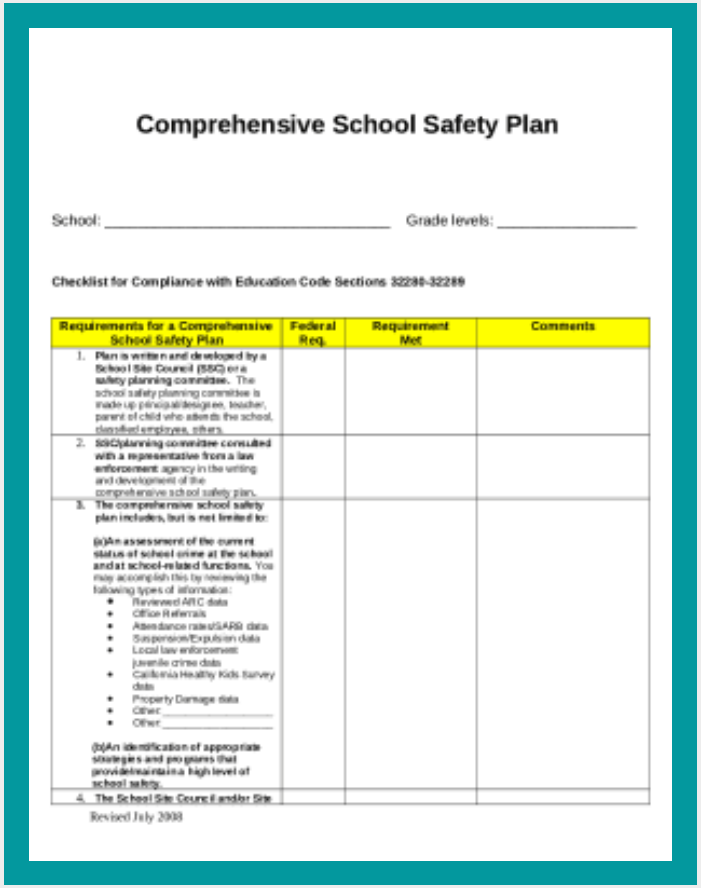
SAFETY UPDATE

Board Meeting October 15, 2025

COMPREHENSIVE SCHOOL SAFETY PLAN



Comprehensive School Safety Plan

School: _____ Grade levels: _____

Checklist for Compliance with Education Code Sections 32280-32289

Requirements for a Comprehensive School Safety Plan	Federal Req.	Requirement Met	Comments
1. **Plan is written and developed by a School Site Council (SSC) or a safety planning committee.** The school safety planning committee is made up principal/designee, teacher, parent of child who attends the school, classified employee, others.			
2. **SSC/planning committee consulted with a representative from a law enforcement** agency in the writing and development of the comprehensive school safety plan.			
3. **The comprehensive school safety plan includes, but is not limited to:** **(a)An assessment of the current status of school crime at the school and at school-related functions.** You may accomplish this by reviewing the following types of information: • Reviewed ARC data • Office Referrals • Attendance rates/SARB data • Suspension/Expulsion data • Local law enforcement juvenile crime data • California Healthy Kids Survey data • Property Damage data • Other: _____ • Other: _____ **(b)An identification of appropriate strategies and programs that provide/maintain a high level of school safety.**			
4. **The School Site Council and/or Site**			

Revised July 2008

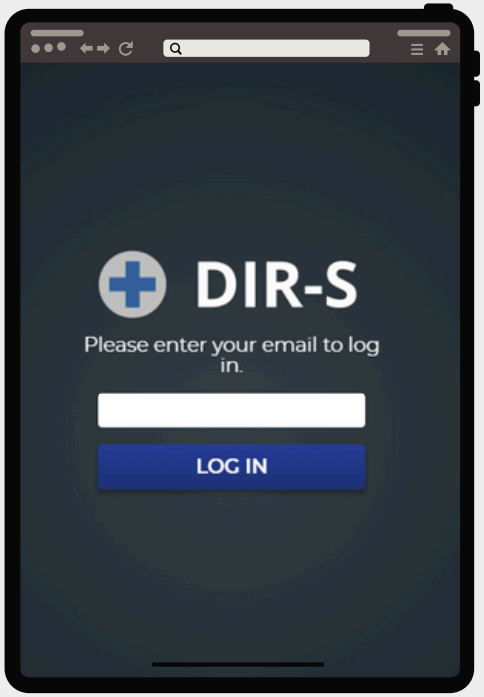


Due: October 15th

SUB NEW HIRE ORIENTATION (AEGIX)







- Go to dirs.app
- Enter the email address- sub@temp.cvesd.org
- Enter first and last name
- Cell phone number
- Password: (Provided in orientation)
- Select your site from the check-in menu.

You will automatically be logged out of the system after 8 hours. The information will be saved for future use, making it easier to log in next time. The app neither tracks nor shares any information.

AB 49

AB 49 - Student Records & Family Privacy:



Restricted Access:

Immigration officers cannot enter nonpublic school areas without a valid judicial warrant, subpoena, or court order.



Student Protection:

Student records, including immigration-related information, may only be released with a valid court order, a parental order, or guardian consent.



Family Notification:

Schools must notify families of any requests for student information unless prohibited by law.



Required Policies:

LEAs must adopt written procedures by March 1, 2026, detailing how staff should handle immigration-related requests.

SB 98

SB 98 - Limiting Immigration Enforcement on School Grounds:



Sensitive Location Protections:

Immigration enforcement actions are prohibited on school grounds without judicial authorization.



Data Restrictions:

Schools may not share personal or citizenship information unless required by law or court order.

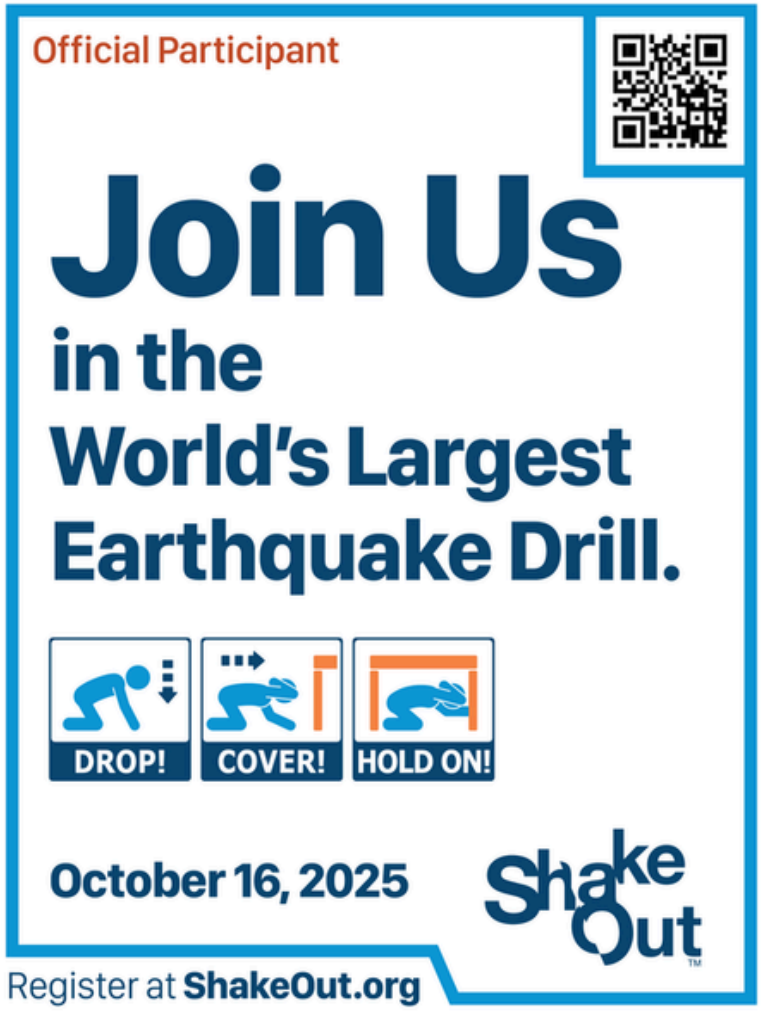


Notification Requirement:

By the next update to the school safety plan (on or before March 1, 2026), K-12 schools, COEs, and charters must include procedures for notifying staff and families when immigration enforcement is confirmed on campus.

- Notifications must include date/time, location, and a link to resources.
- This requirement applies 2026-2031.

The Great California Shake Out







Thank You

HUMAN RESOURCES

FCMAT Responses



https://www.cvesd.org/departments/human-resources



GUIDING PRINCIPLES

- Committed to using FCMAT's feedback and recommendations as a roadmap for growth and improvement in Human Resources.
- Use findings to identify strengths and address areas of need.
- Implement best practices to increase efficiency, consistency, and service to employees.
- Embrace guidance to:
  - Refine internal processes
  - Enhance communication
  - Strengthen compliance
  - Foster a culture of continuous improvement
- **Goal: Build a Human Resources department recognized for excellence, innovation, and unwavering support for staff and the district's mission.**

GUIDING PRINCIPLES

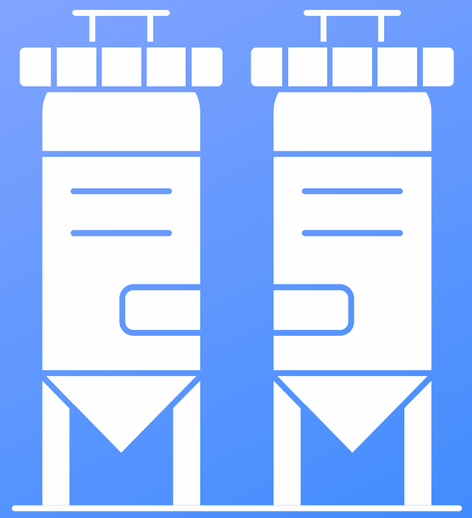
- Transparency and Accountability
- Consistency and Equity
- Collaboration and Partnership
- Service-Oriented Mindset
- Continuous Improvement
- Compliance and Best Practices

TONIGHT'S PRESENTATION

- Hiring and Onboarding
- Training and Cross Training
- Exit Interviews/Stay Interviews
- Personnel File Management
- Board Policies
- Leave Management

HIRING & ONBOARDING PROCESS





REMOVE SILOS & IMPROVE EFFICIENCY

CURRENT

Peoplesoft

Business+

FileMaker

Frontline

JANUARY 2026

Personnel:

Peoplesoft

FileMaker

Substitute Management:

Frontline

We must streamline the hiring process by implementing electronic onboarding, including digitized employee documentation.



TRAINING & CROSS TRAINING

Training Objectives Overview - Focus on essential HR skills, tools, and policies delivered through hands-on training and guided support:

- **Onboarding & HR Department Overview**
  - District Policies & Procedures
  - Core HR Functions
- **Cross-Training on Key HR Functions**
  - Recruitment and Onboarding
  - Database Management
  - Report Generation
  - Performance Data Management
  - Public & Employee Support
  - Job Specific Tasks
  - Update & Expand Existing Desk Manuals
- **Support from SDCOE & Peer Mentorship**
  - HR Best Practices Workshops
  - HR Software Training
  - Mentor-guided Training
  - Ongoing Peer Support





EXIT INTERVIEWS & STAY INTERVIEWS

EMPLOYEE

ONLINE FORM

DATA REVIEW

REFLECT & DISCUSS



RETIREMENT / RESIGNATION PROCESS

STAY INTERVIEWS

WHAT IS IT?

A structured conversation between a manager and an employee to understand what motivates them to stay in the District and what could cause them to leave.



WHY?

- Increases employee engagement and retention.
- Provides valuable, direct feedback to improve company culture and processes.
- Helps managers identify and address potential burnout early.
- Builds a stronger, more trusting relationship between managers and employees.

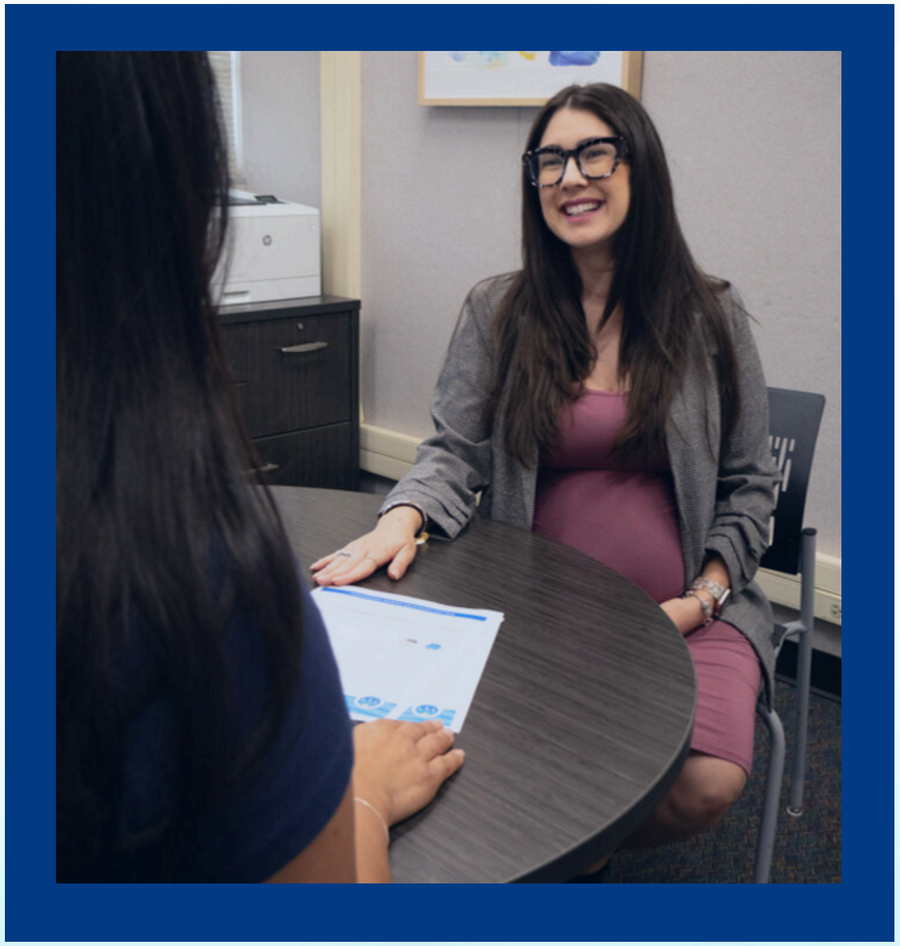
LEAVE MANAGEMENT



WHAT?

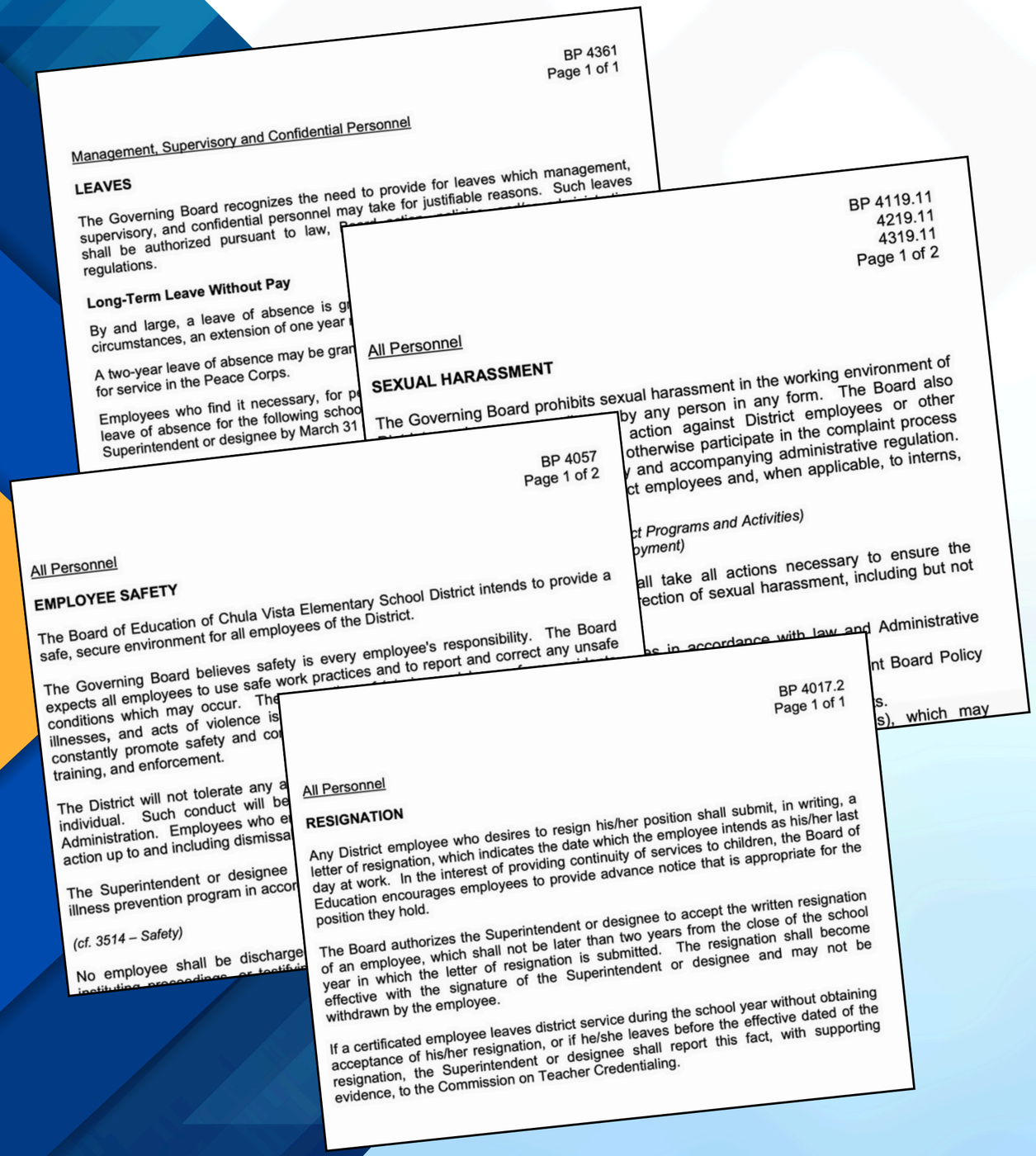
- Track leave balances accurately
- Provide notices of rights under FMLA/CFRA and Education Code
- Coordinate overlapping entitlements (e.g., FMLA + CFRA + Pregnancy Disability + Differential Pay)
- Maintain confidentiality of medical information
- Apply leave policies aligned with bargaining unit agreements





WHY?

- Employee-Centered Focus
- Legal Compliance
- Aligned with Contracts Across Employee Groups
- Separation of Duties
- Improved Communication


BP 4361
Page 1 of 1

Management, Supervisory and Confidential Personnel

LEAVES

The Governing Board recognizes the need to provide for leaves which management, supervisory, and confidential personnel may take for justifiable reasons. Such leaves shall be authorized pursuant to law, regulations.

Long-Term Leave Without Pay

By and large, a leave of absence is gr
circumstances, an extension of one year

A two-year leave of absence may be gran
for service in the Peace Corps.

Employees who find it necessary, for p
leave of absence for the following schoo
Superintendent or designee by March 31

BP 4119.11
4219.11
4319.11
Page 1 of 2

All Personnel

SEXUAL HARASSMENT

The Governing Board prohibits sexual harassment in the working environment of by any person in any form. The Board also action against District employees or other otherwise participate in the complaint process and accompanying administrative regulation. ct employees and, when applicable, to interns,

ct Programs and Activities)
oyment)

all take all actions necessary to ensure the ection of sexual harassment, including but not

BP 4057
Page 1 of 2

All Personnel

EMPLOYEE SAFETY

The Board of Education of Chula Vista Elementary School District intends to provide a safe, secure environment for all employees of the District.

The Governing Board believes safety is every employee's responsibility. The Board expects all employees to use safe work practices and to report and correct any unsafe conditions which may occur. The
illnesses, and acts of violence is
constantly promote safety and co
training, and enforcement.

The District will not tolerate any a
individual. Such conduct will be
Administration. Employees who e
action up to and including dismissa

The Superintendent or designee
illness prevention program in accor

(cf. 3514 – Safety)

No employee shall be discharge

BP 4017.2
Page 1 of 1

All Personnel

RESIGNATION

Any District employee who desires to resign his/her position shall submit, in writing, a letter of resignation, which indicates the date which the employee intends as his/her last day at work. In the interest of providing continuity of services to children, the Board of Education encourages employees to provide advance notice that is appropriate for the position they hold.

The Board authorizes the Superintendent or designee to accept the written resignation of an employee, which shall not be later than two years from the close of the school year in which the letter of resignation is submitted. The resignation shall become effective with the signature of the Superintendent or designee and may not be withdrawn by the employee.

If a certificated employee leaves district service during the school year without obtaining acceptance of his/her resignation, or if he/she leaves before the effective dated of the resignation, the Superintendent or designee shall report this fact, with supporting evidence, to the Commission on Teacher Credentialing.

BOARD POLICIES

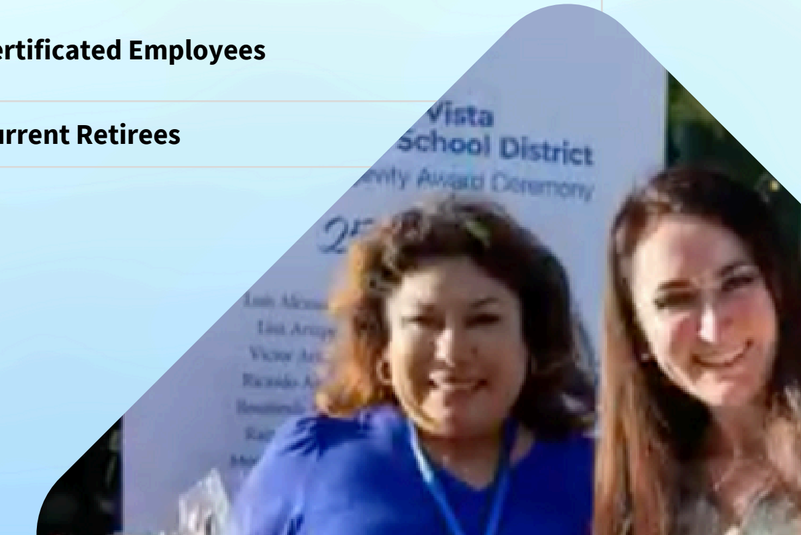
- **Goals**
  - Provide the Board with an opportunity to review proposed updates
    - 4000's Personnel Series
  - Gather feedback and direction
  - Ensure policies remain clear, consistent, and in alignment with the boards mission and vision
- **Policies will be reviewed for**
  - Alignment with current law and regulations
  - Consistency with district practices
  - Support of our mission and values
- **Policies will be presented at each Board Meeting**



CELEBRATING OUR OWN

MONTH	EVENT NAME	HONOREES/INVITED GUESTS
July	Leadership Kick-Off	CVESD Leadership
October	Permanent Teacher Reception	Certificated Employees
October	VEBA Health Fair	District Employees
October	Longevity Reception	District Employees
February	Substitute Appreciation Reception	District Substitute Employees
May	Classified Appreciation / Classified Employee of the Year Reception	Classified Employees
May	Mentor Teacher / Student Teacher Reception	Certificated Employees
May	Retirement Reception	Current Retirees





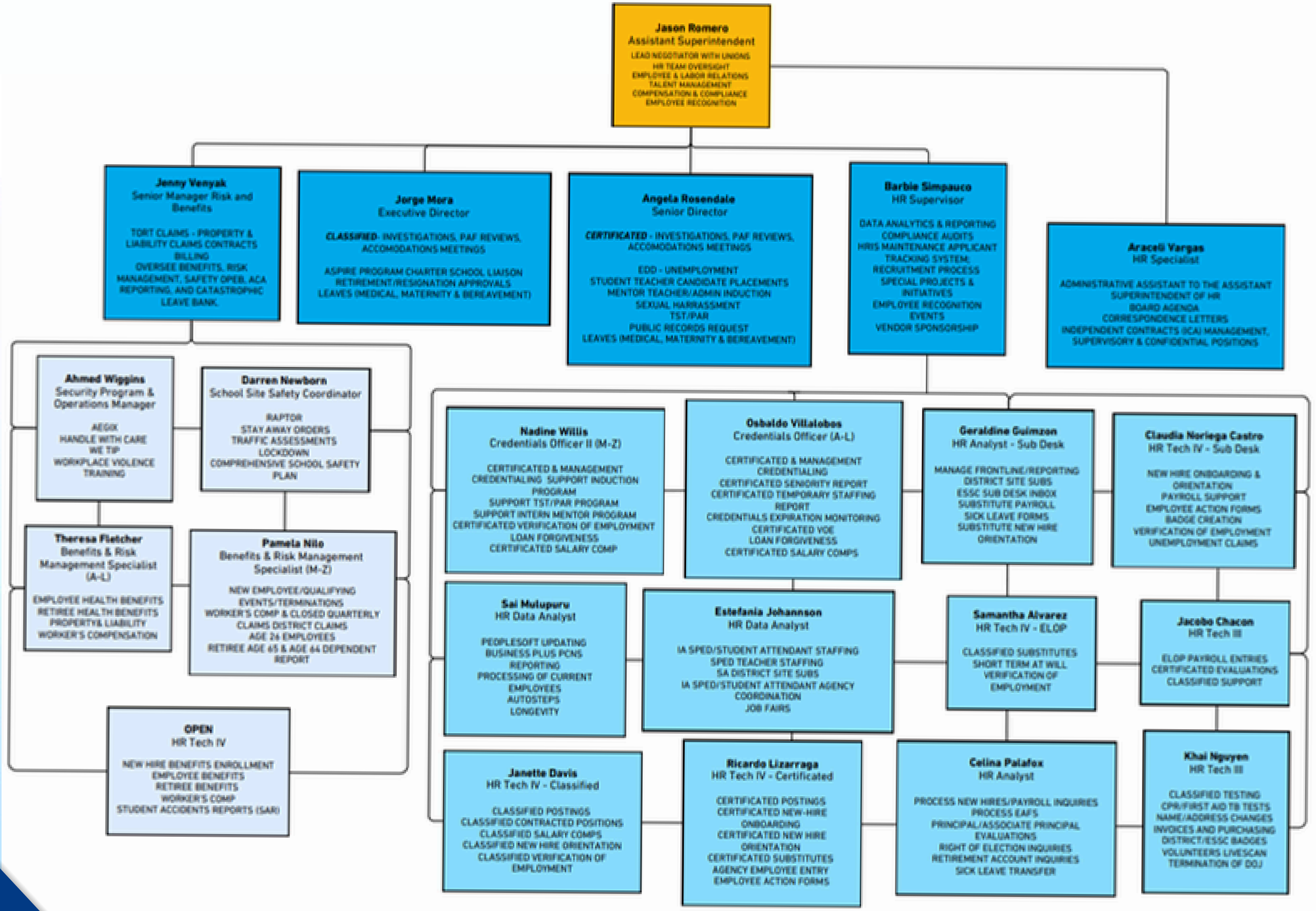


STAFF RETENTION

What do you enjoy about working at CVESD?

VIDEO LINK

HUMAN RESOURCES STAFF & ROLES



THANK YOU



Visit Our Website
https://www.cvesd.org/departments/human-resources

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

BUSINESS SERVICES

FISCAL SERVICES

FCMAT RESPONSES



COMMITMENT

- Committed to using FCMAT's feedback and recommendations as a roadmap for growth and improvement in Business Services and Support Department.
- Opportunity to identify strengths, address areas of growth
- Implement best practices that will increase efficiency, accuracy, and service to our employees.
- Embrace guidance to:
  - Refine District processes
  - Enhance communication
  - Strengthen compliance, and
  - Foster a culture of continuous improvement
- **Goal: Build a collaborative Business Services and Support Department that is recognized for transparency, efficiency and support for our staff and the District's mission.**

GUIDING PRINCIPLES

- Transparency and Accountability
- Accuracy and Reliability
- Modern, Efficient Processes
- Collaboration and Partnership
- Continuous Improvement
- Compliance and Best Practices

TONIGHT'S PRESENTATION

- Highly Qualified Staff
- Digital Systems
- Collaborative Meetings
- Budget Development
- Budget Monitoring
- Board Policies

HIGHLY QUALIFIED STAFF

Reconstructing Fiscal Services Department

- Newly Hired Staff
- New PeopleSoft Financial System

New Hire Orientations/Trainings

- Training on HR and Financial Systems
- Standard Operating Procedures

New School and Department Staff

- Principal/Director Orientation
- Secretary Orientation
- Attendance Health Secretary Orientation
- On-going trainings - Friday Office Hours

On-going Professional Learning and Networking

- CA Assoc. of School Business Officials (CASBO)
- School Services of California



DIGITAL SYSTEMS AND BUSINESS+ TRANSITION

Personnel Action Forms (Position Control) and Timecards and Leave (Payroll)

Current Issues:

- Paper Forms
- Misplaced Documents
- Manual Process (Human Errors)
- Manual Entry into PeopleSoft

Solution Improvements:

- Maximize use of PeopleSoft and Frontline
- Digital Process - Efficiency
- Workflow Visibility
- Connection to PeopleSoft
- Transparency and Accountability - Audit



COLLABORATIVE MEETINGS

HUMAN RESOURCES

Position Control
Workflow
Vacancy Master List

DEPARTMENTS

Staffing
Contracts
Multi-Year Planning

SCHOOL PRINCIPALS



Quarterly Budget Meetings with Schools
Standardized Financial Reporting

INSTRUCTIONAL SERVICES



State and Federal Programs
Reporting Requirements



BUDGET DEVELOPMENT

- **Budget Process**
  - November - June Timeline
    - Enrollment
    - Staffing
    - LCAP Goals and Actions
- **Budget Calendar**
  - July - June Calendar of Events
  - Roles and Responsibilities
- **Budget Meetings with Departments**
  - Goals and Upcoming Projects
  - Multi-year Planning
- **Budget Meetings with Schools**
  - Available Resources
  - School Funded Staff

BUDGET MONITORING

Adoption → 1st Interim → 2nd Interim → Est. Actuals



BUILDING BUDGET



STAFFING RECONCILIATION



BUDGET MEETINGS

BOARD POLICIES

- Travel, CalCard, Assets - Completed
- Updating 3000's Business Services Policies
- Updating policies each month
  - Alignment with current law and regulations
  - Consistency with district practices
  - Gather feedback and direction
  - Ensure policies remain clear, consistent, and in alignment with the boards mission and vision.

THANK YOU

THE LEARNING CHOICE ACADEMY

The Learning Choice Academy

Chula Vista Charter Renewal
Term: 2026-2031

THE LEARNING CHOICE ACADEMY

Agenda

- Who We Are
- Who We Serve
- Renewal Criteria
- CA Dashboard & NWEA Data
- Accomplishments
- Community Benefit



THE LEARNING CHOICE ACADEMY

Who We Are

- Founded in 2004
- Charter with CVESD since 2018
- Grades TK-12
- Public Charter School
- Hybrid-Homeschool Model



THE LEARNING CHOICE ACADEMY

Our Model

Families choose the path that fits their goals and needs

100% Homeschool

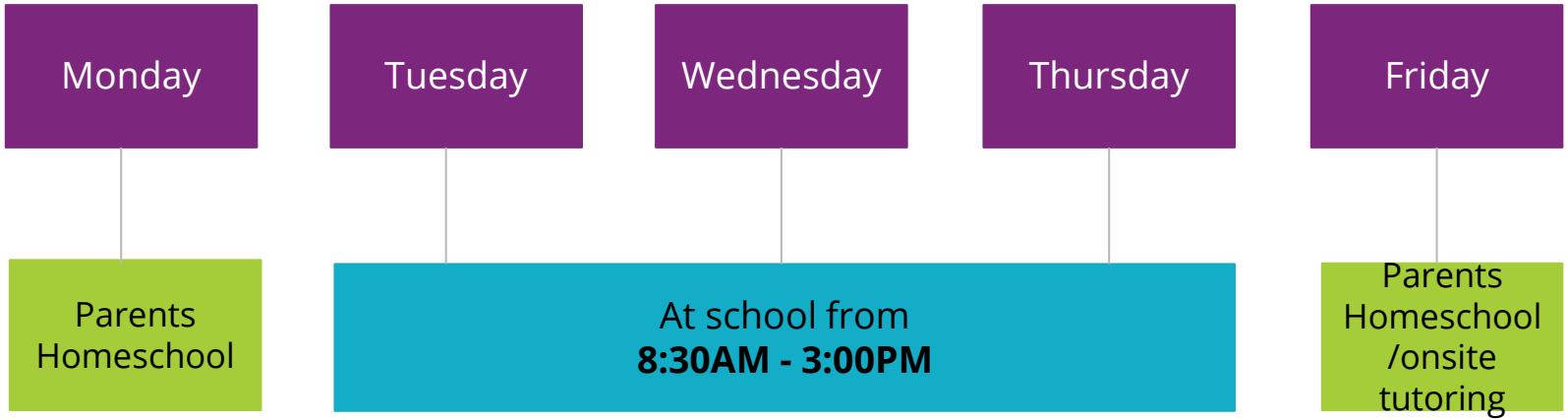
(Homeschool Program)

3 Days On-site

(Hybrid Program)

THE LEARNING CHOICE ACADEMY

On-Site Weekly Schedule



Hybrid Program

THE LEARNING CHOICE ACADEMY

Who We Serve

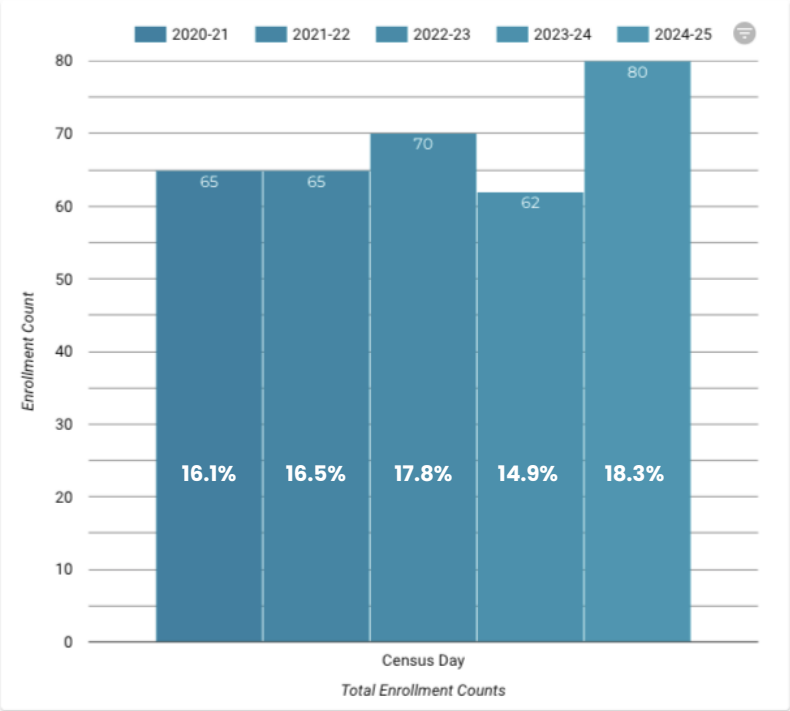
Enrollment of over 460 students

- Student demographics include:
  - 23 % Students with Disabilities
  - 75% Hispanic
  - 52% socio-economically disadvantaged
  - 14% English learners
  - 13% who do not live in permanent housing

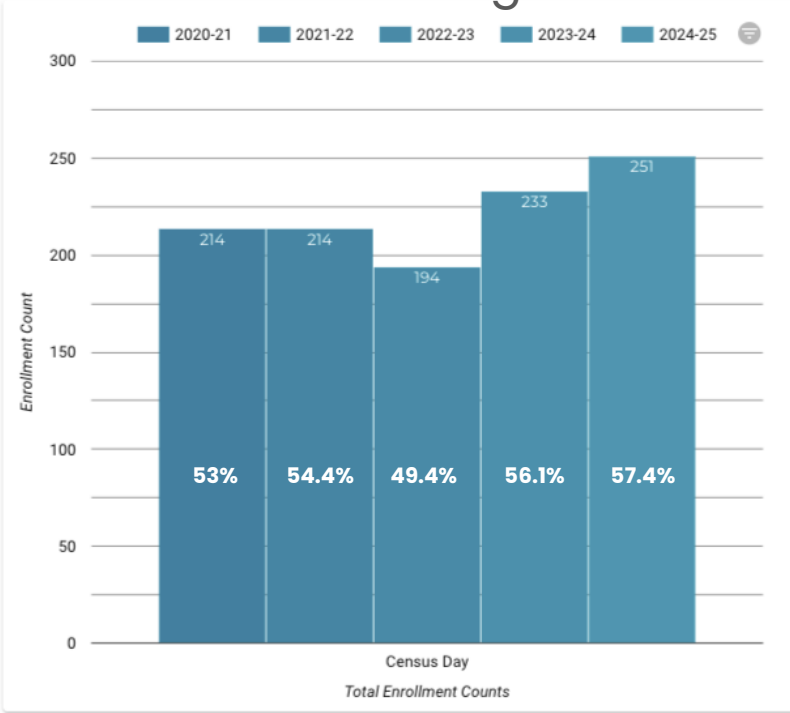


5-Year Enrollment Trends - Chula Vista

Students with Disabilities



Socioeconomically Disadvantaged



THE LEARNING CHOICE ACADEMY

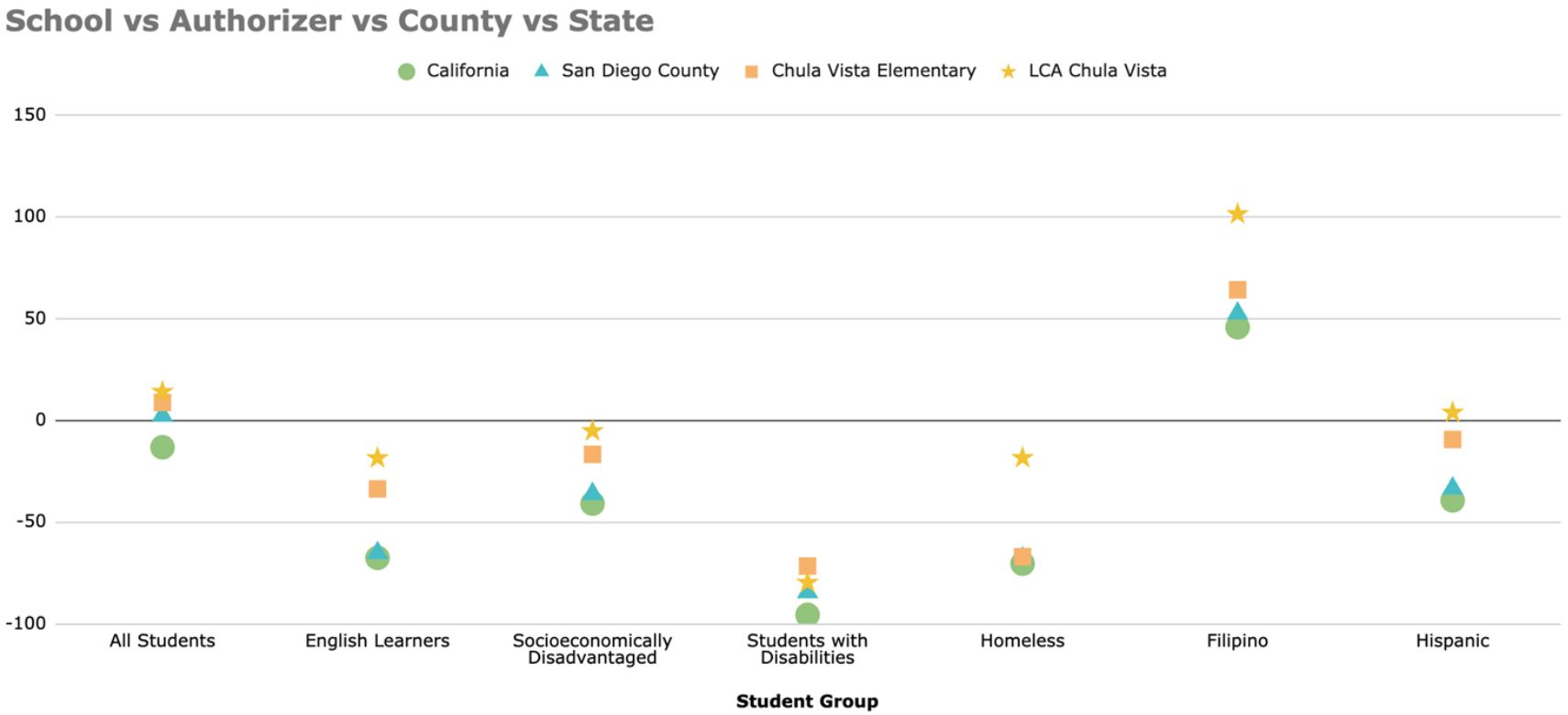
Renewal Criteria

TLC Academy – Chula Vista qualifies for a 5-year renewal based on state criteria.

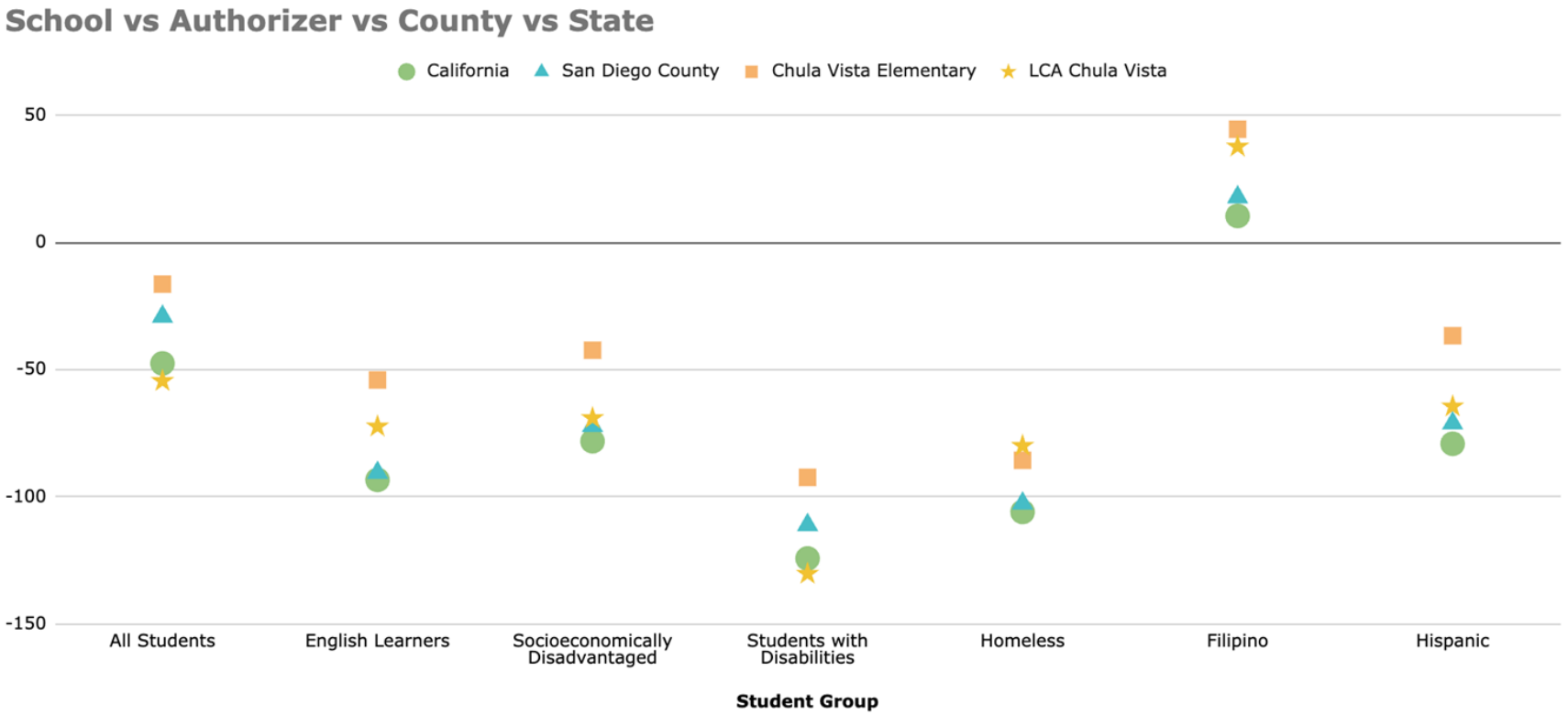
We meet expectations under the CA Dashboard and show continued progress with our students.

Renewal Criteria	Status
Dashboard Performance (Most Recent 3 Years)	**Mid-Performing** (Orange/Yellow indicators)
No Widespread Performance Concerns	✓ Yes
Subgroups Making Progress	✓ Yes
Meets State Academic Standards	✓ Yes

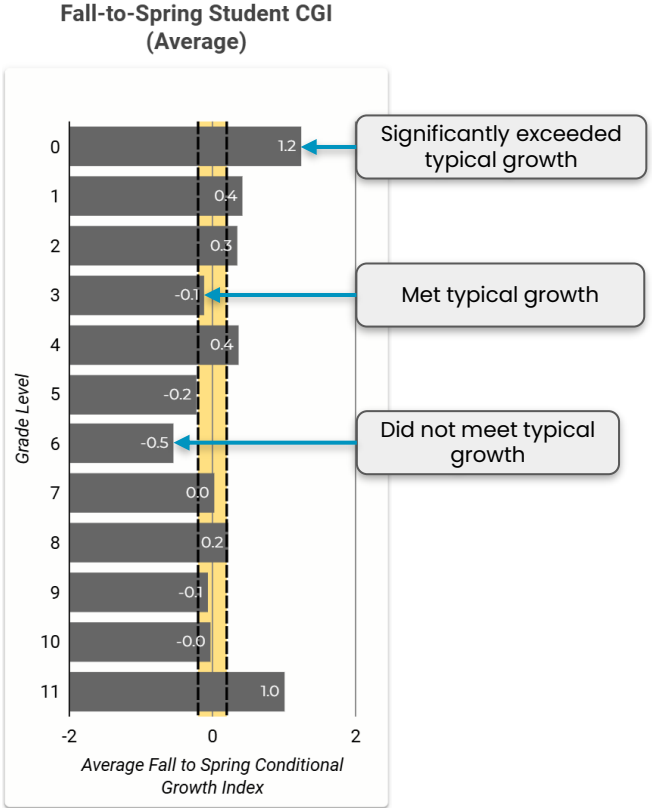
ELA Comparisons - Chula Vista (2024)



Math Comparisons - Chula Vista (2024)



NWEA: Conditional Growth Index (CGI)

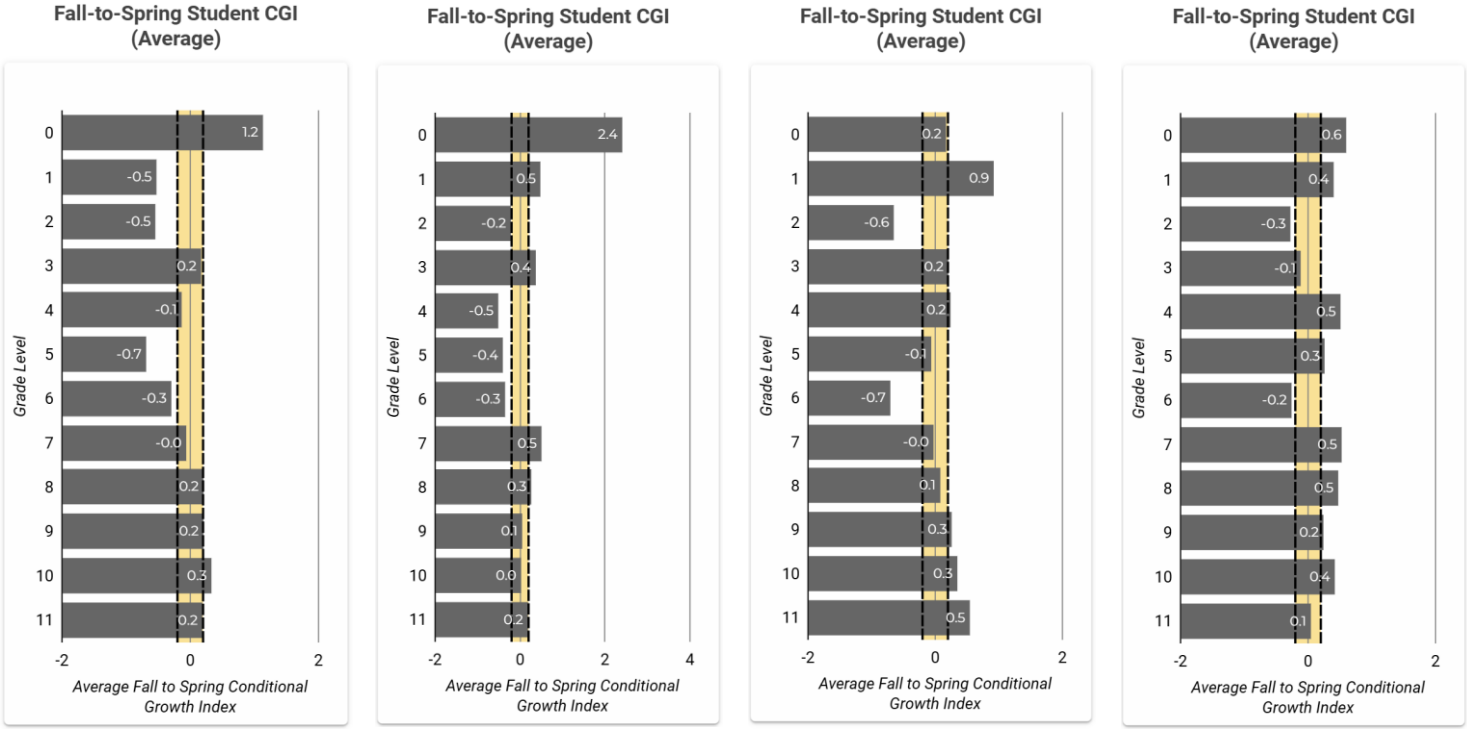


NWEA's CGI metric is used to **compare student growth to typical or expected amounts**.

A CGI of 0 represents students growing by typical or expected amounts. A positive CGI indicates that students are growing more than typical amounts, and a negative CGI indicates that students are not meeting typical growth expectations.

NWEA guidance states that **a CGI of -0.2 to 0.2 represents typical annual growth**.

NWEA Reading: Fall to Spring Growth



2021–22
8/12 grade levels met or exceeded one year's growth

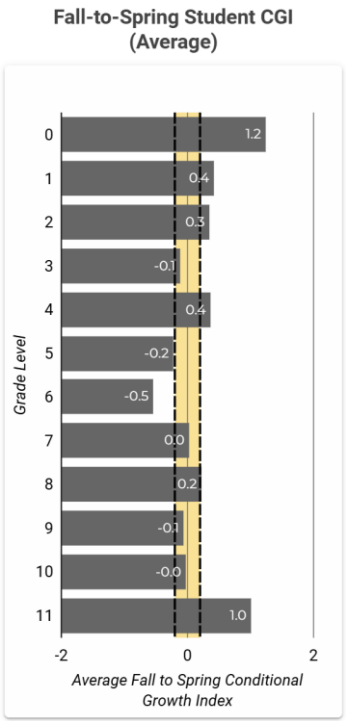
2022–23
9/12 grade levels met or exceeded one year's growth

2023–24
10/12 grade levels met or exceeded one year's growth

2024–25
11/12 grade levels met or exceeded one year's growth

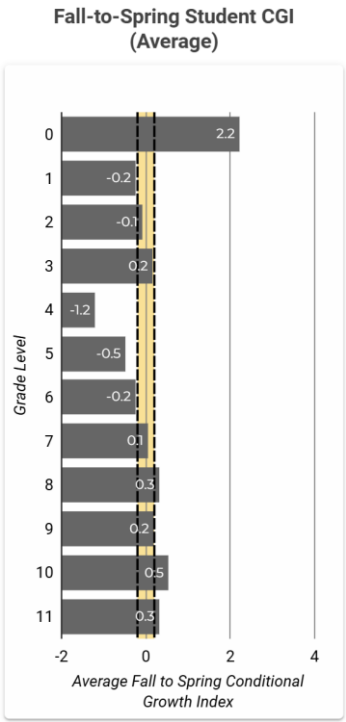
NWEA guidance states that a CGI between -0.2 and +0.2 represents one year's growth

NWEA Math: Fall to Spring Growth



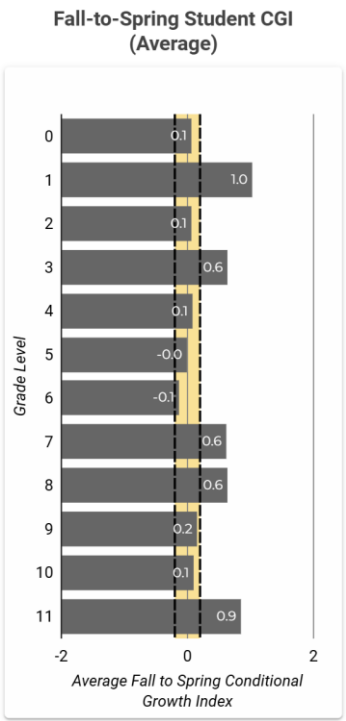
2021-22

11/12 grade levels met or exceeded one year's growth



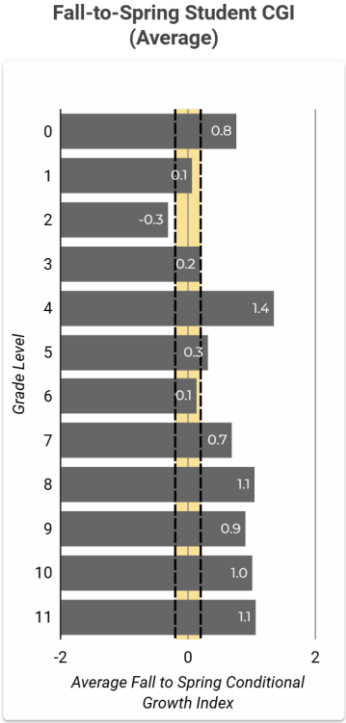
2022-23

10/12 grade levels met or exceeded one year's growth



2023-24

12/12 grade levels met or exceeded one year's growth



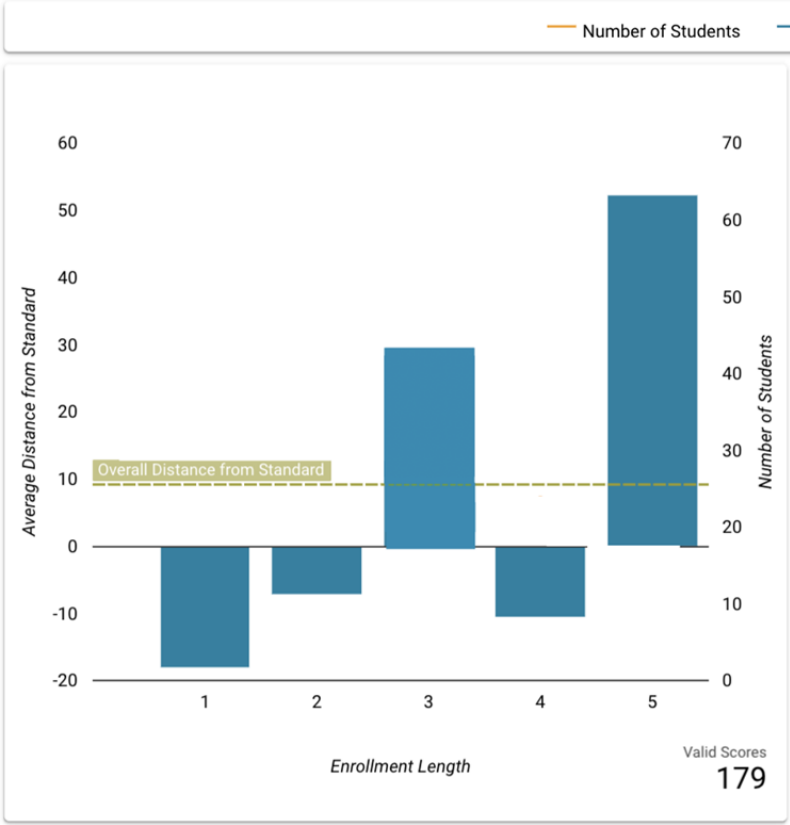
2024-25

11/12 grade levels met or exceeded one year's growth

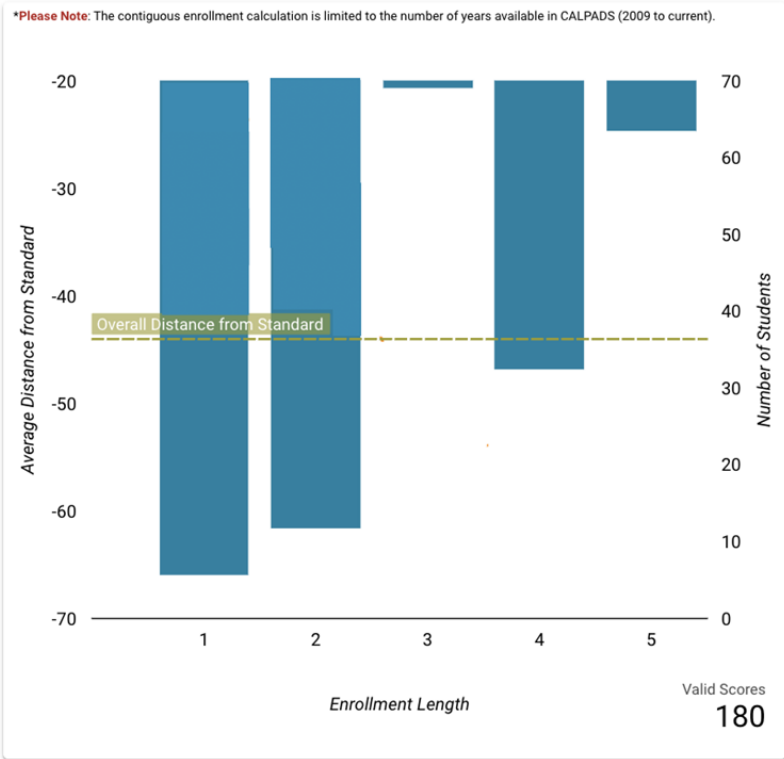
NWEA guidance states that a CGI between -0.2 and +0.2 represents one year's growth

Contiguous Enrollment

Overall ELA Results



Overall Math Results



THE LEARNING CHOICE ACADEMY

Accomplishments

- **99%** attendance rate
- **90%** of parents said their child's progress has improved since enrolling at TLC
- **95%** of students believe there is someone at school who believes they will be a success.
- **83%** of enrolled students are currently taking at least one Hybrid class.
- **8%** increase of enrollment over the last 5 years.

"It has been the best thing we could have done for our family."

–TLC parent

THE LEARNING CHOICE ACADEMY

Key Charter Updates

1. **Student Outcomes:** Incorporates multiple assessment measures, including **targeted interventions through a Multi-Tiered System of Support**, Career and Technical Education courses, AP Classes, and partnership with Southwestern College. **Expansion of days on campus from 2 to 3 or 4 days**.
2. **Accountability:** Expanded college and career readiness information, parent workshops, and multilingual documentation, and annual reviews.
3. **Parent Engagement:** Strengthen outreach with multilingual platforms and workshops for newer families.
4. **Governance:** Clarifies board roles across campuses and adds district representation.
5. **Management:** Establishes an Administrative Office and improves data systems to track subgroups.
6. **Policies:** Update policies and procedures to ensure alignment with current laws and the Education Code.

THE LEARNING CHOICE ACADEMY

Preparing Students

- College and Career Counseling
- AP courses
- Dual Enrollment at Community Colleges
- Career Technical Education



THE LEARNING CHOICE ACADEMY

Community Benefit

- **Alternative to traditional classroom**
  - By offering flexibility, individualized instruction, and credentialed teacher support, TLC-CV creates a supportive, rigorous academic environment tailored to each student.

- **Long standing community partner**
  - The school meets a clear local demand for personalized learning, with a strong track record of academic success and family satisfaction.

- **High Level of Parent & Student Involvement**
  - The school fosters strong parent-student-teacher partnerships, ensuring students are supported holistically—academically, socially, and emotionally.

THE LEARNING CHOICE ACADEMY

Five Year Budget Projection

Learning Choice Academy - Chula Vista
Charter Petition - Budget & Cash Flow
MULTI-YEAR PROJECTION SUMMARY

	Year 1 2026-27	Year 2 2027-28	Year 3 2028-29	Year 4 2029-30	Year 5 2030-31
Projected Enrollment:	**490**	**495**	**495**	**500**	**525**
Projected P-2 ADA:	**485.10**	**490.05**	**490.05**	**495.00**	**519.75**
Revenues:					
LCFF Funding	6,597,443	6,816,297	7,011,971	7,291,806	7,510,560
Federal Revenue	213,050	219,442	226,025	232,806	239,790
Other State Revenue	711,521	721,801	726,247	736,739	771,425
Other Local Revenue	150,698	155,219	159,876	164,672	169,612
TTL Revenues	**7,672,713**	**7,912,759**	**8,124,118**	**8,426,023**	**8,691,386**
Expenditures:					
Certificated Salaries	2,833,088	2,889,750	2,947,545	3,006,495	3,149,699
Non-Certificated Salaries	1,153,419	1,176,487	1,200,017	1,270,879	1,296,296
Benefits	1,325,226	1,362,319	1,384,765	1,425,300	1,469,673
Books/Supplies/Materials	344,366	354,697	365,338	376,298	387,587
Services/Operations	1,725,818	1,761,367	1,813,183	1,870,368	1,926,932
Capital Outlay (Depreciation)	73,634	75,843	78,118	80,462	82,876
Other Outgo	2,568	2,645	2,724	2,806	2,890
TTL Expenditures	**7,458,118**	**7,623,107**	**7,791,690**	**8,032,608**	**8,315,952**
Net Revenues (after Exp)	**214,594**	**289,652**	**332,429**	**393,415**	**375,434**
Beginning Balance July 1	**3,075,992**	**3,290,587**	**3,580,239**	**3,912,668**	**4,306,083**
Ending Balance June 30	**3,290,587**	**3,580,239**	**3,912,668**	**4,306,083**	**4,681,517**
Ending Bal. as % of Exp:	**44.1%**	**47.0%**	**50.2%**	**53.6%**	**56.3%**

THE LEARNING CHOICE ACADEMY

Questions?

Vote to Renew TLC Chula Vista's Charter