



# BLUE OAK SCHOOL

A WALDORF-INSPIRED PUBLIC CHARTER (K-8)

Board Policy# 6163.2

Adopted \_\_\_\_\_

## Animals on Campus

The Blue Oak Charter School Council recognizes that animals may support instructional programs and provide legally required services to individuals with disabilities. At the same time, the presence of animals on campus presents potential health, safety, and liability risks.

This policy is established to ensure a safe educational environment while maintaining compliance with applicable laws, including the Americans with Disabilities Act (ADA), California Education Code, and the Individuals with Disabilities Education Act (IDEA).

### 1. Prohibition of Animals on Campus

To ensure student and staff safety:

- Animals (including but not limited to dogs, cats, puppies, kittens, guinea pigs, reptiles, birds, and similar animals) are not permitted on campus at any time without prior administrative approval.
- This prohibition includes all school property, including parking lots, drop-off/pick-up areas, sidewalks, and surrounding campus grounds before, during, and after school hours.
- Students, families, and visitors may not bring animals onto or around campus for convenience, supervision, or informal purposes.

This restriction is necessary due to safety risks, including bites, allergies, sanitation concerns, and unpredictable animal behavior.

### 2. Instructional Use and Classroom Pets

Animals may be permitted for instructional purposes under strict conditions:

- Prior written approval from the Director or designee is required before any animal is brought onto campus.

- Classroom pets are permitted only at the teacher's discretion, following administrative approval.
- Approval will be based on:
  - Educational relevance
  - Health and safety considerations
  - Insurance requirements
- Teachers are responsible for:
  - Humane care and proper containment
  - Maintaining sanitary conditions
  - Ensuring animals do not pose a risk to students or staff

The school reserves the right to deny or revoke approval at any time.

### **3. Service Animals**

Blue Oak Charter School complies with the Americans with Disabilities Act (ADA) and applicable state laws:

- Service animals are permitted on campus and school transportation.
- A service animal is defined as a dog (or in limited cases, a miniature horse) that is individually trained to perform specific tasks for a person with a disability.
- Staff may ask only the following questions when the need is not obvious:
  - Is the animal required because of a disability?
  - What work or task has the animal been trained to perform?
- Service animals must:
  - Be under the control of the handler at all times
  - Be housebroken
  - Not pose a direct threat to health or safety
- The school may require removal of a service animal if it is out of control, not housebroken, or poses a safety concern.

### **4. Emotional Support Animals (ESAs) and Therapy Animals**

- Emotional Support Animals (ESAs), comfort animals, and therapy animals are not considered service animals under the ADA.
- ESAs are not permitted on campus unless explicitly authorized through a formal process tied to a student's educational plan (e.g., IEP or Section 504 Plan) and approved by administration.
- Any such approval must include clear documentation and conditions for use.

### **5. Wild Animals Prohibited**

- Wild or non-domesticated animals (including but not limited to squirrels, raccoons, deer, reptiles, or similar animals) are strictly prohibited on campus at all times.

- These animals present significant and unpredictable safety and health risks and are not appropriate for a school environment.

## **6. Health and Safety Requirements**

For any approved non-service animal:

- The following documentation must be submitted and kept on file:
  - Current vaccination records
  - Proof of licensing/registration, if applicable
- All animals must be:
  - Properly restrained or contained
  - Clean and free from disease
  - Supervised at all times

## **7. Parent/Guardian Notification**

- Parents/guardians of students in affected classrooms may be notified in advance when an approved animal will be present.
- Notification will allow families to disclose allergies, asthma, or other health concerns.

## **8. Liability**

- The school assumes no liability for animals brought onto campus.
- The owner or handler of any approved animal assumes full responsibility for:
  - Injury or damage caused by the animal
  - Compliance with all applicable laws and school requirements

## **9. Enforcement**

- School staff are authorized to enforce this policy.
- Any unauthorized animal may be denied entry or required to be removed immediately.
- Repeated violations may result in further administrative action.

## **10. Legal Compliance**

This policy is aligned with:

- Americans with Disabilities Act (ADA)
- California Education Code (including Sections 39839 and 48900 where applicable)
- Individuals with Disabilities Education Act (IDEA)

This policy shall be reviewed periodically and updated as needed to ensure ongoing legal compliance and alignment with best practices.



# BLUE OAK SCHOOL

A WALDORF-INSPIRED PUBLIC CHARTER (K-8)

Board Policy# 2001.1  
Adopted \_\_\_\_\_

## Immigration Enforcement at Schoolsites (AB 49)

### Purpose

To ensure school campuses remain safe and accessible to all students and families, regardless of immigration status, and to comply with Assembly Bill 49 and California law.

### Policy

#### 1. Access to Nonpublic Areas

Blue Oak School shall not allow any officer or employee of an agency conducting immigration enforcement to enter any nonpublic area of a school site for any purpose unless the officer presents a valid **judicial warrant, judicial subpoena, or court order**.

Staff shall request and document identification and, when practicable, consult legal counsel before allowing access.

#### 2. Release of Information

Blue Oak School shall not disclose or provide, verbally or in writing, any information about a student, a student's family or household, or any Blue Oak School employee to immigration enforcement officials without a valid **judicial warrant, judicial subpoena, or court order**, except as otherwise required by law.

Education records shall be handled in compliance with federal and state privacy laws.

#### 3. Staff Response Procedures

Upon any request related to immigration enforcement, staff shall:

- Refer the request immediately to the Superintendent or designee;
- Not provide immediate access or information;
- Document the request; and
- Consult legal counsel prior to any response.

#### 4. Parent/Guardian Notification

Except where prohibited by law or court order, parents or guardians shall be notified if a student is questioned, detained, or removed from campus for immigration enforcement

purposes.

**5. Reporting to Governing Board**

The Superintendent or designee shall report any requests for access to school sites or student/family information for immigration enforcement purposes to the Governing Board in a manner that protects privacy and confidentiality.

**6. Training and Posting of Rights**

Blue Oak School shall train staff on this policy and post the Attorney General's "Know Your Educational Rights" materials at school sites and on the Blue Oak School website in all required languages.

**Review**

This policy shall be adopted at a meeting of the Governing Council and reviewed periodically to ensure continued legal compliance as State and Federal law mandates.



**Proposal:**

# Professional Services for Charter Facilities Addendum

**Prepared for:**

Blue Oak Charter School

**Attention:**

**Tim Drury**

Executive Director

[timdrury@blueoakcharterschool.org](mailto:timdrury@blueoakcharterschool.org)

530-879-7483

**Primary Contact:**

**Jamie King-Iseman**

President

[jamie@kinginc.com](mailto:jamie@kinginc.com)

916-706-3538



# Experience and Qualifications

King Consulting is an established and recognized school facility planning firm. We offer a wide array of services to assist school districts of all sizes across California and the nation with their school planning needs and funding opportunities.

Our work includes the completion of long-range master plans, boundary studies, demographic studies, enrollment projection studies, developer fee justification studies (both Level I and Level II), developer mitigation, and State/Local/Federal eligibility and funding applications. For the past 25 years, King Consulting has worked with clients throughout California and the nation.

Our professional, enthusiastic staff has over 80 years of combined experience. We are a small firm, with only highly experienced staff who excel in their specific areas of expertise. Our combined experience has resulted in our firm's ability to adhere to timelines and organize projects so that the client's needs are exceedingly met. While we specialize in managing and summarizing complex data analyses, we pride ourselves on our unique ability to disseminate the information to our clients and their stakeholders. We are always excited for the opportunity to meet in person or over the phone to clearly explain anything

needed to our clients' staff, school board, and community. Our clients receive information within a broader context that includes full narrative explanations that school district staff and school board members repeatedly reference throughout the year.

While we excel in all areas of school facility planning, we are most proud of the lasting relationships we form with our clients. We care about our school districts, and we get to know them intimately through the course of our work. For this reason, so many of our clients work with us year after year. King Consulting digs deeper and tries harder in every aspect of our work because we become personally invested in the districts with whom we work.

Thank you for the opportunity to submit this proposal.

# Scope of Services

This addendum is to provide an additional 40 hours for the Professional Consulting Services agreement under the original contract. For the compensation stipulated, the Contractor shall provide the following services:

## **STATE SCHOOL FACILITY PROGRAM FUNDING ELIGIBILITY**

Review, prepare, and submit documentation required to maximize the District's New Construction and Modernization eligibility under the State School Facility Program.

- Obtain from the District and State facilities enrollment information required to determine the amount of State Modernization and New Construction grant funding eligibility under the State School Facility Program:
  - Review and compile current CalPADS enrollment data;
  - Review and compile facility database for each District site, including square footage by building, original date of construction, or State Phase C date of construction for facilities modernized under the former Lease Purchase Program;
  - Prepare State Enrollment projections using all available methodologies to ensure maximum eligibility is captured:
    - 5-Year Projection;
    - 10-Year Projection;
    - Modified and Alternative Weighting Mechanisms;
    - Birth Rate Adjustment (by County and Zip Code);
    - Dwelling Unit Research and Augmentation;
    - Student Yield Factor Review;
- Review site diagrams for square footage, classroom counts, and age of facilities. Prepare and update facility capacity database annually to include any new additional facilities;
- Prepare required enrollment and facilities reports for District review and approval to file with the Office of Public School Construction to seek approval of Modernization and New Construction eligibility. Prepare annual updated enrollment and facilities reports as needed or required;
- Secure State Allocation Board approval of District's eligibility.

*Continued on next page*

## STATE SCHOOL FACILITY PROGRAM FUNDING APPLICATION SERVICES

### Strategic Funding Plan

Review historical, current, and future District capital facility projects to identify State funding opportunities and develop a Strategic Funding Plan to maximize the District's local funding. Programs include, but are not limited to:

- Modernization
- New Construction
- Career Technical Education Facilities Program
- Facility Hardship
- Financial Hardship
- Seismic Mitigation
- Minimum Essential Facilities
- Charter School Facility Program
- Preschools, Kitchens, and Health Facilities
- Lead in Water Remediation

### Assist with Preparation of State Funding Applications

Assist the District with all applications for State approval and funding. These services may include, but are not limited to:

- California Department of Education (CDE) plan approval requests;
- Division of State Architect (DSA) plan approval requests;
- DSA exemption verification;
- Office of Public School Construction (OPSC) Funding Applications (Form 50-04);
- OPSC Fund Releases (Form 50-05);
- OPSC Expenditure Reports (Form 50-06);
- Assistance with potential appeals to the State Allocation Board;
- Preparation of narrative grant applications for CTEFP projects.

### Assist with Audit and Expenditure Reporting

Assist the district with the audit process and all expenditure for State funding received under the SFP. These services may include, but are not limited to:

- Provide grant certification requirements checklist to ensure the District is adhering to SFP regulations for all State-funded projects;
- Collect and maintain all documentation that will be required at audit;
- Following approval and funding of project, prepare Detailed List of Project Expenditures, Annual Expenditure Reports, Substantial Progress Reports, etc.;
- Continue to provide support until such time the local auditor and State Controller's Office has certified and closed the project.

# Consulting Fees

For the services outlined, the District shall pay King Consulting on a time and material basis at the **hourly rate of \$205, not to exceed \$8,200 (40 hours)**. King Consulting will bill the District in increments of 15 minutes, and invoice on a monthly basis. The scope of work necessary to complete the services listed in this Agreement is dependent upon the availability and quality of the District's enrollment and facilities information.

The fees shall cover all normal business expenses incurred on behalf of the District. Necessary visitations to the District by King Consulting will be reimbursed on an actual and necessary basis. Reimbursed visitations shall have prior approval by the District.

The District shall be responsible for reviewing and verifying all data included in documents, forms, and reports prepared by King Consulting on behalf of the District. The District shall be responsible for consulting legal counsel as related to the preparation and submittal of documents, forms, and reports.

The terms of this agreement shall remain in force unless mutually amended.

## ADDITIONAL CONSIDERATIONS

King Consulting shall be reimbursed as follows:

- Work Completed above and beyond the hours specified in this contract shall be billed at **\$205.00 per hour**;
- Mileage for all meetings shall be reimbursed to King Consulting at the IRS standard mileage rate;
- Application filing fees and other State-required fees are the responsibility of the District;
- Express Mail expenses will be documented and reimbursed to King Consulting;
- Reproduction of documents shall be the responsibility of the District. King Consulting will provide duplicating costs at an actual cost basis.

## VALIDITY PERIOD

The quoted price and services outlined in this contract are valid for a period of 60 days from the date of issuance. Any acceptance of this proposal beyond the specified validity period may result in a reevaluation of the pricing and services offered. Both parties acknowledge and agree that any changes to the scope of work, market conditions, or other relevant factors may necessitate adjustments to the terms outlined herein after the expiration of the 60-day validity period.

# Signatures

This Agreement is between the Blue Oak Charter School and King Consulting.



---

**Tim Drury**

Executive Director Blue  
Oak Charter School

---

**Jamie King-Iseman**

President  
King Consulting

04/14/2026

---

Date

---

Date



# BLUE OAK SCHOOL

A Waldorf-Inspired Public Charter (K-8)

## CLASSIFIED HOURLY RATE SCHEDULE DRAFT Salary Schedule

*Proposed Minimum Wage Increase Effective 7-1-2026*

Steps | 1 | 2 | 3 | 4 | 5 | 6-10 | 11-12 | 13-15 | 16-19 | 20 |

Ranges	1	2	3	4	5	6-10	11-12	13-15	16-19	20
4	16.90	17.75	18.63	19.56	20.54	22.43	23.55	24.73	25.97	27.27
5	17.75	18.63	19.56	20.54	21.57	23.21	24.37	25.59	26.87	28.22
6	18.63	19.56	20.54	21.57	22.65	24.37	25.59	26.87	28.22	29.63
7	19.56	20.54	21.57	22.65	23.78	25.59	26.87	28.22	29.63	31.11
8	20.54	21.57	22.65	23.78	24.97	26.87	28.22	29.63	31.11	32.66
9	21.57	22.65	23.78	24.97	26.22	28.22	29.63	31.11	32.66	34.30
10	22.65	23.78	24.97	26.22	27.53	29.63	31.11	32.66	34.30	36.01
11	23.78	24.97	26.22	27.53	28.90	31.11	32.66	34.30	36.01	37.81
12	24.97	26.22	27.53	28.90	30.35	32.66	34.30	36.01	37.81	39.70
13	26.22	27.53	28.90	30.35	31.87	34.30	36.01	37.81	39.70	41.69
14	27.53	28.90	30.35	31.87	33.46	36.01	37.81	39.70	41.69	43.77
15	28.90	30.35	31.87	33.46	35.13	37.81	39.70	41.69	43.77	45.96
16	30.35	31.87	33.46	35.13	36.89	39.70	41.69	43.77	45.96	48.26
17	31.87	33.46	35.13	36.89	38.74	41.69	43.77	45.96	48.26	50.67
18	33.46	35.13	36.89	38.74	40.67	43.77	45.96	48.26	50.67	53.21
19	51.86	54.46	57.18	60.04	63.04	67.85	71.24	74.80	78.54	82.47

*Up to five (5) years of credit on the salary schedule may be granted for previous experience.*

*After longevity step 20 an increase of 1.5% will be added for each ongoing year.*

RANGE	CLASSIFICATION	Board Approved:
4	Instructional Aide/Classified Support/Maintenance/Custodial/Cafeteria/Translator	
5	Health Aide/Paraprofessional/Facilities Assistant	
6	Attendance Clerk/Festival Support/Front Desk	
7	Registrar/Business Office Assistant	
11	Executive Assistant	
13	HR Coordinator/Community Schools Partnership Coordinator	
17	Specialty Presenter	
19	School Nurse/Counselor	



**CERTIFICATED ANNUAL RATE SCHEDULE**

**2026-27 Salary Schedule**

*Proposed Salary Schedule Effective 7-1-2026*

Year of Service Step	A BA / Reg. Credential	B BA / Reg. Credential +60 Units	C BA / Reg. Credential +75 Units	C-1 BA + 75 Units with Waldorf or SPED Certification
Intern	\$58,586.67			
1	\$58,586.67	\$60,344.27	\$62,154.60	\$64,019.24
2	\$58,586.67	\$60,344.27	\$62,154.60	\$64,019.24
3	\$60,344.27	\$62,154.60	\$64,019.24	\$65,939.81
4	\$62,154.60	\$64,019.24	\$65,939.81	\$67,918.01
5	\$64,019.24	\$65,939.81	\$67,918.01	\$69,955.55
6	\$65,939.81	\$67,918.01	\$69,955.55	\$72,054.21
7	\$67,918.01	\$69,955.55	\$72,054.21	\$74,215.84
8	\$69,955.55	\$72,054.21	\$74,215.84	\$76,442.32
9	\$72,054.21	\$74,215.84	\$76,442.32	\$78,735.59
10	\$74,215.84	\$76,442.32	\$78,735.59	\$81,097.65
11	\$76,442.32	\$78,735.59	\$81,097.65	\$83,530.58
12	\$78,735.59	\$81,097.65	\$83,530.58	\$86,036.50
13	\$81,097.65	\$83,530.58	\$86,036.50	\$88,617.60
14	\$83,530.58	\$86,036.50	\$88,617.60	\$91,276.12
15	\$86,036.50	\$88,617.60	\$91,276.12	\$94,014.41
16		\$91,276.12	\$94,014.41	\$96,834.84
17		\$94,014.41	\$96,834.84	\$99,739.88
18		\$96,834.84	\$99,739.88	\$102,732.08
19			\$102,732.08	\$105,814.04
20			\$105,814.04	\$108,988.46
21			\$108,988.46	\$112,258.12
22				\$115,625.86
23				\$119,094.64
24				\$122,667.48

**Days: 182**

*Years teaching experience is defined as working 80% or more of any given school year in a Certificated position*

*Years at Blue Oak based on years teaching in Blue Oak classroom as a full time Certificated teacher*

*Maximum previous teaching experience: 8 years*

*Masters Stipend: \$1,250.00 per year*

*Faculty Chair & Co-Chair Stipend: \$1,200.00 per year*

*Testing Coordinator Stipend: \$1,000.00 per year*

*Summer Training Stipend: \$37 per day M-F / \$100 per day weekends*

*Home Visits Stipend: \$20 per visit*

## Administrative/Management Salary Schedule

Proposed Update to Salary Schedule 4-21-26

Adding years 7 through 15

Effective 7-1-26

	Assistant Director	Executive Director
	Number of Days:	
	190/195/200/205/210/215/220	
	Daily Rate:	
1	\$427.53	477.87
2	\$440.36	492.21
3	\$453.57	506.98
4	\$467.18	522.18
5	\$481.20	537.85
6	\$495.63	553.99
7	\$510.50	570.61
8	\$525.81	587.73
9	\$541.59	605.36
10	\$557.84	623.52
11	\$574.57	642.23
12	\$591.81	661.49
13	\$609.56	681.34
14	\$627.85	701.78
15	\$646.68	722.83

Annual Increase 3%

Current contract days:

210	210
-----	-----

Annual Masters Stipend 1,250.00

Longevity TBD

Facilities/Safety/Food Services Manager
---

	12 months / 240 days
1	\$65,968.69
2	\$67,947.75
3	\$69,986.18
4	\$72,085.77
5	\$74,248.34
6	\$76,475.79
7	\$78,770.06
8	\$81,133.17
9	\$83,567.16
10	\$86,074.18

Annual Increase 3%