



REDDING SCHOOL of the ARTS  
WHERE EDUCATION AND THE ARTS CONNECT

Redding School of the Arts  
California Nonprofit Benefit Corporation  
Board Meeting Agenda  
Posted Thursday, November 4, 2021

Date: Tuesday, November 9, 2021  
Location: 955 Inspiration Place, Redding  
Room 21  
Open Session 5:45pm

**ZOOM Information**

Meeting ID: 898 0011 6299

Passcode: kJB3iD

Zoom Link: <https://us02web.zoom.us/j/89800116299?pwd=WjQxNFNXU1ZPeWxNOFVFN0R6bIA1QT09>

**Dial by your location**

- +1 669 900 6833 US (San Jose)
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- +1 301 715 8592 US (Washington DC)

Meeting ID: 898 0011 6299

Passcode: 433368

To join the Zoom meeting, from your computer, follow this link or type this into your browser:

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Follow all prompts to run the Zoom software. We recommend you begin this process at least 15 minutes prior to the start of the Board meeting. Once you have successfully joined the meeting, you will be in the waiting room until the meeting begins.

The Rules for Conduct remain intact. If, after reviewing the agenda, you have any questions or comments, you may email your questions/concerns to [rsartsboardmembers@gmail.com](mailto:rsartsboardmembers@gmail.com). Your email will be reviewed by the Governing Board as part of the board correspondence.

If during the meeting you wish to comment, you will need to raise your hand and wait to be recognized. At that time, your microphone will be unmuted and you will be permitted to address the Board.

Meeting called to order by Presiding Officer  
Roll Call/Establish Quorum:

Jean Hatch, President	_____	Heather Wright, Vice President	_____
Lisa Stewart, Treasurer	_____	Jonathan Sheldon, Secretary	_____
Andrew McCurdy, Community Member	_____	Daria O'Brian, Community Member	_____

Additional Non-Voting Participants:

Margaret Johnson, Executive Director	_____	Carol Wahl, Principal	_____
Wendy Sanders, Special Ed Director	_____	Sophia Zaniroli, Staff Liaison	_____
Business Service Provider Representative	_____		

Presentations:

- LCAP Update: Student Academic Achievement – CAASPP/NWEA Results (15 Min)
- Early College/High School Educational Program Update (10 Min)

Director Report: (5 Min)

Principal Report: (5 Min)

Staff Liaison Report:	(5 Min)
Governing Board Report:	(10 Min)
Governing Board Correspondence:	(5 Min)

**Public Hearing**

Discussion: Local Plan for Educators Effectiveness Grant	(10 Min)
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**Public Forum:**

Hearing of persons desiring to address the Board on a subject NOT covered in this agenda. NOTE: 1) Individual speakers will be allowed three (3) minutes to address the Board. The Board President may further limit the speaking time allowed in order to facilitate the progress of the meeting. 2) Complaints presented to the Board must not involve specific reference to employees. Citizens should contact the Director for complaint procedures regarding employees. 3) A charter school cannot take action on a matter that has not been placed on the official agenda. (G.C. 54954.2).

CONSENT AGENDA

Items listed under the Consent Agenda are considered to be routine and are acted on by the Governing Board in one motion. There is no discussion of these items before the Board vote unless a member of the Board, staff, or public requests specific items be discussed and/or removed from the Consent Agenda. It is understood that Administration recommends approval of all Consent Agenda items as listed. Each item on the Consent Agenda approved by the Board shall be deemed to have been considered in full and adopted as recommended.

- 1.1 Approve 10/12 & 10/19 Board Minutes
- 1.2 Approve October 2021 Warrants
- 1.3 Approve 2021/22 RSTEM/RSA MTSS Special Ed Admin Assistant Services Agreement
- 1.4 Approve Policy Amendments:
  - 1.4.1 Admission & Enrollment Policy – *Student Policy*
  - 1.4.2 Promotion Acceleration or Retention Policy – *Curriculum & Instruction Policy*
  - 1.4.3 Volunteer Policy, Procedures, and Parent/Guardian Responsibilities – *Student Policy*

**Call for Requests from the Audience to Speak to Any Item on the Agenda:**

REGULAR AGENDA

The regular agenda includes those individual items to be discussed by the Board. Some of those items may also require action or approval by the Board. Members of the public will have the opportunity to address the Board on any item at the time that particular item is discussed by the Board, and prior to any action taken by the Board. Individual speakers will be allowed three (3) minutes to address the Board.

**Discussion/Action Agenda**

Financial Reporting

2.1 Discussion: ADA & Financial Update	(10 Min)
2.2 Discussion/Action: Directions to the Finance Committee for 1st Interim Budget Development	(10 Min)
2.3 Discussion/Action: Approve High School Design-Builder Contract – 2 <sup>nd</sup> Read	(10 Min)

General Reporting

2.4 Discussion: CSDC Online Board Member Training Report	(10 Min)
2.5 Discussion/Action: 2021/22 Governing Board Goals – 2 <sup>nd</sup> Read	(10 Min)
2.6 Discussion/Action: 2021/22 In-Person Learning Plan & Guidance Update	(10 Min)
2.7 Discussion: Board Requested Info on Compliance with Governors COVID-19 Testing Mandate	(10 Min)
2.7.1 RSA Charter	
2.7.2 Cost of Weekly COVID-19 Testing	
2.7.3 Random COVID-19 Staff Testing Pool	
2.7.4 SB 740 Funding Requirements	

Policy Review & Amendments

2.8 Discussion/Action: Policy Adoption	(10 Min)
2.8.1 COVID-19 Vaccination & Testing Policy – 4 <sup>th</sup> Read	
2.9 Discussion/Action: Policy Amendments	(5 Min)
2.9.1 Sick Leave Policy – Retro changes to 7/1/2021	

Personnel Reporting

2.10 Discussion/Action: Approve Lane Carlson Executive Director Offer of Employment	(10 Min)
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**Final Meeting Comments:**

**Meeting Adjournment:**

**Next Regular Meeting:**

Date: Tuesday, December 14, 2021  
Time: 5:45 p.m.  
Location: Redding School of the Arts/Room 21  
955 Inspiration Place  
Redding, CA 96003

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**Consent Agenda**

SUBJECT: Item 1.1 – 10/12 & 10/19 Board Minutes

PREPARER: Adel Morfin

RECOMMENDATION: Motion to Approve Minutes.

BACKGROUND:

See Attached Minutes

REFERENCE:



REDDING SCHOOL of ARTS  
WHERE EDUCATION AND THE ARTS CONNECT

**Redding School of the Arts**  
California Nonprofit Benefit Corporation  
Un-Adopted Board Meeting Minutes

**Tuesday, October 12, 2021**

**Open Session: 5:45 p.m.**

Meeting called to order by Presiding Officer Jean Hatch at 5:46 p.m.

Roll Call/Establish Quorum:

Jean Hatch, President	<u>          X          </u>
Heather Wright, Vice President	<u>          X          </u>
Lisa Stewart, Treasurer	<u>          X          </u>
Jonathan Sheldon, Secretary	<u>          AB          </u>
Andrew McCurdy, Community Member	<u>          X          </u>
Daria O'Brien, Community Member	<u>          X          </u>

Additional Non-Voting Participants

Margaret Johnson, Executive Director	<u>          X          </u>
Wendy Sanders, Special Ed Director	<u>          X          </u>
Carol Wahl, Principal	<u>          X          </u>
Cathleen Serna, Business Serv Provider	<u>          X (via video conference)          </u>
Sophia Zaniroli, Staff Liaison	<u>          X          </u>

Board Recorder: Adel Morfin

Zoom Online Guests: Nicole Iskra, Bridgette Jacobsen, Candice Percia, Cassie Plummer, Robyn Stamm, Katie Swartz, Lissa Uhleman, and Katie Vernon

**PRESENTATIONS:**

**Review Updated 2020/21 Local Indicators**

Carol Wahl reviewed the 2020/21 Local Indicators. They were last reviewed on 6/22, as part of the 2021/22 LCAP presentation. Carol reported the School Dashboard was still not fully operational due to COVID and that there had been some slight changes to the Local Indicators template since June, including a new rating system that measures progress on a scale of 1-5 (lowest to highest). She reviewed Local Indicators and LCFF Priorities: 1) Basic Conditions at School, 2) Implementation of State Academic Standards 3) Parent & Family Engagement. 6) Local School Climate 7) Access to a Board Course of Study.

**DIRECTOR REPORT:**

**- Margret Johnson:**

Reported on the COVID-19 School Testing Services Agreement with COVID Clinic, Inc. She stated RSA's school nurse was spending a lot of time administering COVID-19 tests to staff and did not have the ability to offer those same services to RSA families. RSA has partnered with COVID Clinic, Inc. to come onsite Tuesdays & Thursdays and administer COVID-19 test to school staff, RSA families, and volunteer workers at no cost to the school.

Today was the first day COVID Clinic was scheduled to be onsite. Margaret reported it was a rough start, due to technical hiccups, but hopes Thursday will be better. She was happy to see RSA families and staff take advantage of the free service and believes it will be a great benefit to the overall health and safety of everyone onsite.

Margaret stated today was the deadline to report to the County Office the number of vaccinated vs. unverified staff at RSA. She reported there were currently 50 vaccinated employees and 16 unverified staff members working at RSA.

She also reported TBC was gearing up for their annual Talent Show on Friday. The show will begin at 6:00 p.m. with 25 acts scheduled to perform. Carol Wahl will be onsite as the school admin representative. All are welcome to attend.

### **PRINCIPAL REPORT:**

- **Carol Wahl:**

Reported October was off to a good start. Teaching staff wrapped up parent/teacher conferences on Monday. She announced volunteer workers would be allowed onsite once again. Administration will be putting together a Volunteer Meeting the first Wednesday in November to go over new requirements for volunteers, including COVID-19 testing, and review school policies and procedures.

Carol reported the Fox Trott last week was a great success. Volunteer workers were tested prior to the event. PTC Event Coordinator, Tiffany Jones, reached out to administration about the wonderful job, Facilities Mechanical Tech, Gavin deBree did in preparation for and during the event. Carol stated Gavin has been a great addition to RSA.

Carol reported RSA has completed NWEA testing. She and Laura Dunaj have been crunching the numbers in preparation for the ILT meeting on Monday.

### **STAFF LIAISON REPORT:**

- **Sophia Zaniroli:**

Reported having received two letters from staff members addressed to administration and the board. She read one of the letters on behalf of Byron Wylie.

Sophia also brought up additional staff concerns surrounding the 10/18 scheduled protest, consequences of staff absences, and privacy concerns related to COVID Clinic, and COVID mandates. She stated there was a lot of tension with regards to the possibility of a future mandate requiring all school personnel to be vaccinated against COVID.

Jean Hatch directed Sophia Zaniroli to get together with Margaret Johnson and go over the list of staff concerns. Margaret Johnson stated it would be a good idea to hold an All Staff meeting to address these and other concerns.

### **GOVERNING BOARD REPORT:**

- **Daria O'Brien:** Nothing to report at this time
- **Heather Wright:** Nothing to report at this time
- **Andrew McCurdy:** Nothing to report at this time
- **Jean Hatch:** Nothing to report at this time
- **Lisa Stewart:** Nothing to report at this time

### **GOVERNING BOARD CORRESPONDANCE:**

- The board acknowledges having received and reviewed board correspondence from two staff RSA members.

### **PUBLIC FORUM:**

*Hearing of persons desiring to address the Board on a subject NOT covered in this agenda. NOTE: 1) Individual speakers will be allowed three (3) minutes to address the Board. The Board President may further limit the speaking time allowed in order to facilitate the progress of the meeting. 2) Complaints presented to the Board must not involve specific reference to employees. Citizens should contact the Director for complaint procedures regarding employees. 3) A charter school cannot take action on a matter that has not been placed on the official agenda. (G.C. 54954.2).*

- No Comments

### **CONSENT AGENDA:**

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*It is understood that Administration recommends approval of all Consent Agenda items as listed. Each item on the Consent Agenda approved by the Board shall be deemed to have been considered in full and adopted as recommended.*

- 1.1 Approve 9/14/2021 Minutes
- 1.2 Approve September 2021 Warrants

- 1.3 Approve Disposal of Promethean Board
- 1.4 Approve 2021/22 Members of the Finance Committee
- 1.5 Approve 2021/22 Members of the Foundation for Promoting Arts Education (dba PAN)
- 1.6 Approve COVID-19 Vaccination & Testing Policy – 2<sup>nd</sup> Read

Andrew McCurdy called for item 1.6 on the Consent Agenda be removed for further discussion. Sophia Zaniroli, mentioned a minor date error on Section 2.10 of the 9/14/21 Minutes. Heather Wright mentioned a name spelling error on item 1.5 related to Jennifer Haslerud.

Heather Wright moved to approve items 1.1 – 1.5 on the consent agenda with said changes, seconded by Daria O'Brien. Vote 5 Ayes: 0 Nays.

**CONSENT AGENDA: Items removed from the consent agenda and approved separately**

- 1.6 Approve COVID-19 Vaccination & Testing Policy – 2<sup>nd</sup> Read

Andrew McCurdy stated he disagrees with the COVID-19 Vaccination & Testing Policy at large. He recommends testing all staff on a weekly basis, regardless of vaccination status. He believes it's the prudent thing to do for the health and safety of all, as everyone is still susceptible to contracting COVID.

Margaret Johnson stated she was still required to report the numbers to the county.

When asked about how RSA staff would react to the possibility of all staff testing, Sophia Zaniroli stated it all depended on who you ask, as there is a divide in personnel between those vaccinated vs. unverified.

Upon further discussion, the board recommended revising the policy, requiring all staff to test weekly. The policy will be added to the 10/19 Special Board Meeting agenda for further review and adoption.

Although no action was taken on the COVID-19 Vaccination & Testing Policy at this time, the board is still moving forward with the weekly testing requirement for all unvaccinated/unverified staff members.

The board heard comments from Lissa Uhleman and Candice Percia with regards to the COVID-19 Vaccination & Testing Policy discussion. Lissa Uhleman stated she did not agree with Andrew McCurdy's recommendation. She stated, as a vaccinated employee, she wants to exercise her right to test when she wants to and not be required to test weekly. She also asked if spit tests were going to be made available to all staff on a weekly basis. Heather Wright responded to Lissa's comment, stating that the board was looking at the overall health and safety of all staff.

Candice Percia stated she agreed with Andrew McCurdy and believes all staff should be required to test, regardless of vaccination status.

**Call for Requests from the Audience to Speak to Any Item on the Agenda:**

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- No Comments

**DISCUSSION/ACTION AGENDA:**

**2.1 Discussion/Action: 2021 Elementary & Secondary School Emergency Relief (ESSER) III Expenditure Plan**

Margaret Johnson reported on the Elementary & Secondary School Emergency Relief (ESSER) III Expenditure Plan. RSA received \$439,062 in funding to help support in-person learning. Margaret stated the funds were included in the Revised Budget and were being ear marked for the high school.

Daria O'Brien moved to approve the Elementary & Secondary School Emergency Relief (ESSER) III Expenditure Plan as written, seconded by Heather Wright. Vote 5 Ayes: 0 Nays.

**2.2 Discussion: High School Design-Builder Contract Review**  
Andrew McCurdy of Gifford Construction presented a draft of the Design-Builder Contract for board review. The contract used was an industry standard American Institute of Architects (AIA) template. He walked the board through the design-builder process and corresponding contract exhibits. The finalized contract will be presented in November for final board review and approval.

**2.3 Discussion: School Site Safety Committee Update**  
Margaret Johnson shared the School Site Safety Committee report submitted by Blake Schack for the month of July – Sep. The School Site Safety Committee is scheduled to meet quarterly and will report back to the board in December.

**2.4 Discussion/Action: 2021/22 School Re-Opening Framework & Guidance Update**

Margaret Johnson reported there have been no changes to the in-person learning plan. She stated there have been concerns about the state requiring children to be vaccinated against COVID, but that only appeared as informational in a recent interview by Governor Newsom. It is currently not a state mandate.

Item was presented as informational only. No action was taken.

**2.5 Discussion: 2021/22 Governing Board Goal Setting**

The 2020/21 Governing Board Goals were reviewed for informational purposes. The board discussed possible goals for 2021/22. A preliminary list was drafted for further review at the 10/19 Special Board Meeting.

**2.6 Discussion/Action: Policy Amendments**

- 2.6.1 Admission & Enrollment Policy
- 2.6.2 Promotion Acceleration or Retention Policy

Wendy Sanders presented the amendments to the Admission & Enrollment Policy and Promotion Acceleration or Retention Policy. The changes reflect updated language specifically related to children who are and/or will turn five years old between Sep 1 and Dec 2. It further provides school administration, not CDE, with the discretion and authority to admit underage students who meet the minimum enrollment criteria.

Item was presented as informational only and will be placed on the November 9<sup>th</sup> Consent Agenda. No action was taken.

**2.7 Discussion/Action: Personnel Updates**

New Hire:

- o Thomas Baker – 10/5 Weekend Custodian (Part-Time)

Resignation:

- o Kyle Thurmond – 9/30 Paraprofessional

Andrew McCurdy moved to approve the Personnel Updates as listed, seconded by Lisa Stewart. Vote 5 Ayes: 0 Nays.



**ADJOURNMENT:**

Meeting adjourned at 7:27 p.m.

**Next Special Meeting:**

Date: Tuesday, October 19, 2021  
Time: 5:45 p.m.  
Location: Redding School of the Arts/Room 21  
955 Inspiration Place  
Redding, CA 96003

**Next Regular Meeting:**

Date: Tuesday, November 9, 2021  
Time: 5:45 p.m.  
Location: Redding School of the Arts/Room 21  
955 Inspiration Place  
Redding, CA 96003

Governing Board Minutes Respectfully Submitted,

\_\_\_\_\_  
Jean Hatch  
RSA Governing Board President

\_\_\_\_\_  
Board Approval Date

Un-Adopted Draft



REDDING SCHOOL of ARTS  
WHERE EDUCATION AND THE ARTS CONNECT

**Redding School of the Arts**  
California Nonprofit Benefit Corporation  
Un-Adopted Special Board Meeting Minutes

**Tuesday, October 19, 2021**

**Open Session: 5:45 p.m.**

Meeting called to order by Presiding Officer Jean Hatch at 5:46 p.m.

Roll Call/Establish Quorum:

Jean Hatch, President	<u>          X          </u>
Heather Wright, Vice President	<u>          X          </u>
Lisa Stewart, Treasurer	<u>          X          </u>
Jonathan Sheldon, Secretary	<u>          X (exited 6:15 p.m.)          </u>
Andrew McCurdy, Community Member	<u>          X          </u>
Daria O'Brien, Community Member	<u>          X          </u>

Additional Non-Voting Participants

Margaret Johnson, Executive Director	<u>          X          </u>
Wendy Sanders, Special Ed Director	<u>          X          </u>
Carol Wahl, Principal	<u>          X          </u>
Cathleen Serna, Business Serv Provider	<u>          AB          </u>
Sophia Zaniroli, Staff Liaison	<u>          X          </u>

Board Recorder: Adel Morfin

Onsite Guests: Candice Percia, Nate Sharits, and Byron Wylie.

Zoom Online Guests: Lisa Archer, Teresa Braden, Jessica Christian, Janice Clarkson, James Crockett, Nicole Iskra, Mari McCurdy, Paula Newham, Anya Polen, Rosanna Redding, Richart, Linda Schexnayder, Maddie Skinner, Katie Swartz, Lissa Uhleman, Katie Vernon, Erika Warmington, and Carla Zimmerman.

**PUBLIC FORUM:**

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- No Comments

**Call for Requests from the Audience to Speak to Any Item on the Agenda:**

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**Agenda Item 2.1 – COVID-19 Vaccination & Testing Policy – 3<sup>rd</sup> Read**

- The board heard from Candice Percia, Nate Sharits, Byron Wylie, and Lisa Archer. They read from a letter that was drafted in response to the COVID-19 Vaccination & Testing Policy. They stated that “if the purpose of the verification and testing policy is based on the risk of transmitting COVID-19 while on school campus, then it should be inclusive of everyone who is capable of transmitting COVID-19.” Only requiring testing of unvaccinated staff is divisive and discriminatory. They stated that if the goal is the health and safety of everyone in order to return to full-in-person learning, then everyone should be required to test, regardless of vaccination status and potential budget costs.

By continuing to enforce mandates that are not in the best interest of the students and staff, RSA will lose both students and staff, which could have detrimental effects on the budget. They feel “the number one priority should be about supporting and protecting the students and staff and not finding more ways to push everyone out and divide those who are currently here.” “Is there an alternate way to test our staff or should we even be testing at all? Are we doing what’s right or are we opening the doors to enforcing whatever the state decides to mandate.” It is vital the board look at all options and the ramifications of each of those choices.

- **Agenda Item 2.2 – Hiring Committee Recommendation – Executive Director Position Vacancy**

The board heard from James Crockett. As a stakeholder, he was actively involved in the interview process of all potential Executive Director candidates. He agrees with the Hiring Committee’s recommendation to hire Lane Carlson for the job. He and his family are really excited for Mr. Caslon to come on board and believe he is the ideal candidate to continue with the legacy of the RSA.

**DISCUSSION/ACTION AGENDA:**

**2.1 Discussion/Action: COVID-19 Vaccination & Testing Policy – 3<sup>rd</sup> Read**

Margaret Johnson introduced a third draft of the COVID-19 Vaccination & Testing Policy. She stated she was not taking a stand on the testing mandate, just providing information for review and discussion. The 3<sup>rd</sup> revision includes added language pertaining to weekly testing of All Staff vs. Unvaccinated/Unverified personnel. The board was provided with three separate sample drafts that outlines: 1) testing of unvaccinated personnel only, 2) all staff testing, 3) modified testing of all staff. Margaret shared a comparison of testing reasons to test all staff vs. reasons to provide modified or weekly testing of unvaccinated staff. Among the top reasons to test all staff is a safety concern, as everyone can potentially spread COVID. However, the work load including additional hours involved in weekly testing and tracking of all staff could potentially be expensive and is not currently in the budget. Margaret also mentioned that Anthem Health Insurance will only pay for COVID testing that is medically necessary. They will not pay for the work required testing, which could result in employees or the school to ultimately bear the cost.

Comments from the board members regarding this policy:

Andrew McCurdy stated the school could use some of its special one-time funding to cover testing costs. Margaret stated the board would have to revise the budget and re-designate the funds already earmarked for in-person instruction to COVID testing.

Heather Wright stated the vaccine only lessens COVID symptoms and does not stop the transmission. She is “requesting that all persons be tested in order to reduce the inequity of the current policies related to vaccinated, un-vaccinated and COVID recovered persons.”

Daria O’Brian had concerns over the legal costs incurred thus far as a result of COVID mandate discussions and staff concerns. Lisa Stewart inquired about the possibility of randomly testing a pool of staff members, regardless of vaccination status. Jean Hatch stated the board’s 1<sup>st</sup> priority was student safety, as well as keeping the school alive and well. She mentioned RSA’s charter states the school will follow all State and Federal mandates and to change the charter would take several months. If RSA chooses not to follow the mandates, it could jeopardize its liability insurance and expose the school to substantial risk.

The board directed administration and support staff to get an estimate on the weekly cost to test all staff, find out the cost involved to amend the charter, and look into the option to randomly test a pool of staff (regardless of vaccination status). Margaret will report back her findings to the board month. The board also directed her to reach out to Columbia Superintendent, Clay Ross, regarding the COVID-19 Vaccination & Testing policy. The board will review the current Charter in November and prepare for possible charter revision in December.

Item was presented as informational only. No action was taken.

**2.2 Discussion/Action: Hiring Committee Recommendation – Executive Director Position Vacancy**

Margaret Johnson reported the Hiring Committee met on 10/11 and are recommending Lane Carlson for the position of Executive Director. She requested direction from the board on whether or not to move forward with the hiring process

Andrew McCurdy moved to direct Margaret Johnson to begin contract negotiations with Lane Carlson, for the position of Executive Director, and return in November with a contract for board review. Motion seconded by Lisa Stewart. Vote 5 Ayes: 0 Nays.

**2.3 Discussion: CSDC Online Board Member Training**

Due to technical difficulties, the board was unable to watch the Online Board Member Training together. Instead, it was decided that each board member would watch the training independently and be assigned a training module to report out on Nov 9th. The Online Board Member Training modules were assigned as follows:

- MODULE 1 - Lisa Stewart
- MODULE 2 - Andrew McCurdy
- MODULE 3 - Heather Wright
- MODULE 4 - Daria O'Brien
- MODULE 5 - Jean Hatch
- MODULE 6 - Jonathan Sheldon

**2.4 Discussion: 2021/22 Governing Board Goal Setting – 1<sup>st</sup> Draft**

The 2020/21 Governing Board Goals were reviewed for informational purposes. New highlighted goals for 2021/22 include: transition and mentoring of new Executive Director, clarifying high school parent organizations and staff/board representation, plan for potential student/staff population changes, planning for home school expansion, SB 740 Charter School Facility Grant Program funding requirements, should home school program grow beyond 20%.

The board will review the home school expansion funding model in November.

A final draft of the proposed 2021/22 Governing Board Goals will be reviewed by the board next month before taking action to approve.

**ADJOURNMENT:**

Meeting adjourned at 7:22 p.m.

**NEXT REGULAR MEETING:**

Date: Tuesday, November 9, 2021  
 Time: 5:45 p.m.  
 Location: Redding School of the Arts/Room 21  
 955 Inspiration Place  
 Redding, CA 96003

Governing Board Minutes Respectfully Submitted,

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Jean Hatch  
 RSA Governing Board President

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Board Approval Date

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**Consent Agenda**

SUBJECT: Agenda Item 1.2 – October 2021 Warrants

PREPARER: Adel Morfin

RECOMMENDATION: Motion to Approve Warrants

BACKGROUND:

REFERENCE:

See Attached Warrant Summary Report (ReqPay12C)

Checks Dated 10/01/2021 through 10/31/2021

Board Meeting Date November 9, 2021

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010897604	10/07/2021	Amazon, Inc	62-4310	Chromebox Power/DisplayPort for Lobby		302.75
9010897605	10/07/2021	Cal Dept of Tax & Fee Admin	62-4510	JUL-SEP 2021 USE TAX	.17	
			62-9503	JUL-SEP 2021 USE TAX	50.83	51.00
9010897606	10/07/2021	Charter Communications	62-5920	Oct 2021 Telephone/Internet Charges		2,271.47
9010897607	10/07/2021	Dept of Industrial Relations Payment Processing Center	62-5860	Elevator Non-Compliance Fee		675.00
9010897608	10/07/2021	Full Compass Systems, Ltd	62-4400	Video Transmission System for Theater		595.24
9010897609	10/07/2021	Kenji Kato Drum & Piano Studio Kenji Kato	62-5880	Sep 2021 Piano Lessons		120.00
9010897610	10/07/2021	Lizzie Stoxen Voice Teacher Attn: Elizabeth Stoxen	62-5880	Sep 2021 Voice Lessons		60.00
9010897611	10/07/2021	Mendes Supply Company	62-4515	Multifold Paper Towels	658.30	
				Spartan Scent Deodorant	154.94	813.24
9010897612	10/07/2021	Ninja Coalition HQ	62-5880	Sep 2021 Ninja Training Lessons		59.00
9010897613	10/07/2021	North State Parent	62-5840	Sep 2021 Parent Magazine Advertisement		260.00
9010897614	10/07/2021	Office Depot	62-4310	Eraser Caps	11.52	
				General Art Supplies	481.08	
				Paint	81.92	
				Paint & Pencil Sharpener	158.26	
				Prisma Colored Pencils	56.18	
				Tag Board 24x36	115.34	904.30
9010897615	10/07/2021	Pace Supply Corp	62-4540	Replacement Faucet Valve & Adpt Kits		2,361.38
9010897616	10/07/2021	Pitney Bowes Global Financial Services LLC	62-5620	Postage Machine Lease 10/1/21 - 1/29/22		90.88
9010897617	10/07/2021	Pitney Bowes Inc	62-5930	Postage Machine Ink		176.13
9010897618	10/07/2021	Redding Dance Centre, Inc	62-5880	Sep 2021 Ballet Lessons		120.00
9010897619	10/07/2021	Redding Music School	62-5880	Sep 2021 Piano Lessons & Semester Admin Fee		70.00
9010897620	10/07/2021	Redding Occupational Medical Center, Inc	62-5800	Wang & Schmall Gen Phy		140.00
9010897621	10/07/2021	Wang, Zhen	62-4310	Avery Address Labels		22.10
9010897622	10/07/2021	WARMINGTON, ERIKA A	62-4310	Containers for Gel Plates	18.70	
				Gelatin for Gel Plates	14.49	
				Glycerin for Gel Plates	12.99	
				Rubbermaid Containers for Gel Plates	10.71	
				Sponges for Watercolor & Paint Elective	6.44	
				Yard Needles for Weaving	6.37	
			62-5211	Sep Elective Mileage Reimb	5.88	75.58
9010898197	10/14/2021	Amaryah & Brian Reedy	62-4310	Geo Salt Water Solar Robot Kit	21.44	
				SparkFun Inventor Kit	117.97	139.41
9010898198	10/14/2021	Amazon, Inc	62-4310	Air Purifier & 15 Sec Timmers	280.66	
				Classroom Intervention Pocket Charts	64.30	
			62-4320	Docking Station for Iskra	236.45	581.41

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

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Checks Dated 10/01/2021 through 10/31/2021

Board Meeting Date November 9, 2021

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010898199	10/14/2021	BAKER, THOMAS	62-5870	Rolling Fee		15.00
9010898200	10/14/2021	Blick Art Materials LLC	62-4310	MS Elective Art Supplies		969.34
9010898201	10/14/2021	California Dance Company	62-5880	Sep 2021 Ballet Lessons & Annual Membership Fee	98.00	
				Sep 2021 Tumbling Lessons & Annual Membership	128.00	226.00
9010898202	10/14/2021	California Safety Company, Inc	62-5630	Oct 2021 Alarm Monitoring Fees		135.00
9010898203	10/14/2021	City of Redding Utilities Acct 0210456-0	62-5517	Sep 2021 Garbage Utility Services		502.77
9010898204	10/14/2021	Full Compass Systems, Ltd	62-4510	Microphone Headsets for Theater		3,645.52
9010898205	10/14/2021	MathCounts Foundation Attn: Billing Dept	62-5300	Math Counts Registration		150.00
9010898206	10/14/2021	Mendes Supply Company	62-4515	Squeegee Blades		203.20
9010898207	10/14/2021	Mission Linen & Uniform Serv	62-4515	10/7 Mat Laundry Service	68.06	
			62-5530	10/7 Mat Laundry Service	55.97	124.03
9010898208	10/14/2021	Office Depot	62-4310	Envelops for Parent/Teacher Conferences		15.02
9010898209	10/14/2021	Prime Foundations Kaitlin Groennings	62-5880	Sep 2021 Horseback Riding Lessons		180.00
9010898210	10/14/2021	Procopio, Cory, Hargreaves and Savitch LLP	62-5810	Aug 2021 Legal Services for Labor & Emp	5,412.50	
				Aug 2021 Legal Services for Org Division	2,153.50	
				Sep 2021 Legal Services for Labor & Emp	3,248.50	10,814.50
9010898211	10/14/2021	Studies Weekly	62-4310	K-8th Studies Weekly Social Study/Science		1,728.87
9010898212	10/14/2021	The Brass Reed	62-4350	Viola Bowes & String Supplies		252.57
9010899018	10/21/2021	Aeries Software, Inc.	62-5200	10/4-10/8 Virtual AeriesCon - FALL 2021		150.00
9010899019	10/21/2021	Amazon, Inc	62-4310	Memory for Staff Laptops	627.25	
				Mini PC for Lobby/Reception	331.30	958.55
9010899020	10/21/2021	Batteries Plus Bulbs	62-4310	Batteries for Theater & Cisco Netwrk	105.95	
			62-4515	Batteries for Theater & Soap Dispensers	79.94	
			62-4540	Batteries for Theater & Cisco Netwrk	103.92	
				Batteries for Theater & Soap Dispensers	40.88	330.69
9010899021	10/21/2021	Bureau of Education & Research Attn: Accounts Receivable	62-5200	PE Fitness and Movement Training		279.00
9010899022	10/21/2021	California Charter Schools JPA CharterSAFE	62-5400	Nov 2021 CharterSafe Premium/WC/Fire Pkg		16,599.00
9010899023	10/21/2021	Canon Financial Services, Inc.	62-5620	Nov 2021 SPED Copier Lease & Maint Serv		459.27
9010899024	10/21/2021	CARCAMO, ELSA G	62-5211	Sep 2021 Sch Nurse Mileage Reimb		56.73
9010899025	10/21/2021	DALY, CATHERINE	62-5211	Sep 2021 SLP Mileage Reimb		305.76
9010899026	10/21/2021	Full Compass Systems, Ltd	62-4480	Lighting Console for Theater		6,648.43
9010899027	10/21/2021	Growing Healthy Children Therapy Services, Inc.	62-5100	Sep 2021 OT Services		3,296.00
9010899028	10/21/2021	Joseph Pete Lovering	62-4310	Craft Supplies	30.69	
				Dasies for Science	25.68	56.37

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Checks Dated 10/01/2021 through 10/31/2021

Board Meeting Date November 9, 2021

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
9010899029	10/21/2021	Mendes Supply Company	62-4515	Black Can Liners		334.90
9010899030	10/21/2021	NCS Pearson Inc	62-4510	PreSch Record Assessment Forms	60.06	
			62-5801	SPED Assessment Q-Interactive Lisence	275.00	335.06
9010899031	10/21/2021	Office Depot	62-4310	Cardstock	86.08	
				Construction Paper & Markers	85.91	
				General Art Supplies	125.06	297.05
9010899032	10/21/2021	Redding Area Bus Authority	62-5806	Sep 2021 Youth Bus Passes		29.00
9010899033	10/21/2021	Save Mart Supermarket	62-4310	9/1 - 9/29 Cooking Elective Groceries		558.57
9010899034	10/21/2021	Shasta - Trinity Schools Insurance Group - Dental	62-3702	Nov 2021 Dental Premiums	113.33	
			62-9551	Nov 2021 Dental Premiums	6,346.48	6,459.81
9010899035	10/21/2021	Shasta - Trinity Schools Insurance Group - Vision	62-3702	Nov 2021 Vision Premiums	22.50	
			62-9552	Nov 2021 Vision Premiums	1,260.00	1,282.50
9010899036	10/21/2021	Shasta -Trinity Schools Insurance Group - Medical	62-3702	Nov 2021 Medical Premiums	994.00	
			62-9550	Nov 2021 Medical Premiums	47,394.00	48,388.00
9010900101	10/28/2021	Amazon, Inc	62-4310	Retevis H-777S Walkie Talkies		117.96
9010900102	10/28/2021	AT&T Payment Center 530-223-1951 397 4	62-5910	10/17/21 - 11/16/21 Telephone Serv		2,896.56
9010900103	10/28/2021	B&H Photo-Video Remittance Processing Center	62-4400	Receiver & Transmitter for Theater	27,149.27	
			62-4510	Receiver & Transmitter for Theater	9,549.54	
				Transmitters for Theater	2,924.70	39,623.51
9010900104	10/28/2021	City of Redding Utilities Acct 0206257-8	62-5516	9/16 - 10/15 Electricity/Sewer Utilities	5,419.85	
			62-5518	9/16 - 10/15 Electricity/Sewer Utilities	678.74	6,098.59
9010900105	10/28/2021	Columbia Elem School District	62-5825	2021/22 Business Services Agreement Qtr 1	21,212.25	
			62-5850	2020/21 Oversight Fee Year End Reconciliation	2,685.62	
				2021/22 Oversight Fee Qtr 1	6,243.75	30,141.62
9010900106	10/28/2021	Evapco, Inc.	62-5890	Oct - Dec 2021 Evapco Cooling Tower Service		795.75
9010900107	10/28/2021	Mission Linen & Uniform Serv	62-5530	10/21 Laundry Service		124.03
9010900108	10/28/2021	Nicolet Glass Center	62-4540	Clear Temp Glass for Intervention Office		113.38
9010900109	10/28/2021	Northern California Gloves	62-4310	Student & Adult Face Masks		523.38
9010900110	10/28/2021	SCHACK, MARILYN	62-4310	10/17 Kami Teacher Adobe PDF License		99.00
9010900111	10/28/2021	SCHMALL, HEIDI J	62-4310	Copy Paper		155.48
9010900112	10/28/2021	Shasta County Office of Ed Attn: Business Office	62-5200	2021/22 Library Services Agreement		325.00
9010900113	10/28/2021	Shasta Union High School Dist Business Services	62-5940	Nov 2021 Managed Cloud Services		462.50
9010900114	10/28/2021	VS America Inc	62-4540	Classroom Chair Glides		718.62
9010900115	10/28/2021	WCP Solutions	62-4515	Peroxide Cleaner Concentrate		482.63

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ESCAPE ONLINE



Checks Dated 10/01/2021 through 10/31/2021

Board Meeting Date November 9, 2021

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
<b>Total Number of Checks</b>					<b>69</b>	<b>198,353.41</b>

**Fund Summary**

<u>Fund</u>	<u>Description</u>	<u>Check Count</u>	<u>Expensed Amount</u>
62	CharterSchoolsEnterprise	69	198,353.41
	Total Number of Checks	<b>69</b>	198,353.41
	Less Unpaid Sales Tax Liability		.00
	<b>Net (Check Amount)</b>		<b>198,353.41</b>

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

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**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**Consent Agenda**

SUBJECT: Agenda Item 1.3 –RSTEM/RSA MTSS Special Education Admin  
Assistant Service Agreement

PREPARER: Wendy Sanders

RECOMMENDATION: Motion to Approve 2021/22 MOU

BACKGROUND:

RSA is seeking approval to enter into an annual contract with RSTEM for the purpose of providing special education admin assistant services.

\*See Attached: RSTEM/RSA MTSS MOU

REFERENCE:

**Agreement Between the Redding School of the Arts and  
REDDING STEM ACADEMY  
3711 Oasis Road, Redding CA 96003**

**2021-2022**

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This agreement is entered into for the 2021-2022 school year between REDDING STEM ACADEMY (referred hereafter as DISTRICT) and the REDDING SCHOOL OF THE ARTS (referred hereafter as RSA).

Background Information: Section 56369 of California Education Code provides that a public school district may contract with another public agency to fulfill its obligation to provide special education or related services to individuals with exceptional needs. Thus, RSA agrees to provide the special education ancillary services as described herein on behalf of DISTRICT for the 2021-2022 school year.

**SPECIAL EDUCATION SERVICES PROVIDED BY THE REDDING SCHOOL OF THE ARTS: Special Education Administrative Assistant**

RSA will provide special education administrative assistant support to the DISTRICT via remote technology and site visits.

**Special Education Administrative Assistant Services shall include:**

1. Advise DISTRICT staff regarding the implementation of special education programs in compliance with state, federal, and local requirements, including:
  - a. Timelines for all required steps, including documentation, parent notification, and service delivery;
  - b. SEIS and CALPADS electronic data maintenance and reporting related to State and SELPA requirements;
  - c. Child Find process and requirements;
  - d. Compliance and/or compliance reviews;

**Obligations:**

1. **REDDING SCHOOL OF THE ARTS shall:**
  - a. Retain qualified personnel to render the services identified herein;
  - b. Bill DISTRICT monthly for the cost of services identified herein;
  - c. Not change, add to, or reduce the services agreed upon herein without the approval of an appropriate DISTRICT designee;
  - d. Ensure that all employees providing services under this MOU have been cleared for employment through the Department of Justice in compliance with applicable law; and has not been convicted of a serious or violent felony (as defined by Penal Code §§ 667.5 and 1192.7);
  - e. Remain the sole and exclusive employer of those performing services under this MOU;
  - f. RSA shall have full and sole legal control over and responsibility for payment of all compensation and benefits to its employees, including retirement benefit system contributions (e.g., STRS, as applicable), as well as the full and sole responsibility for

ensuring compliance with any and all applicable state and federal income tax withholding, state and federal unemployment and disability insurance withholding and contributions, wage and hour obligations, social security tax withholding and contributions, and other applicable employment law requirements;

- g. RSA is responsible for compliance with workers' compensation coverage obligations, wage and hour obligations, and any other applicable federal or state employment laws. Pursuant to Labor Code section 3602, RSA agrees to retain workers' compensation coverage for all of its employees working under this MOU.

## 2. **DISTRICT shall:**

- a. Reimburse RSA for services identified herein during the period of this agreement;
- b. Provide RSA personnel with appropriate, designated workspace for the delivery of services within DISTRICT buildings as assigned;
- c. Provide internet data connections in workspaces designated for RSA personnel at the DISTRICT site;
- d. Store confidential files at DISTRICT site;
- e. Ensure appropriate confidentiality by its staff members regarding information related to IEP students;
- f. Provide to RSA written notification of its intent to either renew or not renew this contract for the 2022-2023 school year by March 1, 2022;

## 3. **Mutual agreements**

- a. **Purpose.** This Agreement is being entered into for the purpose of providing special education administrative and clerical services and support to DISTRICT staff.
- b. **Entire Agreement Amendment.** This Agreement constitutes the entire understanding between parties and supersedes any prior or concurrent Agreement, oral or written, of RSA and DISTRICT concerning its subject matter. Any modification to this Agreement shall be effective only if in writing and signed by both parties.
- c. **Partial Invalidity:** Should any term of this Agreement be held to be invalid or unenforceable, the remaining provisions of this Agreement shall remain in full force and shall stand as if the unenforceable provision did not exist.
- d. **Dispute Resolution:** In the event that either party disputes the meaning of the terms of this agreement, both parties shall attempt to resolve the dispute in good faith first through a joint meeting of a representative or representative from DISTRICT and RSA. If an agreement cannot be reached, either party may seek remedy through the El Dorado County Charter SELPA using the SELPA Director as mediator, and then in the appropriate court of law if an agreement cannot be reached.
- e. **Compliance with Law.** RSA and DISTRICT agree they will comply with all federal, state, and local laws applicable to them in the performance of this Agreement.
- f. **Due Process and/or Litigation:** DISTRICT as the responsible LEA will assume full responsibility for the provision of special education services to its students. DISTRICT has sole responsibility for any expenses that might accrue in response to special education due process proceedings or litigation related to the provision of special education services or failure to provide special education services.


- g. Indemnification: DISTRICT shall, to the fullest extent permitted by law, indemnify, defend, and hold harmless RSA, its officers, directors, employees, attorneys, agents, representatives, volunteers, and successors and assigns (collectively hereinafter "RSA and RSA personnel") from and against any and all actions, suits, claims, demands, losses, costs, penalties, obligations, errors, omissions, or liabilities, including legal costs, attorney's fees, and expert witness fees, whether or not suit is actually filed, and/or any judgment rendered against RSA and RSA personnel that may be asserted or claimed by any person, firm, entity arising out of or in connection with the RSA's performance under this agreement or any acts or errors or omissions by RSA, its council, its administrators, employers, agents, representatives, volunteers, subcontractors, invitees, successors, and/or assignees. Notwithstanding anything to the contrary contained in this agreement, no indemnification shall be provided under this agreement from RSA to DISTRICT based on, arising out of, or relating to any of the following:
1. Any liability expressly assumed by DISTRICT in writing expressly referencing this indemnity provision;
  2. Any negligent or intentional misconduct of a DISTRICT officer, director, employee, agent, attorney, representative, volunteer, successor or assignee; or
  3. Any violation by DISTRICT, its officers, directors, employees, agents, attorneys, representatives, volunteers, successors, or assignees of any applicable laws of the United States or any state of the United States, including, without limitation, the California Charter Schools Act.
- h. Headings. The headings used in this Agreement are for reference purposes only and shall not be considered a substantive part of this Agreement.
- i. Agreement Term. The term of this agreement shall commence on October 20, 2021, and terminate on June 30, 2022, provided that the obligations of the Parties under paragraph 3(g) shall survive the expiration of this agreement.

4. Fees

- a. RSA staff services will be provided both on and off DISTRICT site, as RSA and DISTRICT personnel determine appropriate. The estimated cost to perform the Special Education services outlined above is \$38.00 per hour for the fiscal year 2021-2022. Fees include all RSA indirect costs.
- b. RSA shall invoice DISTRICT quarterly all travel mileage costs involved in commuting round trip between RSA and DISTRICT at the current rate of \$0.56 per mile. Should this mileage rate change per Internal Revenue Service adjustments, DISTRICT shall reimburse RSA at the adjusted rate.
- c. RSA shall invoice DISTRICT monthly for the cost of services provided through the date of invoice commencing November 1, 2021. DISTRICT agrees to pay all invoices within 30 days of receipt.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the date and year first above written.

**On behalf of REDDING SCHOOL OF THE ARTS:**

DocuSigned by:  
  
0604992C937942A...  
Margaret Johnson  
Director

10/26/2021  
Date

**On behalf of REDDING STEM ACADEMY:**

DocuSigned by:  
  
B49C320EAD98444...  
John Husome  
Director

10/26/2021  
Date

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**Consent Agenda**

**SUBJECT:** Agenda Item 1.4 – Policy Amendments

- 1.4.1 Admission & Enrollment Policy – *Student Policy*
- 1.4.2 Promotion Acceleration or Retention Policy – *Curriculum & Instruction Policy*
- 1.4.3 Volunteer Policy, Procedures, and Parent/Guardian Responsibilities – *Student Policy*

**PREPARER:** Margaret Johnson

**RECOMMENDATION:** Motion to Approve Polices

**BACKGROUND:**

RSA will introduce the amended policies for board approval. The policies will serve to update procedures and guidelines for RSA.

\*See Attached: Policies

## ADMISSION & ENROLLMENT POLICY

The goal of the admissions policy of Redding School of the Arts is to attract, enroll and retain the broadest spectrum of students and families representative of the rich diversity existing in the County. The residence of the student or parent/guardian must be within Shasta County or its contiguous counties. Redding School of the Arts identifies the following admission requirements and parameters for all students, including school-based students and home school students and including both Regular and Special Education students. Ed. Code § 47605(b)(5)(H)

Furthermore, the School does not discriminate against any student based on actual or perceived characteristics of nationality, race, ethnicity, immigration status, religion, sex, gender, ethnic group identification, age, national origin, ancestry, genetic characteristics, mental or physical disability, marital status, sexual orientation, gender identity, gender expression or association with a person or group with one or more of these actual or perceived characteristics or other category protected by law. (AB9)

California Education Code (EC) Section 47605(d)(4) states the following:

1. A charter school shall not discourage a pupil from enrolling or seeking to enroll in a charter school for any reason, including, but not limited to, academic performance of the pupil or because the pupil exhibits any of the following characteristics:
  - Academically low-achieving
  - Economically disadvantaged (determined by eligibility for any free or reduced price meal program)
  - English learner
  - Ethnicity
  - Foster youth
  - Homeless
  - Nationality
  - Neglected or delinquent
  - Race
  - Sexual orientation
  - Pupils with disabilities
2. A charter school shall not request a pupil's records or require the parent, guardian, or pupil to submit the pupil's records to the charter school before enrollment.
3. A charter school shall not encourage a pupil currently attending the charter school to disenroll from the charter school or transfer to another school for any reason (except for suspension or expulsion).
4. This notice shall be posted on a charter school's Internet website and a charter school will provide copies of this notice (a) when a parent, guardian, or pupil inquiries about enrollment; (b) before conducting an enrollment lottery, and (c) before disenrollment of a pupil.

A parent, guardian, or pupil (18 years or older) may file a Charter School Complaint Form to the authorizing entity if they suspect the charter school is in violation of Education Code Section 47605(d)(4). Form is posted on RSA website and copy attached to this policy.



Interested families must submit an application for admittance for each student by the third Monday in April and must have each application validated. Applications are validated by attending an orientation meeting during which the program, parent requirements, admission policies and lottery procedures will be explained.

### **Admission and Requirements for Admission**

The School is open to any student in the State of California who meets the admissions requirements described herein. In the event that the number of pupils who wish to attend the School exceeds the school's capacity, attendance (except for existing pupils of the charter school grades kindergarten through eighth) shall be determined by a public random drawing, the process for which is described below.

#### **Admission Eligibility and Requirements:**

In order to be eligible for enrollment in the School classroom program, students must meet the following eligibility requirements:

- All students must have been fully immunized and present the appropriate health examination record in accordance with the California Health and Safety Code.
- All students must meet minimum age requirements as applicable under California law and with grade level placement in accordance with RSA board policy.
- **All kindergarten students must be age 5 on or before September 1 of the school year in which he/she seeks enrollment. If a student turns five years of age after September 1 during the school year, that student may be eligible for admission on a case by case basis ~~in~~at the discretion of the ~~Board of Directors Administrator~~, in accordance with the Board's ~~age-admission-Promotion, Acceleration or Retention policy~~ and in accordance with law.**
- No student may concurrently attend a private school that charges the students family for tuition.
- All students shall be documented as residents of the State of California.
- If enrolled in an independent study program, a student shall be documented as a resident of the county in which the charter school reports its apportionment claims or an adjacent county.
- Students with a SARB contract from a prior school in California must first fulfill the mandates of the School Attendance Review Board contract.
- No student will be admitted if he/she has been previously expelled from another educational institution.

Sixth through eighth grade students applying for admission must meet the admission criteria including an active interest in an area of visual or performing arts.

In order to ensure that all students will be placed appropriately and benefit fully from the education program, the following pre-admission procedures will be enforced. Failure to comply with any of these procedures may result in denial of admission. An admitted student may be removed from the School if failure to comply with these procedures is discovered after admission has been granted. All eligible students must meet the following requirements:

- Completed applications for admission must be submitted to the School no later than the deadline published for that school year (3rd Monday in April).

## Student Policy

- By signing the Admission's Application, parent agrees to provide the school with all requested documents after being admitted, prior to their child's first day of school at Redding School of the Arts.
- Parents/guardians/caregivers shall attend a pre-admission orientation meeting or its equivalent;

After being admitted the parent/guardian/caregivers will comply with the following requirements and provide the appropriate documentation for enrollment prior to their child starting their first day of school:

- Signed Authorization for the School to request and receive student records from all schools the student has previously attended or is currently attending;
- Proof of full immunization or ~~exception~~ exemption from the requirement;
- Proof of health examinations required by the Health and Safety Code;
- Proof of age with the application for admission; through documents such as the following: birth records, statements by the local registrar or a county recorder certifying the date of birth, or baptism certificate duly attested
- Proof of residency; through documents such as the following: parent or guardian's drivers' license, ID card or DMV printout, a copy of a lease, utility bill or similar showing the address of the residence, etc., California tax returns giving California as the home address (within acceptable dates); car registration and/or car insurance; California health insurance or Medi-Cal ID;
- If any information provided to by the parents/guardians could indicate immigration status, citizenship status or national origin information, the School shall not use the acquired information to discriminate against any students or families or bar children from enrolling in or attending the School. If parents or guardians choose not to provide information that could indicate their children's immigration status, citizenship status, or national origin information, the School shall not sue such actions as a basis to discriminate against any students or families or bar children from enrolling or attending school

The School shall follow any required procedures for the transfer of a program between SELPAs. Additionally, each application will be reviewed by staff to ensure it is complete before the student will be considered for admission. Each application will include a description of the School's dispute resolution process. Any student that has been denied admission for failure to meet the School's Admission Requirements and Process may avail him/herself to this process for reconsideration.

In the event that there are more students applying for admission than available space, preferences shall be extended in the following order of priority:

### **Preferences for Grades K-5**

1. Pupils currently attending the School;
2. Children and grandchildren of staff members who are currently employed at least .5FTE or those employees who were hired in 1999 and worked for a minimum of 2 years. (not to exceed 10% of the total student population) and who have an interest in the visual and performing arts;

3. Siblings of students currently enrolled in the School who reside in the residence for at least 49% of the time and who have an interest in the visual and performing arts;

### **Preferences for Middle School (Grades 6-8)**

In the event that there are more students applying for admission than available space, preferences shall be extended in the following order of priority for students who demonstrate and have been pursuing an interest in visual or performing arts:

1. Pupils currently attending the School
2. Pupils who have a current outside interest verification on file;
3. Children and grandchildren of staff members who are currently employed at least .5FTE or those employees who were hired in 1999 and worked for a minimum of 2 years. (not to exceed 10% of the total student population) and who have an interest in the visual and performing arts;

### **Preferences for High School (Grades 9-12)**

In the event that there are more students applying for admission than available space, preferences shall be extended in the following order of priority for students who demonstrate an interest in an early college education and have been pursuing an interest in visual or performing arts:

1. Pupils currently attending the school
2. Pupils who have a current outside interest verification on file;
3. Children and grandchildren of staff members who are currently employed at least .5FTE or those employees who were hired in 1999 and worked for a minimum of 2 years. (not to exceed 10% of the total student population) and who have an interest in the visual and performing arts;

### **Enrollment Process and Guidelines**

There is an open enrollment period each year, which will be advertised within the school community so that all interested students may have an equal opportunity to apply for admission. The deadline for accepting applications will be clearly stated.

The process for enrollment proceeds as follows, (not necessarily in the exact order provided):

- The School will determine class size/configuration for the school year;
- The School will solicit from current students their intention to return the following year;
- The School will solicit from parents/guardians of current students their intention to apply for admission for siblings of current students;
- The School will solicit from founders, staff members, and board members their intention to apply for admission for their children;
- The School will establish and hold an open enrollment period so that all interested students may have an equal opportunity to apply for admission;
- The School will schedule School Tours which includes Program Informational Presentations and strongly encourage prospective families to attend.
- The School will determine the number of returning students at each level;
- The School will determine the number of openings for new students at each level;
- The School will hold a random public lottery, if necessary; and
- The School will notify the families of the applicants who are accepted and rejected.

Non-accepted families will be placed on the wait list in the order in which the students are drawn from the random public drawing. Children who complete the application process after the published deadline will be added to the next lottery pool if a wait list already exists.

A wait list is maintained from year to year. Once on the wait list, a student would remain in that position until he/she is offered a spot in the school or expresses no further interest. During enrollment, volunteers and paid employees return calls and answer questions from prospective families. If families from the wait list are offered a position, they must accept that position within two business days or if they decline or fail to respond within two business days the school will move on to the next student on the waitlist, however, the family may retain their place on the wait list if they desire. If they decline a current position twice or fail to respond the application will be removed from the wait list.

### **Admission Eligibility and Requirements Independent Study Program:**

In order to be eligible for enrollment in the School Independent Study program, students must meet the following eligibility requirements:

- All students must have been fully immunized and present the appropriate health examination record in accordance with the California Health and Safety Code to participate in electives, enrichment or onsite lab classes. Students who do not meet immunization requirements will receive services in as similar and appropriate manner as possible in accordance with the California Health and Safety Code.
- All students must meet minimum age requirements as applicable under California law and with grade level placement in accordance with RSA board policy.
- No student may concurrently attend a private school that charges the students family for tuition.
- All students shall be documented as residents of the State of California and as a resident of the county or adjacent county in which the charter school reports.
- Students with a SARB contract from a prior school in California must first fulfill the mandates of the School Attendance Review Board contract prior to enrollment.
- No student will be admitted if he/she has been previously expelled from another educational institution

To enroll and participate in RSA's independent study program, parents and students must agree to support the following program requirements:

- Parents and Students recognize that the Independent Study Program is an optional alternative on a voluntary basis to students who wish to keep up their academic progress. No student may be required to participate in this experience. The parent/guardian agrees to provide the necessary amount of instructional time appropriate for the completion of this agreement.
- Redding School of the Arts will provide the teacher services, instructional materials, and other necessary items and resources as specified for each assignment.
- Student work must be seen by the teacher on the designated appointment day.
- The parent/guardian, student and designated teacher will generally meet every two weeks at a time agreed upon by both parties at the school/ or other agreed upon location. The meetings will be conducted in a conference format.

## Student Policy

- According to Redding School of the Arts Policy for Independent Study, no more than four weeks or 20 school days may elapse between when an assignment is made by the teacher and the date it is due, unless an exception is made in accordance with this policy. Assigned work will be evaluated by the teacher. One day of apportionment will be granted for each day of classroom work completed. The student's work will be evaluated in the same manner that it would be if he/she were completing the work in the classroom.
- The parent/guardian understands that, if adequate work records are not maintained and/or if the student has five days of unexcused absences, the appropriateness of home study as an instructional environment will be reviewed.

## Lottery Procedures

In the event that the number of students that have applied for admission in any grade level exceeds available capacity, Redding School of the Arts will implement a public random lottery to admit students. The lottery will be conducted pursuant to the preferences and principles listed below. The lottery procedures outlined below only govern student admission to Redding School of the Arts or an admissions waiting list. It does not determine classroom placement and the school retains sole authority to make classroom assignments.

As indicated above, students from prior years' lotteries will be admitted or retain their position on the waiting list. Lottery results will determine the order of admission in each grade, with new lottery results being added below names on the existing waiting list. Parents and students formally apply for a place in the lottery by submitting a completed validated application. Applications are validated by attending a validation meeting (typically held on the last week of April with two attendance dates provided) during which the academic program, parent requirements, admission policy and lottery procedures are explained in further detail. RSA personnel will screen applications and qualifying applications will be included in the lottery. The first draw will be from applications received no later than January 22 and the second draw will be from applications received no later than the 3rd Monday in April. The lottery will be drawn youngest to oldest, beginning with kindergarten. The order of admittance within each grade will be done by drawing numbers that have been assigned to names. The available spaces will be filled from the ordered lists created from the draws. The lottery will typically be scheduled for the first Tuesday in May.

Students admitted will receive a letter mid-May verifying their placement. Students placed on the waiting list will receive a verification letter stating their place on the waiting list. It is not necessary for applicants or parents/guardians to be present at the lottery. In the event of a vacancy, the school will admit students pursuant to the order specified on the waiting list and the school may require immediate enrollment in the school so as to avoid vacancies during the course of the school year.

Board Approved: August 9, 2018

Amended: April 14, 2020

## Promotion Acceleration or Retention Policy

The Governing Board expects students to progress through each grade level within one school year. Toward this end, instruction shall be designed to accommodate the variety of ways that students learn to provide strategies for addressing academic deficiencies as needed. Students shall progress through the grade levels by demonstrating growth in learning and meeting grade-level standards of expected student achievement.

When high academic achievement is evident, the teacher may recommend a student for acceleration into a higher-grade level. The student's maturity level shall be taken into consideration in deciding to accelerate a student.

### Determination of Retention

Although RSA does not consider retention as the best option beyond first grade, there may be times for the school and parents to consider retention beyond first grade. MTSS programs will be implemented prior to considering retention. Teachers shall identify students who should be retained or who are at risk of being retained at their current grade level as early as possible in the school year and as early in their school careers as practicable. Such students shall be identified at the following grade levels: (Education Code 48070.5)

#### Academic Area for Identification of Retention

1 <sup>st</sup> grade	Reading and Mathematics
2nd _ 3rd grades	Reading
4th. – 8th grades	Reading, Writing and Mathematics

Students shall be identified for retention on the basis of failure to meet minimum levels of proficiency, as indicated by the results of state assessments on annual post testing or scheduled assessments.

If the student does not have a single regular classroom teacher, the principal or designee, shall specify the teacher(s) responsible for the decision to promote or retain the student. (Education Code 48070.5)

### Appeals Process

The teacher's decision to promote or retain a student must be appealed consistent with Board policy, Administrative Regulation and law. The burden shall be on the appealing party to show why the teacher's decision should be overruled. (Education Code 48070.5)

To appeal a teacher's decision, the parents/guardians shall submit a written request to the RSA Executive Director or designee, specifying the reason why the teacher's decision should be overruled. The appeal must be initiated within ten (10) school days of the determination of retention or promotion. The teacher shall be provided an opportunity to state orally and/or in writing, the criteria on which his/her decision was based.

Executive Director or designee, determination may be appealed by submitting a written appeal to the RSA Governing Board within ten (10) school days. Within thirty (30) days of receipt of a written appeal, the Board shall meet in closed session to decide on the appeal. The decision of the Board shall be final.

"

If the decision of the Board is unfavorable to the appealing party, the parent/guardian shall have the right to submit a written statement of objections which shall become part of the student's record.

### **Individual Retention Plan (IRP)**

Once a child has been retained, the MTSS Team will monitor student and determine before the beginning of the academic school year appropriate placement of the child into an academic intervention plan. The MTSS team process and form will be used to develop a plan of intervention. Students will be not retained for more than one school year.

### **Non-eligible Student for Retention**

Students who are ELL or have an Individual Educational Plan in place can/will be identified as "At-Risk" of retention but will not participate in the Retention Policy listed above. These students already have a process set-up to help them meet their goals and objectives for learning.

### **Kindergarten Identification of Retention**

California law provides that after a child has been lawfully admitted to a kindergarten and has attended for a year, the child shall be promoted to the first grade unless the charter school and the child's parent/guardian agree to have the child continue to attend kindergarten for not longer than one additional year. This rule applies whether a child begins kindergarten at the beginning of a school year or at some later date. Because kindergarten-age children often do not develop at steady or predictable rates, the California Department of Education recommends that approval for a child to continue not be given until near the anniversary of a child's admittance to kindergarten.

### **Determination of Retention**

Whenever Administration and the parents/guardians agree that a student shall continue in kindergarten for an additional year, Administration shall secure an agreement, signed by the parent/guardian, stating that the student shall continue in kindergarten for not more than one additional school year. The Student Study Team will meet together in the spring, after students have taken annual post testing assessment to make the final determination if students will be retained. (Ed. Code Section 46300 and 48011)

### **Acceleration from Transitional Kindergarten (RSA Home School only or another District) to Kindergarten**

Any student who meets the age eligibility requirement, in 2014-15 school year and each school year thereafter, a child who will have his or her fifth birthday between September 21 and December 2 shall be admitted to a Transitional Kindergarten program maintained by the school district. (Education Code 48000)

The California Department of Education has no authority to require districts to admit or accelerate under-age children. An under-age student may be admitted to Kindergarten at the discretion of the Administrator and with the consent of the parent/guardian upon determination that the student is ready for Kindergarten work, subject to the following minimum criteria:  
(Education Code 48011; 5 CCR 200)

1. The student is at least five years of age.
2. The student has attended a public-school Transitional Kindergarten for a long enough time to enable school personnel to evaluate his/her ability.
3. When evaluated, the student is graded 4-Progressing or higher for all the standards-based kindergarten skills listed on the *Redding School of the Arts Report to Parents – Kindergarten* for the trimester during which the student will be placed in Kindergarten.
- ~~4. The student is in the upper five percent of his/her age group in terms of general mental ability.~~
- ~~5. The physical development and social maturity of the student are consistent with his/her advanced mental ability.~~

6.4. The parent/guardian of the student has filed a written statement with the school district approving the placement in Kindergarten.

### **Acceleration between Grade Levels**

The needs of some pupils who are advanced in their academic work and who are socially mature for their age may be met more effectively if the pupils are accelerated one (1) grade. A parent-teacher conference and SST should precede a decision to accelerate a pupil. Prior parental approval of the special promotion is required.

The needs of a student who will be 14 years 6 months at the beginning of their 8<sup>th</sup> grade year will be considered for acceleration through the MTSS process. Parent-teacher conference and SST should precede a decision to accelerate a pupil. Prior parental approval of the special promotion is required.

Any student who meets the age eligibility requirement and has completed one year of the current grade level shall be admitted to the next grade level unless the parent/guardian and the Executive Director or designee agree that the student shall continue in the current grade level

A student who does not meet the age eligibility requirement may be admitted to the next grade level at the discretion of the Executive Director or designee and with the consent of the parent/guardian upon determination that the student is ready for the next grade level work, subject to the following minimum criteria:

1. The student has attended a public school for a long enough time to enable school personnel to evaluate his/her ability.
2. The student is in the upper five percent of his/her age group in terms of general mental ability.
3. The physical development and social maturity of the student are consistent with his/her advanced mental ability.
4. The parent/guardian of the student has filed a written statement with the school approving the placement in first grade.

Adopted: 1/22/2009 (*Originally: Supplemental Instructional Program Policy*)

Amended: 5/31/2012

Amended: 9/10/2015

Amended: 4/14/2020

Amended: 4/13/2021 (*Originally: Response to Intervention, Promotion Acceleration or Retention Policy – Now Promotion Acceleration or Retention Policy*)

Amended:



## **Volunteer Policy, Procedures, and Parent/Guardian Responsibilities**

Parent/guardian participation is essential to the success of Redding School of the Arts because children learn more when their parent/guardian is involved in their education. Volunteering is not a requirement for acceptance to, or continued enrollment at Redding School of the Arts. As documentation for the Local Control Accountability Plan (LCAP) and potential educational grants, parents/guardians will be asked to serve on committees, share expertise in specific areas of need, help with outreach, and/or assist in classes. Parents/guardians are encouraged to support the work of the school by volunteering 40 hours per household annually and by insuring their children are pursuing the visual and performing arts in their area of interest outside of the school day.

### **Volunteer Safe School Policy**

In order to maintain a safe learning environment for the students of Redding School of the Arts:

1. Parents, volunteers, and visitors must report to the RSA office and obtain an RSA badge which will be worn at all times while on campus. Badges are used for security purposes and help staff and students recognize visitors and volunteers who have signed in at the school lobby.
2. Visitors and volunteers must return to the office to sign out when leaving campus. These procedures are designed to protect our children from unauthorized individuals and to identify and locate individuals on campus in the case of an emergency.
3. Visitors and volunteers must treat all students and staff members with respect. Any parent, volunteer or visitor compromising a student or staff member's safe learning environment will receive a verbal or written warning and be required to leave the campus immediately.
- ~~3-4.~~ Volunteers must adhere to all COVID-19 mandates as required for workers (non-paid employees).

### **Volunteer Time Sheets**

RSA collects volunteer data to report to the CA State Dept. of Education and our Authorizer regarding parent participation and involvement per the charter, LCAP and Local Control Funding Formula (LCFF).

Families are encouraged to record their volunteer hours using a program called "*Track it Forward.*" RSA families log into: <http://www.trackitforward.com> to log their hours. Hours are calculated by Household; volunteer hours can be accumulated by adult family members or their designee. The suggested timeline for submitting of volunteer logs is 20 hours by winter break, 30 hours by March 1st, and 40 hours by May 30th. ~~Families who have not recorded their volunteer hours by the winter break, March 1 or May 30<sup>th</sup> will receive an email notifying the family of the importance of submitting their volunteer hours. Thank you for taking the time to record your volunteer contributions.~~

### **When to Sign Up to Volunteer**

Sign up for volunteering can happen in many ways. Families can make arrangements with the classroom teacher to see what help they need. If you cannot come into the classroom during school hours- you can ~~make copies, completed~~ prep work for a teacher, or work on school fundraisers or events from home, sew costumes or make props for TBC, etc. ~~or information~~ Information about various volunteering opportunities may be found on the school website, teacher web page, PTC website, TBC website, school emails, the monthly news, signup genius or through event coordinators. We hope you will make time for the school, as it is important to your child's success here at RSA. If you have questions you may direct them to the office.

Because RSA relies on volunteer drivers for field trips, our insurance carrier requires drivers to have appropriate insurance and other documentation at least 48 hours in advance of the field trips. When volunteering as a classroom driver, the driver must be in compliance with current approved Driver Policy.

See RSA Driver Policy for additional details and submit a complete Driver Application form to the school office.

### **Volunteer Behavior**

Following RSA's parent code of conduct as well as practicing the below listed behavior expectations will make your volunteer in the classroom, playground or on a field trip more successful:

- When you arrive at school to volunteer, please first check in at the office (sign the volunteer log and get an RSA volunteer sticker). This is a security precaution, and a state law.
- When you volunteer to help in the classroom, you are acting as an extension of the teacher. You must be available to help other children in the class (not just your child). You may want to explain this to your child before you volunteer so he/she understands.
- You should be prepared to help the children follow classroom rules and discipline policies (the teacher will go over these with you). Please always feel free to alert the teacher should difficulty arise at an appropriate time.
- When you commit to a specific time/day to volunteer and you cannot make it, please try to find a replacement from the class. If that fails, call the teacher at the earliest possible time so that they can plan accordingly. Teachers prepare activities based on your promise to come in, so please try to keep that promise.
- On field trips and some theme days you will be assigned a group of students for whom you are responsible. You may not leave the field trip area (without prior notice to the teacher) nor buy items for your group of children (without permission of the teacher.)
- Be aware of ~~the discipline policies for the classroom~~ classroom expectation and the playground rules. If a problem should arise, kindly alert the teacher, administrator or paraprofessional on duty.

### **Suggested Volunteer Dress Code**

~~Parents are encouraged to follow the same dress code as students when volunteering at school. Below is a list of suggested dress code attire. Your clothes do not have to be fancy but they should be neat, clean and, appropriate for school. General guidelines for dress code are:~~

- ~~1.—Clothing must promote modesty.~~
- ~~2.—Undergarments must not be visible.~~
- ~~3.—Midriffs must be covered.~~
- ~~4.—Shoes must be worn.~~
- ~~5.—Gang-related clothing or symbols are not allowed.~~
- ~~6.—Clothing or accessories bearing the following messages may not be worn:
  - ~~•Obscene or profane statements or pictures.~~
  - ~~•Statements advocating immoral, illegal, sexual, or violent behavior.~~
  - ~~•Messages referring to death, violence, Satanism, racism, or sex.~~
  - ~~•Statements of disrespect directed against the school, law, or other reasonable authority; or negative slogans regarding school, studying, homework etc.~~
  - ~~•Statements advertising, promoting, or picturing alcoholic beverages, tobacco, drugs, and others.~~~~

~~In general no clothing that distracts or disrupts from the learning environment is allowed. Administration reserves the right to request volunteers to comply with dress code requirements~~

Parents are encouraged to follow the same dress code as students when volunteering at school. Below is a list of acceptable dress code attire. Your clothes do not have to be fancy but they should be neat, clean and, appropriate for school. General guidelines for dress code are:

1. Clothing must “Cover the Core” (see Family Handbook complete Dress Code Guidelines).
2. Undergarments must not be visible;
3. Midriffs must be covered;
4. Shoes must be worn;
5. Gang-related clothing or symbols are not allowed;
6. Clothing or accessories bearing the following messages may not be worn:
  - Obscene or profane statements or pictures;
  - Statements, phrases or graphics advocating immoral, illegal, sexual, violent behavior, or discriminatory;
  - Statements of disrespect directed against the school, law, or other reasonable authority; or negative slogans regarding school, studying, homework etc.

In general, no clothing that distracts or disrupts from the learning environment is allowed. Administration reserves the right to request parents/volunteers to comply with dress requirements and parents/ volunteers agree to comply with this request. Please address any concerns to administration.

**See Volunteer Handbook and Information for details.**

Board Adopted: 1/18/2018

Amended: 5/17/2018

Amended: 11/9/2021

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**Financial Reporting**

SUBJECT: Agenda Item 2.1 – ADA & Financial Update

PREPARER: Margaret Johnson/Cathleen Serna/Robyn Stamm

RECOMMENDATION: Discussion

BACKGROUND:

Margaret Johnson will present the board with an update on RSA's current ADA standing and the financial impact on the budget.

\*See Attached: Enrollment Projection Report

REFERENCE:

RSA Fiscal Policies & Procedures Manual/Budgeting & Cash Flow Management Policy/Monthly Updates.

**RSA Enrollment Projections**

	2021-2022	2021-2022	IDEAL 2021-2022	2021-2022	2022-2023	2022-2023	IDEAL 2022-2023	2022-2023	2023-2024	2023-2024	IDEAL 2023-2024	2023-2024
	Actual seat	Actual IS		TOTALS	Projected seat	Projected IS		TOTALS	Projected seat	Projected IS		TOTALS
TK		3				3				4		
<b>K English Only</b>	14	10	12		12	10	12		12	12	12	
<b>K Mandarin Program</b>	43		50		48		48		48		48	
<b>Total K Enrollment</b>				<b>70</b>	<b>60</b>	<b>13</b>		<b>73</b>	<b>60</b>	<b>16</b>	60	<b>76</b>
<b>1st English Only</b>	16	8	12		14	10	12		12	15	12	
<b>1st Mandarin Program</b>	42		48		48		50		48		48	
<b>2nd English Only</b>	17	10	10		16	8	12		14	10	12	
<b>2nd Mandarin Program</b>	37		48		44		46		46		48	
<b>3rd English Only</b>	19	4	15		17	10	10		16	10	12	
<b>3rd Mandarin Program</b>	39		46		37		46		44		46	
<b>Total Grade 1-3 Enrollment</b>				<b>192</b>	<b>176</b>	<b>28</b>		<b>204</b>	<b>180</b>	<b>35</b>	178	<b>215</b>
<b>4th English Only</b>	16	14	21		19	9	18		17	10	15	
<b>4th Mandarin Program</b>	35		44		39		45		37		45	
<b>5th English Only</b>	17	5	19		16	9	21		17	10	18	
<b>5th Mandarin Program</b>	37		43		37		44		39		45	
<b>Total Grade 4-5 Enrollment</b>				<b>124</b>	<b>111</b>	<b>18</b>		<b>129</b>	<b>110</b>	<b>20</b>	123	<b>130</b>
<b>6th</b>							50				50	
<b>6th</b>	46	4	50		48	4			50	4		
<b>7th</b>			0				0				50	
<b>7th</b>	42	4	50		48	4	50		48	4	0	
<b>8th</b>			0				0				0	
<b>8th</b>	50	5	50		50	4	50		50	4	50	
<b>Total 7-8 Enrollment</b>				<b>151</b>	<b>146</b>	<b>12</b>		<b>158</b>	<b>148</b>	<b>12</b>	150	<b>160</b>
<b>Ind Study High School Enrollment 9, 10</b>		67									75	
<b>9, 10, 11</b>					60						180	
<b>9,10,11,12</b>									180		180	
<b>TOTAL SITE-BASED ENROLLMENT</b>	<b>470</b>		<b>518</b>		<b>553</b>	<b>71</b>	<b>514</b>		<b>678</b>	<b>83</b>	<b>766</b>	<b>761</b>
<b>Independent Study</b>		67	83				83				83	
<b>TOTAL ENROLLMENT</b>		<b>537</b>	<b>601</b>	<b>537</b>			<b>597</b>	<b>564</b>			<b>849</b>	
<b>ADA PROJECTION</b>			<b>577</b>				<b>573</b>				<b>815</b>	

**ENROLLMENT PROJECTION:**

Does not assume the vaccine requirement

11/9/2021 Board Meeting

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**Financial Reporting**

SUBJECT: Agenda Item 2.2 – Directions to the Finance Committee for  
1<sup>st</sup> Interim Budget Development

PREPARER: Margaret Johnson

RECOMMENDATION: Discussion/Action to Approve Directions to the Finance  
Committee for 1<sup>st</sup> Interim Budget Development as discussed

BACKGROUND:

It is the responsibility of the Governing Board to provide direction to the Finance Committee for the purpose of 1<sup>st</sup> Interim Budget development.

To assist in providing direction to the Governing Board, Administration recommends the Governing Board to direct the Finance Committee to:

- 1) Review 1<sup>st</sup> Interim Budget, anticipated revenue and base changes on anticipated ADA.
- 2) Expenditures should be reviewed to line up with anticipated revenue, such as materials/supplies, staffing, professional development, ESSER II & III funding, Expanded Learning Opportunities funding, Educator Effectiveness Block funding, Federal and State, etc. (per year to date expenditures and costs associated with LCAP, Title 1, Title 2, Title 4) for remainder of year.
- 3) Ensure budget maintains a 20% reserve over MYP.

REFERENCE:

2021/22 Revised Budget (located on Board LiveBinder)

RSA Fiscal Policies & Procedures Manual/Budgeting & Cash Flow Management  
Policy/Interim Budgets

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**Financial Reporting**

SUBJECT: Agenda Item 2.3 – Approve High School Design-Builder  
Contract - 2<sup>nd</sup> Read

PREPARER: Andrew McCurdy, Representative of Gifford Construction

RECOMMENDATION: Discussion/Action to Approve Contract

BACKGROUND:

Andrew McCurdy will provide the board with an update on the new high school building. He will present a final draft of the AIA Design-Builder Contract for board approval. The board will review the information provided before taking action.

\*AIA Document A141-2014 Standard Form of Agreement Between Owner & Design-Builder to be provided under separate cover.

REFERENCE:

# DRAFT AIA® Document A141™ - 2014

## Standard Form of Agreement Between Owner and Design-Builder

AGREEMENT made as of the 1<sup>st</sup> day of October in the year 2021  
(In words, indicate day, month and year.)

BETWEEN the Owner:  
(Name, legal status, address and other information)

Redding School of the Arts  
955 Inspiration Place  
Redding, CA 96002

and the Design-Builder:  
(Name, legal status, address and other information)

Gifford Construction, Inc.  
P.O. Box 492618  
Redding, CA 96049

for the following Project:  
(Name, location and detailed description)

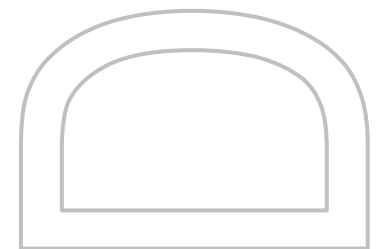
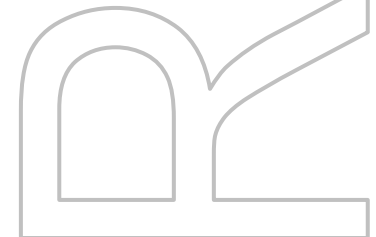
Redding School of the Arts High School  
955 Inspiration Place  
Redding, CA 96002

The Owner and Design-Builder agree as follows.

**ADDITIONS AND DELETIONS:** The author of this document has added information needed for its completion. The author may also have revised the text of the original AIA standard form. An *Additions and Deletions Report* that notes added information as well as revisions to the standard form text is available from the author and should be reviewed.

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Consultation with an attorney is also encouraged with respect to professional licensing requirements in the jurisdiction where the Project is located.



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**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**General Reporting**

SUBJECT: Agenda Item 2.4 – CSDC Online Board Member Training Report

PREPARER: Margaret Johnson

RECOMMENDATION: Discussion

BACKGROUND:

CSDC’s Online Board Member Training provides a basic overview of the key topics every charter school board needs to know. This training includes 6 modules, presented in a series of short instructional tutorials, that discuss everything from the role of the Legislature, to the roles and responsibilities of board members and school administrators, to the alphabet soup of acronyms that make up the common vernacular of education policy, and much more.

Each board member will complete the online training and report out on their assigned training module, as follows:

MODULE 1 - Lisa Stewart - On Being a Board Member

MODULE 2 - Andrew McCurdy - Speaking the Language

MODULE 3 - Heather Wright - Laws, Lobbying, and the Legislature

MODULE 4 - Daria O'Brien - Governing Board Roles and Responsibilities

MODULE 5 - Jean Hatch - Human Resources

MODULE 6 - Jonathan Sheldon - California Charter Basic

REFERENCE:

CSDC Governance Academy

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**General Reporting**

SUBJECT: Agenda Item 2.5 – 2021/22 Governing Board Goals – 2<sup>nd</sup>  
Read

PREPARER: Margaret Johnson

RECOMMENDATION: Discussion/Action to Approve

BACKGROUND:

The Governing Board will review their list of goals from the 10/19 Special Board Meeting discussion. The finalized draft will be presented for board adoption.

See Attached: 2021/22 Governing Board Goals – 2<sup>nd</sup> Read

REFERENCE:

Governing Board Policies/Board Duties & Responsibilities/Board Internal Business

## RSA 2021-2022 Governing Board Goals

Action/Activity	Responsible Party Or Measurements	Timeline
Educational Program:		
1. Monitor LCAP and other mandated reports to mitigate learning loss for students.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• ILT Measurements:               <ul style="list-style-type: none"> <li>○ Test Results;</li> <li>○ Competition;</li> <li>○ Stakeholder Surveys;</li> <li>○ Trainings;</li> <li>○ Observations;</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly Reported Information;</li> <li>• Monthly Admin Updates;</li> </ul>
2. Monitor RSA In-Person Learning Plan	<ul style="list-style-type: none"> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly Admin Updates</li> </ul>
3. Ensure that RSA is meeting its educational mission	<ul style="list-style-type: none"> <li>• Measurements:               <ul style="list-style-type: none"> <li>○ Test Results,</li> <li>○ Competition,</li> <li>○ ILT Team</li> <li>○ Stakeholder Surveys</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly updates on topics:               <ul style="list-style-type: none"> <li>○ Celebrations,</li> <li>○ Student Testing: Fall &amp; Winter NWEA and CAASPP Data</li> <li>○ SARC in January</li> <li>○ Review of Safe School Plan in March;</li> </ul> </li> <li>• Final LCAP Reporting in May,</li> <li>• Monthly Admin Updates</li> </ul>
4. Consider funding request for 740 should Home Sch Program grow beyond 20% total enrollment. Plan for home school expansion and need in the community.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Home School Dept.               <ul style="list-style-type: none"> <li>○ Staffing</li> <li>○ Space</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• March board meeting to review the growth and potential growth.</li> <li>• P-1 and P-2 Enrollment review - % of home school to seat based.</li> </ul>
5. Clarify High Sch Parent Organizations, Staff & Board Representation	<ul style="list-style-type: none"> <li>• Get Input from PTC/TBC</li> </ul>	<ul style="list-style-type: none"> <li>• Establish Spring of 2022</li> </ul>

## RSA 2021-2022 Governing Board Goals

Action/Activity	Responsible Party Or Measurements	Timeline
<b>Fiscal goals:</b>		
1. Long term financial planning of 3 – 5 years with cash on hand to meet 2 months budgeted expenditures. (Estimate of 20% reserve)	<ul style="list-style-type: none"> <li>• Governing Board</li> <li>• Business Services</li> <li>• Finance Committee – (try to manage expenses annually to increase the reserve.)</li> </ul>	<ul style="list-style-type: none"> <li>• Review 1<sup>st</sup> Interim Budget – Dec;</li> <li>• Budget planning for 2<sup>nd</sup> Interim – March;</li> <li>• Budget development for Annual Budget – April – May;</li> </ul>
2. Review Enrollment & ADA Projections	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Governing Board</li> </ul>	<ul style="list-style-type: none"> <li>• P1 &amp; P2</li> <li>• Annual review for budget development &amp; MYP</li> </ul>
3. Plan for Student/Staff Population Changes and enrollment impact. Plan for home school expansion and need in the community.	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Governing Board</li> <li>• Finance Committee</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly as Needed</li> </ul>
<b>Planning Goals</b>		
1. High School Implementation & Funding. Set community meeting schedule model.	<ul style="list-style-type: none"> <li>• Administration;</li> <li>• High School Building Committee;</li> <li>• Curriculum and Program Committee, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Update monthly information</li> <li>• Develop budget</li> <li>• Approve plan/ timeline</li> </ul>
2. High School Design-Build and portables for 2022-23 school year.	<ul style="list-style-type: none"> <li>• Administration;</li> <li>• High School Building Committee</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly and/or Mile Stones</li> </ul>
3. Transition & Mentoring of Administrative positions including new Executive Director	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Governing Board</li> </ul>	<ul style="list-style-type: none"> <li>• January 2022</li> <li>• May 2022</li> </ul>
4. Communication with stakeholders about school information/ concerns.	<ul style="list-style-type: none"> <li>• Administration;</li> <li>• Governing Board;</li> <li>Heather Wright</li> </ul>	<ul style="list-style-type: none"> <li>• Submit a short summary of the monthly board meeting.</li> <li>• Provide info on High School to public in December.</li> </ul>

Adopted:

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**General Reporting**

SUBJECT: Agenda Item 2.6 – 2021/22 In-Person Learning Plan &  
Guidance Update

PREPARER: Margaret Johnson

RECOMMENDATION: Discussion/Action to Approve

BACKGROUND:

Administration will provide the board with updated information related to COVID-19 In-Person Learning Plan and how RSA is meeting state and local guidelines, while addressing student educational needs.

Administration will amend RSA's In-Person Learning Plan to comply with new guidelines and review these changes with the board.

REFERENCE:

Shasta Ready/ California State Public Health Department

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**General Reporting**

**SUBJECT:** Agenda Item 2.7 –Board Requested Information on  
Compliance with Governors COVID-19 Testing Mandate

- 2.7.1 RSA Charter
- 2.7.2 Cost of Weekly COVID-19 Testing
- 2.7.3 Random COVID-19 Staff Testing Pool
- 2.7.4 SB740 Funding Requirements

**PREPARER:** Margaret Johnson

**RECOMMENDATION:** Discussion

**BACKGROUND:**

As a follow up to the 10/19 Special Board meeting, Margaret Johnson will update the board on her findings related to the Governors COVID-19 testing mandate and RSA’s Charter requirements.

\*See Attached: Response to Compliance Information Requested by the Governing Board

**REFERENCE:**

Office of Governor Newsom  
California State Public Health Department

## Response to Compliance Information Requested by the Governing Board

### Question 1.

Can the charter school be closed if they choose not to follow the state mandates?

#### *Element XIV Dispute Resolution*

*In the event of a dispute between the school and the district, the staff and Board of Directors of the school and district agree to first frame the issue in written format and refer the issue to the district superintendent, or his/her designee, and RSA's Director. RSA will make every effort to work professionally with the CESD and will always work to resolve any disputes amicably without resorting to formal procedures. If the matter could result in revocation, the matter will be addressed at the authorizer's discretion in accordance with EC § 47604.5 and any regulations pertaining thereto. If the District believes the dispute relates to an issue that could lead to revocation of the charter in accordance with Education Code Section 47607, the Charter School requests that this be noted in the written dispute statement, although it recognizes it cannot legally bind the District to do so. However, participation in the dispute resolution procedures outlined in this section shall not be interpreted to impede or act as a prerequisite to the District's ability to proceed with revocation in accordance with Education Code Section 47607 and its implementing regulations.*

#### Responses from Haley Dumas, YMC Law Firm

- A. Can a charter school choose to ignore the state mandate of vaccination/testing requirements without facing closure?

*No. If the School fails to follow the State's upcoming vaccine mandate or the CDPH Order, the School's granting agency can revoke the School's charter. The School can also face liability if any staff or student contracts COVID-19 on campus due to the School's failure to implement the protocols detailed in the State's mandate or CDPH Order. Importantly, this liability is not insurable, and if a staff or student becomes seriously ill from contracting COVID-19 at school, then the School could face significant monetary damages as a result.*

- B. Our MOU states the charter will agree to comply at all times with applicable laws. Does this mandate meet that requirement since it isn't a law? Does CAL OSHA trump this requirement?

*The CDPH Order does have the force of law and likely would meet this requirement. Though the Order was not technically enacted by the state legislature, the Health and Safety Code authorizes health officers to take necessary actions to prevent the spread of infectious diseases. The Government Code also authorizes both county and municipal law enforcement to enforce the orders of local health officers. In addition, a person who violates the order of a health officer can be charged with a misdemeanor.*

*With regard to the Governor's announcement of the State's upcoming vaccine mandate, we will need more information as to how this order is implemented to determine its full effect. However, if the Governor issues an Executive Order, that would also carry the force of law. Similar to the CDPH Order, statutory authority allows the Governor to enact orders without the need for action by the state legislature for the order to take effect.*

*Finally, the CDPH Order is wholly separate from Cal-OSHA guidance. Cal-OSHA guidance does not take precedence over the CDPH Order.*

**Questions 2.**

Can RSA use the method of Pool testing instead of testing all employees or just unverified?

*This is recommended for a school when the student body is a part of the testing to reflect the school community. A 10% of students and staff are needed for a reliable sample. It is not recommend using the option of sample testing since students would need to be included in the testing schedule.*

**Question 3.**

What is the associated cost for COVID-19 testing?

*There is no cost for testing through COVID Clinic.*

*Estimated employer cost for tracking COVID information, per the current mandate + employees who voluntarily elect to test, requires an average of 5-10 hours per week. Estimated annual cost is \$30 x 8hrs per week x 23 weeks (remaining in the school year) = \$5,520 for 2021/22.*

**Question 4.**

How is Columbia School District (CSD) Board of Trustees handling the vaccination or testing mandates?

*CSD Resolution – See attached*

**Question 5.**

What would trigger Non-Classroom based instruction criteria funding requirements?

*California Education Code (EC) Section 47612.5(e)(1) and California Code of Regulations, Title 5 (5 CCR) Section 11963 specify the requirements for classroom-based instruction and school site conditions. A charter school is considered operating as an NCB charter school if its total average daily attendance (ADA) is less than 80 percent classroom based. An NCB charter school must submit a funding determination request to the California Department of Education (CDE) and receive approval of its funding determination request from the State Board of Education (SBE) to be eligible for funding for its NCB ADA.*

SB740 required filing for non-classroom based funding is 500 ADA, which includes over 100 enrolled in the independent study (IS) program. Currently RSA has 12% (67 students) of enrolled students in the IS program. Based on estimated enrollment for next year, IS could have up to 120 students without triggering SB740 request.

Plan for next year – we are currently seeking information on dates to file for funding if the IS program ADA exceeds 20% of total ADA.

Because RSA’s Charter states we are classroom-based program, with an independent study (IS) component, nothing will need to change in the RSA Charter until IS exceeds 50% of school total enrollment (K – 12). This should not be an issue with the annual increase of high school students over the next 3 years.



Columbia Elementary School District

Board Resolution No. 2122-10

COLUMBIA ELEMENTARY SCHOOL DISTRICT POSITION ON MANDATED VACCINES FOR STAFF AND STUDENTS IN K-8 SCHOOLS

As a public school, Columbia Elementary School District believes in parental choice. Thus, CESD believes in choice and preserving choice for its staff and students, including when it comes to personal medical decisions. A trend of school districts adopting COVID-19 vaccination mandates for staff and students is occurring across California. On October 1, 2021, the Governor announced he is planning on **mandating the COVID-19 vaccine for all staff and students for in-person learning by January, 2022 or July, 2022, pending FDA approval**. In his announcement, he stated that **there will be exemptions for personal belief, religious and medical exemptions**. However, he explained that there will be a conversation with the legislators about exemptions.

This document outlines the position of CESD on the COVID-19 vaccination mandates for schools. The Board of Trustees will vote on full approval of this position at some point in the near future during their monthly board meeting.

CESD has operated in-person learning safely since August 12, 2020 **without available vaccines for most of that time and without mandates**.

**CESD LACKS LEGAL AUTHORITY TO MANDATE THE COVID-19 VACCINE FOR STUDENTS**

Individual school boards, including CESD's Board, lack legal authority to mandate the COVID-19 vaccine for students. Pursuant to Title 17, Section 6025 of the California Code of Regulations, a school "shall unconditionally admit or allow continued attendance" to any child, provided the school has received documentation that the child has been immunized in accordance with sections 6065 and 6060, a permanent medical exemption in accordance with section 6051, or a personal beliefs exemption in accordance with Health and Safety Code section 120335.

An individual public school district Board does not have discretion to condition the admission of its students upon a requirement that the students receive specific additional vaccinations beyond those that are already required under state law. Health and Safety Code section 120335 provides a list of ten specifically enumerated childhood illnesses for which a child must be vaccinated as a condition for admission to any school in California, unless the child has a medical exemption. Those illnesses are identified in subdivision (b), as follows:

- (1) Diphtheria; (2) Hepatitis B; (3) Haemophilus influenzae type b; (4) Measles; (5) Mumps; (6) Pertussis (whooping cough); (7) Poliomyelitis; (8) Rubella; (9) Tetanus; and (10) Varicella (chickenpox). (Health & Safety Code § 120335(b).) Notably, this list **does not include** the COVID-19 vaccination. Thus, once a student demonstrates that they have received these ten vaccines (or they provide a valid medical exemption) CESD must allow that student to attend school, in person.

While paragraph 11, subdivision (b) of Section 120335 provides for an expansion of the statutorily enumerated vaccination requirements through the addition of “any other disease deemed appropriate” by the California Department of Public Health (“CDPH”), it does not authorize individual school boards, such as CESD’s Board of Trustees, to add other vaccination requirements.

Moreover, and importantly, even if CDPH ultimately decides to require students to receive a COVID-19 vaccination in order to attend school, California law expressly limits its authority to mandate additional vaccinations for school children without also providing an opportunity to opt out based on personal beliefs, as follows: “[A]ny immunizations deemed appropriate by the department pursuant to paragraph (11) of subdivision (a) of Section 120325 or paragraph (11) of subdivision (b) of Section 120335, may be mandated before a pupil’s first admission to any private or public elementary or secondary school [...] only if exemptions are allowed for both medical reasons and personal beliefs.” (Health & Safety Code § 120338, italics added.) Thus, even if CDPH were to eventually require the COVID-19 vaccination for all age-eligible schoolchildren, including CESD students, CESD would also be required to permit children and their families to opt out of the COVID-19 vaccination requirement by submitting a medical or personal belief exemption.

#### **THE BENEFITS COVID-19 VACCINATION DO NOT OUTWEIGH THE POTENTIAL HARMS FOR ALL STUDENTS AND STAFF**

A COVID-19 vaccination mandate is unnecessary. Children are not generally at risk of hospitalization or death from a COVID-19 infection. Of the 66,000 COVID-19 deaths in California since January 2020, there have been 33 deaths among children under 18, lower than the typical death rate among children during average flu seasons over a similar time period. The estimated infection fatality rate for children ages 0-17 is 0.00002%. Put another way, children have a one in a million risk of dying from COVID-19. Moreover, a recent review found that the mortality risk for children without serious pre-existing conditions is effectively zero. The COVID-19 School Dashboard developed by Brown University tracks over 5,000 schools, 4 million students, and 1.3 million staff, and has consistently found student and staff infection rates of 0.1% to 0.2% since it began publishing in September 2020. Regardless, parents who wish to provide their child with extra protection from COVID-19 already have the opportunity to get their child vaccinated. A mandate for all students does not broaden such an opportunity.

Currently, there are no FDA approved COVID-19 vaccines for children ages 0 to 15. The Pfizer-BioNTech (“Pfizer”) product has only received Emergency Use Authorization (“EUA”) from the Food and Drug Administration (“FDA”) for children ages 12 to 15, meaning the product is still undergoing safety and efficacy trials for that age group. While the FDA recently issued its approval for the use of Pfizer’s Comirnaty vaccine, such approval is only applicable for use in individuals ages 16 and up. Thus, as applied to its students that are between the ages of 12 to 15, CESD is considering a mandate that would require children to be inoculated with a vaccine that has not yet received FDA approval. Such a mandate would be reckless and exposes CESD and its board members to serious potential liability.

The risks associated with the Pfizer vaccine are not innocuous, especially for children. Indeed, according to the FDA, the Pfizer vaccine has been demonstrated to increase risks of myocarditis and pericarditis (i.e., heart inflammation), with some cases requiring intensive care support. The observed risk is highest in males 12 through 17 years of age. A recent study analyzing VAERS data underscores this risk, finding that the risk of hospitalization due to vaccine induced myocarditis is higher than the risk of

hospitalization due to COVID-19 for boys ages 12-17. Thus, a mandate would be especially risky for students that fall within this age group.

If students under the age of 16 are injured as a result of the COVID-19 vaccine, they and their families will have no legal recourse against either Pfizer or the U.S. Government because the vaccine is currently authorized only for emergency use, which authorization provides blanket immunity to Pfizer and the FDA.

### **THE RIGHT TO INFORMED CONSENT SHOULD NOT BE IGNORED**

A competent person has a constitutionally protected liberty interest in refusing unwanted medical treatment. (*Cruzan v. Dir., Mo. Dep't of Health* (1990) 497 U.S. 261, 278.) California courts have long held that the right to refuse medical treatment is a constitutionally guaranteed right that must not be abridged. (*Bartling v. Superior Court* (1984) 163 Cal.App.3d 186, 195.) The imposition of a vaccine mandate infringes upon this right. "The forcible injection of medication into a nonconsenting person's body represents a substantial interference with that person's liberty." (*Washington v. Harper* (1990) 494 U.S. 210, 229.)

A mandate also interferes with an individual's federally recognized right to provide informed consent before proceeding with any medical procedure. A school imposed mandate turns COVID-19 vaccination into a coercive act, free of consent, because students who do not consent to vaccination for COVID-19 will have no option but to disenroll from CESD. While some students may choose to attend online school or to enroll in independent study, California law is clear that a child cannot be forced into independent study; a family's selection of independent study for their child must be voluntarily and a family has an option to discontinue independent study at any time. (Educ. Code § 51747, et seq.)

### **A VACCINATION MANDATE DISCRIMINATES AGAINST STUDENTS AND STAFF WHO HAVE RECOVERED FROM COVID-19**

According to CDPH, since 2020, at least 516,017 Californians aged 5 to 17 have been infected with and recovered from COVID-19. At least 3,348,082 adults ages 18-64 have been infected and 3,329,070 recovered from COVID-19. An approximate death rate for adults ages 18-64 of 0.005%. Vaccine mandates unfairly discriminate and effectively punish (through exclusion) these individuals.

Numerous recent studies support the conclusion that people who have recovered from COVID-19 may have more durable and long-lasting immunity to COVID-19 than individuals with vaccine induced immunity. A recent study of residents of Vo, Italy, showed that 98.8% of people infected with Covid-19 in early 2020 continued to show detectable levels of antibodies nine months after they recovered from the initial infection. An NIH-funded study published in *Cell Reports Medicine* found that the immune response of 254 COVID-19 survivors remained durable and strong over a period of 250 days after infection, supporting a finding that the body's T- and B-cells provide a sustained defense to reinfection. Finally, a recent Israeli study found that a vaccinated person is 92.8% protected from infection while an unvaccinated person who recovered from COVID-19 is 94.8% protected from re-infection. A recent study of Israeli healthcare workers demonstrated that individuals who have recovered from COVID-19 have up to 13 times greater immunity than those who are fully vaccinated and have never been infected with COVID-19. Thus, natural immunity is not inferior to vaccine induced immunity and should not be treated as such. A mandate would unfairly exclude many CESD students who have recovered from COVID-19 and

have not been vaccinated and yet have immunity that is equal to or superior to that provided by a vaccine.

#### **A COVID-19 VACCINATION MANDATE WOULD INFRINGE UPON COLUMBIA STUDENTS AND STAFF'S FUNDAMENTAL RIGHT TO BODILY INTEGRITY**

"[I]t is well established that, as a general matter, minors as well as adults are 'persons' under the Constitution who are entitled to the protection provided by our constitutional rights." (Am. Acad. of Pediatrics v. Lungren (1997) 16 Cal.4th 307, 334; In re Roger S. (1977) 19 Cal.3d 921, 927; see also In re Scott K. (1979) 24 Cal.3d 395.) Thus, CESD's students and staff are entitled to fundamental rights, including the right of privacy, as provided by the California Constitution.

The right of privacy "guarantees to the individual the freedom to choose to reject, or refuse to consent to, intrusions of his bodily integrity." (Conservatorship of Wendland (2001) 26 Cal.4th 519, 531-532.) "There is no dispute the right to bodily integrity is a fundamental right which limits the traditional police powers of the state in the context of public health measures under the federal and state Constitutions." (Coshov v. City of Escondido (2005) 132 Cal.App.4th 687, 709.) While a state agency may exercise its police power to protect public health, it must do so only after establishing there is no alternative means to meet its objective. However, and importantly, CESD's board lacks authority to require a vaccination that has not been mandated by the California legislature or CDPH and is not required as a condition of attendance at other public schools throughout the state.

#### **A COVID-19 VACCINATION MANDATE WOULD ALSO INFRINGE UPON CESD STUDENTS' FUNDAMENTAL RIGHT TO EDUCATION**

The California Constitution guarantees a right to a free public education. Under the Fourteenth Amendment of the United States Constitution, "[no] State shall . . . deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws." (U.S. Const., amend. XIV.) "The Equal Protection Clause was intended as a restriction on state legislative action inconsistent with elemental constitutional premises." (Plyler v. Doe (1982) 457 U.S. 202, 216.) Thus, courts treat as "presumptively invidious those classifications that disadvantage a 'suspect class,' or that impinge upon the exercise of a 'fundamental right.' With respect to such classifications, it is appropriate to enforce the mandate of equal protection by requiring the State to demonstrate that its classification has been precisely tailored to serve a compelling governmental interest." (Id. at 216-217.)

"A person may not be ... denied equal protection of the laws." (Cal. Const., art. I, § 7, subd. (a).) The California Constitution thus prohibits the government from making a law, rule, or regulation that restricts the freedom of one group while not restricting the freedom of other similarly situated groups unless there is a rational basis connected to a legitimate governmental interest sufficient to justify the disparate treatment. Where "the disparate treatment has a real and appreciable impact on a fundamental right or interest," strict scrutiny applies. (Butt v. State of California (1992) 4 Cal.4th 674, 685-686.)

A child's right to public education is one such fundamental right or interest: "In view of the importance of education to society and to the individual child, the opportunity to receive the schooling furnished by the state must be made available to all on an equal basis." (Jackson v. Pasadena City School Dist. (1963)

59 Cal.2d 876, 880.) It is “well settled that the California Constitution makes public education uniquely a fundamental concern of the State and prohibits maintenance and operation of the common public school system in a way which denies basic educational equality to the students of particular districts.” (Butt, supra, 4 Cal.4th at 685; see also Cal. Const., art. IX, § 5.) A COVID-19 vaccination mandate for CESD students would deprive children whose parents are not comfortable inoculating their child with a very recently approved or EUA-only (for children under 15) vaccine aimed at preventing an illness that is rarely dangerous for children, of equal access to education—and would thus be subject to strict scrutiny. Columbia could not possibly meet its burden of showing that a vaccine mandate for children – which is actually for the benefit of adults – that will ultimately bar some children from school, is reasonable or necessary when healthy children are not at high risk of serious illness and all adults (who are disproportionately at a much higher risk of serious illness from COVID-19) who work with children can get vaccinated to protect themselves.

### **CESD CANNOT JUSTIFY THE BURDEN OF A COVID-19 MANDATE TO SUPPORT SUCH A BLATANT AND SERIOUS INFRINGEMENT OF ITS STUDENTS’ FUNDAMENTAL RIGHTS**

“When receipt of a public benefit is conditioned upon the waiver of a constitutional right, the government bears a heavy burden of demonstrating the practical necessity for the limitation.” (Bagley v. Washington Township Hospital Dist. (1966) 65 Cal.2d 499, 505.) In order to impose a COVID-19 vaccination requirement for its students, CESD would need to establish that: “(1) the condition reasonably relates to the purposes of the legislation which confers the benefit; (2) the value accruing to the public from imposition of the condition manifestly outweighs any resulting impairment of the constitutional right; and (3) there are no available alternative means that could maintain the integrity of the benefits program without severely restricting a constitutional right.” (Robbins v. Superior Court (1985) 38 Cal.3d 199, 213.) CESD cannot meet this burden.

First, CESD cannot establish that a COVID-19 vaccination requirement reasonably relates to a student’s constitutional right to a free public education. While a mandate would likely increase the percentage of CESD students who are vaccinated for COVID-19, it is unreasonable to require families to inoculate their children for COVID-19 in order to attend CESD.

Second, the value of a COVID-19 vaccination mandate for CESD students is of little public benefit because children are rarely hospitalized and rarely die from a COVID-19 infection. Children are also less likely to spread COVID-19. Importantly, all children and adults ages 12 and up have an opportunity to get a COVID-19 vaccination if they and their families choose.

Third, a mandate appears to disproportionately discriminate against people of color. Therefore, creating racial, ethnic and philosophical issues with the mandate. As evidenced by the ethnic breakdown of COVID-19 Vaccination rates referenced by CDPH.

Fourth, there are available alternative means for CESD to continue to provide its students with an in-person education without requiring all students to receive a COVID-19 vaccine. Most CESD students have been back in school since August 12, 2020 and by April, 2021 over 90% of students were in-person learning. All CESD students returned to a full-time, in-person schedule, and CESD has had zero (0) “outbreaks” involving students or staff with over 1,200 staff and students on campus regularly. Thus, a vaccination mandate is not necessary for students and staff to continue to safely attend school.

Adopted this \_\_\_\_ day of \_\_\_\_\_ in 2021.

Motion made by:

Second made by:

Members voting "aye":

Members voting "no":

Members abstaining:

Members not present

COLUMBIA

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**Policy Review & Amendments**

**SUBJECT:** Agenda Item 2.8 – Policy Adoption

2.8.1 COVID-19 Vaccination & Testing Policy – 4<sup>th</sup> Read

**PREPARER:** Margaret Johnson/ Stephenie M. Alexander of Procopio

**RECOMMENDATION:** Discussion/Action to Approve

**BACKGROUND:**

The board will make a final determination on the COVID-19 Vaccination & Testing Policy. The board will discuss two sample drafts that propose weekly testing of unvaccinated/unverified personnel vs. testing all staff.

The approved policy will serve to establish COVID-19 vaccination and testing procedures and guidelines for RSA.

\*See Attached: COVID-19 Vaccination & Testing Policy Sample Drafts



## REDDING SCHOOL OF THE ARTS

### COVID-19 Vaccination Verification and Testing Policy

#### I. Purpose

Redding School of the Arts (“School”) adopts this COVID-19 Vaccination Verification and Testing Policy for Employees (“Policy”) in accordance with the state’s requirements to verify employee vaccination status. Specifically, on August 11, 2021, the California Department of Public Health (“CDPH”) issued an order mandating that all public and private schools serving students in transitional kindergarten through grade 12 verify the vaccination status of school employees and establish diagnostic screening testing of unvaccinated employees to minimize the risk that they will transmit COVID-19 while on school campuses (“CDPH Order”).

This Policy provides the School community with information on the School’s policies and procedures as it relates to verifying employee vaccination status and conducting periodic COVID-19 testing. This Policy shall be implemented in a manner that is consistent with applicable federal, state, and local laws, as well as applicable public health guidance, including, but not limited to, those from the Centers for Disease Control and Prevention (“CDC”), the California Department of Fair Employment and Housing (“DFEH”), the California Division of Occupational Safety and Health (“Cal/OSHA”), and the California Department of Public Health (“CDPH”).

The School is committed to a safe and meaningful return to full in-person learning and work environment for our students, staff, and School community. In addition to this Policy, the School has implemented various health and safety protocols, including universal masking requirement, to support successful return to full in-person instruction. The School community shall continue to comply with the School’s existing policies. This Policy is intended to supplement those policies, procedures, and protocols.

#### II. Scope

This Policy applies to all School employees who enter school property for any period of time, or have contact with any employees, students, or other School members, including parents and contractors, for any reason, including extracurricular activities and school sponsored events that occur off school property.



This Policy applies to COVID-19 vaccines that are currently available to the public and approved by the U.S. Food and Drug Administration (“FDA”), including the FDA approved Pfizer-BioNTech vaccine and vaccines that have been issued Emergency Use Authorization.

### **III. Definitions**

“COVID-19 vaccine” means a vaccine approved by the FDA as safe and effective against COVID-19, including any FDA-approved booster that may be required to maintain safety and efficacy.

“Employee” means an individual who is employed by the School.

“Fully vaccinated” means an individual who has received, at least 14 days prior, either the second dose of a vaccine in a two-dose series (e.g., Pfizer-BioNTech, Moderna, or a vaccine authorized by the World Health Organization), or a single-dose vaccine (e.g., Johnson and Johnson [J&J]/Janssen).

"Incompletely vaccinated" means an individual who has received at least one dose of a two-dose COVID-19 vaccine but does not meet the definition of fully vaccinated.

"Unvaccinated" means an individual who has not received any doses of COVID-19 vaccine or whose vaccination status is unknown.

"WHO Yellow Card" refers to the original World Health Organization International Certificate of Vaccination or Prophylaxis issued to the individual following administration of the COVID-19 vaccine in a foreign country.

### **IV. Employees Interested in Becoming Fully Vaccinated**

At this time, the School is not requiring employees to become vaccinated. However, for those employees who are interested in receiving the COVID-19 vaccine, the School will provide employees with information regarding the operational logistics of such vaccination opportunities as applicable (e.g., opportunities to schedule vaccinations during the workday, reimbursement for mileage, etc.).

### **V. Verification Process: Proof of Vaccinations**

An employee’s vaccination status must be documented before entering school property and/or performing job duties in-person. The following forms of proof of vaccinations are permitted:

1. COVID-19 Vaccination Record Card issued by the Department of Health and Human Services Centers for Disease Control & Prevention or WHO Yellow Card<sup>1</sup>, which includes the name of the person vaccinated, the type of vaccine provided, and date doses administered;
2. A photo of a vaccination card as a separate document;
3. A photo of the employee’s vaccine card stored on a phone or electronic device;
4. Documentation of vaccination from healthcare provider; or

5. Documentation of vaccination from other contracted employers who follow the CDPH vaccination record guidelines and standards.

The School will maintain records of the vaccination status of its employees in a confidential manner and in accordance with the CDPH Order. However, the records may be made available, upon request, to the local public health department for purposes of an investigation, as may be required by applicable law.

The School further reserves the right to request proof of both the first and second vaccination doses for COVID-19, if applicable. Employees for whom vaccine status is unknown or documentation is not provided will be considered unvaccinated for purposes of this Policy. In that case, the employee will be considered unvaccinated and must comply with the testing requirements set forth in this Policy.

Employees need not provide more information than necessary to confirm proof of vaccination. If any such documentation may include disability-related medical information, employees should omit such medical information.

#### **VI. Testing for COVID-19**

Employees who are not fully vaccinated (even if asymptomatic) must submit to COVID-19 testing at least once per week as a condition of entering school property or performing job duties in-person. The School may also require COVID-19 tests for employees who have been vaccinated in accordance with applicable federal, state, and local laws.

Employees must be tested using the PCR testing or antigen testing, which must either have Emergency Use Authorization by the FDA or be operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services. Employees may be required to submit to a PCR test even if the employee has already taken an antigen test.

All employees must also observe all other infection control requirements in accordance with state, federal, and local laws, and are not exempted from the testing requirement even if they have a medical contraindication to vaccination, since they are still potentially able to spread the illness. Previous history of COVID-19 from which the individual recovered more than 90 days earlier, or a previous positive antibody test for COVID-19, **do not** waive this requirement for testing.

The School will ensure that it has appropriate measures in place to track test results and conduct appropriate workplace contact tracing.

#### **VII. Requests for Accommodations**

Employees who are unable to comply with the testing requirement under this Policy due to a qualifying disability or a sincerely held religious belief must contact Human Resources to request a reasonable accommodation in writing. Upon receipt of the request, the School will engage in an interactive process with the employee and work to identify any possible accommodations. During this time, the employee will be not be permitted to enter school property or perform job duties in-person. This time off will be unpaid. As part of the

interactive process, if the employee is requesting a medical exemption to the School's Policy, the School will request a medical certification from the employee's health care provider that documents the basis for the requested accommodation (without disclosing the underlying condition or diagnosis), including a certification that the individual cannot undergo COVID-19 testing due to the employee's disability. In such an instance, the School will determine what, if any, reasonable accommodations exist, including, but not limited to, an unpaid leave of absence.

In addition, the School may not approve a reasonable accommodation should the accommodation result in a direct threat to the health and safety of others in the workplace or to the employee, and/or if the accommodation will cause an undue hardship for the School.

### **VIII. Enforcement**

Employees who refuse to undergo regular COVID-19 testing, will be excluded from school property and/or workplace pending compliance with this Policy.

Employees who refuse to comply with this Policy and are not otherwise eligible for a reasonable accommodation to the testing requirement consistent with applicable law may, depending on their position, be placed on unpaid/inactive status until they comply.

### **IX. Existing Health and Safety Protocols**

Consistent with the School's health and safety protocols, including COVID-19 Injury and Illness Prevention Plan), and until guidance from federal, state, and local public health agencies is revised, all employees must continue to abide by all COVID-19 health and safety protocols, regardless of vaccination status. This includes, but is not limited to, continued use of facial coverings, frequent hand washing, and social distancing practices. This Policy does not supersede existing School policies governing COVID-19 related health and safety protocols.

### **X. Disclaimer**

As public health and legal guidance regarding COVID-19 vaccinations and testing evolve, the School reserves the right to revise this Policy. Upon any revision to this Policy, the School will provide immediate notice in writing.

Should you have any questions regarding this Policy, you may contact Margaret Johnson, Executive Director, at 955 Inspiration Place, Redding, CA 96003. This Policy has been approved by Redding Charter Schools' Board of Directors and cannot be changed by a sole executive administrator.

Board Adopted:



## REDDING SCHOOL OF THE ARTS

### COVID-19 Vaccination Verification and Testing Policy

#### I. Purpose

Redding School of the Arts (“School”) adopts this COVID-19 Vaccination Verification and Testing Policy for Employees (“Policy”) in accordance with the state’s requirements to verify employee vaccination status. Specifically, on August 11, 2021, the California Department of Public Health (“CDPH”) issued an order mandating that all public and private schools serving students in transitional kindergarten through grade 12 verify the vaccination status of school employees and establish diagnostic screening testing of unvaccinated employees to minimize the risk that they will transmit COVID-19 while on school campuses (“CDPH Order”).

This Policy provides the School community with information on the School’s policies and procedures as it relates to verifying employee vaccination status and conducting periodic COVID-19 testing. This Policy shall be implemented in a manner that is consistent with applicable federal, state, and local laws, as well as applicable public health guidance, including, but not limited to, those from the Centers for Disease Control and Prevention (“CDC”), the California Department of Fair Employment and Housing (“DFEH”), the California Division of Occupational Safety and Health (“Cal/OSHA”), and the California Department of Public Health (“CDPH”).

The School is committed to a safe and meaningful return to full in-person learning and work environment for our students, staff, and School community. In addition to this Policy, the School has implemented various health and safety protocols, including universal masking requirement, to support successful return to full in-person instruction. The School community shall continue to comply with the School’s existing policies. This Policy is intended to supplement those policies, procedures, and protocols.

#### II. Scope

This Policy applies to all School employees who enter school property for any period of time, or have contact with any staff, students, or other School members, including parents and contractors, for any reason, including extracurricular activities and school sponsored events that occur off school property.

This Policy applies to COVID-19 vaccines that are currently available to the public and approved by the U.S. Food and Drug Administration (“FDA”), including the FDA approved Pfizer-BioNTech vaccine and vaccines that have been issued Emergency Use Authorization.

### **III. Definitions**

“COVID-19 vaccine” means a vaccine approved by the FDA as safe and effective against COVID-19, including any FDA-approved booster that may be required to maintain safety and efficacy.

“Employee” means an individual who is employed by the School.

“Fully vaccinated” means an individual who has received, at least 14 days prior, either the second dose of a vaccine in a two-dose series (e.g., Pfizer-BioNTech, Moderna, or a vaccine authorized by the World Health Organization), or a single-dose vaccine (e.g., Johnson and Johnson [J&J]/Janssen).

"Incompletely vaccinated" means an individual who has received at least one dose of a two-dose COVID-19 vaccine but does not meet the definition of fully vaccinated.

"Unvaccinated" means an individual who has not received any doses of COVID-19 vaccine or whose vaccination status is unknown.

"WHO Yellow Card" refers to the original World Health Organization International Certificate of Vaccination or Prophylaxis issued to the individual following administration of the COVID-19 vaccine in a foreign country.

### **IV. Employees Interested in Becoming Fully Vaccinated**

At this time, the School is not requiring employees to become vaccinated. However, for those employees who are interested in receiving the COVID-19 vaccine, the School will provide employees with information regarding the operational logistics of such vaccination opportunities as applicable (e.g., opportunities to schedule vaccinations during the workday, reimbursement for mileage, etc.).

### **V. Verification Process: Proof of Vaccinations**

An employee’s vaccination status must be documented before entering school property and/or performing job duties in-person. The following forms of proof of vaccinations are permitted:

1. COVID-19 Vaccination Record Card issued by the Department of Health and Human Services Centers for Disease Control & Prevention or WHO Yellow Card<sup>1</sup>, which includes the name of the person vaccinated, the type of vaccine provided, and date doses administered;
2. A photo of a vaccination card as a separate document;
3. A photo of the employee’s vaccine card stored on a phone or electronic device;
4. Documentation of vaccination from healthcare provider; or

5. Documentation of vaccination from other contracted employers who follow the CDPH vaccination record guidelines and standards.

The School will maintain records of the vaccination status of its employees in a confidential manner and in accordance with the CDPH Order. However, the records may be made available, upon request, to the local public health department for purposes of an investigation, as may be required by applicable law.

The School further reserves the right to request proof of both the first and second vaccination doses for COVID-19, if applicable. Employees for whom vaccine status is unknown or documentation is not provided will be considered unvaccinated for purposes of this Policy. In that case, the employee will be considered unvaccinated and must comply with the testing requirements set forth in this Policy.

Employees need not provide more information than necessary to confirm proof of vaccination. If any such documentation may include disability-related medical information, employees should omit such medical information.

#### **VI. Testing for COVID-19**

All Employees, regardless of their vaccination status, must submit to COVID-19 testing at least once per week as a condition of entering school property or performing job duties in-person.

Employees must be tested using either a PCR or antigen test, which must either have Emergency Use Authorization by the FDA or be operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services. Employees may be required to submit to a PCR test even if the employee has already taken an antigen test.

All employees, regardless of their vaccination status, must also observe all other infection control requirements in accordance with federal, state, and local laws, and are not exempted from the testing requirement even if they have a medical contraindication to vaccination, since they are still potentially able to spread the illness. Previous history of COVID-19 from which the individual recovered more than 90 days earlier, or a previous positive antibody test for COVID-19, **do not** waive this requirement for testing.

The School will ensure that it has appropriate measures in place to track test results and conduct appropriate workplace contact tracing.

#### **VII. Requests for Accommodations**

Employees who are unable to comply with the testing requirement under this Policy due to a qualifying disability or sincerely held religious belief must contact Human Resources to request a reasonable accommodation in writing. Upon receipt of the request, the School will engage in an interactive process with the employee and work to identify any possible accommodations. During this time, the employee will be not be permitted to enter school property or perform job duties in-person. This time off will be unpaid. As part of the interactive process, if the employee is requesting a medical exemption to the School's Policy, the School will request a medical certification from the employee's health care provider that documents the basis for the

requested accommodation (without disclosing the underlying condition or diagnosis), including a certification that the individual cannot undergo COVID-19 testing due to the employee's disability. In such an instance, the School will determine what, if any, reasonable accommodations exist, including, but not limited to, an unpaid leave of absence.

In addition, the School may not approve a reasonable accommodation should the accommodation result in a direct threat to the health and safety of others in the workplace or to the employee, and/or if the accommodation will cause an undue hardship for the School.

### **VIII. Enforcement**

Employees who refuse to undergo regular COVID-19 testing, will be excluded from school property and/or workplace pending compliance with this Policy.

Employees who refuse to comply with this Policy and are not otherwise eligible for a reasonable accommodation to the testing requirement consistent with applicable law may, depending on their position, be placed on unpaid/inactive status until they comply.

### **IX. Existing Health and Safety Protocols**

Consistent with the School's health and safety protocols, including COVID-19 Injury and Illness Prevention Plan), and until guidance from federal, state, and local public health agencies is revised, all employees must continue to abide by all COVID-19 health and safety protocols, regardless of vaccination status. This includes, but is not limited to, continued use of facial coverings, frequent hand washing, and social distancing practices. This Policy does not supersede existing School policies governing COVID-19 related health and safety protocols.

### **X. Disclaimer**

As public health and legal guidance regarding COVID-19 vaccinations and testing evolve, the School reserves the right to revise this Policy. Upon any revision to this Policy, the School will provide immediate notice in writing.

Should you have any questions regarding this Policy, you may contact Margaret Johnson, Executive Director, at 955 Inspiration Place, Redding, CA 96003. This Policy has been approved by Redding Charter Schools' Board of Directors and cannot be changed by a sole executive administrator.

Board Adopted:

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**Policy Review & Amendments**

SUBJECT: Agenda Item 2.9 – Policy Amendments  
2.9.1 Sick Leave Policy – Retro changes to 7/1/2021

PREPARER: Margaret Johnson

RECOMMENDATION: Discussion/Action to Approve Policy Amendments

BACKGROUND:

The policies have been amended to reflect changes to sick leave accrument. Employees will be granted one day of sick leave, per scheduled calendar work month, up to 12 days (96 hours) per school year. These changes will be retroactive to 7/1/2021.

\*See Attached: Amended Sick Leave Policy

REFERENCE:

RSA Policies & Procedures/Governing Board Policies/Policy Adoption



## 306 Sick Leave Benefits

RSA INC. provides paid sick leave (“PSL”) benefits to all eligible employees for periods of temporary absence due to illnesses or injuries. All employees (including part-time and temporary) who work for RSA INC. for more than 30 days within a year in California are eligible to accrue PSL beginning on the first day of employment under the accrual rate and cap set forth in this policy

### Accrual Rate, Cap and Carryover

Eligible exempt employees will accrue sick leave benefits at the rate of ~~10~~ days per assigned calendar work month, up to twelve (12) days per school year, which will be allowed to accumulate and carry over with no cap. Employees working less than one FTE fiscal year will accrue a prorated portion of sick leave benefits (8 hrs. for full time day/12 months per year).

Eligible ~~nonexempt hourly~~ employees will accrue sick leave benefits at the rate of ~~10~~ days per assigned calendar work month, up to twelve (12) days per year (~~.83-8 hrs. assumes full time~~ for full time/ 40 hours per week service); ~~Hourly employees~~ Nonexempt employees working less than 40 hours per week will be paid based on proportion of hours worked. ~~Except for temporary and substitute employees who will be allowed to accumulate and carry over with no cap.~~

All temporary and substitute employees will accrue sick leave at the rate of one hour for every 30 hours worked, up to a cap of 48 hours of PSL. Once the employee’s PSL reaches the maximum, further accrual of PSL is suspended until the employee has reduced the PSL balance below this limit. In such a case, no PSL will be earned for the period in which the employee’s PSL was at the maximum. Accrued but unused PSL will carry over from year to year, subject to this maximum accrual.

Sick leave benefits are calculated on the basis of a "benefit year," the 12-month period that begins when the employee starts to earn sick leave benefits. PSL accrues on an as-worked basis and does not accrue during any non-working time or unpaid leave of absence.

### Limits on Use of Paid Sick Leave

New employees may use accrued paid sick days beginning on the 90th day of employment. PSL may be taken in minimum increments of two hours. Employees may determine how much paid sick leave he or she needs to use; provided that any leave taken is no less than one hour. An employee who absents himself or herself from work for part or all of a workday for a reason covered by this policy, will be required to use accrued PSL to make up for the absence.

### Reason for Use of Paid Sick Leave

Eligible employees may use their accrued PSL to take paid time off for the diagnosis, care, or treatment of an existing health condition of (or preventive care for) the employee or the employee’s family member. For purposes of this policy, “family member” means a child, parent, spouse, registered domestic partner, grandparent, grandchild, or sibling of the employee. “Child” means a biological child, a foster child, an adopted child, a step-child, a child of a registered domestic partner, a legal ward, or a child of a person standing in loco parentis. “Parent” means a biological, foster, or adoptive parent, a step-parent, or a legal guardian of the employee or the employee’s spouse or registered domestic partner. “Spouse” means a legal spouse, as defined by California law.

Employees may also use their PSL to take time off from work for reasons related to domestic violence,

stalking, or sexual assault, and for the purposes described in Labor Code sections 230(c) and 230.1(a) relating to obtaining relief therefor.

#### Notification

An employee must provide reasonable advance notification to the School Secretary or direct supervisor before the scheduled start of their workday if possible, as well as submit an Absence from Duty form. Certificated staff must submit a substitute request in FrontLine or other designated platform. If the need to use PSL is not foreseeable, the employee must provide notice as soon as practicable.

If an employee is absent for three (3) or more ~~than three~~ consecutive days due to illness or injury, verification from a healthcare provider may be required to continue leave or to return to work.

#### Termination

Unused sick leave benefits will not be paid out to employees while they are employed or upon termination of employment.

#### No Discrimination or Retaliation

Retaliation or discrimination against an employee who requests paid sick days or uses paid sick days or both is prohibited. An employee can file a complaint with the Labor Commissioner against an employer who retaliates or discriminates against the employee.

Amended: 11/9/2021 (retro changes 7/1/2021)

**Redding School of the Arts, Inc.  
California Not for Profit Corporation**

**Personnel Reporting**

SUBJECT: Agenda Item 2.10– Approve Lane Carlson Executive  
Director Offer of Employment

PREPARER: Margaret Johnson

RECOMMENDATION: Discussion/Action to Approve

BACKGROUND:

It is the Governing Boards responsibility to hire and terminate, upon nomination and recommendation of the School Director, all personnel.

The board will review the offer of employment for Lane Carlson for the position of Executive Director. The contract is prorated for the 2021/22 school year.

\*See Attached: Offer of Employment

REFERENCE:

Governing Board Policies/Board Duties & Responsibilities/Staffing & Personnel



REDDING SCHOOL of ARTS

**California Charter School  
955 Inspiration Place  
Redding CA 96003**

**OFFER OF EMPLOYMENT – CERTIFICATED**

**NAME: Lane Carlson**

NOTICE IS HEREBY GIVEN THAT THE Governing Board of Redding School of the Arts offers to employ the person at the left in accordance with the following Contract.

THIS AGREEMENT HEREBY made and entered into the ninth day of November, by and between the Governing Board of Redding School of the Arts of Shasta County, California, hereinafter called the Board, and the above-named, hereinafter called Certificated Employee, WITNESSETH:

1. The Board hereby appoints the Certificated Employee as the Executive Director employee of RSA.
2. The term of this Contract shall be for the 2021 - 2022 school year; following the Executive Director work calendar (210 days) (see specific days listed in #3).
3. Financial Compensation:
  - A. The Certificated Employee agrees to render services in the position of full time (1.0 FTE) Executive Director **for the partial 2021 - 2022 school year. Salary Placement will be Administrative Salary Schedule, Executive Director, step 6 at the rate of \$132,752** (prorated to 52.38% of the year, 110 full time days beginning Jan. 6, 2022) plus an annual \$1,000 Master Stipend with health benefits (medical, dental, and vision) per the offerings at the school.
  - B. RSA will compensate Lane Carlson at a rate of \$79.02/ hour up to 80 hours between November 10 and December 31, 2021, for collaboration on policies, procedures, job description, etc., to prepare for the high school expansion.
4. It is further mutually understood that this Contract is made subject to the laws of the State of California, and to the rules and regulations of the State Board of Education, and the rules and regulations of the Governing Board of Redding School of the Arts, all of which are by reference made a part of the terms and conditions and this Contract as through fully set forth herein.
5. The Certificated Employee agrees to have on file in the Office of the County Superintendent of Schools of Shasta County and with the Personnel Office of the Redding School of the Arts a valid credential covering the position for which the Certificated Employee is employed, as set forth in the following acceptance.
6. The Governing Board reserves the right during the term of this contract to revise upward the salary stated herein provided that in the opinion of the Governing Board, such action is appropriate and provided further funds are available.
7. As specified in Section #13259 of the Education Code, all copies of this acceptance on the reverse side of this Offer of Employment must be signed and returned to the Personnel Office within 45 days. Failure to do so shall be deemed that the Certificated Employee has declined the Offer of Employment.

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Jean Hatch, Governing Board President

## REDDING SCHOOL OF THE ARTS

1. I agree to have on file in the Personnel Office and the Shasta County Office of Education required credentials covering the position for which I am employed.
2. I understand that to be legally employed as specified in the Offer of Employment, I must hold a valid California credential dated on or before the first day of service. The date on the credential is the date the application was received by the Commission on Teacher Credentialing. I can receive no salary for any service performed before this date if I did not have a proper earlier credential on file.
3. I understand that this credential must be registered with the County Office of Education, within sixty (60) days after the first day of service. I further understand that if the credential is not on file as stipulated above, I can draw no salary for service performed before the date of filing the credential.
4. I understand that my salary is determined by my training, experience, credentialing and current personal handbook. I agree to substantiate such training, experience, and credentialing to the Personnel Office prior to my first day of employment. I understand that substantiation received after that date shall not be considered by Redding School of the Arts for the purpose of fixing my salary for the present school year.
5. I understand and agree that until the verification is received, my salary payments will be restored to the extent permitted by Paragraphs 2 and 3 above.
6. I understand and agree that should my training, experience and credentialing differ from that on which the salary in my Offer of Employment is based, my Offer will be revised and my salary for the year increased or decreased accordingly. I expressly agree that Redding School of the Arts may have a period of thirty (30) days within which to review and verify the substantiating documents, and that no changes in my salary will be made by Redding School of the Arts after thirty calendar days have elapsed from the last day I am given by Paragraph 4 above to submit such substantiating documents. I agree to call to the attention of Redding School of the Arts any errors or necessary corrections during the thirty-day period hereby granted to Redding School of the Arts for such purpose.
7. I have not entered into a valid contract of employment with the governing board of another school district which will any way conflict with my employment at Redding School of the Arts.
8. I understand and agree to file with Redding School of the Arts a statement from a physician, or a negative card from the Public Health Department dated within the last four years giving evidence of freedom from active tuberculosis. I further understand that I must pass a pre-employment examination paid for by Redding School of the Arts. I also understand that I must submit to fingerprinting prior to my first day of employment.

I accept this Offer of Employment and agree to all the terms and conditions as listed in the Offer. I have in my possession, or will have in my possession by my first day of service, a valid credential authorizing me to perform the service for which I have been hired.

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Signature  
Lane Carlson

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Date