

Memorandum of Understanding Between SWEAT III and Sacramento Valley Charter School

This agreement specifies the expectations of the partnership between Sacramento Valley Charter School and SWEAT III Program at 826 Lighthouse Dr West Sacramento, CA 95605. The partnership takes effect upon approval through June 2027. SWEAT III will provide Fitness, Nutrition and Social Emotional Learning lessons.

Student Focus

The five Social Emotional Learning (SEL) competencies: Self-management, Self-awareness, Social Awareness, Responsible Decision-Making and relationship skills, which would in turn increase overall academic student achievement.

Instructional Focus/Design

The intent of the SWEAT III TEAM is to extend learning opportunities for students in the areas social skills and positive behavior supports in common areas, in and out of the classroom, to increase successful student learning behaviors and academic achievement. The SWEAT III Program aligns with specific school site themes or behavior systems. The SWEAT III program provides lessons to directly impact student's academic achievement by encouraging students to set attainable goals both academically and socially and reinforcing the benefit of positive decisions, which will lead to more on task time in the daily classroom environment, and strategies to yield expected outcomes.

Services

Fitness Lessons, Nutritional Education and Social Emotional Learning.

Responsibilities of Contractor:

SWEAT III

- 5 DAYS A WEEK
- 2 COACHES A DAY
- FITNESS, NUTRITION, SOCIAL EMOTIONAL LEARNING.
- Equipment provided
- Materials provided
- Emergency Sub coaches provided

Responsibilities of Sacramento Valley Charter School

- Secure the amount of \$84,200.00
 - Invoiced in 4 payments of \$21,050.00
- Services will be provided through June 2027

Signatures:



SWEAT III Program Representative

Date: 7/14/26

Date: _____

Actum B.4^{1/3}

(Site/School) Representative

Sacramento Valley Charter School

Date: _____

Cancellation Clause: This agreement is in effect upon signatures through June 2021. This agreement may be adjusted to meet the needs of one or both parties when alterations are made in writing and approved by both parties.

Either party may terminate this contract upon a thirty-day written notice.

Basic Indemnification and Insurance Language for Contracts

This language may vary depending the nature of the scope of work performed under the contract. All contracts are to be reviewed by Risk Management and Fiscal Services before final approval.

Indemnity: Except with respect to claims arising from a Party's separate negligence or willful acts, which shall remain the Party's personal obligation, each Party agrees to defend, indemnify and hold harmless the other Party and its directors, officers, and employees with respect to a claim arising from the Party's actual or alleged act, failure to act, error, or omission in the performance of their obligations under this Agreement or any governing law or regulations.

Insurance: Each Party shall purchase and maintain throughout the term of this Agreement insurance or indemnify protection that is co-equal with its indemnity obligations. This shall include, but not necessarily be limited to (1) broad commercial general liability coverage (including, as appropriate, products coverage if goods are being provided, and completed operations coverage, if construction-related services are being provided), (2) personal/commercial automobile liability insurance (including, as appropriate, owned, hired, and borrowed auto coverages), and (3) professional liability/errors and omissions (if legal, accounting, consulting, day care, IT consulting, or similar professional services are provided). The limit of liability for such coverage shall be no less than \$1 million per claim/occurrence, \$2 million in the aggregate. The other Party and its directors, officers, and employees, to the extent of the owed indemnity obligations, shall be "additional insureds" under such policies. Each Party's insurance/coverage shall be primary with respect to their liability. And, each Party shall also maintain workers' compensation insurance.

Potential Add-ons we may need depending upon the nature of the Agreement:
Property insurance (leases/rentals); Fidelity (money/trust); Builders Risk
(construction); Molestation (student related)

AT-WILL EMPLOYMENT AGREEMENT
Between
SACRAMENTO VALLEY CHARTER SCHOOL & Teacher

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into by and between the above-named employee ("Employee") and the Governing Board ("Board") of Sacramento Valley Charter School ("SVCS"), a California public charter school approved by the Washington Unified School District ("District"). The Board desires to hire employees who will assist SVCS in implementing its purposes, policies, and procedures, and in achieving the goals and meeting the requirements of SVCS's charter. The parties recognize that SVCS is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992.

WHEREAS, SVCS and the Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. SVCS operates a charter school which has been established pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.*, and which has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, SVCS has elected to be formed and to operate as a nonprofit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, SVCS is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of SVCS, and the employee signing below expressly recognizes that he/she is being employed by SVCS and not the District.
3. Pursuant to Education Code section 47610, SVCS must comply with all of the provisions set forth in its operative charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. SVCS shall be deemed the exclusive public school employer of the employees at SVCS for purposes of Government Code section 3540.1.

B. EMPLOYMENT TERMS AND CONDITIONS

1. **Duties**

The Employee shall work in the position of **Elementary Teacher** (Grade). The Employee will perform such duties as SVCS may reasonably assign and the Employee will abide by all SVCS policies and procedures as adopted and amended from time to time. The Employee further agrees to abide by the provisions of SVCS's charter. A copy of the job description for the above position is attached hereto and incorporated by reference herein. These duties may be amended from time to time in the sole discretion of SVCS.

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2. **Work Schedule**

The minimum on-site obligations for this position shall generally be Monday through Friday, 8:15 a.m. to 4:15 p.m. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position. The current year schedule is attached hereto and incorporated by reference herein.. The time from 3:45 p.m. - 4:15 p.m. is reserved for parent meetings, Student Study Team, IEP and 504 Plan meetings, Grade Level Team, PLC, and Faculty meetings, required professional development and training, required after-school activities, and other meetings as scheduled by administrators. If none of these events have been scheduled, the Employee may choose to leave campus at 3:45 p.m.

While the Employee shall be available on-site during regular working hours as outlined above, the duties of this exempt position may involve other work such as planning and preparation outside of normal work hours. Teachers are also expected to attend required events, including but not limited to Back to School Night, STEAM Night, Open House/Multi-Cultural Night and other required staff/student functions

3. **Compensation**

The annual compensation for this position shall be \$74,000 plus 2026-27 Longevity Stipend of \$3,000 for a total of **\$77,000.00** to be paid twice monthly, subject to all regular withholdings. The Employee's compensation may be prorated depending on whether the Employee remains employed, or in active work status, for the entire year. As an exempt employee, the Employee shall not be eligible to earn overtime.

4. **Employee Benefits**

The Employee shall be entitled to participate in designated employee benefit programs and plans established by SVCS (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be modified by SVCS in its sole discretion.

5. **Performance Evaluation**

The Employee shall receive periodic performance reviews conducted by his/her supervisor. At a minimum, performance evaluations will be conducted annually, on or about the anniversary date of employment with SVCS. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. Failure to evaluate the Employee shall not prevent SVCS from disciplining or dismissing the Employee at-will in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at SVCS shall only be as specified in this Agreement, SVCS's charter, the Charter Schools Act, and SVCS's Employee Handbook, which SVCS may amend and modify from time to time. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or the State Board of Education. During the term of this Agreement, the Employee shall not acquire or accrue tenure, or any employment rights with SVCS.

7. **Licensure**

The Employee understands that employment is contingent upon verification and maintenance of any applicable licensure and/or credentials.

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/her employment whom he/she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident. By executing this Agreement, the Employee acknowledges he/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for the Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. The Employee will be required to assume the cost of all fees related to the fingerprinting process. The Employee will be required to submit evidence from a health care provider that the Employee was found to be free from tuberculosis risk factors, or active tuberculosis if risk factors were identified. Both clearances must be in place prior to the first day of service.

10. **Conflicts of Interest**

The Employee understands that, while employed at SVCS, he/she will have access to confidential and proprietary information. The Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with SVCS.

11. **Outside Professional Activities**

Upon obtaining prior written approval of the Executive Director, the Employee may undertake for consideration outside professional activities, including consulting, speaking, and writing. The outside activities shall not occur during regular work hours. SVCS shall in no way be responsible for any expenses attendant to the performance of such outside activities.

12. **Mandatory Arbitration**

Employee understands and agrees that any disputes arising during employment shall be resolved by arbitration in accordance with SVCS' Arbitration Agreement, which is attached hereto and incorporated by reference.

C. **EMPLOYMENT AT-WILL**

SVCS may terminate this Agreement and the Employee's employment at any time with or without cause, with or without advance notice, and at SVCS's sole and unreviewable discretion. Either party may immediately terminate this Agreement and the Employee's employment upon written notice to the other party.

The Employee also may be demoted or disciplined and the terms of his/her employment may be altered at any time, with or without cause, at the discretion of SVCS. No one other than the Board has the authority to alter this arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to the terms of this Agreement, and any such agreement must be in writing and must be signed by the Board and by the affected employee and must specifically state the intention to alter this "at-will" relationship.

In the event of charter revocation or non-renewal, all contractual obligations under this Agreement cease immediately upon the effective date of revocation or non-renewal.

D. **GENERAL PROVISIONS**

1. **Waiver of Breach**

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

2. **Assignment**

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

3. **Governing Law**

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. **Partial Invalidity**

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions hereof will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

E. **ACCEPTANCE OF EMPLOYMENT**

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with SVCS on the terms specified herein.
2. All information I have provided to SVCS related to my employment is true and accurate.
3. A copy of the job description is attached hereto.
4. This is the entire agreement between SVCS and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature: _____ Date: _____

SVCS Approval:

Date: _____
Dr. Vendetta Dozier-Brown, Principal

*This Employment Agreement is subject to ratification
and approval by the Governing Board of SVCS.*

Job Description

Sacramento Valley Charter School

JOB DESCRIPTION: TK – 5th Grade Classroom Teacher

JOB SUMMARY:

Under the supervision of the principal, the classroom teacher promotes and facilitates student academic success, interpersonal skills, and social and emotional well-being by implementing the Sacramento Valley Charter School approved curriculum, and adhering to the goals, values and priorities established by the school; documents student progress; participates in continuous professional growth and development; provides feedback to students, their families, and designated staff regarding student progress; maintains the highest standards of integrity and professionalism as an employee of Sacramento Valley Charter School.

ESSENTIAL DUTIES:

- Effective classroom management
- Administer school-based assessments, as well as teacher-designed assessments to track student progress
- Implementation of research-based pedagogy
- Implementation of school-approved curriculum
- Record and report student progress
- Differentiation of Instruction
- Meet the needs of a diverse population of students, including English learners, students with disabilities, unhoused children, students with 504 plans, and other diverse groups.
- Provide individual, whole groups, and small group instruction
- Create weekly lesson plans, and make available to administrators as requested
- Maintain, a safe, orderly, well organized classroom environment.
- Create a safe, positive classroom environment where children can thrive and grow.
- Use information about individual students' academic strengths, needs, and progress in planning.
- Design activities to engage students in cognitively challenging work aligned to standards
- Submit weekly lesson plans per the Principal's directive
- Create comprehensive projects, chapter and/or unit tests, as well as common periodic assessments and other classroom formative assessments
- Follow the guidelines established to monitor student attendance
- Use resources that will promote high levels of learning and student engagement in the classroom environment
- Work effectively with students, parents, staff members, and community representatives in providing a rigorous educational program
- Participate and contribute in grade-level meetings designed to develop,

- monitor and evaluate the effectiveness of the curriculum
- Closely monitor student learning in order to understand how students are progressing toward the learning objectives and provide students with instructive and timely feedback that will move their learning forward
- Establish a classroom environment that is safe and supportive, where risk-taking is encouraged and students feel free to contribute their ideas.

QUALIFICATIONS:

- a) Bachelor's degree or equivalent from an accredited college or university.
- b) Valid multi-subject California Teaching Credential from an accredited college, university or teacher preparation program
- c) Ability to pass TB and Fingerprint clearance
- d) CPR certificate (or enroll in CPR course immediately upon hire)

WORKING CONDITIONS AND OTHER INFORMATION:

ENVIRONMENT:

- School environment
- Classroom, play areas, playground, cafeteria, buses during field trips, hallways, multipurpose room, other classroom spaces
- Constant interruptions
- Possible interactions with dissatisfied, hostile, or irate individuals

PHYSICAL DEMANDS: The usual and customary methods of performing the job's functions require the physical demands outlined below. All requirements are subject to possible modification to reasonably accommodate individuals with a disability.

- Walking and/or running across campus when necessary
- Pushing and pulling; reaching above/at shoulder; climbing; balancing; crawling, grasping firmly; fine manipulation; twisting back; stooping; bending; crouching; kneeling.
- Ability to hear alarms, respond to students' needs and emergencies
- Dexterity of hands and fingers to operate a computer keyboard
- Hear and understand speech at normal levels and on the telephone, with or without hearing aids
- Speak so that others can understand at normal levels and on the telephone
- Sitting or standing for extended periods of time
- Lift and/or carry up to 25 lbs. at waist height for short distances
- See and read a computer screen and printed matter without vision aids, and to observe students.
- Vision ability to see near, distant, depth-wise, and peripherally.
- Seeing to read a variety of materials
- Bending at the waist, kneeling, or crouching to reach materials and work with students

HAZARDS:

- Employees may encounter disruptive students and/or dissatisfied or abusive individuals
- Employees may inadvertently come into contact with a student's bodily secretions, bodily fluids, urine, fecal matter, blood, infectious agents, or offensive odors. If exposed, appropriate measures must be taken as per SVCS Employee Vector Training and OSHA guidelines
- Variations in indoor and outdoor temperatures

Sacramento Valley Charter School is an equal opportunity employer. It is the policy of SVCS to afford equal employment and advancement opportunities to all qualified individuals without regard to race, creed, color, religion, national origin, ethnicity, ancestry, sex, sexual orientation, age, physical or mental disability, marital status, citizenship, status, medical condition, or any other legally protected status.

Work Calendar



Regular Student Attendance Day: 8:40 a.m. – 3:15 p.m.	Minimum Day for Students: 8:40 a.m. – 1:45 p.m. (PLCs)	Early Release Day for Students @12:30 (PT Conferences)
Teacher Workday / PD – No Students	First and Last Day of School for Students	Holiday – No School
Kindergarten Orientation: Fri, Aug 7 th - 8:30 - 11:30 a.m. Back-to-School Night: Thu, Sep 3 rd - 4:30-6:00 p.m.	New Teacher Orientation: August 6, 7 @8:30-2:00 Total Student Instructional Days = 177 Days 1 st Trimester Ends: 11/12/26	Spring Break– No School Total Teacher Work Days = 180 Days 3 rd Trimester Ends: 5/24/27
PROGRESS REPORTS DUE 10/9/26	1 st Trimester Ends: 11/12/26	2 nd Trimester Ends: 2/11/27
REPORT CARDS ISSUED→	Wed., Nov 18, 2026	Wed, Feb 24, 2027
Transitional Kindergarten (TK) Graduation: 5/26/27	Kindergarten Graduation: 5/27/27	8th Grade Promotion: 5/28/27

Arbitration Agreement

This AGREEMENT ("Agreement") is made by and between Sacramento Valley Charter School ("Employer") and _____ Employee"). The purpose of this Agreement is to establish final and binding arbitration for all disputes arising out of Employee's relationship with Employer from the inception of the employment relationship, including, but not limited to, Employee's employment or the termination of Employee's employment, to the fullest extent permitted by applicable law. Employee and Employer desire to arbitrate their disputes on the terms and conditions set forth below to gain the benefits of a speedy, impartial dispute-resolution procedure, and pursuant to the Federal Arbitration Act ("FAA"). Employee and Employer agree to the following:

1. Claims Covered by the Agreement.

- 1.1 Employee and Employer both agree to exclusively and finally resolve by binding arbitration **any and all claims or controversies** ("claims") that Employer may have against Employee or that Employee may have against Employer or against its past, present, or future predecessors, successors, assigns, affiliates, parent and *subsidiary* companies, joint ventures, pension or benefit plans, administrators, vendors, contractors, and their respective past, present, or future officers, directors, employees, stockholders, representatives, managers, members, partners, partnerships, agents, guests, parents, students, clients, suppliers, vendors, educational advisors, business advisors, financial advisors, attorneys, and accountants, insurers, and indemnitees (collectively, "Employer"), relating to, resulting from, or in any way arising out of this Agreement or the enforcement, interpretation or validity of this Agreement, including the determination of the scope or applicability of this Agreement, any aspect of Employee's relationship with Employer, any aspect of Employee's employment relationship with Employer (pre-hire through post-termination), and/or the termination of Employee's employment relationship with Employer, and/or any act or omission between Employee and Employer to the extent permitted by law. **This Agreement does not cover any claim, cause of action, or actions pursuant to workers' compensation laws, unemployment insurance benefits with the Employment Development Department, or any other dispute if an agreement to arbitrate such a dispute is prohibited by law.** Further, nothing in this Agreement precludes Employee from pursuing any administrative agency claims, including, but not limited to, claims with the California Civil Right Department, the Equal Employment Opportunity Commission, the Division of Labor Standards Enforcement, the Department of Labor, and/or the California Public Employment Relations Board.
- 1.2 The scope of this Agreement is intended to be broad and comprehensive and includes, without limitation, claims for wages or other compensation, including reimbursements, due; claims for penalties or premiums; claims for violations of the California Labor Code; claims for breach of any contract or covenant (express or implied); tort claims (including, but not limited to, those relating to performance or reputation); claims for discrimination, harassment, and/or retaliation (including, but not limited to, race, religious creed (which includes religious dress and grooming practices), color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military or veteran status, or any other consideration made unlawful by federal, state or local laws, ordinances, or regulations); claims for violation of any leaves of absence or accommodations laws; claims for wrongful termination or whistleblowing; claims for benefits (except where an employee benefit or pension plan specifies that its claims procedure shall culminate in an arbitration procedure different from this one); claims for violation of trade secret, proprietary, or confidential information laws; claims for unfair business practices; claims for invasion of privacy; and claims for violation of any public policy, federal, state, or other governmental law, statute, regulation, or ordinance.
- 1.3 To the fullest extent permitted by law, Employer and Employee agree that for any claim brought on an individual basis, including under the Private Attorneys General Act of 2004, California

Labor Code § 2698, *et seq.* ("PAGA"), any such dispute shall be resolved in arbitration on an individual basis (*i.e.*, to resolve whether Employee has personally been aggrieved or subject to any violations of law). To the extent there are any PAGA claims to be litigated in a court of competent jurisdiction, including any representative claims, the Employer and Employee agree that litigation of those claims shall be stayed pending the outcome of any individual claims in arbitration, regardless of which claims or actions were filed first. If any provision of this section is found to be unenforceable or unlawful for any reason, the unenforceable provision shall be severed from this arbitration provision and severance of the unenforceable provision shall have no impact whatsoever on the Agreement as a whole, which shall remain enforceable as to all other terms.

2. Arbitration Procedures.

- 2.1 Required Notice of Claims and Statute of Limitations. Employee may initiate arbitration by serving or mailing a written notice to the Executive Director of Employer at Employer's principal place of business. Employer may initiate arbitration by serving or mailing a written notice to Employee at the last address recorded in Employee's personnel file. The written notice must specify with reasonable particularity the claims asserted against the other party. Notice of any claim sought to be arbitrated must be served within the limitations period established by applicable federal or state law. After demand for arbitration has been made by serving written notice, the party demanding arbitration shall file a demand for arbitration with the Office of JAMS located within 50 miles of (i) the last address recorded in Employee's personnel file or (ii) the JAMS closest to the last Employer worksite with which Employee most regularly communicated, whichever is closer. The location of the arbitration is determined in accordance with Section 2.8. Applicable law is determined in accordance with Section 2.6.
- 2.2 Selection of Arbitration and Applicable Rules. The arbitrator shall be selected within sixty (60) days of the party initiating arbitration under Section 2.1 from the panel of JAMS and the arbitration shall be conducted pursuant to JAMS policies and procedures. Except as provided herein, all rules governing the arbitration shall be the then-applicable rules set forth by JAMS. If the dispute is employment-related, the dispute shall be governed by JAMS's then-current version of the national rules for the resolution of employment disputes, with the exception that discovery and motions for summary judgment will be governed by Sections 2.3 and 2.4 of this Agreement. JAMS's then-applicable rules governing the arbitration may be obtained from JAMS's website, which currently is www.jamsadr.com.
- 2.3 Discovery and Motions. The parties shall be entitled to engage in all types of discovery (e.g., depositions, interrogatories, request for production of documents, etc.) regarding and relevant to the subject matter of the dispute submitted to arbitration pursuant to the Federal Rules of Civil Procedure ("FRCP"), including but not limited to, FRCP 26. A copy of the FRCP may be obtained from the website of the United States Courts, which is currently <http://www.uscourts.gov/rules-policies/current-rules-practice-procedure/federal-rules-civil-procedure>. The arbitrator is authorized to rule on discovery motions brought under the FRCP. All discovery must be completed no later than twenty (20) days prior to the date set for the arbitration hearing; provided, however, that no discovery may be initiated until after the dispute has been formally submitted to arbitration and an arbitrator has been mutually agreed-upon.
- 2.4 Dispositive Motions. Either party may file a motion for summary judgment with the arbitrator in accordance with Rule 56 of the FRCP.
- 2.5 Offers Of Judgment. Either party may serve an offer of judgment consistent with the FRCP.
- 2.6 Applicable Law and Arbitrator Authority. The arbitrator shall apply the substantive law (and the law of remedies, if applicable) of the state in which the claim arose, or federal law, or both, as

applicable to the claim(s) asserted. The arbitrator shall have exclusive authority to resolve any dispute relating to the interpretation, applicability, enforceability, or formation of this Agreement, including, but not limited to, any claim that all or any part of this Agreement is void or voidable.

_____ (Employee's Initials Acknowledging Arbitrator's Exclusive Authority)

- 2.7 Arbitration Decision. The arbitrator's decision will be final and binding. The arbitrator shall issue a written arbitration decision revealing the essential findings and conclusions upon which the decision and/or award is based within thirty (30) calendar days after the hearing's completion. A party's right to appeal the decision is limited to grounds provided under applicable federal or state law.
- 2.8 Place of Arbitration. The arbitration shall take place at a mutually convenient location (preference shall be provided to a JAMS office) that must be within fifty (50) miles of Employee's last known address with Employer. If the parties cannot agree upon a location, or if a JAMS office is not within fifty (50) miles of Employee's last known address with Employer, then the arbitration shall be held at the JAMS office closest to the last Employer worksite with which Employee most regularly communicated. If Employee worked remotely, then the arbitration shall be held at the JAMS office closest to Employer's worksite where Employee was "assigned," even though Employee did not physically work at the worksite.
3. Application for Emergency Injunctive and/or Other Equitable Relief. Claims by Employer or Employee for emergency injunctive and/or other equitable relief relating to unfair competition and/or the use and/or unauthorized disclosure of trade secrets or confidential information shall be submitted to JAMS for emergency treatment. The parties agree that the JAMS administrator may select a neutral hearing officer (subject to conflicts) to hear the emergency request only. The hearing officer should be experienced in considering requests for emergency injunctive and/or other equitable relief. The hearing officer shall conform his/her consideration and ruling with the applicable legal standards as if this matter were heard in a court of law in the applicable jurisdiction for such a dispute.
4. Severability. Should any portion of this Agreement be found unenforceable, such portion will be severed from this Agreement, and the remaining portions shall continue to be enforceable.
5. Effective Date. This Agreement is retroactively effective to the date that Employee's employment with Employer initially began. This Agreement to arbitrate shall survive the termination of Employee's employment.
6. Construction. This Agreement shall be construed and enforced pursuant to the FAA. The Arbitrator, and not any federal, state, or local court or agency, shall have the exclusive authority to resolve any dispute relating to the interpretation, applicability, enforceability, or formation of this Agreement, including, but not limited to, any claim that all or any part of this Agreement is void or voidable. Any disputes regarding the enforceability or validity of this Agreement or any of its provisions shall be resolved as if the arbitrator or other decision-maker, if any, is acting as a federal district court judge applying the FAA and its precedent.

_____ (Employee's Initials Acknowledging the FAA)

7. Consideration. For employees who are currently employed, Employer's offer to make Employee eligible for promotions, raises, bonuses, gifts and prizes in the future, and the promises by Employer and Employee to arbitrate differences, rather than litigate them before courts or other bodies, provide consideration for each other to enter into this Agreement. For newly hired employees, Employer and Employee agree that in addition to the above consideration, Employer's offer of employment (at-will or otherwise) provides adequate consideration for each other to enter into this Agreement.

8. Signatures. A facsimile, scanned, copy, digital, or photographic signature shall have the same force and effect as an original signature.
9. Representation, Fees, and Costs. Each party may be represented by an attorney or other representative selected by the party. Each party shall be responsible for its own attorneys' or representative's fees. However, if any party prevails on a statutory claim that affords the prevailing party's attorneys' fees, or if there is a written agreement providing for fees, the arbitrator may award reasonable fees to the prevailing party subject to written evidence of such fees and applicable law. Employer shall be responsible for the arbitrator's fees and costs to the extent they exceed any fee or cost that Employee would be required to bear if the action were brought in court.
10. Waiver of Jury Trial/Exclusive Remedy. **EMPLOYEE AND EMPLOYER KNOWINGLY WAIVE ANY CONSTITUTIONAL RIGHT TO HAVE ANY DISPUTE BETWEEN THEM DECIDED BY A COURT OF LAW AND/OR BY A JURY IN COURT.**

_____(Employee's Initials Acknowledging Waiver of Jury Trial)

11. Waiver of Representative/Class Action Proceedings. **TO THE FULLEST EXTENT PERMITTED BY LAW, EMPLOYEE AND EMPLOYER KNOWINGLY AGREE TO BRING ANY CLAIMS GOVERNED BY THIS AGREEMENT IN HIS/HER/ITS INDIVIDUAL CAPACITY AND NOT AS A PLAINTIFF, CLASS MEMBER OR REPRESENTATIVE IN ANY PURPORTED CLASS OR REPRESENTATIVE ACTION. THEY FURTHER AGREE TO WAIVE ANY RIGHT TO PARTICIPATE IN ANY REPRESENTATIVE OR CLASS ACTION PROCEEDING RELATED TO ANY CLAIMS GOVERNED BY THIS AGREEMENT. EMPLOYER AND EMPLOYEE ALSO AGREE THAT THE ARBITRATOR MAY NOT CONSOLIDATE MORE THAN ONE INDIVIDUAL'S CLAIMS, AND MAY NOT OTHERWISE PRESIDE OVER ANY FORM OF REPRESENTATIVE OR CLASS ACTION PROCEEDING, INCLUDING, BUT NOT LIMITED TO, ANY REPRESENTATIVE ACTION UNDER CALIFORNIA BUSINESS AND PROFESSIONS CODE SECTIONS 17200 *ET SEQ.* THIS SECTION DOES NOT APPLY TO ANY REPRESENTATIVE ACTIONS BROUGHT UNDER PAGA, AS ADDRESSED IN SECTION 1.3 ABOVE.**

_____(Employee's Initials Acknowledging Waiver of Representative/Class Action)

12. Sole and Entire Agreement. This Agreement expresses the entire Agreement of the parties and shall supersede any and all other agreements, oral or written, concerning arbitration. This Agreement is not, and shall not be construed to create, any contract of employment, express or implied.
13. Acknowledgment. Employee acknowledges that Employee has carefully read this Agreement, understands its terms, and agrees that all understandings and agreements between Employer and Employee relating to the subjects covered in the Agreement are contained in it. Employee has knowingly entered into the Agreement without reliance on any provisions or representations by Employer, other than those contained in this Agreement. Employee further acknowledges that Employee has been given the opportunity to discuss this Agreement with Employee's private legal counsel and Employee has utilized that opportunity to the extent desired.

Dated: _____
Employee Signature

Employee Printed Name

On behalf of Sacramento Valley Charter School

Dated: _____
Employer's Signature

Employer Representative's Printed Name & Title

**At-Will Employment Agreement
Between
Sacramento Valley Charter School & Instructional Aide III**

This Employment Agreement ("Agreement") is entered into by and between the above-named employee ("Employee") and the Governing Board ("Board") of Sacramento Valley Charter School ("SVCS"), a California public charter school approved by the Washington Unified School District ("District"). The Board desires to hire employees who will assist SVCS in implementing its purposes, policies, and procedures, and in achieving the goals and meeting the requirements of SVCS's charter. The parties recognize that SVCS is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992.

Whereas, SVCS and the Employee wish to enter into an employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. Statutory Provisions Relating to Charter School Employment

1. SVCS operates a charter school which has been established pursuant to the Charter Schools Act of 1992, Education Code section 47600, *et seq.*, and which has been duly approved by the District, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, SVCS has elected to be formed and to operate as a nonprofit public benefit corporation pursuant to the Non-profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 *et seq.* of the Corporations Code). As such, SVCS is considered a separate legal entity from the District, which granted the charter. The District shall not be liable for any debts and obligations of SVCS, and the employee signing below expressly recognizes that he/she is being employed by SVCS and not the District.
3. Pursuant to Education Code section 47610, SVCS must comply with all of the provisions set forth in its operative charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. SVCS shall be deemed the exclusive public school employer of the employees at SVCS for purposes of Government Code section 3540.1.

B. Employment Terms And Conditions

1. **Duties**

The Employee shall work in the position of **Instructional Aide III**. The Employee will perform such duties as SVCS may reasonably assign and the Employee will abide by all SVCS policies and procedures as adopted and amended from time to time. The Employee further agrees to abide by the provisions of SVCS's charter. A copy of the job description for the above position is attached hereto and incorporated by reference herein. These duties may be amended from time to time in the sole discretion of SVCS.

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2. **Work Schedule**

The work schedule for this position shall be full-time consisting of Monday through Friday, 8:15 a.m. - 3:30 p.m. The Employee is prohibited from working hours in excess of this work schedule, including overtime, without the prior written consent of SVCS. Workdays for the Employee shall be consistent with the applicable calendar of workdays for this position. The current year schedule is attached hereto and incorporated by reference herein. The Employee will not render services in person or by electronic means, paid or otherwise, for any other person or entity during contracted work hours with SVCS.

3. **Compensation**

The hourly compensation for this position shall be \$26.00 to be paid twice monthly, subject to all regular withholdings. The Employee shall not be permitted to earn overtime compensation without the prior written consent of SVCS.

4. **Employee Benefits**

The Employee shall be entitled to participate in designated employee benefit programs and plans established by SVCS (subject to program and eligibility requirements) for the benefit of its employees, which from time to time may be modified by SVCS in its sole discretion.

5. **Performance Evaluation**

The Employee shall receive periodic performance reviews conducted by his/her supervisor. At a minimum, performance evaluations will be conducted annually, on or about the anniversary date of employment with SVCS. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. Failure to evaluate the Employee shall not prevent SVCS from disciplining or dismissing the Employee at-will in accordance with this Agreement.

6. **Employee Rights**

Employment rights and benefits for employment at SVCS shall only be as specified in this Agreement, SVCS's charter, the Charter Schools Act, and SVCS's Employee Handbook, which SVCS may amend and modify from time to time. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or the State Board of Education. During the term of this Agreement, the Employee shall not acquire or accrue tenure, or any employment rights with SVCS.

7. **Licensure**

The Employee understands that employment is contingent upon verification and maintenance of any applicable licensure and/or credentials.

8. **Child Abuse and Neglect Reporting**

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his/her employment whom he/she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident. By executing this Agreement, the Employee acknowledges he/she is a child care custodian and is certifying that he/she has knowledge of California Penal Code section 11166 and will comply with its provisions.

9. **Fingerprinting/TB Clearance**

Fingerprint clearance for the Employee will be acquired through submitting the Employee's fingerprints to the California Department of Justice. The Employee will be required to assume the cost of all fees related to the fingerprinting process. The Employee will be required to submit evidence from a health care provider that the Employee was found to be free from tuberculosis risk factors, or active tuberculosis if risk factors were identified. Both clearances must be in place prior to the first day of service.

10. **Conflicts of Interest**

The Employee understands that, while employed at SVCS, he/she will have access to confidential and proprietary information. The Employee therefore shall not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, with any other agency or school that will in any way conflict with his/her employment with SVCS.

11. **Outside Professional Activities**

Upon obtaining prior written approval of the Executive Director, the Employee may undertake for consideration outside professional activities, including consulting, speaking, and writing. The outside activities shall not occur during regular work hours. SVCS shall in no way be responsible for any expenses attendant to the performance of such outside activities.

12. **Mandatory Arbitration**

Employee understands and agrees that any disputes arising during employment shall be resolved by arbitration in accordance with SVCS' Arbitration Agreement, which is attached hereto and incorporated by reference.

C. **Employment At-Will**

SVCS may terminate this Agreement and the Employee's employment at any time with or without cause, with or without advance notice, and at SVCS's sole and unreviewable discretion. Either party may immediately terminate this Agreement and the Employee's employment upon written notice to the other party.

The Employee also may be demoted or disciplined and the terms of his/her employment may be altered at any time, with or without cause, at the discretion of SVCS. No one other than the Board has the authority to alter this arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to the terms of this Agreement, and any such agreement must be in writing and must be signed by the Board and by the affected employee and must specifically state the intention to alter this "at-will" relationship.

In the event of charter revocation or non-renewal, all contractual obligations under this Agreement cease immediately upon the effective date of revocation or non-renewal.

D. General Provisions

1. Waiver of Breach

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

2. Assignment

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that this Agreement will not be assignable by either party without prior written consent of the other party.

3. Governing Law

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. Partial Invalidity

If any provision of this Agreement is found to be invalid or unenforceable by any court, the remaining provisions hereof will remain in effect unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.

E. Acceptance of Employment

By signing below, the Employee declares as follows:

1. I have read this Agreement and accept employment with SVCS on the terms specified herein.

2. All information I have provided to SVCS related to my employment is true and accurate.

3. A copy of the job description is attached hereto.

4. This is the entire agreement between SVCS and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement.

Employee Signature: _____ Date: _____

SVCS Approval:

Date: _____

Dr. Vendetta Dozier-Brown, Principal

***This Employment Agreement is subject to ratification
and approval by the Governing Board of SVCS.***

Job Description

Sacramento Valley Charter School
Job Description: Instructional Aide III
Pay Range: \$23.00 - \$28.00/hour
Board approved 10-08-2025, updated 11-12-2025

JOB SUMMARY: Under the direction, guidance and supervision of the assigned certificated teacher (s), the Instructional Aide III will assist the certificated teacher (s) in the instruction, supervision, and training of individual or groups of students, support the certificated teacher in the maintenance of a safe and effective learning environment, monitor and ensure the safety and well-being of students, carry out a variety of instructional support activities, and perform clerical duties as assigned. Employees in this classification require a high degree of positive contact and communication with students, parents, administrators, and other school staff, and are expected to maintain the highest levels of ethical conduct and professionalism. The Instructional Aide will report directly to the assigned certificated teacher (s).

SUPERVISOR: Principal and Assigned Certificated Teacher

ESSENTIAL DUTIES:

- Assists teacher in instructing individual or small groups of students in various learning situations, including basic academic areas subject areas; tutors students as assigned
- Instructs/tutors individual or small groups of students, including those with Individualized Educational Plans, 504 Plans, PBIP (Positive Behavior Intervention Plans) and those who may be at risk academically.
- Follows classroom schedule which addresses each student's IEP/ITP goals including community and vocational goals, group instruction, any designated instructional services (DIS) and/or schedule revisions.
- Assists teacher in implementing curriculum for assigned area/s of instruction
- Under the guidance and direction of the teacher, assists in supervising students to maintain an effective learning environment, noting behavioral concerns observed and applying appropriate discipline.
- Provides positive feedback to students regarding instructional and behavioral achievements.
- Prepare student award certificates for each award recipient.
- Supervises students on the playground to ensure safety and enforcement of school rules.
- Assists in maintaining a safe, well organized, neat, hygienic classroom environment, including organizing equipment and materials and sanitizing work surfaces at the end of each day.
- Maintains safety and security of the instructional environment through close observation and monitoring of students, maintaining optimal physical proximity, remaining alert at all times, and using analytical forethought to anticipate potentially volatile or unsafe situations to proactively intervene.
- Provides appropriate crisis intervention as necessary using the least restrictive method by anticipating and responding quickly to escalating behaviors, utilizing

appropriate de-escalation techniques to diffuse the situation, correctly prioritizing safety concerns, following proper physical restraint techniques, and displaying neutral emotions.

- Takes daily attendance and prepares attendance forms as directed by teacher.
- Supervises the preparation and serving of snacks as directed.
- Assists with the planning and preparation of educational materials and activities and maintaining individual student data binders and communication devices/books.
- Assists in setting up classroom wall displays, equipment, and learning stations; organizes instructional areas; sets up equipment as assigned; ensures that classroom equipment is in good working order.
- Gathers and prepares resources and instructional materials for teacher and student use (i.e., photocopying, organizing and distributing student worksheets and other instructional materials, collating, stapling, hole-punching.)
- Participating in the data collection process by collecting, recording, and maintaining data required by student programs, classroom records, and data computer systems as assigned by teacher.
- Under the direction of the teacher, scores students' tests, assignments, and homework
- Prepares answer keys for worksheets and tests
- Monitors and assists students during their use of Chromebooks and other school-assigned technology
- Maintains informational and operational records and files including assessment results and homework completion, attendance information, meal counts (if needed), student work folders, learning station recording, and records related to books, materials, equipment and supplies as directed by the teacher.
- Monitors inventories, orders, and equipment functionality
- As directed by the teacher, communicate school-related information to parents such as meeting scheduling, appointment scheduling, and to verify/obtain information.
- Monitors and supervises students during lunch recess, field trips, etc. as assigned
- Supervises students on the playground to ensure safety and enforcement of school rules
- Provides emotional support, problem-solving strategies, and general guidance to students
- Escorts students to and from classroom, playground, cafeteria, other scheduled classes, and during arrival and dismissal.
- Performs basic first aid in accordance with SVCS guidelines and policies
- Maintains confidentiality of student records
- Serves as an appropriate role model for SVCS students, staff, and families.
- Meets school and regulatory training requirements by attending all mandatory meetings and training sessions as required.
- Participates as a team member and promotes a positive work environment by demonstrating cooperation, compromise, appropriate expression of opinion, and by treating others with consideration, courtesy, and respect.
- Performs related duties as assigned.

This job description is not a complete statement of essential functions, responsibilities, or requirements, but are representative of the minimum level of knowledge, skill and abilities needed. The principal retains the discretion to add or change typical duties or a position at any time.

KNOWLEDGE OF:

- Child guidance principles and practices, especially as they relate to English Language learners.
- Basic academic subject matter understanding for the assigned grade level
- Instructional materials and techniques
- Safe practices in a classroom environment
- Correct English usage, grammar, spelling, punctuation, and vocabulary.
- Reading, writing, and oral communication skills in English
- Record keeping techniques
- Basic clerical practices and procedures

ABILITY TO:

- Work with students one-on-one and in groups
- Under the direction of the teacher, schedule and coordinate activities
- Gather and collect student data
- Prepare and maintain accurate student records
- Prepare documents following prescribed formats as directed by certificated teacher
- Use basic, job-related equipment
- Present information to parents as directed by the certificated teacher
- Assist with problem solving by following the lead and direction of the teacher
- Learn methods, procedures, and functions of assigned duties

QUALIFICATIONS:

- 1) High school diploma or the equivalent
- 2) A bachelor's degree or higher – attach transcript and degree copy
- 3) Prefer a minimum of 2 years' prior experience working with children in an educational and/or classroom setting.
- 4) Ability to pass TB Test and Fingerprint Clearance

**WORKING CONDITIONS AND OTHER INFORMATION:
ENVIRONMENT:**

- School environment
- Classroom, play areas, playground, cafeteria, buses during field trips, hallways, multipurpose room, other classroom spaces
- Constant interruptions
- Possible interactions with dissatisfied, hostile, or irate individuals

PHYSICAL DEMANDS: The usual and customary methods of performing the job's functions require the physical demands outlined below. All requirements are subject to possible modification to reasonably accommodate individuals with a disability.

- Walking and/or running across campus when necessary
- Pushing and pulling; reaching above/at shoulder; climbing; balancing; crawling, grasping firmly; fine manipulation; twisting back; stooping; bending; crouching; kneeling.
- Ability to hear alarms, respond to students' needs and emergencies
- Dexterity of hands and fingers to operate a computer keyboard
- Hear and understand speech at normal levels and on the telephone, with or without hearing aids
- Speak so that others can understand at normal levels and on the telephone
- Sitting or standing for extended periods of time
- Lift and/or carry up to 25 lbs. at waist height for short distances
- See and read a computer screen and printed matter without vision aids, and to observe students.
- Vision ability to see near, distant, depth-wise, and peripherally.
- Seeing to read a variety of materials
- Bending at the waist, kneeling, or crouching to reach materials and work with students

HAZARDS:

- Employees may encounter disruptive students and/or dissatisfied or abusive individuals
- Employees may inadvertently come into contact with a student's bodily secretions, bodily fluids, urine, fecal matter, blood, infectious agents, or offensive odors. If exposed, appropriate measures must be taken as per SVCS Employee Vector Training and OSHA guidelines
- Variations in indoor and outdoor temperatures

Sacramento Valley Charter School is an equal opportunity employer. It is the policy of SVCS to afford equal employment and advancement opportunities to all qualified individuals without regard to race, creed, color, religion, national origin, ethnicity, ancestry, sex, sexual orientation, age, physical or mental disability, marital status, citizenship, status, medical condition, or any other legally protected status.

Work Calendar



SACRAMENTO VALLEY CHARTER SCHOOL
Instructional Calendar 2026-2027

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Regular Student Attendance Day: 8:40 a.m. – 3:15 p.m. Teacher Workday / PD – No Students	Minimum Day for Students: 8:40 a.m. – 1:45 p.m. (PLCs) First and Last Day of School for Students	Early Release Day for Students @12:30 (PT Conferences) Holiday – No School
Kindergarten Orientation: Fri. Aug 7 th - 8:30 - 11:30 a.m. Back-to-School Night: Thu, Sep 3 rd - 4:30-6:00 p.m.	New Teacher Orientation: August 6, 7 @8:30-2:00 Total Student Instructional Days = 177 Days	Spring Break– No School Total Teacher Work Days = 180 Days
PROGRESS REPORTS DUE 10/9/26 REPORT CARDS ISSUED→	1 st Trimester Ends: 11/12/26 Wed., Nov 18, 2026	3 rd Trimester Ends: 5/24/27 Fri, May 28, 2027
Transitional Kindergarten (TK) Graduation: 5/26/27	Kindergarten Graduation: 5/27/27	8 th Grade Promotion: 5/28/27

Arbitration Agreement

This AGREEMENT ("Agreement") is made by and between Sacramento Valley Charter School ("Employer") and _____ Employee"). The purpose of this Agreement is to establish final and binding arbitration for all disputes arising out of Employee's relationship with Employer from the inception of the employment relationship, including, but not limited to, Employee's employment or the termination of Employee's employment, to the fullest extent permitted by applicable law. Employee and Employer desire to arbitrate their disputes on the terms and conditions set forth below to gain the benefits of a speedy, impartial dispute-resolution procedure, and pursuant to the Federal Arbitration Act ("FAA"). Employee and Employer agree to the following:

1. Claims Covered by the Agreement.

1. Employee and Employer both agree to exclusively and finally resolve by binding arbitration **any and all claims or controversies** ("claims") that Employer may have against Employee or that Employee may have against Employer or against its past, present, or future predecessors, successors, assigns, affiliates, parent and *subsidiary* companies, joint ventures, pension or benefit plans, administrators, vendors, contractors, and their respective past, present, or future officers, directors, employees, stockholders, representatives, managers, members, partners, partnerships, agents, guests, parents, students, clients, suppliers, vendors, educational advisors, business advisors, financial advisors, attorneys, and accountants, insurers, and indemnitees (collectively, "Employer"), relating to, resulting from, or in any way arising out of this Agreement or the enforcement, interpretation or validity of this Agreement, including the determination of the scope or applicability of this Agreement, any aspect of Employee's relationship with Employer, any aspect of Employee's employment relationship with Employer (pre-hire through post-termination), and/or the termination of Employee's employment relationship with Employer, and/or any act or omission between Employee and Employer to the extent permitted by law. **This Agreement does not cover any claim, cause of action, or actions pursuant to workers' compensation laws, unemployment insurance benefits with the Employment Development Department, or any other dispute if an agreement to arbitrate such a dispute is prohibited by law.** Further, nothing in this Agreement precludes Employee from pursuing any administrative agency claims, including, but not limited to, claims with the California Civil Right Department, the Equal Employment Opportunity Commission, the Division of Labor Standards Enforcement, the Department of Labor, and/or the California Public Employment Relations Board.
0. The scope of this Agreement is intended to be broad and comprehensive and includes, without limitation, claims for wages or other compensation, including reimbursements, due; claims for penalties or premiums; claims for violations of the California Labor Code; claims for breach of any contract or covenant (express or implied); tort claims (including, but not limited to, those relating to performance or reputation); claims for discrimination, harassment, and/or retaliation (including, but not limited to, race, religious creed (which includes religious dress and grooming practices), color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military or veteran status, or any other consideration made unlawful by federal, state or local laws, ordinances, or regulations); claims for violation of any leaves of absence or accommodations laws; claims for wrongful termination or whistleblowing; claims for benefits (except where an employee benefit or pension plan specifies that its claims procedure shall culminate in an arbitration procedure different from this one); claims for

violation of trade secret, proprietary, or confidential information laws; claims for unfair business practices; claims for invasion of privacy; and claims for violation of any public policy, federal, state, or other governmental law, statute, regulation, or ordinance.

0. To the fullest extent permitted by law, Employer and Employee agree that for any claim brought on an individual basis, including under the Private Attorneys General Act of 2004, California Labor Code § 2698, *et seq.* ("PAGA"), any such dispute shall be resolved in arbitration on an individual basis (*i.e.*, to resolve whether Employee has personally been aggrieved or subject to any violations of law). To the extent there are any PAGA claims to be litigated in a court of competent jurisdiction, including any representative claims, the Employer and Employee agree that litigation of those claims shall be stayed pending the outcome of any individual claims in arbitration, regardless of which claims or actions were filed first. If any provision of this section is found to be unenforceable or unlawful for any reason, the unenforceable provision shall be severed from this arbitration provision and severance of the unenforceable provision shall have no impact whatsoever on the Agreement as a whole, which shall remain enforceable as to all other terms.

0. Arbitration Procedures.

1. Required Notice of Claims and Statute of Limitations. Employee may initiate arbitration by serving or mailing a written notice to the Executive Director of Employer at Employer's principal place of business. Employer may initiate arbitration by serving or mailing a written notice to Employee at the last address recorded in Employee's personnel file. The written notice must specify with reasonable particularity the claims asserted against the other party. Notice of any claim sought to be arbitrated must be served within the limitations period established by applicable federal or state law. After demand for arbitration has been made by serving written notice, the party demanding arbitration shall file a demand for arbitration with the Office of JAMS located within 50 miles of (i) the last address recorded in Employee's personnel file or (ii) the JAMS closest to the last Employer worksite with which Employee most regularly communicated, whichever is closer. The location of the arbitration is determined in accordance with Section 2.8. Applicable law is determined in accordance with Section 2.6.
0. Selection of Arbitration and Applicable Rules. The arbitrator shall be selected within sixty (60) days of the party initiating arbitration under Section 2.1 from the panel of JAMS and the arbitration shall be conducted pursuant to JAMS policies and procedures. Except as provided herein, all rules governing the arbitration shall be the then-applicable rules set forth by JAMS. If the dispute is employment-related, the dispute shall be governed by JAMS's then-current version of the national rules for the resolution of employment disputes, with the exception that discovery and motions for summary judgment will be governed by Sections 2.3 and 2.4 of this Agreement. JAMS's then-applicable rules governing the arbitration may be obtained from JAMS's website, which currently is www.jamsadr.com.
0. Discovery and Motions. The parties shall be entitled to engage in all types of discovery (e.g., depositions, interrogatories, request for production of documents, etc.) regarding and relevant to the subject matter of the dispute submitted to arbitration pursuant to the Federal Rules of Civil Procedure ("FRCP"), including but not limited to, FRCP 26. A copy of the FRCP may be obtained from the website of the United States Courts, which is currently <http://www.uscourts.gov/rules-policies/current-rules-practice-procedure/federal-rules-civil-procedure>. The arbitrator is authorized to rule on discovery motions brought under the FRCP. All discovery must be completed no later than twenty (20) days prior

to the date set for the arbitration hearing; provided, however, that no discovery may be initiated until after the dispute has been formally submitted to arbitration and an arbitrator has been mutually agreed-upon.

0. Dispositive Motions. Either party may file a motion for summary judgment with the arbitrator in accordance with Rule 56 of the FRCP.
0. Offers Of Judgment. Either party may serve an offer of judgment consistent with the FRCP.
0. Applicable Law and Arbitrator Authority. The arbitrator shall apply the substantive law (and the law of remedies, if applicable) of the state in which the claim arose, or federal law, or both, as applicable to the claim(s) asserted. **The arbitrator shall have exclusive authority to resolve any dispute relating to the interpretation, applicability, enforceability, or formation of this Agreement, including, but not limited to, any claim that all or any part of this Agreement is void or voidable.**

_____ (Employee's Initials Acknowledging Arbitrator's Exclusive Authority)

0. Arbitration Decision. The arbitrator's decision will be final and binding. The arbitrator shall issue a written arbitration decision revealing the essential findings and conclusions upon which the decision and/or award is based within thirty (30) calendar days after the hearing's completion. A party's right to appeal the decision is limited to grounds provided under applicable federal or state law.
0. Place of Arbitration. The arbitration shall take place at a mutually convenient location (preference shall be provided to a JAMS office) that must be within fifty (50) miles of Employee's last known address with Employer. If the parties cannot agree upon a location, or if a JAMS office is not within fifty (50) miles of Employee's last known address with Employer, then the arbitration shall be held at the JAMS office closest to the last Employer worksite with which Employee most regularly communicated. If Employee worked remotely, then the arbitration shall be held at the JAMS office closest to Employer's worksite where Employee was "assigned," even though Employee did not physically work at the worksite.
0. Application for Emergency Injunctive and/or Other Equitable Relief. Claims by Employer or Employee for emergency injunctive and/or other equitable relief relating to unfair competition and/or the use and/or unauthorized disclosure of trade secrets or confidential information shall be submitted to JAMS for emergency treatment. The parties agree that the JAMS administrator may select a neutral hearing officer (subject to conflicts) to hear the emergency request only. The hearing officer should be experienced in considering requests for emergency injunctive and/or other equitable relief. The hearing officer shall conform his/her consideration and ruling with the applicable legal standards as if this matter were heard in a court of law in the applicable jurisdiction for such a dispute.
0. Severability. Should any portion of this Agreement be found unenforceable, such portion will be severed from this Agreement, and the remaining portions shall continue to be enforceable.

0. Effective Date. This Agreement is retroactively effective to the date that Employee's employment with Employer initially began. This Agreement to arbitrate shall survive the termination of Employee's employment.
0. Construction. This Agreement shall be construed and enforced pursuant to the FAA. The Arbitrator, and not any federal, state, or local court or agency, shall have the exclusive authority to resolve any dispute relating to the interpretation, applicability, enforceability, or formation of this Agreement, including, but not limited to, any claim that all or any part of this Agreement is void or voidable. Any disputes regarding the enforceability or validity of this Agreement or any of its provisions shall be resolved as if the arbitrator or other decision-maker, if any, is acting as a federal district court judge applying the FAA and its precedent.

(Employee's Initials Acknowledging the FAA)

0. Consideration. For employees who are currently employed, Employer's offer to make Employee eligible for promotions, raises, bonuses, gifts and prizes in the future, and the promises by Employer and Employee to arbitrate differences, rather than litigate them before courts or other bodies, provide consideration for each other to enter into this Agreement. For newly hired employees, Employer and Employee agree that in addition to the above consideration, Employer's offer of employment (at-will or otherwise) provides adequate consideration for each other to enter into this Agreement.
0. Signatures. A facsimile, scanned, copy, digital, or photographic signature shall have the same force and effect as an original signature.
0. Representation, Fees, and Costs. Each party may be represented by an attorney or other representative selected by the party. Each party shall be responsible for its own attorneys' or representative's fees. However, if any party prevails on a statutory claim that affords the prevailing party's attorneys' fees, or if there is a written agreement providing for fees, the arbitrator may award reasonable fees to the prevailing party subject to written evidence of such fees and applicable law. Employer shall be responsible for the arbitrator's fees and costs to the extent they exceed any fee or cost that Employee would be required to bear if the action were brought in court.
0. Waiver of Jury Trial/Exclusive Remedy. **EMPLOYEE AND EMPLOYER KNOWINGLY WAIVE ANY CONSTITUTIONAL RIGHT TO HAVE ANY DISPUTE BETWEEN THEM DECIDED BY A COURT OF LAW AND/OR BY A JURY IN COURT.**

(Employee's Initials Acknowledging Waiver of Jury Trial)

0. Waiver of Representative/Class Action Proceedings. **TO THE FULLEST EXTENT PERMITTED BY LAW, EMPLOYEE AND EMPLOYER KNOWINGLY AGREE TO BRING ANY CLAIMS GOVERNED BY THIS AGREEMENT IN HIS/HER/ITS INDIVIDUAL CAPACITY AND NOT AS A PLAINTIFF, CLASS MEMBER OR REPRESENTATIVE IN ANY PURPORTED CLASS OR REPRESENTATIVE ACTION. THEY FURTHER AGREE TO WAIVE ANY RIGHT TO PARTICIPATE IN ANY REPRESENTATIVE OR CLASS ACTION PROCEEDING RELATED TO ANY CLAIMS GOVERNED BY THIS AGREEMENT.**

EMPLOYER AND EMPLOYEE ALSO AGREE THAT THE ARBITRATOR MAY NOT CONSOLIDATE MORE THAN ONE INDIVIDUAL'S CLAIMS, AND MAY NOT OTHERWISE PRESIDE OVER ANY FORM OF REPRESENTATIVE OR CLASS ACTION PROCEEDING, INCLUDING, BUT NOT LIMITED TO, ANY REPRESENTATIVE ACTION UNDER CALIFORNIA BUSINESS AND PROFESSIONS CODE SECTIONS 17200 *ET SEQ.* THIS SECTION DOES NOT APPLY TO ANY REPRESENTATIVE ACTIONS BROUGHT UNDER PAGA, AS ADDRESSED IN SECTION 1.3 ABOVE.

(Employee's Initials Acknowledging Waiver of Representative/Class Action)

0. Sole and Entire Agreement. This Agreement expresses the entire Agreement of the parties and shall supersede any and all other agreements, oral or written, concerning arbitration. This Agreement is not, and shall not be construed to create, any contract of employment, express or implied.
0. Acknowledgment. Employee acknowledges that Employee has carefully read this Agreement, understands its terms, and agrees that all understandings and agreements between Employer and Employee relating to the subjects covered in the Agreement are contained in it. Employee has knowingly entered into the Agreement without reliance on any provisions or representations by Employer, other than those contained in this Agreement. Employee further acknowledges that Employee has been given the opportunity to discuss this Agreement with Employee's private legal counsel and Employee has utilized that opportunity to the extent desired.

Dated: _____
Employee Signature

Employee Printed Name

On behalf of Sacramento Valley Charter School

Dated: _____
Employer's Signature

Employer Representative's Printed

Name & Title _____



Sacramento Valley Charter School
PRINCIPAL'S REPORT TO:
THE SACRAMENTO VALLEY CHARTER SCHOOL BOARD OF EDUCATION
7/15/26

A. PHYSICAL RELOCATION OF CLASSROOMS AND WORK SPACES

- New Punjabi Classroom (Dhaliwal): Formerly the elective classroom (B-13)
- New Elective classroom (art): Former upstairs tech office (B-12)
- New Middle School Math classroom: Former larger Punjabi classroom (B-6)
- New 8th Grade Self-Contained classroom - formerly Ms. Duhra's math classroom (B25)
- Punjabi Classroom (A. & S. Nijjar) - Mr. Nijjar's classroom (B-16)
- SPED Office has shifted to Dr. Eddy's office space; IEP testing @Eddy's office or Langar Hall library; small gp. tables will be placed adjacent to the staff work room.
- Two newly created 3rd grade classrooms now adjacent to Grade 2 classrooms (A-5A and A-5B)
- New TK classroom - formerly Ms. Vera's 3rd grade classroom (A-12)

B. CREDENTIALLED STAFF NEW HIRES OR CHANGES IN ASSIGNMENTS

- Vera Andrievskaya
- K - Kathy Boler
- 3rd - Brian Munoz
- 3rd - Emily Silva
- 4th - Tiara Patterson
- Middle School ELA - Shaniya Kumar
- Middle School Social Studies - Alexander Gomez
- Middle School Soc. St/ELA (Self Contained) - Rufina Tolstova (pending)
- Middle School Physical Education - Arjean Hayes
- Punjabi - Navdeep Dhaliwal
- VAPA – Vacancy

C. FIRST DAY OF SCHOOL PACKETS HOME TO PARENTS

- Homeless Student Surveys
- Teacher Introduction Letter
- Principal's Welcome Letter

*Info & Discussion
B.1 1/19*

- Instructional Calendar
- TK-8 Bell Schedule

D. NEW TEACHER ORIENTATION

Ongoing meetings with teachers, tech team, instructional coach, and school secretary to create Agenda, presentation, and activities for two days of New Teacher Orientation.

E. CONTINUE TO PRESCREEN TEACHER CANDIDATES, CONDUCT REFERENCE CHECKS, AND SCHEDULE TEACHER INTERVIEWS

(Teachers: Reading Intervention teacher, EL/Social Studies, Social Studies, ELA, TK, VAPA)

F. OTHER ACTIVITIES

- Created interview questions for teacher interviewees: Music, Social Studies/ELA (self-contained), Reading Intervention Teacher, Art, ELA, Social Studies, and TK-5 self-contained classes.
- Prepped new classrooms to accommodate increased middle school enrollment
- Renewed CA Charter School Association Membership
- Completed TK - 5 Master Schedule
- Completed Middle School Master Schedule
- Completed Punjabi Master Schedule
- Created "Housing Survey"
- Drafted for Board's review, SVCS' Student Cell Phone Use Policy

**Sacramento Valley Charter School
TRANSITIONAL KINDERGARTEN (TK) BELL SCHEDULE**



TIME	ACTIVITY	INSTRUCTIONAL MINUTES	NON-INSTRUCTIONAL MINUTES
8:10 - 8:30	BREAKFAST	0	20
8:30 - 8:35	ASSEMBLY	5	0
8:35 - 8:40	PASSING	5	0
8:40 - 9:20	CORE INSTRUCTION	40	0
9:20 - 9:40	RECESS	0	20
9:40 - 10:45	CORE INSTRUCTION	65	0
10:45 - 10:50	PASSING	5	0
10:50 - 11:30	LUNCH	0	40
11:30 - 11:35	PASSING	5	0
11:35 - 12:05	PHYSICAL EDUCATION	30	0
12:05 - 1:00	STRUCTURED PLAY	55	0
1:00 - 2:00	HEALTH AND WELLNESS	60	0
2:00 - 3:10	CORE INSTRUCTION	70	0
3:10 - 3:15	PREP FOR DISMISSAL	5	0
3:15	DISMISSAL	0	0
TOTAL		345	80

**Sacramento Valley Charter School
KINDERGARTEN (K) BELL SCHEDULE**



TIME	ACTIVITY	INSTRUCTIONAL MINUTES	NON-INSTRUCTIONAL MINUTES
8:10 - 8:30	BREAKFAST	0	20
8:30 - 8:35	ASSEMBLY	5	0
8:35 - 8:40	PASSING	5	0
8:40 - 9:30	CORE INSTRUCTION	50	0
9:30 - 9:35	PASSING	5	0
9:35 - 10:05	PHYSICAL EDUCATION	30	0
10:05 - 10:10	PASSING	5	0
10:10 - 10:50	CORE INSTRUCTION	40	0
10:50 - 11:30	LUNCH	0	40
11:30 - 11:35	Passing	5	0
11:35 - 12:35	HEALTH & WELLNESS	60	0
12:35 - 12:55	RECESS	0	20
12:55-1:45	CORE INSTRUCTION	50	0
1:45 - 2:20	WRITING / SCIENCE / SOC. STUDIES / FINE ARTS	35	0
2:20 - 2:25	PASSING	5	0
2:25 - 3:05	PUNJABI	40	0
3:05 - 3:15	PREP FOR DISMISSAL	10	0
3:15	DISMISSAL	0	0
TOTAL		345	80

**FIRST GRADE BELL SCHEDULE
2026-2027**



TIME	ACTIVITY	INSTRUCTIONAL MINUTES	NON-INSTRUCTIONAL MINUTES
8:10 - 8:30	BREAKFAST	0	20
8:30 - 8:35	ASSEMBLY	5	0
8:35 - 8:40	PASSING	5	0
8:40 - 9:15	CORE INSTRUCTION	35	0
9:15 - 9:20	PASSING	5	0
9:20 - 10:00	PUNJABI	40	0
10:00 - 10:05	PASSING	5	0
10:05 - 10:50	CORE INSTRUCTION	45	0
10:50 - 11:30	LUNCH	0	40
11:30 - 11:35	PASSING	5	0
11:35 - 12:20	CORE INSTRUCTION	45	0
12:20 - 12:40	RECESS	0	20
12:40 - 1:45	WRITING / SCIENCE / SOC. STUDIES / FINE ARTS	65	0
1:45 - 1:50	PASSING	5	0
1:50 - 2:20	PHYSICAL EDUCATION	30	0
2:20 - 2:25	PASSING	5	0
2:25 - 3:10	SMALL GROUP INTERVENTION / EXACT PATH	45	0
3:10 - 3:15	PREP FOR DISMISSAL	5	0
3:15	DISMISSAL	0	0
TOTAL		345	80

**Sacramento Valley Charter School
SECOND GRADE BELL SCHEDULE
2026-2027**



TIME	ACTIVITY	INSTRUCTIONAL MINUTES	NON-INSTRUCTIONAL MINUTES
8:10 - 8:30	BREAKFAST	0	20
8:30 - 8:35	ASSEMBLY	5	0
8:35 - 8:40	PASSING	5	0
8:40 - 9:30	CORE INSTRUCTION	50	
9:30 - 9:50	RECESS	0	20
9:50 - 10:05	PASSING	15	0
10:05 - 10:45	PUNJABI	40	0
10:45 - 10:50	PASSING	5	0
10:50 - 11:55	CORE INSTRUCTION / CENTERS	65	20
11:55 - 12:00	PASSING	5	0
12:00 - 12:40	LUNCH	0	40
12:40 - 12:45	PASSING	5	0
12:45 - 1:20	CORE INSTRUCTION	35	0
1:20 - 1:45	EXACT PATH	25	
1:45 - 1:50	PASSING	5	0
1:50 - 2:20	PHYSICAL EDUCATION	30	0
2:20 - 3:10	WRITING / SCIENCE / SOC. STUDIES / FINE ARTS	50	0
3:10 - 3:15	PREP FOR DISMISSAL	5	0
3:15	DISMISSAL	0	0
TOTAL		345	80

Sacramento Valley Charter School
THIRD GRADE BELL SCHEDULE
2026-2027



TIME	ACTIVITY	INSTRUCTIONAL MINUTES	NON-INSTRUCTIONAL MINUTES
8:10 - 8:30	BREAKFAST	0	20
8:30 - 8:35	ASSEMBLY	5	0
8:35 - 8:40	PASSING	5	0
8:40 - 9:55	CORE INSTRUCTION	75	0
9:55 - 10:25	PHYSICAL EDUCATION	30	0
10:25 - 10:30	PASSING	5	0
10:30 - 11:55	CORE INSTRUCTION / CENTERS	85	
11:55 - 12:00	PASSING	5	0
12:00 - 12:40	LUNCH	0	40
12:40 - 12:55	PASSING	15	0
12:55-1:35	PUNJABI	40	0
1:35 - 1:40	PASSING	5	0
1:40 - 2:00	RECESS	0	20
2:00 - 2:45	WRITING / SCIENCE / SOC. STUDIES / FINE ARTS	45	0
2:45 - 3:10	EXACT PATH	25	0
3:10 - 3:15	PREP FOR DISMISSAL	5	0
3:15	DISMISSAL	0	0
TOTAL		345	80

Sacramento Valley Charter School

FOURTH GRADE BELL SCHEDULE



TIME	ACTIVITY	INSTRUCTIONAL MINUTES	NON-INSTRUCTIONAL MINUTES
8:10 - 8:30	BREAKFAST	0	20
8:30 - 8:35	ASSEMBLY	5	0
8:35 - 8:40	PASSING	5	0
8:40 - 9:40	CORE INSTRUCTION	60	0
9:40 - 10:00	RECESS	0	20
10:00 - 10:45	CORE INSTRUCTION	45	0
10:45 - 10:50	PASSING	5	0
10:50 - 11:30	PUNJABI	40	0
11:30 - 12:10	LUNCH	0	40
12:10 - 12:15	PASSING	5	0
12:15 - 12:45	CORE INSTRUCTION	30	0
12:45 - 12:50	PASSING	5	0
12:50 - 1:20	PHYSICAL EDUCATION	30	0
1:20 - 1:25	PASSING	5	0
1:25 - 2:40	WRITING/SCIENCE/ SOC. STUDIES /FINE ARTS	75	0
2:40 - 3:10	EXACT PATH	30	0
3:10 - 3:15	PREP FOR DISMISSAL	5	0
3:15	DISMISSAL	0	0
TOTAL		345	80

**Sacramento Valley Charter School
FIFTH GRADE BELL SCHEDULE**



TIME	ACTIVITY	INSTRUCTIONAL MINUTES	NON-INSTRUCTIONAL MINUTES
8:10 - 8:30	BREAKFAST	0	20
8:30 - 8:35	ASSEMBLY	5	0
8:35 - 8:40	PASSING	5	0
8:40 - 9:40	CORE INSTRUCTION	60	0
9:40 - 10:00	RECESS	0	20
10:00 - 10:50	CORE INSTRUCTION	50	0
10:50 - 11:20	PHYSICAL EDUCATION	30	0
11:20 - 11:30	PASSING	10	0
11:30 - 12:10	LUNCH	0	40
12:10- 12:15	PASSING	5	0
12:15 - 1:10	CORE INSTRUCTION	55	0
1:10 - 1:35	EXACT PATH	25	0
1:35 - 1:40	PASSING	5	0
1:40 - 2:20	PUNJABI	40	0
2:20 - 2:25	PASSING	5	0
2:25 - 3:10	WRITING/SCIENCE/ SOC. STUDIES /FINE ARTS	45	0
3:10 - 3:15	PREP FOR DISMISSAL	5	0
3:15	DISMISSAL	0	0
TOTAL		345	80

SACRAMENTO VALLEY CHARTER SCHOOL
2026 - 2027
MIDDLE SCHOOL MASTER SCHEDULE "B"
SECTION 8B

TIME	PER	SUBJECT	TEACHER	INSTR MIN	NON- INSTR MIN
8:10 - 8:30	BREAKFAST			0	20
8:30 - 8:35	-	ASSEMBLY	TOLSTOVA	5	0
8:35 - 8:45	-	PASSING	TOLSTOVA	10	0
8:45 - 9:35	1	MATH	TOLSTOVA/ DUHRA	50	0
9:35 - 9:40	-	PASSING	TOLSTOVA	5	0
9:40 - 10:30	2	SCIENCE	TOLSTOVA/ HUSTED	50	0
10:30 - 10:35	-	PASSING	TOLSTOVA	5	0
10:35 - 11:25	3	PE: MWF OR T/Th	HAYES/ SWEAT	50	0
11:25 - 11:30	-	PASSING	HAYES/ SWEAT	5	0
11:30 - 12:20	4	SOCIAL STUDIES	TOLSTOVA	50	0
12:20 - 1:00	-	LUNCH	-	0	40
1:00 - 1:05	-	PASSING	TOLSTOVA	5	0
1:05 - 1:55	5	ELA	TOLSTOVA/	50	0
1:55 - 2:00	-	PASSING	TOLSTOVA/	5	0
2:00 - 2:25	0	EXACT PATH/ INSTR. SUPPORT	TOLSTOVA	25	0
2:25 - 3:15	6	PUNJABI	DHALIWAL	50	0

3:15	DISMISSAL	DHALIWAL	0	0
TOTAL			365	60

MIDDLE SCHOOL MINIMUM DAY BELL SCHEDULE PLC (Every 3rd Wednesday) SECTION: 8B					
TIME	PER	SUBJECT	TEACHER	INSTR MIN	NON- INSTR MIN
8:10 - 8:30	BREAKFAST			0	20
8:30 - 8:35				5	0
8:35 - 8:40	-	PASSING	TOLSTOVA	5	0
8:40 - 9:20	1	MATH	TOLSTOVA/ DUHRA	40	0
9:20 - 9:25	-	PASSING	TOLSTOVA	5	0
9:25 - 10:05	2	SCIENCE	TOLSTOVA/ HUSTED	40	0
10:05 - 10:10	-	PASSING	TOLSTOVA	5	0
10:10-10:50	3	PE: MWF OR T/Th	HAYES/ SWEAT/VAPA	40	0
10:50 - 10:55	-	PASSING	PASSING	5	0
10:55 - 11:10	-	HEALTH & WELLNESS	TOLSTOVA	15	0
11:10 - 11:50	4	SOCIAL STUDIES	TOLSTOVA	40	0
11:50 - 11:55	-	PASSING	TOLSTOVA	5	0
11:55 - 12:35	-	ELA	TOLSTOVA	40	0
12:35 - 1:05	-	LUNCH	TOLSTOVA	0	30

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1:05 - 1:10	-	PASSING	TOLSTOVA	5	0
1:10 - 1:45	-	PUNJABI	DHALIWAL	35	0
1:45	DISMISSAL				
TOTAL				285	50

MIDDLE SCHOOL SHORTENED DAY BELL SCHEDULE Parent-Teacher Conferences November 2026 SECTION: 8B					
TIME	PER	SUBJECT	TEACHER	INSTR MIN	NON- INSTR MIN
8:10 - 8:30	BREAKFAST			0	20
8:30 - 8:35	-	ASSEMBLY		5	0
8:35 - 8:40	-	PASSING	TOLSTOVA	5	0
8:40 - 9:10	1	MATH	TOLSTOVA/ DUHRA	30	0
9:10-9:15	-	PASSING	TOLSTOVA	5	0
9:15-9:45	2	SCIENCE	TOLSTOVA/ HUSTED	30	0
9:45-9:50	-	PASSING	TOLSTOVA	5	0
9:50-10:20	3	PE: MWF OR T/Th	HAYES/ SWEAT/VAPA	30	0
10:20-10:25	-	PASSING	PASSING	5	0
10:25-10:55	4	SOCIAL STUDIES	TOLSTOVA	30	0

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10:55-11:00	-	PASSING	TOLSTOVA	5	0
11:00-11:30	5	ELA	TOLSTOVA	30	0
11:30-11:35	-	PASSING	TOLSTOVA	5	0
11:35-11:55	6	PUNJABI	DHALIWAL	30	0
11:55-12:25	LUNCH			0	30
12:25-12:30	-	PASSING	TOLSTOVA	5	0
12:30	DISMISSAL				
TOTAL				220	55

TIME	MINUTES	S. & A. NIJJAR	N. DHALIWAL
8:40-9:20	50	PREP	PREP
9:20-10:00	40	1A-Mathis	1B-Whiting
10:05-10:45	40	2A-Cheema	2B-Reis
10:50-11:30	40	4A-Chavez	4-Patterson
11:30-12:10	40	LUNCH	
12:10-12:55	40	Nijjar, Nijjar, Dhaliwal: DAILY TEACHER COLLABORATION	
12:55-1:35	40	3A-Silva	3B-Munoz
1:40-2:20	40	5A-Dhir	5B-Dosanjh
2:25-3:05	40	K-Kang & Boler (push-into classroom on alternate weeks/days	8B
3:05-3:10	5	PASSING	PASSING
3:10-3:15	PREP FOR DISMISSAL		
3:15	DISMISSAL		



Sacramento Valley Charter School

HOUSING QUESTIONNAIRE

Student's Last Name:	Student's First Name:	Middle Name:

Name of School: Sacramento Valley Charter School

The information provided below will help the LEA determine what services you and/or your child may be eligible to receive. This could include additional educational services through Title I, Part A and/or the federal McKinney-Vento Assistance Act. The information provided on this form will be kept confidential and only shared with appropriate school staff.

Presently, are you and/or your family living in any of the following situations?

- Staying in a shelter (family shelter, domestic violence shelter, youth shelter) or Federal Emergency Management Agency (FEMA) trailer.
- Sharing housing with other(s) due to loss of housing, economic hardship, natural disaster, lack of adequate housing, or similar reason.
- Living in a car, park, campground, abandoned building, or other inadequate accommodations (i.e. lack of water, electricity, or heat).
- Temporarily living in a motel or hotel due to loss of housing, economic hardship, natural disaster, or similar reason.
- Living in a single-home residence that is permanent.

I am a student under the age of 18 and living apart from parent(s) or guardian.

☐ Yes ☐ No

The undersigned parent/guardian certifies that the information provided above is correct and accurate.

Print Parent/Guardian Name	Signature:	Date:

HOUSING QUESTIONNAIRE

1.15/

Parent / Guardian Phone Number: _____

Street Address: _____

City: _____ Zip Code: _____

Your child or children may have the right to:

- Immediate enrollment in the school they last attended (school of origin) or the local school where you are currently staying, even if you do not have all the documents normally required at the time of enrollment.
- Continue to attend their school of origin, if requested by you and it is in the best interest.
- Receive transportation to and from their school of origin, the same special programs and services, if needed, as provided to all other children, including free meals and Title I.
- Receive the full protections and services provided under all federal and state laws, as it relates to homeless children, youth, and their families.

Please list all children currently living with you:

NAME	GENDER	BIRTHDATE	GRADE	SCHOOL

If you have any questions about these rights, please contact your LEA's Homeless Liaison:

Name: Dr. Vendetta Dozier-Brown - Principal

Phone: (916) 596-6422 (Office)



Sacramento Valley Charter School

STUDENT CELL PHONE USE POLICY

2026 – 2027

Board approved: _____

The overarching goals are to promote focus on academic, enrichment, and in-person social connections while at school, promote student safety by limiting exposure to unmonitored internet access, decrease risks posed by unmonitored social media access/posting, and reduce the potential for unconsented photography/videography/audio recording. To support these goals:

1. During regular school hours, during field trips, and during regular hours of on-campus afterschool activities the following rules apply:
 - a) Cell/Smartphone ***use is not permitted.*** Any such devices, ***AND any electronic device with phone and/or internet functionality must be turned off and stored in the owner's backpack and powered off during these times***—students are not permitted to keep such devices in their pockets/clothing, in their desks, or otherwise within easy reach. The device should be fully inside of the backpack and not visible.
 - b) Other internet-connected devices, such as tablets, smartwatches, Meta Glasses, or other similar Smart Glasses eyewear, cannot be used in any capacity that mimics a cell/smartphone (e.g., for internet access, communication, or recording).
 - c) Unsupervised use of tablets or laptops to work on assignments is only allowed when specifically permitted by a teacher, field trip facilitator, or afterschool program. In such cases, using the device for activities not directly related to the assignment (e.g., general web browsing, watching videos, playing games, etc.) is not permitted.
 - d) Use of tablets or laptops for other purposes is only allowed under the direct permission and supervision of an instructor (i.e., a teacher or an activity facilitator) as part of an established instructional activity.
2. Use of devices are allowed under the following limited circumstances and for the following limited purposes:

1. After a regular school day has ended, a cell/smartphone may be used solely for the purpose of coordinating pickup with a caregiver. To use a cell/smartphone for this purpose, a student must go to the school office, retrieve their device from their backpack and power it on only when in the school office. Power the device off and re-store it when use is complete, and adhere to any guidance from school personnel regarding pausing or stopping use.
 2. Similarly, when a student's time at a field trip or on-campus afterschool activity is ending, a cell/smartphone may be used solely for the purpose of coordinating pickup with a caregiver. To use a cell/smartphone for this purpose, a student must ask the field trip facilitator or afterschool instructor for permission to retrieve their device from their backpack and power it on, use the device in an area designated by their instructor and where the instructor can see the student while using the cell/smartphone, and adhere to any guidance from the instructor regarding pausing or stopping use.
 3. Cell/smartphones, Meta Glasses, Smart Glasses eyewear, tablets, laptops, and related devices may be used at other times and in other ways if indicated as a part of an accommodation on a student's Individualized Education Program or 504 plan (or if otherwise part of guidance from a student's licensed medical providers). Cell/smartphones, tablets, laptops, and related devices may be used for translation purposes if express permission has been given by the applicable instructor or staff member. Cell/smartphones, tablets, laptops, and related devices may also be used in service of a documented medical need, such as to monitor blood sugar levels.
 4. Pupils are not prohibited from possessing or using a smartphone in the case of an emergency, or in response to a reasonable belief of threat of danger.
-
3. Use of cell/smartphones, other internet-connected devices, or other devices of any kind for photography, videography, or audio recording is not permitted at any time.
 4. Violation of this policy may result in confiscation of a device until a caregiver can pick it up. Future use of such a device may be prohibited for any violation. Upon discovery of any violation of this policy, the SVCS staff member or volunteer who discovered the violation will take steps to ensure that the parent(s) or guardian(s) of the violating student are informed of the violation in writing. Students who violate

the policy multiple times shall lose the privilege to use cell/smartphones for at least one week (5 school days), and for as much time as deemed appropriate based upon the discretion of the student's teacher, or administrator. Additional discipline may also result for any breach of applicable school rules, at the discretion of the appropriate instructor, staff, or administrator.

5. Notwithstanding any of the above-mentioned potential disciplinary actions, use of cell/smartphones shall not be prohibited in the following situations:
 1. In the case of an emergency, or in response to a perceived threat of danger.
 2. When a teacher or administrator of the school district, county office of education, or charter school grants permission to a pupil to possess or use a smartphone, subject to any reasonable limitation imposed by that teacher or administrator.
 3. When a licensed physician and surgeon determines that the possession or use of a smartphone is necessary for the health or well-being of the pupil.
 4. When the possession or use of a smartphone is required in a pupil's individualized education program.

Sacramento Valley Charter School is **NOT** responsible for lost or stolen items. SVCS does not recommend that elementary children have internet access on their cell phones or smart watches. In addition, the administration advises against students having access to social media sites.