	143,473	143,473	143,473	150,647	150,647
8590603000000001	Other State Revenues-SB740-PY	572	0	0	0	0	0	0	0
8590605300000000	Other State Revenues-UPK (returning to CI	0	0	0	0	0	0	0	0
8590626600000000	Other State Revenue-Educator Effectiveness	12,321	0	0	0	0	0	0	0
8590654600000000	Other State Revenues-ERMHS Level 2	53,981	17,786	11,830	12,422	12,422	12,422	13,043	13,043
8590676200000000	Other State Revenues-AMIM Grant	50,739	0	47,134	0	0	0	0	0
8590677000000000	Other State Rev-23/24 AMS-Arts & Music S	0	0	24,253	0	0	0	0	0
8590743500000000	Oth State Revenue - Learning Recovery Emu	233,347	0	0	0	0	0	0	0
8590909000000000	Oth State Revenue Declining Enrollment	440,372	0	0	0	0	0	0	0
<b>Total Other State Revenues</b>		<b>1,263,810</b>	<b>559,305</b>	<b>531,023</b>	<b>465,869</b>	<b>465,869</b>	<b>504,582</b>	<b>504,582</b>	<b>504,582</b>

Oasis Charter Public School 2023/24 1st Interim Budget

<b>Other Local Revenues</b>									
863453100000000	Food Service Revenue (from students)	0	0	0	0	0	0	0	0
866000000000000	Interest	2,351	800	800	1,050	1,085			
869800000000000	Donations	100	500	500	500	500			
869890030000000	Donations-Field Trips	9,888	6,000	6,000	6,250	6,500			
869890300000000	Donations-Taylor Farms	200,000	200,000	200,000	200,000	200,000			
869900000000000	Other Local Revenues	4,723	5,000	5,000	5,000	5,000			
869990020000000	Other Local Revenues-Fundraisers	5,923	7,000	7,000	7,500	8,000			
869993000000000	Other Local Revenue - STRS Excess - PY	620	620	620	0	0			
879265005000000	Transfer of Apport-JPA-SELPA	158,437	158,438	120,664	123,039	123,039			
879265005000001	Transfer of Apport-JPA-SELPA-PY	2,978	0	0	0	0			
879265365000000	Other State Revenues-SPED Dispute Preven	0	0	0	0	0			
879265375000000	Other State Revenues-SPED Learning Recon	0	0	0	0	0			
<b>Total Other Local Revenues</b>		<b>385,020</b>	<b>378,358</b>	<b>340,584</b>	<b>343,339</b>	<b>344,124</b>			
<b>Total Revenues</b>									
		<b>3,789,384</b>	<b>3,663,642</b>	<b>3,494,574</b>	<b>3,191,852</b>	<b>3,302,550</b>			

<b>Expenses</b>									
<b>Certificated Salaries</b>									
<b>Teacher Salaries</b>									
110100001110000	Teacher Salaries-Regular	357,242	281,202	47,935	75,405	70,436			
110111001100000	Teacher Salaries-Lottery (Non-Prop)	27,687	28,593	27,090	32,116	32,323			
110114001110000	Teacher Salaries-EPA	42,709	248,053	492,610	535,834	553,463			
110130101110000	Teacher Salaries-Title I	0	0	0	0	0			
110133105711200	Teacher Salaries-SpEd-IDEA	29,190	21,835	21,060	21,060	21,481			
110133105711201	Teacher Salaries-SpEd-IDEA-PY	61	0	0	0	0			
110165005711200	Teacher Salaries-SpEd	14,368	50,688	51,914	53,373	54,441			
110174351110000	Teacher Salaries-LREBG	75,769	60,154	63,105	0	0			
110200001110000	Teacher Salaries-Substitute	5,000	5,000	5,000	5,100	5,202			
110265005711300	Teacher Salaries-Substitute-SpEd	5,300	5,000	5,000	5,100	5,202			
110400001110000	Cert Teacher-ELD	0	0	0	0	0			
110800001110000	Cert Teacher-Reading Specialist (SEL)	0	0	0	0	0			
117500001110000	Teacher Stipend	0	0	0	0	0			
117532141110000	Teacher Stipend-ESSER III	0	0	0	0	0			
117565005711200	Teacher Stipend-SpEd	1,942	0	0	0	0			
117590301110000	Teacher Stipend-Taylor Farms	11,447	0	0	0	0			
117593001110000	Teacher Stipend-STRS PY	0	0	0	0	0			
118000001110000	Teacher Medical Stipend	0	0	0	0	0			
118065005711200	Teacher Medical Stipend-SpEd	5,621	5,621	0	0	0			
121000001131100	Cert Counselor	27,944	58,867	63,283	64,549	65,840			
128000001131100	Cert Counselor-Medical Stipend	0	0	5,621	0	0			
<b>Total Teacher Salaries</b>		<b>604,280</b>	<b>765,013</b>	<b>782,617</b>	<b>792,536</b>	<b>808,387</b>			

<b>Administrator Salaries</b>									
131100001127000	Cert Executive Director	126,841	110,988	124,255	128,019	131,399			
132100001121000	Instructional Coordinator	69,674	94,290	137,001	141,112	145,345			
138000001121000	Instructional Coordinator-Medical Stipend	0	0	5,621	0	0			
137500001127000	Admin Stipend/Bonus	8,600	0	0	0	0			
137590301127000	Admin Stipend/Bonus-Taylor Farms	2,500	0	0	0	0			
138000001127000	Admin Medical Stipend	1,772	0	0	0	0			
	<b>Total Administrator Salaries</b>	<b>209,387</b>	<b>205,278</b>	<b>266,877</b>	<b>269,131</b>	<b>276,744</b>			
<b>Other Certificated Salaries</b>									
<b>Total Other Certificated Salaries</b>									
<b>Total Certificated Salaries</b>									
		<b>813,667</b>	<b>205,278</b>	<b>1,049,494</b>	<b>1,061,667</b>	<b>1,085,131</b>			



<b>Classified Salaries</b>									
<b>Paraeducator Salaries</b>									
2101000001110000	Class Teach/Inst Aide Sal-Reg	189,785	234,693	174,076	174,077	177,558			
210130101110000	Class Teach/Inst Aide Sal-Title I	43,856	51,169	49,711	50,705	51,719			
210165005711300	Class Teach/Inst Aide Sal-SpEd	21,145	31,544	47,114	48,056	49,017			
210174351110000	Class Teach/Inst Aide Sal-Intervention	0	0	83,779					
2106000001110000	Class Teacher/Inst Aide - ELD	33,474	32,330	43,713	44,588	45,479			
2110000001110000	Class Teacher/Inst Aide - Intervention	1,712	0	0	0	0			
2175000001110000	Class Teacher Stipend/Bonus	0	0	0	0	0			
217590301110000	Class Teacher Stipend/Bonus-Taylor Farms	22,500	0	0	0	0			
2180000001110000	Class Teacher Medical Stipend	0	0	0	0	0			
<b>Total Paraeducator Salaries</b>		<b>312,472</b>	<b>349,736</b>	<b>398,393</b>	<b>317,425</b>	<b>323,774</b>			

<b>Support Services Salaries</b>									
220153101137000	Food Service Staff	22,086	24,933	28,225	28,790	29,366			
220500001124950	Classified Community Liaison	22,056	3,755	14,532	14,823	15,119			
220530101124950	Classified Community Liaison-Title I	3,612	14,743	16,201	16,525	16,856			
221000001131100	Classified School Counselor	6,918	0	0	0	0			
221132161131400	Classified Behavior Coordinator	0	0	58,976	60,155	61,359			
221100001181000	Classified Maintenance Salaries	50,138	67,779	84,819	85,667	86,524			
227500001124950	Classified Community Liaison-Stipend	11,738	0	0	0	0			
<b>Total Support Services Salaries</b>		<b>116,548</b>	<b>111,209</b>	<b>202,754</b>	<b>205,961</b>	<b>209,224</b>			
<hr/>									
St 230100001127000	Classified Office Manager-Salary	49,861	58,419	61,568	62,799	64,055			
<b>Total Supervisor Salaries</b>		<b>49,861</b>	<b>58,419</b>	<b>61,568</b>	<b>62,799</b>	<b>64,055</b>			
<hr/>									
<b>Office/Technical Salaries</b>									
240100001127000	Cler/Office Salaries-Reg	28,856	41,660	43,474	44,344	45,231			
247500001127000	Cler/Office Stipend/Bonus	0	0	0	0	0			
248000001127000	Clerical/Office Medical Stipend	6,132	5,621	5,621	5,733	5,848			
290126001139000	After School Coordinator-LASP-ELO-P	41,391	39,430	10,754	10,969	11,188			
290226001139000	After School Assistant-LASP-ELO-P	30,885	45,899	45,899	46,817	47,754			
<b>Total Office/Technical Salaries</b>		<b>107,263</b>	<b>132,611</b>	<b>105,748</b>	<b>107,863</b>	<b>110,020</b>			
<hr/>									
<b>Total Classified Salaries</b>		<b>586,144</b>	<b>651,976</b>	<b>768,463</b>	<b>694,049</b>	<b>707,073</b>			
<b>Total Salaries</b>		<b>1,399,811</b>	<b>857,254</b>	<b>1,817,957</b>	<b>1,755,716</b>	<b>1,792,205</b>			

Employee Benefits	Total STRS	143,569	185,326	200,453	202,778	207,260
OASDI/Medicare	Total OASDI/Medicare	66,761	61,941	71,295	68,489	69,826
Health and Welfare	Total Health and Welfare	259,808	269,786	280,466	288,964	296,592
Unemployment Insurance	Total Unemployment Insurance	10,373	1,311	1,409	3,511	3,584
Workers' Compensation	Total Workers' Compensation	18,015	19,525	21,929	23,634	27,744
Books and Supplies Books/Reference	Total Employee Benefits	498,526	537,889	575,552	587,376	605,006

Oasis Charter Public School 2023/24 1st Interim Budget

411000001110000	Textbooks/Core Curricula	11,924	15,000	8,000	8,242	8,460
411032121100000	Textbooks/Core Curricula-ESSER II	6,868	0	0	0	0
411063001110000	Textbooks/Core Curricula-Lottery	4,338	0	0	0	0
421000001110000	Books/Reference Materials	176	1,500	500	500	750
<b>Total Books/Reference</b>						
<b>Instructional Materials/Supplies</b>		<b>23,306</b>	<b>16,500</b>	<b>8,500</b>	<b>8,742</b>	<b>9,210</b>
431000001110000	Instruct Materials/Supplies	2,934	24,845	5,000	5,160	5,296
431000001142000	Instruct Materials/Supplies-Athletics	1,565	2,000	2,000	2,061	2,115
431026001110000	Instruct Materials/Supplies-ELO-P	0	0	1,710	0	0
431032121110000	Instruct Materials/Supplies-ESSER II	3,437	0	0	0	0
431032131110000	Instruct Materials/Supplies-ESSER III	0	155	155	0	0
431063001110000	Instruct Materials/Supplies-Lottery P20	10,383	11,269	11,020	13,064	13,148
431065005711300	Instruct Materials/Supplies-Sp Ed	906		0	0	0
431065375711300	Instruct Materials/Supplies-Sp Ed Learning	0	9,611	9,611	0	0
431090141110000	Instruct Materials/Supplies-AVID	122	0	1,900	0	0
<b>Total Instructional Materials/Supplies</b>		<b>19,347</b>	<b>47,880</b>	<b>31,396</b>	<b>20,284</b>	<b>20,559</b>
<b>Supplies/Stores</b>						

Oasis Charter Public School 2023/24 1st Interim Budget

432000001127000	All Other Materials/Supplies-Admin	15,137	15,000	10,000	10,997	11,288
432000001142000	All Other Materials/Supplies-Athletic	12	100	100	100	100
432000001181000	All Other Materials/Supplies-Custod	8,880	1,943	1,943	1,943	1,994
432026001110000	All Other Materials/Supplies-ELO-P	934	500	500	500	500
432032121127000	All Other Materials/Supplies-ESSER II	61	0	0	0	0
432032121181000	All Other Materials/Supplies-Cust-ESSER I	697	0	0	0	0
432032131127000	All Other Materials/Supplies-ESSER III	968	968	968	0	0
432053100037000	All Other Materials/Supplies-Food Svc	1,966	1,000	1,000	1,030	1,057
432065005711300	All Other Materials/Supplies-SpEd	1,530	300	300	309	317
432074221127000	All Other Materials/Supplies-IPI Grant	0	0	0	0	0
432090011127000	All Other Materials/Supplies-Admin-OCC	370	3,000	500	0	0
432070281137000	All Other Materials/Supplies-Kitchen	1,314	0	0	0	0
432090021127000	All Other Materials/Supplies-Fundraising-A	644	0	1,920	0	0
432090301110000	All Other Matis/Supplies-Inst-Taylor Farms	258	258	258	266	273
432090301127000	All Other Matis/Supplies-Admin-TayFarms	2,315	2,212	2,212	2,279	2,339
432100001110000	All Other Matis/Supply-Students	0	3,697	3,697	0	0
432156341110000	All Other Matis/Supp-Students-Homeless AI	855	0	0	0	0
432590021127000	All Other Mtls/Supplies-Fundraising-Admin	2,995	2,500	0	0	0
Total Supplies/Stores		38,936	31,478	23,398	17,425	17,869

<b>Non-Capitalized Cptr/Equip</b>									
441000001110000	Non-Capitalized Equipment-Instr	0	4,500	4,500	4,500	4,636	4,759		
441000001127000	Non-Capitalized Equipment-Admin	1,582	500	5,000	5,000	0	0		
441032131110000	Non-Capitalized Equip-Instruct-ESSER II	0	0	39,920	39,920	0	0		
441032131127000	Non-Capitalized Equip-Admin-ESSER II	0	0	6,608	6,608	0	0		
441053101110000	Non-Capitalized Equipment-Food Svc	10,034	0	0	0	0	0		
441065005711300	Non-Capitalized Equip-SpEd	3,726	4,600	3,000	3,000	3,091	3,172		
441070281137000	Non-Capitalized Equip-KIT (Kitchen Infrast	0	5,000	5,000	5,000	0	0		
441090901110000	Non-Capitalized Equip-Dec. Enroll	1,303	0	0	0	0	0		
441090901127000	Non-Capitalized Equip-Dec. Enroll (Admin)	1,467	0	0	0	0	0		
<b>Total Non-Capitalized Equipment</b>		<b>18,112</b>	<b>14,600</b>	<b>64,028</b>	<b>7,727</b>	<b>7,931</b>			
<b>Non-Capitalized Fixed Assets</b>									
445000001127000	Non-Capitalized Furniture	0	0	0	0	0	0		
445000001110000	Non-Capitalized Furniture	0	0	129	129	0	0		
<b>Total Non-Capitalized Fixed Assets</b>		<b>0</b>	<b>0</b>	<b>129</b>	<b>0</b>	<b>0</b>	<b>0</b>		
<b>Food Service Supplies</b>									
470053101137000	Food Service Expenditures	98,904	154,000	120,000	123,636	126,900			
<b>Total Food Service Supplies</b>		<b>98,904</b>	<b>154,000</b>	<b>120,000</b>	<b>123,636</b>	<b>126,900</b>			
<b>Total Books and Supplies</b>		<b>198,605</b>	<b>264,458</b>	<b>247,451</b>	<b>177,814</b>	<b>182,469</b>			

Oasis Charter Public School 2023/24 1st Interim Budget

<b>Travel/Conferences</b>									
523000001110000	Travel/Mileage-Instr	1,500	1,500	4,000	4,121	4,230			
523000001127000	Travel/Mileage-Admin	3,000	3,000	2,000	2,061	2,115			
523065005711900	Travel/Mileage-Sp Ed	2,000	2,000	500	515	529			
524000001110000	Meals/Entertainment-Instr	6,500	6,500	500	515	529			
524000001127000	Meals/Entertainment-Admin	5,000	5,000	1,000	1,030	1,057			
524065005711900	Meals/Entertainment-Sp Ed	500	500	500	515	529			
	<b>Total Travel/Conferences</b>	<b>18,500</b>	<b>18,500</b>	<b>8,500</b>	<b>8,758</b>	<b>8,989</b>			
<b>Dues/Memberships</b>									
531000001110000	Dues and Memberships-Instr	13,864	7,633	7,633	7,864	8,072			
531000001127000	Dues and Memberships-Admin	4,349	4,955	4,955	5,105	5,240			
531032131110000	Dues and Memberships-Instr_ ESSER III	0	5,600	5,600	0	0			
531032131127000	Dues and Memberships-Admin-ESSER III	157	75	75	0	0			
531065465011900	Dues and Memberships-ERMHS	0	0	7,500	0	0			
531090141110000	Dues and Memberships-AVID	3,187	3,187	7,975	8,217	8,434			
531099981127000	Dues and Memberships-LCAP	0	0	0	0	0			
	<b>Total Dues/Memberships</b>	<b>21,557</b>	<b>21,450</b>	<b>33,738</b>	<b>21,186</b>	<b>21,745</b>			
<b>Insurance</b>									
540000001127000	Insurance	57,424	59,015	59,015	60,803	62,408			
	<b>Total Insurance</b>	<b>57,424</b>	<b>59,015</b>	<b>59,015</b>	<b>60,803</b>	<b>62,408</b>			

<b>Operations/Housekeeping</b>						
550000001181000	Utilities	62,964	64,708	64,708	66,669	68,429
550500001181000	Contracted Custodial	0	0	0	0	0
<b>Total Operations/Housekeeping</b>						
		<b>62,964</b>	<b>64,708</b>	<b>64,708</b>	<b>66,669</b>	<b>68,429</b>
<b>Rentals/Leases/Repairs</b>						
560500001187000	Event Rentals	2,000	2,000	2,000	2,061	2,200
561000001127000	Equipment Rental-Office	14,640	14,640	14,640	15,084	15,026
561500001127000	Equipment Repair/Maint	4,836	4,836	4,836	4,983	5,114
562000001187000	Property/Building Rental	82,800	68,970	64,778	132,407	125,233
562060301187000	Property/Building Rental-SB740	200,036	206,910	211,102	143,473	150,647
563000001187000	Property/Building Repair	4,850	31,643	31,643	32,602	33,462
563032121187000	Property/Building Repair-ESSER II	26,793	0	0	0	0
563090901187000	Property/Building Repair-Declining Enroll	0	0	7,603	0	0
564000001187000	Property/Building Maint	7,641	10,000	10,000	10,303	10,575
564090901187000	Property/Building Maint-Declining Enroll	0	0	17,376	0	0
<b>Total Rentals/Leases/Repairs</b>						
		<b>343,596</b>	<b>338,999</b>	<b>363,978</b>	<b>340,912</b>	<b>342,258</b>



Oasis Charter Public School 2023/24 1st Interim Budget

580600000073000	ARI Administration Contract	43,875	50,000	50,000	50,000	51,515	52,875
581090031110000	Field Trips/Transportation	2,322	25,000	25,000	0	15,000	15,000
581090301110000	Field Trips/Transportation-Taylor Funds	25,691	0	0	25,000	0	0
582000000076000	Oversight Fee	18,064	22,454	22,454	21,763	22,422	23,014
583000001127000	Advertising/Employment Fees	28,000	25,000	25,000	25,000	12,879	13,219
585000001127000	Legal Services	25,000	25,000	25,000	25,000	25,758	26,437
58506365711900	Legal Services Contracts-SPED Dispute Prev	0	1,709	1,709	1,709	1,709	1,709
585200000071910	Audit Services	12,180	12,180	12,180	12,180	12,549	12,880
585400001127000	Consulting Service Contracts	3,000	3,000	3,000	3,000	3,091	3,172
585432131127000	Consulting Service Contracts-ESSER III	20,800	0	0	0	0	0
585500001127000	Consulting Services-Policy Liaison	30,000	25,000	25,000	25,000	12,879	13,219
585600001110000	Technology Service - Students	4,080	4,080	4,080	4,080	4,204	4,315
585600001127000	Technology Service -Admin	11,740	11,740	11,740	11,740	12,096	12,415
585632131127000	Technology Service -Admin-ESSER III	0	0	0	8,035	0	0
585690901127000	Technology Service -Admin-Declining Enrol	0	0	0	65,344	0	0
585700001110000	SIS Service Contracts	22,274	22,274	22,274	22,274	22,949	23,555
585799981110000	SIS Service Contracts-LCAP	0	0	0	0	0	0
585800001110000	Other Svcs/Operating Exp-Instr	4,190	4,190	4,190	4,190	4,317	4,431
585800001127000	Other Svcs/Operating Exp-Admin	10,000	10,000	10,000	10,000	10,303	10,575
585832121110000	Other Svcs/Oper Exp-ESS III	600	0	0	0	0	0
585800001131100	Other Svcs/Operating Exp-Counselor	0	0	0	0	0	0
585832121131400	Other Svcs/Oper Exp-Occ. Therapy-ESS III	892	0	0	0	0	0
585832131131400	Other Svcs/Oper Exp-Occ. Therapy-ESS III	0	0	0	2,300	0	0
585853101137000	Other Svcs/Operating Exp - Food Service	15,000	15,000	15,000	15,000	15,455	15,862
585865005711900	Other Svcs/Operating Exp-SpEd-Instr	143,374	75,000	75,000	75,000	77,273	79,312
585865465711900	Other Svcs/Operating Exp-State MH	78,962	17,786	17,786	11,830	12,188	12,510
585867621110000	Other Svcs/Oper Exp-AMIM Grant	10,000	10,000	10,000	10,000	10,303	10,575
585874221110000	Other Svcs/Operating Exp-IPi	88	0	0	0	0	0
585890301110000	Other Svcs/Operating Exp-Taylor-Instruct	0	0	0	2,485	0	0
585900001127000	Oth Svc-Payroll Processing Fees	9,600	10,800	10,800	10,800	11,127	11,421

Oasis Charter Public School 2023/24 1st Interim Budget

586000001127000	Penalties/Late Fees	500	500	500	500	515	529
587500000071000	Staff Development Expense-Board	2,000	2,000	2,000	0	0	0
587500001110000	Staff Development Expense-Instr	1,000	1,000	1,000	1,000	1,030	1,057
587500001127000	Staff Development Expense-Admin	2,000	2,000	2,000	2,000	2,061	2,115
587532131110000	Staff Development Expense-Instr-ESSER III	0	0	0	14,750	15,197	15,598
587532141110000	Staff Development Expense-Instr-ESSER III	0	0	0	326	336	345
587532141127000	Staff Development Expense-Admin-ESSIII	0	0	0	2,700	2,782	2,855
587540351110000	Staff Development Expense-Instr-Title II	9,379	9,379	9,379	9,379	9,663	9,918
587540351127000	Staff Development Expense-Admin-Title II	0	0	0	0	0	0
587553101137000	Staff Development Expense-Food Svc	500	500	500	500	515	529
587562661110000	Staff Development Expense-EduEff66	5,000	5,000	5,000	5,000	0	0
587562661127000	Staff Development Expense-EduEff66	5,650	2,500	2,500	2,500	0	0
587565005711900	Staff Development Expense-SpEd	1,000	1,000	1,000	18,546	19,108	19,612
587590141110000	Staff Development Expense-Instruct-AVID	1,000	615	615	615	634	650
587590141127000	Staff Development Expense-Admin-AVID	615	615	615	615	634	650
Total Professional Services		548,376	395,322	395,322	500,161	390,489	400,357

Oasis Charter Public School 2023/24 1st Interim Budget

5910000001127000	Postage and Shipping	2,200	2,200	2,200	2,200	2,267	2,326
5920000001127000	Internet Services	14,253	19,668	19,668	20,264	20,799	
5930000001127000	Telephones - Landlines	6,436	6,664	6,665	6,867	7,048	
5931000001127000	Telephones - Cellular/Mobile	4,311	4,311	4,311	4,442	4,559	
	<b>Total Communications</b>	<b>27,200</b>	<b>32,843</b>	<b>32,844</b>	<b>33,839</b>	<b>34,732</b>	
	<b>Total Services/Operating Expenses</b>	<b>1,079,616</b>	<b>930,837</b>	<b>1,062,944</b>	<b>922,655</b>	<b>938,919</b>	
6170000001185000	Sites/Improvement of Sites	0	0	0	0	0	0
6200000001185000	Buildings/Improvement of Bldgs	0	0	0	0	0	0
6400000001110000	Capitalized Equipment	0	0	0	0	0	0
6900000001110000	Depreciation Expense	97,917	97,917	97,917	97,917	97,917	
690032201110000	Depreciation Expense-LLMF	2,046	2,046	2,046	0	0	
	<b>Total Capital Outlay</b>	<b>99,963</b>	<b>99,963</b>	<b>99,963</b>	<b>97,917</b>	<b>97,917</b>	
714165005092000	SPED Encroachment	0	0	0	0	0	0
	<b>Total Other Outgo</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	<b>Total Expenses</b>	<b>3,276,522</b>	<b>2,690,401</b>	<b>3,803,867</b>	<b>3,541,480</b>	<b>3,616,515</b>	

## Other Sources and Uses

[illegible]

# **Oasis Charter School**

## **Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM: 9.3 Salary Schedule Increases due to Minimum Wage Increase**

**BOARD MEETING DATE:** November 28, 2023

**BOARD AGENDA ITEM INFORMATION:**

- Due to the minimum wage increase to \$16.00/hour as of January 1, 2023, we were instructed by our attorney that we needed to increase exempt salaries to a minimum of \$5,546.67 per month for exempt employees to stay exempt;
- The salary schedule has been built out more similarly to some other districts to increase the rate in which interns get their credentials and for those with preliminary credentials to finish their clear credential more quickly;
- To clear a credential, Oasis pays for the two-year process.
- We have begun looking at the budget and will present possible changes to make up for this increase in salary in the spring of 2024.
- You have the current salary schedule labeled "A"
- You have the revised salary schedule that meets the State of California requirements for exempt staff labeled, "B"

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

**Person submitting item: Executive Director, Dr. Natalie Zayas**

A stylized logo for 'SISI' featuring the letters in a bold, sans-serif font. The letters are white with a textured, stippled appearance. The 'S' and 'I' are positioned above the 'S' and 'I'. A small, five-pointed star is located to the left of the top 'S'. The entire logo is set against a black background.

A stylized logo for 'SISI' featuring the letters in a bold, sans-serif font. The letters are white with a textured, stippled appearance. The 'S' and 'I' are positioned above the 'S' and 'I'. A small, five-pointed star is located to the left of the top 'S'. The entire logo is set against a black background.

"A"

		1135 Westridge Parkway, Salinas, CA 93907			
		(831) 424-9003 (p) (831) 424-9005 (fax)			
		Website: www.oasischarterschool.org			
		PROPOSED UCEN BOARD ADMINISTRATIVE SALARY SCHEDULE JULY 1, 2022-JUNE 30, 2026			

CCB 11

Oasis Charter School Certificated Salary Schedule

January 1, 2024 - June 30, 2029 UCEN Board Approved DATE

	A	B	C	D	E	F
	Intern or Emer. Credentia	BA+15	Preliminary OR Clear BA+30*	Preliminary OR Clear BA+45 *	MA/MS OR Clear Credentia AND BA + 60	MA/MS +15 OR Clear Credentia AND BA + 75
STEP						
1	\$ 61,013.37	\$ 61,318.44	\$ 61,931.62	\$ 63,170.25	\$ 64,433.66	\$ 65,722.33
2	\$ 61,318.44	\$ 61,625.03	\$ 62,241.28	\$ 62,863.69	\$ 64,120.97	\$ 65,403.39
3	\$ 61,625.03	\$ 61,933.15	\$ 62,242.82	\$ 62,865.25	\$ 64,122.55	\$ 65,405.00
4			\$ 64,272.68	\$ 64,915.41	\$ 65,564.56	\$ 66,220.21
5			\$ 65,713.25	\$ 66,041.81	\$ 67,362.65	\$ 68,709.90
6			\$ 67,520.36	\$ 67,857.96	\$ 69,215.12	\$ 70,599.42
7			\$ 69,377.17	\$ 69,724.06	\$ 71,118.54	\$ 72,540.91
8			\$ 71,285.04	\$ 71,641.47	\$ 73,074.30	\$ 74,535.78
9			\$ 73,245.38	\$ 73,611.61	\$ 73,979.67	\$ 74,349.56
10			\$ 75,259.63	\$ 75,635.93	\$ 76,014.11	\$ 76,394.18
11			\$ 77,329.27	\$ 77,715.92	\$ 78,104.49	\$ 78,495.02
12			\$ 79,649.15	\$ 80,047.39	\$ 80,447.63	\$ 80,849.87
13			\$ 81,839.50	\$ 82,248.70	\$ 82,659.94	\$ 83,073.24
14			\$ 84,090.08	\$ 84,510.54	\$ 84,933.09	\$ 85,357.75
15			\$ 86,612.79	\$ 87,045.85	\$ 87,481.08	\$ 87,918.49
16			\$ 88,994.64	\$ 89,439.61	\$ 89,886.81	\$ 90,336.24
17			\$ 91,441.99	\$ 91,899.20	\$ 92,358.70	\$ 92,820.49
18			\$ 93,956.65	\$ 94,426.43	\$ 94,898.56	\$ 95,373.05
19			\$ 96,540.45	\$ 97,023.16	\$ 97,508.27	\$ 97,995.81

\* 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.



"B"

Executive Director		Instructional Coordinator	
Duty Days	224 Duty Days	215 Duty Days	
Step			
1	\$ 116,537.40	\$ 81,948.82	
2	\$ 120,033.52	\$ 84,407.28	
3	\$ 123,634.53	\$ 86,939.50	
4	\$ 127,343.56	\$ 89,547.69	
5	\$ 131,163.87	\$ 92,234.12	
6	\$ 135,098.79	\$ 95,001.14	
7	\$ 139,151.75	\$ 97,851.18	
OFFICE MANAGER			
		215 DAYS	
YEARS			
1	\$ 61,013.37		
2	\$ 62,843.77		
3	\$ 63,157.99		
4	\$ 63,473.78		
5	\$ 63,791.15		
6	\$ 64,110.10		
7	\$ 64,430.66		
8	\$ 64,752.81		
9	\$ 65,076.57		
10	\$ 65,401.96		
11	\$ 65,728.97		
Oasis places new employees at Year 1			



Natalie Zayas &lt;nataliezayas@oasischarterschool.org&gt;

---

**Minimum Wage Increase**

2 messages

---

**mcquarrielaw@gmail.com** <mcquarrielaw@gmail.com>

Thu, Aug 24, 2023 at 1:26 PM

To: mcquarrielaw@gmail.com

Good Afternoon

I hope this email finds you all well. I am writing to alert you that the minimum wage is going up again on January 1, 2024. The California Department of Finance has announced that the minimum wage will rise to \$16.00 per hour due to inflation.

This means that your exempt staff will now need to make a minimum of \$5,546.67 per month in order remain exempt. For staff working 12 months of the year, this raises the minimum annual salary to \$66,560.04.

Please let me know if you have any questions.

Jennifer McQuarrie

Law Office of Jennifer McQuarrie

cell: 805-252-1080

fax: 888-900-3407



Law office of  
Jennifer McQuarrie

NOTICE: This message (including any attachments) is covered by the Electronic Communication Privacy Act, 18 U.S. C. 2510-2521, is confidential and may also be protected by attorney/client privilege. This message is intended for the person or entity to whom it was addressed. If you have received this message in error, do not read it and please reply to sender that you received the message in error and delete it. Thank you. If you are not the intended recipient, you are hereby notified that any retention, dissemination, distribution, or copying of this communication is strictly prohibited.

---

**Natalie Zayas** <nataliezayas@oasischarterschool.org>

Wed, Oct 4, 2023 at 7:56 PM

To: ~

Natalie Zayas, Ed.D  
Executive Director  
Oasis Charter School  
1135 Westridge Parkway  
Salinas, CA 93907  
831-424-9003  
nataliezayas@oasischarterschool.org

# **Oasis Charter School**

## **Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM:** 9.4 Winter Around the World

**BOARD MEETING DATE:** November 28, 2023

**BOARD AGENDA ITEM INFORMATION:**

- Winter Around the World is December 15, 2023, starting at 1:00pm;
- Teachers have seen the presentation and have signed up for countries;
- Instructional Coordinator, Stephanie Curley, has reviewed resources to assist teachers and students learn about their country.

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

**Person submitting item:** Instructional Coordinator, Stephanie Curley

**2023 Winter Around the World**

**Friday, December 15, 2022**

**10 minutes per class; 2 minute passing period**

**Start Time: 1:10-2:45**

**Have students pack up for the day before they tour the world**

<b>Teacher</b>	<b>Tour Guides (take students to the other classrooms)</b>	<b>Country</b>	<b>Transition</b>
Jordan	Mari & Olivia	Sweden	
Lauren	Zyla & Chelsea	Denmark	
Letzy	Fracina & Mona	Mexico	
Ian	Christine & Marissa	Israel	
Alyssa	Nayeli & Cathy	Japan	
Diego	Alicia & Mariana	Greece	
Kelsey	Lucero & Julie	France	
Juan	Cori & Yessica	South Korea	
Becky	Maribel	Egypt	

# **Oasis Charter School**

## **Board Agenda Supplemental Information**

**TITLE OF AGENDA ITEM:** 9.5 Behavior and Intervention Data

**BOARD MEETING DATE:** November 28, 2023

**BOARD AGENDA ITEM INFORMATION:**

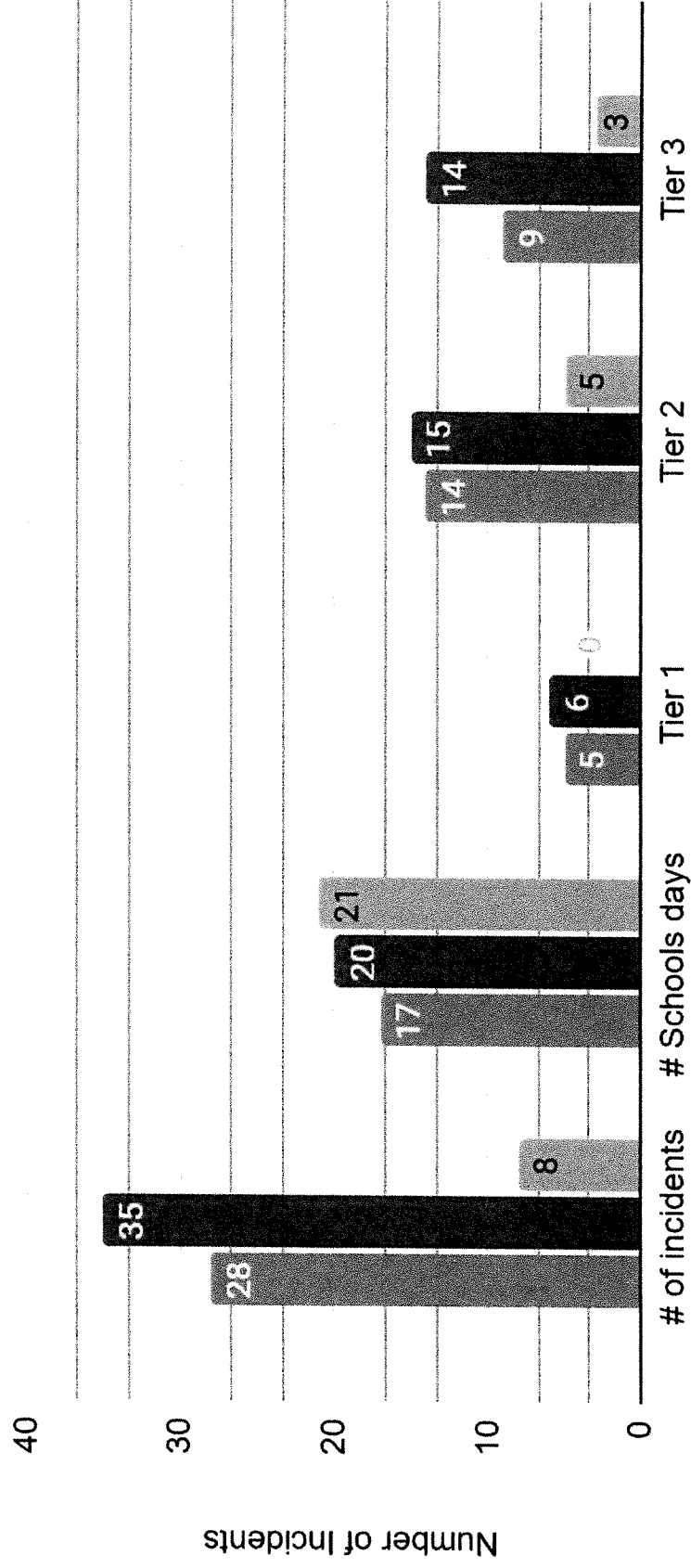
- Behavior Data submitted by Behavior Coordinator, Elliana Coronel supports the importance of the position and a decrease in behaviors;
- ELA Intervention Data supports that one-to-one help for some students is assisting them in reaching academic goals and success.
- Math data shows an increase in 150 skills for all students attending math intervention for the months of September and October.

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

**Person submitting item:** Executive Director, Dr. Natalie Zayas

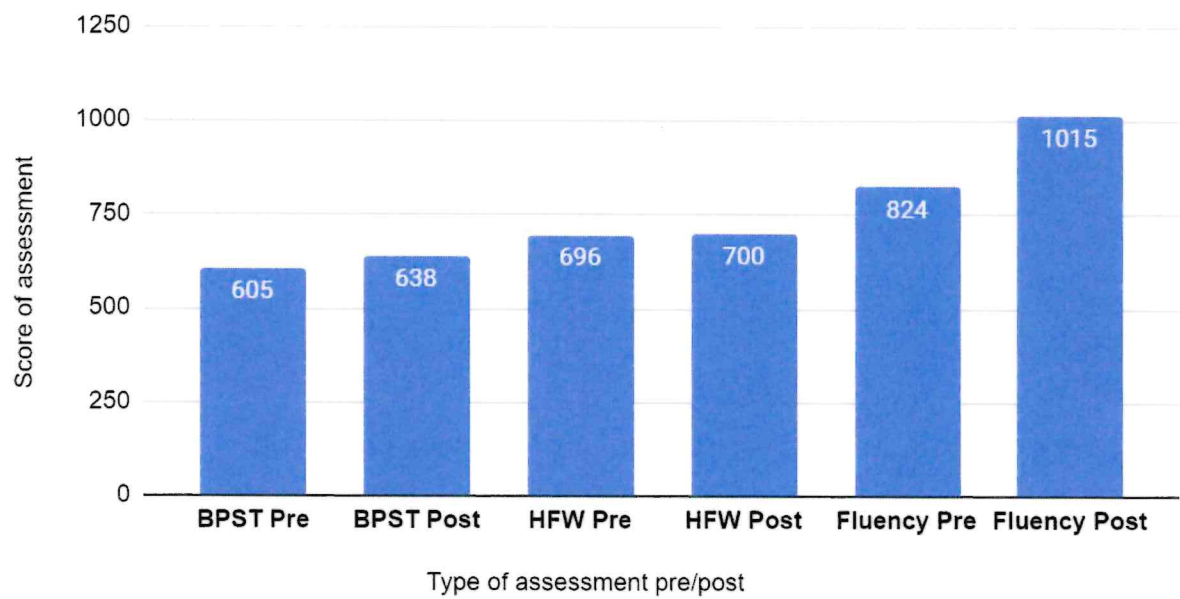
# Behavior Data August - October, 2023

■ August 2023   ■ September 2023   ■ October 2023



ELA Intervention Data Sept/Oct.

Sept./Oct. 2023



# Math Intervention Data

Sept.- Oct. 2023

## Number of Students

2nd grade: 8 students

3rd grade: 9 students

4th grade: 6 students

5th grade: 8 students

6th grade: 5 students

Skills needed by  
grade level

NWEA

Math

intervention

skills developed





## Behavioral Support Procedures

### The Goals of these procedures:

- To have a policy to support the social, emotional and behavioral needs of our students.
- To ensure a consistent approach across both campuses in the support of students.
- To provide a general framework for stakeholders to understand their role and responsibilities in providing support.
- To support measures towards the promotion of high behavior standards among students.

### Love and Logic

- Trusted for 45 years
- Research-driven, whole-child philosophy found in 1977
  - Research-based principles
    - Mutual dignity
    - Shared thinking
    - Shared control within limits
    - Empathy before consequences
- The Love & Logic approach is used by leading educators, parents and other professionals worldwide.

### Why Does It Work?

- Uses humor, hope, and empathy to build up the adult/child relationship
- Emphasizes respect and dignity for both children and adults
- Provides real limits in a loving way
- Teaches consequences and healthy decision-making

### Benefits of Love & Logic

- Children and adults learn to work together
- Increases instruction time, teachers are not handling behaviors as long and instead teaching.
- Students learn boundaries and responsibility such as turning in their work on time.
- Respect is shown more often than disrespect.
- Sets firm limits
- Helps avoid unwinnable power struggle

## Addressing Behavior

When addressing challenging behaviors, please keep in mind our practices and processes are most effective when they are timely and natural after all individuals have been spoken with.

Timely: Behaviors and incidents should be addressed immediately when the situation occurs or during the earliest most opportune/appropriate moment.

Natural: Interventions correlate to the action/incident and processes used should be appropriate to the situation.

Consequences: Interventions should help us reflect on our actions, repair harm caused to our community, and grow capacity for accountability and empathy.

Examples of consequences:

- Reflection sheets
- Conversations that invite students to think about what happened and what to do next to repair the situation/harm
- Mindful Moments
- Mediation
- Impact Statements
- Guardian communication

Examples of non-restorative practices:

- Jumping to conclusions
- Intimidation/threats
- Not allowing students to speak
- Yelling
- Overreacting
- Humiliating/Shaming
- Assuming negative intent
- Lecturing or being long-winded
- Hearing only one side of the story
- Reacting based on bias or fear

## Is it Bullying?

At Oasis Charter Public School, we believe that all students have a right to a safe and healthy school environment. Our community has an obligation to promote mutual respect, tolerance, and acceptance. By differentiating between different forms of conflict and hurt, we empower our students to respond appropriately and seek assistance accordingly.

These forms are defined as:

Conflict: All parties upset, saying or doing things that hurt the other person. Rude:

Inadvertently saying or doing something that hurts someone else.

Mean: Purposely saying or doing something to hurt someone.

Bullying: A repeated harmful act that involves an imbalance of power.

Oasis Charter Public School separates bullying from other conflicts that arise among young people by two key characteristics:

- 1 - It is a repeated harmful act
- 2 - An imbalance of power is present

Bullying can involve an individual or a group repeatedly harming another person—physically (e.g., punching, pushing, tripping, or destruction of property), verbally (e.g., teasing, name-calling, or intimidating), or socially (e.g., ostracizing or spreading hurtful rumors). Sometimes these harmful actions are plainly visible, but other times the actions are covert, such as when gossip and rumors are used to isolate the target.

The imbalance of power in bullying is created when an individual or a group utilizes their power to single out another person - physically, ability, or socially. This imbalance or power or status is always present and leveraged to cause even more harm in a situation defined as bullying. This has become more prevalent with the increasing use of social media among children. Oasis defines cyberbullying as "willful and repeated harm inflicted through the use of computers, cell phones, and other electronic devices." At Oasis bullying will not be tolerated in any of its forms and is considered a very serious offense.

## An Overview of the Tiered System of Supports

Oasis' MTSS Behavior System is about creating an effective strategy that encourages appropriate behavior and supports students displaying negative behavior. This tiered system is a preventative framework that focuses on creating supportive environments to teach and encourage appropriate behavior. It is for all students and uses a wide range of practices based in Love & Logic, Restorative Practices, and Positive Behavioral Interventions and Supports (PBIS).

The foundational level, called **Tier One**, provides all students with preventative practices and supports. These are practices that are found daily in all Oasis classrooms. The second level, called **Tier Two**, contains more targeted strategies and are for students who need more direct support for behavior concerns. The final level, called **Tier Three**, are for behaviors that require intensive, individualized support and are provided by staff with behavioral expertise.

## TIER 1

### Tier 1 behaviors are defined as:

- Behaviors that meet our community expectations
- Behavior or action that require minimal action to support students to meet expectations or to be safe
- Behaviors that are seldom or rarely demonstrated

### Tier 1 supports and consequences are:

- Applicable for all students
- A tool for active feedback and encouragement for students to display expectations.
- Developmentally appropriate and essential for facilitating the diverse needs of a classroom
- A range of strategies to discourage undesired behavior
- Used and supported by all staff

### These behaviors include but are not limited to:

- Minor inappropriate use of school technology (Ex. Not on assigned website/app)
- Disrespect
- Cell Phone use
- Low-level vandalism
- Disruption that interferes with others' learning
- Inappropriate language

Practices/ Supports	Consequences
<ul style="list-style-type: none"> <li>• Daily Community Circles</li> <li>• Co-create and regularly review classroom agreements               <ul style="list-style-type: none"> <li>• Practicing procedures - repeating actions and transitions as a group to model and practice expectations</li> </ul> </li> <li>• Frontloading Consequences - serves as reminders and redirections. Students should be given opportunities to change their behavior and should know what consequences may result if x,y,z. continues.</li> </ul>	<p><b>Tier 1 supports include all classroom behavior interventions including but not limited to:</b></p> <ul style="list-style-type: none"> <li>• Skill Practicing Opportunity - create opportunity where students get to practice the skills that they are not meeting expectations. (Ex. mindful listening/ think-pair- share/ interrupting)</li> <li>• Setting-based Intervention - the setting where a student displays problem behavior is modified. Ex. moving seats</li> <li>• Structured Recess - A reduction in the choices a student can make during unstructured time. Ex. Can't play on the play structure, but can still be at recess</li> </ul>

<ul style="list-style-type: none"> <li>● Increase Opportunities to Engage - <i>actively engage the class as much as possible in responding to the material being shared in class. Increasing opportunities for student voice and choice.</i></li> <li>● Peer Advocate/ Student Leadership - <i>engaging some students to act as advocates or peacemakers for students.</i></li> <li>● Active Supervision - <i>moving, scanning, and interacting with students</i></li> <li>● Supervised Classroom Breaks</li> <li>● Recognize Expectation Following Behavior frequently - <i>'catch' students engaging in expected behavior</i></li> <li>● Using Precise Language: <ul style="list-style-type: none"> <li>○ <b>Reminding</b> language consists of brief statements or questions that help students take responsibility for remembering and meeting expectations.</li> <li>○ <b>Reinforcing</b> language is a way of using our words to identify and affirm students' specific positive action. This language spells out exactly which academic and social behaviors students are doing well so that they are motivated to continue building on those behaviors (ex: "You remembered to speak one at a time today. That really helped us hear everyone's ideas and kept the discussion going smoothly")</li> <li>○ <b>Redirecting</b> language is direct and specific when students are far enough into a mistake to hear exactly what you need them to do differently. Say what to do, <b>not</b> what not to do. Instead of "you need to focus" say "put your watch away and focus on the assignment"</li> </ul> </li> <li>● Planned Ignoring - <i>make a conscious effort to ignore certain behaviors to prevent reinforcing them</i></li> <li>● Long-Term Acknowledgement - <i>a long term event that students have selected to work towards - ex. Friday dance party (not food or candy)</i></li> <li>● Class-wide Token System - <i>create a system that rewards behavior with a token to be traded for something favorable. This is up to each individual teacher.</i></li> <li>● Frequent family communication - <i>taking time to communicate with family about successes and challenges in the classroom as regularly as possible.</i></li> </ul>	<ul style="list-style-type: none"> <li>● Student conference - <i>A community member takes time to meet with a student one on one to discuss an issue or concern</i></li> <li>● Adapting learning engagements - <i>creating different opportunities for students to demonstrate their learning without having to engage in an activity where a student displays problem behavior (paper/pencil assignment instead of ipad or laptop, working alone instead of in a group)</i></li> <li>● Recovery Chair – <i>each class has a chair a student may be asked to sit in to think about their behavior and reflect on how they can participate with the whole class. When they are ready, they return to the learning environment.</i></li> <li>● Buddy class (Recovery Chair)- <i>There may be times when a student may benefit from taking a break away from their current environment to really reflect on what's happening. Students decide when they are ready to return to their learning environment.</i></li> <li>● Parent communication - <i>A staff member reaches out to the parent/guardian to communicate concerns via email, over the phone, or in person with the parent and the student.</i> <ul style="list-style-type: none"> <li>○ Email</li> <li>○ Phone call</li> <li>○ In-Person</li> </ul> </li> <li>● Classroom Community Service - <i>Students assigned to help and work on a task in the classroom - assigned and monitored by the teacher who assigned it</i></li> <li>● Campus Community Service: <i>service tasks will depend on what is needed. This could be helping to clean up, organize, and deliver materials to a classroom.</i></li> <li>● Unfinished Work Folder: <i>work not completed in class due to off task behavior is sent home for completion.</i></li> </ul>
--	--

<ul style="list-style-type: none"> <li>• Reflection Sheet - this is for a student to take a break and reflect on what's going inside of them, feelings, thoughts and their behavior/action. It's a chance for them to really try to understand what is going on and how to make changes for success. This may be helpful to use when you are unable to have a one-on-one at that particular moment. Community member should check-in in some way afterward when this is used.</li> <li>• Conversations</li> <li>• Lunch Meeting with staff</li> <li>• Mediation - mindful moment</li> </ul>	
---	--

TIER 2	
<p><b>Tier 2 behaviors are defined as:</b></p> <ul style="list-style-type: none"> <li>• Frequent and sustained behaviors that prevent other students from learning</li> <li>• A single behavior that rises to a level of concern or safety that requires a Tier 2 support or consequence.</li> </ul>	
<p><b>Tier 3 supports and consequences are for:</b></p> <ul style="list-style-type: none"> <li>• For students for whom Tier 2 supports were ineffective.</li> <li>• For students with severe, dangerous, violent, or chronic behavioral problems</li> <li>• Coordinated with parents/guardians and potentially with community resources.</li> </ul>	<ul style="list-style-type: none"> <li>• Communicated with the family.</li> </ul>
<p><b>These behaviors include but are not limited to:</b></p> <ul style="list-style-type: none"> <li>• An act of hate violence— depending on severity could be Tier 3</li> <li>• Act of hate speech— depending on severity could be Tier 3</li> <li>• Sexual harassment— depending on severity could be Tier 3</li> <li>• Bullying— depending on severity could be Tier 3</li> </ul>	<ul style="list-style-type: none"> <li>• Property theft— depending on severity could be Tier 3</li> <li>• Receiving stolen property</li> <li>• Property damage – depending on severity could be Tier 3</li> <li>• Harassment/ intimidation— depending on severity could be Tier 3</li> </ul>

<p><b>All Tier 1 practices/supports and:</b></p> <ul style="list-style-type: none"> <li>• 2x10 - spend 2 minutes per day for 10 days in a row talking with an at-risk student about anything they want to talk about</li> <li>• Mentoring - staff regularly conducts a quick check in with student at an agreed upon time</li> <li>• Behavior support/ incentive plan- student and teacher/admin develop a contract that identifies specific behaviors to support students to reach goals and expectations</li> <li>• Check-In/Check-Out - student and teacher/admin develop a contract that expects the student to meet with designated people to assess if goals and expectations were met</li> <li>• Group Support Sessions - cycles focused on learning skills in areas of need</li> <li>• Student Success Team Meeting - a positive, team-oriented approach to assisting students with a wide range of concerns related to their school performance and experience. (with family teacher conference completed prior to this step)</li> <li>• Outside Counselor Referral - referring a student to outside counseling services through the school supported Care Solace, mental health referral service.</li> </ul>	<ul style="list-style-type: none"> <li>• Parent/ Teacher/ Admin conference - A staff member reaches out to schedule a meeting that involves the parents and administration.</li> <li>• Loss of privileges - The loss of lunch with peers, recess, a school event, after school sports or computer access for an established and set time. Events that take place during the scheduled school day can lead to loss of attendance of any school sponsored activity.</li> <li>• Administration to contact parents - An administrator contacts the parents/guardians to inform them of an incident involving their child.</li> <li>• Formal restorative circles - A planned conference to respond to wrongdoing, conflict, or problem.</li> <li>• Restorative meetings - These are opportunities for community members to talk about what is happening, feelings, thoughts, expectations, and to restore communal norms.</li> <li>• Reflective Period - There may be times when a student may benefit from taking a break away from their current environment to reflect on what's happening.</li> <li>• Reflection Day in another classroom - A student takes a break in another classroom for a full school day away from their current environment.</li> <li>• Parent Shadow Day - A parent/guardian comes in to shadow their child for a whole day and takes part in all parts of the schedule.</li> <li>• Community service - A student repairs harm caused by participating in community service opportunities during school hours. These activities should be monitored and assessed for completion after the service is rendered. Ex. picking up trash, cleaning the lunch room, wiping windows, cleaning floor boards.</li> </ul>
--	--

**Tier 3 behaviors are defined as:**

- Chronic/daily negative behaviors that prevent other students from learning or endanger the Oasis community
- A single negative behavior that rises to a level of concern or safety that requires a Tier 3 support or consequence.
- Most Tier 3 will be in-house suspension (Parents shadow) or at-home suspension.

**Tier 3 supports and consequences are for:**

- For students for whom Tier 2 supports were ineffective.
- For students with severe, dangerous, violent, or chronic behavioral problems
- Coordinated with parents/guardians and potentially with community resources.
- Developed by staff with behavioral expertise, implemented by all teaching, support staff, and administration.

**These behaviors include but are not limited to:**

- An act of hate violence
- Act of hate speech
- Sexual harassment: at Tier 3 suspension
- Bullying
- Brandishing a knife or weapon – suspension, law enforcement, possible expulsion.
- Possession of a controlled substance – suspension with possible expulsion, law enforcement involved.
- Sale of a controlled substance - suspension with possible expulsion, law enforcement involved.
- Fighting - suspension, depending on severity could be law enforcement involved, possible expulsion.



**All Tier 1 and Tier 2 practices/support and:**

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Functional Behavioral Analysis (FBA) - a process that identifies specific target behavior, the purpose of the behavior, and what factors maintain the behavior that is interfering with the student's educational process.</li><li>• Behavioral Support Plan (BSP) - a plan that's designed to teach and reward positive behaviors. This can help prevent or stop problem behaviors in school. The BSP can be based on the results of an FBA.</li><li>• Staffing - A meeting that involves all of the student's teachers, counselor, office staff and administration. Known information is reviewed along with all supports and consequences that have already been attempted. A plan is co-created to quickly implement supports, rewards and consequences for specific unwanted behaviors.</li><li>• Individual support sessions - a 6-week cycle of meetings with one of our school counselors. The sessions will focus on learning skills in areas of need.</li><li>• Re-entry Meeting - Includes rehearsing scenarios with students, identifying a lifeline, schedule follow up check-ins, schedule end of the day check-in, implement a follow up plan.</li></ul> | <ul style="list-style-type: none"><li>• Regular check-ins - a student will check-in at scheduled times with a designated community member to review a checklist or plan.</li><li>• Admin or Designee shadow - an administrator or a designee will stay with a student for the length of a class to keep them on task and support them.</li><li>• Removal from class - A student is removed from class for multiple periods or the whole day to the office.</li><li>• Parent Pick-up - A parent/guardian is contacted to pick up the student as soon as possible.</li><li>• Community Service - A student repairs harm caused by participating in community service opportunities outside of school hours.</li><li>• Out of School Suspension - Students will be suspended from school for a specified amount of time.</li><li>• Expulsion - A student is expelled from Oasis Charter Public School in accordance with the Suspension/Expulsion Policy.</li></ul> |
|---|--|