



Harmony
Union School District

Special Board Meeting

06/13/2025 09:30 AM

Assembly Hall- Harmony Campus
1935 Bohemian Highway, Occidental, CA 95465



AGENDA

All documents relating to the following agenda items are available for public review in the Administrative Office of the Harmony Union School District during office hours at least 24 hours prior to the scheduled Board meeting. The Harmony District Board of Education meetings are open to the public, except for certain subjects that are addressed in closed session in accordance with the Ralph M. Brown Act. If anyone wishes to attend and requires special accommodations due to a handicapping condition, as outlined in the Americans with Disabilities Act, please contact the superintendent at least two working days prior to the meeting.

1. Call to Order 4

2. Approval of the Agenda 5

That the board approve the meeting agenda.

3. Public Comment 6

For Open Session: Members of the public may address the Board briefly on matters not on the agenda and are within the subject matter jurisdiction of the Board. Please state your name and address. In accordance with Board Policy 9323, speakers are to keep comments concise and limited to three minutes. The Public Comment item will be limited to a total of 20 minutes, absent approval to extend by the Board President. If there are several people who share the same issue, please chose one as your representative, and that person may be given additional time, if necessary. The Board values public comment, but by the Brown Act the Board shall not act upon, respond to, or comment on the merits of any item presented. The Board may ask clarifying questions of the presenter or refer the presenter to the District procedures.

Members of the public may address the Board regarding items on the agenda at the time the item appears on the agenda. The Board President may move any agenda item to a different place on the agenda in order to accommodate the public or improve the flow of the meeting.

4. Action Items 7

A. Consideration of the Harmony Union School District Budget for the 2025-26 school year 8

This is the consideration of action for the Budget for the 2025-26 school year. That the board approves and adopts the Harmony Union School District Budget for the 2025-2026 school year.

B. Consideration of the Harmony Union School District Local Control Assessment Plan [LCAP] for the 2025-2026 school year 9

the Harmony Union School District Local Control Assessment Plan [LCAP] for the 2025-2026 school year

That the board approves and adopts the Harmony Union School District Local Control Assessment Plan for the 2025-2026 school year.

C. Consideration of charter renewal for Salmon Creek A Charter School 10

Renewal of charter for Salmon Creek A Charter School effective July 1, 2025- July 1, 2030.

That the board approves the charter renewal for Salmon Creek A Charter School

D. Consideration of adoption of piloted curriculum: TCI Science for grades 6-8; Illustrative Math grades 6-8 36

Adoption of piloted curriculum: TCI Science for grades 6-8; Illustrative Math grades 6-8.

That the board approve the adoption of piloted curriculum: TCI Science for grades 6-8; Illustrative Math grades 6-8

5. Next Board Meeting 37

Next regular meeting is August 14, 2025 .

6. Adjournment 38

1. Call to Order

2. Approval of the Agenda

Recommendation

That the board approve the meeting agenda.

3. Public Comment

Quick Summary / Abstract

For Open Session: Members of the public may address the Board briefly on matters not on the agenda and are within the subject matter jurisdiction of the Board. Please state your name and address. In accordance with Board Policy 9323, speakers are to keep comments concise and limited to three minutes. The Public Comment item will be limited to a total of 20 minutes, absent approval to extend by the Board President. If there are several people who share the same issue, please chose one as your representative, and that person may be given additional time, if necessary. The Board values public comment, but by the Brown Act the Board shall not act upon, respond to, or comment on the merits of any item presented. The Board may ask clarifying questions of the presenter or refer the presenter to the District procedures.

Members of the public may address the Board regarding items on the agenda at the time the item appears on the agenda. The Board President may move any agenda item to a different place on the agenda in order to accommodate the public or improve the flow of the meeting.

4. Action Items

4. A. Consideration of the Harmony Union School District Budget for the 2025-26 school year

Quick Summary / Abstract

This is the consideration of action for the Budget for the 2025-26 school year.

Recommendation

That the board approves and adopts the Harmony Union School District Budget for the 2025-2026 school year.

Contact Person

Stacy Kalember, CBO and Matthew Morgan, Superintendent/Principal

4. B. Consideration of the Harmony Union School District Local Control Assessment Plan [LCAP] for the 2025-2026 school year

Quick Summary / Abstract

the Harmony Union School District Local Control Assessment Plan [LCAP] for the 2025-2026 school year

Recommendation

That the board approves and adopts the Harmony Union School District Local Control Assessment Plan for the 2025-2026 school year.

Contact Person

Matthew Morgan- Superintendent/Principal, Stefanie Coe-Assistant Principal

4. C. Consideration of charter renewal for Salmon Creek A Charter School

Quick Summary / Abstract

Renewal of charter for Salmon Creek A Charter School effective July 1, 2025-July 1, 2030.

Recommendation

That the board approves the charter renewal for Salmon Creek A Charter School

Supporting Documents



Salmon Creek Charter 2025 Renewal

Salmon Creek School
A Charter School

2025 Renewal

July 1, 2025 - June 30, 2030

Table of Contents

School Description	3
Educational Program	4
Mission Statement:	4
Vision Statement:	4
Whom the School intends to Educate:	4
What It Means to Be an Educated Person in the 21st Century:	5
How Learning Best Occurs:	6
Measurable Student Outcomes	9
Student Progress Measurement	11
Governance Structure	12
Employee Qualifications	12
Health and Safety Standards	13
Racial and Ethnic Balance	14
Annual Financial Audits	15
Suspension and Expulsion	16
Staff Retirement Systems	17
Dispute Resolutions	17
Labor Relations	17
Admission	15
Attendance Alternatives	18
Description of Employee Rights	18
Closure	19
Three-Way Salmon Creek School Pledge	24

School Description

Salmon Creek School (the “School”) is a conversion of grades TK – 8th from the existing TK–8 Schools of Harmony Elementary and Salmon Creek Middle School in the Harmony Union School District. Harmony Union School District will continue to serve students in TK–8. Salmon Creek flows through the District’s 50–acre campus, which lies in the heart of Freestone Valley, just outside the town of Occidental. The natural beauty of the area enhances the environmental awareness of the local inhabitants, and the educational experience of the students.

The community is comprised of a diverse group of people, including many artists. Many families from outside Harmony Union School District boundaries are attracted to the School because of the Place Based and Environmental Education program, the caring small school community atmosphere, and the well–rounded education that is provided.

There are 16 certificated teachers and a full-time counselor. Teachers and the school principal monitor the progress of all students. Assessment data is used to monitor progress of all students, with specialized assessments and support plans developed for students with educational impacts including second language development, 504 and IEP.

The CDE Dashboard for the 2023-2024 CAASPP indicated above state average performance for ELA at 11.4 points above standard and slightly above state average performance in Math at 42.3 points below standard. Subgroup was not available for most demographics however socioeconomically impacted students demonstrated performance gaps relative to non-impacted peers

Harmony Union School District has a long history of parent and community involvement. They demonstrate this through participation in formal groups such as the site council, the Harmony Ark Education Foundation, curriculum and support workgroups and many community events. Parents are key contributors to the well-being of the School and district. Just as important are the many parents and community members who volunteer in classrooms and behind the scenes in support of our students and staff. With such strong community support, Salmon Creek is well resourced in partnership with families and students in developing a model place-based ecologically sustainable program.

The following charter proposal reflects the vision and intent of the board, administration, certificated and classified employees, and families in the Harmony-Salmon Creek community.

Educational Program

Mission Statement:

The mission of Salmon Creek School is to provide for the academic, social, and emotional growth of children in a challenging, creative and safe environment. The school will empower students to become life-long learners able to make informed decisions, become productive citizens, and responsible stewards of the environment.

Vision Statement:

Our staff will teach to the skill levels, learning styles, and cultural uniqueness of all students utilizing hands-on activities and technology through integrated instruction.

As the foundation of the school curriculum, place-based learning will enable our students to become effective stewards of their environment. In this process students will become critical and creative thinkers, effective communicators, and problem solvers.

Students will develop skills necessary to live a healthy lifestyle through Comprehensive counseling, Garden, Health and Physical Education programs.

Our school will encourage and support parents in being active partners within the school community and to provide a positive learning environment at home.

We will empower our children and ourselves to meet the challenges of today and tomorrow with courage and confidence.

While continuing to focus on rigorous standards in core subject areas, our school will foster in children a deep understanding of the ecological impact we have on the earth and will teach the requisite skills to create change on behalf of the earth.

Students' connections to and curiosity about the natural world will be nurtured through place-based education.

Students will be provided with a solid educational foundation for understanding ecological principles and their relationship to local, regional, and global environmental issues.

Students will participate in developing and demonstrating state-of-the-art sustainable practices on our School campus, which will serve as a hub for Bio-regional collaborations.

Whom the School intends to Educate:

Salmon Creek School will serve children in grades 2nd through eighth grade. The school serves families who seek an educational program based on the values and

principles described in our mission and vision statement and in the content of this charter.

Salmon Creek School is nonsectarian in all aspects of its curriculum and its operations including admission and employment practices. The school shall not discriminate against any student on the basis of race, ethnicity, national origin, religion, gender, sexual orientation, home language, fashion sense, or physical or mental disability, or any other basis prohibited by law.

The student population at Salmon Creek is drawn from a wide region of western Sonoma County including the areas of west Sebastopol, Occidental, Camp Meeker, Freestone, and Bodega. Over 80% of enrollment is from in-district students.

As of 2024 demographic information included the following:

Female	48.6
Male	49.7
Non-Binary	1.7
Asian	0.6
Black or African American	0.6
Hispanic or Latino	14.5
Two or More Races	11.7
White	72.6
English Learners	1.1
Socioeconomically Disadvantaged	25.7
Students with Disabilities	13.4

What It Means to Be an Educated Person in the 21st Century:

- Has awareness of the impact human beings have on the environment, and the skills to create positive change on behalf of the earth.
- Has the computer skills necessary to be successful in work.
- Has learned the flexibility and the adaptability necessary for success in an ever-changing workforce.
- Develops a love of learning to last a lifetime.
- Has a solid educational foundation based on the California State Standards.
- Has experience with and appreciation for the arts and the role they play in a well-rounded life.
- Has the ability to work individually and collaboratively.
- Has experienced hands-on learning that is linked to the real-life world.
- Communicates clearly, both orally and in writing.
- Can access and apply information from a variety of sources.
- Has developed critical thinking skills and initiates problem-solving strategies.
- Has an appreciation for diversity and respect for each person's uniqueness.
- Possesses the skills to be successful in careers and civic life.

How Learning Best Occurs:

- The primary focus of Salmon Creek is the education of all students.
- All children can and want to learn. Human capabilities are unlimited and self-respect is critical to success.
- Learning must be relevant and meaningful and that children must experience success in their learning. Students need a wide variety of skills, knowledge, attitudes and values to realize their life goals.
- Children need to feel a sense of community within their classroom and the School.
- Students learn best when positively supported by families and the community within a safe and nurturing environment.
- The students, the School, the families and the community share the responsibility for a lifelong Education.
- It is the responsibility of the staff, families, and the community to initiate a variety of strategies to help students succeed.
- Everyone in the learning community deserves respect.
- Diversity benefits the individual and the community.
- Problems are best solved when all stake holders actively participate in the
- School's processes.
- Effective collaboration and communication among all members of the School is essential at all times and results in quality education and an outstanding School.
- Utilizing technology, hands-on activities, and interdisciplinary
- instruction enhances learning.
- Students are most deeply engaged in learning when it is experiential and relevant to them.
- Smaller class sizes are desirable to enhance student learning.
- Studies are integrated.

Curriculum

Salmon Creek School offers all students, second through eighth grade, a standards-based education providing the necessary foundations for a successful learning experience. The school's educational plan consists of a broad range of goals and objectives to meet the educational needs of all its students based on state standards. These goals and objectives reflect the standards currently adopted by the State of California, as well as the State's curricular frameworks and researched-based educational practices. The school will continue to provide a rigorous academic program, including programs in the arts and a focused, integrated place-based education program.

The school will provide a curriculum that will allow students the opportunity to:

- Demonstrate skills that meet their grade level standards.
- Use technology to enhance the learning process.
- Develop the ability to appreciate cultural diversity in the world.
- Demonstrate their understanding of interdisciplinary concepts.

- Develop attitudes and foster habits that promote personal responsibility.
- Develop a deep understanding of their environment through place-based education.
- Learn in the context of an integrated, active and experiential curriculum.
- Become critical thinkers able to analyze and deal with complex, real-world issues.
- Become systems-thinkers with a solid foundational understanding of ecological principals.
- Become responsible stewards of the earth.

Annual Goals for the Salmon Creek Charter School

The Charter School complies with the state’s accountability requirement through the development, implementation, and annual update of its Local Control Accountability Plan (“LCAP”). The Harmony Union School District’s Board of Trustees approve the plan annually and copies are provided to appropriate District and Sonoma County Office of Education staff as required by state regulations. How the school intends to address the state’s priorities as defined in Education Code Section 52060 are described in a number of locations throughout this petition, and are summarized below.

1. Conditions of Learning
2. Implementation of the Common Core Standards
3. Parental Involvement
4. Pupil Achievement
5. Pupil Engagement
6. School Climate
7. Course Access
8. Other Pupil Outcomes

Salmon Creek Charter Schools Goals:

Equity in Opportunity and Access

Provide an exceptional education for our students through a highly skilled faculty and staff, rich curriculum, exemplary facilities, and active community partner engagement.

Academic Proficiency for All Students

Provide cohesive, responsive and effective supports for students to reach proficiency in reading, writing, math and other foundational disciplines.

Expansive Liberal Arts Education

Provide a diverse, practical, inspiring, and balanced educational experience for lifelong personal fulfillment, curiosity, empowerment and leadership in their community

Well-Being of Students and Community

Provide a safe, welcoming, healthy, and vibrant environment for students, staff and families that supports and sustains their personal growth, collaboration and contribution.

Plan for English Learners

The School offers English Language Development, primary language support in all academic areas, and daily instruction in English language acquisition to all English Language Learners. All teachers are trained and certified in CLAD or SDAIE. English Learners will have full access to the School's educational program.

Plan for Special Education

The School shall comply with state law with regard to serving its individuals with exceptional needs, the IDEA, Section 504 and the ADA. The School will operate as a public school of the District for the purpose of special education in accordance with Education Code Section 47641(b). As such, the School's special education students shall be identified, assessed, and served in the same manner as any other student of the District in accordance with their individualized education plans ("IEPs") and applicable state and federal law and District and SELPA policies.

The School pledges to work together with the District, the Special Education Local Plan Area (SELPA) and the West Sonoma County Special Education and Student Services Consortium (WESTCO) to ensure that a free and appropriate education is provided to all students with disabilities. The School will comply with all applicable provisions of law and implementing regulations related to the rights of disabled students and their parents, and will adhere to the policies, procedures and requirements of the SELPA Local Plan for Special Education and those of WESTCO. These requirements include:

- Provide assurances that all eligible individuals with disabilities shall have access to appropriate special education programs and services.
- Provide assurances of its knowledge and understanding of applicable special education laws.
- Provide assurances that each certificated employee is appropriately credentialed to serve in his/her assignment.
- Follow all requirements of the SELPA Local Plan.
- Utilize SELPA approved forms.
- Provide transportation as indicated in the SELPA Local Plan.
- Salmon Creek School is a member of Harmony Union School District, which remains the LEA for Special Education Services and funding with contracted assistance from WESTCO.
- The School will use, if appropriate, general education interventions and/or a Student Study Team prior to referral for special education.

As an LEA, the Harmony Union School District shall:

- Participate in governance of the SELPA in the same manner as all other LEAs in the SELPA.
- Continue to participate in and receive the benefits of reimbursement from all SELPA fiscal pools and participate in any chargebacks in the same manner as other members.
- Receive state and federal funding for special education in accordance

- with the SELPA Special Education Funding Allocation Plan.
- Be responsible for all costs incurred in the provision of special education services to students enrolled in the district, including Salmon Creek School.
- Ensure and Document all state and federal special education funds apportioned to the district, either directly or through SELPA or the West County Consortium, are used for the sole purpose of providing special education instruction and/or services to identified students with disabilities.

The facilities to be utilized by the School shall be accessible for all students with disabilities. The School will not discriminate against any student based upon disability.

The School recognizes its legal responsibility to ensure that no qualified person with a disability shall, on the basis of disability, be excluded from participation, be denied the benefits of, or otherwise be subjected to discrimination under any program of the School. Any student, who has an objectively identified disability which substantially limits a major life activity including but not limited to learning, is eligible for accommodation by the School. The School shall comply with all applicable policies and procedures of the District related to identification, assessing, and serving students in accordance with Section 504 of the Rehabilitation Act.

Students Performing Above Grade Level

The goal of the students performing above grade level is to provide identified students with an educational program which will enable them to more fully develop their individual potential. Our goals are to provide:

- A stimulating and challenging learning environment.
- Acceleration when appropriate.
- Academic Coaching Teams to provide instruction targeted to the students learning edge.
- Teacher training in differentiated instruction to support students in regular classrooms.
- Opportunities for parents to be involved in developing learning experiences for gifted and talented students

Measurable Student Outcomes

"Pupil outcomes" means the extent to which all students of the School demonstrate that they have attained the skills, knowledge and attributes specified as goals in the School's educational program. Measurable pupil outcomes will be defined by grade level standards adopted by the State of California as students develop the essential skills and understandings listed below:

Language

Students will be able to read, write, listen and speak using varied forms of expression. They will demonstrate comprehension skills and the ability to critically interpret these

forms of expression. Second Language learners will have the opportunity to acquire English and succeed in the regular classroom.

Mathematics

Students will demonstrate numerical sense, basic computation skills and logical reasoning. They will be able to apply concepts and processes, including those within arithmetic, algebra, geometry, and statistics.

Science

Students will understand and apply scientific principles and methodologies associated with the various branches of science, which may include physics, chemistry, biology, ecology, astronomy, life sciences, and earth sciences. Beginning in second grade, the place-based science curriculum is organized around the attainment of the following learning objectives:

- An in-depth knowledge of the plants, animals and natural features of their bioregion.
- A clear understanding of their own watershed.
- A solid working understanding of scientific methodology.
- A predilection toward environmental stewardship.

Social Science

Students will demonstrate skills necessary to be competent, compassionate citizens of the 21st century by learning about the history and geography of the world. This will include understanding key aspects of a variety of cultures, both past and present, with attention to the relationship between human/personal activities and the impact on our community and the world.

Thinking Skills

Students will be able to problem-solve, analyze and apply the knowledge they acquire in the core subjects.

Technology Skills

Students will be proficient in a variety of technology applications including, but not limited to, word processing, database and spreadsheet, presentation tools, and utilizing the Internet.

Fine Arts

Students will be able to demonstrate creative expression and appreciation in various forms of the arts.

Life-Long Learning Skills

Students will develop skills that will enable them to pursue their passions and interests throughout their adult life. These will include: study skills, research skills, self and peer evaluation techniques, and the skills necessary to complete a project.

Social Emotional Skills

Students will demonstrate citizenship and leadership skills through the Environmental Education Program and community service projects. Students will master techniques necessary for collaboration and cooperative work by successfully completing group projects and/or activities.

All of these measurable student exit outcomes, in all curricular areas, will be further subdivided into a list of specific “classroom–level” skills required in each of the above areas at different grade and skill levels. These specific grade and skill–level standards will incorporate those in the California state content and performance standards. The School’s goal for non–special needs and non–English Language Learners is for at least 90% of students to show one grade or skill level’s worth of progress each year, as evidenced by scores on the California Assessment of Student Progress and Performance (“CAASPP”), and/or successful completion of required portfolios and exhibitions. Progress for students with exceptional needs and English Language Learners will be defined appropriately according to their Individual Educational Plan and/or English proficiency levels.

Another goal of the School will be to achieve the state adopted target of “blue” or “green” in all criterion standards on the Local Control Funding Formula Dashboard for Evaluation Rubrics.

Student Progress Measurement

Knowledge of core subjects will be assessed using the CAASPP, and/or other methods mandated by the State of California. In addition, a variety of ongoing authentic assessment tools will be used to determine a student's academic progress. These assessments may include, but are not limited to, the following:

- Regular review of work in progress
- Informal and formal parent conferences throughout the year
- Daily attendance
- School progress reports
- Portfolio of work accomplished
- Exhibitions of completed projects
- Locally developed trimester assessments

Progress for students with exceptional needs and English language learners will be defined appropriately according to their Individualized Education Plans and/or English proficiency levels as measured by the CELDT and/or English Language Proficiency Assessments for California (“ELPAC”) tests.

An annual report will be made to the Board of Trustees in which test scores and other pertinent information will be shared demonstrating that the students within the School are meeting or pursuing the performance standards held by the School district and the State of California. Copies of student performance are included with the renewal request. Substantial student progress is indicated by dashboard in “green” or “blue”.

Governance Structure

Salmon Creek School will be a dependent, conversion charter School that will be governed by the Harmony Union School District. The Governing Board of the District will be the Governing Board of the School. A School Advisory Council facilitates communication between the Governing Board and the School. This council serves in an advisory role to the Governing Board. The Advisory Council will be facilitated by the Principal and will be composed of teachers, classified staff, and parents along the same guidelines as a Site Council.

The day-to-day operations of the School will be the responsibility of the School Principal under the direction of the Superintendent. In addition, parent, student and staff input concerning the Charter School will periodically be solicited through discussion groups, committees and/or surveys and can include, but not be restricted to, input regarding instructional programs and/or curriculum; suggestions and/or concerns; and the development of goals and objectives.

Additionally, the School maintains a robust internal communication structure. Federal requirements and District policies and procedures concerning student records will be maintained.

School Board members are elected from the qualified population of the attendance area. Board members typically serve a four-year term. The Board holds an annual organizational meeting in December. The Board holds a regular meeting monthly, which are openly posted and open to the public.

Employee Qualifications

The School will continue to maintain the same existing high standards for all those who work with children. These standards will be reflected in the School's hiring practices, evaluation methods, and professional development. Teachers shall hold appropriate California teaching certificates, permits, or other documents issued by the Commission on Teacher Credentialing, in compliance with Education Code Section 47605(l) and the Every Student Succeeds Act. In accordance with applicable federal and state law, teachers will demonstrate subject matter competence consistent with California licensure.

All employees must pass TB testing requirements and receive clearance through both state and federal fingerprint background procedures as administered through the county office of education. Prior to the first day of work an employee must have been cleared through review administered through the Department of Justice.

Salmon Creek Charter school will not discriminate against any employee on the basis of race, religion, color, creed, age, sexual orientation, gender, gender identity, gender

expression, national origin, disability or marital status or any other characteristic described in Education Code 220, whether actual or perceived. Salmon Creek will nonsectarian in its programs, admission policies, employment practices, and all other operations.

The District will utilize existing policies and collective bargaining agreements to address staff members currently working in the District who do not wish to continue at Salmon Creek School under charter status.

Certificated personnel shall be members of the certificated bargaining unit, and shall be covered by the Collective Bargaining Agreement between Harmony Union Teachers Association (HUTA) and the Harmony Union School District. Certificated personnel shall also be covered by all existing provisions in the Education Code pertaining to working conditions of certificated public School employees including tenure and dismissal. In addition, as members of the certificated bargaining unit Government Code 3540 et. seq. will apply.

Certificated staff assignments that require a credential/license outside the credential authorization of the certificated employee will be based on mutual agreement between the administration and the certificated staff member. The current collective bargaining agreement and past practices regarding certificated staff assignments in regard to request and seniority will be maintained. The administration will also recognize state laws of permanency for existing classified staff, and all applicable provisions of the Education Code.

The District shall be deemed the exclusive public school employer of the employees of the School for the purposes of the Education Employment Relations Act. The District recognizes that no employee can be forced to work for a charter entity. Employees will maintain their rights while they work at the School, and have return rights upon leaving their position at the School to work elsewhere in the District.

Highly qualified, certificated teachers will teach the core academic classes of mathematics, language arts, physical education, science, and history/social studies. They will be responsible for overseeing the student's academic progress and for monitoring grading and matriculation decisions as specified in the District's operational policies.

Health and Safety Standards

The School will continue to adhere to the existing state laws as well as the District's current comprehensive set of health, safety and risk management policies. These policies at a minimum will address the following topics:

- Fingerprinting and criminal record summary of employees pursuant to Education Code Section 44237.
- Policies for students and staff relating to documenting immunizations as

- required by law.
- Policies and procedures for response to natural disasters and emergencies, including fires and earthquakes.
 - Policies relating to preventing contact with blood-borne pathogens.
 - Policies relating to the administration of prescription drugs and other medicines.
 - Policies related to the maintenance of a drug, alcohol, and tobacco-free workplace.
 - Policies related to tuberculosis testing, including mandatory screening for staff and volunteers expected to have prolonged contact with students.
 - The school will adhere to Education Code Section 49423 regarding administration of medication in school.
 - Students will be screen under District policy for vision, hearing, and scoliosis.
 - Training in emergency response, including appropriate “first responder” training or equivalent for necessary instructional and administrative staff.
 - Reporting of suspected child abuse, acts of violence, or other improprieties, and the role and obligation of staff in the reporting of child abuse pursuant to California Penal Code Section 11164.

All information related to the above referenced policies will be included in the parent/student and employee handbooks and will be reviewed on an ongoing basis, as determined by District Governing Board policies.

The school will annually review its school safety plan for students and staff. A school safety committee will meet regularly with the school principal to review facilities and practices on campus to insure that the higher standards of health and safety are in place for students and employees. The school maintains an Emergency Preparedness Plan which is reviewed annually and carries out the required fire drill and earthquake drills for all students.

Means for Achieving Student Demographic Balance

Salmon Creek School primarily enrolls students who live within the school historic attendance area. Salmon Creek conducts community outreach and advertisement to ensure all district residents are invited to public events and aware of the program opportunities for their children.

Salmon Creek engages in regular professional development on Diversity, Equity and Inclusion practices and works steadily to ensure curriculum meets the model for ethnic studies programs developed by the state. Through proactive, affirmative and welcoming practices, Salmon Creek actively maintains, monitors and improves culturally literate practices. The District provides school information, enrollment materials and student notices in Spanish. The school employs a bilingual translator to assist with this process.

Admissions

Pupils will be admitted without regard to race, ethnicity, national origin, gender, gender identity, gender expression, religion, sexual orientation, or disability, whether actual or perceived, as described in Education Code Section 220. The School will seek a racial and ethnic balance that is reflective of the population of the district. The School will monitor this balance each year and will take necessary recruitment steps to achieve this goal. Admission will not be determined according to the place of residence of the pupil within the State of California. However, preference for enrollment in the School will be given to students who live in the School's historical attendance area or who were previously enrolled in the School in the year prior to conversion.

The requirement for admission shall be that the student has satisfied all state and locally required immunizations except as is otherwise provided for by State law and District policy.

In the event that the number of pupils who wish to attend the charter School exceeds the School's grade level or program capacity, attendance, except for existing pupils of the charter School and Harmony Elementary, shall be determined by a public random drawing of eligible students, with enrollment preferences in the following order:

1. Students resident in Harmony Union School District are guaranteed admission
2. Children of district employees
3. Students currently enrolled in the Harmony Union School District
4. Siblings of students currently enrolled or graduated

No pupil residing within the historical attendance area of the School shall be required to attend the School. The School shall assist parents in finding an educational alternative for pupils who choose not to attend the charter School of the District. The District will assist with inter-district transfer for a pupil pursuant to Education Code Section 46600.

The enrollment capacity of the School will be established annually by the Governing Board of the Harmony Union School District and be consistent with State law and any applicable collective bargaining provision.

Annual Financial Audits

The School will adhere to policies and administrative regulations adopted by the Harmony Union School District Board of Trustees Policies and Administrative Regulations and will participate in the Board's annual audit of fiscal and programmatic operations. The District will continue to provide administrative services and budget development for the School. To the extent required under applicable federal law, the

audit scope will be expanded to include items and processes specified in any applicable Office Management and Budget Circulars. The District and School will comply with Sonoma County Office of Education audit and accountability practices, though the School will retain its rights under the parameters of Charter School law. The District will be responsible for obtaining and maintaining the School's insurance needs, which will include coverage and indemnification for the District. Costs and payments will be agreed upon by the CBO and Charter Director/Principal.

The District and School shall resolve any audit exceptions and/or deficiencies in accordance with district policies and procedures.

The School will also comply with District Board Policies and provide an annual performance report. This report will, at a minimum, include the following data:

- Summary data showing student progress toward the goals and outcomes specified in Section II from assessment instruments and techniques listed in Section III.
- Data on the level of parent involvement in the District's governance (and other aspects of the School, if applicable) and summary data from an annual parent and student satisfaction survey.
- Data regarding the number of staff working in the School and their qualifications.

Facilities

The School will continue to operate at the Salmon Creek campus, 1935 Bohemian Highway. The School will occupy up to 9 classrooms in the 2016- 2017 School year, with ongoing needs to be determined yearly, and will share the library, gym, offices, and storage facilities located at the above address with the Harmony Union School District.

Suspension and Expulsion

The School will maintain and abide by all existing Board of Education policies regarding student discipline. These Board approved policies are modeled upon CSBA policies and have been reviewed by School and College Legal Services and the Sonoma County Office of Education. These policies are updated regularly as changes are enacted by the legislature and included in Education Code Section 48900, et seq. Such policies shall include due process in accordance with Education Code Section 48915 and 48918. All policies shall conform with the IDEA and Section 504.

The school asks that each student and parent verify annually that they have reviewed and understand the policies prior to the opening of school. In the event that a student carries out an act that results in suspension, the school will notify and confer with the student's parent or caregiver as soon as possible regarding the suspension. All suspensions and any recommendation for expulsion shall be reported to the District and Superintendent immediately.

A copy of school behavior standards will be included in the school student handbook provided to each student annually.

Staff Retirement Systems

All new and existing employees will participate in STRS, PERS and/or Social Security, as addressed in the Harmony Union School District's Board of Trustee's Policies and Administrative Regulations. Both the employees and the District will continue to make appropriate contributions to the relative accounts and programs.

Dispute Resolutions

The School agrees to resolve all disputes regarding this charter in accordance with the district adopted policies, State law, collective bargaining agreements and the Education Code. The intent of these policies are to:

- Resolve disputes within the School pursuant to the District's policies.
- Minimize the oversight burden of the State Board of Education
- Ensure a fair and timely resolution to disputes

Parents, students, board members, volunteers, and staff at the charter School will be provided a copy of School/district policies and the dispute resolution process, and will agree to work within it.

Any disputes arising from the provisions of this charter petition shall attempt to be resolved first by an informal meeting with the complainant and the party with whom the dispute is alleged. The Principal and/or designee may be involved at the appropriate time pursuant to established policies and agreements. Should the parties fail to resolve the dispute after the informal meeting and following the district dispute resolution process, or collective bargaining agreement process where it exists and is applicable, the District Board of Trustees has final authority to resolve disputes, except where collective bargaining agreement applies and provides otherwise.

The School's cost of dispute resolution would be funded from charter School funds. The District agrees to work to accomplish all tasks necessary to fully implement this charter, including the submission of any necessary and duly prepared waiver requests to the State Board of Education.

Labor Relations

Existing employee bargaining units, agreements, contracts and policies relating to School district personnel will continue to be in effect. Prior to hiring, all new employees will be informed of the charter status of the School and that they have the same rights as existing employees of the District. If the Charter is revoked or otherwise rescinded, all employees will continue in their status as employees of the Harmony Union School District. However, all employees are subject to applicable rules

regarding layoffs.

District teachers are members of CTA and are represented by the Harmony Union Teachers Association. The local association meets regularly with its members, elects its officers annually and bargains with District representatives regarding wages, benefits and working conditions with the assistance of local CTA field representatives. Classified employees of Salmon Creek school are members of CSEA and similar procedures regarding bargaining and organization are in place for these members as well.

Attendance Alternatives

Students living within the District's attendance area who choose not to attend the charter have the option to pursue an inter-district transfer to other area schools. District staff will also assist families who are seeking another enrollment option.

Description of Employee Rights

The District is the exclusive employer of the employees of the School for the purposes of the Education Employment Relations Act. The Governing Board of Trustees cannot require any employee of a School district to be assigned to a charter School. Employees will maintain their rights while they work at the charter School and will continue those rights upon leaving their position at the charter School to work elsewhere in the district.

The District recognizes (HUTA) as the exclusive representative of the certificated staff of the School. Successor agreements between HUTA and the District shall be bargained as provided in the Education Employment Relations Act.

The District recognizes CSEA as the exclusive representative of the classified staff of the School. Successor agreements between CSEA and the District shall be bargained as provided in the Education Employment Relations Act. Current union representation and contracts will carry over for the staff of the charter School.

The District shall be deemed the exclusive public school employer of the employees of the School for the purposes of the Education Employment Relations Act.

As a charter seeking renewal it is the intent of the District and the School to continue to employ all current certificated and classified employees, subject to the effects of declining enrollment and/or reduction in funding. The District retains its right to pursue disciplinary action based on State law, District Board policy, and the District's contracts with HUTA and CSEA.

The District will not require any employee of the District to be employed in the charter School. All charter School certificated staff shall be deemed to be District employees with seniority, sick leave as well as other rights and privileges intact.

Closure

The District Governing Board can rescind this charter at any time by majority vote of the Governing Board. Closure of the School will be documented by official action of the Board. The action will identify the reason for closure. The official action will also identify an entity and person or persons responsible for closure-related activities.

The District will promptly notify parents and students of the School, the Sonoma County Office of Education, the California Department of Education, the SELPA, and the retirement systems in which the School's employees participate (e.g., Public Employees' Retirement System, State Teachers' Retirement System, and federal social security) of the closure as well as the effective date of the closure. This notice will also include the name(s) of and contact information for the person(s) to whom reasonable inquiries may be made regarding the closure; the pupils' school districts of residence; and the manner in which parents (guardians) may obtain copies of pupil records.

The Board will ensure that the notification to the parents and students of the School of the closure provides information to assist parents and students in locating suitable alternative programs. This notice will be provided promptly following the Board's decision to close the School

The Board will also develop a list of pupils in each grade level and the classes they have completed, together with information on the pupils' districts of residence, which they will provide to the entity responsible for closure-related activities.

All transfers of student records will be made in compliance with the Family Educational Rights and Privacy Act ("FERPA") 20 U.S.C. § 1232g. The District will store original records of the School students. All records of the School shall be transferred to the District upon School closure and maintained in accordance with law.

The School will revert back to non-charter status upon closure of the charter unless otherwise closed by the District. As soon as reasonably practical, the District will prepare final financial records. The District will also have an independent audit completed within six months after closure. The audit will be prepared by a qualified Certified Public Accountant selected by the District. The final audit will include the following:

- An accounting of all financial assets, including cash and accounts receivable
- An inventory of property, equipment, and other items of material value
- An accounting of the liabilities, including accounts payable
- Any reduction in apportionments as a result of audit findings or other investigations, loans, and unpaid staff compensation
- An assessment of the disposition of any restricted funds received by or due to the Salmon Creek Charter School.

The District will complete and file any annual reports required pursuant to Education Code section 47604.33.

On closure of the School, all assets of the School, including but not limited to all leaseholds, personal property, intellectual property and all ADA apportionments and other revenues generated by students attending the School, remain the sole property of the District. Any assets acquired from the District or District property will be promptly returned upon closure to the District. The distribution shall include return of any grant funds and restricted categorical funds to their source in accordance with the terms of the grant or state and federal law, as appropriate, which may include submission of final expenditure reports for entitlement grants and the filing of any required Final Expenditure Reports and Final Performance Reports, as well as the return of any donated materials and property in accordance with any conditions established when the donation of such materials or property was accepted.

As specified by the attached Budget, the District will utilize the reserve fund to undertake any expenses associated with the closure procedures identified above.

Oversight, Reporting, Revocation, and Renewal

According to Education Code Section 47607 the charter may be revoked if the district, or the SBE and the SPI determine that the District:

- Committed a material violation of any of the conditions, standards, or procedures set forth in the charter
- Failed to meet or pursue any of the pupil outcomes identified in the charter
- Failed to meet generally accepted accounting principles, or engaged in fiscal mismanagement
- Violated any provision of law

If the State Board of Education believes it has cause to revoke this charter, the Board agrees to notify the governing board of the district and grant the district reasonable time to respond to the notice and take appropriate corrective action, unless the SBE and the SPI determine in writing that the violation constitutes a severe and imminent threat to the health or safety of the pupils.

The charter School agrees to work to accomplish all tasks necessary to fully implement this charter, including the submission of any necessary and duly prepared waiver requests to the State Board of Education. Annual fiscal and programmatic audits and annual performance reports will be submitted to the District's governing board in a timely manner, as well as to the State Board of Education and the State Superintendent of Public Instruction. General staff input to the preparation of the annual report will be integral to its completion.

The School will submit its renewal request of its charter petition in sufficient time to allow the district staff to cooperatively resolve any issues that may be identified.

Impact on the Charter Authorizer

The District, as the authorizing agency, will provide fiscal and personnel services for

the charter School. The District will continue to provide payroll services and liability insurance along with other insurances needed to support the School. Insurance amounts will be determined by recommendation of the District and its insurer for schools of similar size, location, and student population. The District will institute and maintain appropriate risk management practices.

The District will also provide the custodial and maintenance services for the School. Scheduling of repairs and building projects will be coordinated by the district office staff and the Superintendent. The School budget and the purchasing of materials will be developed and implemented by the district business manager and district staff. Costs and payments will be determined by a Memorandum issued by the Board of Trustees.

The requested term of the charter shall be for five years, beginning on July 1, 2017, and ending on June 30, 2022.

Any material changes to this Charter must be formally approved by the District in accordance with Education Code Section 47607.

Assurances

As the authorized representative of the applicant, I hereby certify that the information submitted in this application for a charter of Salmon Creek School to be located at 1935 Bohemian Highway, Occidental is true to the best of my knowledge and belief; I also certify that this application does not constitute the conversion of a private school to the status of a public charter school; and further I understand that if awarded a charter, the School:

1. Will meet all statewide standards and conduct the student assessments required, pursuant to Education Code §60605, and any other statewide standards authorized in statute, or student assessments applicable to students in non-charter public schools. [Ref. California Education Code §47605(c)(1)]
2. Will not be deemed the exclusive public school employer of the employees of the charter School for the purposes of the Educational Employment Act, rather the District will be. (Chapter 10.7 (commencing with § 3540) of Division 4 of Title 4 of Title 1 of the Government Code. [Ref. California Education Code § 47605(b)(5)(O)]
3. Will be nonsectarian in its programs, admissions policies, employment practices, and all other operations. [Ref. California Education Code § 47605(d)(1)]
4. Will not charge tuition. [Ref. California Education Code § 47605(d)(1)]
5. Will admit all students who wish to attend the School, and who submit a timely application, unless the School receives a greater number of applications than there are spaces for students, in which case each applicant will be given equal chance of admission through a random lottery process, subject to the

- preferences provided in the charter. Admission to the Charter School shall not be determined by the place of residence of the student and his/her parents within the State except as required by Education Code Section 47605(d)(2), which requires the Charter School to give admissions preference to pupils who reside within the former attendance area of Harmony Elementary School. [Ref. California Education Code § 47605(d)(2)(B)]
6. Will not discriminate against any student or employee on the basis of race or ethnic background, national origin, gender, gender identity, gender expression, religion, sexual orientation, or disability, whether actual or perceived, as listed in Section 220 of the Education Code [Ref. California Education Code § 47605(d)(1)]
 7. Will adhere to all provisions of federal law relating to students with disabilities, including the Individuals with Disabilities Education Improvement Act of 2004 (“IDEA”), Section 504 of the Rehabilitation Act of 1974 (“Section 504”), and Title II of the Americans with Disabilities Act of 1990 (“ADA”), that are applicable to it.
 8. Will meet all requirements for employment set forth in applicable provisions of law, including, but not limited to credentials, as necessary. [Ref. Criteria for Review, § 11967.5.1(f)(5)]
 9. Will ensure that teachers in the School hold a Commission on Teacher Credentialing certificate, permit, or other document equivalent to that which a teacher in other public schools is required to hold. As allowed by statute, flexibility will be given to non-core, non-college preparatory teachers. [Ref. California Education Code § 47605(l)]
 10. Will at all times maintain all necessary and appropriate insurance coverage.
 11. Will, for each fiscal year, offer at a minimum, the number of minutes of instruction per grade level as required by Education Code § 47612.5(a)(1)(A)-(D)
 12. If a pupil is dismissed, expelled, or leaves the charter school without graduating or completing the school year for any reason, the charter school will notify the superintendent of the school district of the pupil’s last known address within 30 days, and will, upon request, provide that school district with a copy of the cumulative record of the pupil, including a transcript of grades or report card and health information. [Ref. California Education Code § 47605(d)(3)]
 13. Will maintain accurate and contemporaneous written records that document all pupil attendance and make these records available for audit and inspection. [Ref. California Education Code 47612.5(a)(2)]
 14. Will, on a regular basis, consult with its parents and teachers regarding the Charter School’s education programs. [Ref. California Education Code § 47605(c)(2)]
 15. Will comply with any jurisdictional limitations to locations of its facilities. The Charter School will be located at a facility within the boundaries of the Harmony Union School District. [Ref. California Education Code §§ 47605(a)(4) and 47605.1]
 16. Will comply with all laws establishing the minimum and maximum age for public school enrollment. [Ref. California Education Code §§ 47612.5 and 48000]

17. Will comply with all applicable portions of the Every Student Succeeds Act (Pub.L. 114-95).
18. Will comply with the California Public Records Act (Government Code § 6250 et seq.).
19. Will comply with the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g) and corresponding regulations, and related state law (Education Code § 49062 et seq.).
20. Will comply with the Ralph M. Brown Act (Government Code § 54950 et seq.).
21. Will meet or exceed the legally required minimum of school days. [Ref. Title 5, California Code of Regulations, § 11960]
22. Will follow any and all other federal, state, and local laws and regulations that pertain to the applicant or the operation of the charter School.

Authorized Representative's

Date Signature

Three-Way Salmon Creek School Pledge

Staff Section

We understand the importance of the School experience to every student and our role as educators and models. Therefore, we agree to carry out the following responsibilities to the best of our ability:

- Teach grade level skills and concepts.
- Strive to address the individual needs of your child. Communicate with you regarding your child's progress.
- Provide a safe, positive and healthy learning environment for your child.
- Correct and return appropriate work in a timely manner. Communicate homework and class work expectations.

Principal's Signature
(on behalf of staff)

Date

Student Section

I realize that my education is important. I know I am the one responsible for my own success. Therefore, I agree to carry out the following responsibility to the best of my ability:

- Get to class on time every day.
- Take any Schoolflyers and/or handouts home to my parents(s)/guardian(s).
- Return completed homework on time.
- Be responsible for my own behavior.
- Be a cooperative learner.
- Ask for help when needed.
- Read 30 minutes every night.
- Limit my TV/Video watching and instead study, read or exercise every day after School.

Student's Signature

Date

Parent/Guardian Section

I understand that my participation in my child's education will help his/her achievement and attitude. Therefore, I will continue to carry out the following responsibilities to the best of my ability:

- Supervise and provide structure for my child to complete his/her homework.
- Review all School communications and student organizer/planner.
- Attend Back-to-School night, Parent/Teacher Conferences, Open-House, Portfolio Nights and other School events.
- Encourage my child to engage in reading activities for at least 30 minutes every day.
- Provide a quiet place/time for my child to do homework.
- Make sure my child gets adequate sleep and has a healthy diet.
- Support the School's/district's homework, discipline and attendance policies.

Parent's Signature

Date

4. D. Consideration of adoption of piloted curriculum: TCI Science for grades 6-8; Illustrative Math grades 6-8

Quick Summary / Abstract

Adoption of piloted curriculum: TCI Science for grades 6-8; Illustrative Math grades 6-8.

Recommendation

That the board approve the adoption of piloted curriculum: TCI Science for grades 6-8; Illustrative Math grades 6-8

5. Next Board Meeting

Quick Summary / Abstract

Next regular meeting is August 14, 2025 .

6. Adjournment
