

VIBRANT MINDS



VIBRANT MINDS CHARTER SCHOOL REGULAR BOARD MEETING MINUTES

Wednesday, March 11, 2026 at 5:30 PM
1450 E. La Palma Ave., Anaheim, CA 92805

Page

1. OPEN GENERAL SESSION

1.1 Call to Order

Time: 5:34 PM PT

1.2 Establishment of Quorum

Mike Anderson Mike Anderson, Kyle Bonenberger, Fareed Farukhi, Robert Nelson, and Sharon Rhee

Kyle Bonenberger Mike Anderson, Kyle Bonenberger, Fareed Farukhi, Robert Nelson, and Sharon Rhee

Robert Nelson Mike Anderson, Kyle Bonenberger, Fareed Farukhi, Robert Nelson, and Sharon Rhee

Fareed Farukhi

Sharon Rhee

1.3 Pledge of Allegiance

1.4 Approval of the Agenda

This agenda has been posted within the 72 hours required by. Brown Act for a Regular Board Meeting. Therefore, it is recommended that the Agenda be adopted by the Board Members.

Moved by: Mike Anderson

- 1.5 Public Comment [B Request to Speak.pdf](#) 

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No one spoke in this section.

2. PARENT REPORTS

- 2.1 School Site Council (SSC) Report by Parent/Staff Representative

Debbie Schroeder spoke on behalf of the SSC. The most recent SSC Meeting was held on Thursday, March 5, 2026. At the SSC Meeting, Anaiss shared what occurred at the ELAC Meeting on February 24, 2026. Yvette then discussed the recruitment process, and annual report for the Community School Plan, corrections/additions to the Home/School Handbook, and the new location update.

- 2.2 English Learner Advisory Committee (ELAC) Report by Parent/Staff Representative

The last ELAC Meeting occurred on Thursday, February 24, with the support of Anaiss Servin. Items shared at the ELAC Meeting included activities related to the Book Club, onboarding to Rosetta Stone, and exploration of Zen Folio where school pictures are uploaded.

- 2.3 Family and Staff Team (F.A.S.T.) Report by Parent/Staff Representative

The two largest events that are coming up include the Labrador Gala and the VMCS Talent Show. Both of these events will be held in the SAC Parish Hall.

3. CONSENT ITEMS (VOTE ON MULTIPLE ITEMS SIMULTANEOUSLY)

Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all Board Members and the public in advance to assure an extensive and thorough review.

Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all Board Members and the public in advance to assure an extensive and thorough review.

Consent section items are for routine matters that do not require discussion or deliberation by the Board. The consent calendar permits the Board to approve multiple items by one action. All Board Members have the right to remove a consent item from the consent calendar so that normal discussion and deliberation may take place.

Moved by: Robert Nelson

Seconded by: Kyle Bonenberger

Motion Carries


4. EXECUTIVE DIRECTOR REPORT -- DEBRA J. SCHROEDER

4.1 Presentation by Kirt Gilliland of JLL Regarding Construction Project

The Board is provided a monthly update by Kirt Gilliland, our JLL representative, regarding the construction project for our permanent school site at 330 W. Broadway, Anaheim, California 92805. Kirt Gilliland is also present at our weekly onsite meetings with MC Contracting and other involved organizations.



With the assignment of a new inspector, many unanticipated expectations have been added to the project. This has resulted in a slow-down. New requirements include the analysis of electrical switchboards, cold water grounding, yesterday's standards vs. today's standards, etc. Public Utilities will be part of the dialogue, especially if it is confirmed that we need 1600 amps and the system only puts out 400 amps. It is items like this that make a completion

bond potentially needed.

- 4.2 Adjusted VMCS Calendar for 2026-2027 School Year [D 26-27 Family School Calendar Version 4.pdf](#)  15

Considering the possibility of a delay in our move to our permanent school site at 330 W. Broadway, Anaheim, it is prudent to adopt a calendar with a three-week rather than two-week Winter Break. This will permit staff members a week to organize the school with the assumption that most of the set-up will be done prior to the Winter Break once the school received the Certificate of Occupancy.

This item was deleted since a mid-year school move seems unlikely.

- 4.3 Selection of Assistant Director [E Ogbugbulu Resume.pdf](#)  [F Assistant Director Contract 25-26.pdf](#)  16 - 23

After a rigorous selection process that involved applying through EdJoin, passing the paper screening process, completing the interview packet, interviewing with Panel 1, visiting the campus for a half-day, and interviewing with Panel 2, we believe we have selected an exceptionally strong candidate and will seek the Board's ratification under the Action Items. The resume of Karen Ogbugbulu is attached for the Board's perusal, as well as the offered contract. If ratified by the Board, Karen Ogbugbulu will be in attendance at the next Board Meeting.

- 4.4 Required Revisitation of Board Policy for Homeless and Foster Youth [G BP AB 408 Homeless Foster Youth.pdf](#)  24 - 28

We originally adopted our Board Policy related to Homeless and Foster youth in 2020. This is a revisitation of that policy, which continues to be a valid document. There were no questions about the proposed Board Policy for Homeless and Foster Youth.

- 4.5 California Community School Partnership Program (CCSPP) Update

VMCS received the CCSPP Grant, which Yvette LaValle oversees. She provides a monthly update to the Board.

Yvette LaValle was not in attendance. However, she and CHOC staff members (now part of Rady Children's Health) continue to co-create a vision for the Wellness Space at the new site.

4.6 Statement of Economic Interests -- Form 700

Form 700 must be completed yearly. It is a retrospective form, meaning it reports any possible Conflicts of Interest for the past year. In this case, it is for the 2025 year. It must be completed by the Executive Director, Assistant Director, and Board Members. A copy of Form 700 will be provided to the Board and completed at the meeting, as well as our own Conflict of Interest Form.

The members in attendance completed the document.

5. ASSISTANT DIRECTOR REPORT -- CHAMMARRA NGUYEN

5.1 Current Enrollment for 2025-2026

While the enrollment for 2025-2026 has been fairly stable, a monthly report is provided to the Board. At this time, we will no longer report wait list numbers since they are now included in the 2026-2027 enrollment data.

This report was not provided at the Board Meeting.

5.2 Enrollment Information for 2026-2027

We are currently in the process of having families complete the enrollment process if they were on the waitlist for 2025-2026 or they were selected in the drawing. The numbers are strong, and there is time to recruit in grade levels where we have openings.

The provided numbers below change daily.

TK -- 48 (48 on waitlist)

K -- 64 (21 on waitlist)

- 1 -- 64 (0 on waitlist)
- 2 -- 64 (7 on waitlist)
- 3 -- 50 (10 in process, no waitlist)
- 4 -- 50 (10 in process, 1 on waitlist)
- 5 -- 41 (7 in process, 1 on waitlist)
- 6 -- 33 (6 on waitlist)

5.3 Ethics Training

Completion of the Ethics Training is a requirement that needs to be done prior to January 1, 2026.

Not all Board Members have completed the Ethics Training at the time of the Board Meeting.

6. **ICON SCHOOL MANAGEMENT REPORT -- ROY KIM**

Roy Kim from Icon School Management provides a monthly PowerPoint presentation to the Board.

- 6.1 January 2026 Financials [H Financial Presentation VMCS March.pdf](#)  29 - 41

The financial presentation resulted in few questions.

- 6.2 Second Interim Report
https://1drv.ms/x/c/7cdaa53ddd3c6a01/IQDD_XP0IPw_TI_MKNt4luiwdAeOdSwcWcR9ZNZvczViHgdY

<https://docs.google.com/spreadsheets/d/1dRKNq97emPXrC6N45kSC7Gp1iwYKRwYH/edit?usp=sharing&oid=108472004224420652845&rtpof=true&sd=true>

The Second Interim Report resulted in no questions.

- 6.3 State and Federal Financial Update

There were no significant updates, with the exception of the anticipated COLA and the timing of the May Revise when it comes to school funding.

7. **ACTION ITEMS**

7.1 VMCS Calendar for 2026-2027 -- Withdrawn Due to Change in Move

Recommendation: It is recommended that the VMCS Board approves the adjusted VMCS Calendar for the 2026-2027 school year with the three-week Winter Break.

Rationale: This will permit a mid-year move if necessary due to delays in construction.

Carried

7.2 Hiring of Second Assistant Director

Recommendation: It is recommended that the VMCS Board ratifies the hiring of Karen Ogbugbulu as the second Assistant Director for the remainder of the 2025-2026 school year.

Rationale: The Board previously approved the hiring of a second Assistant Director due to the current work load. An exhaustive interview process occurred involving stakeholders with a variety of roles, and Karen Ogbugbulu was the selected candidate.

Moved by: Kyle Bonenberger

Seconded by: Mike Anderson

Motion Carries

7.3 Board Policy for Homeless and Foster Youth

Recommendation: It is recommended that the VMCS Board approves the Board Policy for Homeless and Foster Youth.

Rationale: This is a required Board Policy that must be revisited and possibly revised.

Moved by: Robert Nelson

Seconded by: Mike Anderson

Motion Carries

7.4 Second Interim Budget Report

Recommendation: It is recommended that the VMCS Board approves the Second Interim Budget Report.

Rationale: The Second Interim Budget Report must be presented to and approved by the VMCS Board for delivery to the Anaheim Elementary School District and the Orange County Board of Education in accordance with an established due date.

Moved by: Robert Nelson

Seconded by: Kyle Bonenberger

Motion Carries

8. BOARD COMMENTS

8.1 General Comments

No comments from Board Members.

8.2 Next Board Meeting: Wednesday, April 8, 2026, 5:30 p.m.

9. BOARD ADJOURNMENT

9.1 Board Adjournment: 7:57 p.m.

Recommendation: It is recommended that the VMCS Board adjourns the Board Meeting.

Moved by: Kyle Bonenberger

Seconded by: Robert Nelson

Motion Carries

10. GENERAL INFORMATION

10.1 Notifications

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 Board’s presiding officer reserves the right to impose reasonable time limits on public testimony to ensure 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 of the Board of Directors may request assistance by contacting (714) 563-2390

TRANSLATION/INTERPRETATION OF BOARD INFORMATION OR A BOARD MEETING WILL BE PROVIDED FOR LIMITED ENGLISH LANGUAGE PROFICIENT PARENTS/COMMUNITY MEMBERS IN A LANGUAGE THEY CAN UNDERSTAND.

FOR MORE INFORMATION . If you have questions regarding this agenda, please call (714) 563-2390.

CAO

Mayor



VIBRANT MINDS CHARTER SCHOOL

TK-6 Grade, Free, Public Charter School

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<https://www.vibrantminds.us/>

<https://www.facebook.com/VMCharterSchool//>

Request to Speak before the Vibrant Minds Charter School Board

Vibrant Minds Charter School welcomes your participation at Vibrant Minds Board Meetings. The purpose of the meeting of the Board of Directors (Board) is to conduct the affairs of Vibrant Minds Charter School in public. Your participation ensures continuing community interest in Vibrant Minds Charter School. Please submit your comment prior to the start of the meeting.

Comments are to address Open/Closed Session items found on the agenda. Each Comment will be limited to three (3) minutes. A total of twenty-one (21) minutes will be afforded for public comment. Unless an item has been placed on the published agenda in accordance with the Brown Act, there shall be no action taken, nor should there be comments on, responses to, or discussion of a topic not on the agenda. All Public Comment emails will be presented to the Board of Directors. The Board members may: (1) acknowledge receipt of information/report; (2) refer to staff with no direction as to action or priority; or (3) refer the matter to the next agenda.

Personal attacks against Vibrant Minds Charter School employees and/or Vibrant Minds Board members are inappropriate and not considered by the Board at a public Board Meeting. The Board has a complaint process which should be followed. The Board will not respond to personal attacks against employees or Board members in a public meeting, and cautions members of the public that they will be personally responsible for any remarks made.

Name _____ Phone _____ Date _____

Address _____ City _____ Zip _____

Agenda Item # _____ Other Agenda Item # _____ Not an Agenda Item _____

___ I wish to speak IN FAVOR of this item.

___ I wish to speak IN OPPOSITION to this item.

___ I do not wish to speak. However, please record my ___ SUPPORT ___ OPPOSITION

General Citizen Comments: This item is available for citizens to speak on any subject; however, no action, by law, may be taken on the topic.

Topic of Discussion

VMCS REGULAR BOARD MEETING MINUTES
Wednesday, February 11, 2026, 5:30 P.M.
1450 E. La Palma Ave.
Anaheim, CA 92805

1. OPEN GENERAL SESSION

Meeting Called tot Order at 5:35 p.m.

Procedural: 1.1 Establishment of Quorum

Roll Call	Present	Absent
Anderson	X	
Bonenberger	X	
Farukhi		X
Nelson	X	
Rhee	Late	

Procedural: 1.2 Pledge of Allegiance

Action: 1.3 Approval of the Agenda

Recommended Action: This agenda has been posted within the 72 hours required by the Brown Act for a Regular Board Meeting.

Motion: Anderson		Second: Bonenberger	
Roll Call	Yay		Nay
Anderson	X		
Bonenberger	X		
Farukhi	Absent		
Nelson	X		
Rhee	X		
Item Passes – Vote: 4/4			
Item Does Not Pass – Vote:			

Procedural: 1.4 Public Comment

None

2. PARENT REPORTS

Reports: 2.1 School Site Council (SSC) Report by Parent/Staff Representative

Katie Hallum presented on behalf of the SSC. The last SSC Meeting was on Thursday, February 5, via Zoom. Updates provided by Dr. Schroeder included information about the Assistant Director interview process, the need for refinement to the Home/School Handbook, the proposed School Calendar for 2026-2027, the revised Immigration Policy, and the need for input for the Local Control Accountability Plan. Yvette LaValle provided an update about the Community School, with a focus on having a counselor on campus one day per week. This is the starting point with more support in the future when there is more space.

Reports: 2.2 English Learner Advisory Committee (ELAC) Report by Parent/Staff Representative

Yvette LaValle presented on behalf of F.A.S.T. Meetings have focused on a Book Club format where members work on English skills by reading basic books in English.

Reports: 2.3 Family and Staff Team (F.A.S.T.) Report by Parent/Staff Representative

Yvette LaValle presented on behalf of F.A.S.T. Current activities include Gram Sales to support the 6th graders' AstroCamp cost, the upcoming Labrador Gala on March 12, Spring Pictures with Cap and Gown for kindergartners and sixth graders, and Read Across America with guest readers. We are anticipating scheduling challenges during the upcoming Ash Wednesday, but we are working with St. Anthony Claret to make it go as smoothly as possible.

3. CONSENT (ONE VOTE)

Action (Consent): 3.1 Wednesday, January 21, 2026, 5:30 p.m., Board Meeting Minutes

Recommended Action: Consent section items are for routine matters that do not require discussion or deliberation by the Board. The consent calendar permits the Board to approve multiple items by one action. All Board members have the right to remove a consent item from the consent calendar so that normal discussion and deliberation may take place.

Motion: Nelson		Second: Anderson	
Roll Call	Yay		Nay
Anderson	X		
Bonenberger	X		
Farukhi	Absent		
Nelson	X		
Rhee	X		
Item Passes – Vote: 4/4			
Item Does Not Pass – Vote:			

4. EXECUTIVE DIRECTOR REPORT -- DEBRA J. SCHROEDER

Discussion, Information: 4.1 Presentation by Kirt Gilliland of JLL

Gilliland provided an update to the Board regarding the construction progress for the new site. Although there have been a number of challenges, he feels that the building will be ready for setting up in May/June. This set-up is different from it being ready for occupancy by scholars. More details were provided in the PowerPoint.

Information: 4.2 Medical Leaves in Grade TK, K, and 5

Staff attendance has been challenging, especially the short-term medical leaves. The staff members are using EDI, which does not impact the school in terms of providing coverage. At this time, two of the positions have been covered through existing staff members. One of the positions will most likely be covered by Zen Educate.

Information: 4.3 Search for Second Assistant Director

There are six strong candidates that have made the paper cut. Interviews are being scheduled.

Information: 4.4 2026-2027 School Calendar Draft

The 2026-2027 School Calendar has been vetted by the SSC with parent input, as well as the VMCS Staff. We believe it is a good version and ready for dissemination.

Discussion: 4.5 Input/Refinement of LCAP for 2026-2027

While the LCAP has not completed its three-year tenure, refinements are made each school year. The Board is invited to provide recommendations.

Discussion: 4.6 Recruitment Update and Enrollment Scenarios

The following two scenarios were shared with the Board. Through our recruitment efforts, we are trending toward the ideal scenarios.

Ideal Scenario

- TK -- 48 new scholars, which is highly likely with 71 available (2 classes)
 - K -- 9 new scholars, which is highly likely with 35 available (2 classes)
 - 1 -- 9 new scholars, which is highly likely with 18 available (2 classes)
 - 2 -- 12 new scholars, which is highly likely with 18 available (2 classes)
 - 3 -- 19 new scholars, which is somewhat likely with 19 available (2 classes)
 - 4 -- 19 new scholars, which is somewhat likely with 15 available (2 classes)
 - 5 -- 22 new scholars, which is unlikely with 17 available (2 classes)
 - 6 -- 1 new scholar, which is highly likely with 9 available (1 class)
- Total Enrollment = 438 scholars in 15 classrooms

Predictable Scenario

- TK -- 48 new scholars (2 classes)
 - K -- 9 new scholars (2 classes)
 - 1 -- 9 new scholars (2 classes)
 - 2 -- 12 new scholars (2 classes)
 - 3 -- 0 new scholars (1 class)
 - 3/4 with 11/19 -- 0 new scholars (1 class)
 - 4/5 with 19/11 -- 0 new scholars (1 class)
 - 5 -- 0 new scholars (1 class)
 - 6 -- 0 new scholars (1 class)
- Total Enrollment = 379 scholars in 13 classrooms

Discussion, Information: 4.8 Engagement Letter for Silva & Silva and Audit

At this time with so many transitions, it seems prudent to continue with Silva & Silva for their services as our auditor.

Discussion, Information: 4.9 California Community School Partnership Program (CCSPP) Update

LaValle shared the change in focus for the CCSPP from deficit thinking to strength-based thinking. Also, the vision for the Well Space was discussed, including the meeting with CHOC staff on how to design the space.

5. ASSISTANT DIRECTOR REPORT -- CHAMMARRA NGUYEN

Information: 5.1 Enrollment for 2025-2026

- TK -- 51
- K -- 51
- 1 -- 45
- 2 -- 44
- 3 -- 42
- 4 -- 35
- 5 -- 29
- 6 -- 31

Information: 5.2 Waiting List for 2025-2026

- K -- 50
- 1 -- 15
- 2 -- 13

3 -- 9
 4 -- 10
 5 -- 14
 6 -- 5

Information: 5.3 Interest Forms for 2026-2027

TK -- 80
 K -- 20
 1 -- 6
 2 -- 5
 3 -- 11
 4 -- 9
 5 -- 4
 6 -- 5

Information: 5.4 Ethics Training

Reminder was given to the Board Members to complete the training.

6. ICON SCHOOL MANAGEMENT REPORT -- ROY KIM

Reports: 6.1 December 2026 Financials

Kim presented the financials for VMCS for December via a PowerPoint. Budget looks strong, especially considering there still needs to be a truing up based on our higher enrollment number compared with 2024-2025. There is always a delay in payment when enrollment grows.

Information, Reports: 6.2 Financial Update -- State and Federal

Projected COLA is around 2.8.

7. ACTION ITEMS

Action: 7.1 Approval of 2026-2027 School Calendar

RECOMMENDATION: It is recommended that the VMCS Board approves the 2026-2027 School Calendar.

RATIONALE: The 2026-2027 School Calendar has been vetted by staff and the community. We need to make this available so the families and staff can start making their vacation plans.

Motion: Rhee		Second: Bonenberger	
Roll Call	Yay	Nay	
Anderson	X		
Bonenberger	X		
Farukhi	Absent		
Nelson	X		
Rhee	X		
Item Passes – Vote: 4/4			
Item Does Not Pass – Vote:			

Action: 7.2 Approval of Immigration Enforcement Policy

RECOMMENDATION: It is recommended that the VMCS Board approves the Immigration Enforcement Policy.

RATIONALE: This Board Policy is required by law and must be submitted to the California Department of Education by March 1, 2026.

Motion: Nelson		Second: Anderson	
Roll Call	Yay	Nay	
Anderson	X		
Bonenberger	X		
Farukhi	Absent		
Nelson	X		
Rhee	X		
Item Passes – Vote: 4/4			
Item Does Not Pass – Vote:			

Action: 7.3 Approval of Silva & Silva's Engagement Letter Submission

RECOMMENDATION: It is recommended that the VMCS Board approves the submission of the Silva and Silva Engagement Letter for our annual audit and other forms of accounting support.

RATIONALE: Our annual audit is a requirement, and Silva and Silva, in partnership with VMCS and Icon School Management, has been accurate and professional.

Motion: Anderson		Second: Bonenberger	
Roll Call	Yay	Nay	
Anderson	X		
Bonenberger	X		
Farukhi	Absent		
Nelson	X		
Rhee	X		

Item Passes – Vote: 4/4
Item Does Not Pass – Vote:

8. BOARD COMMENTS

Procedural: 8.1 General Comments

None

Information: 8.2 Next Board Meeting: Wednesday, March 11, 2026

9. BOARD ADJOURNMENT

Procedural: 9.1 Board Adjournment: 7:11 p.m.

Motion: Nelson		Second: Anderson
Roll Call	Yay	Nay
Anderson	X	
Bonenberger	X	
Farukhi	Absent	
Nelson	X	
Rhee	X	
Item Passes – Vote: 4/4		
Item Does Not Pass – Vote:		

VIBRANT MINDS 2026/2027 SCHOOL YEAR

Family Calendar

July 2026						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026						
Su	Mo	Tu	We	Th	Fr	Sa
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30	31					

September 2026						
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27	28	29	30			

October 2026						
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25	26	27	28	29	30	31

November 2026						
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22	23	24	25	26	27	28
29	30					

December 2026						
Su	Mo	Tu	We	Th	Fr	Sa
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27	28	29	30	31		

January 2027						
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31						

February 2027						
Su	Mo	Tu	We	Th	Fr	Sa
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28						

March 2027						
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28	29	30	31			

April 2027						
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25	26	27	28	29	30	

May 2027						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	H					

June 2027						
Su	Mo	Tu	We	Th	Fr	Sa
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Calendar Details

- Scholars in School
- Scholars Not in School
- Summer Academy from 7/13-7/31, 2026 and 6/7-6/25, 2027.
- 1st Day of School on 8/10/2026
- Last Day of School on 5/28/2027
- Back-to-School Night (B) on 8/21/2026

- Open House/PBL Showcase (O) on 4/16/27
- End of Trimester (*) with 60 Days Each
- 180 Instructional Days Total
- Parent/Teacher Conferences at End of 1st and 2nd Trimesters (4 Days Total)

Karen Ogbugbulu

Education Management, School Administration, Organizational Strategy

832-867-6686 | karenogbu@gmail.com | [LinkedIn](#)

Profile

Principal-level education leader and program director with 15+ years in K–8, skilled in strategic planning, program design, evaluation, and adult learning. Experienced in staff supervision, assessment, accountability, and cross-functional operations including budget, compliance, safety, and communications. Recognized for turning vision into scalable systems that deliver measurable results, including accelerated outcomes for students with disabilities. Strengths include building high-trust partnerships with families, communities, and industry, and leading with an equity-minded, student-centered, results-driven approach. Proficient in MTSS/UDL, PBIS, Project-Based Learning, hybrid/online models, and coaching to strengthen culture and improve instruction.

LEADERSHIP EXPERIENCE

Founder & Director of Digital Curriculum and Learning Design, SEL Kids Learning, Los Angeles, California

Apr 2020 — Present

- Designed and launched a digital SEL learning program with curriculum, animated content, and resources fully aligned to CASEL competencies to strengthen student engagement and social-emotional growth.
- Developed end-to-end implementation frameworks — including roadmaps, content design, educator professional development, and curriculum guides — adopted by district, charter, and independent schools.
- Coached educators and guided schools through SEL integration, leveraging teacher and student feedback to strengthen instructional capacity and embed sustainable, whole-school SEL practices.

Assistant Head of School, Oasis Trilingual Community School, Monrovia, California

Jul 2023 — Jul 2025

- Drove school wide academics: 100% of general ed students met/exceeded math benchmarks; 70% growth among IEP/neuro-divergent learners via UDL and redesigned common assessments.
- Supervised/evaluated staff; established clear "look-fors", feedback cycles, and PLC rhythms; strengthened Language Immersion/IB Curriculum/PBL alignment.
- Co-led budgeting, staffing, recruitment, and fundraising; stewarded DEI and positive school climate initiatives.

Middle School Principal (Grades 6–8), Citizens of the World (Public Charter), Los Angeles, California

Jul 2021 — Jun 2022

- Accelerated post-COVID recovery: ELA proficiency +19 points (from 42% to 61%); Math +12% in 12 weeks via master schedule redesign and intervention blocks.
- Built external partnerships (STEM residencies, wellness supports) and raised \$42K annually in fundraising to expand programming.
- Led standards-based grading roll out and researched-based PD/coaching.

Assistant Principal (TK–8, dual campuses), Citizens of the World, Los Angeles, California

Jul 2019 — Jun 2021

- Launched PBIS-aligned Tier-1 systems; discipline referrals ↓30%; implemented restorative routines and recognition ratios.
 - Facilitated PLCs; coached teachers; managed operations/comms; co-designed 8th-grade advisory for High School readiness.
 - Built a teacher-leader coaching framework to strengthen collaborative leadership among staff.
-

BOARD & GOVERNANCE LEADERSHIP

New Leaders Council (NLC), Board Member and Civic Fellow, Los Angeles, CA

2022 — 2024

- Oversaw fiduciary and strategic alignment of programs with NLC's mission for equity and social change.
- Led board strategy, governance, and CEO evaluation, while supporting fundraising, partnerships, and national movement-building.

Della Penna Motorsports NextGen Foundation, Curriculum Consultant & Founding Board Member, Los Angeles, CA

2021 — 2022

- Co-led strategic planning, governance, and financial oversight, ensuring compliance and sustainability.
- Advised on STEM curriculum and mentorship, helping empower 500+ girls across three states and advancing female representation in motorsports.

TEACHING EXPERIENCE

Citizens of the World Charter Schools-Teacher & DEI Partner (K-3), Los Angeles, CA

2015 — 2019

Kindergarten-third grade classroom teacher. Reclassified 10 of 18 multilingual learners through targeted ELD strategies and data-driven small groups. Developed SEL "Teen Space" curriculum; facilitated ABAR training; expanded family engagement workshops.

Rocketship Education-Second Grade Teacher & New Teacher Development Coach, San Jose, California

2013 — 2015

Implemented STEM/hybrid model; designed common assessments; moved struggling readers to proficiency within six months using STEP. Mentored new teachers; partnered with a local university credential program on clinical practice.

Uncommon Schools-Founding Kindergarten Teacher, Newark, New Jersey

2011 — 2013

Founding Kindergarten teacher. Led long-range planning and data analysis cycles; improved classroom culture and academic outcomes using proven techniques. Coached early-career teachers on planning, checks-for-understanding, and feedback routines.

EDUCATION & CREDENTIALS

M.A.

Aug 2018

UCLA

Education Administration & Principal Leadership

B.A.

May 2008

Texas Southern University

Psychology

Administrative Services Credential

California

Valid through 2026 -(Clearing 2026)

California Multi-Subjects Credential -2018-2028;

New Jersey K-5 Generalist Certification- NJ Standard K-6 (Lifetime)

2025 - 2026

AT-WILL EMPLOYMENT AGREEMENT

Between

VIBRANT MINDS CHARTER SCHOOL

and

KAREN OGBUGBULU

THIS AT-WILL EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between the Board of Directors (“Board”) of Vibrant Minds Charter School (“SCHOOL” or “EMPLOYER”), operating a California public charter school in Orange County, approved by the Anaheim Elementary School District (the “District”) and the above-named employee (“EMPLOYEE”). EMPLOYER desires to hire EMPLOYEE who will assist SCHOOL in achieving the goals and meeting the requirements of the SCHOOL Charters. The Board desires to engage the services of the EMPLOYEE for purpose of assisting SCHOOL in implementing its purposes, policies, and procedures. The parties recognize that SCHOOL is generally exempt from the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992 or elsewhere in other applicable laws or regulations.

WHEREAS, the SCHOOL and EMPLOYEE wish to enter into an at-will employment relationship under the conditions set forth herein, the parties hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. The SCHOOL has been established and operates pursuant to the Charter Schools Act of 1992, California Education Code section 47600, et seq. The SCHOOL’s charter is available to you on the SCHOOL’S website and can be provided to you separately as a PDF file at your request and is incorporated by reference herein. EMPLOYEE agrees to read and become familiar with the provisions of the SCHOOL’s charter and to act always in accordance with the educational mission, policies and procedures described therein. The SCHOOL has been duly approved by the Board of Education of the District.
2. EMPLOYEE understands that the SCHOOL is a separate legal entity from the District. The District is not liable for any debts or obligations of the SCHOOL, and EMPLOYEE expressly recognizes that he/she/they is being employed by the SCHOOL and not the District.
3. Pursuant to California Education Code (“Cal. Ed. Code”) section 47610, the SCHOOL must comply with all of the provisions set forth in its charter but is otherwise generally exempt from the laws governing school districts except as specified in the California Charter Schools Act, the SCHOOL’s charter or other relevant law.
4. The SCHOOL shall be deemed the exclusive public-school employer of the employees at the SCHOOL for purposes of California Government Code section 3540.1.

EMPLOYEE is willing and qualified to provide the services referenced above. The SCHOOL has need of the EMPLOYEE’s services and therefore desires to employ the EMPLOYEE. Employment terms are governed by this Agreement and the current SCHOOL charter, handbooks, policies, procedures, rules or regulations, as adopted and amended from time to time by the SCHOOL.

B. DUTIES

A copy of the job description for EMPLOYEE’s position as ASSISTANT DIRECTOR is incorporated by reference herein (See Attached “Exhibit A”). The duties set forth in that job description may be amended from time to time at the sole discretion of the SCHOOL. EMPLOYEE agrees that he/she/they shall at all times faithfully, industriously, and to the best of his/her/their ability to perform all of the duties that may be required of the EMPLOYEE pursuant to the express and implicit terms of this Agreement by the accomplishment of:

1. Fulfilling the functions enumerated in the EMPLOYEE’s job description; and
2. Such other duties for which Employee is qualified to perform as assigned by the Board or the SCHOOL as necessary in the SCHOOL’s discretion and judgment to effectuate the purposes of this Agreement. The EMPLOYEE understands that the SCHOOL may at times make assignments that are in addition to those expressly described in this Agreement. The EMPLOYEE understands that the SCHOOL in its sole discretion and without prior notice may assign EMPLOYEE other and/or additional duties, including but not limited to a change in assignment to different specialty, subject or grade level, according to any limitations or requirements of the EMPLOYEE’s licensure, and/or the addition or elimination of classified duties, as necessary. In addition, the EMPLOYEE shall attend all parent/teacher conferences, special education meetings at which the EMPLOYEE’s attendance is required or requested, any planned SCHOOL events, including any events in the morning prior to the beginning of the work day, in the evening after the work day has concluded or over the weekend and any and all training, professional development and/or planning sessions before or during the school year; and
3. The EMPLOYEE will perform such duties as the SCHOOL may reasonably assign and will abide by all the SCHOOL’s policies and procedures as adopted and amended from time to time, including those policies and procedures set forth in the SCHOOL’s current Employee Handbook, incorporated herein by reference (See Attached “Exhibit B”), which may be amended from time to time at the sole discretion of the SCHOOL; and
4. EMPLOYEE will not render services in person or by electronic means, paid or otherwise for any other entity during contracted work hours with the SCHOOL; and
5. EMPLOYEE will conduct him/her/their self in a respectful and responsible manner as a representative of SCHOOL both on and off campus. EMPLOYEE will refrain from engaging in any inappropriate behavior, including but not limited to sexual relations, while on SCHOOL property; and

C. COMPENSATION

The SCHOOL will pay the EMPLOYEE a salary commensurate with the approved gross salary as specified herein. Compensation earned will be paid to EMPLOYEE on EMPLOYER’s regular paydays, subject to legally required withholdings and deductions and such other withholdings and deductions authorized by EMPLOYEE. If the EMPLOYEE fails to complete the Term of this Agreement for any reason whatsoever, EMPLOYEE is entitled to be paid the annual salary prorated to the amount of work actually performed.

EMPLOYEE shall receive an annual gross salary of \$94,625.

Because the EMPLOYEE will begin employment after the start of the 2025–2026 work year, compensation for the first year of this Agreement shall be prorated based on the number of contracted workdays remaining in the work year.

D. BENEFITS

Certificated positions at SCHOOL designated as full-time will be entitled to participate in designated employee benefit programs and plans established by the SCHOOL from time to time for the benefit of its employees. This includes payments to the State Employees Retirement System (STRS) or other retirement benefit programs, health insurance, dental care insurance, and vision insurance (subject to program and eligibility requirements). This position does include these benefits.

EMPLOYEE will have no rights or entitlement under any District policy or procedure unless that policy or procedure has been adopted by EMPLOYER and specifically made applicable to EMPLOYEE by EMPLOYER. Notwithstanding the foregoing, EMPLOYEE will be covered by all applicable federal and state employment laws including those prohibiting discrimination or harassment in the workplace.

E. QUALIFICATIONS

EMPLOYEE understands that employment is contingent upon verification and maintenance of applicable licensure, credentials (compliant with ESSA, as applicable) and other legally required qualifications, including but not limited to fingerprint clearance from the California Department of Justice, employment verification pursuant to AB 2534, reference check, and tuberculosis screening or testing, where required. EMPLOYEE has a continuing duty to report any arrests or criminal charges to SCHOOL within one (1) business day.

EMPLOYEE understands that employment is contingent upon EMPLOYEE obtaining a valid teaching credential at the EMPLOYEE's own expense unless otherwise agreed to in writing. EMPLOYEE understands EMPLOYEE is solely responsible for obtaining the required training, education and obtaining and filing with the proper entities the required documentation necessary to obtain and maintain a valid California teaching credential. This Agreement may be terminated at any time if EMPLOYEE fails to maintain a valid teaching credential (general education certificated assignment) or fails to obtain a valid teaching credential prior to the start of employment.

F. WORK SCHEDULE

The current SCHOOL calendar is incorporated by reference herein. The school year officially begins July 1, 2025, and concludes June 30, 2026. This is different from an EMPLOYEE'S official start date, which may vary from year-to-year. An EMPLOYEE may be called upon to work prior to his/her/their official start date. or after his/her/their official end date within the school year

Subject to earlier termination as an At-Will Employee and as provided in this Agreement, EMPLOYEE agrees to begin working on March 16, 2026. Unless terminated earlier, this Agreement shall terminate automatically at midnight on the final day of the SCHOOL year as specified in the SCHOOL calendar, but no later than June 30, 2026. EMPLOYEE's day-to-day work schedule shall be consistent with the SCHOOL's schedule. Nothing in this paragraph or the employee's day-to-day work schedule shall alter EMPLOYEE's At-Will employee status.

EMPLOYEE understands that the two hundred fifteen (215) workdays in the SCHOOL work year include paid professional development days as specified in the SCHOOL calendar. EMPLOYEE is required to work the applicable days preceding and following the instructional year as reflected on the SCHOOL calendar to fulfill the obligations of this Agreement. If employment begins after the start of the work year, the required workdays for that year shall be prorated based on the remaining contracted workdays.

As a minimum performance requirement, the work schedule for the EMPLOYEE shall be Monday through Friday, during regular school hours (approximately 8:00 a.m. through 4:30 p.m. End time is upon completion of duties. It is the expectation of the Board that actual hours required to carry out the duties and responsibilities of the position in a satisfactory manner may exceed the regular school hours, and therefore it is the expectation of the Board that actual hours worked will exceed the above referenced minimum performance requirement. As this position is exempt from overtime, additional duties of the EMPLOYEE may need to be performed outside of the daily work schedule. These additional duties include but are not limited to: Parent Teacher Conferences, Community Events, Field Trips, Dances, and Student Events. Additional duties may take place on weekends and/or mornings and evenings, before/after the conclusion of the minimum work schedule hours noted above herein.

G. INTELLECTUAL PROPERTY

1. *Ownership.* All intellectual property developed by the SCHOOL or developed by EMPLOYEE while employed by SCHOOL under this Contract will be owned by the SCHOOL including, without limitation, works of authorship (e.g., writings, graphic designs and computer programs); inventions (whether tangible or intangible); and, trademarks. However, the following intellectual property is *excluded* from ownership by the SCHOOL under this Contract, absent further agreement with EMPLOYEE:
 - a. That which is developed without use of equipment, supplies, facilities or trade secret information of the SCHOOL, and EMPLOYEE can demonstrate was created in its entirety entirely on EMPLOYEE's own time, which also (a) does not relate (1) to the business of the SCHOOL; (2) to the SCHOOL's actual or demonstrably anticipated research or development; or (b) which does not result from work performed by EMPLOYEE for the SCHOOL. (See California Labor Code Section 2870).
2. *Protection.* The SCHOOL may, at its sole discretion and at its own expense, choose to seek, obtain, maintain, enforce, or forego any form of protection for intellectual property owned by it under this Agreement.

3. *Cooperation.* At the SCHOOL's expense, EMPLOYEE will cooperate with the SCHOOL to facilitate the provisions of this section of the Agreement, without limitation, through execution of assignments, execution of formal documents to support applications for intellectual property protection and providing testimony in litigation to enforce or defend the SCHOOL's intellectual property rights.

H. PROPRIETARY PROPERTY

The SCHOOL's proprietary property is the personal property of the SCHOOL and constitutes confidential trade secrets and curriculum, which comprises the substance of the SCHOOL's business. As part of the consideration for EMPLOYEE's employment and the compensation received from the SCHOOL, EMPLOYEE agrees at all times, both during or after termination of employment, except as necessary in the ordinary course of performing duties as an employee of the SCHOOL:

1. EMPLOYEE shall keep in the strictest confidence and trust all proprietary information.
2. EMPLOYEE shall not knowingly use, reproduce, disseminate, disclose, publish, or do anything related to any proprietary information or rights for any unauthorized purpose.
3. EMPLOYEE shall at all times during employment promptly advise the SCHOOL of any knowledge that employee may have of any unauthorized release or use of the SCHOOL's proprietary information.

"Proprietary Information" means information (a) that is not known by actual or potential competitors of the SCHOOL or is generally unavailable to the public, (b) that has been created, discovered, developed, or otherwise conveyed to the SCHOOL, and (c) that has material economic value or potential material economic value to the SCHOOL's present and future educational operations. "Proprietary Information" shall include trade secrets (as that term is defined under California Civil Code Section 3426.1) and all other discoveries, developments, designs, improvements, inventions, formulas, software programs, processes, techniques, know-how, data, research, techniques, technical data, and any modifications or enhancements of any of the foregoing, and all program, marketing, sales, or other financial or business information disclosed to employee by the SCHOOL.

I. EVALUATION

The SCHOOL shall evaluate and assess in writing the performance of the EMPLOYEE as specified in the SCHOOL's personnel policies and pursuant to any other formally adopted evaluation procedures. Evaluation(s) shall occur no later than the Board of Director's regularly scheduled May board meeting.

J. AT-WILL EMPLOYMENT

EMPLOYEE understands that no promise of a specific term of employment has been made by the SCHOOL. All employment at the SCHOOL is at-will. Either the EMPLOYEE or the SCHOOL may terminate EMPLOYEE's employment at any time with or without cause and with or without advance notice.

EMPLOYEE may also be demoted or disciplined and the terms of his/her/their employment altered at any time, with or without cause, at the sole discretion of the SCHOOL.

No one other than the Board of the SCHOOL 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 term of this Agreement, and any such agreement must be in writing and must be signed by the Board of the SCHOOL and by the affected EMPLOYEE and must specifically state the intention to alter this "at-will" relationship.

K. PRECLUSION OF OUTSIDE PROFESSIONAL ACTIVITIES

EMPLOYEE will not render services in person or by electronic means paid or otherwise, for any other entity during contracted work hours with the SCHOOL without the EMPLOYER's express written permission.

The EMPLOYEE agrees not to work in any off-duty job which has the effect of interfering with his/her/their ability to safely and competently perform job duties or that is in direct conflict with the essential operations of

the EMPLOYER and that for the EMPLOYEE to engage in would result in a material and substantial disruption of the EMPLOYER's operation without first notifying the EMPLOYER.

Any employee of the SCHOOL who desires to work in an off-duty job will first discuss the appropriateness of that job with his/her/their supervisor. If the employee still believes that performing the off-duty job is allowable, the EMPLOYEE agrees to provide the SCHOOL in writing, before commencing the outside job, a detailed description of the work to be performed and the hours of the proposed work.

L. NO TENURE

During the term of this Agreement, EMPLOYEE understands that he/she/they will not acquire or accrue tenure or any employment rights with the SCHOOL.

M. DUTY TO REPORT KNOWN OR REASONABLY SUSPECTED CHILD ABUSE

California Penal Code section 11166 requires any child care custodian such as the EMPLOYEE who has knowledge of, or observes, a child in his/her/their professional capacity or within the scope of his/her/their employment whom he/she/they 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, EMPLOYEE is certifying that he/she/they is a child care custodian and has knowledge of California Penal Code section 11166 and will comply with its provisions.

N. GENERAL PROVISIONS

1. **Governing Law:** This Agreement and the rights and obligations of the parties shall be governed by and construed in accordance with the laws of the State of California.
2. **Entire Agreement:** This Agreement, together with the exhibits, any documentation or information incorporated by reference and schedules hereto, constitutes the entire understanding and agreement of the parties with respect to the subject matter hereof and supersedes all prior contemporaneous agreements or understandings, inducements or conditions, express implied, written or oral, between the parties. There are no oral understandings, terms, or conditions, and neither party has relied upon any representations, express or implied, not contained in the Agreement. The express terms of this Agreement control and supersede any course of performance or usage of the trade inconsistent with any of the terms of this Agreement.
3. **Modifications:** Any modifications or amendments of any of the terms and conditions of this Agreement must be expressly made by the parties hereto in writing.
4. **Severability:** If any provision of this Agreement is held to be invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of the Agreement shall continue in full force and effect, unless such partial invalidity or unenforceability would defeat an essential business purpose of the Agreement.
5. **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.
6. **Assignment:** The rights and obligations of the respective parties under this 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.
7. **Attorneys Fees:** In any litigation, arbitration, or other proceeding by which one party either seeks to enforce its rights under this Agreement (whether in contract, tort, or both) or seeks a declaration of any rights or obligations under this Agreement, the prevailing party shall be awarded its reasonable attorney fees, costs, expenses and disbursements incurred.

O. REQUIRED PROVISIONS

The following provisions are required to be included in this Agreement by the California Government Code:

- 1. **Limitations on Cash Settlement:** In no case upon termination of this Agreement shall the maximum cash settlement exceed an amount equal to the monthly salary of EMPLOYEE multiplied by twelve (12).
- 2. **Required Reimbursements:** EMPLOYEE shall be required to reimburse SCHOOL for any salary or fees they receive from SCHOOL in relation to their placement on paid administrative leave pending criminal charges if they are convicted of a crime involving the abuse of office/position. Regardless of the term of this Agreement, if the Agreement is terminated, EMPLOYEE must reimburse SCHOOL for any cash settlement they receive in relation to their termination if they are convicted of a crime involving the abuse of office/position.

P. AGREEMENT TO ARBITRATE

Any controversy, dispute or claim arising out of or relating to EMPLOYEE’S employment by the SCHOOL shall be settled through binding arbitration, pursuant to the SCHOOL’S Employer/Employee Arbitration Agreement, incorporated herein by reference (See Attached “Exhibit C”).

Q. ACCEPTANCE OF EMPLOYMENT

By signing below, the EMPLOYEE declares as follows:

- a. I have read this Agreement and accept employment with the SCHOOL on the terms specified herein.
- b. All information I have provided to the SCHOOL related to my employment is true and accurate.
- c. I have received and reviewed the job description for this position and understand my job duties.
- d. I have received, reviewed and signed the SCHOOL Employer/Employee Arbitration Agreement.
- e. I have received and reviewed the SCHOOL calendar.
- f. I have received, reviewed and signed the Employee Handbook.

Employee Signature: _____

Date: _____

Address: _____

Telephone: _____

SCHOOL Approval: _____
Chammarra Nguyen, Assistant Director

Date _____

This Employment Agreement is subject to ratification by the Governing Board of Vibrant Minds Charter School.



VIBRANT MINDS CHARTER SCHOOL
TK-6 Grade, Free, Public Education
1450 E. La Palma Ave.
Anaheim, California 92805
Office: 714-563-2390
FAX: 714-587-2390

<https://www.vibrantminds.us/>
<https://www.facebook.com/VMCharterSchool/>

BOARD POLICY

HOMELESS AND FOSTER YOUTH

Vibrant Minds Charter School (VMCS) adheres to the provisions of the McKinney-Vento Homeless Assistance Act that entitles all homeless school-aged children to the same free and appropriate public education that is provided to non-homeless children. VMCS also believes that foster youth deserve the same level of support and protections as homeless scholars. To remove any barriers to the enrollment, attendance, and academic success faced by homeless scholars, VMCS will provide general assurances and individual assistance to homeless/foster scholars and their families in compliance with the McKinney-Vento Homeless Assistance Act.

General Assurance

VMCS provides homeless/foster scholars the following general assurance to maximize access to various educational, social, and enrichment programs that promote achievement.

- Homeless/foster children and youth shall not be segregated or stigmatized in any way, based on their home status.
- Homeless/foster children and youth shall be provided services comparable to those received by other scholars in the school, including educational programs for which scholars meet eligibility criteria (*such as services offered under Title 1 or similar state and local programs, programs for scholars with disabilities, programs for scholars with limited English proficiency, gifted and talented program, vocational/technical program, and school nutrition programs*).
- VMCS shall provide and post notices of the educational rights of homeless/foster children and youth.
- VMCS shall provide homeless/foster scholars with access to education and other services necessary for these scholars to meet the same challenging academic standards as other scholars.
- Homeless/foster children and youth will have access to school-level funds (set-aside within Title I funding) for serving homeless scholars.

Definition of Homeless Youth

A homeless scholar is defined as a person between the ages of birth and twenty-two who lacks a fixed, regular, and adequate nighttime residence and may:

- Live in an emergency or transitional shelter, abandoned building, parked car, or other

facility not designed as a regular sleeping accommodation for human beings;

- Live “doubled-up” with another family, due to loss of housing stemming from financial problems (e.g., loss of job, eviction or natural disaster);
- Live in a hotel or motel;
- Live in a trailer park or campsite with their family;
- Have been abandoned at a hospital;
- Be awaiting foster placement in limited circumstances;
- Reside in a home for school-aged, unwed mothers or mothers-to-be if there are no other available living accommodations; or
- Be a migratory or abandoned, runaway, or “throwaway” youth that qualifies as homeless because s/he is living in circumstances described above.

Definition of Foster Youth

A foster youth is defined as a scholar without parental support and protection, placed with a person or family to be cared for, usually by local welfare services or by court order.

Identification and Reporting

Homeless/foster children and youth will be identified through:

- The application process for enrollment (self-identification)
- School personnel recommendations
- Coordination of activities with other entities and agencies

Using the McKinney-Vento Act’s definition of eligibility, the designated Homeless/Foster Scholar Liaison shall obtain information regarding potentially eligible scholars as possible, case by case, with sensitivity and utmost discretion. VMCS will comply with all federal, state, county, and other data collections and reporting requirements regarding homeless/foster youth.

Homeless/Foster Liaison

VMCS will designate a Homeless/Foster Scholar Liaison, to provide support and resources for homeless/foster scholars and families and ensure compliance with the McKinney-Vento Homeless Assistance Act. The Liaison will receive annual training on applicable policies and procedures to support homeless/foster scholars.

The Homeless/Foster Liaison will:

- Ensure that homeless/foster children and youth are identified by school personnel and through coordination with other entities and agencies.
- Ensure that homeless/foster scholars enrolled in VMCS have full and equal opportunity to succeed in school.
- Ensure that homeless/foster scholars are not segregated from their non-homeless/foster peers.
- Ensure that homeless/foster families, children, and youth receive educational services for which they are eligible and referrals to health, mental health, dental, and other appropriate social services.
- Based on availability of funds, provide homeless/foster scholars with basic school supplies, such as backpacks and uniforms, and fees for general education testing, as appropriate.
- Ensure that public notice of the educational rights of homeless/foster scholars is disseminated where children and youth receive services under the Act.
- Ensure that enrollment disputes are mediated following the dispute resolution provisions.
- Ensure that the parent/guardian or unaccompanied youth is fully informed of all transportation assistance provided by the school if available and feasible.
- Assist unaccompanied youth in placement and enrollment decisions.
- Assist homeless/foster children and youth who do not have immunizations, or immunization or medical records, to obtain necessary immunizations or medical records.
- Collaborate with school staff responsible for the provision of education and related scholar support services to homeless/foster children and youth.
- Monitor homeless/foster scholars attendance and performance, and facilitate their participation in school (clubs, sports, extracurricular).

School Selection

Homeless/foster scholars have a right to select from the following schools:

- The school in which he/she attended when permanently housed (School of Origin)
- The school in which he/she was last enrolled (School of Origin)
- The school in the attendance area in which the student currently resides (School of Residency)

A homeless/foster child or youth's right to attend the school of origin extends for the duration of homelessness/foster care. If a child or youth becomes permanently housed during the academic year, s/he is entitled to stay in the school of origin for the remainder of the academic year.

School Enrollment and Records

VMCS is an independent charter school, and therefore is a school of choice rather than an assigned district school. Placement decisions are based solely on parent request through the application process. In order to provide equal access to the school, VMCS provides specific information in its outreach materials, websites, at community meetings, open forums, and regional center meetings, that notifies parents that the school is open to enroll and provide services for all scholars, and provides a contact number for access to additional information regarding enrollment. Furthermore, VMCS's annual recruitment plan shall include efforts to reach homeless/foster families, children, and youth via free public events, community centers, and local social service providers.

Homeless/foster children and youth will be allowed to apply for enrollment, even if the parent/guardian is unable to provide the school with the records normally required for enrollment, such as previous academic records, birth certificate, proof of residency, and immunization records, etc. Enrollment is defined as "attending classes and participating fully in school activities." The Liaison shall immediately contact the school last attended by the scholar to obtain the required records for enrollment. If the scholar needs to obtain immunizations or does not possess immunization or other medical records, the parent/guardian shall be referred to the Liaison. The Liaison shall assist the parent/guardian in obtaining the necessary immunization or records for the scholar. Preference in admission will be granted in accordance with VMCS's admissions policy.

The laws require the immediate enrollment of homeless/foster scholars. Schools must immediately enroll homeless/foster scholars, regardless of missing or pending academic or health records. It is the responsibility of the Liaison to request all necessary documents from the previous school, and refer parents to all programs and services for which the scholar is eligible. Unaccompanied homeless/foster youths have these same rights. Parents and unaccompanied homeless/foster youth may self-identify their current living situations on Scholar Enrollment Registration Form or by a notifying a school administrator.

Any confidential record ordinarily kept by the school, including immunization or medical records, academic records, birth certificate, guardianship records, and evaluations for special services or programs, of each homeless/foster child or youth will be maintained so that the records are available, in a timely fashion, when a child or youth enters a new school or school district.

Unaccompanied Homeless/Foster Minor

Homeless/foster youths will not be discriminated against in the application process. Unaccompanied youth includes a youth not in the physical custody of a parent or guardian. In the case of an unaccompanied youth, the Liaison shall assist in the enrollment process.

Unaccompanied youth shall be immediately enrolled if space is available, even if unable to provide the school with the records normally required for enrollment, despite lack of parent/legal guardian supervision or permission, or “power of attorney” by supervising adult.

Transportation

Per the McKinney-Vento Act, VMCS must provide services to homeless children/youth that are comparable to those received by other scholars in the school, including transportation. While VMCS does not generally provide transportation to scholars, VMCS will work closely to support any request by the parent/guardian or unaccompanied youth to provide transportation assistance to scholars experiencing homelessness to ensure the scholars are able to attend school during their homelessness. This transportation assistance may be in the form of bus token, voucher, or other reasonable method, as determined by the executive director and/or assistant director and the parent/guardian or homeless youth.

Nutrition Program

Homeless/foster students automatically qualify for free school nutrition program at VMCS. Families will be asked to fill out an application and indicate homeless/foster status. Homeless/foster scholars will be added to the free meal program as soon as they have been identified.

Review of Policy

This policy may be reviewed periodically by the VMCS Board.

Adopted: November 4, 2020

Amended: March 11, 2026

VIBRANT MINDS



Vibrant
Minds
Charter
School

Financial Presentation for
March 11, 2026

Provided By: ICON School
Management

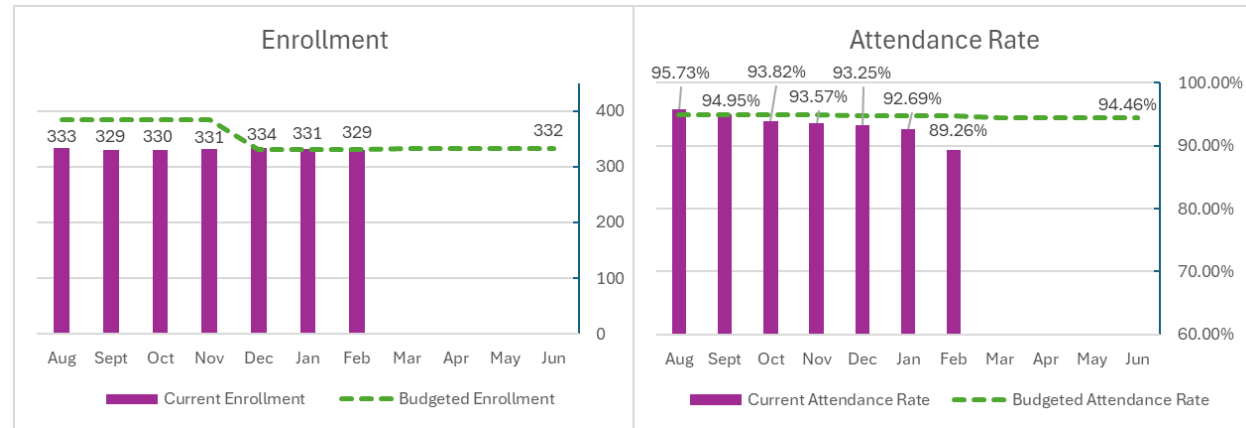
Board Financial Presentation

Today's Agenda

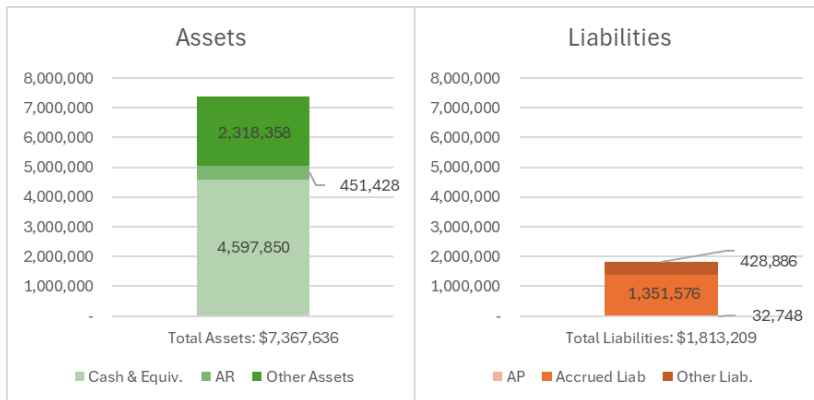
1. January Financials
2. 2025-26 2nd Interim

Key Indicators

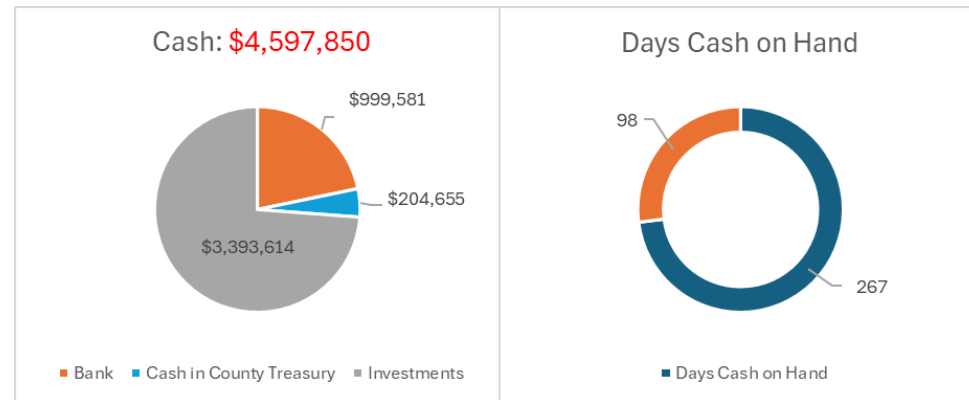
Enrollment & Attendance



Balance Sheet



Cash Details



Budget Updates:

- State revenues remain strong: Compared to the Governor's Budget estimates, January revenues are exceeding projections by \$3.4B led by strong income tax and corporate tax.

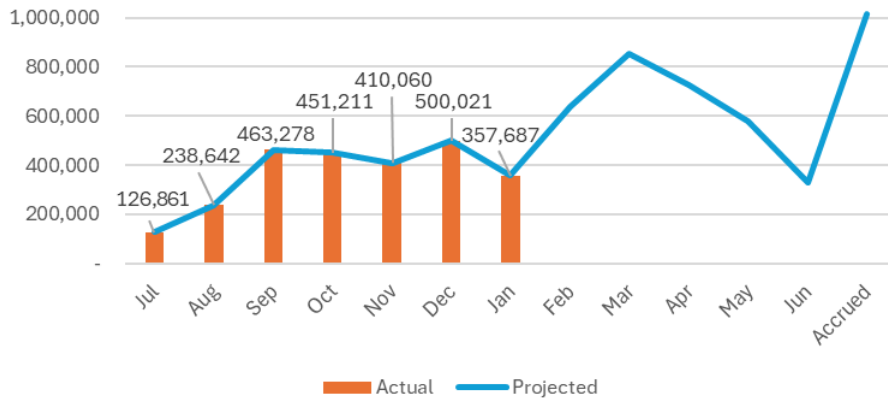
Balance Sheet

VIBRANT MINDS CHARTER SCHOOL			
BALANCE SHEET			
AS OF JANUARY 31, 2026			
FUND: 1701 - Vibrant Minds Charter School			
		1701	Total
ASSETS			
9110	Cash in County Treasury	\$ 204,654.75	204,654.75
9120	Operating Account - F&M	999,580.94	999,580.94
9135	Cash with a Fiscal Agent/Trustee	2,232.87	2,232.87
9150	Investments	3,391,381.36	3,391,381.36
9200	Accounts Receivable	407,160.96	407,160.96
9290	Due from Grantor Governments	44,266.68	44,266.68
9299	Inter-Resource Receivable	1,255,346.58	1,255,346.58
9330	Prepaid Expenditures (Expenses)	93,122.36	93,122.36
9341	Deposits	28,000.00	28,000.00
9430	Buildings	62,462.70	62,462.70
9435	Accumulated Depreciation - Buildings	(4,196.52)	(4,196.52)
9450	Work in Progress	664,600.00	664,600.00
9460	Lease Assets	1,767,775.32	1,767,775.32
9465	Accumulated Amortization - Lease Assets	(1,548,752.40)	(1,548,752.40)
TOTAL ASSETS		\$ 7,367,635.60	\$ 7,367,635.60
LIABILITIES AND EQUITY			
LIABILITIES			
9500	Accounts Payable (Current Liabilities)	\$ 32,747.52	\$ 32,747.52
9501	Accrued Liabilities	11,973.57	11,973.57
9503	Accrued Payroll Taxes	27.25	27.25
9505	STRS Payable	45,307.90	45,307.90
9510	Credit Card Payable	38,845.09	38,845.09
9511	Unclaimed Funds	75.54	75.54
9599	Inter-Resource Payable	1,255,346.58	1,255,346.58
9650	Unearned Revenue	209,862.88	209,862.88
9667	Leases Payable	219,022.92	219,022.92
TOTAL LIABILITIES		\$ 1,813,209.25	\$ 1,813,209.25
EQUITY			
9791	Beginning Balance	6,372,032.95	6,372,032.95
	Net Income (Loss)	(817,606.60)	(817,606.60)
TOTAL EQUITY		5,554,426.35	5
TOTAL LIABILITIES AND EQUITY		\$ 7,367,635.60	\$ 7,367,635.60

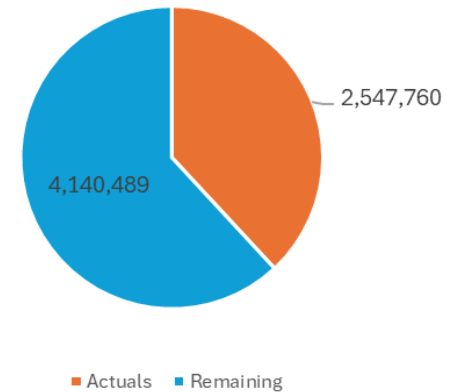
Revenue

- In January, VM received \$357,687 in revenues
 - LCFF: 284,414
 - Federal: 0
 - Other State: 72,002
 - Local: 1,271
- YTD, VM received \$2,547,760 in revenues, which is about 38% of the projected revenues of \$6,688,250

YTD by Month



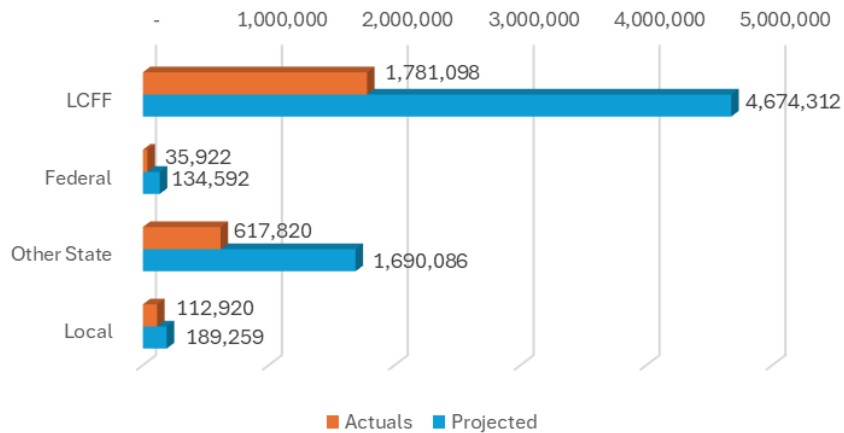
Budgeted Revenue: \$6,688,250



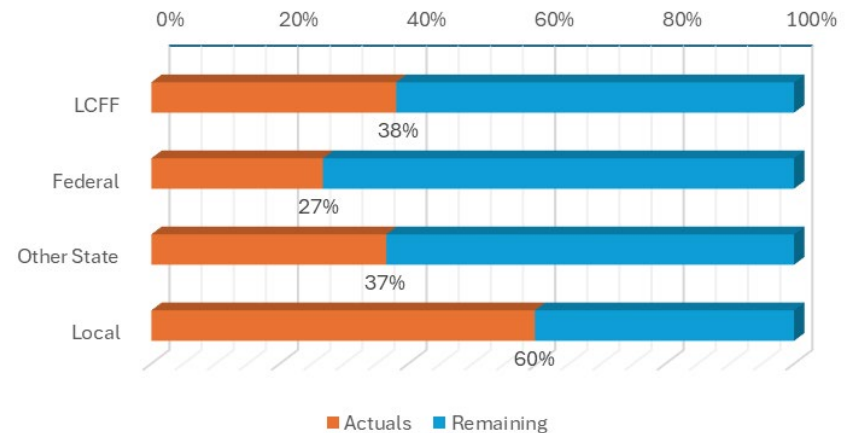
Revenue

- Revenues are on target in all categories with 2nd Interim Adjustments

YTD vs. Budget



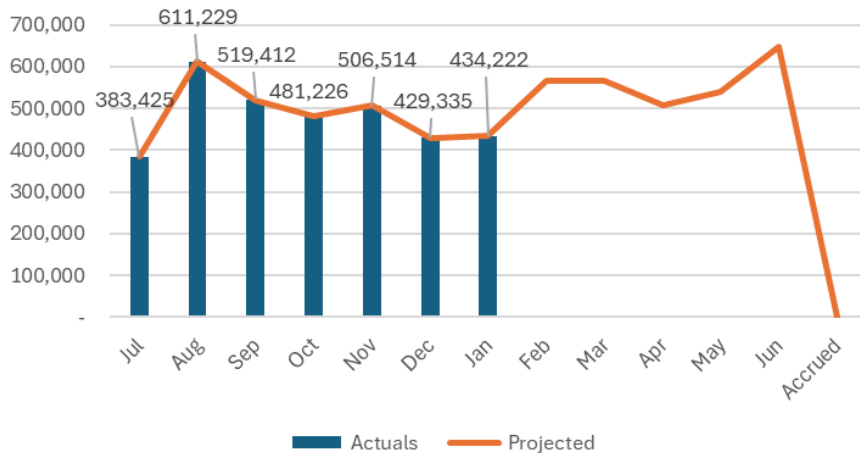
Percentage vs. Budget



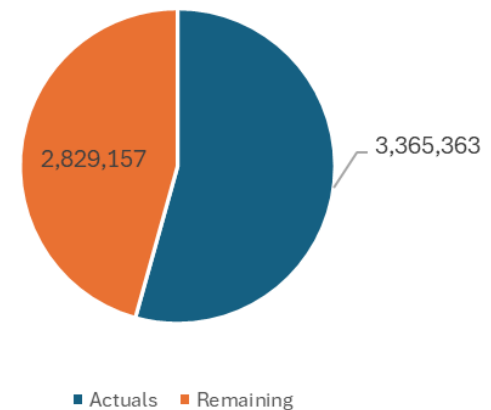
Expenses

- In January, VM had \$434,221 of expenses
 - S&B: 310,576
 - Books & Supplies: 12,634
 - Services & Operating: 110,752
 - Other: 260
- YTD, VM spent \$3,365,367 which is about 54% of total budgeted expenses of \$6,194,520

YTD by Month



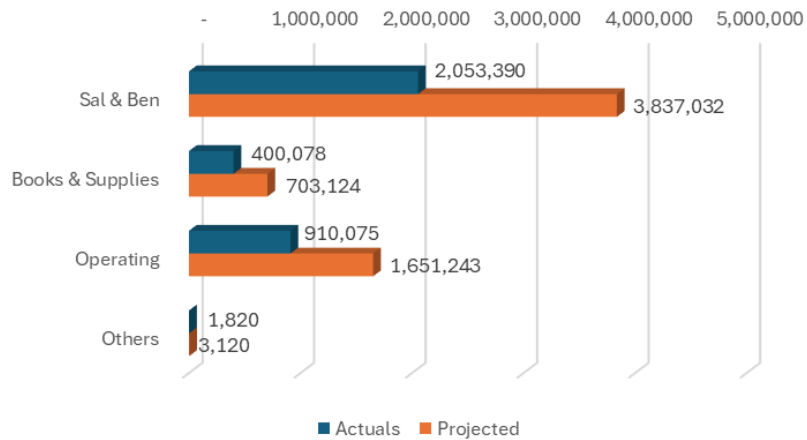
Budgeted Expenses: \$6,194,520



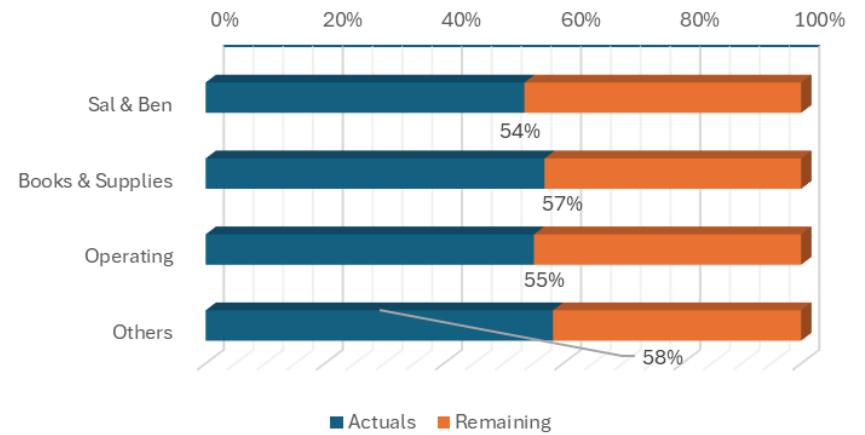
Expenses

- YTD, expenses are on target with projections in all categories

YTD vs. Budget



Percentage vs. Budget



YTD vs. Budget

Description	YTD 01/31/2026	2025-26 2nd Interim Budget	Percentage
ADA	313.61	313.61	-
A. REVENUES			
1. LCFF Sources	1,781,098	4,674,312	38.10%
2. Federal Revenues	35,922	134,592	26.69%
3. Other State Revenues	617,820	1,690,086	36.56%
4. Other Local Revenues	112,920	189,259	59.66%
5. TOTAL REVENUES	2,547,760	6,688,250	38.09%
B. EXPENDITURES			
1. Certificated Salaries	987,532	1,804,501	54.73%
2. Non-certificated Salaries	665,312	1,308,722	50.84%
3. Employee Benefits	400,546	723,809	55.34%
4. Books and Supplies	400,078	703,124	56.90%
5. Services & Other Operating Expenditures	910,075	1,651,243	55.11%
6. Capital Outlay	1,820	3,120	58.33%
7. Other Outgo	-	-	
8. TOTAL EXPENDITURES	3,365,363	6,194,520	54.33%
C. NET INCOME	(817,603)	493,730	

2nd Interim Budget Comparison

Description	2025-2026 1st Interim Budget	2025-26 2nd Interim Budget	Variance	Notes
ADA	313.68	313.61	(0.07)	Minimal ADA decrease
A. REVENUES				
1. LCFF Sources	4,680,444	4,674,312	(6,132)	Decrease in LCFF due to lower ADA
2. Federal Revenues	128,234	134,592	6,358	Slight increase in Title I and SPED funds
3. Other State Revenues	1,683,564	1,690,086	6,522	Higher SPED MH funds
4. Other Local Revenues	190,798	189,259	(1,539)	
5. TOTAL REVENUES	6,683,040	6,688,250	5,209	
B. EXPENDITURES				
1. Certificated Salaries	1,919,972	1,804,501	(115,471)	Decrease in Certificated Admin Salaries
2. Non-certificated Salaries	1,400,360	1,308,722	(91,638)	Decrease in IAs & Classified Admin' Salaries
3. Employee Benefits	732,408	723,809	(8,599)	Slight decrease due to above
4. Books and Supplies	681,638	703,124	21,486	Increase in Uniforms and Noncapitalized Equipment
5. Services & Other Operating Expenditures	1,709,045	1,651,243	(57,802)	Decrease overall, incl. Operating Expenditures, PD, and Consultants
6. Capital Outlay	1,975	3,120	1,145	
7. Other Outgo		-	0	
8. TOTAL EXPENDITURES	6,445,398	6,194,520	(250,879)	
C. NET INCOME	237,642	493,730	256,088	

2nd Interim Cash Flow

		July	August	September	October	November	December	January	February	March	April	May	June	Accrued	Total	Budget	Variance
2025-2026																	
Beginning Cash Balance	July 1 Cash =	2,509,067	2,736,868	2,364,281	2,308,147	2,278,132	2,181,678	2,252,364	2,175,829	2,248,244	2,537,172	2,753,918	2,794,087				
A. REVENUES																	
Total, LOFF Sources		78,747	185,749	367,347	284,414	284,414	296,013	284,414	373,383	749,306	515,631	490,069	259,236	505,589	4,674,312	4,674,312	-
Total, Federal Revenues		-	-	20,228	2,500	-	13,194	-	-	16,011	6,385	-	8,006	64,744	131,068	131,068	-
Total, Other State Revenues		37,814	38,187	64,439	123,209	107,665	174,504	72,002	250,635	75,214	188,250	75,214	46,793	444,964	1,698,889	1,698,889	-
Total, Local Revenues		10,300	14,706	11,264	41,088	17,981	16,310	1,271	15,200	15,200	15,200	15,200	15,539	-	189,259	189,259	-
5. TOTAL REVENUES		126,861	238,642	463,278	451,211	410,060	500,021	357,687	639,218	855,731	725,466	580,483	329,574	1,015,296	6,693,528	6,693,528	-
B. EXPENDITURES																	
Total, Certificated Salaries	1000-1999	26,946	164,895	161,339	156,722	155,945	159,164	162,521	163,394	163,394	163,394	163,394	163,394	-	1,804,501	1,804,501	-
Total, Non-certificated Salaries	2000-2999	39,120	56,943	123,048	133,560	124,255	104,332	84,054	128,682	128,682	128,682	128,682	128,682	-	1,308,722	1,308,722	-
Total, Employee Benefits	3000-3999	27,958	51,555	55,308	71,433	74,859	55,431	64,002	64,652	64,652	64,652	64,655	64,655	-	723,809	723,809	-
Total, Books and Supplies	4000-4999	137,546	141,836	56,120	17,184	21,257	13,502	12,633	29,016	29,016	29,016	60,610	155,388	-	703,124	703,124	-
Total, Services and Other Operating Expenditures	5000-5999	151,595	195,740	123,337	102,067	129,938	96,646	110,752	180,799	180,799	122,716	122,716	134,138	-	1,651,243	1,651,243	-
Total, Capital Outlay	6000-6599	260	260	260	260	260	260	260	260	260	260	260	260	-	3,120	3,120	-
Total, Other Outgo	7100-7299	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8. TOTAL EXPENDITURES		383,425	611,229	519,412	481,226	506,514	429,335	434,222	566,803	566,803	508,720	540,314	646,517	-	6,194,520	6,194,520	-
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPEND.		(256,564)	(372,587)	(56,134)	(30,015)	(96,454)	70,686	(76,535)	72,415	288,928	216,746	40,170	(316,943)	1,015,296	499,009	499,009	-
D. OTHER FINANCING SOURCES / USES																	
1. Other Sources	8930-8979	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2. Less: Other Uses	7630-7699	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3. Contributions Between Unrestricted and Restricted Accounts (must net to zero)	8980-8999	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4. TOTAL OTHER FINANCING SOURCES / USES		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)		(256,564)	(372,587)	(56,134)	(30,015)	(96,454)	70,686	(76,535)	72,415	288,928	216,746	40,170	(316,943)	1,015,296	499,009	499,009	-
F. BALANCE SHEET TRANSACTIONS																	
1. ACCOUNTS RECEIVABLE	484,365	484,365															
2. PREPAID EXPENDITURES	-	-															
3. ACCOUNTS PAYABLE	-	-															
4. LOANS PAYABLE	-	-															
5. OTHER ADJUSTMENTS	3,300,000														3,300,000		
NET BALANCE SHEET TRANSACTIONS		484,365	-	-	-	-	-	-	-	-	-	-	-	-	3,300,000	-	-
G. ENDING CASH BALANCE		2,736,868	2,364,281	2,308,147	2,278,132	2,181,678	2,252,364	2,175,829	2,248,244	2,537,172	2,753,918	2,794,087	2,477,144				

Check Register

VIBRANT MINDS CHARTER SCHOOL						
CHECK REGISTER						
01/01/2026 - 01/31/2026						
No.	Date	Vendor/Payee	Memo	Object(s)	Amount	
12448	01-21-2026	St. Anthony Claret Church	Invoice #INV20260101	9500 - Accounts Payable (Current Liabilities)	28,000.00	
			February Monthly Rent Payment	5610 - Rent, parking, other occupancy	-	
12449	01-23-2026	ICON School Management	Invoice #2310	9500 - Accounts Payable (Current Liabilities)	10,019.26	
			CALPADS December 2025	5800 - Professional/Consulting Services and Operating Expe	-	
			January 2026 Monthly Contract Fee	5813 - Business Services	-	
12450	01-30-2026	CaliforniaChoice Benefit Administrat	Invoice #5012410	9500 - Accounts Payable (Current Liabilities)	43,453.60	
			Jan 2026 Health Insurance	3401 - Health & Welfare Benefits, certificated positions	-	
			Jan 2026 Health Insurance	3402 - Health & Welfare Benefits, classified positions	-	
			Feb 2026 Health Insurance	9330 - Prepaid Expenditures (Expenses)	-	
190	01-26-2026	St. Anthony Claret Church	Rent for Dec 2025 & Utilities for Oct, Nov,	5610 - Rent, parking, other occupancy, 5620 - Utilities	40,253.03	
191	01-23-2026	Jennifer Pham	Website Redesign	5916 - Website Development, Maintenance	2,000.00	
DB010626	01-06-2026		Cardmember - Payment - 9119	9510 - Credit Card Payable	16,504.43	
DB010926	01-09-2026	SUNPAC Storage Containers, Inc.	Storage Container Rental	5605 - Equipment Lease	260.00	
DB011226	01-12-2026		Cardmember - Payment - 8664	9510 - Credit Card Payable	16,129.08	
DB011326	01-13-2026		Cardmember - Payment - 9119	9510 - Credit Card Payable	600.77	
DB011626	01-16-2026	SUNPAC Storage Containers, Inc.	Storage Container Rental	5605 - Equipment Lease	130.00	
PACH010826	01-08-2026	Paycom	01-09-2026 Payroll & Payroll Taxes	9502 - Accrued Payroll, 9503 - Accrued Payroll Taxes	113,967.48	
PACH012026	01-20-2026	Paycom	01-23-2026 Payroll and Payroll Taxes	9503 - Accrued Payroll Taxes, 9502 - Accrued Payroll	130,712.23	
				Total	<u>\$402,029.88</u>	

QUESTIONS?

Roy Kim

Chief Operating Officer

ICON School Management

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