

**NEW OPPORTUNITIES ORGANIZATION, INC.
REGULAR BOARD OF EDUCATION MEETING NOTICE AND AGENDA**

Main Location

**Centinela Valley Center for the Arts
14901 S Inglewood Avenue, Lawndale CA 90260**

WEDNESDAY, JUNE 24, 2026

OPEN SESSION AT APPROXIMATELY 4:30 P.M.

(Prepared and distributed: 06/19/2026)

This legislative body conducts business under the meeting requirements of the Ralph M. Brown Act.

NOTICE OF INTENT TO RECORD

This meeting will be tape recorded for purposes of recording the minutes. In consideration of others, please turn off all electronic devices before the start of the meeting.

MEETING AGENDA & RELATED MATERIALS

Agendas for regular board meetings as defined by the Brown Act will be posted at the meeting site and the legislative body's website, if applicable, 72 hours prior to the start of the meeting. Agendas for special meetings as defined by the Brown Act will be posted at the meeting site and the legislative body's website, if applicable, 24 hours prior to the start of the meeting. Materials relating to an agenda topic that is a matter of public record in open session, will be made available for public inspection 72 hours prior to the start of the meeting, or, alternatively, when the materials are distributed to at least a majority of board members.

THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE

Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY

The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

SPECIAL PRESENTATIONS MAY BE MADE

Notice is hereby given that, consistent with the requirements of the *Bagley-Keene Open Meeting Act*, special presentations not mentioned in the agenda may be made at this meeting. However, any such presentation will be for information only.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY

Pursuant to the *Rehabilitation Act of 1973* and the *Americans with Disabilities Act of 1990*, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting may request assistance by contacting the office of the Executive Director at 12500 Ramona Avenue, Hawthorne, CA 90250, (310) 355-0001, at least 48 hours prior to the meeting.

FOR MORE INFORMATION

For more information concerning this agenda or for materials relating to this meeting, please call the office of the Executive Director at 12500 Ramona Avenue, Hawthorne CA 90250, (310) 355-0001, at least 48 hours prior to the meeting.

REMOTE ACCESS

In compliance with the Brown Act, the following is a link for remote access to this board meeting.

Zoom Link <https://us02web.zoom.us/j/85279468792?pwd=orE7ggrvFUoVDgtLrS1b6aq5MNr48S.1>

Meeting ID: 852 7946 8792 Passcode: 369194

One tap mobile +16694449171,,85279468792#,,,,*369194#

1. CALL TO ORDER: _____ PM

- a. FLAG SALUTE
- b. ROLL CALL

Board Members:	Present	Absent
Bernie Konig, President	_____	_____
Francisco Carrillo, Clerk	_____	_____
Nora Roque, Treasurer	_____	_____
Lulu Camberos, Member	_____	_____
Mary Agnes Erlandson, Member	_____	_____

2. APPROVAL OF AGENDA

Motion:			
Second:			
Vote:			
Member	Aye	Nay	Abstain
Konig			
Camberos			
Carrillo			
Erlandson			
Roque			

3. PUBLIC COMMENTS

4. CONSENT AGENDA

Please note: all matters listed under the consent agenda are considered by the Board to be routine and will be approved/enacted by the Board in one motion. Unless specifically requested by a Board member for further discussion or removed from the agenda, there will be no discussion of these items prior to the Board’s vote on them.

- a. Education Protection Account (EPA) 2026-2027 Spending Determination for New Opportunities Charter
- b. Education Protection Account (EPA) 2026-2027 Spending Determination for Family First Charter
- c. Instructional Calendar Proposed 2026-2027
- d. Board Meeting Calendar 2026-2027

Motion:			
Second:			
Vote:			
Member	Aye	Nay	Abstain
Konig			
Camberos			
Carrillo			
Erlandson			
Roque			

5. INFORMATIONAL ITEMS

- a. PRESENTATION: Vertex – Miguel D’Escoto & Brian Holmes
- b. UPDATE: LCAP 2026-2027 & Dashboard – Edgar Alas
- c. UPDATE: Reentry – Mariya Bauer
- d. UPDATE: Corrections – Laura Marquez
- e. UPDATE: Community Sites – Edgar Alas
- f. UPDATE: Human Resources – Jennifer Dominguez

6. DISCUSSION & ACTION ITEMS

- a. Approve Budget Report for 2026-2027 New Opportunities Charter

Motion:	
Second:	
Vote:	
Member	Aye
Konig	
Camberos	
Carrillo	
Erlandson	
Roque	

- b. Approve Budget Report for 2026-2027 Family First Charter

Motion:	
Second:	
Vote:	
Member	Aye
Konig	
Camberos	
Carrillo	
Erlandson	
Roque	

c. Approval of New Opportunities Charter 2026-2027 LCAP

Motion:	
Second:	
Vote:	
Member	Aye
Konig	
Camberos	
Carrillo	
Erlandson	
Roque	

d. Approval of Family First Charter 2026-2027 LCAP

Motion:	
Second:	
Vote:	
Member	Aye
Konig	
Camberos	
Carrillo	
Erlandson	
Roque	

e. Approval of New Opportunities Charter Dashboard – Local Indicators

Motion:	
Second:	
Vote:	
Member	Aye
Konig	
Camberos	
Carrillo	
Erlandson	
Roque	

f. Approval of Family First Charter Dashboard – Local Indicators

Motion:	
Second:	
Vote:	
Member	Aye
Konig	
Camberos	
Carrillo	
Erlandson	
Roque	

g. Approval of Board Policy Professional Boundaries with Students Senate Bill 848 (SB 848)

Motion:	
Second:	
Vote:	
Member	Aye
Konig	
Camberos	
Carrillo	
Erlandson	
Roque	

h. Approval of Executive Director Employment Agreement and Salary Schedule

Motion:	
Second:	
Vote:	
Member	Aye
Konig	
Camberos	
Carrillo	
Erlandson	
Roque	

7. BOARD MEMBER REPORTS

8. EXECUTIVE DIRECTOR REPORT

9. ADJOURNMENT **Time:** _____

Motion:			
Second:			
Vote:			
Member	Aye	Nay	Abstain
Konig			
Camberos			
Carrillo			
Erlandson			
Roque			

Next Regular Board Meeting: August 13, 2026

New Opportunities Charter School Education Protection Account (EPA) Spending Determination*

Estimated Expenditures July 1, 2026 - June 30, 2027

Education Protection Account (Object Code 8012, Resource Code 1400-0)

	Object Codes	New Opportunities Charter School
Amount Available for this Fiscal Year		
Education Protection Account	8012	\$60,000
Expenditures		
Certificated Salaries	1000s	
Teacher Salaries	1100	\$60,000
Administrator Salaries	1300	\$0
Classified Salaries	2000s	\$0
Employee Benefits	3000s	\$0
Books and Supplies	4000s	\$0
Services and Other Operating Expenses	5000s	\$0
Capital Outlay	6000s	\$0
Total Expenditures		\$60,000

*Estimated EPA Spending based on FCMAT LCFF assumptions per the May Revision to the Governor's Proposed State Budget. Actual amount and expenses may be different than stated. Per Proposition 30 and as extended by Proposition 55, EPA funds may not be used for salaries or benefits of administrators or any other administrative costs.

Family First Charter School Education Protection Account (EPA) Spending Determination*

Estimated Expenditures July 1, 2026 - June 30, 2027

Education Protection Account (Object Code 8012, Resource Code 1400-0)

	Object Codes	Family First
Amount Available for this Fiscal Year		
Education Protection Account	8012	\$70,000
Expenditures		
Certificated Salaries	1000s	
Teacher Salaries	1100	\$70,000
Administrator Salaries	1300	\$0
Classified Salaries	2000s	\$0
Employee Benefits	3000s	\$0
Books and Supplies	4000s	\$0
Services and Other Operating Expenses	5000s	\$0
Capital Outlay	6000s	\$0
Total Expenditures		\$70,000

*Estimated EPA Spending based on FCMAT LCFF assumptions per the May Revision to the Governor's Proposed State Budget. Actual amount and expenses may be different than stated. Per Proposition 30 and as extended by Proposition 55, EPA funds may not be used for salaries or benefits of administrators or any other administrative costs.

New Opportunities Organization
Proposed
2025-2026 Board Meeting Calendar

August 13, 2026

October 8, 2026

December 10, 2025 (Organizational Meeting)

February 11 2027

April 8, 2027

June 23, 2027

New Opportunities Organization
Board Agenda Analysis

Title: Adoption of Board Policy – Professional Boundaries with Students

Person(s) Responsible: Paul Guzman, Executive Director

Action
 Information

Rationale:

California Senate Bill 848 (SB 848), the School Employee Misconduct: Child Abuse Prevention Act, requires local educational agencies, including charter schools, to adopt a policy establishing appropriate professional boundaries between employees and students. The legislation is intended to strengthen student safety by addressing not only unlawful conduct, but also grooming behaviors, boundary violations, and other conduct that may undermine the professional employee-student relationship.

The proposed policy is intended to replace the existing Staff Conduct with Students policy. While the existing policy addresses appropriate employee-student interactions, the revised Professional Boundaries with Students policy provides more comprehensive guidance and outlines expectations regarding electronic communications, social interactions, reporting obligations, investigations, and disciplinary consequences for violations.

Adoption of this policy establishes standards of conduct for employees, volunteers, contractors, interns, consultants, and other adults who interact with students through Organization programs and activities; promote consistent implementation across sites; and supports the Organization’s continued compliance with legal and regulatory requirements.

Fiscal Impact

N/A

Funding Source

N/A

Recommended Motion:

Approve the adoption of Board Policy – Professional Boundaries with Students.

Approved for presentation to the Governing Board: **June 24, 2026**

Paul Guzman
Executive Director

NEW OPPORTUNITIES ORGANIZATION

Family First Charter School & New Opportunities Charter School

PROFESSIONAL BOUNDARIES WITH STUDENTS

(All Personnel)

Purpose

The purpose of this policy is to provide employees, students, volunteers, contractors, interns, consultants, and authorized vendors with information regarding their role in maintaining appropriate professional boundaries with students and protecting students from inappropriate conduct, exploitation, abuse of authority, and other misconduct by adults.

New Opportunities Organization ("Organization") serves both minor and adult students through community-based and correctional education programs. All adults are expected to maintain professional, ethical, and appropriate relationships with students that support a safe, respectful, and effective learning environment. The provisions of this policy apply to all employees, volunteers, contractors, interns, consultants, and authorized vendors ("Adults") who interact with students in Organization programs and activities.

This policy addresses conduct that includes not only unlawful or improper interactions with students, but also boundary-blurring and grooming behaviors that undermine the professional Adult-student relationship and may lead to misconduct or the appearance of impropriety.

The professional boundary standards established by this policy apply equally to interactions with Minor Students and Adult Students. The age of a student does not diminish an Adult's obligation to maintain professional boundaries or comply with this policy. All Adults are responsible for complying with this policy and reporting known or suspected violations.

Definitions

Student means any individual enrolled in or participating in an Organization educational program, regardless of age.

Minor Student means a student under eighteen (18) years of age.

Adult Student means a student eighteen (18) years of age or older.

Adult means any employee, volunteer, intern, student teacher, contractor, consultant, or authorized vendor acting on behalf of the Organization.

Legitimate Educational Purpose means an interaction, communication, activity, or service reasonably related to the Adult's assigned duties and the educational, counseling, support, administrative, safety, or operational needs of the student or program.

General Standards

The Governing Board expects Adults to maintain the highest professional, moral, and ethical standards in their interactions with students. Adults are required to maintain an atmosphere conducive to learning through consistently and appropriately applied standards of conduct and by establishing and maintaining professional boundaries.

The interactions and relationships between Adults and students shall be based upon mutual respect, trust, and recognition of the professional nature of the Adult-student relationship. Such relationships shall be consistent with the educational mission of the Organization.

Adults shall not intrude upon a student's physical, emotional, or personal boundaries unless the intrusion is necessary to serve a legitimate educational purpose, ensure safety, comply with legal obligations, or provide authorized educational or support services.

For purposes of this policy, legitimate educational purpose includes matters or communications related to teaching, counseling, student support services, correctional education programming, extracurricular activities, treatment of a student's physical injury or medical needs, school administration, safety, or other purposes within the scope of the Adult's assigned duties.

Appearance of Impropriety

Adults are expected to be aware of the appearance of impropriety in their own conduct and the conduct of other Adults when interacting with students.

Even when the Adult's intent is professional and there is a legitimate educational purpose, the following activities may create the appearance of impropriety:

1. Being alone with an individual student out of the view of others when not necessary for a legitimate educational purpose;
2. Inviting or allowing an individual student to visit the Adult's home or private residence;
3. Remaining alone with student(s) after regular program hours when no legitimate educational purpose exists; and/or
4. Visiting a student's residence unless the visit is required as part of the Adult's assigned duties and conducted in accordance with Organization procedures.

Whenever possible, Adults should avoid these situations. If unavoidable, such activities should be approved by an appropriate administrator when practicable. If prior approval is not feasible, the Adult shall notify the appropriate administrator as soon as reasonably possible.

Electronic Communications

When communicating electronically, Adults shall maintain professional boundaries with students. Electronic and other communications with students shall be for legitimate educational purposes only and shall be professional in content, tone, and frequency. Adults shall not maintain personal 1-1 contact with a student by phone, letter, electronic communications, or other means without including the parent/guardian (for Minor Students) and/or the school administrator.

Organization email, learning management systems, communication platforms, or other Organization-approved communication methods should be utilized whenever practicable, and shall be in accordance with Organization policies and procedures.

Adults shall not engage in personal communications with students that are unrelated to legitimate educational purposes.

Adults should not provide personal contact information to students unless required for legitimate educational purposes and approved by the Organization.

Inviting or accepting requests from current students, or former students who are minors, to connect on personal social networking sites for non-school purposes is prohibited.

Adults shall not communicate with students through applications or platforms designed to automatically delete, conceal, or prevent retention of communications.

All electronic communications shall be sent in a single communication to all participating students, except for communications concerning an individual student's medical or academic privacy matter. Communications involving individual student academic, attendance, counseling, support service, or safety matters may occur directly with the student when related to a legitimate educational purpose. Communications involving Minor Students shall be conducted consistent with applicable law, parental rights, and Organization procedures.

Adults shall not follow or accept requests from current students (or non-adult former students) to be friends or connections on personal social networking sites and shall not create or participate in social networking sites for communication with students other than those approved by the Organization for educational purposes.

Boundary Violations

A boundary violation is an act or omission by an Adult that does not have a legitimate educational purpose and has the potential to exploit, undermine, or abuse the Adult-student relationship. Examples include, but are not limited to:

1. Singling out a particular student for personal attention, favoritism, or friendship beyond the professional Adult-student relationship.
2. For non-guidance/counseling staff, encouraging students to confide personal, family, romantic, financial, legal, or other private matters beyond what is reasonably necessary to provide educational or support services. If a student initiates such discussion, Adults are expected to refer the student to appropriate guidance and counseling staff. In either case, Adult involvement should be limited to a direct connection to the student's school performance.
3. Addressing students or permitting students to address Adults using terms of endearment, pet names, or other overly familiar forms of address.
4. Maintaining personal contact with a student outside of school that is unrelated to legitimate educational purposes, including through social media or personal communication platforms such as phone, email, instant messenger, internet chat rooms

or other communication applications. This prohibition specifically includes “friending” or “following” students on social media unless the social media page is dedicated to legitimate school business. This also specifically includes the posting of students’ images or other personally identifiable information of students on an Adult’s personal website.

5. Exchanging personal gifts, cards, or letters with an individual student where there is an actual or perceived expectation of preferential treatment or personal benefit. (i.e. directly or implicitly suggested that a student is to say or do something in return)
6. Touching students or initiating physical contact without a legitimate educational purpose, i.e., initiating hugs.

Legitimate educational purposes may include:

- a. Assisting an injured student;
 - b. Providing approved accommodations or support services;
 - c. Appropriate instructional activities;
 - d. Protecting the safety of students or staff; or
 - e. Responding to emergencies.
7. Socializing or spending time with students (including but not limited to activities such as going out for beverages, meal or movies, shopping, traveling and recreational activities, and visiting the student’s home) outside Organization-sponsored activities or legitimate educational purposes, except as participants in organized community activities.
 8. Being alone with a student without a legitimate educational purpose.
 9. Borrowing money from students, lending money to students, engaging in personal financial transactions with students, or entering into business relationships with students.
 10. Providing housing to students, accepting housing from students, or entering into personal living arrangements with students outside approved Organization programs.

Egregious Misconduct

A boundary violation constitutes egregious misconduct when an Adult abuses the professional relationship with a student or uses their position, authority, influence, or access for personal benefit.

A boundary violation that constitutes egregious misconduct is an act, omission, or pattern of conduct that lacks a legitimate educational purpose and results in an abuse of the Adult-student professional relationship.

1. Romantic or Sexual Relationships

Adults are prohibited from dating, courting, pursuing, encouraging, entering into, or attempting to establish any romantic, intimate, sexual, or dating relationship with any student, regardless of the student's age. Prohibited conduct includes, but is not limited to:

- Sexual physical contact;
- Romantic flirtation, propositions, or sexual remarks;
- Sexual slurs, leering, epithets, sexual or derogatory comments;
- Personal comments about a student's body;

- Sexual jokes, banter, innuendo, notes, stories, drawings, gestures, or pictures;
- Spreading sexual or romantic rumors;
- Touching a student's body or clothing in a sexual or intimate manner;
- Restricting a student's freedom of movement in a sexually intimidating or provocative manner;
- Displaying or transmitting pornography, sexually explicit materials, or sexual images to a student; or
- Conduct that would constitute sexual harassment under Board Policy or applicable law.

2. Social and Other Interactions

Adults are prohibited from engaging in social or other interactions that exploit, manipulate, coerce, intimidate, or abuse the Adult-student professional relationship.

Prohibited conduct includes, but is not limited to:

- Sending or accompanying students on personal errands unrelated to a legitimate educational purpose;
- Furnishing alcohol, tobacco, controlled substances, or illegal drugs to a student, or being present while knowingly participating in such activities with a student;
- Disclosing personal, family, financial, employment, relationship, or other private matters to students beyond what is appropriate in a professional educational setting;
- Unnecessarily invading a student's privacy;
- Removing a student from class or educational activities without a legitimate educational purpose;
- Giving a student a ride alone in a personal vehicle without prior approval except in an emergency situation;
- Engaging in personal business, financial, employment, or investment relationships with students;
- Using a student for personal services or personal benefit;
- Engaging in harassing, discriminatory, retaliatory, or intimidating conduct prohibited by law or Organization policy; or
- Making threats of harm to ensure student silence regarding any issue.

Exceptions

An emergency situation or legitimate educational purpose may justify deviation from certain professional boundaries established by this policy. The Adult shall be prepared to articulate the reason for any deviation and demonstrate that professional boundaries were maintained.

Under no circumstance shall an educational, operational, or personal reason justify deviation from the Romantic or Sexual Relationships section of this policy.

There may be circumstances where a pre-existing personal relationship exists independently of the Adult's position with the Organization. This policy is not intended to interfere with such relationships; however, Adults remain responsible for maintaining professional boundaries whenever a student participates in an Organization program.

Adults may also participate in civic, religious, athletic, community, correctional, or other organizations whose participants include Organization students. Nothing in this policy is intended to restrict such involvement; however, Adults shall maintain professional boundaries appropriate to the nature of the activity.

Duty to Report

Any Adult or student who observes, receives information regarding, or reasonably suspects a violation of this policy shall promptly report the matter to a supervisor, site administrator, Human Resources, the Title IX Coordinator, or another designated administrator.

If the supervisor or administrator is the subject of the report, the report shall be made directly to Human Resources, the Executive Director, or the Title IX Coordinator.

When an Adult observes conduct that creates a reasonable suspicion of child abuse or neglect involving a Minor Student, the Adult shall comply with all mandated reporter obligations under California law.

Adults shall also report suspected violations of this policy involving Adult Students regardless of whether the conduct constitutes child abuse or triggers mandated reporter obligations.

Reporting individuals are neither permitted nor responsible for conducting independent investigations.

Investigation

Law enforcement and child welfare agencies investigate allegations of child abuse or neglect as provided by law.

The Organization shall promptly review and investigate reports of suspected policy violations. Investigations shall be conducted in a manner that protects student safety, preserves the integrity of the process, and complies with applicable law and Organization procedures. Immediate intervention may be implemented when necessary to protect student safety and/or preserve the integrity of the investigation.

Disciplinary Action

Any employee or volunteer found to have engaged in conduct in violation of law, this policy, or other Board policies shall be subject to disciplinary action up to and including dismissal.

Certificated employees may be reported to the California Commission on Teacher Credentialing when appropriate. The Executive Director or designee shall notify law enforcement when appropriate.

An employee who has knowledge of, but fails to report, conduct that violates this policy may also be subject to disciplinary action.

A volunteer, student teacher, independent contractor, consultant, vendor, or employee of an independent contractor who violates this policy may be prohibited from working or serving in Organization programs permanently or for a specified period of time.

Confidentiality and Retaliation

The Organization prohibits retaliation against any person who reports concerns, files a complaint, participates in an investigation, or assists in the enforcement of this policy.

Any employee who retaliates against a complainant, reporter, witness, or participant in the complaint process shall be subject to disciplinary action.

Individuals involved in reporting or investigating concerns shall maintain confidentiality to the greatest extent possible consistent with conducting a thorough review and complying with legal obligations.

Confidentiality protects both the student(s) and the Adult who is the subject of the report. Failure to maintain confidentiality may impede the investigation and foster untrue and potentially harmful rumors.

Nothing in this policy shall prevent employees from consulting with their legal counsel, union representative, or other representative as permitted by law.

(cf. 44050 - Notice of Employee Code of Conduct Regarding Employee Interaction with Pupils)

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of discrimination on the basis of sex

PENAL CODE

11164-11174.4 Child Abuse and Neglect Reporting Act

CODE OF REGULATIONS, TITLE 5

80331-80338 Rules of conduct for professional educators

Management Resources:

COUNCIL OF CHIEF STATE SCHOOL OFFICERS PUBLICATIONS

Standards for School Leaders, 1996

NATIONAL EDUCATION ASSOCIATION PUBLICATIONS

Code of Ethics of the Education Profession, 1975

WEB SITES

CSBA: <http://www.csba.org>

Association of California School Administrators: <http://www.acsa.org>

California Department of Education: <http://www.cde.ca.gov>

California Federation of Teachers: <http://www.cft.org>

California School Employees Association: <http://www.csea.com>

California Teachers Association: <http://www.cta.org>

Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

Council of Chief State School Officers: <http://www.ccsso.org> all prevent any represented employee from consulting with his/her exclusive representative.

Approved by the Board of Directors on: **June 15, 2026**

NEW OPPORTUNITIES ORGANIZATION

Family First Charter School & New Opportunities Charter School

Existing Board Policies for Family First Charter School and New Opportunities Charter School:

Professional Standards: All Personnel

The Board expects New Opportunities Charter School employees to maintain the highest ethical standards, exhibit professional behavior, follow New Opportunities Charter School policies, and abide by applicable state and federal laws. Employee conduct should enhance the integrity of the New Opportunities Charter School and advance the goals of the New Opportunities Charter School's educational programs. Each employee should make a commitment to acquire the knowledge and skills necessary to fulfill his/her responsibilities and should focus on his/her contribution to the learning and achievement of New Opportunities Charter School students.

The Board encourages New Opportunities Charter School employees to accept as guiding principles the professional standards and codes of ethics adopted by educational or professional associations to which they may belong.

Each employee's conduct shall be subject to the standards, rules, and/or code of conduct of the School's location.

Staff Conduct with Students

~~The Board expects all employees to exercise good judgment and maintain professional standards and boundaries when interacting with students both on and off school property. Inappropriate employee conduct shall include, but not be limited to, engaging in harassing or discriminatory behavior; engaging in inappropriate socialization or fraternization with a student; soliciting, encouraging, or establishing an inappropriate written, verbal, or physical relationship with a student; furnishing tobacco, alcohol, or other illegal or unauthorized substances to a student.~~

~~An employee who observes or has evidence of inappropriate conduct between another employee and a student shall immediately report such conduct to the Executive Director or designee.~~

~~Any employee who is found to have engaged in inappropriate conduct with a student in violation law or this policy shall be subject to disciplinary action.~~

PROFESSIONAL BOUNDARIES WITH STUDENTS

(All Personnel)

Purpose

The purpose of this policy is to provide employees, students, volunteers, contractors, interns, consultants, and authorized vendors with information regarding their role in maintaining appropriate professional boundaries with students and protecting students from inappropriate conduct, exploitation, abuse of authority, and other misconduct by adults.

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Adults shall not intrude upon a student's physical, emotional, or personal boundaries unless the intrusion is necessary to serve a legitimate educational purpose, ensure safety, comply with legal obligations, or provide authorized educational or support services.

For purposes of this policy, legitimate educational purpose includes matters or communications related to teaching, counseling, student support services, correctional education programming, extracurricular activities, treatment of a student's physical injury or medical needs, school administration, safety, or other purposes within the scope of the Adult's assigned duties.

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2. Inviting or allowing an individual student to visit the Adult's home or private residence;
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4. Visiting a student's residence unless the visit is required as part of the Adult's assigned duties and conducted in accordance with Organization procedures.

Whenever possible, Adults should avoid these situations. If unavoidable, such activities should be approved by an appropriate administrator when practicable. If prior approval is not feasible, the Adult shall notify the appropriate administrator as soon as reasonably possible.

Electronic Communications

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Adults shall not follow or accept requests from current students (or non-adult former students) to be friends or connections on personal social networking sites and shall not create or participate in social networking sites for communication with students other than those approved by the Organization for educational purposes.

Boundary Violations

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2. For non-guidance/counseling staff, encouraging students to confide personal, family, romantic, financial, legal, or other private matters beyond what is reasonably necessary to provide educational or support services. If a student initiates such discussion, Adults are expected to refer the student to appropriate guidance and counseling staff. In either case, Adult involvement should be limited to a direct connection to the student's school performance.
3. Addressing students or permitting students to address Adults using terms of endearment, pet names, or other overly familiar forms of address.
4. Maintaining personal contact with a student outside of school that is unrelated to legitimate educational purposes, including through social media or personal communication platforms such as phone, email, instant messenger, internet chat rooms or other communication applications. This prohibition specifically includes "friending" or "following" students on social media unless the social media page is dedicated to legitimate school business. This also specifically includes the posting of students' images or other personally identifiable information of students on an Adult's personal website.
5. Exchanging personal gifts, cards, or letters with an individual student where there is an actual or perceived expectation of preferential treatment or personal benefit. (i.e. directly or implicitly suggested that a student is to say or do something in return)
6. Touching students or initiating physical contact without a legitimate educational purpose, i.e., initiating hugs.

Legitimate educational purposes may include:

- a. Assisting an injured student;
- b. Providing approved accommodations or support services;
- c. Appropriate instructional activities;
- d. Protecting the safety of students or staff; or
- e. Responding to emergencies.
7. Socializing or spending time with students (including but not limited to activities such as going out for beverages, meal or movies, shopping, traveling and recreational activities, and visiting the student's home) outside Organization-sponsored activities or legitimate educational purposes, except as participants in organized community activities.
8. Being alone with a student without a legitimate educational purpose.

9. Borrowing money from students, lending money to students, engaging in personal financial transactions with students, or entering into business relationships with students.

10. Providing housing to students, accepting housing from students, or entering into personal living arrangements with students outside approved Organization programs.

Egregious Misconduct

A boundary violation constitutes egregious misconduct when an Adult abuses the professional relationship with a student or uses their position, authority, influence, or access for personal benefit.

A boundary violation that constitutes egregious misconduct is an act, omission, or pattern of conduct that lacks a legitimate educational purpose and results in an abuse of the Adult-student professional relationship.

1. Romantic or Sexual Relationships

Adults are prohibited from dating, courting, pursuing, encouraging, entering into, or attempting to establish any romantic, intimate, sexual, or dating relationship with any student, regardless of the student's age. Prohibited conduct includes, but is not limited to:

- Sexual physical contact;
- Romantic flirtation, propositions, or sexual remarks;
- Sexual slurs, leering, epithets, sexual or derogatory comments;
- Personal comments about a student's body;
- Sexual jokes, banter, innuendo, notes, stories, drawings, gestures, or pictures;
- Spreading sexual or romantic rumors;
- Touching a student's body or clothing in a sexual or intimate manner;
- Restricting a student's freedom of movement in a sexually intimidating or provocative manner;
- Displaying or transmitting pornography, sexually explicit materials, or sexual images to a student; or
- Conduct that would constitute sexual harassment under Board Policy or applicable law.

2. Social and Other Interactions

Adults are prohibited from engaging in social or other interactions that exploit, manipulate, coerce, intimidate, or abuse the Adult-student professional relationship. Prohibited conduct includes, but is not limited to:

- Sending or accompanying students on personal errands unrelated to a legitimate educational purpose;
- Furnishing alcohol, tobacco, controlled substances, or illegal drugs to a student, or being present while knowingly participating in such activities with a student;
- Disclosing personal, family, financial, employment, relationship, or other private matters to students beyond what is appropriate in a professional educational setting;
- Unnecessarily invading a student's privacy;
- Removing a student from class or educational activities without a legitimate educational purpose;
- Giving a student a ride alone in a personal vehicle without prior approval except in an emergency situation;
- Engaging in personal business, financial, employment, or investment relationships with students;
- Using a student for personal services or personal benefit;
- Engaging in harassing, discriminatory, retaliatory, or intimidating conduct prohibited by law or Organization policy; or
- Making threats of harm to ensure student silence regarding any issue.

Exceptions

An emergency situation or legitimate educational purpose may justify deviation from certain professional boundaries established by this policy. The Adult shall be prepared to articulate the reason for any deviation and demonstrate that professional boundaries were maintained.

Under no circumstance shall an educational, operational, or personal reason justify deviation from the Romantic or Sexual Relationships section of this policy.

There may be circumstances where a pre-existing personal relationship exists independently of the Adult's position with the Organization. This policy is not intended to interfere with such relationships; however, Adults remain responsible for maintaining professional boundaries whenever a student participates in an Organization program.

Adults may also participate in civic, religious, athletic, community, correctional, or other organizations whose participants include Organization students. Nothing in this policy is intended to restrict such involvement; however, Adults shall maintain professional boundaries appropriate to the nature of the activity.

Duty to Report

Any Adult or student who observes, receives information regarding, or reasonably suspects a violation of this policy shall promptly report the matter to a supervisor, site administrator, Human Resources, the Title IX Coordinator, or another designated administrator.

If the supervisor or administrator is the subject of the report, the report shall be made directly to Human Resources, the Executive Director, or the Title IX Coordinator.

When an Adult observes conduct that creates a reasonable suspicion of child abuse or neglect involving a Minor Student, the Adult shall comply with all mandated reporter obligations under California law.

Adults shall also report suspected violations of this policy involving Adult Students regardless of whether the conduct constitutes child abuse or triggers mandated reporter obligations.

Reporting individuals are neither permitted nor responsible for conducting independent investigations.

Investigation

Law enforcement and child welfare agencies investigate allegations of child abuse or neglect as provided by law.

The Organization shall promptly review and investigate reports of suspected policy violations.

Investigations shall be conducted in a manner that protects student safety, preserves the integrity of the process, and complies with applicable law and Organization procedures. Immediate intervention may be implemented when necessary to protect student safety and/or preserve the integrity of the investigation.

Disciplinary Action

Any employee or volunteer found to have engaged in conduct in violation of law, this policy, or other Board policies shall be subject to disciplinary action up to and including dismissal.

Certificated employees may be reported to the California Commission on Teacher Credentialing when appropriate. The Executive Director or designee shall notify law enforcement when appropriate.

An employee who has knowledge of, but fails to report, conduct that violates this policy may also be subject to disciplinary action.

A volunteer, student teacher, independent contractor, consultant, vendor, or employee of an independent contractor who violates this policy may be prohibited from working or serving in Organization programs permanently or for a specified period of time.

Confidentiality and Retaliation

The Organization prohibits retaliation against any person who reports concerns, files a complaint, participates in an investigation, or assists in the enforcement of this policy.

Any employee who retaliates against a complainant, reporter, witness, or participant in the complaint process shall be subject to disciplinary action.

Individuals involved in reporting or investigating concerns shall maintain confidentiality to the greatest extent possible consistent with conducting a thorough review and complying with legal obligations.

Confidentiality protects both the student(s) and the Adult who is the subject of the report. Failure to maintain confidentiality may impede the investigation and foster untrue and potentially harmful rumors.

Nothing in this policy shall prevent employees from consulting with their legal counsel, union representative, or other representative as permitted by law.

New Opportunities Organization
Board Agenda Analysis

Title: CalSTRS Charter School/Nonprofit Public Benefit Corporation Certification

Person(s) Responsible: Paul Guzman, Executive Director

Action
 Information

Rationale:

Recent updates from California State Teachers' Retirement System and the issuance of Employer Directive 2026-01 have created two significant retirement-related compliance issues for charter schools. First, charter schools must confirm their organizational eligibility to continue participating in CalSTRS as governmental employers. To do so, both charter schools must complete a Charter School/Nonprofit Public Benefit Corporation Certification form certifying compliance with specific governance, operational, and legal requirements. This may require review and possible amendment of corporate articles, bylaws, and other governing documents prior to the June 30, 2026 deadline.

Second, beginning in the 2027-28 school year, employee eligibility for CalSTRS participation may be more narrowly defined based upon job duties and whether positions meet the definition of creditable service under the Education Code. This may have a particular impact on administrative and non-classroom positions. In anticipation of these changes, teacher and administrative employment agreements will be reviewed to ensure alignment with applicable creditable service requirements and the Teachers' Retirement Law (TRL).

Fiscal Impact

N/A

Funding Source

N/A

Recommended Motion:

This is presented as an informational item only. No Board action is requested at this time. Staff will continue reviewing organizational requirements, governance documents, and employee classifications for alignment with applicable CalSTRS directives and will return to the Board with any future recommendations or required actions.

Approved for presentation to the Governing Board: **June 24, 2026**

Paul Guzman
Executive Director