

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 1

CALL TO ORDER/AGENDA

Subject:

1.1 Pledge of Allegiance

1.2 Agenda: Items to be removed from the agenda or changes to the agenda will be made at this time.

Action Requested:

1.1 None

1.2 Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

1.2 A trustee, administrator or a member of the public may request that an item be removed from the agenda or the order of the agenda be changed at the pleasure of the Board.

Agenda items may be added to the agenda if an “emergency situation” exists or “immediate action” is needed.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Rosemary Kunkler

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 2.
PRESENTATIONS

Subject:

2.1 Student Presentations - Home-Based Independent Study

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Students from NUCS' Home-Based Independent Study program will give presentations.

Fiscal Implications:

None

Contact Person/s: Shari Lovett

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 3.

CONSENT AGENDA

A trustee can have an item removed from the Consent Agenda and given individual consideration for action as a regular agenda item. An administrator or a member of the public may request that an item be removed from the Consent Agenda and given individual consideration for action as a regular agenda item at the pleasure of the Board.

Subject:

3.1 Consideration of Approval of Warrants & Payroll for Northern United - Humboldt Charter School (NU-HCS)

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

This is a monthly process. The warrants and payroll totals are inspected and clarification is given if needed. See attached.

Fiscal Implications:

Warrants: NU-Humboldt Charter School - \$95,145.80

Payroll: NU-Humboldt Charter School - \$291,781.12

Contact Person/s: Shari Lovett, Kelley Withers

Checks Dated 01/01/2026 through 01/31/2026

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
3000300165	01/07/2026	Embassy Suites Santa Clara	62-5210	Hotel for CA Kindergarten Conference		411.95
3000300581	01/08/2026	CA Kindergarten Association	62-5210	2-Day Non Member - Lisa Ambrosini		425.00
3000300582	01/08/2026	Daena L Velasco Acosta	62-5800	Dec 2025 - NUCS		75.00
3000300583	01/08/2026	Fire Monkey Catering Services	62-5800	Dec 2025 - NUCS		1,647.85
3000300584	01/08/2026	Harmon, Christopher S	62-5800	Contracted Service - ORBE		70.00
3000300585	01/08/2026	Jere Cox	62-5201	SEPT-DEC 2025 MILEAGE		179.20
3000300586	01/08/2026	Mitchell, Natalie S	62-4310	Supplies- Floral		101.35
3000300587	01/08/2026	OPTIMUM	62-5922	Jan 2026 - NUHCS		398.46
3000300588	01/08/2026	Rodrigues, Joshua	62-4310	Supplies - Culinary		206.21
3000300589	01/08/2026	SHRED AWARE	62-5560	Dec 2025 - NUHCS		255.33
3000300590	01/08/2026	STATE OF CALIFORNIA EDD	62-4310	NU-HCS YR: 25 QTR: 4		456.20
3000300591	01/08/2026	WESTSIDE COMMUNITY IMPROVEMENT	62-5800	Dec 2025 - NUCS		3,300.00
3000300865	01/12/2026	BLICK ART MATERIALS	62-4310	Ceramic supplies	17.64	
				Cermaic supplies	125.62	143.26
3000300866	01/12/2026	CliftonLarsonAllen LLP	62-5822	First install. for prep 2024 - NUCS		1,995.00
3000300867	01/12/2026	MAD RIVER UNION	62-5831	Jan 2025: NUHCS		250.00
3000300868	01/12/2026	MENDES SUPPLY COMPANY	62-4374	Janitorial supplies - NU-HCS		144.22
3000300869	01/12/2026	Paradigm Healthcare Services	62-5800	Jan 2026 - NUCS		111.75
3000300870	01/12/2026	PARSEC EDUCATION INC	62-5800	Year 2: 2026 - NUCS		14,025.00
3000300871	01/12/2026	Restif Cleaning Service Cooper ative, Inc	62-5800	Dec 2025 - NUHCS		1,940.00
3000301349	01/15/2026	AMAZON CAPITAL SERVICES	62-4110	Science supplies	26.84	
			62-4310	STEAM night supplies	47.02	
				Supplies for IST	148.34	222.20
3000301350	01/15/2026	Angel Fargas dba Angel's Creations Guitar School	62-5800	Music Classes - NU-HCS		720.00
3000301351	01/15/2026	BEGINNINGS INC	62-5800	Dec 2025 BLC Meals - NUCS		4,170.00
3000301352	01/15/2026	Churchill Bos, Janna E	62-5210	Travel/Conference		25.00
3000301353	01/15/2026	City of Blue Lake	62-5800	Picnic Rental Fee - Northern United Charter School		100.00
3000301354	01/15/2026	City of Blue Lake	62-5800	Prasch Hall Fee - Northern United Charter School		300.00
3000301355	01/15/2026	DEPARTMENT OF JUSTICE CASHIERING UNIT	62-5861	Dec 2025 - NU-HCS		49.00
3000301356	01/15/2026	EUREKA CITY SCHOOLS BUSINESS AND FISCAL SERVICES	62-5800	11/2025 Meals by ECS to NUCS		4,312.75
3000301357	01/15/2026	Harmon, Christopher S	62-4310	Supplies / Postage	25.36	
			62-5800	Contracted Service: ORBE	150.00	
			62-5950	Supplies / Postage	19.14	194.50
3000301358	01/15/2026	HUMBOLDT MOVING & STORAGE INC	62-5610	Jan 2026 - NUCS		80.30
3000301359	01/15/2026	Kerr, Wendy	62-4310	Supplies / Travel	21.76	

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

Checks Dated 01/01/2026 through 01/31/2026

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
3000301359	01/15/2026	Kerr, Wendy	62-4364	Supplies / Travel	51.32	73.08
3000301360	01/15/2026	NORTH COAST JOURNAL	62-5831	Jan 2026 - NU-HCS		481.00
3000301361	01/15/2026	Paradigm Healthcare Services	62-5800	05/2025 LEA Billing Services - NUCS		556.24
3000301362	01/15/2026	PARENT SQUARE INC	62-5800	Northern United - Humboldt Charter School		3,000.00
3000301363	01/15/2026	RECOLOGY HUMBOLDT COUNTY	62-5560	Dec 2025 - NUCS		288.95
3000301364	01/15/2026	Rhonda Rankin	62-5800	December 2025 - NUHCS		318.75
3000301365	01/15/2026	SEQUOIA FLORAL INTERNATIONAL	62-4310	Northern United Charter School		316.12
3000301366	01/15/2026	UBEO West, LLC	62-5637	Jan 2026 - NUHCS		1,627.48
3000301367	01/15/2026	YOUNG MINNEY & CORR LLP	62-5823	Dec 2025 - NU-HCS		474.00
3000301929	01/22/2026	CASEL	62-5210	Blueprints for Tomorrow: Janna Churchill		550.00
3000301930	01/22/2026	CUTTEN COMMUNITY CHURCH	62-5520	Northern United Charter School - Utilities	1,076.46	
			62-5530	Northern United Charter School - Utilities	538.16	
			62-5560	Northern United Charter School - Utilities	948.32	2,562.94
3000301931	01/22/2026	EUREKA CITY SCHOOLS BUSINESS AND FISCAL SERVICES	62-5800	12/2025 Meals by ECS to NUCS		5,404.85
3000301932	01/22/2026	GREAT AMERICA FINANCIAL SERV	62-5623	Jan 2026 - NUHCS		823.74
3000301933	01/22/2026	H.C.S.D.	62-5530	Dec 2025 - Northern United Charter School		302.59
3000301934	01/22/2026	Jessica Lynn Walkner	62-5800	Northern United Charter Schools		7,000.00
3000301935	01/22/2026	Lovett, Aiden	62-4310	Materials & Supplies		31.64
3000301936	01/22/2026	Mueller, Timothy F	62-4310	Supplies - Gateway max		394.70
3000301937	01/22/2026	Napa County Office of Education	62-5210	Educating for Careers Conference - Mary Havens		675.00
3000301938	01/22/2026	P G & E	62-5520	Dec 2025 - NUHCS (ELC)		620.94
3000301939	01/22/2026	Spoon Circus	62-5800	NUHCS - Cutten Learning Center		3,280.00
3000301940	01/22/2026	VALLEY PACIFIC PETROLEUM SERV	62-4364	Dec 2025 - NUCS		995.25
3000301941	01/22/2026	CITI CARDS	62-5210	11/13-12/10/25 statement - NUCS	621.87	
			62-5800	11/13-12/10/25 statement - NUCS	20.00	641.87
3000302801	01/29/2026	AMAZON CAPITAL SERVICES	62-4110	Curriculum	38.09	
			62-4310	SpEd supplies	301.83	
				Supplies	127.32	467.24
3000302802	01/29/2026	AMBROSINI, DENNIS	62-5612	FEB 2026 RENT		2,200.00
3000302803	01/29/2026	Arcata Plaza Center LLC	62-5612	FEB 2026 RENT		977.00
3000302804	01/29/2026	BEGINNINGS INC	62-5612	FEB 2026 RENT		1,030.00
3000302805	01/29/2026	CAMPTON PLAZA	62-5612	FEB 2026 RENT		5,625.00
3000302806	01/29/2026	CITI CARDS	62-5210	12/11/25-01/12/26 statement	2,283.54	
			62-5800	12/11/25-01/12/26 statement	149.90	
			62-5881	12/11/25-01/12/26 statement	69.90	2,503.34
3000302807	01/29/2026	CUTTEN COMMUNITY CHURCH	62-5612	FEB 2026 RENT		5,700.00

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Checks Dated 01/01/2026 through 01/31/2026

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
3000302808	01/29/2026	Friends of the Redwood Librari es	62-5800	School Regist. Fee: Northern United		100.00
3000302809	01/29/2026	Kerr, Wendy	62-4310	Humboldt Charter School		19.90
3000302810	01/29/2026	KGK RENTALS LLC	62-5450	Supplies	114.56	
			62-5612	FEB 2026 RENT	5,585.44	5,700.00
3000302811	01/29/2026	KGK RENTALS LLC	62-5450	FEB 2026 RENT	2.35	
			62-5612	FEB 2026 Insurance - 4620 Meyers Ave	114.56	116.91
3000302812	01/29/2026	Mitchell, Natalie S	62-4310	Supplies - Floral		140.78
3000302813	01/29/2026	Musgrove, Annessa	62-5201	NOV-DEC 2025 MILEAGE		23.94
3000302814	01/29/2026	NORTH COAST JOURNAL	62-5831	Northern United - Humboldt Charter School		481.00
3000302815	01/29/2026	PHOENIX CERAMIC & FIRE SUPPLY	62-4310	Lowfire Clays - NU-HCS		25.36
3000302816	01/29/2026	REPUBLIC INDEMNITY	62-9542	Jan14 statement - NUCS		3,408.20
3000302817	01/29/2026	STAPLES ADVANTAGE	62-4310	Office supplies - Admin		168.46
Total Number of Checks					68	95,415.80

Fund Summary

Fund	Description	Check Count	Expensed Amount
62	CHARTER SCHOOLS ENTERI	68	95,415.80
	Total Number of Checks	68	95,415.80
	Less Unpaid Sales Tax Liability		.00
	Net (Check Amount)		95,415.80

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

Pay Date 01/30/2026

EARNINGS by Earnings Code	Income	Adjustments
Taxable Fringe		2,224.40
Regular	291,781.12	
TOTAL	291,781.12	2,224.40

TAXES	Employee	Employer	Total	Subject Grosses
Federal Withholding	16,207.70		16,207.70	265,880.83
State Withholding	6,284.76		6,284.76	265,880.83
Social Security	5,704.44	5,704.44	11,408.88	92,007.35
Medicare	4,254.55	4,254.55	8,509.10	293,416.55
SUI		145.59	145.59	291,192.15
Workers' Comp		2,416.91	2,416.91	291,192.15
SUBTOTAL	32,451.45	12,521.49	44,972.94	

EARNINGS by Group	Income	Adjustments
Base Pay	283,727.62	
Docks	224.00	
Extra Duty	2,822.50	
Miscellaneous		2,224.40
Stipends	3,845.00	
Substitutes	1,610.00	
TOTAL	291,781.12	2,224.40

REDUCTIONS	Employee	Employer	Total	Subject Grosses
PERS	1,766.72	6,766.54	8,533.26	25,238.80
PERS / 62	4,661.79	15,622.84	20,284.63	58,272.33
STRS / 60	8,416.54	15,683.46	24,100.00	82,112.36
STRS / 62	12,090.67	22,629.23	34,719.90	118,477.50
Tax Sheltered Annuit	600.00		600.00	
Supplemental Insuran	588.97		588.97	
SUBTOTAL	28,124.69	60,702.07	88,826.76	

EARNINGS	Person Type	Female Employees
Certificated	37	212,734.86
Classified	26	79,046.26
TOTAL	63	291,781.12

DEDUCTIONS	Employee	Employer	Total	Subject Grosses
Health & Welfare	2,802.59	82,533.56	85,336.15	
Supplemental Insuran	306.22		306.22	
Summer Savings	15,548.85		15,548.85	93,292.89
SUBTOTAL	18,657.66	82,533.56	101,191.22	
TOTALS	79,233.80	155,757.12	234,990.92	

Vendor Summary for Pay Date 01/30/2026

Cancel/Reissue for Process Date 01/30/2026

Vendor Checks
Vendor Liabilities

Reissued
Cancel Checks
Void ACH

BALANCING DATA

NET

		212,547.32	Net Pay
Gross Earnings	291,781.12	79,233.80	Deductions
District Liability	155,757.12	155,757.12	Contributions
	447,538.24	447,538.24	

Direct Deposits	199,548.22	53
Checks	12,999.10	10
Partial Net ACH		
Negative Net		
Check Holds		
Zero Net		
TOTAL	212,547.32	63

Kelley Withers

Jan 22, 2026

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 3.

CONSENT AGENDA

A trustee can have an item removed from the Consent Agenda and given individual consideration for action as a regular agenda item. An administrator or a member of the public may request that an item be removed from the Consent Agenda and given individual consideration for action as a regular agenda item at the pleasure of the Board.

Subject:

3.2 Consideration of Approval of Warrants & Payroll for Northern United - Siskiyou Charter School (NU-SCS)

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

This is a monthly process. The warrants and payroll totals are inspected and clarification is given if needed. See attached.

Fiscal Implications:

Warrants: NU-Siskiyou Charter School - \$349,308.95

Payroll: NU-Siskiyou Charter School - \$68,970.93

Contact Person/s: Shari Lovett, Kelley Withers

**SISKIYOU COUNTY OFFICE OF EDUCATION
REQUEST FOR WARRANT PROCESSING**

District # _____ District Name: _____

Fund #	Fund Name	District Total	Audited Total
01	General Fund		
11	Adult Education Fund		
12	Child Development Fund		
13	Cafeteria Fund		
14	Deferred Maintenance Fund		
15	Pupil Transportation Equipment Fund		
17	Special Reserve Fund (Other than Capital Outlay)	XXXXXXXX	XXXXXXXX
25	Capital Facilities Fund (Developer Fees)		
30	State School Building/Lease Purchase Fund		
40	Special Reserve Capital Outlay Projects		
71	Retiree Benefit Fund		
	Batch Total		

By order of the governing board, the Siskiyou County Office of Education is authorized to draw warrants to the claimants of said school district as per attached listing:

Trustee _____ Trustee _____

Trustee _____ Trustee _____

Trustee _____ Trustee _____

Trustee _____

District Superintendent/Administrator: Kelley Withers Date: _____

Board Approval Date: _____ Mail: _____ Hold: _____

For Siskiyou County Office of Education Use Only

Audited By: _____ Audited Date: _____

Batch status: A All

From batch: 0108

To batch: 0108

Include Revolving Cash: Y

Include Address: Y

Include Object Desc: Y

Include Vendor TIN: Y

043 NORTHERN UNITED SISKIYOU J18810
 2526 ACCOUNTS PAYABLE

ACCOUNTS PAYABLE PRELIST
 BATCH: 0108 2526 ACCOUNTS PAYABLE
 FUND : 62 CHARTER SCH. ENTERPRISE FUND

APY500 L.00.25 01/05/26 12:38 PAGE 4
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Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference	Date	Description	FD RESC Y OBJT GOAL FUNC SCH LOCAL T9MPS	Liq Amt	Net Amount			
000016/00	YREKA TRANSFER LLC							
	303 YAMA STREET							
	YREKA, CA 96097							
PO-260020	12/19/2025	INV144540	1 62-0000-0-5550-0000-8100-000-00000 NN P			31.25		31.25
			DISPOSAL/GARBAGE REMOVAL					
			TOTAL PAYMENT AMOUNT	31.25 *				31.25
			TOTAL FUND PAYMENT	2,922.11 **				2,922.11
			TOTAL BATCH PAYMENT	2,922.11 ***	0.00			2,922.11
			TOTAL DISTRICT PAYMENT	2,922.11 ****	0.00			2,922.11
			TOTAL FOR ALL DISTRICTS:	2,922.11 ****	0.00			2,922.11
Number of checks to be printed: 13, not counting voids due to stub overflows.								2,922.11

**SISKIYOU COUNTY OFFICE OF EDUCATION
REQUEST FOR WARRANT PROCESSING**

District # _____ District Name: _____

Fund #	Fund Name	District Total	Audited Total
01	General Fund		
11	Adult Education Fund		
12	Child Development Fund		
13	Cafeteria Fund		
14	Deferred Maintenance Fund		
15	Pupil Transportation Equipment Fund		
17	Special Reserve Fund (Other than Capital Outlay)	XXXXXXXX	XXXXXXXX
25	Capital Facilities Fund (Developer Fees)		
30	State School Building/Lease Purchase Fund		
40	Special Reserve Capital Outlay Projects		
71	Retiree Benefit Fund		
	Batch Total		

By order of the governing board, the Siskiyou County Office of Education is authorized to draw warrants to the claimants of said school district as per attached listing:

Trustee _____ Trustee _____

Trustee _____ Trustee _____

Trustee _____ Trustee _____

Trustee _____

District Superintendent/Administrator: Kelley Withers Date: _____

Board Approval Date: _____ Mail: _____ Hold: _____

For Siskiyou County Office of Education Use Only

Audited By: _____ Audited Date: _____

Batch status: A All

From batch: 0116

To batch: 0116

Include Revolving Cash: Y

Include Address: Y

Include Object Desc: Y

Include Vendor TIN: Y

Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference	Date	Description	FD	RESC	Y OBJT GOAL FUNC SCH LOCAL T9MPS	Liq Amt	Net Amount	
000002/00	BOB STONE 107 NORTH LANGE WAY YREKA, CA 96097	559781278						
PO-260000	01/14/2026	FEB. 2026 RENT 423 BUILDING	1	62-0000-0-5612-0000-8700-000-20007	N1 P	3,450.00	3,450.00	
				NORTH UNITED RENT/LEASE BLDG				
PO-260000	01/14/2026	MARCH 2026 RENT 423 BUILDING	1	62-0000-0-5612-0000-8700-000-20007	N1 P	3,450.00	3,450.00	
				NORTH UNITED RENT/LEASE BLDG				
		TOTAL PAYMENT AMOUNT				6,900.00 *	6,900.00	
000289/00	DANIEL D. NELSON A-1 MINI STORAGE PO BOX 600 MT SHASTA, CA 96067	567925190						
PO-260031	01/14/2026	FEB.2026 RENT MT.SHASTA	1	62-0000-0-5612-0000-8700-000-20007	N1 P	5,092.00	5,092.00	
				NORTH UNITED RENT/LEASE BLDG				
PO-260031	01/14/2026	MARCH 2026 RENT MT.SHASTA	1	62-0000-0-5612-0000-8700-000-20007	N1 P	5,092.00	5,092.00	
				NORTH UNITED RENT/LEASE BLDG				
		TOTAL PAYMENT AMOUNT				10,184.00 *	10,184.00	
000215/00	GOLDEN ARROW INVESTMENTS 950 NORTHVIEW DR. YREKA, CA 96097	833970988						
PO-260032	01/14/2026	FEB. 2026 RENT 505 BUILDING	1	62-0000-0-5612-0000-8700-000-20007	N1 P	4,000.00	4,000.00	
				NORTH UNITED RENT/LEASE BLDG				
PO-260032	01/14/2026	MARCH 2026 RENT 505 BUILDING	1	62-0000-0-5612-0000-8700-000-20007	N1 P	4,000.00	4,000.00	
				NORTH UNITED RENT/LEASE BLDG				
		TOTAL PAYMENT AMOUNT				8,000.00 *	8,000.00	
		TOTAL FUND PAYMENT				25,084.00 **	25,084.00	
		TOTAL BATCH PAYMENT				25,084.00 ***	0.00	25,084.00
		TOTAL DISTRICT PAYMENT				25,084.00 ****	0.00	25,084.00
		TOTAL FOR ALL DISTRICTS:				25,084.00 ****	0.00	25,084.00

Number of checks to be printed: 3, not counting voids due to stub overflows. 25,084.00

**SISKIYOU COUNTY OFFICE OF EDUCATION
REQUEST FOR WARRANT PROCESSING**

District # _____ District Name: _____

Fund #	Fund Name	District Total	Audited Total
01	General Fund		
11	Adult Education Fund		
12	Child Development Fund		
13	Cafeteria Fund		
14	Deferred Maintenance Fund		
15	Pupil Transportation Equipment Fund		
17	Special Reserve Fund (Other than Capital Outlay)	XXXXXXXX	XXXXXXXX
25	Capital Facilities Fund (Developer Fees)		
30	State School Building/Lease Purchase Fund		
40	Special Reserve Capital Outlay Projects		
71	Retiree Benefit Fund		
	Batch Total		

By order of the governing board, the Siskiyou County Office of Education is authorized to draw warrants to the claimants of said school district as per attached listing:

Trustee _____ Trustee _____

Trustee _____ Trustee _____

Trustee _____ Trustee _____

Trustee _____

District Superintendent/Administrator: Kelley Withers Date: _____

Board Approval Date: _____ Mail: _____ Hold: _____

For Siskiyou County Office of Education Use Only

Audited By: _____ Audited Date: _____

Batch status: A All

From batch: 0123

To batch: 0123

Include Revolving Cash: Y

Include Address: Y

Include Object Desc: Y

Include Vendor TIN: Y

043 NORTHERN UNITED SISKIYOU J19804
 2526 ACCOUNTS PAYABLE PRELIST

ACCOUNTS PAYABLE PRELIST
 BATCH: 0123 ACCOUNTS PAYABLE
 FUND : 62 CHARTER SCH. ENTERPRISE FUND

APY500 L.00.25 01/14/26 08:33 PAGE 1
 << Open >>

Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference	Date	Description	FD RESC Y OBJT GOAL FUNC SCH LOCAL T9MPS			Liq Amt	Net Amount	
000244/00	AMAZON CAPITAL SERVICES	000000000						
	PO BOX 035184							
	SEATTLE, WA 98124							
PO-260144	01/06/2026	114-1709057-5896200	1 62-1100-0-4300-1110-1000-000-00000	NN F		22.12	22.12	
			SUPPLIES					
PO-260149	01/05/2026	113-9858046-2453014	1 62-0000-0-4300-0000-2700-000-00000	NN F		207.67	174.40	
			SUPPLIES					
PO-260153	01/08/2026	113-7514123-4768238	1 62-0000-0-4300-0000-2700-000-00000	NN F		80.68	71.97	
			SUPPLIES					
		TOTAL PAYMENT AMOUNT				268.49 *	268.49	
000071/00	HUE & CRY INC	000000000						
	PO BOX 548							
	ANDERSON, CA 96007							
PO-260022	01/01/2026	INVOICE# 902252	1 62-0000-0-5500-0000-8100-000-00000	NN P		76.30	76.30	
			OPERATION & HOUSEKEEPING SERV					
PO-260022	01/01/2026	INVOICE# 902252	2 62-0000-0-5500-0000-8100-000-00000	NN P		125.40	125.40	
			OPERATION & HOUSEKEEPING SERV					
		TOTAL PAYMENT AMOUNT				201.70 *	201.70	
000295/00	JOHN SMITH SANITATION							
	6284 4TH STREET							
	DUNSMUIR, CA 96025							
PO-260010	01/01/2026	INVOICE# 184882	1 62-0000-0-5550-0000-8100-000-00000	NN P		28.50	28.50	
			DISPOSAL/GARBAGE REMOVAL					
		TOTAL PAYMENT AMOUNT				28.50 *	28.50	
000086/00	NUCS - HUMBOLT							
	2120 CAMPTON ROAD, SUITE H							
	EUREKA, CA 95503							
PO-260154	01/12/2026	2025-MOU-01	1 62-6500-0-5800-5760-1120-000-00000	NN F		19,272.60	19,272.60	
			PROFES'L/CONSULTG SVCS/OP EXP					
PO-260154	01/12/2026	2025-MOU-01	2 62-0000-0-5800-0000-2700-000-00000	NN F		3,033.46	3,033.46	
			PROFES'L/CONSULTG SVCS/OP EXP					
PO-260154	01/12/2026	2025-MOU-01	3 62-0000-0-5800-0000-2700-000-00000	NN F		15,320.70	15,320.70	
			PROFES'L/CONSULTG SVCS/OP EXP					
PO-260154	01/12/2026	2025-MOU-01	4 62-0000-0-5800-0000-3700-000-00000	NN F		10,905.87	10,905.87	
			PROFES'L/CONSULTG SVCS/OP EXP					
PO-260154	01/12/2026	2025-MOU-01	5 62-0000-0-5800-0000-7200-000-00000	NN F		27,666.53	27,666.53	
			PROFES'L/CONSULTG SVCS/OP EXP					

Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference	Date	Description	FD RESC Y	OBJT GOAL	FUNC SCH LOCAL T9MPS	Liq Amt	Net	Amount
000086 (CONTINUED)								
PO-260154	01/12/2026	2025-MOU-01	6	62-0000-0-5800-0000-2700-000-00000	NN F	12,115.55	12,115.55	
				PROFES'L/CONSULTG SVCS/OP EXP				
PO-260154	01/12/2026	2025-MOU-01	7	62-0000-0-5800-1110-1000-000-00000	NN F	12,034.26	12,034.26	
				PROFES'L/CONSULTG SVCS/OP EXP				
PO-260154	01/12/2026	2025-MOU-01	8	62-0000-0-5800-0000-2700-000-00000	NN F	15,022.30	15,022.30	
				PROFES'L/CONSULTG SVCS/OP EXP				
PO-260154	01/12/2026	2025-MOU-01	9	62-0000-0-5800-0000-2700-000-00000	NN F	6,976.75	6,976.75	
				PROFES'L/CONSULTG SVCS/OP EXP				
PO-260154	01/12/2026	2025-MOU-01	10	62-6500-0-5800-5760-1120-000-00000	NN F	38,691.00	38,691.00	
				PROFES'L/CONSULTG SVCS/OP EXP				
PO-260154	01/12/2026	2025-MOU-01	11	62-0000-0-5800-0000-7200-000-00000	NN F	21,803.06	21,803.06	
				PROFES'L/CONSULTG SVCS/OP EXP				
PO-260155	01/12/2026	INVOICE# 260112	1	62-0000-0-5200-1110-1000-000-00000	NN F	12,825.71	12,825.71	
				TRAVEL & CONFERENCE				
PO-260155	01/12/2026	INVOICE# 260112	2	62-0000-0-4300-1110-1000-000-00000	NN F	1,067.99	1,067.99	
				SUPPLIES				
PO-260155	01/12/2026	INVOICE# 260112	3	62-0000-0-5200-0000-7200-000-00000	NN F	585.00	585.00	
				TRAVEL & CONFERENCE				
PO-260155	01/12/2026	INVOICE# 260112	4	62-0000-0-4300-1110-2700-000-00000	NN F	134.83	134.83	
				SUPPLIES				
PO-260155	01/12/2026	INVOICE# 260112	5	62-0000-0-5830-0000-7191-000-00000	NN F	15,225.00	15,225.00	
				AUDIT FEES				
PO-260155	01/12/2026	INVOICE# 260112	6	62-0000-0-5800-1110-1000-000-00000	NN F	2,673.82	2,673.82	
				PROFES'L/CONSULTG SVCS/OP EXP				
PO-260155	01/12/2026	INVOICE# 260112	7	62-0000-0-5801-0000-7100-000-00000	NN F	1,491.50	1,491.50	
				LEGAL FEES				
PO-260155	01/12/2026	INVOICE# 260112	8	62-0000-0-5200-1110-1000-000-00000	NN F	2,727.28	2,727.28	
				TRAVEL & CONFERENCE				
PO-260155	01/12/2026	INVOICE# 260112	9	62-0000-0-5400-0000-7200-000-00000	NN F	29,231.50	29,231.50	
				INSURANCE				
PO-260155	01/12/2026	INVOICE# 260112	10	62-0000-0-5400-1110-1000-000-00000	NN F	29,231.50	29,231.50	
				INSURANCE				
PO-260155	01/12/2026	INVOICE# 260112	11	62-0000-0-5300-1110-2700-000-00000	NN F	2,270.75	2,270.75	
				DUES & MEMBERSHIPS				
PO-260155	01/12/2026	INVOICE# 260112	12	62-6500-0-5200-1110-1000-000-00000	NN F	1,886.50	1,886.50	
				TRAVEL & CONFERENCE				
TOTAL PAYMENT AMOUNT						282,193.46 *	282,193.46	

Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE	ES	E-Term	E-ExtRef
Req Reference	Date	Description	FD	RESC	Y OBJT GOAL FUNC SCH LOCAL T9MPS	Liq Amt	Net Amount		
000349/00	NUSCS FOUNDATION P.O. BOX 1012 MT. SHASTA, CA 96097	900196344							
PO-260152	01/06/2026	2025 SKI PROGRAM 02/05/26	1	62-6332-0-5800-1110-1000-000-00000	NY F	1,120.00	1,120.00		
					PROFES'L/CONSULTG SVCS/OP EXP				
		TOTAL PAYMENT AMOUNT			1,120.00 *		1,120.00		
000013/00	PACIFIC POWER PO BOX 26000 PORTLAND, OR 97256-0001								
PO-260021	01/07/2026	64034125-002 8 YREKA	1	62-0000-0-5520-0000-8100-000-00000	NN P	1,906.74	1,906.74		
					ELECTRICITY				
		TOTAL PAYMENT AMOUNT			1,906.74 *		1,906.74		
000014/00	SHASTA VALLEY PEST CONTROL 467 SOUTH 7TH ST MONTAGUE, CA 96064	822402374							
PO-260016	01/13/2026	1/13/26-6 MT.SHASTA	1	62-0000-0-5800-0000-8100-000-00000	NY P	40.00	40.00		
					PROFES'L/CONSULTG SVCS/OP EXP				
PO-260016	01/13/2026	1/13/26-7 423 BUILDING	1	62-0000-0-5800-0000-8100-000-00000	NY P	40.00	40.00		
					PROFES'L/CONSULTG SVCS/OP EXP				
PO-260016	01/13/2026	1/13/26-8 505 BUILDING	1	62-0000-0-5800-0000-8100-000-00000	NY P	40.00	40.00		
					PROFES'L/CONSULTG SVCS/OP EXP				
		TOTAL PAYMENT AMOUNT			120.00 *		120.00		
000331/00	SIERRA SPRINGS P.O BOX 660579 DALLAS, TX 75266								
PO-260017	01/09/2026	24395994 010926	1	62-0000-0-4300-0000-8100-000-00000	NN P	53.64	53.64		
					SUPPLIES				
		TOTAL PAYMENT AMOUNT			53.64 *		53.64		

Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference	Date	Description	FD	RESC	Y OBJT GOAL FUNC SCH LOCAL T9MPS	Liq Amt	Net Amount	
000342/00	TINYEYE THERAPY SERVICES C/O V68000U P.O BOX 84332 SEATTLE, WA 98124	980654977						
PO-260027	12/31/2025	INVOICE# 27896	1	62-6500-0-5800-5760-1190-000-00000	NY P	541.16	541.16	
		TOTAL PAYMENT AMOUNT				541.16 *	541.16	
000023/00	UBEO PO BOX 301062 LOS ANGELES, CA 90030-1062	000000000						
PO-260014	01/12/2026	INVOICE# 5135149	1	62-0000-0-5600-1110-1000-000-00000	NN P	754.73	754.73	
PO-260014	01/12/2026	INVOICE# 5135149	2	62-0000-0-5600-0000-2700-000-00000	NN P	226.42	226.42	
PO-260014	01/12/2026	INVOICE# 5135149	3	62-0000-0-5600-0000-7200-000-00000	NN P	97.04	97.04	
		TOTAL PAYMENT AMOUNT				1,078.19 *	1,078.19	
000354/00	WES HANNA'S FLOOR COVERING 729 JACKSON ST. YREKA, CA 96097	557631140						
PO-260151	12/01/2025	INVOICE# 114	1	62-0000-0-5800-1193-8100-000-00000	NY F	250.00	250.00	
		TOTAL PAYMENT AMOUNT				250.00 *	250.00	
		TOTAL FUND PAYMENT				287,761.88 **	287,761.88	
		TOTAL BATCH PAYMENT				287,761.88 ***	0.00	287,761.88
		TOTAL DISTRICT PAYMENT				287,761.88 ****	0.00	287,761.88
		TOTAL FOR ALL DISTRICTS:				287,761.88 ****	0.00	287,761.88
Number of checks to be printed: 11, not counting voids due to stub overflows.								287,761.88

SISKIYOU COUNTY OFFICE OF EDUCATION REQUEST FOR WARRANT PROCESSING

District # _____ District Name: _____

Fund #	Fund Name	District Total	Audited Total
01	General Fund		
11	Adult Education Fund		
12	Child Development Fund		
13	Cafeteria Fund		
14	Deferred Maintenance Fund		
15	Pupil Transportation Equipment Fund		
17	Special Reserve Fund (Other than Capital Outlay)	XXXXXXXX	XXXXXXXX
25	Capital Facilities Fund (Developer Fees)		
30	State School Building/Lease Purchase Fund		
40	Special Reserve Capital Outlay Projects		
71	Retiree Benefit Fund		
	Batch Total		

By order of the governing board, the Siskiyou County Office of Education is authorized to draw warrants to the claimants of said school district as per attached listing:

Trustee _____ Trustee _____

Trustee _____ Trustee _____

Trustee _____ Trustee _____

Trustee _____

District Superintendent/Administrator: Kelley Withers Date: _____

Board Approval Date: _____ Mail: _____ Hold: _____

For Siskiyou County Office of Education Use Only

Audited By: _____ Audited Date: _____

Batch status: A All

From batch: 0130

To batch: 0130

Include Revolving Cash: Y

Include Address: Y

Include Object Desc: Y

Include Vendor TIN: Y

043 NORTHERN UNITED SISKIYOU J21727
 2526 ACCOUNTS PAYABLE

ACCOUNTS PAYABLE PRELIST
 BATCH: 0130 ACCOUNTS PAYABLE
 FUND : 62 CHARTER SCH. ENTERPRISE FUND

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Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference	Date	Description	FD RESC Y OBJT GOAL	FUNC	SCH LOCAL T9MPS	Liq Amt	Net Amount	
000244/00	AMAZON CAPITAL SERVICES PO BOX 035184 SEATTLE, WA 98124	000000000						
PO-260156	01/13/2026	113-1417463-3372246	1	62-0000-0-4300-1110-2700-000-00000	NN F	90.17	90.17	
				SUPPLIES				
PO-260159	01/22/2026	113-8644945-8833831	1	62-0000-0-4300-0000-2700-000-00000	NN P	21.23	21.23	
				SUPPLIES				
PO-260159	01/22/2026	113-6079005-3050622	1	62-0000-0-4300-0000-2700-000-00000	NN P	54.36	54.36	
				SUPPLIES				
PO-260159	01/22/2026	113-1897641-4844208	1	62-0000-0-4300-0000-2700-000-00000	NN P	66.31	66.31	
				SUPPLIES				
PO-260159	01/22/2026	113-1177989-8436249	1	62-0000-0-4300-0000-2700-000-00000	NN F	74.22	47.20	
				SUPPLIES				
		TOTAL PAYMENT AMOUNT		279.27 *			279.27	
000074/00	AMERICAN FAMILY LIFE INSURANCE ATTN: PAYROLL DEDUCTIONS 1932 WYNNTON COLUMBUS, GA 31999							
PO-260002	01/21/2026	INVOICE# 755008	1	62-0000-0-9514-0000-0000-000-00000	NN P	698.43	698.43	
				H & W	PASS THROUGH			
		TOTAL PAYMENT AMOUNT		698.43 *			698.43	
000062/00	CDW GOVERNMENT 75 REMITTANCE DRIVE SUITE 1515 CHICAGO, IL 60675							
PO-260162	01/27/2026	INVIOCE# ZR01102899	1	62-0000-0-5800-1110-1000-000-00000	NN F	1,765.96	1,765.96	
				PROFES'L/CONSULTG SVCS/OP EXP				
		TOTAL PAYMENT AMOUNT		1,765.96 *			1,765.96	
000021/00	COLLEGE OF THE SISKIYOU ATTN: BOOKSTORE 800 COLLEGE AVE WEED, CA 96094-2899	000000000						
PO-260160	01/20/2026	INVOICE# 2945	1	62-6300-0-4100-1110-1000-000-00000	NN F	612.60	612.60	
				APPRVD TEXTBKS/CORE CURRICULA				
		TOTAL PAYMENT AMOUNT		612.60 *			612.60	

043 NORTHERN UNITED SISKIYOU J21727
 2526 ACCOUNTS PAYABLE

ACCOUNTS PAYABLE PRELIST
 BATCH: 0130 ACCOUNTS PAYABLE
 FUND : 62 CHARTER SCH. ENTERPRISE FUND

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Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference	Date	Description	FD	RESC	Y OBJT GOAL FUNC SCH LOCAL T9MPS	Liq Amt	Net Amount	
000296/00	GREAT AMERICAN FINANCIAL SERV PO BOX 660831 DALLAS, TX 95266-0831							
PO-260007	01/16/2026	INVOICE# 41050729	1	62-0000-0-5600-1110-1000-000-00000	NN P	184.69	184.69	
				RENTALS, LEASES & REPAIRS,N.C.				
PO-260007	01/16/2026	INVOICE# 41050729	2	62-0000-0-5600-0000-2700-000-00000	NN P	55.41	55.41	
				RENTALS, LEASES & REPAIRS,N.C.				
PO-260007	01/16/2026	INVOICE# 41050729	3	62-0000-0-5600-0000-7200-000-00000	NN P	23.75	23.75	
				RENTALS, LEASES & REPAIRS,N.C.				
		TOTAL PAYMENT AMOUNT		263.85 *			263.85	
000080/00	HOMESCHOOL SUPERCENTER 8943 S. US HWY 231 DOTHAN, AL 36301	007424261						
PO-260084	01/21/2026	INVOICE# 10214177	1	62-6300-0-4100-1110-1000-000-00000	YN F	168.65	149.74	
				APPRVD TEXTBKS/CORE CURRICULA				
		TOTAL PAYMENT AMOUNT		149.74 *			149.74	
		TOTAL USE TAX AMOUNT					13.10	
000367/00	INTELEXIA USA LLC 152 EAST PUTNAM AVENUE #251 COS COB, CT 06807							
PO-260157	01/07/2026	INVOICE# 18444	1	62-6300-0-4100-1110-1000-000-00000	NN F	7,543.35	6,888.03	
				APPRVD TEXTBKS/CORE CURRICULA				
		TOTAL PAYMENT AMOUNT		6,888.03 *			6,888.03	
000182/00	KATHERINE O'BRIEN 1805 TIMMONS ROAD GRENADA, CA 96038							
PV-260011	01/27/2026	CCC RAFFLE PRIZES		62-7825-0-4300-1110-1000-000-00000	NN		34.31	
				SUPPLIES				
		TOTAL PAYMENT AMOUNT		34.31 *			34.31	

043 NORTHERN UNITED SISKIYOU J21727
 2526 ACCOUNTS PAYABLE

ACCOUNTS PAYABLE PRELIST
 BATCH: 0130 ACCOUNTS PAYABLE
 FUND : 62 CHARTER SCH. ENTERPRISE FUND

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Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference	Date	Description	FD RESC Y OBJT GOAL	FUNC	SCH LOCAL T9MPS	Liq Amt	Net Amount	
000020/00	KEENAN C/O SETECH PO BOX 4328 TORRANCE, CA 90510	000000000						
PO-260011	01/22/2026	JAN. 2026 MEDICAL	1 62-0000-0-9514-0000-0000-000-00000	NN	P	20,187.00	20,187.00	
			H & W	PASS THROUGH				
PO-260011	01/22/2026	JAN.2026 VISION	1 62-0000-0-9514-0000-0000-000-00000	NN	P	350.00	350.00	
			H & W	PASS THROUGH				
PO-260011	01/22/2026	JAN. 2026 DENTAL	1 62-0000-0-9514-0000-0000-000-00000	NN	P	1,722.00	1,722.00	
			H & W	PASS THROUGH				
		TOTAL PAYMENT AMOUNT		22,259.00	*		22,259.00	
000349/00	NUSCS FOUNDATION 2409 SOUTH MT.SHASTA BLVD. MT. SHASTA, CA 96097	900196344						
PO-260158	01/15/2026	01/15/2026 ICE RINK	1 62-6332-0-5800-1110-1000-000-00000	NY	P	119.00	119.00	
			PROFES'L/CONSULTG SVCS/OP EXP					
PO-260158	01/22/2026	01/22/2026 ICE RINK	1 62-6332-0-5800-1110-1000-000-00000	NY	F	133.00	133.00	
			PROFES'L/CONSULTG SVCS/OP EXP					
		TOTAL PAYMENT AMOUNT		252.00	*		252.00	
000013/00	PACIFIC POWER PO BOX 26000 PORTLAND, OR 97256-0001							
PO-260021	01/19/2026	64034125-003 6	1 62-0000-0-5520-0000-8100-000-00000	NN	P	299.52	299.52	
			ELECTRICITY					
		TOTAL PAYMENT AMOUNT		299.52	*		299.52	
000016/00	YREKA TRANSFER LLC 303 YAMA STREET YREKA, CA 96097							
PO-260020	01/19/2026	INVOICE# 148684	1 62-0000-0-5550-0000-8100-000-00000	NN	P	38.25	38.25	
			DISPOSAL/GARBAGE REMOVAL					
		TOTAL PAYMENT AMOUNT		38.25	*		38.25	
		TOTAL FUND PAYMENT		33,540.96	**		33,540.96	
		TOTAL USE TAX AMOUNT					13.10	
		TOTAL BATCH PAYMENT		33,540.96	***	0.00	33,540.96	
		TOTAL USE TAX AMOUNT					13.10	

043 NORTHERN UNITED SISKIYOU J21727
2526 ACCOUNTS PAYABLE

ACCOUNTS PAYABLE PRELIST
BATCH: 0130 ACCOUNTS PAYABLE
FUND : 62 CHARTER SCH. ENTERPRISE FUND

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Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference	Date	Description	FD RESC Y	OBJT GOAL	FUNC SCH LOCAL	T9MPS	Liq Amt	Net Amount

TOTAL DISTRICT PAYMENT	33,540.96	****	0.00	33,540.96
TOTAL USE TAX AMOUNT				13.10
TOTAL FOR ALL DISTRICTS:	33,540.96	****	0.00	33,540.96
TOTAL USE TAX AMOUNT				13.10

Number of checks to be printed: 12, not counting voids due to stub overflows. 33,540.96

PAYROLL PRELIST AUDIT TOTALS FOR DISTRICT

EMPLOYEE COUNTS

RECEIVING WARRANTS	0	GETTING PAID FIRST TIME	0		
APD TO CU	0	TERMINATED GETTING PAID	0	RET SYSTEM 1/3 OPTION: P	%0.000
APD TO CHECKING	15	STARTING APD CHECKING NEXT MONTH	0	RET SYSTEM 2/4 OPTION: P	%0.000
APD TO SAVINGS	0	STARTING APD SAVINGS NEXT MONTH	0	FICA OPTION:	
TOTAL GETTING PAID	15	GETTING PAID BALANCE OF CONTRACT	0		

PAYROLL TOTALS

SALARY GROSS		DAILY GROSS		HOURLY GROSS		HOURLY AND DAILY GROSS		TOTAL GROSS	
NML	ADJ	NML	ADJ	NML	ADJ	NML	ADJ	NML	ADJ
59,278.39	0.00	0.00	0.00	8,297.13	0.00	8,297.13	0.00	67,575.52	0.00
ADJ NML	59,278.39*	ADJ NML	0.00*	ADJ NML	8,297.13*	ADJ NML	8,297.13*	ADJ NML	67,575.52*
STIP	611.66	STIP	0.00	STIP	0.00	STIP	0.00	STIP	611.66
SUB	0.00	SUB	0.00	SUB	709.50	SUB	709.50	SUB	709.50
OT1	0.00	OT1	0.00	OT1	74.25	OT1	74.25	OT1	74.25
TOTAL OT	0.00*	TOTAL OT	0.00*	TOTAL OT	74.25*	TOTAL OT	74.25*	TOTAL OT	74.25*
NON-NML	611.66*	NON-NML	0.00*	NON-NML	783.75*	NON-NML	783.75*	NON-NML	1,395.41*
TOTAL	59,890.05**	TOTAL	0.00**	TOTAL	9,080.88**	TOTAL	9,080.88**	TOTAL	68,970.93**

TOTAL NUMBER HOURS WORKED: 378.00 TOTAL NUMBER DAYS WORKED: 0.00

GROSS	FED IMP	GROSS	NTX GROSS	TSA	RET-TS	FED TAX GROSS	FIT	AFIT
68,970.93		0.00	416.57	0.00	6,781.54	61,772.82	2,508.61	895.00
SIT	ASIT	OASDI GROSS	OASDI	MEDI GROSS	MEDICARE	DEF-MEDI GROSS	DEF-MEDI	
1,079.57	0.00	25,518.54	1,582.14	68,554.36	994.03	0.00	0.00	
SURV-BEN	SDI	EIC	STRS SUBJ	STRS	PERS SUBJ	PERS	DED	
0.00	0.00	0.00	47,584.72	4,869.60	25,242.13	1,911.94	1,442.37	
NET	ADJ (+)	ADJ (-)	OASDI EMPR	MEDI EMPR	STRS EMPR	PERS EMPR		
53,687.67	0.00	0.00	0.00	0.00	0.00	0.00		
STATE IMP GROSS	STATE TAX GROSS	STRS (C)	STRS (P)	STRS (O)	PERS (C)	PERS (P)	PERS (O)	
0.00	61,772.82	3,092.57	1,777.03	0.00	752.02	1,159.92	0.00	
STRS/SUBJ (C)	STRS/SUBJ (P)	STRS/SUBJ (O)	PERS/SUBJ (C)	PERS/SUBJ (P)	PERS/SUBJ (O)	STRS/SUBJ DBS	STRS DBS	
30,171.39	17,413.33	0.00	10,743.13	14,499.00	0.00	0.00	0.00	

Kelley Withers

1/22/26

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 3.
CONSENT AGENDA

A trustee can have an item removed from the Consent Agenda and given individual consideration for action as a regular agenda item. An administrator or a member of the public may request that an item be removed from the Consent Agenda and given individual consideration for action as a regular agenda item at the pleasure of the Board.

Subject:

3.3 Consideration of Approval of Minutes for the January 12, 2026 Board Meeting

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

This is a monthly process. Each month the board reviews and approves the minutes from previous meetings.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Tamara McFarland



Northern United Charter Schools Board of Directors Regular Board Meeting

January 12, 2026

Members Present: Rosemary Kunkler, Brian Payton, Barbara Boerger

Members Absent: Jere Cox

Staff Present: Lisa Ambrosini, Sarah Schaefer, Colleen Allen, Jen Rand, Kirk Miller, Julia Anderson

Guests Present: Shyla Paris, Katerina Freitas, Ricardo Freitas, Leonardo Freitas (FFA students)

1. **[CALL TO ORDER/AGENDA](#)** - Rosemary Kunkler called the meeting to order at 4:03 pm.
 - 1.1. Pledge of Allegiance
 - 1.2. Adopt the Agenda - Brian Payton moved to adopt the agenda; Barbara Boerger seconded the motion. Vote: Brian Payton - aye; Rosemary Kunkler - Barbara Boerger - aye; motion passed.
2. **[PRESENTATIONS](#)**
 - 2.1. Student Presentation - FFA - Students Shyla Paris, Katerina Freitas, Ricardo Freitas, Leonardo Freitas presented about NU-HCS' FFA classes, club, and SAE projects, leadership conference, multiple fundraisers, and upcoming events
3. **[CONSENT AGENDA](#)**
 - 3.1. Consideration of Approval of Warrants & Payroll for Northern United - Humboldt Charter School (NU-HCS) ([December 2025 AP](#), [12/31 Payroll](#))
 - 3.2. Consideration of Approval of Warrants & Payroll for Northern United - Siskiyou Charter School (NU-SCS) ([1223](#), [1226](#), [12/18 Payroll](#))
 - 3.3. Consideration of Approval of [Minutes for the December 15th Board Meeting](#)
 - 3.4. Consideration of [Resignations, Hires, Leaves, and Change of Assignments](#)
 - 3.5. Consideration of Approval of [Williams' Uniform Complaint, Quarterly Report for NU-SCS](#)

DECEMBER 15, 2025 OPEN MEETING: 4:00PM, CALL TO ORDER

Brian Payton moved to approve the consent agenda items; Barbara Boerger seconded the motion. Vote: Brian Payton - aye; Rosemary Kunkler - aye; Barbara Boerger - aye; motion passed.

4. PUBLIC COMMENTS ON ITEMS NOT ON THE AGENDA

4.1. Comments by the Public:

Rebekah Davis expressed appreciation to the board members in acknowledgment of Board Member Appreciation Month.

5. ACTION ITEMS TO BE CONSIDERED

5.1. Approval of [IRS Mileage Rates for 2026](#)

Shari Lovett explained that this update happens annually. The IRS has raised the rate per mile from \$0.70 to \$0.725. Brian Payton moved to approve the IRS Mileage Rates for 2026; Barbara Boerger seconded the motion. Vote: Brian Payton - aye; Rosemary Kunkler - aye; Barbara Boerger - aye; motion passed.

5.2. Approval of the [School Accountability Report Card - NU-HCS](#)

Shari Lovett explained that this report is issued annually and contains a lot of data about our school. It is a federal requirement. Brian Payton moved to approve the School Accountability Report Card - NU-HCS; Barbara Boerger seconded the motion. Vote: Brian Payton - aye; Rosemary Kunkler - aye; Barbara Boerger - aye; motion passed.

5.3. Approval of the [School Accountability Report Card - NU-SCS](#)

Barbara Boerger moved to approve the School Accountability Report Card - NU-SCS; Brian Payton seconded the motion. Vote: Brian Payton - aye; Rosemary Kunkler - aye; Barbara Boerger - aye; motion passed.

5.4. Approval of Update to [Transportation and Driver Eligibility Policy for Compensated Drivers](#)

Shari Lovett explained that our previous driver policy has been split into two policies (one for compensated drivers and one for non-compensated drivers) and amended to conform to new legislation (SB88). Rosemary noted a correction that needs to be made - the signature line for the compensated drivers policy needs to be changed from 'volunteer' to 'employee.' Brian Payton moved to approve the Transportation and Driver Eligibility Policy for Compensated Drivers with the noted correction; Barbara Boerger seconded the motion. Vote: Brian Payton - aye; Rosemary Kunkler - aye; Barbara Boerger - aye; motion passed.

5.5. Approval of Update to [Transportation and Driver Eligibility Policy for Non-Compensated Drivers](#)

Brian Payton moved to approve the Transportation and Driver Eligibility Policy for Non-Compensated Drivers; Barbara Boerger seconded the motion. Vote: Brian Payton - aye; Rosemary Kunkler - Barbara Boerger - aye; motion passed.

5.6. Approval of [Behavioral Health Policy](#)

Shari Lovett explained that this is a brand new policy resulting from a recently passed law. The state provided a model policy, which we used as our starting point. Our Director of Student Services made changes to bring it into alignment with NUCS' practices. Brian Payton moved to approve the Behavioral Health Policy; Barbara Boerger seconded the motion. Vote: Brian Payton - aye; Rosemary Kunkler - aye;

DECEMBER 15, 2025 OPEN MEETING: 4:00PM, CALL TO ORDER

Barbara Boerger - aye; motion passed.

6. DISCUSSION ITEMS

6.1. Revisions to the [Board Self-Evaluation Tool](#)

The board agreed to table this topic, to be discussed at the February meeting.

6.2. [NU-HCS Charter Petition Renewal](#)

Shari Lovett explained that this year, NU-HCS' charter is up for renewal with our authorizer, HCOE. The next step will be a public hearing at an HCOE board meeting.

7. REPORTS

7.1. [Enrollment and Attendance Report](#)

No discussion.

7.2. Financial Report for [NU-HCS](#) and [NU-SCS](#)

No discussion.

7.3. [Northern United - Humboldt Charter School Report](#)

Shari Lovett shared a late arriving update from Briceland Learning Center.

7.4. [Northern United - Siskiyou Charter School Report](#)

No discussion.

7.5. Director's Report

Shari Lovett reported that both schools are moving towards online registration, so an implementation team is working with the vendor, School Pathways, to learn how it works and start practicing its use in time for the upcoming open registration (beginning this February).

She also shared that we're also working to revamp our website, which will be hosted by Parent Square.

Shari also let the board know that she may need to travel to Memphis soon.

7.6. Board Reports

Brian Payton shared that he supported the FFA pulled pork dinner fundraiser, and that he's looking forward to the Quarter Craze and upcoming dance at the Moose Lodge.

Rosemary expressed appreciation for Brian's connection with the Moose Lodge and how it has benefitted the school. She also thanked Rebekah for the food at the meeting, and thanked her fellow board members for volunteering their time. She expressed appreciation for ORBE and shouted out the Wild Trail Tours, who donated bikes for their recent outing.

8. NEXT BOARD MEETING

8.1. Possible Agenda Items: Review of bylaws; Discussion of creating a savings account for a future facility

DECEMBER 15, 2025 OPEN MEETING: 4:00PM, CALL TO ORDER

purchase; discussion of summer stipend for FFA advisor; Mid-Year Update to the Local Control Accountability Plan (LCAP) and the Local Control Funding Formula Budget Overview for Parents (BOP); Update to Wellness Policy; Update to Vacations, Holiday and Leaves Policy; Revisions to the Board Self-Evaluation Tool

8.2. Next Board Meeting Date: Monday, February 11, 2026

9. **ADJOURNMENT** - Rosemary Kunkler adjourned the meeting at 5:03 pm.

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 3.
CONSENT AGENDA

A trustee can have an item removed from the Consent Agenda and given individual consideration for action as a regular agenda item. An administrator or a member of the public may request that an item be removed from the Consent Agenda and given individual consideration for action as a regular agenda item at the pleasure of the Board.

Subject:

3.4 Consideration of Resignations, Hires, Leaves, and Change of Assignments

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

This is a monthly process. Each month the board reviews and approves the minutes from previous meetings.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Tamara McFarland



Northern United Charter Schools

Resignations, Hires, and Leaves

February 11, 2026

RESIGNATIONS

NAME	DATE	LOCATION	COMMENTS
Zachary Lathouris	1/31/2026	Eureka Learning Center	SGI

NON-RENEWALS

NAME	DATE	LOCATION	COMMENTS
Alex Estrada	12/19/2025	Cutten Learning Center	Wellness Coach (grant expired)
Sage Balassa	1/16/2026	Eureka Learning Center	Wellness Coach (grant expired)

HIRES

NAME	DATE	LOCATION	COMMENTS
Torey Ostrom	2/1/2026	Willow Creek Learning Center	Tutor
Heather Pedraza	2/9/2026	Yreka Learning Center	1:1 ASL Interpreter Aide

LEAVES

NAME	DATE	LOCATION	COMMENTS

CHANGE OF ASSIGNMENTS

NAME	DATE	LOCATION	COMMENTS

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 4.

PUBLIC COMMENTS ON ITEMS NOT ON THE AGENDA

Subject:

4.1 Comments by the Public

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Board members or staff may choose to respond briefly to Public Comments.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Rosemary Kunkler

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 5.

ACTION ITEMS TO BE CONSIDERED

Subject:

5.1 Approval of FFA overnight field trip 3/10-3/11

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

NUCS' policy is that overnight field trips must have Board approval. See attached documentation.

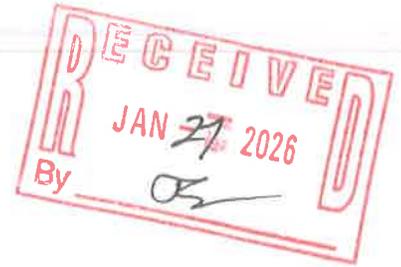
Fiscal Implications:

None.

Contact Person/s: Shari Lovett



Northern United Charter Schools Field Trip Request Form



Teacher: Natalie Mitchell Date of Request: 1/27/2026

Learning Center (if applicable): FFA / ELC

Date(s) of Trip: 3/10 - 3/11 Kind of Trip: Day: Out-of-County: Overnight:

Purpose: FFA Regional Meeting

Destination: Santa Rosa CA

Number of Students: 2-3 Number of Adult Chaperones: 1 Maria Freitas or Rebekah Davis

Departure Date & Time: 3/10 Expected arrival time at destination: _____

Other Stops & Times: Willits, Santa Rosa High, Alamy High

Return Date & Time: 3/11/2026 10pm

Mode of Transportation: School Van

Cost: Registration Other Costs: _____
(submit purchase request or PAR as necessary)

Teacher Signature: Natalie Mitchell Date: 1/27/2026

Charter Director/Designee Signature: _____ Date: _____

***All overnight field trips require Northern United Charter Schools Board approval prior to the field trip.**

***School Board Approval:** _____ **Date:** _____

*Please have Overnight Field Trip Forms in Charter Office at least **one month** before planned event. Include detailed agenda, updated driver's forms, all student excursion waiver forms. Incomplete packets will not be considered for approval.

The Field Trip Request form must be submitted to the Charter Office for administrative approval.

Email to debbisholes@nuarters.org, or

Mail to: 2120 Campton Road, Ste. H, Eureka, CA 95503 Attention: Debbi

Please send in form **one week** before planned Day Field Trip.

All adults driving students of the Charter School are required to have a copy of their insurance, driver's license, DMV report, and Private Vehicle Form on file at the Charter Office prior to transporting students.

Note: A fingerprint clearance and background check will be required of all volunteers. Be sure to allow enough time.

Spring Regional Meeting/ Northcoast Region FFA Spring Experience

Depart from school CRC at 8:00-8:30 am 3/10 with Ricardo and Caterina Frietas- Delegates and Leadership Development event contest speakers. Fuel up the van before departure if needed.

Stop for a restroom at the Irvine Lodge Rest Area or the Moss Cove Rest Area, Willits, 10:15-10:30

Analy High School 6950 Analy Ave, Sebastopol ca 95472
Speaking competition- schedule has not been released yet.

Head back to the hotel- 8 pm

Wake up, eat breakfast

Arrive at Santa Rosa High School- 1235 Mendocino Ave, Santa rosa Ca 95401
10 am for competitions and leadership activities.

Awards ceremony at Sana Rosa High School, 12 pm, speaking results released.

3 pm FFA meeting, 3:30 Regional officer candidates speak, Delegates vote, awards ceremony, meeting concludes by 5:30 pm, March 11th.

Eat dinner- Head to Eureka

Stop in Ukiah for a restroom, and eat dinner at 7:00 pm

Arrive back in Eureka at 9:45 pm

If students don't advance in the speaking competition, they will leave on Wednesday, March 11th, at 6:00-6:30 am

Stop for a restroom at the Irvine Lodge Rest Area or the Moss Cove Rest Area, Willits, 8:15 drive to Santa Rosa, arrive at 10:30.

and follow a similar timeline to reach the regional meeting and activities. The scheduled events will be the same.



**CALIFORNIA DEPARTMENT
OF EDUCATION**

TONY THURMOND
STATE SUPERINTENDENT OF
PUBLIC INSTRUCTION

1430 N STREET, SACRAMENTO, CA 95814-5901 • 916-319-0800 • WWW.CDE.CA.GOV

January 9, 2026

To: North Coast CATA Members and FFA Advisors
From: JessaLee Goehring, North Coast Region Supervisor
Subject: **North Coast Region FFA Spring Experience**

The North Coast Region invites you and your program to attend the 2026 North Coast Region FFA Spring Experience which includes the Region Leadership Development Speaking Finals, Spring FFA Meeting, CATA Meeting, and the Awards Ceremony on March 10-11, 2026. The first day of the experience will consist of the Regional Leadership Development Event and Parliamentary Procedure Finals for all qualified participants on Tuesday, March 10th at Analy High School. On day two, the region will conduct its Spring awards ceremony honoring FFA members, advisors, and supporters who have received their FFA degree and other award accomplishments, followed by Spring FFA and CATA meetings. Because we have a jam-packed agenda, details for each event have been outlined along with registration information.

Region LDE and Parliamentary Procedure Contest- Analy High School -March 10

This event is for qualified participants. FFA members must have placed in the top 4 of their respective contests. Check-in for regional contestants will be from 4:00-4:30 pm in the Library at Analy High School. Please look for the signs to guide you to your destination on campus. All contests will begin no later than 5:00 pm. **All Manuscripts and Cover Letters/Resumes are due by 11:59 pm on February 23rd. To upload Manuscripts, click [HERE](#). To upload Cover Letters and Resumes, click [HERE](#).**

**The Awards Ceremony will be held at the Awards Ceremony on Wednesday, March 11.*

**Extemporaneous contestants should be prepared to begin before 4:30 pm to ensure we have enough time.*

Awards Ceremony and Luncheon- Santa Rosa High School, Santa Rosa, March 11

This event is for FFA members, advisors, administrators, supporters, parents, and guests. Please look for the signs to guide you to your destination. The awards ceremony will recognize State FFA Degree recipients along with the Regional Proficiency, Star Award recipients and LDE Speaking results beginning at 12 noon on Wednesday, March 11. Please register on Judging Card by February 27 if you plan to attend. A letter will be sent to all award recipients after February 9th. The letter will be sent through email accounts listed on AET and will provide more information about the ceremony.

Spring FFA Meeting- Santa Rosa High School, Santa Rosa, March 11

Check-in for FFA delegates and members will begin at 3:00 pm with the meeting starting at 3:30 pm and plan to conclude the meeting and activities by 5:30 pm. The Meet and Greet for Regional Officer Candidates will also take place during registration from 3:00-3:30 pm. At the Spring FFA Meeting, we will conduct a business meeting consisting of budget approval, voting on the proposed amendments of the Region FFA Constitution, reviewing the State FFA Constitution proposed amendments, and electing the 2026-2027 Regional Officer Team.

Each chapter must have two voting delegates present at the annual Spring FFA Meeting.
Please register on Judging Card.

Spring CATA Meeting- Santa Rosa High School, March 11

The CATA meeting will begin at 3:30 pm. We hope to conclude the meeting around 5:00 PM. Registration for this meeting will take place on Judging Card. If you need help, please email jgoehring@cde.ca.gov. The agenda will be emailed by the Region CATA Officer team. If you have items that need to be on the agenda, email Jennifer Murphy at jen.murphy@shorelineunified.org.

Registration

Registration will open on February 1st for all events and will occur on Judging Card. Please log in to your account to complete the registration. Select the date(s) of the event and complete your chapter registration for all activities your chapter plans to attend. **Registration closes February 27th at 11:59pm.**

Finally, if there are any questions, please do not hesitate to ask as I know this is a first-time event for many of you. I look forward to seeing you on March 10-11, 2026, in Sonoma County!

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 5.

ACTION ITEMS TO BE CONSIDERED

Subject:

5.2 Approval of FFA overnight field trip 3/20-3/25

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

NUCS' policy is that overnight field trips must have Board approval.

Fiscal Implications:

None.

Contact Person/s: Shari Lovett



Northern United Charter Schools Field Trip Request Form



Teacher: Natalie Mitchell Date of Request: 1/20/2026

Learning Center (if applicable): ELC/ FFA

Date(s) of Trip: 3/20/26-3/25/26 Kind of Trip: Day: Out-of-County: Overnight:

Purpose: FFA state conference

Destination: Ontario CA

Number of Students: 4 Number of Adult Chaperones: 1 Maria Freitas

Departure Date & Time: 9:15 am 3/20 Expected arrival time at destination: 10:30 3/21

Other Stops & Times: See itinerary attached

Return Date & Time: 3/25 1:30 pm

Mode of Transportation: School Mini van

Cost: 3,000 Other Costs:

(submit purchase request or PAR as necessary)

Teacher Signature: Natalie Mitchell Date: 1/20/2026

Charter Director/Designee Signature: Date:

***All overnight field trips require Northern United Charter Schools Board approval prior to the field trip.**

***School Board Approval:** **Date:**

*Please have Overnight Field Trip Forms in Charter Office at least **one month** before planned event. Include detailed agenda, updated driver's forms, all student excursion waiver forms. Incomplete packets will not be considered for approval.

The Field Trip Request form must be submitted to the Charter Office for administrative approval.

Email to debbisholes@nuarters.org, or

Mail to: 2120 Campton Road, Ste. H, Eureka, CA 95503 Attention: Debbi

Please send in form **one week** before planned Day Field Trip.

All adults driving students of the Charter School are required to have a copy of their insurance, driver's license, DMV report, and Private Vehicle Form on file at the Charter Office prior to transporting students.

Note: A fingerprint clearance and background check will be required of all volunteers. Be sure to allow enough time.

California State Leadership Conference

2026 Draft Schedule

Subject to Change

Friday leave Eureka Learning Center or Cutten resource center 8:15-8:30 am

Drive from Eureka to Coalinga CA

Possible stops

1. 1st stop Willits CA get gas and use restroom, (2 hours 30 min) from Eureka
– Arrive 10:30 leave 11:00 , Stop take 20-30 minutes
2. 2nd Stop Berkley to use restroom, eat lunch, get gas if needed 2 hours 21 minutes from Willits
- Arrive around 1:30, Stop takes 20-30 minutes
-Leave no later than 2:15

3rd Santa Nella– (2 hours from Berkeley) arrive at 4:15, get gas, use restroom. Leave by 4:35

4th stop Coalinga 1 hour from Santa Nella, stay the night. Arriver 5:30-6:00 depending on traffic.

Saturday, March 21, 2026

Leave Coalinga 5:00-5:15

1. 1st stop Lebec CA 7:00-7:15 , get gas, use restroom
-Stop 15-20 min
2. Arrive in Ontario, 10:45 2 hours 30 minutes from Lebec, change into uniform, eat lunch, use restroom, find parking at convention center.

Convention begins

11:30am	Delegate Committee Chair/Advisor Meeting	Convention Center
Noon	Delegate Check in	Convention Center
12:00	Career Show Opens	Convention Center
12:30	Delegate Orientation and Expectations	Convention Center
1:00	Delegate Committee Meetings	Convention Center
3:30	Region Cacus	Convention Center
6:00pm	Dinner	
7:00 pm	Toyota Arena Doors open for Session 1	Toyota Arena
8:00 pm	Session 1 Begins	Toyota Arena

10:00-11:00 Leave Toyota arena theater head for air bnb arrive at Air BNB at 10:30-11:00

Sunday: Leave air bnb at 6:15-6:30 find parking at Toyota arena

Sunday, March 22, 2026

8:00	Scholarship and Proficiency Interviews	Convention Center
8:00	Doors Open for Session 2	Toyota Arena
9:00	Session 2 Begins	Toyota Arena
10:30am	Career Show Opens	Convention Center
11:30	Member Workshops Round 1	Convention Center
12:00pm	Agriscience Fair Awards	
12:30 eat lunch	Convention Center	
1:00pm	Member Workshops Round 2	Convention Center
2:00pm	Doors Open for Session 3	Toyota Arena
3:00pm	Session 3 Begins	Toyota Arena
5:30-	Eat dinner	
6:00pm	On Till Dawn Doors Open	Convention Center

Leave Convention Center 8:00-9:00 depending on how long, On Till Dawn is.

Arrive at Air bnb 8:30-9:30

Monday

Leave air bnb at 6:15-6:30 find parking at Toyota arena

Leaver Air bnb arriver convention center 6:45 am find parking

Monday, March 23, 2026

8:00	Doors Open for Session 4	Toyota Arena
9:00	Session 4 Begins	Toyota Arena
10:30am	Career Show Opens	Convention Center
11:00am	Delegate Business Session	Toyota Arena
11:30am	Member Workshops Round 1	
12:30- eat lunch	Convention Center	
1:00pm	Member Workshops Round 2	Convention Center
2:00pm	Doors open for Session 5	Toyota Arena
3:00pm	Session 5 Begins	Toyota Arena
6:00pm	eat dinner	
7:00pm	Doors open for Session 6	Toyota Arena
8:00pm	Session 6 Begins	Toyota Arena

Leave arena at 10:00-11:00

Arrive air bnb 10:30-11:30

Leave air bnb at 6:15-6:30 find parking at Toyota arena

Leaver Air bnb arriver convention center 6:45 find parking

Packed supplies

Tuesday, March 24, 2026

8:00am	Doors open for Session 7	Toyota Arena
9:00am	Session 7 Begins	Toyota Arena
Noon	2026 California FFA State Leadership Conference Concludes	

12:00-12:30 eat lunch, use bathroom drive to Lebec

Leave Ontario 12:45 arrive in Lebec 2:45

Leave Lebec 3:00-3:10

Coalinga 5:00 leave Coalinga 5:15 Drive to Livermore, eat dinner use restroom. Get gas.

Arrive in Livermore 7:45-8:00pm

Leave Livermore 8:15 drive to Santa Rosa arrive 9:45-10:00pm, stay for the night.

Wednesday 25th

Leave Santa Rosa 9 am

Drive to Willits-1 hour 25 minutes 10:30-

Leave Willits 10:45

Drive to Eureka arrive 1:15

Driver Mana Freitas 707-845-2273
Caterina Freitas 707-382-0204
Ricardo Freitas
Leonardo Freitas
Jayden Barker-707-498-3036
MOM Amber Barker
707-498-5086

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 5.

ACTION ITEMS TO BE CONSIDERED

Subject:

5.3 Approval of Update to 2025/26 Certificated Pay Schedule

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

Due to NUCS' inability to recruit and hire a new School Psychologist thus far during the 2025/26 school year, despite ongoing efforts, and after consultation with HCOE's county-wide salary survey, we believe it is necessary to reclassify our School Psychologist to a higher pay line; therefore, we recommend moving the position from certificated pay line 3 (\$63,500-\$75,500) to certificated pay line 2 (\$68,500-\$80,500).

Fiscal Implications:

Will vary depending on exact placement of candidate, but approximately a \$5,000/year salary increase (plus increases to relevant benefits) per school year once the position is filled.

Contact Person/s: Shari Lovett, Tamara McFarland, Kelley Withers



CERTIFICATED EMPLOYEES 2025 - 2026 PAY SCHEDULE

CERTIFICATED SALARIED EMPLOYEE								
Row	Position	Column I	Column II	Column III	Column IV	Column V	Column VI	Column VII
1	Regional Director	\$81,500	\$83,500	\$85,500	\$87,500	\$89,500	\$91,500	\$93,500
2	Director / School Psych.	\$68,500	\$70,500	\$72,500	\$74,500	\$76,500	\$78,500	\$80,500
3	School Psych./Speech Path.	\$63,500	\$65,500	\$67,500	\$69,500	\$71,500	\$73,500	\$75,500
4	Counselor	\$63,500	\$65,500	\$67,500	\$69,500	\$71,500	\$73,500	\$75,500
5	Coordinator	\$55,500	\$57,500	\$59,500	\$61,500	\$63,500	\$65,500	\$67,500

CERTIFICATED SALARIED TEACHER		
Row	Salary Amount	Per Student Amount (non - center based)
A	\$50,000	\$2,000 per year
B	\$52,000	\$2,080 per year
C	\$54,000	\$2,160 per year
D	\$56,000	\$2,240 per year
E	\$58,000	\$2,320 per year
F	\$60,000	\$2,400 per year
G	\$62,000	\$2,480 per year
H	\$64,000	\$2,560 per year
I	\$66,000	\$2,640 per year
J	\$68,000	\$2,720 per year
K	\$70,000	\$2,800 per year
L	\$72,000	\$2,880 per year
M	\$74,000	\$2,960 per year
N	\$76,000	\$3,040 per year
O	\$78,000	\$3,120 per year

MISCELLANEOUS PAY TYPES		
Substitute Teacher:	\$245.00/day (7 hrs.) or \$35.00/hour	
Certificated One-On-One Tutor:	\$22.00/hr. for 1-2 students	
Certificated Small Group Instructor:	\$35.00/hr. for 3+ students	
Master's Degree:	\$1,000.00 per year (only 1 is recognized)	
25/26 STRS Post Retirement Earnings Limit:	\$80,245	
Longevity:	6th year:	\$500
	7th year:	\$550
	8th year:	\$600
	9th year:	\$650
	10th year and beyond:	\$700

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 5.

ACTION ITEMS TO BE CONSIDERED

Subject:

5.4 Approval of Resolution Authorizing Hourly Compensation For School Psychologist For Special Education Assessments Outside Of The Adopted Pay Schedule

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

NUCS has been without a School Psychologist for the 2025/26 school year. This has necessitated costly payment to HCOE and other outside contractors for conducting legally required 504 and IEP evaluations. We have identified a candidate willing to provide these services intermittently for the remainder of this year at a cost lower than other options, but the rate is not included on our salary schedule; therefore, board approval is required.

Fiscal Implications:

Contact Person/s: Shari Lovett, Tamara McFarland, Kelley Withers

**NORTHERN UNITED CHARTER SCHOOLS
RESOLUTION AUTHORIZING HOURLY COMPENSATION FOR SCHOOL PSYCHOLOGIST
FOR SPECIAL EDUCATION ASSESSMENTS OUTSIDE OF THE ADOPTED PAY SCHEDULE**

WHEREAS, Northern United Charter Schools (NUCS) is legally obligated under Section 504 of the Rehabilitation Act of 1973 and the Individuals with Disabilities Education Act (IDEA) to identify, assess, and provide appropriate educational services to students with disabilities; and

WHEREAS, NUCS requires the services of a credentialed School Psychologist to conduct Section 504 evaluations and Individualized Education Program (IEP) psychoeducational assessments in order to meet mandated timelines and compliance requirements; and

WHEREAS, the scope and intermittent nature of these assessment services necessitate compensation on an hourly basis rather than placement on the certificated salary schedule adopted by the Governing Board; and

WHEREAS, NUCS has identified a qualified School Psychologist to provide these evaluation services on an as-needed basis; and

WHEREAS, it is the recommendation of the administration that the School Psychologist be compensated at an hourly rate of Seventy-Five Dollars (\$75.00) for time spent conducting evaluations, preparing reports, and participating in related meetings, and at a rate of Twenty-Five Dollars (\$25.00) per hour for travel time associated with these services; and

WHEREAS, this compensation is limited solely to Section 504 and IEP assessment services, is not tied to salary schedule placement, and is not subject to future salary schedule adjustments;

NOW, THEREFORE, BE IT RESOLVED, that the Governing Board of Northern United Charter Schools hereby authorizes compensation for the School Psychologist at the hourly rates of \$75.00 for evaluation and related professional services and \$25.00 for travel time, notwithstanding the absence of these rates on the adopted salary schedules; and

BE IT FURTHER RESOLVED, that this authorization applies only to the provision of Section 504 and IEP assessment services, is contingent upon available funding, expires on June 30, 2026, and does not create an ongoing or permanent position.

PASSED AND ADOPTED by the Governing Board of Northern United Charter Schools on this ____ day of _____, 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Rosemary Kunkler, Board President

Shari Lovett, School Director

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 5.

ACTION ITEMS TO BE CONSIDERED

Subject:

5.5 Approval of the 2026/26 NUCS School Safety Plan

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

The Board is to approve the school safety plan each year. The plan was updated by staff and reviewed by the NU-HCS and the NU-SCS parent advisory committees. The appendices of the plan are confidential and, therefore, not part of the packet.

Fiscal Implications:

None

Contact Person/s: Shari Lovett

Northern United Charter Schools 2025 - 2026 School Safety Plan



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Safety Plan Purpose & Compliance

This School Safety Plan has been prepared to fulfill the obligation of Northern United Charter Schools as set forth in its charter petition, pursuant to Education Code section 47605(c)(5)(F), to develop a school safety plan addressing the safety topics listed in subparagraphs (A) to (O) of paragraph (2) of subdivision (a) of Education Code section 32282, as applicable.

The School Safety Plan will be reviewed and updated by March of each year.

Northern United Charter Schools' Guiding Principles

Safety Plan Vision

To support the core vision of Northern United Charter Schools, we strive for a safe learning environment where

1. Students come first.
2. Each student has the right to a personalized education.
3. A continuous cycle of improvement is essential for the success of our students.
4. The success of each student is the shared responsibility of all stakeholders.

Working together with our community, we will provide a safe learning environment by effectively identifying and addressing issues that improve our schools' physical and social climate.

Components of the School Safety Plan

Safety Strategies and Programs

Northern United Charter Schools' recognize the importance of providing a safe school environment that is conducive to learning and helps ensure student safety and the prevention of student injury. The Director or designee will implement appropriate practices to minimize the risk of harm to students, including, but not limited to, practices relative to school facilities and equipment, the outdoor environment, educational programs and school-sponsored activities. The

School Safety Planning Committee will monitor and update strategies and programs on an as needed basis.

Child Abuse Reporting Procedures

California Penal Code section 11166 requires any child care custodian who has knowledge of, or observes, a child in his/her professional capacity or within the scope of his or her employment whom he/she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six hours of receiving the information concerning the incident.

Northern United Charter Schools' will provide annual training on the mandated reporting requirements, using the online training module provided by the State Department of Social Services, to employees who are mandated reporters. Mandated reporter training will also be provided to employees hired during the course of the school year. This training will include information that failure to report an incident of known or reasonably suspected child abuse or neglect, as required by Penal Code section 11166, is a misdemeanor punishable by up to six (6) months confinement in a county jail, or by a fine of one-thousand dollars (\$1,000), or by both that imprisonment and fine.

Emergency Preparedness and Crisis Response Plan

The Northern United Charter Schools' Board recognizes that all school staff and students must be prepared to respond quickly and responsibly to emergencies, disasters, and threats of disaster. The Director or designee shall develop and maintain a disaster preparedness plan which details provisions for handling emergencies and disasters and which shall be included in the school's comprehensive school safety plan. These plans will be developed in compliance with the California Standardized Emergency Management System (SEMS) and the National Incident Management System (NIMS). School employees are considered disaster service workers and are subject to disaster service activities assigned to them.

The Northern United Charter Schools' Crisis Response plan is included in the appendices and accomplishes the following:

Appendix B: Crisis Response Plan, incorporates strategies of the Incident Command System (ICS), SEMS and NIMS.

- Provides ALICE training (Alert, Lockdown, Inform, Counter, Evacuate).
- Provides emergency contact information for school staff in Appendix B.1: Staff Emergency Contacts – Confidential.
- Provides emergency contact information for school site staff in Appendix B.2: Campus Staff Emergency Contacts – Confidential.
- Describes the ICS structure for the school's crisis response team in Appendix B.3: Northern United Charter Schools' Incident Command System
- Defines specific evacuation procedures for the school sites
- Developed with considerations for students with physical disabilities in Appendix B.4:

Emergency Fire Evacuation Maps

Appendix C: Emergency Response Guidelines and Appendix D: Types of Emergencies & General Procedures

- Provides guidance for emergency response to a variety of potential hazards and incidents, including drop, hold on, and cover procedures following an earthquake

School Suspension, Expulsion and Involuntary Removal

S-16 Student Suspension and Expulsion Policy

Adopted on 9/20/2018, 11/10/2021

This Pupil Suspension and Expulsion Policy has been established in order to promote learning and protect the safety and wellbeing of all students at Northern United Charter Schools. In creating this policy, Northern United Charter Schools has reviewed Education Code Section 48900 et seq. which describe the offenses for which students at non-charter schools may be suspended or expelled and the procedures governing those suspensions and expulsions in order to establish its list of offenses and procedures for suspensions, expulsions, and involuntary removal. The language that follows is largely consistent with the language of Education Code Section 48900 et seq. Northern United Charter Schools is committed to annual review of policies and procedures surrounding suspensions, expulsions, and involuntary removals and, as necessary, modification of the lists of offenses for which students are subject to suspension or expulsion.

Consistent with this policy, it may be necessary to suspend or expel a student from regular classroom instruction. This shall serve as the Northern United Charter Schools' policy and procedures for student suspension, expulsion and involuntary removal and it may be amended from time to time without the need to seek a material revision of the charter so long as the amendments comport with legal requirements. Northern United Charter Schools' staff shall enforce disciplinary policies and procedures fairly and consistently among all students. This Policy and its Procedures will be printed and distributed as part of the Student Handbook which will clearly describe discipline expectations.

Corporal punishment shall not be used as a disciplinary measure against any student. Corporal punishment includes the willful infliction of or willfully causing the infliction of physical pain on a student. For purposes of this Policy, corporal punishment does not include an employee's use of force that is reasonable and necessary to protect the employee, students, staff or other persons or to prevent damage to school property.

Northern United Charter Schools' administration shall ensure that students and their parents/guardians are notified in writing upon enrollment of all discipline and involuntary removal policies and procedures. The notice shall state that these Policy and its Procedures are available on request at each Charter School Learning Center.

Suspended or expelled students shall be excluded from all school and school-related activities unless otherwise agreed during the period of suspension or expulsion.

A student identified as an individual with disabilities or for whom Northern United Charter Schools has a basis of knowledge of a suspected disability pursuant to the Individuals with Disabilities Education Improvement Act of 2004 or who is qualified for services under Section 504 of the Rehabilitation Act of 1973 is subject to the same grounds for suspension and expulsion and is accorded the same due process procedures applicable to general education students except when federal and state law mandates additional or different procedures. Northern United Charter Schools will follow all applicable federal and state laws including but not limited to the applicable provisions of the California Education Code, when imposing any form of discipline on a student identified as an individual with disabilities or for whom the Charter School has a basis of knowledge of a suspected disability or who is otherwise qualified for such services or protections in according due process to such students.

Involuntary Dismissal

A student may be dismissed from Northern United Charter Schools by the School Director for any of the following reasons:

Failure to fulfill the terms of the enrollment contract.

If the Northern United Charter Schools' School Director determines that any of the above conditions have been met, the School Director may place the student on a contract to correct the issue for the next thirty (30) calendar days. If the issue has not been corrected at the end of the thirty-day (30) period, the School Director may dismiss the student, subject to the requirements below. If the student has made some progress toward correcting the issue, the School Director may choose to extend the contract for an additional period at his/her discretion. If the student and/or the student's parent/guardian does not agree to such a contract, the School Director may immediately dismiss the student, subject to the requirements below.

No student shall be involuntarily removed by Northern United Charter Schools for any reason unless the parent or guardian of the student has been provided written notice of intent to remove the student no less than five (5) schooldays before the effective date of the action. The written notice shall be in the native language of the student or the student's parent or guardian or, if the student is a foster child or youth or a homeless child or youth, the student's educational rights holder, and shall inform the student, the student's parent/guardian, or educational rights holder of the basis for which the student is being involuntarily removed and the student's parent/guardian, or educational rights holder's right to request a hearing to challenge the involuntary removal. If a student's parent, guardian, or educational rights holder requests a hearing, Northern United Charter Schools shall utilize the same hearing procedures specified below for expulsions, before the effective date of the action to involuntarily remove the student. If the student's parent, guardian, or educational rights holder requests a hearing, the student shall remain enrolled and shall not be removed until the Charter School issues a final decision. As used herein, "involuntarily removed" includes dis-enrolled, dismissed, transferred, or terminated, but does not include removals for misconduct which may be grounds for suspension or expulsion as enumerated below. Students may be involuntarily removed for reasons including, but not limited to, failure to

comply with the terms of the student's independent study Master Agreement pursuant to Education Code Section 51747(c)(4).

Grounds for Suspension and Expulsion of Students

A student may be suspended or expelled for prohibited misconduct if the act is related to school activity or school attendance occurring at any time including but not limited to: a) while on school grounds; b) while going to or coming from school; c) during the lunch period, whether on or off the school campus; or d) during, going to, or coming from a school-sponsored activity.

Enumerated Offenses

1. Discretionary Suspension Offenses. Students may be suspended when it is determined the pupil:

- a. Caused, attempted to cause, or threatened to cause physical injury to another person.
- b. Willfully used force or violence upon the person of another, except self-defense.
- c. Unlawfully possessed, used, or otherwise furnished, or was under the influence of any controlled substance, as defined in Health and Safety Code Sections 11053- 11058, alcoholic beverage, or intoxicant of any kind.
- d. Unlawfully offered, arranged, or negotiated to sell any controlled substance as defined in Health and Safety Code Sections 11053-11058, alcoholic beverage or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid substance or material and represented same as controlled substance, alcoholic beverage or intoxicant.
- e. Committed or attempted to commit robbery or extortion.
- f. Caused or attempted to cause damage to school property or private property, which includes but is not limited to, electronic files and databases.
- g. Stole or attempted to steal school property or private property, which includes but is not limited to, electronic files and databases.
- h. Possessed or used tobacco or products containing tobacco or nicotine products, including but not limited to cigars, cigarettes, miniature cigars, clove cigarettes, smokeless tobacco, snuff, chew packets and betel. This section does not prohibit the use of a pupil's own prescription products by a pupil.
- i. Committed an obscene act or engaged in habitual profanity or vulgarity.
- j. Unlawfully possessed or unlawfully offered, arranged, or negotiated to sell any drug paraphernalia, as defined in Health and Safety Code Section 11014.5.

- k. Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, other school officials, or other school personnel engaged in the performance of their duties. This section shall only apply to students in any of grades 9-12, inclusive.
- l. Knowingly received stolen school property or private property, which includes but is not limited to, electronic files and databases.
- m. Possessed an imitation firearm, i.e.: a replica of a firearm that is so substantially similar in physical properties to an existing firearm as to lead a reasonable person to conclude that the replica is a firearm.
- n. Harassed, threatened, or intimidated a student who is a complaining witness or witness in a school disciplinary proceeding for the purpose of preventing that student from being a witness and/or retaliating against that student for being a witness.
- o. Unlawfully offered, arranged to sell, negotiated to sell, or sold the prescription drug Soma.
- p. Engaged in, or attempted to engage in hazing. For the purposes of this policy, "hazing" means a method of initiation or preinitiation into a pupil organization or body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury or personal degradation or disgrace resulting in physical or mental harm to a former, current, or prospective pupil. For purposes of this policy, "hazing" does not include athletic events or school-sanctioned events.
- q. Made terroristic threats against school officials and/or school property, which includes but is not limited to, electronic files and databases. For purposes of this policy, "terroristic threat" shall include any statement, whether written or oral, by a person who willfully threatens to commit a crime which will result in death, great bodily injury to another person, or property damage in excess of one thousand dollars (\$1,000), with the specific intent that the statement is to be taken as a threat, even if there is no intent of actually carrying it out, which, on its face and under the circumstances in which it is made, is so unequivocal, unconditional, immediate, and specific as to convey to the person threatened, a gravity of purpose and an immediate prospect of execution of the threat, and thereby causes that person reasonably to be in sustained fear for their own safety or for their immediate family's safety, or for the protection of school property, which includes but is not limited to, electronic files and databases, or the personal property of the person threatened or their immediate family.
- r. Committed sexual harassment, as defined in Education Code Section 212.5. For the purposes of this policy, the conduct described in Section 212.5 must be considered by a reasonable person of the same gender as the victim to be sufficiently severe or pervasive to have a negative impact upon the individual's academic performance or to create an intimidating, hostile, or offensive educational environment. This provision shall apply to pupils in any of grades 4 to 12, inclusive.

s. Caused, attempted to cause, threatened to cause or participated in an act of hate violence, as defined in subdivision (e) of Section 233 of the Education Code. This provision shall apply to pupils in any of grades 4 to 12, inclusive.

t. Intentionally harassed, threatened or intimidated school personnel or volunteers and/or a student or group of students to the extent of having the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder and invading the rights of either school personnel or volunteers and/or student(s) by creating an intimidating or hostile educational environment. This provision shall apply to pupils in any of grades 4 to 12, inclusive.

u. Engaged in an act of bullying, including, but not limited to, bullying committed by means of an electronic act.

"Bullying" means any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act, and including one or more acts committed by a student or group of students which would be deemed hate violence or harassment, threats, or intimidation, which are directed toward one or more students that has or can be reasonably predicted to have the effect of one or more of the following:

- Placing a reasonable student (defined as a student, including, but is not limited to, a student with exceptional needs, who exercises average care, skill, and judgment in conduct for a person of their age, or for a person of their age with exceptional needs) or students in fear of harm to that student's or those students' person or property.
- Causing a reasonable student to experience a substantially detrimental effect on their physical or mental health.
- Causing a reasonable student to experience substantial interference with their academic performance.
- Causing a reasonable student to experience substantial interference with their ability to participate in or benefit from the services, activities, or privileges provided by the Charter School.

"Electronic Act" means the creation or transmission originated on or off the school site, by means of an electronic device, including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager, of a communication, including, but not limited to, any of the following:

- A message, text, sound, video, or image.
- A post on a social network Internet Web site including, but not limited to:
 - o Posting to or creating a burn page. A "burn page" means an Internet Web site created for the purpose of having one or more of the effects as listed in subparagraph (1) above.
 - o Creating a credible impersonation of another actual pupil for the purpose of having one or more of the effects listed in subparagraph (1) above. "Credible impersonation"

means to knowingly and without consent impersonate a pupil for the purpose of bullying the pupil and such that another pupil would reasonably believe, or has reasonably believed, that the pupil was or is the pupil who was impersonated.

- o Creating a false profile for the purpose of having one or more of the effects listed in subparagraph (1) above. "False profile" means a profile of a fictitious pupil or a profile using the likeness or attributes of an actual pupil other than the pupil who created the false profile.

- o An act of cyber sexual bullying.

- o For purposes of this policy, "cyber sexual bullying" means the dissemination of, or the solicitation or incitement to disseminate, a photograph or other visual recording by a pupil to another pupil or to school personnel by means of an electronic act that has or can be reasonably predicted to have one or more of the effects described in subparagraphs (i) to (iv), inclusive, of paragraph (1). A photograph or other visual recording, as described above, shall include the depiction of a nude, semi-nude, or sexually explicit photograph or other visual recording of a minor where the minor is identifiable from the photograph, visual recording, or other electronic act.

- o For purposes of this policy, "cyber sexual bullying" does not include a depiction, portrayal, or image that has any serious literary, artistic, educational, political, or scientific value or that involves athletic events or school-sanctioned activities.

Notwithstanding subparagraphs one (1) and two (2) above, an electronic act shall not constitute pervasive conduct solely on the basis that it has been transmitted on the Internet or is currently posted on the Internet.

- A pupil who aids or abets, as defined in Section 31 of the Penal Code, the infliction or attempted infliction of physical injury to another person may be subject to suspension, but not expulsion, except that a pupil who has been adjudged by a juvenile court to have committed, as an aider and abettor, a crime of physical violence in which the victim suffered great bodily injury or serious bodily injury shall be subject to discipline pursuant to subdivision (l) (a)-(b).

- Possessed, sold, or otherwise furnished any knife or other dangerous object of no reasonable use to the student unless, in the case of possession of any object of this type, the student had obtained written permission to possess the item from a certificated school employee, with the School Director or designee's concurrence.

Non-Discretionary Suspension Offenses: Students must be suspended and recommended for expulsion when it is determined the pupil:

- Possessed, sold, or otherwise furnished any firearm, explosive, or other destructive device unless, in the case of possession of any device of this type, the student had obtained written permission to possess the item from a certificated school employee, with the School Director or designee's concurrence.

- Brandished a knife at another person.

- Unlawfully sold a controlled substance listed in Chapter 2 (commencing with Section 11053) of Division 10 of the Health and Safety Code.

- Committed or attempted to commit a sexual assault as defined in Penal Code Sections 261, 266c, 286, 287, 288, or 289 or former Section 288a of the Penal Code, or committed a sexual battery as defined in Penal Code Section 243.4.

Discretionary Expellable Offenses: Students may be recommended for expulsion when it is determined the pupil:

- Caused, attempted to cause, or threatened to cause physical injury to another person.

- Willfully used force or violence upon the person of another, except self-defense.

- Unlawfully possessed, used, or otherwise furnished, or was under the influence of any controlled substance, as defined in Health and Safety Code Sections 11053- 11058, alcoholic beverage, or intoxicant of any kind.

- Unlawfully offered, arranged, or negotiated to sell any controlled substance as defined in Health and Safety Code Sections 11053-11058, alcoholic beverage or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid substance or material and represented same as controlled substance, alcoholic beverage or intoxicant.

- Committed or attempted to commit robbery or extortion.

- Caused or attempted to cause damage to school property or private property, which includes but is not limited to, electronic files and databases.

- Stole or attempted to steal school property or private property, which includes but is not limited to, electronic files and databases.

- Possessed or used tobacco or products containing tobacco or nicotine products, including but not limited to cigars, cigarettes, miniature cigars, clove cigarettes, smokeless tobacco, snuff, chew packets and betel. This section does not prohibit the use of a pupil's own prescription products by a pupil.

- Committed an obscene act or engaged in habitual profanity or vulgarity.

- Unlawfully possessed or unlawfully offered, arranged, or negotiated to sell any drug paraphernalia, as defined in Health and Safety Code Section 11014.5.

- Knowingly received stolen school property or private property, which includes but is not limited to, electronic files and databases.

- Possessed an imitation firearm, i.e.: a replica of a firearm that is so substantially similar in physical properties to an existing firearm as to lead a reasonable person to conclude that the replica is a firearm.

- Harassed, threatened, or intimidated a student who is a complaining witness or witness in a school disciplinary proceeding for the purpose of preventing that student from being a witness and/or retaliating against that student for being a witness.
- Unlawfully offered, arranged to sell, negotiated to sell, or sold the prescription drug Soma.
- Engaged in, or attempted to engage in hazing. For the purposes of this policy, "hazing" means a method of initiation or preinitiation into a pupil organization or body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury or personal degradation or disgrace resulting in physical or mental harm to a former, current, or prospective pupil. For purposes of this policy, "hazing" does not include athletic events or school-sanctioned events.
- Made terroristic threats against school officials and/or school property, which includes but is not limited to, electronic files and databases. For purposes of this policy, "terroristic threat" shall include any statement, whether written or oral, by a person who willfully threatens to commit a crime which will result in death, great bodily injury to another person, or property damage in excess of one thousand dollars (\$1,000), with the specific intent that the statement is to be taken as a threat, even if there is no intent of actually carrying it out, which, on its face and under the circumstances in which it is made, is so unequivocal, unconditional, immediate, and specific as to convey to the person threatened, a gravity of purpose and an immediate prospect of execution of the threat, and thereby causes that person reasonably to be in sustained fear for their own safety or for their immediate family's safety, or for the protection of school property, which includes but is not limited to, electronic files and databases, or the personal property of the person threatened or their immediate family.
- Committed sexual harassment, as defined in Education Code Section 212.5. For the purposes of this policy, the conduct described in Section 212.5 must be considered by a reasonable person of the same gender as the victim to be sufficiently severe or pervasive to have a negative impact upon the individual's academic performance or to create an intimidating, hostile, or offensive educational environment. This provision shall apply to pupils in any of grades 4 to 12, inclusive.
- Caused, attempted to cause, threatened to cause or participated in an act of hate violence, as defined in subdivision (e) of Section 233 of the Education Code. This provision shall apply to pupils in any of grades 4 to 12, inclusive.
- Intentionally harassed, threatened or intimidated school personnel or volunteers and/or a student or group of students to the extent of having the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder and invading the rights of either school personnel or volunteers and/or student(s) by creating an intimidating or hostile educational environment. This provision shall apply to pupils in any of grades 4 to 12, inclusive.
- Engaged in an act of bullying, including, but not limited to, bullying committed by means of an electronic act.

"Bullying" means any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act, and including one or more acts committed by a student or group of students which would be deemed hate violence or harassment, threats, or intimidation, which are directed toward one or more students that has or can be reasonably predicted to have the effect of one or more of the following:

- Placing a reasonable student (defined as a student, including, but is not limited to, a student with exceptional needs, who exercises average care, skill, and judgment in conduct for a person of their age, or for a person of their age with exceptional needs) or students in fear of harm to that student's or those students' person or property.
- Causing a reasonable student to experience a substantially detrimental effect on their physical or mental health.
- Causing a reasonable student to experience substantial interference with their academic performance.
- Causing a reasonable student to experience substantial interference with their ability to participate in or benefit from the services, activities, or privileges provided by the Charter School.

"Electronic Act" means the creation or transmission originated on or off the school site, by means of an electronic device, including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager, of a communication, including, but not limited to, any of the following:

- A message, text, sound, video, or image.
- A post on a social network Internet Web site including, but not limited to:
 - o Posting to or creating a burn page. A "burn page" means an Internet Web site created for the purpose of having one or more of the effects as listed in subparagraph (1) above.
 - o Creating a credible impersonation of another actual pupil for the purpose of having one or more of the effects listed in subparagraph (1) above. "Credible impersonation" means to knowingly and without consent impersonate a pupil for the purpose of bullying the pupil and such that another pupil would reasonably believe, or has reasonably believed, that the pupil was or is the pupil who was impersonated.
 - o Creating a false profile for the purpose of having one or more of the effects listed in subparagraph (1) above. "False profile" means a profile of a fictitious pupil or a profile using the likeness or attributes of an actual pupil other than the pupil who created the false profile.
 - o An act of cyber sexual bullying.

For purposes of this policy, "cyber sexual bullying" means the dissemination of, or the solicitation or incitement to disseminate, a photograph or other visual recording by a pupil to another pupil or to school personnel by means of an electronic act that has or can be reasonably predicted to have

one or more of the effects described in subparagraphs (i) to (iv), inclusive, of paragraph (1). A photograph or other visual recording, as described above, shall include the depiction of a nude, semi-nude, or sexually explicit photograph or other visual recording of a minor where the minor is identifiable from the photograph, visual recording, or other electronic act.

For purposes of this policy, "cyber sexual bullying" does not include a depiction, portrayal, or image that has any serious literary, artistic, educational, political, or scientific value or that involves athletic events or school-sanctioned activities.

Notwithstanding subparagraphs one (1) and two (2) above, an electronic act shall not constitute pervasive conduct solely on the basis that it has been transmitted on the Internet or is currently posted on the Internet.

- A pupil who aids or abets, as defined in Section 31 of the Penal Code, the infliction or attempted infliction of physical injury to another person may be subject to suspension, but not expulsion, except that a pupil who has been adjudged by a juvenile court to have committed, as an aider and abettor, a crime of physical violence in which the victim suffered great bodily injury or serious bodily injury shall be subject to discipline pursuant to subdivision (3)(a)-(b).

- Possessed, sold, or otherwise furnished any knife or other dangerous object of no reasonable use to the student unless, in the case of possession of any object of this type, the student had obtained written permission to possess the item from a certificated school employee, with the School Director or designee's concurrence.

Non-Discretionary Expellable Offenses: Students must be recommended for expulsion for any of the following acts when it is determined pursuant to the procedures below that the pupil:

- Possessed, sold, or otherwise furnished any firearm, explosive, or other destructive device unless, in the case of possession of any device of this type, the student had obtained written permission to possess the item from a certificated school employee, with the School Director or designee's concurrence.

- Brandished a knife at another person.

- Unlawfully sold a controlled substance listed in Chapter 2 (commencing with Section 11053) of Division 10 of the Health and Safety Code.

- Committed or attempted to commit a sexual assault as defined in Penal Code Sections 261, 266c, 286, 287, 288, or 289 or former Section 288a of the Penal Code, or committed a sexual battery as defined in Penal Code Section 243.4.

If it is determined by the Administrative Panel and/or Northern United Charter Schools' Board of Directors that a student has brought a firearm or destructive device, as defined in Section 921 of Title 18 of the United States Code, on to campus or to have possessed a firearm or destructive device on campus, the student shall be expelled for one year, pursuant to the Federal Gun Free

Schools Act of 1994. In such instances, the pupil shall be provided due process rights of notice and a hearing as required in this policy.

Northern United Charter Schools will use the following definitions:

- The term "knife" means (A) any dirk, dagger, or other weapon with a fixed, sharpened blade fitted primarily for stabbing; (B) a weapon with a blade fitted primarily for stabbing; (C) a weapon with a blade longer than 3½ inches; (D) a folding knife with a blade that locks into place; or (E) a razor with an unguarded blade.

- The term "firearm" means (A) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (B) the frame or receiver of any such weapon; (C) any firearm muffler or firearm silencer; or (D) any destructive device. Such term does not include an antique firearm.

- The term "destructive device" means (A) any explosive, incendiary, or poison gas, including but not limited to: (i) bomb, (ii) grenade, (iii) rocket having a propellant charge of more than four ounces, (iv) missile having an explosive or incendiary charge of more than one-quarter ounce, (v) mine, or (vi) device similar to any of the devices described in the preceding clauses.

Suspension Procedure

Suspensions shall be initiated according to the following procedures:

Conference

Suspension shall be preceded, if possible, by a conference conducted by the Northern United Charter Schools' School Director or designee with the student and the student's parent/guardian and, whenever practical, the teacher, supervisor or Charter School employee who referred the student to the School Director or designee.

The conference may be omitted if the Northern United Charter Schools' School Director or designee determines that an emergency situation exists. An "emergency situation" involves a clear and present danger to the lives, safety or health of students or Charter School personnel. If a student is suspended without this conference, both the parent/guardian and student shall be notified of the student's right to return to school for the purpose of a conference.

At the conference, the pupil shall be informed of the reason for the disciplinary action and the evidence against the pupil and shall be given the opportunity to present their version and evidence in their defense, in accordance with Education Code Section 47605(b)(5)(J)(i). This conference shall be held within two (2) school days, unless the pupil waives this right or is physically unable to attend for any reason including, but not limited to, incarceration or hospitalization. No penalties may be imposed on a pupil for failure of the pupil's parent or guardian to attend a conference with Charter School officials. Reinstatement of the suspended pupil shall not be contingent upon attendance by the pupil's parent or guardian at the conference.

Notice to Parents/Guardians

At the time of the suspension, an administrator or designee shall make a reasonable effort to contact the parent/guardian by telephone or in person. Whenever a student is suspended, the parent/guardian shall be notified in writing of the suspension and the date of return following suspension. This notice shall state the specific offense(s) committed by the student as well as the date the student may return to school following the suspension. In addition, the notice may also state the date when the student may return to school. If Northern United Charter Schools' officials wish to ask the parent/guardian to confer regarding matters pertinent to the suspension, the notice may request that the parent/guardian respond to such requests without delay.

Suspension Time Limits/Recommendation for Expulsion

Suspensions, when not including a recommendation for expulsion, shall not exceed five (5) consecutive school days per suspension. Upon a recommendation of expulsion by the Northern United Charter Schools' School Director or designee, the pupil and the pupil's parent/guardian or representative will be invited to a conference to determine if the suspension for the pupil should be extended pending an expulsion hearing. In such instances when Northern United Charter Schools has determined a suspension period shall be extended, such extension shall be made only after a conference is held with the pupil or the pupil's parent/guardian, unless the pupil and the pupil's parents fail to attend the conference.

This determination will be made by the School Director or designee upon either of the following: 1) the pupil's presence will be disruptive to the education process; or 2) the pupil poses a threat or danger to others. Upon either determination, the pupil's suspension will be extended pending the results of an expulsion hearing.

Homework Assignments during Suspension

In accordance with Education Code Section 47606.2(a), upon the request of a parent, a legal guardian or other person holding the right to make education decisions for the student, or the affected student, a teacher shall provide to a student in any of grades 1 through 12, inclusive, who has been suspended from school for two (2) or more school days, the homework that the student would otherwise have been assigned.

In accordance with Education Code Section 47606.2(b), if a homework assignment that is requested pursuant to Section 47606.2(a) and turned into the teacher by the student either upon the student's return to school from suspension or within the timeframe originally prescribed by the teacher, whichever is later, is not graded before the end of the academic term, that assignment shall not be included in the calculation of the student's overall grade in the class.

Authority to Expel

As required by Education Code Section 47605(c)(5)(J)(ii), students recommended for expulsion are entitled to a hearing adjudicated by a neutral officer to determine whether the student should

be expelled. The procedures herein provide for such a hearing and the notice of said hearing, as required by law.

A student may be expelled either by the neutral and impartial Northern United Charter Schools' Board of Directors following a hearing before it or by the Northern United Charter Schools' Board of Directors upon the recommendation of a neutral and impartial Administrative Panel, to be assigned by the Northern United Charter Schools' Board of Directors as needed. The Administrative Panel should consist of at least three (3) members who are certificated and neither a teacher of the pupil or a member of the Charter Schools' Board of Directors. Each entity shall be presided over by a designated neutral hearing chairperson. The Administrative Panel may recommend expulsion of any student found to have committed an expellable offense, and the Northern United Charter Schools' Board of Directors shall make the final determination.

Expulsion Procedures

Students recommended for expulsion are entitled to a hearing to determine whether the student should be expelled. Unless postponed for good cause, the hearing shall be held within thirty (30) school days after the School Director or designee determines that the pupil has committed an expellable offense and recommends the student for expulsion.

In the event an Administrative Panel hears the case, it will make a recommendation to the Board for a final decision whether to expel. The hearing shall be held in closed session (complying with all pupil confidentiality rules under FERPA) unless the pupil makes a written request for a public hearing in open session three (3) days prior to the date of the scheduled hearing.

Written notice of the hearing shall be forwarded to the student and the student's parent/guardian at least ten (10) calendar days before the date of the hearing. Upon mailing the notice, it shall be deemed served upon the pupil. The notice shall include:

- The date and place of the expulsion hearing;
- A statement of the specific facts, charges and offenses upon which the proposed expulsion is based;
- A copy of the Northern United Charter Schools' disciplinary rules which relate to the alleged violation;
- Notification of the student's or parent/guardian's obligation to provide information about the student's status at the Charter School to any other school district or school to which the student seeks enrollment;
- The opportunity for the student and/or the student's parent/guardian to appear in person or to employ and be represented by counsel or a non-attorney advisor;
- The right to inspect and obtain copies of all documents to be used at the hearing;

- The opportunity to confront and question all witnesses who testify at the hearing;
- The opportunity to question all evidence presented and to present oral and documentary evidence on the student's behalf including witnesses.

Special Procedures for Expulsion Hearings Involving Sexual Assault or Battery Offenses

Northern United Charter Schools may, upon a finding of good cause, determine that the disclosure of either the identity of the witness or the testimony of that witness at the hearing, or both, would subject the witness to an unreasonable risk of psychological or physical harm. Upon this determination, the testimony of the witness may be presented at the hearing in the form of sworn declarations that shall be examined only by the Charter School or the hearing officer. Copies of these sworn declarations, edited to delete the name and identity of the witness, shall be made available to the pupil.

- The complaining witness in any sexual assault or battery case must be provided with a copy of the applicable disciplinary rules and advised of their to (a) receive five (5) days' notice of their scheduled testimony, (b) have up to two (2) adult support persons of their choosing present in the hearing at the time the complaining witness testifies, which may include a parent, guardian, or legal counsel, and (c) elect to have the hearing closed while testifying.

- Northern United Charter Schools must also provide the victim a room separate from the hearing room for the complaining witness' use prior to and during breaks in testimony.

- At the discretion of the entity conducting the expulsion hearing, the complaining witness shall be allowed periods of relief from examination and cross-examination during which the complaining witness may leave the hearing room.

- The entity conducting the expulsion hearing may also arrange the seating within the hearing room to facilitate a less intimidating environment for the complaining witness.

- The entity conducting the expulsion hearing may also limit time for taking the testimony of the complaining witness to the hours the complaining witness is normally in school, if there is no good cause to take the testimony during other hours.

- Prior to a complaining witness testifying, the support persons must be admonished that the hearing is confidential. Nothing in the law precludes the entity presiding over the hearing from removing a support person whom the presiding person finds is disrupting the hearing. The entity conducting the hearing may permit any one of the support persons for the complaining witness to accompany the complaining witness to the witness stand.

- If one or both of the support persons is also a witness, Northern United Charter Schools must present evidence that the witness' presence is both desired by the witness and will be helpful to the Charter School. The entity presiding over the hearing shall permit the witness to stay unless it is established that there is a substantial risk that the testimony of the complaining witness would be influenced by the support person, in which case the presiding official shall admonish the

support person or persons not to prompt, sway, or influence the witness in any way. Nothing shall preclude the presiding officer from exercising their discretion to remove a person from the hearing whom they believe is prompting, swaying, or influencing the witness.

- The testimony of the support person shall be presented before the testimony of the complaining witness and the complaining witness shall be excluded from the courtroom during that testimony.

- Especially for charges involving sexual assault or battery, if the hearing is to be conducted in public at the request of the pupil being expelled, the complaining witness shall have the right to have their testimony heard in a closed session when testifying at a public meeting would threaten serious psychological harm to the complaining witness and there are no alternative procedures to avoid the threatened harm. The alternative procedures may include videotaped depositions or contemporaneous examination in another place communicated to the hearing room by means of closed-circuit television.

- Evidence of specific instances of a complaining witness' prior sexual conduct is presumed inadmissible and shall not be heard absent a determination by the entity conducting the hearing that extraordinary circumstances exist requiring the evidence be heard. Before such a determination regarding extraordinary circumstances can be made, the witness shall be provided notice and an opportunity to present opposition to the introduction of the evidence. In the hearing on the admissibility of the evidence, the complaining witness shall be entitled to be represented by a parent, legal counsel, or other support person. Reputation or opinion evidence regarding the sexual behavior of the complaining witness is not admissible for any purpose.

Record of Hearing

A record of the hearing shall be made and may be maintained by any means, including electronic recording, as long as a reasonably accurate and complete written transcription of the proceedings can be made.

Presentation of Evidence

While technical rules of evidence do not apply to expulsion hearings, evidence may be admitted and used as proof only if it is the kind of evidence on which reasonable persons can rely in the conduct of serious affairs. A recommendation by the Administrative Panel to expel must be supported by substantial evidence that the student committed an expellable offense. Findings of fact shall be based solely on the evidence at the hearing. While hearsay evidence is admissible, no decision to expel shall be based solely on hearsay. Sworn declarations may be admitted as testimony from witnesses of whom the Board or Administrative Panel determines that disclosure of their identity or testimony at the hearing may subject them to an unreasonable risk of physical or psychological harm.

If, due to a written request by the expelled pupil, the hearing is held at a public meeting, and the charge is committing or attempting to commit a sexual assault or committing a sexual battery as

defined in Education Code Section 48900, a complaining witness shall have the right to have their testimony heard in a session closed to the public.

Expulsion Decision

The decision of the Administrative Panel shall be in the form of written findings of fact and a written recommendation to the Board of Directors, which will make a final determination regarding the expulsion. The Board of Directors shall make the final determination regarding the expulsion within ten (10) school days following the conclusion of the hearing. The decision of the Board of Directors is final.

If the Administrative Panel decides not to recommend expulsion, or the Northern United Charter Schools' Board of Directors ultimately decides not to expel, the pupil shall immediately be returned to their educational program.

Written Notice to Expel

The School Director or designee, following a decision of the Northern United Charter Schools' Board of Directors to expel, shall send written notice of the decision to expel, including the Board of Directors' adopted findings of fact, to the student and the student's parent/guardian. This notice shall also include the following: (a) Notice of the specific offense committed by the student; and (b) Notice of the student's or parent/guardian's obligation to inform any new district in which the student seeks to enroll of the student's status with Northern United Charter Schools.

The School Director or designee shall send a copy of the written notice of the decision to expel to the chartering authority. This notice shall include the following: (a) The student's name; and (b) The specific expellable offense committed by the student.

Disciplinary Records

Northern United Charter Schools shall maintain records of all student suspensions and expulsions at the Charter School. Such records shall be made available to the chartering authority upon request.

No Right to Appeal

The pupil shall have no right of appeal from expulsion from the Charter School as the Northern United Charter Schools' Board of Directors' decision to expel shall be final.

Expelled Pupils/Alternative Education

Parents/guardians of pupils who are expelled shall be responsible for seeking alternative education programs including, but not limited to, programs within the County or their school district of residence. Northern United Charter Schools shall work cooperatively with parents/guardians as requested by parents/guardians or by the school district of residence to assist with locating alternative placements during expulsion.

Rehabilitation Plans

Students who are expelled from Northern United Charter Schools shall be given a rehabilitation plan upon expulsion as developed by the Northern United Charter Schools' Board of Directors at the time of the expulsion order, which may include, but is not limited to, periodic review as well as assessment at the time of review for readmission. The rehabilitation plan should include a date not later than one year from the date of expulsion when the pupil may reapply to the Charter School for readmission.

Readmission or Admission of Previously Expelled Student

The decision to readmit a pupil after the end of the pupil's expulsion term or to admit a previously expelled pupil from another school district or charter school who has not been readmitted/admitted to another school or school district after the end of the student's expulsion term, shall be in the sole discretion of the Board of Directors following a meeting with the School Director or designee and the pupil and parent/guardian or representative to determine whether the pupil has successfully completed the rehabilitation plan and to determine whether the pupil poses a threat to others or will be disruptive to the school environment. The School Director or designee shall make a recommendation to the Northern United Charter Schools' Board of Directors following the meeting regarding the School Director or designee's determination. The Board shall then make a final decision regarding readmission or admission of the student during the closed session of a public meeting, reporting out any action taken during closed session consistent with the requirements of the Brown Act. The pupil's readmission is also contingent upon the Charter School's capacity at the time the student seeks readmission or admission to the Charter School.

Notice to Teachers

Northern United Charter Schools shall notify teachers of each student who has engaged in or is reasonably suspected to have engaged in any of the acts listed in Education Code Section 49079 and the corresponding enumerated offenses set forth above.

Special Procedures for the Consideration of Suspension and Expulsion or Involuntary Removal of Students with Disabilities

Notification of Special Education Local Plan Area (SELPA)

Northern United Charter Schools shall immediately notify the SELPA and coordinate the procedures in this policy with the SELPA of the discipline of any student with a disability or student that the Charter School or the SELPA would be deemed to have knowledge that the student had a disability.

Services during Suspension

Students suspended for more than ten (10) school days in a school year shall continue to receive services so as to enable the student to continue to participate in the general education curriculum, although in another setting (which could constitute a change of placement and the student's IEP

would reflect this change), and to progress toward meeting the goals set out in the child's IEP/504 Plan; and receive, as appropriate, a functional behavioral assessment and behavioral intervention services and modifications, that are designed to address the behavior violation so that it does not recur. These services may be provided in an interim alternative educational setting.

Procedural Safeguards/Manifestation Determination

Within ten (10) school days of a recommendation for expulsion or any decision to change the placement of a child with a disability because of a violation of a code of student conduct, Northern United Charter Schools, the parent, and relevant members of the IEP/504 Team shall review all relevant information in the student's file, including the child's IEP/504 Plan, any teacher observations, and any relevant information provided by the parents to determine:

- If the conduct in question was caused by, or had a direct and substantial relationship to, the child's disability; or
- If the conduct in question was the direct result of the local educational agency's failure to implement the IEP/504 Plan.

If Northern United Charter Schools, the parent, and relevant members of the IEP/504 Team determine that either of the above is applicable for the child, the conduct shall be determined to be a manifestation of the child's disability.

If Northern United Charter Schools, the parent, and relevant members of the IEP/504 Team make the determination that the conduct was a manifestation of the child's disability, the IEP/504 Team shall:

- Conduct a functional behavioral assessment and implement a behavioral intervention plan for such child, provided that Northern United Charter Schools had not conducted such assessment prior to such determination before the behavior that resulted in a change in placement;
- If a behavioral intervention plan has been developed, review the behavioral intervention plan if the child already has such a behavioral intervention plan, and modify it, as necessary, to address the behavior; and
- Return the child to the placement from which the child was removed, unless the parent and the Charter School agree to a change of placement as part of the modification of the behavioral intervention plan.

If Northern United Charter Schools, the parent/guardian, and relevant members of the IEP/504 Team determine that the behavior was not a manifestation of the student's disability and that the conduct in question was not a direct result of the failure to implement the IEP/504 Plan, then the Charter School may apply the relevant disciplinary procedures to children with disabilities in the same manner and for the same duration as the procedures would be applied to students without disabilities.

Due Process Appeals

The parent/guardian of a child with a disability who disagrees with any decision regarding placement, or the manifestation determination, or the Charter School believes that maintaining the current placement of the child is substantially likely to result in injury to the child or to others, may request an expedited administrative hearing through the Special Education Unit of the Office of Administrative Hearings or by utilizing the dispute provisions of the 504 Policy and Procedures.

When an appeal relating to the placement of the student or the manifestation determination has been requested by either the parent/guardian or the Charter School, the student shall remain in the interim alternative educational setting pending the decision of the hearing officer in accordance with state and federal law, including 20 USC Section 1415(k), until the expiration of the forty-five (45) day time period provided for in an interim alternative educational setting, unless the parent/guardian and Northern United Charter Schools agree otherwise.

In accordance with 20 U.S.C. Section 1415(k)(3), if a parent/guardian disagrees with any decision regarding placement, or the manifestation determination, or if Northern United Charter Schools believes that maintaining the current placement of the child is substantially likely to result in injury to the child or to others, the parent/guardian or Northern United Charter Schools may request a hearing.

In such an appeal, a hearing officer may: (1) return a child with a disability to the placement from which the child was removed; or (2) order a change in placement of a child with a disability to an appropriate interim alternative educational setting for not more than forty five (45) school days if the hearing officer determines that maintaining the current placement of such child is substantially likely to result in injury to the child or to others.

Special Circumstances

Northern United Charter Schools' personnel may consider any unique circumstances on a case-by-case basis when determining whether to order a change in placement for a child with a disability who violates a code of student conduct.

The Northern United Charter Schools' School Director or designee may remove a student to an interim alternative educational setting for not more than forty-five (45) school days without regard to whether the behavior is determined to be a manifestation of the student's disability in cases where a student:

- Carries or possesses a weapon, as defined in 18 U.S.C. Section 930, to or at school, on school premises, or to or at a school function;
- Knowingly possesses or uses illegal drugs, or sells or solicits the sale of a controlled substance, while at school, on school premises, or at a school function; or
- Has inflicted serious bodily injury, as defined by 20 U.S.C. Section 1415(k)(7)(D), upon a person while at school, on school premises, or at a school function.

Interim Alternative Educational Setting

The student's interim alternative educational setting shall be determined by the student's IEP/504 Team.

Procedures for Students Not Yet Eligible for Special Education Services

A student who has not been identified as an individual with disabilities pursuant to IDEA and who has violated Northern United Charter Schools' disciplinary procedures may assert the procedural safeguards granted under this administrative regulation only if the Charter School had knowledge that the student was disabled before the behavior occurred.

Northern United Charter Schools shall be deemed to have knowledge that the student had a disability if one of the following conditions exists:

- The parent/guardian has expressed concern in writing, or orally if the parent/guardian does not know how to write or has a disability that prevents a written statement, to Charter School supervisory or administrative personnel, or to one of the child's teachers, that the student is in need of special education or related services.
- The parent/guardian has requested an evaluation of the child.
- The child's teacher, or other Charter School personnel, has expressed specific concerns about a pattern of behavior demonstrated by the child, directly to the director of special education or to other Charter School supervisory personnel.

If Northern United Charter Schools knew or should have known the student had a disability under any of the three (3) circumstances described above, the student may assert any of the protections available to IDEA-eligible children with disabilities, including the right to stay-put.

If Northern United Charter Schools had no basis for knowledge of the student's disability, it shall proceed with the proposed discipline. Northern United Charter Schools shall conduct an expedited evaluation if requested by the parents; however, the student shall remain in the education placement determined by the Charter School pending the results of the evaluation.

Northern United Charter Schools shall not be deemed to have knowledge that the student had a disability if the parent/guardian has not allowed an evaluation, refused services, or if the student has been evaluated and determined to not be eligible.

Notifications Regarding Dangerous Pupils

Northern United Charter Schools desires to provide a safe, orderly working environment for all employees. The school shall ensure that employees are informed, in accordance with law, regarding crimes and offenses by students who may pose a danger in the classroom. Pursuant to Welfare & Institution Code section 827(b) and Education Code section 48267, a criminal court will notify school administration when a student has engaged in certain criminal conduct. This

information is forwarded to the School Director, who is responsible for prompt notification of the student's teachers, other administrators, and the student's counselor. This information must be kept confidential and may not be disseminated by any employee receiving such a notification to any other person.

Additionally, all teachers will be provided with a list of students in their classes who have one or more suspensions of a serious or violent nature in the current year or in the previous three years. This information will be provided at the beginning of the year or semester or whenever new students are enrolled or added to a class. Teachers will be advised that such information is confidential and not to be further disseminated.

Discrimination, Harassment and Bullying

S-20 Harassment, Intimidation, Discrimination, and Bullying Policy

Adopted on August 14, 2024

Revised on June 11, 2025

Discrimination, harassment, intimidation, and bullying are all disruptive behaviors, which interfere with students' ability to learn, negatively affect student engagement, diminish school safety, and contribute to a hostile school environment. As such, Northern United Charter Schools prohibits any acts of discrimination, harassment, intimidation, and bullying altogether.

As used in this policy, discrimination, harassment, intimidation, and bullying are described as the intentional conduct, including verbal, physical, written communication or cyber-bullying, including cyber sexual bullying, based on the actual or perceived characteristics of mental or physical disability, sex (including pregnancy and related conditions, and parental status), sexual orientation, gender, gender identity, gender expression, immigration status, nationality (including national origin, country of origin, and citizenship), race or ethnicity (including ancestry, color, ethnic group identification, ethnic background, and traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locs, and twists), religion (including agnosticism and atheism), religious affiliation, medical condition, genetic information, marital status, age, or any combination of those characteristics, or association with a person or group with one or more of these actual or perceived characteristics, or any combination of those characteristics, or based on any other characteristic protected under applicable state or federal law or local ordinance. Hereafter, such actions are referred to as "misconduct prohibited by this Policy."

To the extent possible, Northern United Charter Schools will make reasonable efforts to prevent students from being discriminated against, harassed, intimidated, and/or bullied, and will take action to investigate, respond, address and report on such behaviors in a timely manner. Northern United Charter Schools' employees who witness acts of misconduct prohibited by this Policy will take immediate steps to intervene when safe to do so.

This policy applies to incidents occurring on the school campus, at school-sponsored events and activities regardless of the location, through school-owned technology, and through other electronic means, whether perpetrated by a student, employee, parent/guardian, volunteer, independent contractor or other person with whom Northern United Charter Schools does business, and all acts of Northern United Charter Schools' Board of Directors in enacting policies and procedures that govern Northern United Charter Schools.

Northern United Charter Schools complies with all applicable state and federal laws and regulations and local ordinances in its investigation of and response to reports of misconduct prohibited by this Policy.

Definitions

Harassment means conduct based upon one or more of the protected characteristics listed above that is severe or pervasive, which unreasonably disrupts an individual's educational or work environment or that creates a hostile educational or work environment. Harassment includes, but is not limited to:

- Verbal conduct such as epithets, derogatory jokes, comments or slurs.
- Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work or school based on any of the protected characteristics listed above.
- Retaliation for reporting or threatening to report harassment.
- Deferential or preferential treatment based on any of the protected characteristics listed above.

Bullying is defined as any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act. Bullying includes one or more acts committed by a student or group of students that may constitute hate violence, or creates an intimidating and/or hostile educational environment, directed toward one or more students that has or can be reasonably predicted to have the effect of one or more of the following:

- Placing a reasonable student ¹ or students in fear of harm to that student's or those students' person or property.
- Causing a reasonable student to experience a substantially detrimental effect on the student's physical or mental health.
- Causing a reasonable student to experience a substantial interference with the student's academic performance.

¹ "Reasonable student" is defined as a student, including, but not limited to, a student with exceptional needs, who exercises average care, skill and judgment in conduct for a person of the student's age, or for a person of the student's age with the student's exceptional needs.

- Causing a reasonable student to experience a substantial interference with the student’s ability to participate in or benefit from the services, activities, or privileges provided by Northern United Charter Schools.

Cyberbullying is an electronic act that includes the transmission of harassing communication, direct threats, or other harmful texts, sounds, video or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication device. Cyberbullying also includes breaking into another person’s electronic account and assuming that person’s identity in order to damage that person’s reputation.

Electronic act means the creation or transmission originated on or off the school site, by means of an electronic device, including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager, of a communication, including, but not limited to, any of the following:

- A message, text, sound, video, or image.
- A post on a social network Internet Web site including, but not limited to:
 - a) Posting to or creating a burn page. A “burn page” means an Internet Web site created for the purpose of having one or more of the effects as listed in the definition of “bullying,” above.
 - b) Creating a credible impersonation of another actual student for the purpose of having one or more of the effects listed in the definition of “bullying,” above. “Credible impersonation” means to knowingly and without consent impersonate a student for the purpose of bullying the student and such that another student would reasonably believe, or has reasonably believed, that the student was or is the student who was impersonated.
 - c) Creating a false profile for the purpose of having one or more of the effects listed in the definition of “bullying,” above. “False profile” means a profile of a fictitious student or a profile using the likeness or attributes of an actual student other than the student who created the false profile.
- An act of “Cyber sexual bullying” including, but not limited to:
 - a) The dissemination of, or the solicitation or incitement to disseminate, a photograph or other visual recording by a student to another student or to school personnel by means of an electronic act that has or can be reasonably predicted to have one or more of the effects described in the definition of “bullying,” above. A photograph or other visual recording, as described above, shall include the depiction of a nude, semi-nude, or sexually explicit photograph or other visual recording of a minor where the minor is identifiable from the photograph, visual recording, or other electronic act.
 - b) “Cyber sexual bullying” does not include a depiction, portrayal, or image that has any serious literary, artistic, educational, political, or scientific value or that involves athletic events or school-sanctioned activities.

- Notwithstanding the definitions of “bullying” and “electronic act” above, an electronic act shall not constitute pervasive conduct solely on the basis that it has been transmitted on the Internet or is currently posted on the Internet.

Bullying and Cyberbullying Prevention Procedures

Northern United Charter Schools has adopted the following procedures for preventing acts of bullying, including cyberbullying.

Cyberbullying Prevention Procedures

Northern United Charter Schools advises students:

1. To never share passwords, personal data, or private photos online.
2. To think about what they are doing carefully before posting and by emphasizing that comments cannot be retracted once they are posted.
3. That personal information revealed on social media can be shared with anyone including parents, teachers, administrators, and potential employers. Students should never reveal information that would make them uncomfortable if the world had access to it.
4. To consider how it would feel receiving such comments before making comments about others online.

Northern United Charter Schools informs its employees, students, and parents/guardians of the schools’ policies regarding the use of technology in and out of the classroom. Northern United Charter Schools encourages parents/guardians to discuss these policies with their children to ensure their children understand and comply with such policies.

Education

Northern United Charter Schools’ employees cannot always be present when bullying incidents occur, so educating students about bullying is a key prevention technique to limit bullying from happening. Northern United Charter Schools advises students that hateful and/or demeaning behavior is inappropriate and unacceptable in our society and at our schools and encourages students to practice compassion and respect each other.

Northern United Charter Schools educates students to accept all student peers regardless of protected characteristics (including but not limited to actual or perceived sexual orientation, gender identification, physical or cognitive disabilities, race, ethnicity, religion, and immigration status) and about the negative impact of bullying other students based on protected characteristics.

Northern United Charter School’ bullying prevention education also discusses the differences between appropriate and inappropriate behaviors and includes sample situations to help students learn and practice appropriate behavior and to develop techniques and strategies to respond in a

non-aggressive way to bullying-type behaviors. Students will also develop confidence and learn how to advocate for themselves and others, and when to go to an adult for help.

Northern United Charter Schools informs all their employees, students, and parents/guardians of this Policy and encourages parents/guardians to discuss this Policy with their children to ensure their children understand and comply with this Policy.

Professional Development

Northern United Charter Schools annually makes available the online training module developed by the California Department of Education pursuant Education Code section 32283.5(a) to its certificated employees and all other employees who have regular interaction with students.

Northern United Charter Schools informs certificated employees about the common signs that a student is a target of bullying including:

- Physical cuts or injuries
- Lost or broken personal items
- Fear of going to school/practice/games
- Loss of interest in school, activities, or friends
- Trouble sleeping or eating
- Anxious/sick/nervous behavior or distracted appearance
- Self-destructiveness or displays of odd behavior
- Decreased self-esteem

Northern United Charter Schools also informs certificated employees about the groups of students determined by Northern United Charter Schools and available research to be at elevated risk for bullying and provides its certificated employees with information on existing school and community resources related to the support of these groups. These groups include but are not limited to:

- Students who are lesbian, gay, bisexual, transgender, or questioning youth (“LGBTQ”) and those youth perceived as LGBTQ; and
- Students with physical or learning disabilities.

Northern United Charter Schools encourages its employees to demonstrate effective problem-solving, anger management, and self-confidence skills for Northern United Charter Schools’ students.

Complaint Procedures

Scope of the Complaint Procedures

Northern United Charter Schools will comply with its Uniform Complaint Procedures (“UCP”) policy when investigating and responding to complaints alleging unlawful harassment, discrimination, intimidation or bullying against a protected group or on the basis of a person’s association with a person or group with one or more of the protected characteristics set forth in the UCP that:

- Are written and signed;
- Filed by an individual who alleges that they have personally suffered unlawful discrimination, harassment, intimidation or bullying, or by one who believes any specific class of individuals has been subjected to discrimination, harassment, intimidation or bullying based on a protected characteristic, or by a duly authorized representative who alleges that an individual student has been subjected to discrimination, harassment, intimidation, or bullying; and
- Submitted to the Northern United Charter Schools’ UCP Compliance Officer not later than six (6) months from the date the alleged unlawful discrimination, harassment, intimidation or bullying occurred, or the date the complainant first obtained knowledge of the facts of the alleged discrimination, harassment, intimidation or bullying.

Northern United Charter Schools will comply with its Title IX Policy when investigating and responding to complaints alleging sex discrimination, including sex-based harassment, in its education program or activity, as applicable.

The following procedures shall be utilized for complaints of misconduct prohibited by this Policy that do not fall within the scope of Northern United Charter Schools’ Title IX Policy or comply with the writing, timeline, or other formal filing requirements of the UCP. A copy of Northern United Charter Schools’ Title IX Policy and UCP is available on the school’s website.

Submitting a Report or Complaint

All Northern United Charter Schools’ staff are expected to provide appropriate supervision to enforce standards of conduct and, if they observe or become aware of misconduct prohibited by this Policy, to intervene when safe to do so, call for assistance, and report such incidents. The Northern United Charter Schools’ Board of Directors requires staff to follow the procedures in this Policy for reporting alleged acts of misconduct prohibited by this Policy.

Reports and complaints of misconduct prohibited by this Policy shall be submitted to the Director (or the President of the Northern United Charter Schools’ Board of Directors if the complaint is against the Director) as soon as possible after the incidents giving rise to the report or complaint.

Complaints regarding such misconduct may also be made to the U.S. Department of Education, Office for Civil Rights. Civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders may also be available to complainants.

While submission of a written report is not required, Northern United Charter Schools will investigate and respond to all oral and written reports of misconduct prohibited by this Policy,

the reporting party is encouraged to submit a written report. Reports may be made anonymously, but formal disciplinary action cannot be based solely on an anonymous report.

Northern United Charter Schools' students are expected to report all incidents of misconduct prohibited by this Policy and other verbal or physical abuses. Any student who feels they are a target of such behavior should immediately contact a teacher, counselor, the Director, a staff person or a family member so that the student can get assistance in resolving the issue in a manner that is consistent with this Policy.

Northern United Charter Schools acknowledges and respects every individual's right to privacy. All reports and complaints shall be investigated in a manner that protects the confidentiality of the parties and the integrity of the process to the greatest extent possible. This includes keeping the identity of the reporter and/or complainant confidential, as appropriate, except to the extent necessary to comply with applicable law, carry out the investigation and/or to resolve the issue, as determined by Northern United Charter Schools on a case-by-case basis.

Northern United Charter Schools prohibits any form of retaliation against any individual who files a report or complaint, testifies, assists, participates, or refuses to participate in any investigation or proceeding related to misconduct prohibited by this Policy. Such participation or lack of participation shall not in any way affect the status, grades, or work assignments of the individual. Individuals alleging retaliation in violation of this Policy may file a grievance using the procedures set forth in this Policy.

Investigation and Response

Upon receipt of a report or complaint of misconduct prohibited by this Policy, the Director or designee will promptly initiate an investigation. In most cases, a thorough investigation will take no more than twenty-five (25) school days.

At the conclusion of the investigation, the Director or designee will, to the extent possible with respect to confidentiality laws, provide the complainant with information about the investigation and resolution of the incident/situation. However, the Director or designee will not reveal confidential information related to other students or employees.

If the complaint is against the Director, a non-employee Board member who is not the President or a parent/guardian of a student at Northern United Charter Schools will conduct a fact-finding investigation and provide the complainant with information about the investigation and resolution of the incident/situation.

Consequences

Students or employees who engage in misconduct prohibited by this Policy may be subject to disciplinary action up to and including expulsion from Northern United Charter Schools or termination of employment.

Right of Appeal

Should a complainant find Northern United Charter Schools' resolution unsatisfactory, for complaints within the scope of this Policy, the complainant may, within five (5) business days of notice of Northern United Charter Schools' decision or resolution, submit a written appeal to the President of the Northern United Charter Schools' Board of Directors, who will serve as the decisionmaker for the appeal or designate a decisionmaker for the appeal. The decisionmaker for the appeal will notify the complainant of the final decision.

S-20a Harassment, Intimidation, Discrimination, and Bullying Complaint Form

Adopted on 9/20/2018, 11/10/2021

Your Name: _____ Date: _____

Date of Alleged Incident(s):

Name of Person(s) you have a complaint against:

List any witnesses that were present:

Where did the incident(s) occur?

Please describe the events or conduct that are the basis of your complaint by providing as much factual detail as possible (i.e. specific statements; what, if any, physical contact was involved; any verbal statements; what did you do to avoid the situation, etc.) (Attach additional pages, if needed):

I hereby authorize Northern United Charter Schools to disclose the information I have provided as it finds necessary in pursuing its investigation. I hereby certify that the information I have provided in this complaint is true and correct and complete to the best of my knowledge and belief. I further understand providing false information in this regard could result in disciplinary action up to and including termination.

Signature of Complainant Date: _____

Print Name

To be completed by Northern United Charter Schools:

Received by: _____ Date: _____

Follow up Meeting with Complainant held on: _____

S-21 Title IX Policy Prohibiting Discrimination on the Basis of Sex

Adopted on August 14, 2024

Revised on June 11, 2025

This Title IX Policy Prohibiting Discrimination on the Basis of Sex (“Policy”) contains the policies and grievance procedures of Northern United Charter Schools to address sex discrimination, including but not limited to sexual harassment, occurring within Northern United Charter Schools’ education program or activity.

Northern United Charter Schools does not discriminate on the basis of sex and prohibits any acts of sex discrimination in any education program or activity that it operates, as required by California law, Title IX (20 U.S.C. § 1681 *et seq.*) and the Title IX regulations (34 C.F.R. Part 106), including in admission and employment.²

This Policy applies to conduct occurring in Northern United Charter Schools education programs or activities including but not limited to incidents occurring on the school campus, during school-sponsored events and activities regardless of the location, and through school-owned technology, whether perpetrated by a student, parent/guardian, employee, volunteer, independent contractor or other person with whom Northern United Charter Schools does business.

Inquiries about the application of Title IX and 34 C.F.R. Part 106 (hereinafter collectively referred to as “Title IX”) may be referred to the Northern United Charter Schools’ Title IX Coordinator, the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

Definitions

Prohibited Sex Discrimination

Title IX and California law prohibit discrimination on the basis of sex, including sex-based harassment and differences in the treatment of similarly situated individuals on the basis of sex with regard to any aspect of services, benefits, or opportunities provided by Northern United Charter Schools.

Prohibited Sexual Harassment

Under Title IX, “sexual harassment” means conduct on the basis of sex that satisfies one or more of the following:

- An employee of Northern United Charter Schools conditioning the provision of an aid, benefit, or service of Northern United Charter Schools on an individual’s participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Northern United Charter Schools’ education program or activity; or

² Northern United Charter Schools complies with all applicable state and federal laws and regulations and local ordinances in its investigation of and response to reports and complaints of misconduct prohibited by this Policy.

- “Sexual assault” as defined in 20 U.S.C. 1092(f)(6)(A)(v), “dating violence” as defined in 34 U.S.C. 12291(a)(10), “domestic violence” as defined in 34 U.S.C. 12291(a)(8), or “stalking” as defined in 34 U.S.C. 12291(a)(30).

Under California Education Code section 212.5, sexual harassment consists of conduct on the basis of sex, including but not limited to unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct on the basis of sex, regardless of whether or not the conduct is motivated by sexual desire, when: (a) submission to the conduct is explicitly or implicitly made a term or a condition of an individual’s employment, education, academic status, or progress; (b) submission to, or rejection of, the conduct by the individual is used as the basis of employment, educational or academic decisions affecting the individual; (c) the conduct has the purpose or effect of having a negative impact upon the individual’s work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment; and/or (d) submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through Northern United Charter Schools.

Examples of conduct that may fall within the Title IX or the Education Code definition of sexual harassment, or both:

- Physical assaults of a sexual or sex-based nature, such as:
 - Rape, sexual battery, molestation or attempts to commit these assaults.
 - Intentional physical conduct that is sex-based or sexual in nature, such as touching, pinching, patting, grabbing, brushing against another’s body, poking another’s body, violence, intentionally blocking normal movement or interfering with work or school because of sex.
- Unwanted sexual advances or propositions, derogatory sex-based comments, or other sex-based conduct, such as:
 - Sexually oriented or sex-based gestures, notices, epithets, slurs, remarks, jokes, or comments about a person’s sexuality or sexual experience.
 - Preferential treatment or promises of preferential treatment to an individual for submitting to sexual conduct, including soliciting or attempting to solicit any individual to engage in sexual activity for compensation or reward or deferential treatment for rejecting sexual conduct.
 - Subjecting or threats of subjecting a student or employee to unwelcome sexual attention or conduct or intentionally making the student’s or employee’s performance more difficult because of the student’s or the employee’s sex.
 - Retaliation against an individual who has articulated a good faith concern about sex-based harassment.
- Sexual or discriminatory displays or publications anywhere in the work or educational environment, such as:

- Displaying pictures, cartoons, posters, calendars, graffiti, objections, promotional materials, reading materials, or other materials that are sexually suggestive, sexually demeaning or pornographic or bringing or possessing any such material to read, display or view in the work or educational environment.
- Reading publicly or otherwise publicizing in the work or educational environment materials that are in any way sexually revealing, sexually suggestive, sexually demeaning or pornographic.
- Displaying signs or other materials purporting to segregate an individual by sex in an area of the work or educational environment (other than restrooms or similar rooms).

The illustrations above are not to be construed as an all-inclusive list of sex-based harassment acts prohibited under this Policy.

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Formal Complaint of Sexual Harassment means a written document filed and signed by a complainant who is participating in or attempting to participate in Northern United Charter Schools’ education program or activity or signed by the Coordinator alleging sexual harassment against a respondent and requesting that Northern United Charter Schools investigate the allegation of sexual harassment. At the time of filing a formal complaint of sexual harassment, the complainant must be participating in or attempting to participate in Northern United Charter Schools’ education program or activity.

Party means a complainant or respondent.

Respondent means a person who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a party before or after the filing of a formal complaint of sexual harassment or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to Northern United Charter Schools’ education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or Northern United Charter Schools’ educational environment, or deter sexual harassment.

Title IX Coordinator

The Northern United Charter Schools’ Board of Directors has designated the following employee as the Title IX Coordinator (“Coordinator”):

Shari Lovett
 School Director
 2120 Campton Road, Suite H, Eureka, CA 95503

Phone: (707) 445-2660, ext. 110

Email: slovett@nucharters.org

The Coordinator is responsible for coordinating Northern United Charter Schools' efforts to comply with the requirements of Title IX, receiving reports and complaints of sex discrimination, formal complaints of sexual harassment, and inquiries about the application of Title IX to Northern United Charter Schools, coordinating the effective implementation of supportive measures, and taking other actions as required by this Policy. The Coordinator or designee may serve as the investigator for formal complaints of sexual harassment.

Reporting Sex Discrimination

All employees must promptly notify the Coordinator when the employee has knowledge of or notice of allegations of sex discrimination or sexual harassment occurring within NUCS's education program or activity.

Students are expected to report all incidents of misconduct prohibited by this Policy. Any student who feels they are a target of such behavior should immediately contact a teacher, counselor, the Director, Coordinator, a staff person or a family member so that the student can get assistance in resolving the issue in a manner that is consistent with this Policy.

Complaints regarding such misconduct may also be made to the U.S. Department of Education, Office for Civil Rights. Civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders may also be available to complainants.

While submission of a written report is not required, the reporting party is encouraged to submit a written report to the Coordinator. Northern United Charter Schools will promptly and effectively investigate and respond to all oral and written complaints and reports of misconduct prohibited by this Policy. Reports may be made anonymously, but formal disciplinary action cannot be based solely on an anonymous report.

Privacy

Northern United Charter Schools acknowledges and respects every individual's right to privacy. All reports and complaints shall be investigated in a manner that protects the confidentiality of the parties and the integrity of the process to the greatest extent possible. This includes but is not limited to keeping the identity of the reporter and other personally identifiable information confidential, as appropriate, except to the extent necessary to comply with the law, carry out the investigation and/or to resolve the issue, as determined by the Coordinator or designee on a case-by-case basis.

Retaliation

Northern United Charter Schools prohibits any form of retaliation against any individual who files a report or complaint, testifies, assists, participates, or refuses to participate in any investigation or proceeding related to misconduct prohibited by this Policy. Such participation or lack of participation shall not in any way affect the status, grades, or work assignments of the individual.

Response to Sexual Harassment

Northern United Charter Schools will respond promptly and in a manner that is not deliberately indifferent when it has actual knowledge, as defined in 34 C.F.R. § 106.30(a), of sexual harassment occurring in its education program or activity against a person in the United States.

Northern United Charter Schools response will treat complainants and respondents equitably by offering supportive measures to a complainant, and by following the grievance procedures for formal complaints of sexual harassment that are listed below before imposing any disciplinary sanctions or other actions that are not supportive measures on a respondent for sexual harassment under Title IX.

Supportive Measures

Once notified of sexual harassment or allegations of sexual harassment occurring in Northern United Charter Schools' education program or activity against a person in the United States, the Coordinator will promptly contact the complainant to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint of sexual harassment.

Supportive measures may include but are not limited to: counseling; extensions of deadlines or other course-related adjustments; modifications of work or class schedules; mutual restrictions on contact between the parties; changes in work or on-campus housing locations; leaves of absence; increased security and monitoring of certain areas of the campus; and other similar measures.

Supportive measures will not unreasonably burden either party or be imposed for punitive or disciplinary reasons. Northern United Charter Schools will maintain, as confidential, any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair Northern United Charter Schools' ability to provide the supportive measures. The Coordinator is responsible for coordinating the effective implementation of supportive measures.

Grievance Procedures

Scope and General Requirements

Northern United Charter Schools has adopted and published grievance procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited under Title IX and a grievance process that complies with 34 C.F.R. § 106.45 for formal complaints of sexual harassment.

Complaints of misconduct prohibited by this Policy that do not constitute a formal complaint of sexual harassment will be addressed in accordance with Northern United Charter Schools' Uniform Complaint Procedures, its employment discrimination complaint procedures, or the grievance procedures set forth in its Harassment, Intimidation, Discrimination, and Bullying

Policy, as applicable. The following grievance procedures will apply to formal complaints of sexual harassment.

Upon receipt of a formal complaint of sexual harassment, the Coordinator or designee will promptly initiate these grievance procedures, or the informal resolution process if available, appropriate, and requested by all parties.

Northern United Charter Schools requires that any Title IX Coordinator, investigator, decision maker, and any person designated by NUCS to facilitate an informal resolution process not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

Northern United Charter Schools will treat complainants and respondents equitably. Northern United Charter Schools presumes that the respondent is not responsible for the alleged sexual harassment until a determination is made at the conclusion of its grievance procedures.

Northern United Charter Schools may consolidate formal complaints of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, where the allegations of sexual harassment arise out of the same facts or circumstances.

Northern United Charter Schools allows for the temporary delay of the grievance process or limited extension of timeframes on a case-by-case basis for good cause. Requests for extensions must be submitted to the Coordinator in writing at least one (1) business day before the expiration of the timeframe. If the grievance process is temporarily delayed or a timeframe is temporarily extended by Northern United Charter Schools, the Coordinator or designee will notify the parties of the reason for the delay or extension in writing.

Northern United Charter Schools will objectively evaluate all evidence that is relevant and not otherwise impermissible, including both inculpatory and exculpatory evidence.³ Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

Dismissal

Northern United Charter Schools must dismiss a formal complaint of sexual harassment for purposes of sexual harassment under Title IX if the conduct alleged:

- Would not constitute sexual harassment under Title IX even if proved;
- Did not occur in Northern United Charter Schools' education program or activity; or
- Did not occur against a person in the United States.

Northern United Charter Schools may dismiss a formal complaint of sexual harassment or any of the allegations therein if:

- The respondent is no longer enrolled or employed by Northern United Charter Schools.

³ Inculpatory means tending to impute guilt or fault, and exculpatory means tending to absolve from guilt or fault.

- A complainant notifies the Coordinator in writing that the complainant would like to withdraw the complaint or any allegations therein; or
- Specific circumstances prevent Northern United Charter Schools from gathering sufficient evidence to reach a determination as to the complaint or allegations therein.

Upon dismissal, the Coordinator or designee will promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties. Dismissal under Title IX does not preclude action under another applicable Northern United Charter Schools policy.

Notice of the Allegations

Upon receipt of a formal complaint of sexual harassment, the Coordinator or designee will provide written notice of the allegations to the parties whose identities are known. The notice will include:

- Northern United Charter Schools' grievance procedures and any informal resolution process;
- The allegations of sexual harassment including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details includes the identities of the parties involved in the incident(s), if known, the conduct allegedly constituting sexual harassment under Title IX, and the date(s) and location(s) of the alleged incident(s), if known;
- A statement that the respondent is presumed not responsible for the alleged conduct and a determination regarding responsibility is made at the conclusion of the grievance process;
- A statement that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence; and
- A statement that NUCS prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

Emergency Removal

Northern United Charter Schools may place a non-student employee respondent on administrative leave during the pendency of the grievance procedures in accordance with Northern United Charter Schools' policies.

Northern United Charter Schools may remove a respondent from their education program or activity on an emergency basis, in accordance with Northern United Charter Schools' policies, provided that Northern United Charter Schools undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any person arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.

This provision must not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

Informal Resolution

At any time after a formal complaint of sexual harassment is filed and prior to determining whether sexual harassment occurred under Northern United Charter Schools' Title IX grievance procedures, Northern United Charter Schools may offer an informal resolution process to the

parties. Northern United Charter Schools will not offer or facilitate informal resolution to resolve allegations that an employee sexually harassed a student, or when such a process would conflict with Federal, State, or local law. Parties will not be required or pressured to agree to participate in the informal resolution process.

Before initiation of the informal resolution process, Northern United Charter Schools will obtain the parties' voluntary, written consent to participate in the informal resolution and provide the parties with a written notice that explains:

- The allegations;
- The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint of sexual harassment arising from the same allegations;
- The right to withdraw and initiate or resume the grievance procedures at any time prior to agreeing to a resolution; and
- Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

Investigation

In most cases, a thorough investigation will take no more than thirty (30) business days. Northern United Charter Schools has the burden to conduct an investigation that gathers sufficient evidence to determine whether sexual harassment occurred. The investigator will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance in accordance with Title IX.

The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be used, accessed, considered, or disclosed), regardless of whether they are relevant:

- A party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless Northern United Charter Schools obtains that party's voluntary, written consent to do so for these grievance procedures; and
- Evidence about the complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

The parties will be provided with an equal opportunity to present witnesses, to inspect and review any evidence obtained that is directly related to the allegations raised, and to have an advisor present during any investigative meeting or interview. The parties will not be prohibited from discussing the allegations under investigation or from gathering and presenting relevant evidence. A party whose participation is invited or expected at an investigative meeting or interview will receive written notice of the date, time, location, participants, and purpose of the meeting or interview with sufficient time for the party to prepare to participate.

Before the investigator completes the investigative report, Northern United Charter Schools will send to each party and the party's advisor, if any, a copy of the evidence subject to inspection and review, and the parties will have at least ten (10) days to submit a written response for the investigator to consider prior to completing the investigation report.

The investigator will complete an investigation report that fairly summarizes relevant evidence and send a copy of the report to each party and the party's advisor, if any, at least ten (10) days prior to the determination of responsibility.

Determination of Responsibility

Before making a determination of responsibility, the decision maker must afford each party the opportunity to submit written, relevant questions that a party wants to ask of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. The decision maker must explain to the party proposing the questions any decision to exclude a question as not relevant.

Determinations will be based on an objective evaluation of all relevant and not otherwise impermissible evidence and credibility determinations will not be based on a person's status as a complainant, respondent, or witness. The standard of evidence used to determine responsibility is the preponderance of the evidence standard.

Within fifteen (15) business days after Northern United Charter Schools sends the investigation report to the parties, the decisionmaker, who will not be the same person as the Coordinator or investigator, will simultaneously send the parties a written determination of whether sexual harassment occurred. The written determination will include:

- The allegations of sexual harassment;
- A description of the procedural steps taken including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence;
- The findings of facts supporting the determination;
- The conclusions regarding the application of Northern United Charter Schools' code of conduct to the facts;
- The decision and rationale for each allegation;
- Any recommended disciplinary sanctions for the respondent, and whether remedies designed to restore or preserve equal access to the education program or activity will be provided to the complainant; and
- The procedures and permissible bases for appeals.

The determination regarding responsibility becomes final either on the date that Northern United Charter Schools provides the parties with the written appeal decision, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Appeals

Either party may, within five (5) business days of their receipt of Northern United Charter Schools written determination of responsibility or dismissal of a formal complaint of sexual harassment,

submit a written appeal to the President of the Northern United Charter Schools' Board of Directors, who will serve as the decisionmaker for the appeal or designate a decisionmaker for the appeal.

The complainant and respondent may only appeal from a determination regarding responsibility or Northern United Charter Schools' dismissal of a formal complaint of sexual harassment or any allegations therein, on one or more of the following bases:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or
- The Coordinator, investigator(s), or decisionmaker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

The decisionmaker for the appeal will not be the same person as the Coordinator, the investigator or the initial decisionmaker.

The decisionmaker for the appeal will: 1) notify the other party of the appeal in writing; 2) implement appeal procedures equally for the parties; 3) allow the parties to submit a written statement in support of, or challenging, the outcome within five (5) business days of notice of the appeal; and 4) within fifteen (15) business days of the appeal, provide a written decision simultaneously to the parties describing the result of the appeal and the rationale for the result.

Consequences

Students or employees who engage in misconduct prohibited by this Policy, knowingly make false statements or knowingly submit false information during the grievance process, may be subject to disciplinary action up to and including expulsion from Northern United Charter Schools or termination of employment. If there is a determination that sexual harassment occurred, the Coordinator is responsible for effective implementation of any remedies ordered by Northern United Charter Schools.

Training

All supervisors of staff will receive sexual harassment training within six (6) months of their assumption of a supervisory position and will receive further training once every two (2) years thereafter. All Title IX Coordinators, investigators, decisionmakers, and any person who facilitates a Title IX informal resolution process will receive Title IX training and/or instruction concerning sexual harassment as required by law.

Recordkeeping

Northern United Charter Schools will maintain the following records for at least seven (7) years:

- Records of each sexual harassment investigation, including any determination of responsibility; any audio or audiovisual recording or transcript; any disciplinary sanctions imposed on the respondent; and any remedies provided to the complainant;

- Records of any appeal of a formal complaint or sexual harassment and the results of that appeal;
- Records of any informal resolution of a formal complaint or sexual harassment and the results of that informal resolution;
- All materials used to train Title IX Coordinators, investigators, decisionmakers, and any person who facilitates an informal resolution process; and
- Records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment.

The above records will be maintained in a secure location until destroyed in accordance with applicable laws and regulations.

S-21a Title IX Sex Discrimination and Harassment Complaint Form

Adopted on August 14, 2024

Revised on June 11, 2025

Your Name: _____ Date: _____

Email Address: _____

Date of Alleged Incident(s): _____

Name of Person(s) you have a complaint against: _____

List any witnesses that were present: _____

Where did the incident(s) occur? _____

Please describe the events or conduct that are the basis of your complaint by providing as much factual detail as possible (i.e., specific statements and conduct; what, if any, physical contact was involved; any verbal statements etc.) (Attach additional pages, if needed):

I hereby authorize Northern United Charter Schools to disclose the information I have provided as it finds necessary in pursuing its investigation. I hereby certify that the information I have provided in this complaint is true and correct and complete to the best of my knowledge and belief. I further understand that providing false information in this regard could result in disciplinary action up to and including termination or expulsion from Northern United Charter Schools.

Signature of Complainant

Date: _____

Print Name

To be completed by Northern United Charter Schools:

Received by: _____ Date: _____

Follow up Meeting with Complainant held on: _____

School - Wide Dress Code

Northern United Charter Schools' believes that appropriate dress and grooming contribute to a productive learning environment. The Board expects students to give proper attention to personal cleanliness and to wear clothes that are suitable for the school activities in which they participate. Students' clothing must not present a health or safety hazard or a distraction that would interfere with the educational process. While students are at NUCS learning centers they must adhere to the following dress and appearance standards:

- Shoes must be worn at all times. Sandals must have heel straps. Flip-flops or backless shoes or sandals are not safe or acceptable.
- Clothing, jewelry and other personal items shall be free of writing, pictures or any other insignia which are crude, vulgar, profane or sexually suggestive, or which advocate racial, ethnic, religious or gender prejudice.
- Clothing, jewelry and other personal items shall be free of advertising, promotions, likenesses, or logos depicting items inappropriate for student use (drugs, alcohol, tobacco, etc.).
- Clothing shall be sufficient to completely conceal undergarments at all times. See-through or fishnet fabrics, halter tops, off-the-shoulder or low-cut tops, bare midriffs, spaghetti straps, and skirts or shorts shorter than mid-thigh are prohibited.

A student who violates these standards shall be subject to appropriate disciplinary action.

Procedure for Safe Ingress and Egress to and from School

Northern United Charter Schools takes pride in being a school that has a mission to provide a safe environment for all students, parents, and school employees. Our school will take measures to promote safe ingress and egress to and from the school for pupils, parents, and school employees. Safe ingress and egress will be maintained by periodic reviews of the procedures for ingress and egress. The school will encourage that all passageways to and from school buildings, corridors within school buildings and emergency exits remain clear of all obstruction to allow flow of pedestrian and vehicular traffic. The school will also make efforts to remove potential obstructions and hazards from such areas. To achieve this goal, the school works closely with local law enforcement agencies to encourage that the school's immediate community is safe.

Through the joint efforts of administrators and faculty, NUCS has developed a plan to promote the safe arrival and departure of students, staff, and visitors. Northern United Charter Schools' encourages input from our community and reviews this plan on an annual basis. Any problems associated with safe ingress and egress will be addressed immediately.

The following procedures are to be followed in order to maintain a safe environment for students and staff at Northern United Charter Schools:

- All visitors are to check into the office and sign in.
- Visitors will be issued a (paper) name tag that indicates they are checked into the office.
- Visitors will return to the office at the end of their visit to sign out.
- Staff will ask all visitors name tags to check into the office or staff will notify the office for assistance

- Police services will be called upon in the event of any visitor not complying with posted regulations.

A Safe and Orderly School Environment Conducive to Learning

Safe Climate Goal: *Our Schools' Resource Center and individual Learning Centers are a source of pride where students are provided with safe and clean facilities in which students can learn, achieve, thrive and succeed in a healthy conducive environment for learning.*

Objectives	Action Steps	Resources	Project Lead	Outcome
<i>Identify and address/secure critical facility vulnerabilities and hazards</i>	<i>FIT</i>		<i>Site Coordinator or Administrator</i>	
<i>Maintain Emergency Lockdown Classroom supplies for each classroom</i>	<i>Maintain Safety Bucket</i>	<i>Required Elements</i>	<i>Site Coordinator or Administrator</i>	
<i>Implement and Practice Crisis Response Plans</i>	<i>Practice mandated Drills</i>	<i>Safety Plan discussion annually</i>	<i>Site Coordinator or Administrator</i>	
<i>Provide Students with Behavioral and Emotional Support</i>	<i>Implementation of SST's schoolwide</i>	<i>School Counselor or School Psychologist</i>	<i>Director of Student Support</i>	
<i>Provide Students with Academic Support</i>	<i>Teachers, instructional aides</i>	<i>Site Coordinator or Administrator or Director</i>	<i>Lead Teacher or Administrator</i>	

School Discipline Rules and Consequences

Positive Behavior Interventions and Support

Northern United Charter Schools utilize PBIS as their primary system for encouraging a positive school wide climate. Positive Behavior Interventions and Supports (PBIS) is a proactive approach to establishing the behavioral supports and social culture for all students in a school to achieve social, emotional and academic success. **For more information see www.pbis.org**

Core Components of PBIS

- Development of clear behavioral expectations and routines for staff and students
- Direct teaching of expectations
- Acknowledge desired behaviors
- Focus on proactive supports for the prevention of problem behavior
- Make problem behaviors ineffective and inefficient
- High quality instruction
- Multi-tiered levels of intervention/ continuum of behavior supports
- End goal: to make life at a learning center better for all students and staff

CharacterStrong

CharacterStrong is a Research-Based Social Emotional Learning and Character Education. It provides research-based Pre-K through 12th grade social & emotional learning curricula and professional learning services that positively impact lives. The curricula and professional learning is grounded in research and focused on fostering the Whole Child with vertically-aligned lessons that teach SEL competencies and character education, side-by-side. SEL competencies include; self-awareness, self-management, social awareness, relationship skills, and responsible decision-making. Character education involves developing thoughtful, healthy, and kind human beings. Our character is informed by our personal values and choices.

MTSS (Multi-tiered System of Support)

A Multi-tiered System of Support for Behavior is utilized by all teachers. The Behavior RTI-Response to Intervention, is supported through the on-boarding of the precepts of the Positive Behavior Interventions and Supports ("PBIS") methodology. All personnel who work directly with students are trained and receive refresher training on PBIS to ensure the development of clear

behavioral expectations and routines for staff and students. Our staff will work closely with Humboldt and Siskiyou County Office of Education in regard to training for Charter School staff in restorative practices as part of our continuing practice of fostering a positive school climate and mitigating the loss of academic progress of our students.

Adaptations for Students with Disabilities

Statutes for Services in Schools

Federal law mandates that every child will receive a free and appropriate public education (FAPE) in the least restrictive environment. Children who experience difficulties in school, due to physical or psychiatric disorders, emotional or behavioral problems and/or learning disorders or disabilities are entitled to receive special services or accommodations through the public schools. To support their ability to learn in school and participate in the benefits of any school program or activity, including emergency preparedness and school safety plans, three Federal laws apply to children with special needs. This plan will be evaluated annually to ensure appropriate adaptations for those with disabilities. Parents and others may bring a concern about a student's safety to the Director.

A. The Americans with Disabilities Act (ADA) of 1990

The Americans with Disabilities Act (ADA) of 1990, including amendments which became effective in 2009, provides "a clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities." The ADA prohibits the exclusion of any qualified individual with a disability, by reason of such disability, from participation in or benefits of educational services, programs or activities.

B. Individuals with Disabilities Education Act (IDEA)

The Individuals with Disabilities Education Act (IDEA) is a 1975 federal law, amended by the Office of Special Education Programs in 1997, which ensures services to children with special needs throughout the nation. IDEA specifies 13 primary categories under the lead definition of a "child with a disability." (See Table 1, Categories of Disability Under IDEA Law.) These federal definitions guide how states define who is eligible for a free, appropriate public education under special education law. The IDEA requires the school to provide an individualized educational program (IEP) that is designed to meet the child's unique needs and provide the child with educational benefits.

C. Individual Education Program (IEP)

IDEA requires that planning for the educational success of these students is done on an individual, case-by-case basis through the development of an Individual Education Program (IEP). The IEP is a written statement developed for each child with a disability that outlines measurable annual goals for each child's academic achievement and functional performance and specifies accommodations and modifications to be provided for the student. Students with special needs who are self-sufficient under normal circumstances may have to rely on others in an emergency. They may require additional assistance during and after an incident in functional areas, including, but not limited to: communication, transportation, supervision, medical care and reestablishing independence. While not explicitly stated, a component of the IEP for related services

must consider the particular needs of the child to ensure his or her safety during an emergency that includes evacuation from a classroom and building.

Table 1. Categories of Disability under IDEA Law

Disability	Specifics	Characteristics	Factors that Reduce Risk in Emergencies
Autism	Autism spectrum disorder	Characterized by extraordinary difficulty in social responsiveness; often resistant to environmental change or change in daily routine and experiencing anxiety over interruption. May be non-verbal or use argumentative communication.	Structure, routine, normalcy and familiarity with activity
Deaf-blindness		A simultaneous significant hearing and vision loss; limits the speed of movements.	Guidance from a sighted person
Developmental delay		A delay in one of the following areas: physical development; cognitive development; communication; social or emotional development; or adaptive (behavioral) development.	Minimized disruption of routine patterns of activity, modulate sensory input
Emotional disturbance	Behavior disorder, emotional disability	Has limited ability to understand environmental events, situations, or procedures. Needs are categorized as mild, moderate or severe. May disobey or resist direction, may panic.	Regulated sensory input
Hearing impairment	Deaf, hard of hearing	A complete or partial loss of hearing that adversely affects a child's educational performance. May not respond to auditory cues.	Written instructions, sign language, specialized communication for direction in an emergency

Mental retardation	Intellectual disability, cognitive impairment	Significant limitations in intellectual ability and adaptive behavior. This disability occurs in a range of severity.	Regulated sensory input
Multiple disabilities		The simultaneous presence of two or more impairments, the combination of which causes such severe educational needs that they cannot be accommodated in a special education program solely for one of the impairments. Does not include deaf-blindness	
Orthopedic impairment	Physical disability	A significant physical limitation that impairs complete motor activities, strength, vitality or an alertness to environmental stimuli	Adaptive physical equipment: cane, walker, wheelchair. May require alternative, accessible evacuation route
Other health impairment		A disease or disorder so significant that it negatively affects learning; examples include cancer, sickle-cell anemia, and diabetes	Continuity of medication management regime
Specific learning disability	Learning disability	A disorder related to processing information that leads to difficulties in reading, writing and computing.	
Speech or language impairment	Communication disorder, stuttering	A disorder related to accurately producing or articulating the sounds of language to communicate	Sign language, hand signals, specialized communication for response in an emergency
Traumatic brain injury	TBI	An acquired injury to the brain caused by an external physical force, resulting in total or partial functional disability or psychosocial impairment, or both that may affect cognition, behavior, social skills and speech.	

Visual impairment	Low vision, blindness	A partial or complete loss of vision	Guidance from a sighted person
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Mitigation and Prevention

Mitigation is the action schools take to identify barriers students with special needs may face during an emergency and eliminate or reduce their adverse effects. A hazards and vulnerability assessment of the site will help in preparing the emergency plan and identifying improvements for safety.

A. Teacher Survey - Students Needing Special Assistance

At the beginning of each year, teachers should provide to the main office the name(s) of students/staff that will require special assistance in the event of an emergency. The type of assistance needed as a result of an injury is also required (i.e. broken leg during the year).

Review how an emergency may impact the daily routine of students with special needs.

Know who is on your school site: Identify students and staff on the site with special needs and disabilities. The school principal must be aware of all students with special needs using school facilities and services.

Identify the students who are severely handicapped and who might need extra support in emergency crises.

Make a list of the students on the school site who are on medication and their medication schedule.

Maintain a list of all resources regularly relied upon and determine how a disaster might affect the use of them. Examples include (use of mobility aids, communication devices and electrically-dependent equipment).

Identify all the stakeholders who should be considered in the plan (family, friends, service providers, personal attendants, physicians and others).

Determine what short term accommodations to provide for students with temporary disabilities

Assess potential hazards. Review evacuation equipment.

Learn about the types of hazards that may impact the school (e.g., earthquakes, floods, wildfires) and assure that emergency response procedures address each one.

B. Identify a pre-evacuation site that is accessible to students with disabilities

Plan a primary and secondary evacuation route from each location the student is in during the course of the day.

Develop a schedule of daily activities and classes that identifies where a special needs student may be located each period of the day.

Consider classroom location in placement of students with disabilities. Evaluate the handicap accessibility of nearby exits and proximity to the school nurse.

Conduct a test of the family notification system to assure that contact information is up-to-date to help decrease parent anxiety during a disaster.

C. Preparedness

Preparedness focuses on what steps need to be taken to facilitate a rapid, coordinated, effective response when an emergency occurs to keep the students safe. Collaboration with first responders in preparedness strategies and ongoing communications is essential and facilitates the safe integration of students with disabilities into emergency procedures.

Mitigation Strategies

Consult parents or guardians concerning care considerations if the special needs student is isolated at school for a short term or long-term basis. Inform parents about efforts to keep their child safe at school.

Obtain necessary equipment and supplies, create evacuation maps and facilities information.

Inform and train staff about emergency response protocols. Encourage teachers to discuss emergency procedures with parents as part of an IEP meeting or other review.

Buddy System

Pairing students up with special needs students for emergency response, e.g., the “buddy system”, can help with critical backup when a skilled assistant is unavailable or separated from the class. Buddies need to be willing and capable of assisting students in an evacuation to accompany the individual to a safer enclosure or wait for emergency responders. The buddy must be acceptable to the student with a special need. Also, teachers in adjacent classrooms can be pre-assigned joint responsibility for both classes if one of the teachers is busy with an injured student.

To have an effective buddy system:

Give the student the opportunity to select his or her own buddy.

Identify a buddy who is appropriate (e.g. strong enough).

Designate a backup buddy.

Train for the specific need of the special needs student.

Hold practice sessions to assure that buddies can handle their tasks.

Train the buddies on how to communicate with the students and how to safely evacuate.

Buddies must be able to make contact quickly with the special needs student when the need arises. The following situations may interfere with this critical communication. Use the suggested strategy as an alternative.

The buddy is in the building, but away from the customary work area.
Have a trained backup buddy in place.

The buddy cannot locate the person with a special need because the person is absent.
Keep an updated roster of who is at school each day. Assign a temporary buddy when the primary buddy is absent.

The buddy has left the class/program, and a new one has yet to be identified.
Make an effort to find a replacement as soon as possible. Assign a temporary buddy until there is a permanent buddy.

The buddy forgets or is frightened and abandons the special needs person.
Check on each special needs student to assure he/she is accounted for during an evacuation. Practice drills will help diffuse real-time fright.

Suicide Policies and Procedures

Northern United Charter Schools' recognizes that suicide is a leading cause of death among youth and should be taken seriously. Charter School personnel who regularly interact with students are often in a position to recognize the warning signs of suicide and to offer appropriate referral and/or assistance. To attempt to reduce suicidal behavior and its impact on students and families, the Board of Directors has developed measures and strategies and procedures for suicide prevention, intervention, and postvention.

In compliance with Education Code Section 215, this policy has been developed in consultation with school health professionals, school counselors, school psychologists, school social workers, administrators, other staff, parents/guardians, students, local health agencies, mental health professionals, and community organizations in planning, implementing, and evaluating the Charter School's strategies for suicide prevention and intervention. The Charter School must work in conjunction with local government agencies, community-based organizations, and other community supports to identify additional resources.

To ensure the policies regarding suicide prevention are properly adopted, implemented, and updated, the Charter School shall appoint an individual (or team) to serve as the suicide prevention point of contact for the Charter School. This policy shall be reviewed and revised as indicated, at least annually in conjunction with the previously mentioned community stakeholders.

Staff Development

The Charter School, along with its partners, has carefully reviewed available staff training to ensure it promotes the mental health model of suicide prevention and does not encourage the use of the stress model to explain suicide.

Training shall be provided for all school staff members. It may also be provided, when appropriate, for other adults on campus (such as substitutes and intermittent staff, volunteers, interns, tutors, coaches, and afterschool staff).

Training

- All suicide prevention trainings shall be offered under the direction of mental health professionals (e.g., school counselors, school psychologists, other public entity professionals, such as psychologists or social workers) who have received advanced training specific to suicide. Staff training may be adjusted year-to-year based on previous professional development activities and emerging best practices.
- At least annually, all staff shall receive training on the risk factors and warning signs of suicide, suicide prevention, intervention, referral, and postvention.
- At a minimum, all staff shall participate in training on the core components of suicide prevention (identification of suicide risk factors and warning signs, prevention, intervention, referral, and postvention) at the beginning of their employment or annually. Core components of the general suicide prevention training shall include:
 - Suicide risk factors, warning signs, and protective factors;
 - How to talk with a student about thoughts of suicide;
 - How to respond appropriately to the youth who has suicidal thoughts. Such responses shall include constant supervision of any student judged to be at risk for suicide and an immediate referral for a suicide risk assessment;
 - Emphasis on immediately referring (same day) any student who is identified to be at risk of suicide for assessment while staying under constant monitoring by staff member;
 - Emphasis on reducing stigma associated with mental illness and that early prevention and intervention can drastically reduce the risk of suicide;
 - Reviewing the data annually to look for any patterns or trends of the prevalence or occurrence of suicide ideation, attempts, or death. Data from the California School Climate, Health, and Learning Survey (Cal-SCHLS) should also be analyzed to identify school climate deficits and drive program development. See the Cal-SCHLS Web site at <http://cal-schls.wested.org/>.
- Information regarding groups of students judged by the school, and available research, to be at elevated risk for suicide. These groups include, but are not limited to, the following:
 - Youth affected by suicide;
 - Youth with a history of suicide ideation or attempts;
 - Youth with disabilities, mental illness, or substance abuse disorders;
 - Lesbian, gay, bisexual, transgender, or questioning youth;
 - Youth experiencing homelessness or in out-of-home settings, such as foster care; and
 - Youth who have suffered traumatic experiences.
- In addition to initial orientations to the core components of suicide prevention, ongoing annual staff professional development for all staff may include the following components:
 - The impact of traumatic stress on emotional and mental health;
 - Common misconceptions about suicide;
 - School and community suicide prevention resources;

- Appropriate messaging about suicide (correct terminology, safe messaging guidelines);
- The factors associated with suicide (risk factors, warning signs, protective factors);
- How to identify youth who may be at risk of suicide;
- Appropriate ways to interact with a youth who is demonstrating emotional distress or is suicidal. Specifically, how to talk with a student about their thoughts of suicide and (based on Charter School guidelines) how to respond to such thinking; how to talk with a student about thoughts of suicide and appropriately respond and provide support based on Charter School guidelines;
- Charter School-approved procedures for responding to suicide risk (including multi-tiered systems of support and referrals). Such procedures should emphasize that the suicidal student should be constantly supervised until a suicide risk assessment is completed;
- Charter School -approved procedures for responding to the aftermath of suicidal behavior (suicidal behavior postvention);
- Responding after a suicide occurs (suicide postvention);
- Resources regarding youth suicide prevention;
- Emphasis on stigma reduction and the fact that early prevention and intervention can drastically reduce the risk of suicide;
- Emphasis that any student who is identified to be at risk of suicide is to be immediately referred (same day) for assessment while being constantly monitored by a staff member.

Employee Qualifications and Scope of Services

Employees of the Charter School must act only within the authorization and scope of their credential or license. While it is expected that school professionals are able to identify suicide risk factors and warning signs, and to prevent the immediate risk of a suicidal behavior, treatment of suicidal ideation is typically beyond the scope of services offered in the school setting. In addition, treatment of the mental health challenges often associated with suicidal thinking typically requires mental health resources beyond what schools are able to provide.

Parents, Guardians, and Caregivers Participation and Education

- Parents/guardians/caregivers may be included in suicide prevention efforts. At a minimum, schools shall share this Policy with parents/guardians/caregivers by notifying them where a complete copy of the policy is available.
- This suicide prevention policy shall be prominently displayed on the Charter School Web page and included in the parent handbook.
- Parents/guardians/caregivers should be invited to provide input on the development and implementation of this policy.
- All parents/guardians/caregivers may have access to suicide prevention training that addresses the following:
 - Suicide risk factors, warning signs, and protective factors;
 - How to talk with a student about thoughts of suicide;

- How to respond appropriately to the student who has suicidal thoughts. Such responses shall include constant supervision of any student judged to be at risk for suicide and referral for an immediate suicide risk assessment.

Student Participation and Education

Messaging about suicide has an effect on suicidal thinking and behaviors. Consequently, the Charter School along with its partners has carefully reviewed and will continue to review all materials and resources used in awareness efforts to ensure they align with best practices for safe messaging about suicide. Suicide prevention strategies may include, but not be limited to, efforts to promote a positive school climate that enhances students' feelings of connectedness with the Charter School and is characterized by caring staff and harmonious interrelationships among students.

The Charter School's instructional and student support program shall promote the healthy mental, emotional, and social development of students including, but not limited to, the development of problem-solving skills, coping skills, and resilience. The instruction shall not use the stress model to explain suicide.

The Charter School's instructional curriculum may include information about suicide prevention, as appropriate or needed, taking into consideration the grade level and age of the students. Under the supervision of an appropriately trained individual acting within the scope of her/his credential or license, students shall:

- Receive developmentally appropriate, student-centered education about the warning signs of mental health challenges and emotional distress;
- Receive developmentally appropriate guidance regarding the Charter School's suicide prevention, intervention, and referral procedures.

The content of the education may include:

- Coping strategies for dealing with stress and trauma;
- How to recognize behaviors (warning signs) and life issues (risk factors) associated with suicide and mental health issues in oneself and others;
- Help-seeking strategies for oneself and others, including how to engage school-based and community resources and refer peers for help;
- Emphasis on reducing the stigma associated with mental illness and the fact that early prevention and intervention can drastically reduce the risk of suicide.

Student-focused suicide prevention education can be incorporated into classroom curricula (e.g., health classes, freshman orientation classes, science, and physical education).

The Charter School will support the creation and implementation of programs and/or activities on campus that raise awareness about mental wellness and suicide prevention (e.g., Mental Health Awareness Week, Peer Counseling, Freshman Success, and National Alliance on Mental Illness on Campus High School Clubs).

Intervention and Emergency Procedures

The Charter School designates the following administrators to act as the primary and secondary suicide prevention liaisons:

- School Director
- School Psychologist
- School Counselor

Whenever a staff member suspects or has knowledge of a student's suicidal intentions, they shall promptly notify the primary designated suicide prevention liaison. If this primary suicide prevention liaison is unavailable, the staff shall promptly notify the secondary suicide prevention liaison.

The suicide prevention liaison shall immediately notify the School Director or designee, who shall then notify the student's parent/guardian as soon as possible if appropriate and in the best interest of the student. Determination of notification to parents/guardians/caregivers should follow a formal initial assessment to ensure that the student is not endangered by parental notification.

The suicide prevention liaison shall also refer the student to mental health resources at the Charter School or in the community.

When a student is in imminent danger (has access to a gun, is on a rooftop, or in other unsafe conditions), a call shall be made to 911.

When a suicide attempt or threat is reported on campus or at a school-related activity, the suicide prevention liaison shall, at a minimum:

1. Ensure the student's physical safety by one of the following, as appropriate:
 - Securing immediate medical treatment if a suicide attempt has occurred;
 - Securing law enforcement and/or other emergency assistance if a suicidal act is being actively threatened;
 - Keeping the student under continuous adult supervision until the parent/guardian and/or appropriate support agent or agency can be contacted and has the opportunity to intervene.
 - Remaining calm, keeping in mind the student is overwhelmed, confused, and emotionally distressed;
 - Moving all other students out of the immediate area;
 - Not sending the student away or leaving him/her alone, even to go to the restroom;
 - Providing comfort to the student, listening and allowing the student to talk and being comfortable with moments of silence;
 - Promising privacy and help, but not promising confidentiality.
2. Document the incident in writing as soon as feasible.
3. Follow up with the parent/guardian and student in a timely manner to provide referrals to appropriate services as needed.

4. After a referral is made, the Charter School shall verify with the parent/guardian that the follow up treatment has been accessed. Parents/guardians will be required to provide documentation of care for the student. If parents/guardians refuse or neglect to access treatment for a student who has been identified to be at risk for suicide or in emotional distress, the suicide prevention liaisons shall meet with the parent to identify barriers to treatment (e.g., cultural stigma, financial issues) and work to rectify the situation and build understanding of care. If follow up care is still not provided, the Charter School may contact Child Protective Services.
5. Provide access to counselors or other appropriate personnel to listen to and support students and staff who are directly or indirectly involved with the incident at the Charter School.
6. Provide an opportunity for all who respond to the incident to debrief, evaluate the effectiveness of the strategies used, and make recommendations for future actions.

In the event a suicide occurs or is attempted on the Charter School campus, the suicide prevention liaison shall follow the crisis intervention procedures contained in the Charter School's safety plan. After consultation with the School Director or designee and the student's parent/guardian about facts that may be divulged in accordance with the laws governing confidentiality of student record information, the School Director or designee may provide students, parents/guardians, and staff with information, counseling, and/or referrals to community agencies as needed. The Charter School staff may receive assistance from the Charter School counselors or other mental health professionals in determining how best to discuss the suicide or attempted suicide with students.

In the event a suicide occurs or is attempted off the Charter School campus and unrelated to school activities, the School Director or designee shall take the following steps to support the student:

1. Contact the parent/guardian and offer support to the family.
2. Discuss with the family how they would like the Charter School to respond to the attempt while minimizing widespread rumors among teachers, staff, and students.
3. Obtain permission from the parent/guardian to share information to ensure the facts regarding the crisis are correct.
4. The suicide prevention liaisons shall handle any media requests.
5. Provide care and determine appropriate support to affected students.
6. Offer to the student and parent/guardian steps for reintegration to school. Re-integration may include obtaining a written release from the parent/guardian to speak with any health care providers; conferring with the student and parent/guardian about any specific requests on how to handle the situation; informing the student's teachers about possible days of absences; allowing accommodations for make up work (being understanding that missed assignments may add stress to the student); appropriate staff maintaining ongoing contact with the student to monitor the student's actions and mood; and working with the parent/guardian to involve the student in an aftercare plan.

Supporting Students during or after a Mental Health Crisis

Students shall be encouraged through the education program and in the Charter School activities to notify a teacher, the School Director, another Charter School administrator, psychologist, Charter School counselor, suicide prevention liaisons, or other adult when they are experiencing thoughts of suicide or when they suspect or have knowledge of another student's suicidal intentions. Charter School staff should treat each report seriously, calmly, and with active listening and support. Staff should be non-judgmental to students and discuss with the student, and parent/guardian, about additional resources to support the student.

Responding After a Suicide Death (Postvention)

A death by suicide in the school community (whether by a student or staff member) can have devastating consequences on the school community, including students and staff. The Charter School shall follow the below action plan for responding to a suicide death, which incorporates both immediate and long-term steps and objectives:

The suicide prevention liaison shall:

- Coordinate with the School Director to:
- Confirm death and cause;
- Identify a staff member to contact deceased's family (within 24 hours);
- Enact the Suicide Postvention Response;
- Notify all staff members (ideally in-person or via phone, not via e-mail or mass notification).
- Coordinate an all-staff meeting, to include:
- Notification (if not already conducted) to staff about suicide death;
- Emotional support and resources available to staff;
- Notification to students about suicide death and the availability of support services (if this is the protocol that is decided by administration);
- Share information that is relevant and that which you have permission to disclose.
- Prepare staff to respond to needs of students regarding the following:
- Review of protocols for referring students for support/assessment;
- Talking points for staff to notify students;
- Resources available to students (on and off campus).
- Identify students significantly affected by suicide death and other students at risk of imitative behavior;
- Identify students affected by suicide death but not at risk of imitative behavior;
- Communicate with the larger school community about the suicide death;
- Consider funeral arrangements for family and school community;
- Respond to memorial requests in respectful and non-harmful manner; responses should be handled in a thoughtful way and their impact on other students should be considered;
- Identify what social media platforms students are using to respond to suicide death, and identify/train staff to monitor social media outlets if needed;
- Identify media spokesperson if needed.
- Include long-term suicide postvention responses:

- Consider important dates (i.e., anniversary of death, deceased birthday, graduation, or other significant event) and how these will be addressed
- Support siblings, close friends, teachers, and/or students of deceased
- Consider long-term memorials and how they may impact students who are emotionally vulnerable and at risk of suicide

Life Threatening Medical Emergency Procedures

Medical emergencies and accidents can occur at any time and may involve a student or employee. Some emergencies may only require first aid care, while others may require immediate medical attention. When in doubt, it is better to err on the side of caution and dial **911**.

1. Medical emergencies involving students or employees must be reported to the School Principal or designee.
2. Dial 911 or direct someone to do so, provide the following information:
 - a. School name and phone number
 - b. Building address including nearest cross street(s)
 - c. Exact location within the building
 - d. Your name and phone number
 - e. Nature of the emergency
3. Do not hang up until advised to do so by dispatcher
4. Send a runner to notify the school office that an individual has been injured and an ambulance has been called.
5. Ask someone to dispatch a first aid/CPR trained employee to the victim.
6. If the victim is showing signs of cardiac arrest and is on a school site with an automatic external defibrillator (AED), procedures for retrieval and operation of the AED shall be followed and volunteers trained in the use of an AED shall be brought to the victim as soon as possible.
7. Stay calm. Keep the victim warm with a coat or blanket. Do not leave a person unattended.
8. Do not move the victim unless there is danger of further injury.
9. Do not give the victim anything to eat or drink.
10. Draft a written incident report and submit it to the School Principal, or his/her designee, before the end of the next workday. Whenever 911 is called, an incident report must be created within 24 hrs.

Immigration Enforcement Notification Procedures

Pursuant to SB 98 (2025), Northern United Charter Schools shall ensure prompt notification to parents/guardians, pupils, teachers, administrators, and school personnel when federal immigration enforcement agents are confirmed to be present on or immediately adjacent to school grounds.

Definitions

- **Immigration enforcement agent:** Any officer or agent from U.S. Immigration and Customs Enforcement (ICE), U.S. Customs and Border Protection (CBP), or other federal agency engaged in civil or criminal immigration enforcement.
- **Confirmed presence:** Visual sighting by staff, verbal acknowledgment by the agent, presentation of credentials, or other reliable evidence.

Mandatory Notification Procedure

Upon confirmation of immigration enforcement presence on or immediately adjacent to the school site, the site administrator or designee shall, **as soon as possible and without unnecessary delay**, direct the issuance of notifications to:

- All parents/guardians
- All pupils
- All teachers, administrators, and school personnel

Notifications shall be sent using automated phone call, text message, or app push notification. Notifications shall not include any personally identifiable information.

Required Notification Content

Notifications shall be provided in English and in all languages required under Education Code § 48985 and shall include, at minimum:

- Confirmation that immigration enforcement agents are present on or near campus
- Assurance that the school is monitoring the situation and prioritizing student safety
- Reminder that every child has the right to attend school regardless of immigration status
- Link or reference to school resources for immigrant families (if available)

Sample Notification Language (to be translated):

URGENT: Immigration Enforcement Presence on Campus

Dear Parents/Guardians, Students, and Staff:

This is an important update from Northern United Charter Schools. We have confirmed the presence of federal immigration enforcement agents on or near one of our learning centers.

Our school remains open and focused on student safety and learning. No immigration enforcement actions are permitted in classrooms or student areas without a valid judicial warrant. We are monitoring the situation closely.

Please remain calm. If you have concerns, contact the front office or our family resource center. Resources for families are available at <https://www.cde.ca.gov/ls/pf/ff/immigration-toolkit.asp>.

Every child has the right to a free public education regardless of immigration status.

*Thank you,
Shari Lovett*

Follow-Up Notification

As soon as agents have departed the campus or immediate area, an “all-clear” notification shall be sent using the same methods.

Procedures for Responding to Opioids

Northern United Charter Schools recognizes that deaths from opioids have reached epidemic levels. For this reason, school staff have been trained in recognizing the signs of opioid overdose and in administering an opioid antagonist, along with summoning emergency responders. These opioid antagonists are kept at our Resource Center and each Learning Center. The antagonist will be administered to provide emergency medical aid to persons suffering, or reasonably believed to be suffering, from an opioid overdose.

STEP 1: Evaluate for Signs of Overdose.

- a. All employees will be trained to recognize the following signs of an opioid overdose:
 - Unconsciousness or inability to awaken;
 - Slow or shallow breathing or breathing difficulty, such as choking sounds or a gurgling/snoring noise from a person who cannot be awakened; and
 - Fingernails or lips turning blue/purple.
- b. If any person is suspected of suffering an overdose, any employee shall first attempt to stimulate the person by:
 - Calling the person’s name;
 - Then, vigorously grinding knuckles into the sternum (breastbone) or rub knuckles on the person’s upper lip.
- c. If the person responds, assess whether he or she can maintain responsiveness and breathing.
- d. Continue to monitor the person, including breathing and alertness, and try to keep the person awake and alert.
- e. If unresponsive, call 911, consider providing rescue breathing if the person is not breathing on their own or get help from someone trained in emergency response techniques, and administer one dose of naloxone or get help from someone trained and comfortable administering a naloxone product.

STEP 2: Call 9-1-1. Calling 9-1-1 at the appropriate time is an essential step to getting someone with medical expertise to care for the person suspected of experiencing an opioid overdose. If no emergency medical services (EMS) or other trained personnel are on campus, activate the 9-1-1 emergency system immediately. All that needs to be reported is “Someone is unresponsive and not breathing” and then report the specific

address and/or description of the location on the campus where the person is located. After relaying this information, follow the dispatcher's instructions. If appropriate, the 9-1-1 operator will instruct you to begin CPR and implement rescue breathing, which you may perform or have another responsible and/or trained adult perform. Follow these and all instructions given by 911 operators until emergency responders arrive.

STEP 3: Administering Naloxone. Employees will be trained on the administration of naloxone according to the instructions provided with the naloxone product maintained at the school.

- a. If a person does not respond within 2-3 minutes after administering a dose of naloxone administer a second dose of naloxone.
- b. The duration of effect of naloxone depends on the dose, method of administration, and overdose symptoms. The goal of naloxone therapy should be to restore adequate spontaneous breathing, but not necessarily complete arousal.
- c. More than one dose of naloxone may be needed to revive someone who is overdosing. People who have taken longer acting or more potent opioids may require additional doses or forms of naloxone therapy.
- d. Comfort the person being treated, as withdrawal triggered by naloxone can feel unpleasant. Some people may become agitated or confused, which may improve by providing reassurance and explaining what is happening.

STEP 4: Support the Person's Breathing. Supporting breathing is an important intervention and may be lifesaving on its own. Rescue breathing can be very effective in supporting respiration, and chest compressions can provide ventilatory support. If trained to perform rescue breathing and comfortable doing so, it is recommended that you administer it to someone experiencing opioid overdose symptoms if they are having difficulty breathing. If you are not trained in rescue breathing or are not comfortable administering rescue breathing, call for help from school medical personnel, if any, or other individuals who may be trained in rescue breathing or other emergency medical response techniques.

- a. Rescue breathing for adults involves the following steps:
 - Be sure the person's airway is clear (check that nothing inside the person's mouth or throat is blocking the airway).
 - Place one hand on the person's chin, tilt the head back, and pinch the nose closed.
 - Place your mouth over the person's mouth to make a seal and give two slow breaths.
 - Watch for the person's chest (but not the stomach) to rise.
 - Follow up with one breath every 5 seconds.
- b. Chest compressions for adults involve the following steps:
 - Place the person on his or her back.
 - Press hard and fast on the center of the chest.
 - Keep your arms extended.

STEP 5: Monitor the Person's Response. All should be monitored for recurrence of signs and symptoms of opioid toxicity for at least 4 hours from the last dose of naloxone or discontinuation of naloxone infusion. Most people respond to naloxone by returning to spontaneous breathing within 2-3 minutes of receiving a dose of naloxone. Because naloxone has a relatively short duration of effect, overdose symptoms may return, so it is essential to get the person to an emergency department or other source of medical care as quickly as possible, even if the person revives after the initial dose of naloxone and seems to feel better.

Procedures for Responding to Pesticide or other Toxic Substances

A Biological or Chemical Release is an incident involving the discharge of a biological or chemical substance in a solid, liquid or gaseous state. Such incidents may also include the release of radioactive materials. Common chemical threats within or adjacent to schools include the discharge of acid in a school laboratory, an overturned truck of hazardous materials in proximity of the school, or an explosion at a nearby oil refinery or other chemical plant. The following indicators may suggest the release of a biological or chemical substance: Multiple victims suffering from watery eyes, twitching, choking or loss of coordination, or having trouble breathing. Other indicators may include the presence of distressed animals or dead birds. This procedure deals with three possible scenarios involving the release of biochemical substances:

- Scenario 1 - Substance released inside a room or a building
- Scenario 2 - Substance released outdoors and localized
- Scenario 3 - Substance released in the surrounding community.

It is necessary to first determine which scenario applies and then implement the appropriate response procedures listed below.

Scenario 1: Substance Released Inside a Room or Building

1. The School Administrator will initiate the EVACUATE BUILDING action as described. Staff will use designated routes or other alternative safe routes to an assigned Assembly Area, located upwind of the affected room or building.
2. The School Administrator or center coordinator will call 911 and will provide the exact location (e.g., building, room, area) and nature of emergency.
3. The School Administrator or center coordinator will notify staff
4. The School Administrator or center coordinator will turn off local fans in the area of the release, close the windows and doors, and shut down the building's air handling system.
5. Persons who have come into direct contact with hazardous substances should have affected areas washed with soap and water. Immediately remove and contain

contaminated clothes. Do not use bleach or other disinfectants on potentially exposed skin. Individuals that have been contaminated “topically” by a liquid should be segregated from unaffected individuals (isolation does not apply to widespread airborne releases).

6. The Assembly Area Team will prepare a list of all people in the affected room or contaminated area, specifying those who may have had actual contact with the substance. The Assembly Area Team will provide the list to the School Administrator and the emergency response personnel.
7. Any affected areas will not be reopened until the appropriate agency provides clearance and the Schools’ Director gives authorization to do so.

Scenario 2: Substance Released Outdoors and Localized

1. The School Administrator will immediately direct staff to remove students from the affected areas to an area upwind from the release. The School Administrator will, if necessary, initiate the EVACUATE BUILDING action.
2. The School Administrator will call 911 and will provide the exact location and nature of the emergency.
3. The Security Team will turn off local fans in the area of the release, close the windows and doors and shut down the air handling systems of affected buildings.
4. Persons who have come into direct contact with hazardous substances should have affected areas washed with soap and water. Immediately remove and contain contaminated clothes. Do not use bleach or other disinfectants on potentially exposed skin. Individuals that have been contaminated “topically” by a liquid should be segregated from unaffected individuals (isolation does not apply to widespread airborne releases). A member of the First Aid/Medical Team should assess the need for medical attention.
5. The Assembly Area Team will prepare a list of all people in areas of contamination, especially those who may have had actual contact with the substance. The Assembly Area Team will provide the list to the School Administrator and the emergency response personnel.
6. Any affected areas will not be reopened until the appropriate agency provides clearance and the Schools’ Director gives authorization to do so.

Scenario 3: Substance Released In Surrounding Community

1. If the School Administrator or local authorities determine a potentially toxic substance has been released to the atmosphere, the School Administrator will initiate SHELTER-IN-PLACE.
2. Upon receiving the SHELTER-IN-PLACE notification, turn off local fans in the area; close and lock doors and windows; shut down all buildings’ air handling systems; seal gaps under doors and windows with wet towels or duct tape; seal vents with aluminum foil or plastic wrap, if available; and turn off sources of ignition, such as pilot lights.

3. Staff and students located outdoors will be directed to proceed immediately to nearby classrooms or buildings (e.g., auditorium, library, cafeteria, and gymnasium). Teachers should communicate their locations to the School Administrator, using whatever means without leaving the building.
4. The School Administrator will call (911) and will provide the exact location and nature of the emergency.
5. The School Administrator will turn on a radio or television station to monitor information concerning the incident.
6. The school will remain in a SHELTER-IN-PLACE condition until the appropriate agency provides clearance, or staff is otherwise notified by the School Administrator.

Active Shooter & Violent Intruder Policies and Procedures

Purpose

An active shooter or armed intruder on school property involves one or more individual's intent on causing physical harm and/or death to students and staff. Such intruders may also possess a gun, a knife, a bomb or other harmful device. An Active Shooter or armed intruder will result in law enforcement and other safety and emergency services responding to the scene as quickly as possible.

Once law enforcement arrives, it is critical to follow the instructions of, and cooperate with, law enforcement officers. The School Incident Commander will be relieved by a law enforcement official as soon as possible. The law enforcement official will now be the Incident Commander with complete jurisdiction over the scene. The school is a crime scene and will require a thorough search and processing.

Responsibilities

School Incident Commander

- Upon Notification of an active shooter or armed intruder on campus, immediately direct staff to call 911 if it is unknown whether or not 911 notification has already taken place 911 call should provide the name and exact location of the school, the nature of the emergency, number and description of intruders (if known), type of weapon(s), area of the school where last seen, actions taken by the school, and whether there are on-site

security or law enforcement officers (e.g. DARE, School Resource Officer). Caller will remain on the line to provide updates.

- Initiate ALERT protocols. Notification to the building occupants will be made using all available means. Notification shall provide any information regarding the on-going situation that will assist the building occupants in making a good decision as to their best survival response option. Typically, information that answers the basic questions of “Who? What? Where? When? How?” will provide the necessary details to make an informed decision.
- Secure the administration office as a command post and retrieve the critical information and data about the school’s emergency systems, including communications, staff and students locations, detailed floor plans and other important information, documents, items, and supplies that are prepared and readily available for use during the incident. If the incident is occurring at the administration office, designate an alternate command post.
- Direct command post staff to maintain contact with teachers reporting pertinent emergency information via phone, email, texting, ParentSquare. All information received via eye-witnesses or through an in-house surveillance camera system will be used to inform the building occupants of the event in as real-time as possible.
- Notify the Director’s office and request activation of the communications plan for media and parent notification protocols.
- Staff and students outside the building will EVACUATE to an off-site relocation center /Rally Point
- Direct support staff outside to stop pedestrians and vehicles from entering the school grounds until law enforcement arrives.

Teachers and Staff

- The first person to note indication of an active shooter or armed intruder, as soon as it is safe to do so, should call 911, then notify the School Incident Commander
- If in close proximity to the danger, assess the situation for the best survival option. EVACUATE if at all possible. If not, gather assistance and engage in conducting an Enhanced LOCKDOWN of the area. If the active shooter or armed intruder has made contact, immediately begin COUNTER strategies, and then EVACUATE or take control of the intruder.
- Individuals who are not in the immediate danger area should gather information about their classroom’s immediate situation. Account for all students or other individuals sheltered in their room.
- Assess the ability to safely EVACUATE the building.
- If there is no safe manner to EVACUATE the building, have others assist in conducting an Enhanced LOCKDOWN of the room.
- Rooms in Enhanced LOCKDOWN shall pay attention to all announcements providing event details. If the circumstances change and EVACUATE becomes a viable option, a decision can be made to leave the location and EVACUATE to the RALLY POINT.

- Unless evacuating, rooms in Enhanced LOCKDOWN, shall remain secured until personally given the “All Clear” by the Incident Commander or a law enforcement officer in uniform.
- If an active shooter or armed intruder enters the classroom individuals are to use whatever COUNTER strategies necessary to keep the students safe. This may include any and all forms of resistance to the threat.
- If an active shooter or armed intruder enters and begins shooting, any and all actions to stop the shooter are justified. This includes, making noise, moving about the room to lessen accuracy, throwing items (books, computers, phones, book bags) to interfere with the ability to shoot accurately, safely exiting out windows, and taking control of the intruder. Anyone not involved in COUNTER strategies should get out anyway possible and move to another location.

Other Procedures

-
- After the active shooter or armed intruder(s) has been subdued, the School Incident Commander in consultation with the law enforcement Incident Commander will announce an ALL CLEAR and EVACUATION and relocation to an alternate site for FAMILY REUNIFICATION.
 - If staff or students are injured, assist them out of the building to the nearest emergency medical personnel.
 - The School Incident Commander will notify officials at the relocation site of the EVACUATION and to activate FAMILY REUNIFICATION protocols.
 - The School Incident Commander will request bus transportation or alternate transportation to the relocation site.
 - The School Incident Commander will activate the communications plan to deal with media and parent notification protocols, and direct parents to go to the relocation site.
 - Those who remained secured in an Enhanced LOCKDOWN, will EVACUATE the building using the designated exit routes and alternate routes to the assigned assembly areas, take attendance and move to the buses for transport.
 - The School Incident Commander will activate the crisis response team and active MENTAL HEALTH AND HEALING procedures and/or notify area mental health agencies to provide counseling and mental health services at the relocation site.
 - The School Incident Commander will debrief appropriate school personnel.
 - The Director or designee, in consultation with law enforcement officials, will determine when the school can resume normal activities and communicate the information to parents and the public.

Restriction on High-Intensity Active Shooter Drills

Education Code section 32282, subdivision (a)(2)(K), restricts the drill procedures that can be used to prepare students for active shooter situations. Accordingly, whenever a Lockdown or other drill is held to prepare students for responding to an active shooter, those drills shall be designed to comply with the following features:

- (1) Code-Red/Lockdown drills shall not be “high-intensity” drills, meaning they shall not include simulations that mimic an actual school shooter or other armed assailant, such as by using theatrical makeup, fake blood, actors, or participation of students in acting out active resistance to an assailant.
- (2) The drill shall not use real weapons, gunfire blanks, or explosions.
- (3) The drill shall be designed pursuant to a trauma-informed approach, meaning:
 - a. It shall be age and developmentally appropriate in content and terminology, as determined in consultation with school-based mental health professionals;
 - b. Advance notice of the drill (and its expected length of time) shall be provided to parents and guardians, teachers, administrators, and school personnel;
 - c. It shall offer the opportunity for parents/guardians to opt their students out of participation;
 - d. An announcement of the drill shall be given before and after the drill;
 - e. A notice shall be given to parents/guardians after the drill has concluded; and
 - f. The school shall provide contact information for community-based resources to parents/guardians, pupils, and staff who are negatively impacted by the drills.

Learning Continuity Plan

The purpose of this Continuity Learning Plan (CLP) is to outline the strategies and procedures for ensuring educational continuity and compliance with the newly enacted California law, SB 153. This plan aims to address the legal requirements while maintaining high standards of teaching and learning for all students.

We recognize that schools are fundamental to child development and well-being and provide our students with academic instruction, social and emotional skills, safety, reliable nutrition, occupational therapy, speech therapy, mental health resources, counseling, opportunities for occupational activity and relational connections.

From time to time, a catastrophic event or circumstance may arise where we change the way we provide educational services to students. Events may have a significant impact on our school, the community and our children’s development. Events may alter the way we provide services and support for our students and families. We have new protocols, policies, and guidance in place to ensure the safety and health of our students, staff, and families. In order to provide a sense of normalcy and continue learning, home-based Independent Study using synchronous and asynchronous instruction will be put in place.

As always, it is our goal to provide a safe and engaging learning experience for all of our students.

In the event of an emergency that disrupts in-person instruction as defined under Education Code Section 41422 or 46392(a), our school will implement a comprehensive instructional continuity plan to maintain educational services. Within five calendar days of the emergency, our staff will initiate contact with all enrolled pupils and their families through multiple communication channels including phone calls, email, text messages, and our school's learning

management system to assess their immediate needs and well-being. Our school counselors and teachers will conduct initial assessments to identify students requiring additional social-emotional support, mental health services, or academic intervention.

No later than ten instructional days following the emergency, we will ensure all students have access to either modified in-person instruction or remote independent study programs that comply with Education Code Sections 51747 and 51749.5. For families facing significant barriers to participation in our modified instructional programs, our school will assist in facilitating temporary enrollment in alternative educational programs through neighboring school districts, the county office of education, or other charter schools. Throughout the emergency period, we will maintain regular two-way communication with families through weekly check-ins, virtual office hours, and progress monitoring to ensure continuous engagement and prompt response to emerging student needs.

School Safety Plan Appendices

Appendix A: Safety Planning Process

California *Education Code* section 47605(c)(5)(F) requires establishment and updating of a school safety plan annually by March 1. As schools revise safety plans, school leaders should ask:

- “What more can we do to protect our students?”
- “How can we develop expertise in design and implementation of effective plans?”
- “How can we expand our collaborative efforts and communication efforts?”
- “How can we better share effective practices?”

Description	Date/Time	Documentation
Board Presentation	February	Meeting Agenda
Board Approval	February	Meeting Agenda
Submission	March 1	

Appendix B: Crisis Response Plans

The following sections provide key information for crisis response for Northern United Charter Schools. While this information represents the basic tools needed for an effective crisis response, Northern United Charter Schools will continue to assess, revise and expand on the plan for continuous improvement in student safety.

Appendix B.1 : Staff Emergency Contacts

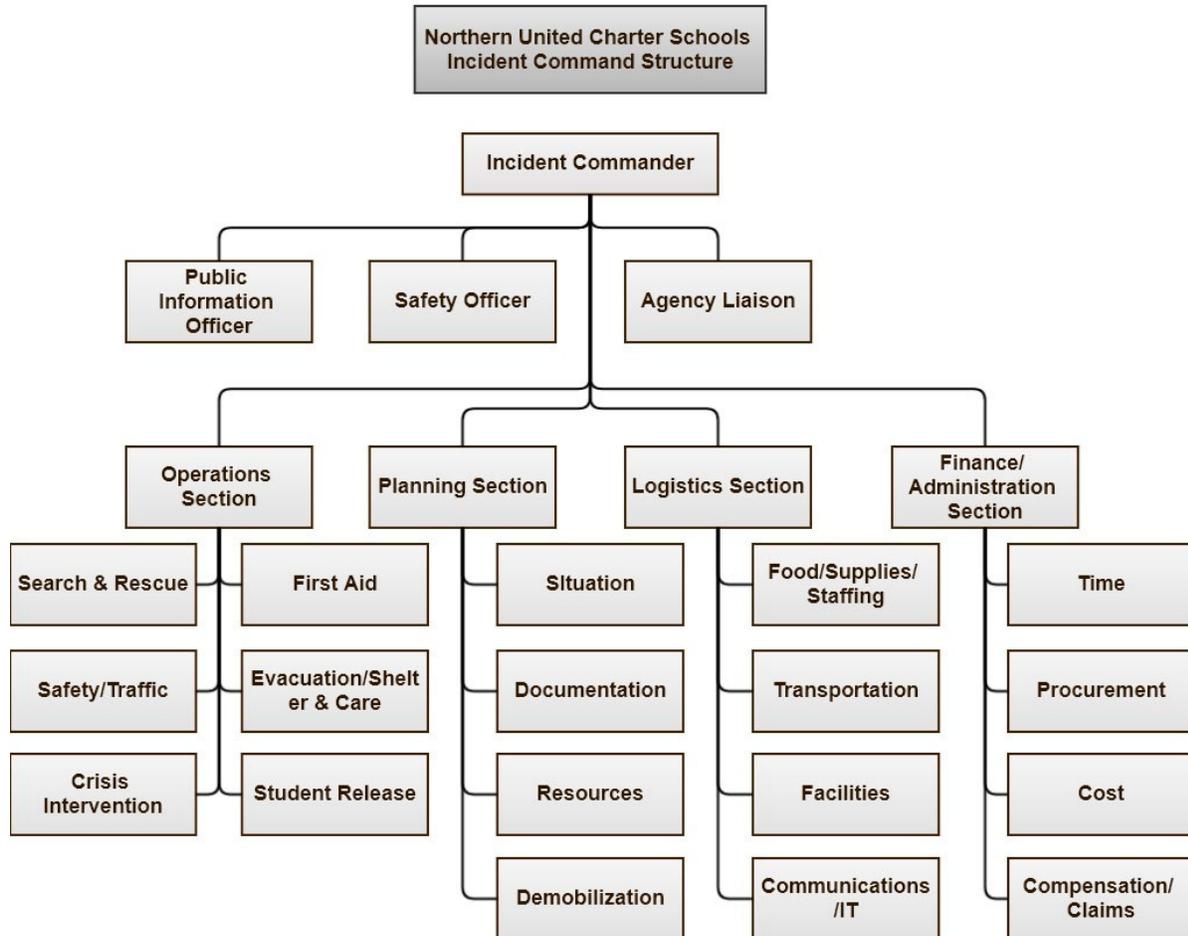
Name	Position	Phone Numbers	Safety Crisis Response Role(s)
Shari Lovett	Director	707-445-2660 x110 707-599-0935 cell 707-822-0203 home	Incident Commander Both Schools
Kirk Miller	Director	530-842-4509 x219 530-643-7145 Zoom 530-925-1463 cell 530-926-6693 home	Deputy Incident Commander NU-Siskiyou
Rebekah Davis	Regional Director Cutten LC Administrator	707-445-2660 x312 707-616-6861 cell	Deputy Incident Commander NU-Humboldt
Colleen Allen	Director Yreka LC Administrator	530-842-4509 x213 530-921-0430 cell	Cmnd Staff Officer General Staff Chief
Greta de la Pedraja	Mt Shasta LC Coordinator	530-678-3459 530-859-3852 cell	Cmnd Staff Officer General Staff Chief
Lisa Ambrosini	Willow Creek LC Teacher	530-629-4393 work 858-232-7254 cell	Cmnd Staff Officer General Staff Chief
Mary Havens	Arcata LC Administrator	707-822-5661 work 707-496-3909 cell	Cmnd Staff Officer General Staff Chief
Lori Wyler	Briceland LC Teacher	707-923-3617 work 206-650-8656 cell	Cmnd Staff Officer General Staff Chief
Julia Anderson	Briceland LC Coordinator	707-923-3617 work	Cmnd Staff Officer General Staff Chief
Sarah Schaefer	Director Eureka LC Administrator	707-445-2660 x412	Cmnd Staff Officer General Staff Chief
Sarah Gomes	Cutten LC Site Coordinator	707-445-2660 x310 707-616-1443 Cell	Cmnd Staff Officer General Staff Chief
Debbi Sholes	Cutten RC Library Technician	707-445-2660 x134 (707)476-8406	Cmnd Staff Officer General Staff Chief

Appendix B.2: Crisis Response Community Contacts

For all emergencies call 911

Police Department	Eureka (707)441-4060	Arcata (707)822-2428	Siskiyou Yreka: (530)841-2300 Mount Shasta: 530-926-7539	Redway (707)923-2761	Willow Creek (530)629-1025
Sheriff	Eureka (707)445-7251	Arcata (707)822-2428	Siskiyou (530)841-2900	Redway (707)923-2761	Willow Creek (530)629-1025
Fire Department	Eureka (707)441-4000	Arcata (707)825-2000	Siskiyou Yreka: 530-841-2383 Mount Shasta: 530-926-7546	Briceland Fire (707)923-7204 CalFire (707)923-2645	Willow Creek Volunteer Fire (530)629-2229
American Red Cross	Eureka (707)832-5480	Arcata (707)832-5480	Siskiyou (530)842-4476	Eureka (707)832-5480	McKinleyville (707)832-5480
Child Welfare	Eureka (707)445-6180	Arcata (707)445-6180	Siskiyou (530)841-2700	Eureka (707)445-6180	Eureka (707)445-6180
Air Pollution Control	Eureka (707)443-3093	Arcata (707)443-3093	Siskiyou (530)841-4025	Eureka (707)443-3093	Eureka (707)443-3093
Poison Control	(800)222-1222	(800)222-1222	(800)222-1222	(800)222-1222	(800)222-1222

Appendix B.3: Northern United Charter Schools' Incident Command System



Organizational Level	Role	Description	Support Position
Incident Command	Incident Commander	Provides overall direction of response at school site; determines level of staffing; communicates with local public safety agencies	Deputy
Command Staff	Public Information Officer	Media liaison, official spokesperson for school; coordinates information for parent community	Assistant
Command Staff	Safety Officer	Ensures activities are conducted in safe manner; assures safety of personnel (staff, students, volunteers, and responders)	Assistant
Command Staff	Liaison Officer	Assists in establishing and coordinating outside agencies that provide services or resources (e.g., Red Cross)	Assistant
General Staff	Operations Section Chief	Supports on-scene response at school site; develops Incident Action Plan with Incident Commander; coordinates After Action Report	Deputy
General Staff	Planning Section Chief	Collects, evaluates and documents information about incident, including status of students, staff and facilities;	Deputy

		coordinates demobilization of ICS response	
General Staff	Logistics Section Chief	Provides services, personnel and supplies in support of incident response	Deputy
General Staff	Finance/Administration Section Chief	Provides financial tracking, procurement and cost accounting of incident response, administrators incident-related compensation and claims	Deputy

Appendix B.4: Emergency Fire Evacuation Maps

Posted at the Resource Center and Individual Learning Centers

Appendix C: Emergency Response Guidelines

STEP ONE: IDENTIFY THE TYPE OF EMERGENCY

The first response to an emergency is to determine the type of emergency that has occurred. Procedures for 18 different types of emergencies are listed in the following section.

STEP TWO: IDENTIFY THE LEVEL OF EMERGENCY

The second step in responding to an emergency is to determine the level of the emergency. For schools, emergency situations can range from a small fire to a major earthquake. To assist schools in classifying emergency situations, there is a three-tiered rating below:

- **Level 1 Emergency:** A minor emergency that is handled by school personnel without the assistance from outside agencies, e.g., a temporary power outage, a minor earthquake, or a minor injury.
- **Level 2 Emergency:** A moderate emergency that requires assistance from outside agencies, such as a fire or a moderate earthquake, or a suspected act of terrorism involving a potentially hazardous material, e.g., “unknown white powder.”
- **Level 3 Emergency:** A major emergency event that requires assistance from outside agencies such as a major earthquake, civil disturbance or a large-scale act of terrorism. For Level 3 emergencies, it is important to remember that the response time of outside agencies may be seriously delayed.

STEP THREE: DETERMINE THE IMMEDIATE RESPONSE ACTION

Once the type and extent of an emergency have been identified, school personnel can determine if an immediate response action is required. The most common immediate response actions initiated during school emergencies are:

- **Drop, Hold On, and Cover:** Students and staff protect themselves by crouching under a table, desk, or chair until the danger passes.
- **Shelter in Place:** Students and staff are kept indoors in order to isolate them from the outdoor environment. The heating and air conditioning system is also shut down.
- **Lock Down:** Students and staff are kept in a designated locked area until a danger has passed, such as an intruder being on campus.
- **Evacuate Building:** Students and staff are escorted outside to an assembly area if it has been determined that it is too dangerous to remain indoors.
- **Evacuate Campus:** Students and staff are escorted to an off-site assembly area if it has been determined that it is too dangerous to remain on campus.
All Clear: Notification is given that normal school operations should resume.

STEP FOUR: COMMUNICATE THE APPROPRIATE RESPONSE ACTION

Once the type of immediate response action is determined, the incident commander must inform the school staff which response action to take. The most appropriate method of communication depends on the response action selected. When announcing what response to take, avoid codes, jargon, or any other potentially confusing vocabulary. Be calm, direct, and clear in your announcements.

- **Drop, Hold On, and Cover:** Immediately use the school/center school-wide communication system to instruct students and staff to protect themselves by moving into a “Drop, Hold On, and Cover” position by crouching under a table, desk, or chair until the danger passes. Time is the most urgent matter with this response action as the emergency may take place before the announcement can be made. However, do not assume that all members of the site are already in a “Drop, Hold On, and Cover” position. Make the announcement even if the immediate crisis has passed.
- **Shelter in Place:** Immediately use the school/center school-wide communication system to instruct students and staff that they are to stay indoors until further notice, even if the heating and air conditioning system is disabled.
- **Lock Down:** Immediately use the school/center school-wide communication system to instruct staff to lock all exterior doors, to close any open windows, and to keep students as far away as possible from any windows until further notice
- **Evacuate Building:** Immediately use the school/center fire alarm bell system to notify students and staff that they are to proceed to the school/center outside the assembly area.
- **Evacuate Campus:** Immediately use the school/center fire alarm bell system to notify students and staff that they are to proceed to the school/center outside the assembly area. From there, notify staff and students using a bullhorn that it has been determined that it is too dangerous to remain on campus. Provide instructions on how staff and students will be relocated.
- **All Clear:** Use the school/center school-wide communication system to notify staff and students that normal school operations should resume.

THE *BIG FIVE* ACTION RESPONSES

ACTION	DESCRIPTION
DROP/COVER/ HOLD ON	Implemented during an earthquake or explosion to protect building occupants from flying and falling debris
EVACUATION	Implemented when conditions outside the building or off-site are safer than inside or on-site. Requires the orderly movement of students and staff from school buildings to a predetermined safe location
LOCKDOWN BARRICADE	Initiated for an immediate threat of danger to occupants of a campus or school building and when any movement will put students and staff in jeopardy. Once implemented, no one is allowed to enter or exit rooms for any reason unless directed by law enforcement
SECURE CAMPUS	Initiated for a potential threat of danger in the surrounding community. All classroom/office doors are closed and locked and all students and staff remain inside until otherwise directed. Instruction continues as planned
SHELTER IN PLACE	Implemented to isolate students and staff from the outdoor environment and provide greater protection from external airborne contaminants or wildlife. Close windows and air vents and shut down air conditioning/heating units

Appendix C.1: Drill Schedule and Log

All drills should be pre-scheduled.

Fire alarm drills at least once every month in elementary schools, at least four times every school year in middle schools and at least twice every school year in secondary schools.
California Education Code, Section 35297.

Drop, Cover, Hold On drill at least once each school quarter in elementary schools, once a semester in secondary schools

Lockdown drill recommended two or three times a year.

Appendix D: Types of Emergencies and General Procedures

Procedures to assess and respond to reports of any dangerous, violent, or unlawful activity that is being conducted or threatened to be conducted at the school, an activity sponsored by the school or on a school vehicle serving the school.

AIRCRAFT CRASH

The administrator or designee will initiate appropriate actions, which may include **Drop, Cover & Hold On, Shelter-in-Place, Evacuate Building, or Evacuate Campus** depending on the nature of the accident, the location of damage, and the existence of any chemical and/or fuel spills.

ANIMAL DISTURBANCE

This procedure should be implemented when the presence of a coyote, mountain lion, or any other wild animal threatens the safety of students and staff. The administrator or designee will initiate appropriate actions, which may include **LockDown or Evacuate Building**.

ARMED ASSAULT ON CAMPUS

This involves one or more individuals who attempt to take hostages or cause physical harm to students and staff. Such an incident may involve individuals who possess a gun, a knife or other harmful item. The administrator or designee will decide the appropriate response, which may include **Shelter-in-Place, LockDown, Evacuate Building, or Evacuate Campus**.

BIOLOGICAL OR CHEMICAL RELEASE

This is an incident involving the discharge of a biological or chemical substance in a solid, liquid, or gaseous state. Such incidents may also include the release of radioactive materials. Common chemical threats within or adjacent to schools include the discharge of acid in a school laboratory, an overturned truck of hazardous materials in proximity of the school, or an explosion at a nearby oil refinery or other chemical plant. The following indicators may suggest the release of a biological or chemical substance: Multiple victims suffering from watery eyes, twitching, choking or loss of coordination, or having trouble breathing. Other indicators may include the presence of distressed animals or dead birds. The administrator or designee will initiate appropriate actions, which may include **Shelter-in-Place or Evacuate Building**.

BOMB THREAT / THREAT OF VIOLENCE

This occurs upon the discovery of a suspicious package on campus grounds or receipt of a threatening phone call that may or may not present a risk of an explosion. If the threat is received by telephone, the person receiving the call should attempt to keep the caller on the telephone as long as possible and alert someone else to call 911. The person answering the threat call should ask the questions listed on the "Bomb Threat Checklist". In coordination with law enforcement, the administrator or designee will initiate appropriate actions, which may include **Drop, Cover & Hold On, LockDown, or Evacuation**.

DISORDERLY CONDUCT

This involves a student or staff member exhibiting threatening or irrational behavior who does not have a weapon. The administrator or designee will initiate appropriate actions, which may include **Shelter-in-Place, LockDown, Evacuate Building, or Evacuate Campus**.

EARTHQUAKE

Earthquakes occur without warning and may cause minor to serious ground shaking, damage to buildings, and injuries. It is important to note that even a mild tremor can create a potentially

hazardous situation. The administrator or designee will initiate appropriate actions, which may include **Drop, Cover & Hold On, Evacuate Building, or Evacuate Campus.**

EXPLOSION OR RISK OF EXPLOSION

This involves an explosion on school property, the risk of an explosion on school property, an explosion or risk of explosion near the school, or a nuclear explosion involving radioactive materials. The administrator or designee will initiate appropriate actions, which may include **Drop, Cover & Hold On, Shelter-in-Place, Evacuate Building, or Evacuate Campus.**

FIRE IN SURROUNDING AREA

This procedure addresses the situation where a fire is discovered in an area adjoining the school. The initiated response actions should take into consideration the location and size of the fire, its proximity to the school and the likelihood that the fire may affect the school. After calling the local fire department in an effort to determine the seriousness of the fire, the administrator or designee will initiate appropriate actions, which may include **Shelter-in-Place, LockDown, Evacuate Building, or Evacuate Campus.**

FIRE ON SCHOOL GROUNDS

This procedure addresses situations where a fire is discovered on school grounds. A quick response to this situation is very important to prevent injuries and further property damage. **Upon discovery of a fire, teachers or staff will direct all occupants out of the building, signal the fire alarm, and report the fire to the administrator or designee.** The administrator or designee will immediately initiate the Evacuate Building action. **If the size of the fire is beyond the control of staff on site, call 911 for immediate assistance from the fire department.**

FLOODING

This applies whenever storm water or other sources of water inundate or threaten to inundate school grounds or buildings. Flooding may occur as a result of prolonged periods of rainfall, where the school would have sufficient time to prepare. Alternatively, flooding may occur without warning, as a result of damage to water distribution systems, or a failure of a nearby man-made dam. The administrator or designee will initiate appropriate actions, which may include **Shelter-in-Place, Evacuate Building, or Evacuate Campus.**

LOSS OR FAILURE OF UTILITIES

This addresses situations involving a loss of water, power or other utility on school grounds. This procedure should also be used in the event of the discovery of a gas leak, an exposed electrical line, or a break in sewer lines. The administrator or designee will initiate appropriate actions, which may include **Shelter-in-Place or Evacuate Building.**

MOTOR VEHICLE CRASH

This procedure addresses situations involving a motor vehicle crash on or immediately adjacent to school property. Given the nature of the crash, there may also be a danger from a fuel spill, which should be considered when deciding which action(s) to take. The administrator or designee will initiate appropriate actions, which may include **Drop, Hold On, and Cover, Shelter-in-Place, Evacuate Building, or Evacuate Campus.**

PSYCHOLOGICAL TRAUMA

When the administrator or designee determines that there has been an event that causes a psychological impact on students and/or staff, such as an act of violence; the death of a student or staff member; an earthquake or other natural disaster; a serious environmental problem; or ethnic and racial tensions, he or she should contact the **Director** at the administration office to

request resource services. Emergencies like these usually produce one or more of the following conditions: temporary disruption of regular school functions and routines, significant interference with the ability of students and staff to focus on learning, physical and/or psychological injury to students and staff, and concentrated attention from the community and news media. As a result of such emergencies, students and staff may exhibit a variety of psychological reactions. As soon as the physical safety of those involved has been determined, attention must turn to meeting emotional and psychological needs of others.

SUSPECTED CONTAMINATION OF FOOD OR WATER

This procedure applies where there is evidence of tampering with food packaging, observation of suspicious individuals in proximity to food or water supplies, or if notified of possible food/water contamination by administrative staff or local agencies. Indicators of contamination may include unusual odor, color, taste, or multiple employees with unexplained nausea, vomiting, or other illnesses. The administrator or designee will isolate the suspected contaminated food/water to prevent consumption, and will restrict access to the area. Second, the administrator or designee will notify the school safety coordinator of the problem and await further instructions. Meanwhile, a list will be made of all potentially affected students and staff, which will be provided to responding authorities. Law enforcement should be contacted if there is evidence of individuals purposely contaminating the food or water source.

UNLAWFUL DEMONSTRATION OR WALKOUT

An unlawful demonstration or walkout is any unauthorized assemblage on or off campus by staff or students for the purpose of protest or demonstration. Upon indication that an unlawful demonstration or walkout is about to begin, personnel should immediately notify the administrator or designee. **The administrator or designee will initiate the Shelter-in-Place action. Students who ignore this action and leave campus shall be asked to sign his or her name and record address, telephone number and time entered or departed. If students leave the campus, the administrator or designee will designate appropriate staff members to accompany them.** These staff members will attempt to guide and control the actions of students while offsite. **The administrator or designee should proceed in good judgment on the basis of police or other legal advice, in taking action to control and resolve the situation.**

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 5.

ACTION ITEMS TO BE CONSIDERED

Subject:

5.6 Approval of the Immigration Enforcement on School Campuses Policy

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

AB 495 amends Education Code section 234.7 to strengthen protections for students, families, and staff by limiting immigration enforcement access to school campuses and information, and by requiring schools to adopt updated policies and post Attorney General–provided rights information.

Fiscal Implications:

None

Contact Person/s: Shari Lovett

S-41 Immigration Enforcement on School Campuses

Adopted on 2/11/2026

Purpose

This policy ensures that Northern United Charter Schools protects the rights, safety, and privacy of students, families, and staff, and complies with California law governing immigration enforcement activities on school campuses.

Scope

This policy applies to all school sites operated by Northern United Charter Schools, including buildings, grounds, and any other property used for school purposes, and to all employees, contractors, and volunteers.

Definitions

- **Immigration enforcement:** Has the same meaning as set forth in Government Code § 7284.4(f).
- **Schoolsite:** Any building, grounds, or property used for school-related purposes.
- **Nonpublic areas:** Areas of a schoolsite not open to the general public, including classrooms, offices, staff workrooms, locker rooms, and student records areas.

Access to Schoolsites

Nonpublic Areas

School officials and employees shall **not permit an officer or employee of an agency conducting immigration enforcement** to enter a nonpublic area of a schoolsite for any purpose unless:

- Required by state or federal law; **or**
- Required to administer a state- or federally-supported educational program; **or**
- The officer presents a **valid judicial warrant, judicial subpoena, or court order** authorizing entry.

If an officer seeks entry to a nonpublic area, school staff shall, **if possible**, request valid identification and immediately notify the Site Administrator or designee.

Nothing in this policy limits the right of the school or its officials to consult with legal counsel or to challenge the validity of a warrant, subpoena, or court order.

Public Areas

Immigration enforcement officers may enter public areas of a schoolsite to the same extent as members of the general public, provided they do not disrupt school activities.

Access to Student, Family, and Employee Information

The school and its personnel shall **not disclose or provide**, verbally, in writing, or by any other means, information about:

- A pupil (including education records);
- A pupil's family or household;
- A pupil's home address, travel, or schedule; or
- A school employee or teacher,

unless the requesting officer or employee presents a **valid judicial warrant, judicial subpoena, or court order** specifically requesting such information.

This prohibition includes, to the extent practicable, all **personal information** as defined in Civil Code § 1798.3.

All requests for records or information related to immigration enforcement shall be referred immediately to the School Director or designee, who may consult with legal counsel prior to any response.

Response Procedures

If immigration enforcement officers request access to nonpublic areas or to records or information:

1. Staff shall remain calm and professional.
2. Staff shall request identification and documentation authorizing access.
3. Staff shall not consent to entry or disclosure without proper judicial authorization.
4. The School Director or designee shall be notified immediately.
5. Legal counsel may be consulted to review or challenge the request.

Notice and Posting Requirements

The school shall:

- Adopt and maintain the “**Know Your Educational Rights**” **checklist** as updated by the California Attorney General.
- Post the checklist in every language provided by the Attorney General at:
 - School administrative offices;
 - Every school site, at a location accessible to students and families; and
 - The school's website

Policy Review and Availability

This policy shall be reviewed and updated as required by law, including any updates to Education Code § 234.7 or guidance issued by the California Attorney General.

The policy shall be maintained by the school and made available to the California Department of Education upon request. The school acknowledges it may be subject to monitoring or auditing by the California Department of Education for compliance.

Training

The school shall provide guidance or training to administrators and staff, as appropriate, regarding their responsibilities under this policy.

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 5.

ACTION ITEMS TO BE CONSIDERED

Subject:

5.7 Approval of the Notice Under the Americans with Disabilities Act Policy

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

Federal Americans with Disabilities Act (ADA) requirements require the school to adopt and maintain policies ensuring equal access to programs, services, facilities, and communications for individuals with disabilities, including updated accessibility standards effective in 2026.

Fiscal Implications:

None

Contact Person/s: Shari Lovett

S-42 Notice Under the Americans with Disabilities Act

Adopted on 2/11/2026

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 ("ADA"), Northern United Charter Schools will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: Northern United Charter Schools does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: Northern United Charter Schools will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Northern United Charter Schools' programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: Northern United Charter Schools will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in Northern United Charter Schools' offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Northern United Charter Schools should contact the office of Shari Lovett at (707) 445-2660 as soon as possible, but no later than 48 hours before the scheduled event.

The ADA does not require Northern United Charter Schools to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of Northern United Charter Schools is not accessible to persons with disabilities should be directed to Shari Lovett at (707) 445-2660.

Northern United Charter Schools will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

Northern United Charter Schools Grievance Procedure under The Americans with Disabilities Act

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA"). It may be used by anyone who wishes to file a complaint

alleging discrimination on the basis of disability in the provision of services, activities, programs, or benefits by the Northern United Charter Schools.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, and phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible, but no later than 60calendar days after the alleged violation to:

Shari Lovett
ADA Coordinator & School Director
2100 Campton Rd., Suite H
Eureka, CA 95503
(707) 445-2660

Within 15 calendar days after receipt of the complaint, Shari Lovett (or her designee) will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Shari Lovett (or her designee) will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of Northern United Charter Schools and offer options for substantive resolution of the complaint.

If the response by Shari Lovett (or her designee) does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision within 15 calendar days after receipt of the response to Northern United Charter Schools' Board of Directors.

Within 15 calendar days after receipt of the appeal, the Northern United Charter Schools' Board of Directors (or its designee) will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Northern United Charter Schools' Board of Directors (or its designee) will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by Shari Lovett (or her designee), appeals to the Northern United Charter Schools' Board of Directors (or its designee), and responses from these two offices will be retained by Northern United Charter Schools for at least three years.

Agenda Item 5.

ACTION ITEMS TO BE CONSIDERED

Subject:

5.8 Approval of the Amendment to Attachment A of the Memorandum Of Understanding Between NU-HCS and NU-SCS

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

Because NU-HCS and NU-SCS have the same federal tax ID number, the payroll for those employees working for both entities must be completed by one county office. HCOE completes the payroll for some individuals and the individuals are paid by NU-HCS. NU-SCS reimburses NU-HCS for their share of the cost of these employees. The MOU, along with Attachments and B, were adopted in September. However, Attachment A needed to be amended due to changes in course offerings and changes in the FTE of some staff. I've included both the original Attachment A and the amended version for comparison.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Kelley Withers



Northern United Charter Schools

Learning Today, Leading Tomorrow

2120 Campton Rd, Suite H
 Eureka, California 95503
 Ph#: 707/445-2660
 Fax#: 707/445-2430
 nuarters.org

School Director

Shari Lovett

Board of Directors

Rosemary Kunkler – President

Brian Payton – Vice President

Jere Cox

Barbara Boerger

FISCAL YEAR 2025-2026 ATTACHMENT A

Qty.	Employee	Position	FTE	Contracted Services
1	Churchill, Janna	Director of Special Education	.30	\$38,545.20
1	Hayhurst, Melody	Office Technician	.20	\$6,066.93
1	Jeffares, Amanda	Registrar	.30	\$30,641.40
1	Jespersen, Shelley	Food Service Coordinator	.30	\$21,811.74
1	Lovett, Shari	Director	.30	\$55,333.07
1	McFarland, Tamara	Director of Human Resources	.20	\$24,231.10
1	Mueller, Timothy	Director of Technology	.20	\$24,068.52
1	Rinehart, Shannon	Learning Record Checker	.30	\$30,044.59
1	Rybeck-Davis, Rebekah	Regional Director	.10	\$13,953.50
1	Shickle, Hannah	Reading Intervention	.10	(\$5,573.77)
1	Walkner, Laura	SPED Teacher	.90	\$77,382.00
1	Withers, Kelley	Chief Business Official	.30	\$43,606.13
		Subtotal		\$360,110.40

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 5.

ACTION ITEMS TO BE CONSIDERED

Subject:

5.9 Approval of Update to Wellness Policy

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

Our food service coordinator updated the policy to align with current legal requirements.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Shelley Jespersen

S-35 Wellness Policy

Adopted on 2/25/2020, 11/10/2021

Revised and Adopted on 1/18/2022, 2/11/2026

Northern United Charter Schools recognizes the link between student health and learning and desires to provide a comprehensive program promoting healthy eating and physical activity for Northern United Charter Schools' students. The Northern United Charter Schools' School Director or designee shall coordinate and align School efforts to support student wellness through health education, physical education and activity, health services, nutrition services, psychological and counseling services, and a safe and healthy school environment. In addition, the Northern United Charter Schools' School Director or designee shall develop strategies for promoting staff wellness and for involving parents/guardians and the community in reinforcing students' understanding and appreciation of the importance of a healthy lifestyle.

School Wellness Council

The Northern United Charter Schools' School Director or designee shall encourage parents/guardians, students, food service employees, physical education teachers, school health professionals, Board members, school administrators, and members of the public to participate in the development, implementation, and periodic review and update of the Northern United Charter Schools' student Wellness Policy. (42 USC 1758b; 7 CFR 210.30)

To fulfill this requirement, the Northern United Charter Schools' School Director or designee may appoint a school wellness council or other school committee and a wellness council coordinator. The council may include representatives of the groups listed above, as well as health educators, curriculum directors, counselors, before- and after-school program staff, health practitioners, and/or others interested in school health issues.

The Northern United Charter Schools' School Director or designee may make available to the public and school community a list of the names, position titles, and contact information of the wellness council members.

The wellness council shall advise the Charter School on health-related issues, activities, policies, and programs. At the discretion of the Northern United Charter Schools' School Director or designee, the duties of the council may also include the planning, implementation, and evaluation of activities to promote health within the school or community.

Goals for Nutrition, Physical Activity, and Other Wellness Activities

The Northern United Charter Schools' Board of Directors shall adopt specific goals for nutrition promotion and education, physical activity, and other school-based activities that promote student wellness. In developing such goals, the Board shall review and consider evidence-based strategies and techniques. (42 USC 1758b; 7 CFR 210.30)

Northern United Charter Schools' nutrition education and physical education programs shall be

based on research, shall be consistent with the expectations established in the state's curriculum frameworks and content standards, and shall be designed to build the skills and knowledge that all students need to maintain a healthy lifestyle.

The nutrition education program shall include, but is not limited to, information about the benefits of healthy eating for learning, disease prevention, weight management, and oral health. Nutrition education shall be provided as part of the health education program and, as appropriate, shall be integrated into other academic subjects in the regular educational program and school-day activities.

All Northern United Charter Schools' students shall be provided opportunities to be physically active on a regular basis. Opportunities for moderate to vigorous physical activity shall be provided through physical education and recess and may also be provided through school athletic programs, extracurricular activities, classroom-based physical activity breaks, programs encouraging students to walk or bicycle to and from school, and other structured and unstructured activities offered during the school day.

The Northern United Charter Schools' Board of Directors may enter into a joint use agreement or memorandum of understanding to make the Charter Schools' facilities or grounds available for recreational or sports activities outside the school day, and/or to use community facilities to expand students' access to opportunity for physical activity.

Professional development may be regularly offered to the nutrition program director, managers, and staff, as well as health education teachers, physical education teachers, coaches, activity supervisors, and other staff as appropriate to enhance their knowledge and skills related to student health and wellness.

In order to ensure that students have access to comprehensive health services, Northern United Charter Schools may provide access to health services at or near school locations and/or may provide referrals to community resources.

The Northern United Charter Schools' Board of Directors recognizes that a safe, positive school environment is also conducive to students' physical and mental health and thus prohibits bullying and harassment of all students, including bullying on the basis of weight or health condition.

The Northern United Charter Schools' School Director or designee shall encourage staff to serve as positive role models for healthy eating and physical fitness. He/she shall promote work-site wellness programs and may provide opportunities for regular physical activity among employees.

Nutrition Guidelines for All Foods Available at School

For all foods and beverages available on each campus during the school day, the School shall adopt nutrition guidelines which are consistent with 42 USC 1758, 1766, 1773, and 1779 and federal regulations and which support the objectives of promoting student health and reducing childhood obesity. (42 USC 1758b)

In order to maximize the Charter School's ability to provide nutritious meals and snacks, all School locations shall participate in available federal school nutrition programs, including the National School Lunch and School Breakfast Programs and after-school snack programs, to the extent possible. When approved by the California Department of Education, the Charter School may sponsor a summer meal program.

The Northern United Charter Schools' School Director or designee shall provide access to free, potable water in the food service area during meal times in accordance with Education Code 38086 and 42 USC 1758, and shall encourage students' consumption of water by educating them about the health benefits of water and by serving water in an appealing manner.

The Northern United Charter Schools' Board of Directors believes that all foods and beverages sold to students at the school, including those available outside the school's reimbursable food services program, should support the health curriculum and promote optimal health. Nutrition standards adopted by the Charter School for foods and beverages provided through student stores, vending machines, or other venues shall meet or exceed state and federal nutrition standards.

The Northern United Charter Schools' School Director or designee shall encourage school organizations to use healthy food items or non-food items for fundraising purposes. He/she also shall encourage school staff to avoid the use of non-nutritious foods as a reward for students' academic performance, accomplishments, or classroom behavior.

Northern United Charter Schools' staff shall encourage parents/guardians or other volunteers to support the School's nutrition education program by considering nutritional quality when selecting any snacks which they may donate for occasional class parties. Class parties or celebrations shall be held after the lunch period when possible.

To reinforce the Charter School's nutrition education program, the Northern United Charter Schools' Board of Directors prohibits the marketing and advertising of foods and beverages that do not meet nutrition standards for the sale of foods and beverages on campus during the school day. (7 CFR 210.30)

Program Implementation and Evaluation

The Northern United Charter Schools' School Director designates the individual(s) identified below as the individual(s) responsible for ensuring that each school site complies with the school's wellness policy. (42 USC 1758b; 7 CFR 210.30)

Shari Lovett – School Director
(707) 445-2660 x110
slovett@nucharters.org

The Northern United Charter Schools' School Director or designee shall assess the implementation and effectiveness of this policy at least once every three years. (42 USC 1758b;

7 CFR 210.30)

The assessment shall include the extent to which Northern United Charter Schools is in compliance with this policy, the extent to which this policy compares to model wellness policies available from the U.S. Department of Agriculture, and a description of the progress made in attaining the goals of the wellness policy. (42 USC 1758b)

The Northern United Charter Schools' School Director or designee shall invite feedback on the Charter School and charter school wellness activities from food service personnel, school administrators, the wellness council, parents/guardians, students, teachers, before- and after-school program staff, and/or other appropriate persons.

The Northern United Charter Schools' Board of Directors and the Northern United Charter Schools' Director or designee shall establish indicators that will be used to measure the implementation and effectiveness of the Charter School activities related to student wellness. Such indicators may include, but are not limited to:

- Descriptions of the Charter School's nutrition education, physical education, and health education curricula and the extent to which they align with state academic content standards and legal requirements
- An analysis of the nutritional content of school meals and snacks served in all Charter School programs, based on a sample of menus and production records
- Student participation rates in all school meal and/or snack programs, including the number of students enrolled in the free and reduced-price meals program compared to the number of students eligible for that program
- Extent to which foods and beverages sold on campus outside the food services program, such as through vending machines, student stores, or fundraisers, comply with nutrition standards
- Extent to which other foods and beverages that are available on campus during the school day, such as foods and beverages for classroom parties, school celebrations, and rewards/incentives, comply with nutrition standards
- Results of the state's physical fitness test at applicable grade levels
- Number of minutes of physical education offered at each grade span, and the estimated percentage of class time spent in moderate to vigorous physical activity
- A description of the Charter School's efforts to provide additional opportunities for physical activity outside of the physical education program
- A description of other school wide or school-based wellness activities offered, including the number of sites and/or students participating, as appropriate

As feasible, the assessment report may include a comparison of results across multiple years, a comparison of the Charter School data with county, statewide, or national data, and/or a comparison of wellness data with other student outcomes such as academic indicators or student discipline rates.

In addition, the Northern United Charter Schools' School Director or designee shall prepare and maintain the proper documentation and records needed for the administrative review of the

Northern United Charter Schools' Wellness Policy conducted by the California Department of Education (CDE) every three years.

The assessment results of both Northern United Charter Schools and state evaluations shall be submitted to the Northern United Charter Schools' Board of Directors for the purposes of evaluating policy and practice, recognizing accomplishments, and making policy adjustments as needed to focus school resources and efforts on actions that are most likely to make a positive impact on student health and achievement.

Notifications

The Northern United Charter Schools' School Director or designee shall inform the public about the content and implementation of the Northern United Charter Schools' Wellness Policy and shall make the policy, and any updates to the policy, available to the public on an annual basis. He/she shall also inform the public of the Charter School's progress towards meeting the goals of the Wellness Policy, including the availability of the triennial School assessment. (Education Code 49432; 42 USC 1758b; 7 CFR 210.30)

The Northern United Charter Schools' School Director or designee shall distribute this information through the most effective methods of communication, including school or school newsletters, handouts, parent/guardian meetings, School websites, and other communications. Outreach to parents/guardians shall emphasize the relationship between student health and wellness and academic performance. Each Northern United Charter Schools' location may post a summary of nutrition and physical activity laws and regulations prepared by the CDE.

Records

The Northern United Charter Schools' School Director or designee shall retain records that document compliance with 7 CFR 210.30, including, but not limited to, the written student wellness policy, documentation of the triennial assessment of the Wellness Policy for each Charter School site, and documentation demonstrating compliance with the community involvement requirements, including requirements to make the policy and assessment results available to the public. (7 CFR 210.30)

Nondiscrimination Statement

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident. Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.) should contact the state or local agency that administers the program or contact USDA through the

Telecommunications Relay Service at 711 (voice and TTY). Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, [AD-3027 \(PDF\)](#), found online at How to File a Program Discrimination Complaint and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call 866-632-9992. Submit your completed form or letter to USDA by:

1. mail:
U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW, Mail Stop 9410
Washington, D.C. 20250-9410;
2. fax:
202-690-7442; or
3. email:
Program.Intake@usda.gov.

This institution is an equal opportunity provider.

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 6.
DISCUSSION ITEMS

Subject:

6.1 Presentation of LCAP Mid-Year Monitoring Report for the 2025-26 LCAP for NU-HCS

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Senate Bill 114 (2023) added Education Code 52062 (a) (6) requiring the LEA to present a report on the annual update to the Local Control and Accountability Plan (LCAP) and the local control funding formula Budget Overview for Parents (BOP) on or before February 28 each at a regularly scheduled meeting of the governing board or body of the LEA. The report includes both of the following:

All available midyear outcome data related to metrics identified in the current LCAP; and,

All available midyear expenditure and implementation data on all actions identified in the current LCAP.

See attached report.

Fiscal Implications:

None

Contact Person/s: Shari Lovett

Monitoring Goals, Actions, and Resources for the 2025-26 Local Control and Accountability Plan (LCAP)

This template is intended for internal monitoring purposes only. The 2025-26 LCAP template and instructions should be consulted when completing required documents.

(6) (A) The superintendent of the school district shall present a report on the annual update to the local control and accountability plan and the local control funding formula budget overview for parents on or before February 28 of each year at a regularly scheduled meeting of the governing board of the school district. (B) The report shall include both of the following: (i) All available midyear outcome data related to metrics identified in the current year's local control and accountability plan. (ii) All available midyear expenditure and implementation data on all actions identified in the current year's local control and accountability plan.

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Northern United - Humboldt Charter School	Shari Lovett Director	slovett@nuarters.org (707) 445-2660 Ext. 110

Goal 1

Goal Description
Northern United - Humboldt Charter School will improve student performance outcomes in all academic areas.

Expected Annual Measurable Objectives

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
1.1	Local Reading Assessment Growth	The baseline will be determined with a new local assessment during the 2024-2025 school year.	The average achievement percentile (across all grades in Reading was 51.9 in Fall and 51.6 in Winter. The average		Data not available at this time	Average achievement percentile growth (Fall to Winter): 70

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
		2023-2024 Renaissance Growth Analysis (Fall to Spring): 76% of students Met or Exceeded growth target in Reading (Parsec GO)	achievement percentile (across all grades) in Reading has decreased by 0.3.			
1.2	Local Math Assessment Growth	The baseline will be determined with a new local assessment during the 2024-2025 school year. 2023-2024 Renaissance Growth Analysis (Fall to Spring): 73% of students Met or Exceeded growth target in Math (Parsec Go)	The average achievement percentile (across all grades) in Math was 48 in Fall and 43.6 in Winter. The average achievement percentile (across all grades) in Math has decreased by 4.4.		Data not available at this time	Average achievement percentile growth (Fall to Winter): 60
1.3	ELA CAASPP Scores	All: 1.5 points below standard SED: 12.1 points below standard (2023 Dashboard)	All: 6.3 points below standard SED: 14.2 points below standard (2024 Dashboard)		All: 17.8 points below standard SED: 21.7 points below standard (2025 Dashboard)	All: 5 points above standard SED: 5 points above standard
1.4	Math CAASPP Scores	All: 31.9 points below standard SED: 39 points below standard (2023 Dashboard)	All: 33.3 points below standard SED: 39.7 points below standard (2024 Dashboard)		All: 24.9 points below standard SED: 17 points below standard (2025 Dashboard)	All: 5 points above standard SED: 5 points above standard
1.5	CA Science Test Scores	All: 33.76% met or exceeded SED: 40.35% met or exceeded SWD: 14.29% met or exceeded (2023 CAASPP-ELPAC)	All: 27.27% met or exceeded SED: 15.39% met or exceeded SWD: Too few to report (2024 CAASPP-ELPAC)		All: 37.5% met or exceeded SED: 39.13% met or exceeded SWD: Too few to report (2025 CAASPP-ELPAC)	All: 50% met or exceeded SED: 50% met or exceeded SWD: 50% met or exceeded

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
1.6	English Learner Progress	Too few to report	Too few to report		Too few to report	100% making progress toward English proficiency
1.7	English Learner Reclassification Rate	33% reclassified (CalPads)	Too few to report		Too few to report	50% reclassified
1.8	CTE Pathway Completion Rate	7.7% completion rate (2023 Dashboard)	14.8% completion rate (2024 Dashboard)		22.6% completion rate (2025 Dashboard)	15% completion rate
1.9	UC or CSU Entrance Requirement Rate	19.2% completion rate (2023 Dataquest)	48.1% completion rate (2024 Dashboard)		32.3% completion rate (2025 Dashboard)	30% completion rate
1.10	Advanced Placement Passing Rate (Score of 3 or higher)	0 students took an AP test (College Board)	50% passing rate (College Board)		75% passing rate (College Board)	50% passing
1.11	Early Assessment Program (EAP) Rate	36.85% scoring at Level 3 or 4 (2023 Dataquest)	48.68% scoring at Level 3 or 4 (2024 Dataquest)		56.96% scoring at Level 3 or 4 (2025 Dataquest)	50% scoring at Level 3 or 4

Actions & Measuring and Reporting Results

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
1.1	Instruction Employ highly qualified teachers	No	Ongoing Implementation	\$1,407,352.00	\$408,109
1.2	Academic Intervention Implement academic intervention (intervention staff/tutors/instructional aides)	Yes	Ongoing Implementation	\$889,958.00	\$379,819.00
1.3	College and Career Readiness Develop college and career readiness (college and career support staff, CTE pathways)	Yes	Ongoing Implementation	\$175,567.00	\$74,314.00

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
1.4	Special Education Services Employ special education staff	No	Ongoing Implementation	\$762,917.00	\$233,576.00

Goal 1

Goal Description

Northern United - Humboldt Charter School will improve school climate and parent/community involvement to promote and cultivate a positive, safe environment for all.

Expected Annual Measurable Objectives

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
2.1	Parent Involvement	Seek parent input in decision making, including promotion of parent participation in programs for unduplicated pupils and special need subgroups (2023-24 Local data)	Seek parent input in decision making, including promotion of parent participation in programs for unduplicated pupils and special need subgroups (2024-25 Local data)		Seek parent input in decision making, including promotion of parent participation in programs for unduplicated pupils and special need subgroups (2025-26 Local data)	Continue to seek parent input in decision making, including promotion of parent participation in programs for unduplicated pupils and special need subgroups
2.2	Attendance Rate	95.64% attendance rate (CalPads P2)	97.18% attendance rate (CalPads P2)		98.07% (CalPads P2)	98% attendance rate
2.3	Chronic Absenteeism Rate	All: 17.1% chronic absenteeism rate SED: 20.9% chronic absenteeism rate Two or More Races: 37.1% chronic absenteeism rate	All: 8% chronic absenteeism rate SED: 9.8% chronic absenteeism rate Two or More Races: 3.1% chronic absenteeism rate		All: 7.6% chronic absenteeism rate SED: 8.6% chronic absenteeism rate Two or More Races: 12.5% chronic absenteeism rate	All: 5% chronic absenteeism rate SED: 5% chronic absenteeism rate White: 5% chronic absenteeism rate SWD: 5% chronic absenteeism rate

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
		White: 13.2% chronic absenteeism rate SWD: 36.4% chronic absenteeism (2023 Dashboard)	White: 8% chronic absenteeism rate SWD: 25% chronic absenteeism (2024 Dashboard)		White: 7.6% chronic absenteeism rate SWD: 13.6% chronic absenteeism (2025 Dashboard)	
2.4	Middle School Dropout Rate	0% dropout rate (CalPads ODS 8.1b)	0% dropout rate (CalPads ODS 8.1b 2024)		0% dropout rate (CalPads 1.12 2025)	0% dropout rate
2.5	High School Dropout Rate	7.7% dropout rate (CalPads ODS 8.1b)	2.3% dropout rate (CalPads ODS 8.1b 2024)		6.45% dropout rate (CalPads ODS 15.1 2025)	0% dropout rate
2.6	High School Graduation Rate	All: 92.3% graduation rate (2023 Dashboard)	All: 85.2% graduation rate (2024 Dashboard)		All: 90.3% graduation rate (2025 Dashboard)	All: 100% graduation rate
2.7	Suspension Rate	All: .6% suspension rate SED: 1.9% suspension rate (2023 Dashboard)	All: 1.9% suspension rate SED: 2.2% suspension rate SWD: 6.3% suspension rate Two or more races: 5.5% (2024 Dashboard)		All: 1% suspension rate SED: 1.3% suspension rate SWD: 3.8% suspension rate Two or more races: 0% (2025 Dashboard)	All: 0% suspension rate SED: 0% suspension rate
2.8	Expulsion Rate	0% expulsion rate (2023 Dataquest)	0% expulsion rate (2024 Dataquest)		0% expulsion rate (2025 Dataquest)	0% expulsion rate
2.9	Sense of Safety and School Connectedness	Students: 91.65% feel safe 80% feel connected to the school Parents/Guardians: 100% feel their children are safe 82.6% feel connected to the school	Students: 68.8% feel safe at school 62.6% feel welcome and included in school Parents/Guardians: 97.8% feel school is a welcoming environment for them		Data not available at this time	Students: 100% feel safe 100% feel welcome and included in school Parents/Guardians: 100% feel school is a welcoming environment for them

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
		Staff: Sense of safety - No baseline data 81.9% feel connected to their students (2023-24 Local survey)	Staff: 92% feel school helps staff build trusting and respectful relationships with families			Staff: 100% feel school is a welcoming environment for all families
2.10	Pupil Access to a Broad Course of Study	All pupils are enrolled in a broad course of study as defined in ED Code 51220 (2023-24 Local data)	All pupils are enrolled in a broad course of study as defined in ED Code 51220 (2024-25 Local data)		All pupils are enrolled in a broad course of study as defined in ED Code 51220 (2025-26 Local data)	All pupils are enrolled in a broad course of study as defined in ED Code 51220
2.11	Teachers, Instructional Materials, and Facilities	91.67% of teachers are fully credentialed, all students have access to standards-aligned instructional materials, and facilities are in good repair (2023-24 Local data)	95.24% of teachers are fully credentialed, all students have access to standards-aligned instructional materials, and facilities are in good repair (2024-25 Local data)		Data not available at this time	100% of teachers are fully credentialed, all students have access to standards-aligned instructional materials, and facilities are in good repair
2.12	Implementation of State Standards	Academic content standards, including English learners, are fully implemented (2023-24 Local data)	Academic content standards, including English learners, are fully implemented (2024-25 Local data)		Academic content standards, including English learners, are fully implemented (2025-26 Local data)	Academic content standards, including English learners, are fully implemented

Actions & Measuring and Reporting Results

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
2.1	SEL Support Employ social/emotional counselor	Yes	Ongoing Implementation	\$104,824.00	\$41,662.00
2.2	Behavioral Intervention Implement behavioral intervention program (ORBE staff, vendors)	Yes	Ongoing Implementation	\$98,686.00	\$24,582.94

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Total Funds Budgeted	Mid-Year Expenditures
2.3	Food Program Offer food program (food services staff, vending agreements, food)	Yes	Ongoing Implementation	\$215,323.00	\$73,104.65
2.4	Community School Implement a Community School approach (Community School staff, materials and supplies)	No	Ongoing Implementation	\$187,799.00	\$53,742.86

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 6.
DISCUSSION ITEMS

Subject:

6.2 Presentation of LCAP Mid-Year Monitoring Report for the 2025-26 LCAP for NU-SCS

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Senate Bill 114 (2023) added Education Code 52062 (a) (6) requiring the LEA to present a report on the annual update to the Local Control and Accountability Plan (LCAP) and the local control funding formula Budget Overview for Parents (BOP) on or before February 28 each at a regularly scheduled meeting of the governing board or body of the LEA. See attached report.

Fiscal Implications:

None

Contact Person/s: Shari Lovett

Monitoring Goals, Actions, and Resources for the 2025-26 Local Control and Accountability Plan (LCAP)

This template is intended for internal monitoring purposes only. The 2025-26 LCAP template and instructions should be consulted when completing required documents.

(6) (A) The superintendent of the school district shall present a report on the annual update to the local control and accountability plan and the local control funding formula budget overview for parents on or before February 28 of each year at a regularly scheduled meeting of the governing board of the school district. (B) The report shall include both of the following: (i) All available midyear outcome data related to metrics identified in the current year's local control and accountability plan. (ii) All available midyear expenditure and implementation data on all actions identified in the current year's local control and accountability plan.

Local Educational Agency (LEA) Name	Contact Name and Title	Email and Phone
Northern United - Siskiyou Charter School	Shari Lovett Director	slovett@nuarters.org 707.445.2660 x110

Goal 1

Goal Description

Accomplished Students

Establish, align, and deepen the implementation of quality learning, teaching, and leadership practices.

Expected Annual Measurable Objectives

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
1.1	Academic Indicator: CAASPP ELA (Priority 4) Socioeconomically Disadvantaged (SED); White (Points below standard - California School Dashboard)	All: 83.6 points below standard SED: 83.1 points below standard White: 85.5 points below standard (2023 Dashboard)	All: 47.4 points below standard SED: 54.6 points below standard White: 42.5 points below standard (2024 Dashboard)		All: 5.4 points below standard SED: .7 points below standard White: 6.6 points below standard (2025 Dashboard)	All: 23 points below standard SED: 23 points below standard White: 23 points below
1.2	Academic Indicator: CAASPP math (P4) Socioeconomically Disadvantaged (SED); White (Points below standard - California School Dashboard)	All: 153.1 points below standard SED: 150.6 points below standard White: 146.4 points below standard (2023 Dashboard)	All: 109 points below standard SED: 115.1 points below standard White: 84.8 points below standard (2024 Dashboard)		All: 57.4 points below standard SED: 60.3 points below standard White: 34.6 points below standard (2025 Dashboard)	All: 90 points below standard SED: 90 points below standard White: 90 points below
1.3	Assessments: Screening and Diagnostic Tool Language Arts assessments (P8) (Percent of students meeting or exceeding growth target)	The baseline will be determined with a new local assessment during the 2024-2025 school year. ***New measurement***change in average percentile*** 2023-2024 Renaissance Growth Analysis (Fall to	Fall window average percentile: 54.4 Winter window average percentile: 54.4 (2024-25 local data)		Growth data will be available later this year	80% of students Met or Exceeded growth target in reading ***new desired outcome***5 point growth***

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
		Spring): 76% of students Met or Exceeded growth target in Reading (Parsec Go)				
1.4	Assessments: Screening and Diagnostic Tool Math assessments (P8) (Percent of students meeting or exceeding growth target)	The baseline will be determined with a new local assessment during the 2024-2025 school year. ***New measurement***change in average percentile*** 2023-2024 Renaissance Growth Analysis (Fall to Spring): 76% of students Met or Exceeded growth target in Reading (Parsec Go)	Fall window average percentile: 43 Winter window average percentile: 44.6 (2024-25 local data)		Growth data will be available later this year	80% of students Met or Exceeded growth target in math ***new desired outcome***5 point growth***
1.5	CA Science Test Scores (P4) (CAST percent met or exceeded)	All: 23.4% met or exceeded (2023 Dashboard)	All: 40.91% met or exceeded (2024 CA Dashboard)		All: 37.93% met or exceeded (2025 CA Dashboard)	All: 38% met or exceeded
1.6	Percentage of students with IEPs or 504 plans receiving appropriate services	100% of students received required services (2023-24 local data)	100% of students received required services (2023-24 local data)		100% of students received required services (2024-25 local data)	100% of students received required services
1.7	English Learner Progress (P4) (% of students showing progress)	[No English Learners currently] (2023 Dashboard)	[No English Learners in 2023-24] (2024 CALPADS)		Too few to report (2025 Dashboard)	100% making progress toward English proficiency

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
1.8	English Learner Reclassification Rate (P4) (% of students reclassified)	[No English Learners currently] (2023 CALPADS)	[No English Learners in 2023-24] (2024 CALPADS)		Too few to report (2025 Dashboard)	100% reclassified
1.9	CTE Pathway Completion Rate (P4) (Percentage of students completing pathway)	17.6% completion rate (2023 Data Quest)	13% completion rate (2024 CA Dashboard)		7.1% completion rate (2025 CA Dashboard)	29% completion rate
1.10	UC or CSU Entrance Requirement Rate (P4) (Percentage of students meeting entrance requirements)	29.4% completion rate (2023 Data Quest)	8.7% completion rate (2024 CA Dashboard)		3.6% completion rate (2025 CA Dashboard)	39% completion rate
1.11	Number of students that meet both a-g and CTE completion (P4) (Percentage of students meeting both a-g and CTE completion requirements)	11.8% completion rate (2023 Data Quest)	4.3% completion rate (2024 CA Dashboard)		0% completion rate (2025 CA Dashboard)	23% completion rate
1.12	Advanced Placement Passing Rate (Score of 3 or higher) (P4) (Percentage of students who took the test scoring 3 or higher)	No students took the test (2023 College Board)	No students took the test (2024 College Board)		No students took the test (2025 College Board)	50% scoring 3 or higher
1.13	Early Assessment Program (EAP) Rate (P4) (Percentage of students scoring at level 3 or 4)	0% scored at Level 3 or 4 (2023 Dataquest)	50% scored at Level 3 or 4 (2024 Dataquest)		50% scored at Level 3 or 4 (2025 Dataquest)	20% scoring at Level 3 or 4
1.14	Pupil Access to a Broad Course of Study (P7) (Percentage of students as noted in School Information System)	100% of students have access to a broad course of study (2023-24 local SIS data)	100% of students have access to a broad course of study (2024-25 local SIS data)		100% of students have access to a broad course of study (2025-26 local SIS data)	All students have access to a broad course of study

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
1.15	Teachers, Instructional Materials, and Facilities (P1) (Percentage of teachers fully credentialed)	100% of teachers are fully credentialed, 100% of students have access to standards-aligned instructional materials, and 100% of facilities are in good repair (2023-24 local and FIT data)	100% of teachers are fully credentialed, 100% of students have access to standards-aligned instructional materials, and 100% of facilities are in good repair (2024-25 local and FIT data)		100% of teachers are fully credentialed, 100% of students have access to standards-aligned instructional materials, and 100% of facilities are in good repair (2025-26 local and FIT data)	100% of teachers are fully credentialed, all students have access to standards-aligned instructional materials, and facilities in good repair
1.16	Implementation of state standards (P2) (LCFF Local Indicator self-reflection tool - average score of 3 or higher)	Average score on Priority 2 Self-Reflection Tool, including ELD - 3.57 (2023-24 local data)	Average score on Priority 2 Self-Reflection Tool, including ELD - 3.46 (2023-24 local data)		Survey not yet completed for this year.	Average score on Priority 2 Self-Reflection Tool - 4.00

Actions & Measuring and Reporting Results

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-Year Outcome Data	Other Data/Evidence (qualitative, quantitative, artifacts)	Total Funds Budgeted	Mid-Year Expenditures
1.1	Instruction Employ highly qualified teachers	No	Ongoing Implementation			\$356,534.00	\$206,489
1.2	Academic Support and Intervention Implement academic intervention to support lowest performing students	Yes	Ongoing Implementation			\$457,779.00	\$238,617

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-Year Outcome Data	Other Data/Evidence (qualitative, quantitative, artifacts)	Total Funds Budgeted	Mid-Year Expenditures
1.3	College and Career Readiness Develop college and career readiness	Yes	Ongoing Implementation			\$80,050.00	\$29,436
1.4	Special Education Services Employ special education staff	No	Ongoing Implementation			\$107,737.00	\$28,777

Goal 2

Goal Description

Supportive Environment

Institute inclusive environments where students, families, and staff feel safe and welcomed and are supported to attain goals based on high expectations.

Expected Annual Measurable Objectives

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
2.1	Attendance Rate (Priority 5) (Percentage of attendance rate)	94.73% attendance rate (PADC P2 2023)	93.53% (PADC P2 2024)		97.83% (PADC P2 2025)	98% attendance rate
2.2	Chronic Absenteeism Rate (P5) (Percentage of chronically absent)	All: 16.1% chronically absent (2023 Dashboard)	11.8% chronically absent (2024 Dashboard)		2.8% chronically absent (2025 Dashboard)	All: 7% chronic absenteeism rate
2.3	Middle School Dropout Rate (P5) (Percentage of MS dropouts)	0% dropout rate (2023 CALPADS)	7.7% dropout rate (CALPADS ODS 8.1 B)		0% dropout rate (CALPADS 1.12)	0% dropout rate
2.4	High School Dropout Rate (P5) (Percentage of HS dropouts)	17.6% dropout rate (2023 CALPADS)	3.07% dropout rate (CALPADS)		10% dropout rate (CALPADS ODS 15.1 2025)	6% dropout rate
2.5	High School Graduation Rate (P5) (Percentage of seniors who graduated on time)	All: 82.4% graduated SED: No data White: No data (2023 Dashboard)	All: 65.2% graduated SED: 63.6% graduated White: 66.7% graduated (2024 Dashboard)		All: 71.4% graduated SED: 70.4% graduated White: 72.2% graduated (2025 Dashboard)	All: 94% graduation rate SED: 94% graduation rate White: 98% graduation rate
2.6	Suspension Rate (P6)	All: 0% suspended at least one day	All: 0.6% suspended at least one day		All: 0.6% suspended at least one day	All: 0% suspended at least one day

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
	(Percentage of students suspended at least one day)	SED: No data White: No data (2023 Dashboard)"	SED: 0.7% suspended at least one day White: 1% suspended at least one day (2024 Dashboard)		SED: 0.7% suspended at least one day White: 1% suspended at least one day (2025 Dashboard)	SED: 0% suspended at least one day White :0% suspended at least one day H/L: 0% suspended at least one day
2.7	Expulsion Rate (P6) (Percentage of students expelled)	0% expulsion rate (2023 DataQuest)	0% expulsion rate (2024 DataQuest)		0% expulsion rate (2025 DataQuest)	0% expulsion rate
2.8	Sense of Safety and School Connectedness (P6) (Percentage of positive responses)	Percentage of positive responses on School Climate and Family Engagement Surveys: Students (10 responses): 80% Parents/Guardians (20 responses): 92% Staff (10 responses): 90% (2024 Local survey)	Percentage of positive responses on School Climate and Family Engagement Surveys: Students (13 responses): 96.5% Parents/Guardians (21 responses): 100% Staff (10 responses): 99% (2025 Local survey)		Survey not yet completed for this year.	Students: 100% Parents/Guardians: 100% Staff: 100%

Actions & Measuring and Reporting Results

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-Year Outcome Data	Other Data/Evidence (qualitative, quantitative, artifacts)	Total Funds Budgeted	Mid-Year Expenditures
2.1	Support non-academic needs of students Provide support to students in the areas of social/emotional learning, resiliency building, leadership skills, and behavior management, as well as a breakfast and lunch program.	Yes	Ongoing Implementation			\$42,298.00	\$5,258
2.2	School Climate	Yes	Ongoing Implementation			\$20,665.00	\$10,549

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-Year Outcome Data	Other Data/Evidence (qualitative, quantitative, artifacts)	Total Funds Budgeted	Mid-Year Expenditures
	Implement a holistic student support strategy that encompasses behavioral interventions, mental health resources, staff collaboration, safety protocols, and community engagement initiatives. This action aims to enhance overall school climate and student well-being through comprehensive support systems and community involvement.						

Goal 3

Goal Description

Empowered Community

Foster and enhance collaborations among educational partners to empower the community and positively influence student success.

Expected Annual Measurable Objectives

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
3.1	Implementation of state standards (P2) (LCFF Local Indicator self-reflection tool - average score of 3 or higher)	Average score on Priority 2 Self-Reflection Tool, including ELD - 3.57 (2023-24 local data)	Average score on Priority 2 Self-Reflection Tool, including ELD - 3.46 (2023-24 local data)		Survey not yet completed for this year.	Average score on Priority 2 Self-Reflection Tool - 4.00
3.2	Parent Involvement (P3) (Percentage of parents responding to surveys)	Survey response percentage: 17.09% (2023-24 local data)	16.6% response rate *2024 survey data included numbers of responses to two different surveys in the numerator and the number of families in the denominator. In 2025, we combined the two surveys into one, which probably impacted the numerator. (2024-25 local data)		Survey not yet completed for this year.	Survey response percentage: 30%
3.3	Support parent educators (P8) (Number or parent educator events)	Number of parent educator and support program opportunities: None (P8)	We have increased our parent educator support events from zero per year to one. (2024-25 local data)		Data not available at this time.	Number of parent educator support program opportunities: Four (P8)

Metric #	Metric	Baseline	Year 1 Outcome	Year 2 Outcome	Mid-Year Outcome Data	Desired Outcome for 2026-2027
		(2023-24 local data)				

Actions & Measuring and Reporting Results

Goal # Action #	Action Title and Description	Contributing	Implementation Level	Mid-Year Outcome Data	Other Data/Evidence (qualitative, quantitative, artifacts)	Total Funds Budgeted	Mid-Year Expenditures
3.1	Parent Engagement Develop and implement strategies to enhance parent engagement and foster stronger partnerships between families and the school to enrich other student outcomes (Priority 3 and 8). Provide resources and training to support parents educators to understand and apply standards based practices in the in-home learning (Priority 2).	Yes	Ongoing Implementation			\$22,940.00	\$7,566
3.2	Community School Practices Implement community school practices to integrate educational services, family support, and community resources within the school environment, aiming to create a holistic approach that supports student success and well-being.	No	Ongoing Implementation			\$150,000.00	\$61,265

Impact to the Budget Overview for Parents

Item	As adopted in Budget Overview for Parents	Mid-Year Update
Total LCFF Funds	\$1,925,028.00	\$1,874,360.00
LCFF Supplemental/Concentration Grants	\$428,577.00	\$419,038.00

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 6.
DISCUSSION ITEMS

Subject:

6.3 Revisions to the Board Self-Evaluation Tool

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Administrative staff has made the requested changes to the existing form for consideration by the Board.

Fiscal Implications:

None

Contact Person/s: Shari Lovett

Northern United Charter Schools Board Self Evaluation

School Year _____ / _____

Board Member Being Evaluated: _____

Date Completed: _____

	Exceeded Expectations	Met Expectations	Did Not Meet Expectations
1. Set the direction for the community's schools <ul style="list-style-type: none"> ● Focus on student learning ● Assess needs / obtain baseline data ● Generate, review, or revise setting direction documents (beliefs, vision, priorities, strategic goals, success indicators) ● Ensure an appropriate inclusive process is used ● Ensure these documents are the driving force for all efforts of the schools 			
Comments:			

	Exceeded Expectations	Met Expectations	Did Not Meet Expectations
2. Establish an effective and efficient structure for the schools <ul style="list-style-type: none"> ● Employ and support the School Director ● Establish a human resources framework that includes policies for hiring and evaluating other personnel ● Oversee the development of and adopt policies ● Set a direction for and adopt the curriculum and require data-producing assessment systems ● Establish budget priorities, adopt the budget, and oversee facilities issues 			
Comments:			

Northern United Charter Schools Board Self Evaluation

	Exceeded Expectations	Met Expectations	Did Not Meet Expectations
3. Provide support through our behavior and actions <ul style="list-style-type: none"> ● Act with professional demeanor that models the schools' beliefs and vision ● Make decisions and provide resources that support mutually agreed upon priorities and goals ● Uphold board-approved policies and support staff implementation of board direction ● Ensure a positive working climate exists ● Be knowledgeable enough about the efforts of the schools to explain them to the public 			
Comments:			

	Exceeded Expectations	Met Expectations	Did Not Meet Expectations
4. Ensure accountability to the public <ul style="list-style-type: none"> ● Evaluate the School Director ● Monitor, review, and revise policies ● Serve as a judicial and appeals body ● Monitor student achievement and program effectiveness and require program changes as indicated ● Monitor and adjust finances of the schools and periodically review facilities issues 			
Comments:			

Northern United Charter Schools Board Self Evaluation

	Exceeded Expectations	Met Expectations	Did Not Meet Expectations
5. Act as community leaders <ul style="list-style-type: none"> ● Speak with a common voice about the schools' priorities, goals, and issues ● Engage and involve the community in the schools and their activities ● Communicate clear information about policies, programs, and fiscal condition of the schools ● Educate the community and the media about the issues facing students, the schools, and public education ● Advocate for children, programs, and public education to the general public, key community members and local, state, and national leaders ● Attend graduation ceremonies and other school functions 			
Comments:			

	Exceeded Expectations	Met Expectations	Did Not Meet Expectations
6. Additional individual board member expectations <ul style="list-style-type: none"> ● Understanding of Board Officer roles - ie Chair and Vice Chair; chain of command ● Knowledge of Roberts Rules of Order ● Knowledge of NUCS bylaws and policies ● Knowledge of board member communication protocol ● Knowledge of board meeting attendance policy ● Knowledge of protocols pertaining to board member request for action and bringing up agenda items ● Completion of Agreements to Facilitate Governance Leadership form ● Additional requirements - ie fingerprinting, mandated trainings, Brown Act and Conflict of Interest trainings, complete evaluations (Director and Board Self-Evaluations), complete Form 700 			
Comments:			

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 7.
REPORTS

Subject:

7.1 Student Enrollment and Attendance Report

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Each month the Board receives this report to keep the Board apprised of enrollment and attendance patterns. As our revenue is generated by our enrollment and actual daily attendance, there are fiscal implications based on student numbers each day.

Enrollment as of 1/23/2026 (LP5):
NU-Humboldt Charter School - 341
NU-Siskiyou Charter School - 132

Attendance as of 12/12/2025 (LP4):
NU-Humboldt Charter School - 97.92%
NU-Siskiyou Charter School - 98.34%

Enrollment as of 1/24/2025 (LP5):
NU-Humboldt Charter School - 329
NU-Siskiyou Charter School - 134

Attendance as of 12/14/2024 (LP 4):
NU-Humboldt Charter School - 97.21%
NU-Siskiyou Charter School - 96.92%

Fiscal Implications:

To be determined

Contact Person/s: Shari Lovett, Amanda Jeffares

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 7.
REPORTS

Subject:

7.2 Financial Report for NU-HCS and NU-SCS

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Each month a Financial Report is given in order to keep the Board apprised of the fiscal condition of each school.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Kelley Withers

62 - CHARTER SCHOOLS ENTERPRISE FND

Fiscal Year 2025/26 January

Object	Description	Balance Forward	Budgeted	Revenue	Ending Balance
Revenue Detail					
LCFF Revenue Sources					
8011	REVENUE LIMIT ST AID-CURR YR	2,545,294.00		432,488.00	2,112,806.00
8012	REVENUE LIMIT-EPA	32,876.00			32,876.00
Total LCFF Revenue Sources		2,578,170.00	.00	432,488.00	2,145,682.00
Federal Revenue					
8181	SP ED-ENTITLEMENT PER UDC	85,706.00			85,706.00
8221	NATIONAL LUNCH PROGRAM	71,099.48			71,099.48
8290	ALL OTHER FEDERAL REVENUES	68,027.00			68,027.00
Total Federal Revenue		224,832.48	.00	.00	224,832.48
Other State Revenues					
8520	CHILD NUTRITION	36,385.21			36,385.21
8550	MANDATED COST REIMBURSEMENTS	1,207.00-			1,207.00-
8560	STATE LOTTERY REVENUE	71,040.46			71,040.46
8590	ALL OTHER STATE REVENUES	414,672.68		8,022.00	406,650.68
8595	ALL OTHER STATE REV-PRIOR YR	0.30-			.30-
Total Other State Revenues		520,891.05	.00	8,022.00	512,869.05
Other Local Revenue					
8660	INTEREST	5,079.57			5,079.57
8677	INTERAGENCY SVCS BETWEEN LEA	29,067.00			29,067.00
8699	ALL OTHER LOCAL REVENUES	436,518.27		500.00	436,018.27
8792	TRANS OF APPORTION FROM COE	120,709.00		17,964.00	102,745.00
Total Other Local Revenue		591,373.84	.00	18,464.00	572,909.84
Total Revenues		3,915,267.37	.00	458,974.00	3,456,293.37

Object	Description	Balance Forward	Budgeted	Encumbrance	Actual	Ending Balance
Expenditure Detail						
Certificated Salaries						
1100	TEACHERS SALARIES - REGULAR	814,594.51		679,370.00	133,176.50	2,048.01
1104	SPECIAL ED TEACHER	177,734.94		148,112.55	29,622.51	.12-
1132	COACHES AND SPECIAL ADVISORS	2,000.00			500.00	1,500.00
1133	SPECIAL PROJECTS TEACHER	15,526.50		12,938.75	2,587.75	.00
1140	TEACHER SALARY - SUBSTITUTES	12,256.25			1,610.00	10,646.25
1150	TEACHER SALARY - OTHER PAY	38,900.00			500.00	38,400.00
1200	CERT PUPIL SUPPORT SAL - REG	64,104.98		53,420.85	10,684.17	.04-

Selection Grouped by Account Type - Sorted by Org, Fund, Object, Filtered by (Org = 75, Starting Period = 7, Ending Period = 7, Zero Amounts? = N, Use SACS? = N, Restricted? = Y)

62 - CHARTER SCHOOLS ENTERPRISE FND

Fiscal Year 2025/26 January

Object	Description	Balance Forward	Budgeted	Encumbrance	Actual	Ending Balance
Expenditure Detail (continued)						
Certificated Salaries (continued)						
1207	PHYSICAL, MENTAL HLTH PRSNL	3,228.00			3,227.50	.50
1300	CERT SUPRVRSR' & ADMIN' SAL	65,539.96		54,616.70	10,923.34	.08-
1307	SUPERVISORS SALARIES	10,000.00				10,000.00
1350	CERT SUPRVSR & ADMN-OTH PAY	3,000.00				3,000.00
1900	OTHER CERT SALARY- REGULAR	126,808.46		106,340.45	21,268.09	800.08-
	Total Certificated Salaries	1,333,693.60	.00	1,054,799.30	214,099.86	64,794.44
Classified Salaries						
2100	CLASS INSTR AIDE SAL-REGULAR	98,118.06		56,170.80	6,882.84	35,064.42
2122	INSTR AIDE SAL HRLY-SPECL ED	5,929.00		10,608.40	2,191.50	6,870.90-
2160	COACHES & ADVISORS	4,500.00				4,500.00
2203	DRIVER	5,649.00-		5,644.80	903.00	12,196.80-
2210	FOOD SERVICE PERSONNEL	27,600.00		23,000.00	4,600.00	.00
2218	COUNSELING/CAREER TECHNICIAN	5,461.98		250.00	5,211.76	.22
2255	COMPUTER LAB TECHNICIAN	36,759.98		30,633.35	6,126.67	.04-
2304	BUSINESS MANAGER	54,750.00		45,625.00	9,125.00	.00
2307	COORDINATOR	96,138.58		80,115.78	16,023.15	.35-
2308	DIRECTOR	35,460.00		29,550.00	5,910.00	.00
2309	ADMINISTRATIVE ASSISTANT	11,564.00		9,666.00	2,008.00	110.00-
2402	ACCOUNT TECHNICIAN	42,799.00		34,493.20	7,682.00	623.80
2403	CLERICAL TECHNICIAN	18,920.34		16,174.04	1,708.88	1,037.42
2405	ATTENDANCE TECHNICIAN	30,049.96		25,041.70	5,008.34	.08-
2900	OTHER CLASS SALARIES-REGULAR	39,267.92		18,676.70	4,200.12	16,391.10
2950	OTHER CLASS SALARIES-OTH PAY	100.00-			100.00	200.00-
	Total Classified Salaries	501,569.82	.00	385,649.77	77,681.26	38,238.79
Employee Benefits						
3101	STRS - CERTIFICATED	418,951.54		190,102.25	38,312.69	190,536.60
3201	PERS - CERTIFICATED	19,077.32		15,898.35	3,179.67	.70-
3202	PERS - CLASSIFIED	129,674.74		96,498.11	19,209.71	13,966.92
3311	SOCIAL SECURITY-CERTIFICATED	3,966.27		3,918.75	868.38	820.86-
3312	SOCIAL SECURITY-CLASSIFIED	30,841.80		24,009.46	4,836.06	1,996.28
3331	MEDICARE-CERTIFICATED	19,229.44		15,390.05	3,123.55	715.84
3332	MEDICARE-CLASSIFIED	7,214.90		5,615.19	1,131.00	468.71
3411	HEALTH & WELFARE BENEFITS-CRT	387,361.71		316,828.57	63,365.74	7,167.40
3412	HEALTH & WELFARE BENEFITS-CLS	104,526.13		89,311.07	19,167.82	3,952.76-
3501	ST UNEMPLOYMENT INS-CERTIF	669.03		526.80	106.93	35.30

Selection Grouped by Account Type - Sorted by Org, Fund, Object, Filtered by (Org = 75, Starting Period = 7, Ending Period = 7, Zero Amounts? = N, Use SACS? = N, Restricted? = Y)

62 - CHARTER SCHOOLS ENTERPRISE FND

Fiscal Year 2025/26 January

Object	Description	Balance Forward	Budgeted	Encumbrance	Actual	Ending Balance
Expenditure Detail (continued)						
Employee Benefits (continued)						
3502	ST UNEMPLOYMENT INS-CLASSIFD	251.95		192.00	38.66	21.29
3601	WORKER'S COMP-CERTIFICATED	11,095.99		8,744.45	1,774.94	576.60
3602	WORKER'S COMP-CLASSIFIED	4,201.70		3,186.96	641.97	372.77
	Total Employee Benefits	1,137,062.52	.00	770,222.01	155,757.12	211,083.39
Books and Supplies						
4110	TEXTBOOKS	18,054.95		688.68	64.93	17,301.34
4310	MATERIALS & SUPPLIES	216,167.41		182.40-	2,675.61	213,674.20
4312	SUBSCRIPTIONS/PERIODICALS	2,690.00				2,690.00
4314	TESTS	564.00				564.00
4351	OFFICE SUPPLIES	2,464.54				2,464.54
4361	VEHICLE SUPPLIES	102.55				102.55
4364	GASOLINE	9,622.04			1,046.57	8,575.47
4374	CUSTODIAL SUPPLIES	5,688.52		159.35	144.22	5,384.95
4377	GROUNDS SUPPLIES	892.31				892.31
4381	BUILDING MAINTENANCE SUPPLS	1,560.45				1,560.45
4382	SMALL TOOLS	61.00				61.00
4383	LOCKS AND KEYS	183.00				183.00
4384	REPAIR PARTS-BUILDING	210.00				210.00
4393	WORKSHOP REFRESHMENTS	4,270.42				4,270.42
4396	FOOD SERVICE SUPPLIES	547.10				547.10
4400	EQUIPMENT	500.77				500.77
4445	COMPUTERS	18,840.00				18,840.00
4453	OTHER TECHNOLOGY	500.00				500.00
4710	FOOD	2,365.57				2,365.57
	Total Books and Supplies	285,284.63	.00	665.63	3,931.33	280,687.67
Services and Other Operating Expenditures						
5100	SUBAGREEMENTS FOR SERVICES	27,569.00				27,569.00
5201	EMPLOYEE MILEAGE	16,532.63			203.14	16,329.49
5210	TRAVEL & CONFERENCES	73,667.15		425.00-	4,370.49	69,721.66
5261	BUS TICKETS FOR STUDENTS	1,700.00				1,700.00
5300	DUES & MEMBERSHIPS	5,194.17				5,194.17
5450	OTHER INSURANCE	740.08		116.91-	116.91	740.08
5510	HEATING FUEL	85.00				85.00
5512	PROPANE	522.47				522.47
5520	ELECTRICITY SERVICES	13,517.24		1,697.40-	1,697.40	13,517.24

Selection Grouped by Account Type - Sorted by Org, Fund, Object, Filtered by (Org = 75, Starting Period = 7, Ending Period = 7, Zero Amounts? = N, Use SACS? = N, Restricted? = Y)

62 - CHARTER SCHOOLS ENTERPRISE FND

Fiscal Year 2025/26 January

Object	Description	Balance Forward	Budgeted	Encumbrance	Actual	Ending Balance
Expenditure Detail (continued)						
Services and Other Operating Expenditures (continued)						
5530	WATER SERVICES	3,031.00		840.75-	840.75	3,031.00
5560	WASTE DISPOSAL	2,346.02		1,492.60-	1,492.60	2,346.02
5610	RENTALS AND LEASES	16.00		80.30-	80.30	16.00
5612	RENTALS AND LEASES-BUILDINGS	2,232.00		21,232.00-	21,232.00	2,232.00
5623	RENTALS AND LEASES-EQUIPMENT	12,960.44		823.74-	823.74	12,960.44
5628	RENTALS AND LEASES-OTHER	227.00				227.00
5633	REPAIRS-VEHICLES	178.01				178.01
5637	MAINTENANCE AGREEMENTS	4,112.67		1,627.48-	1,627.48	4,112.67
5640	LEASE INTEREST EXPENSE	1,728.00				1,728.00
5800	CONTRACTED SERVICES	483,298.73		20,962.20-	50,732.09	453,528.84
5801	STUDENT TRAVEL/FIELDTRIPS	2,517.00				2,517.00
5805	PRINTING SERV-OUTSIDE VENDOR	1,140.37				1,140.37
5812	LIBRARY CONTRACT	600.00				600.00
5819	OTHER INTER-LEA CONTRACTS	115,655.00				115,655.00
5822	AUDIT FEES	52,324.45			1,995.00	50,329.45
5823	LEGAL FEES	11,073.00			474.00	10,599.00
5831	ADVERTISEMENT	4,221.66			1,212.00	3,009.66
5845	INFORMTN NETWORK SERV CONTR	11,361.00				11,361.00
5861	FINGERPRINTING	486.00		49.00-	49.00	486.00
5868	OTHER EMPLOYMENT COSTS	2.00				2.00
5881	OTHER CHARGES/FEES	7,725.00			69.90	7,655.10
5884	LICENSE, PERMIT, USE FEE, TX	415.00				415.00
5888	OTHER OPERATING EXPENSE	80,952.00				80,952.00
5909	TELEPHONE/COMMUNICATIONS	1,438.48				1,438.48
5922	TELEPHONE LINES - TECHNOLOGY	7,639.14		398.46-	398.46	7,639.14
5950	POSTAGE	3,245.32			19.14	3,226.18
Total Services and Other Operating Expenditures		950,453.03	.00	49,745.84-	87,434.40	912,764.47
6600 - 6999						
6900	DEPRECIATION EXPENSE	23,854.00				23,854.00
6910	AMORTIZATION EXP —LEASE ASSETS	6,546.00				6,546.00
Total 6600 - 6999		30,400.00	.00	.00	.00	30,400.00
Tuition						
7142	OTH TUITN, EXCESS CSTS> COE	3,180.00				3,180.00
Total Tuition		3,180.00	.00	.00	.00	3,180.00

62 - CHARTER SCHOOLS ENTERPRISE FND

Fiscal Year 2025/26 January

Total Expenditures	4,241,643.60	.00	2,161,590.87	538,903.97	1,541,148.76
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Excess Revenues (Expenditures)				(79,929.97)	
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Account classifications selected						Field ranges selected				
	FD	RESC	Y	OBJT	GOAL	FUNC	SCH	LOCAL	FI	RANGE
1.	-	-	-	-	-	-	-	-		
2.	-	-	-	-	-	-	-	-		
3.	-	-	-	-	-	-	-	-		
4.	-	-	-	-	-	-	-	-		
5.	-	-	-	-	-	-	-	-		
6.	-	-	-	-	-	-	-	-		
7.	-	-	-	-	-	-	-	-		
8.	-	-	-	-	-	-	-	-		
9.	-	-	-	-	-	-	-	-		
10.	-	-	-	-	-	-	-	-		

Primary sort/rollup levels: FD
 Income summary level: 4
 Expense summary level: 4
 Data source: GLSTEX Standard Extract
 Report template: /var/opt/qss/data/CTFAR300: 07/07/2020 17:07:13
 Budget type: W Working
 Include budget transfers: N
 GL Transactions: B Approved and Unapproved
 Exclude Pre-encumbrances: N
 Use Reference Values: N
 Restricted Fld Nbr: 02 RESOURCE
 Separation Option: No Separation of Restricted and UnRestricted
 Extraction Type: Restricted and UnRestricted
 Report prepared: 02/03/2026 09:50:46

FUND :01 GENERAL FUND

OBJECT	Beg. Balance/ Adjusted Budget	Current Activity	Year to date Activity	Encumbrances	Balance	%used

Beginning balance						
9110 CASH IN COUNTY TREASURY	0.00	0.00	272.00	0.00	272.00	
9556 MISC DISTRICT VOL-DEDS	0.00	0.00	272.00-	0.00	272.00-	
TOTAL Beginning balance	0.00	0.00	0.00	0.00	0.00	
**Fund balance	0.00	0.00	0.00			**

01/01/2026 - 01/31/2026

FUND :62 CHARTER SCH. ENTERPRISE FUND

OBJECT	Beg. Balance/ Adjusted Budget	Current Activity	Year to date Activity	Encumbrances	Balance	%used
Beginning balance						
9110 CASH IN COUNTY TREASURY	2,068,567.32	191,965.31-	194,878.08	0.00	2,263,445.40	
9209 A/R SET-UP ODD YEARS	40,740.70	0.00	0.00	0.00	40,740.70	
9210 A/R POST	209,745.83	0.00	219,965.83-	0.00	10,220.00-	
9330 PREPAID EXPENDITURES	21,872.12	0.00	0.00	0.00	21,872.12	
9420 LAND IMPROVEMENTS	77,215.00	0.00	0.00	0.00	77,215.00	
9425 ACC. DEP.-LAND IMPROVEMENTS	184,724.30-	0.00	0.00	0.00	184,724.30-	
9435 ACCUMULATED DEPREC-BLDG	7,386.30-	0.00	0.00	0.00	7,386.30-	
9440 EQUIPMENT	155,609.00	0.00	0.00	0.00	155,609.00	
9445 ACCUMULATED DEPREC-EQUIPMENT	16,366.52-	0.00	0.00	0.00	16,366.52-	
9460 LEASE ASSETS	147,082.61	0.00	0.00	0.00	147,082.61	
9508 USE TAX LIABILITY	0.00	0.00	124.51-	0.00	124.51-	
9509 ACCOUNTS PAYABLE SET UP-ODD YR	202,911.48-	0.00	0.00	0.00	202,911.48-	
9510 ACCOUNTS PAYABLE CURRENT LIAB	23,149.56-	0.00	43,638.17	0.00	20,488.61	
9511 STRS PASS THROUGH	1,434.50	0.00	0.00	0.00	1,434.50	
9512 PERS PASS THROUGH	0.00	0.00	0.00	0.00	0.00	
9513 OASDHI PASS THROUGH	0.00	0.00	0.00	0.00	0.00	
9514 H & W PASS THROUGH	0.00	20,335.05-	12,647.43	0.00	12,647.43	
9515 SUI PASS THROUGH	0.00	0.00	0.00	0.00	0.00	
9516 W/COMP PASS THROUGH	0.00	0.00	0.00	0.00	0.00	
9518 MEDICARE PASS THROUGH	0.00	0.00	0.00	0.00	0.00	
9556 MISC DISTRICT VOL-DEDS	3,370.26-	0.00	0.00	0.00	3,370.26-	
9590 DUE TO OTHER GOVERNMENTS	410,258.37-	0.00	0.00	0.00	410,258.37-	
9650 DEFERRED REVENUE	38,575.00-	0.00	0.00	0.00	38,575.00-	
9660 SUBSCRIPTION LIABILITIES	147,245.36-	0.00	0.00	0.00	147,245.36-	
TOTAL Beginning balance	1,688,279.93	212,300.36-	31,073.34	0.00	1,719,353.27	
Current year revenue						
8011 STATE AID - CURRENT YEAR	1,828,415.00	174,582.66	1,071,661.31	0.00	756,753.69	58.6
8012 EPA REVENUE	24,700.00	0.00	12,904.00	0.00	11,796.00	52.2
8096 TRANSFERS TO CHART. IN LIEU TX	21,245.00	0.00	21,245.00	0.00	0.00	100.0
8182 SPEC ED-DISCRETIONARY GRANTS	1,488.00	0.00	0.00	0.00	1,488.00	0.0
8290 ALL OTHER FEDERAL REVENUES	73,897.00	0.00	42,890.19	0.00	31,006.81	58.0
8550 MANDATED COST REIMBURSEMENTS	4,538.00	0.00	5,231.00	0.00	693.00-	115.3
8560 STATE LOTTERY REVENUE	33,592.00	13,185.53	20,112.11	0.00	13,479.89	59.9
8590 ALL OTHER STATE REVENUES	395,345.00	2,450.34	183,345.77	0.00	211,999.23	46.4
8660 INTEREST	5,000.00	20,610.72	20,610.72	0.00	15,610.72-	412.2
8699 ALL OTHER LOCAL REVENUES	5,000.00	0.00	5,487.93	0.00	487.93-	109.8
8792 TF OF APPORT FROM COE	1,568.00	0.00	0.00	0.00	1,568.00	0.0
8980 CONTRIBUTIONS FR UNRESTR REV	0.00	0.00	0.00	0.00	0.00	N/A
TOTAL Current year revenue	2,394,788.00	210,829.25	1,383,488.03	0.00	1,011,299.97	
*TOTAL Beginning balance + Revenue	4,083,067.93	1,899,109.18	3,071,767.96			*

01/01/2026 - 01/31/2026

FUND :62 CHARTER SCH. ENTERPRISE FUND

OBJECT	Beg. Balance/ Adjusted Budget	Current Activity	Year to date Activity	Encumbrances	Balance	%used
Expense						
1100	CERTIFICATED TEACHERS SALARIES	525,122.25	44,993.89	257,192.41	264,577.77	3,352.07 99.4
1150	NUCS TUTOR	20,000.00	0.00	282.51	0.00	19,717.49 1.4
1200	CERT PUPIL SUPPORT SALARY	76,500.00	6,375.00	31,875.00	44,041.69	583.31 99.2
1300	CERTIFICATED SUPERV & ADM SAL	74,600.00	3,362.49	29,077.03	16,354.15	29,168.82 60.9
2100	INSTRUCTIONAL AIDE SALARIES	0.00	805.00	6,982.10	3,900.00	10,882.10- N/A
2200	CLASSIFIED SUPPORT SALARIES	15,072.75	1,039.50	6,962.72	5,197.50	2,912.53 80.7
2400	CLERICAL/TECHNICAL/OFFICE SAL	123,742.00	10,150.80	67,448.81	50,545.65	5,747.54 95.4
2900	OTHER CLASSIFIED SALARIES	25,295.00	1,460.50	9,464.00	7,177.50	8,653.50 65.8
2970	OTHER CLASSIFIED SUBSTITUTE	0.00	783.75	2,417.25	0.00	2,417.25- N/A
3101	STRS CERTIFICATED	163,252.56	9,088.71	42,501.06	45,078.89	75,672.61 53.6
3201	PERS CERTIFICATED	28,030.00	3,324.44	21,984.20	16,622.19	10,576.39- 137.7
3202	PERS CLASSIFIED	43,997.82	3,442.98	22,846.89	16,263.79	4,887.14 88.9
3301	SOCIAL SECURITY CERTIFICATED	6,482.00	705.05	4,745.41	4,205.67	2,469.08- 138.1
3302	SOCIAL SECURITY CLASSIFIED	10,174.81	877.09	5,754.27	4,142.88	277.66 97.3
3311	MEDICARE - CERTIFICATED	10,095.25	788.91	4,585.27	4,712.10	797.88 92.1
3312	MEDICARE - CLASSIFIED	2,379.59	205.12	1,345.72	968.89	64.98 97.3
3401	HEALTH & WELFARE CERTIFICATED	176,400.00	14,155.00	79,134.00	70,775.00	26,491.00 85.0
3402	HEALTH & WELFARE CLASSIFIED	46,188.00	5,303.00	32,759.00	26,515.00	13,086.00- 128.3
3501	UNEMPLOYMENT - CERTIFICATED	348.15	27.19	158.03	161.62	28.50 91.8
3502	UNEMPLOYMENT - CLASSIFIED	82.07	7.07	46.37	33.19	2.51 96.9
3601	WORKERS COMP - CERTIFICATED	5,778.67	369.95	2,150.21	2,207.64	1,420.82 75.4
3602	WORKERS COMP - CLASSIFIED	1,362.12	96.18	631.08	453.75	277.29 79.6
4100	APPRVD TEXTBKS/CORE CURRICULA	22,027.00	0.00	10,702.76	8,697.53	2,626.71 88.1
4200	BOOKS AND REFERENCE MATERIALS	1,000.00	0.00	0.00	0.00	1,000.00 0.0
4300	SUPPLIES	113,447.00	3,003.56	27,662.09	634.60	85,150.31 24.9
5200	TRAVEL & CONFERENCE	38,252.00	18,147.91	28,732.28	4,410.61	5,109.11 86.6
5300	DUES & MEMBERSHIPS	18,304.00	2,270.75	4,541.50	0.00	13,762.50 24.8
5400	INSURANCE	58,000.00	58,463.00	58,463.00	58,147.50	58,610.50- 201.1
5500	OPERATION & HOUSEKEEPING SERV	3,000.00	345.88	2,421.16	6,733.24	6,154.40- 305.1
5520	ELECTRICITY	21,000.00	2,152.92	8,208.57	85,031.43	72,240.00- 444.0
5530	WATER&/OR SEWAGE	2,000.00	107.51	748.97	2,851.03	1,600.00- 180.0
5550	DISPOSAL/GARBAGE REMOVAL	1,050.00	59.75	851.57	534.63	336.20- 132.0
5600	RENTALS, LEASES & REPAIRS,N.C.	14,100.00	1,404.16	7,432.53	25,327.77	18,660.30- 232.3
5612	NORTH UNITED RENT/LEASE BLDG	155,034.00	25,084.00	112,878.00	69,811.68	27,655.68- 117.8
5710	TRANSFERS OF DIRECT COSTS	0.00	0.00	0.00	0.00	0.00 N/A
5800	PROFES'L/CONSULTG SVCS/OP EXP	594,825.00	187,953.46	430,513.82	365,322.77	201,011.59- 133.8
5801	LEGAL FEES	3,000.00	1,491.50	2,571.00	0.00	429.00 85.7
5830	AUDIT FEES	25,000.00	15,225.00	24,937.50	0.00	62.50 99.8
5861	NORTH UNITED FINGERPRINTING	0.00	0.00	182.00	0.00	182.00- N/A
5864	CO-OP / SCOE	4,700.00	0.00	0.00	0.00	4,700.00 0.0
5881	NORTH UNITED OTHER CHGS/FEES	1,000.00	0.00	110.25	0.00	889.75 11.0
5912	COMMUN - INTERNET SVCS/LINES	4,560.00	0.00	0.00	0.00	4,560.00 0.0
5922	COMMUNICATION - TELEPHONE SVCS	5,500.00	58.59	712.94	5,954.86	1,167.80- 121.2
5930	COMMUNICATION - POSTAGE/METER	1,675.00	0.00	401.41	9,198.59	7,925.00- 573.1
6900	DEPRECIATION EXPENSE	38,508.00	0.00	0.00	0.00	38,508.00 0.0
7142	OTH TUIT,EXC CST PMT TO COE	23,150.00	0.00	0.00	0.00	23,150.00 0.0
7310	TRANSFERS OF INDIRECT COSTS	0.00	0.00	0.00	0.00	0.00 N/A
TOTAL	Expense	2,504,035.04	423,129.61	1,352,414.69	1,226,591.11	74,970.76-

FUND :62 CHARTER SCH. ENTERPRISE FUND

OBJECT	Beg. Balance/ Adjusted Budget	Current Activity	Year to date Activity	Encumbrances	Balance	%used
Ending balance						
9790 FUND BAL-UNDESIG/UNAPPROP	120,560.28	0.00	0.00	0.00	120,560.28	
9791 FUND BAL-BEGINNING BALANCE	1,688,279.93-	0.00	0.00	0.00	1,688,279.93-	
TOTAL Ending balance	1,567,719.65-	0.00	0.00	0.00	1,567,719.65-	
**Fund balance	1,579,032.89	1,475,979.57	1,719,353.27			**

FUND :77 SCHOOL / PAYROLL CLEARING 995

OBJECT	Beg. Balance/ Adjusted Budget	Current Activity	Year to date Activity	Encumbrances	Balance	%used

Beginning balance						
9110 CASH IN COUNTY TREASURY	202,584.63-	0.00	2,724.82-	0.00	205,309.45-	
9620 DUE TO OTHER AGENCIES	202,584.63	0.00	2,724.82	0.00	205,309.45	
TOTAL Beginning balance	0.00	0.00	0.00	0.00	0.00	
**Fund balance	0.00	0.00	0.00			**

FUND :87 AP CLEARING (994)

OBJECT	Beg. Balance/ Adjusted Budget	Current Activity	Year to date Activity	Encumbrances	Balance	%used

Beginning balance						
9110 CASH IN COUNTY TREASURY	1,280,988.95-	24,254.83-	567,679.65-	0.00	1,848,668.60-	
9620 DUE TO OTHER AGENCIES	1,280,988.95	24,254.83	567,679.65	0.00	1,848,668.60	
TOTAL Beginning balance	0.00	0.00	0.00	0.00	0.00	
*TOTAL Beginning balance + Revenue	0.00	0.00	0.00			*
**Fund balance	0.00	0.00	0.00			**

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 7.
REPORTS

Subject:

7.3 2024 NUCS Federal & State Tax Returns

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Tax exempt organizations complete specific tax forms for the IRS and the California State Tax Franchise Board. Attached are copies of our 2024 tax filings. These filings are for fiscal year ending June 30, 2025. They were prepared by our independent CPA firm, CliftonLarsonAllen LLP. A review by the Board is required.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Kelley Withers



Instructions

Included in this DocuSign are the assembled copies of the filings for the organization's records as follows:

1. **Internal Copy:** Includes all letters, instructions, and return pages without any redaction. Please review this file, sign, and date where indicated and submit back to CLA.
2. **Public Inspection Copy:** Redacted to just the information that is required for public inspection. If anyone from the public were to request a copy of the return or if the return were to be posted, the Public Inspection Copy should be used.
3. **PRINT & PAPER FILE Copy:** CLA will not be mailing in these returns. The first page of the PDF is the filing instructions page, this includes instructions on any payment(s) that may be due. **All the remaining pages in the PDF should be printed for signature and mailing.** Any return that must be paper filed we recommend that you use certified mail with return receipt as proof of mailing.

Please note:

After the documents have been e-signed and you click 'Finish' - DocuSign will give you the option to log-in - you can log-in at that time and download the executed documents and print any PRINT & PAPER FILE documents; alternatively, DocuSign will send you another email indicating that the documents have been 'finished' and you can click that link to download and/or print the documents. **Downloading is important as you will not be receiving a paper copy. You have 120 days to download.**

CLA cannot e-file any return until its signed e-file authorization is returned to CLA.

CLA does recommend all returns included in each PDF be signed and dated for your records.

CLA is not making any payments as part of the e-file or submitting any paper returns on your behalf.

Please initial to indicate that you have read and understand the above:

Initial
SL

[CLAconnect.com](https://www.claconnect.com)

CPAs | CONSULTANTS | WEALTH ADVISORS

CLA (CliftonLarsonAllen LLP) is an independent network member of CLA Global. See [CLAGlobal.com/disclaimer](https://www.claglobal.com/disclaimer).

Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.





CliftonLarsonAllen LLP
CLAconnect.com

NORTHERN UNITED CHARTER SCHOOLS
FORM 990 INCOME TAX RETURN
FOR YEAR ENDED JUNE 30, 2025



CliftonLarsonAllen LLP
CLAconnect.com

January 27, 2026

Northern United Charter Schools
2120 Campton Road Suite H
Eureka, CA 95503

Northern United Charter Schools:

Enclosed is the organization's 2024 Exempt Organization return.

Specific filing instructions are as follows.

FORM 990 RETURN:

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-TE to our office. We will transmit the return electronically to the IRS and no further action is required. Please return Form 8879-TE to us as soon as possible, but no later than by May 15, 2026 the filing deadline.

In addition, tax-exempt organizations must make available for public inspection a copy of their annual returns for the preceding three years and exemption application, if applicable. An organization generally must furnish filings to anyone who requests them in person or in writing. An exempt organization may meet this requirement by posting all the documents on its website or at another organizations site as part of a database of similar materials. Specific requirements must be met to meet this exception.

CALIFORNIA FORM 199 RETURN:

The California Form 199 return has qualified for electronic filing. After you have reviewed your return for completeness and accuracy, please sign, date and return Form 8453-EO to our office. We will then transmit your return to the FTB. Do not mail the paper copy of the return to the FTB.

No payment is required.

A few final reminders relating to your tax return filings:

- There are substantial penalties for failure to properly disclose and report foreign financial accounts and foreign activity. Please make sure you have informed us of any foreign financial accounts or foreign activity so that we have the necessary information to complete any required disclosures or filings.
- Be sure to review the returns prior to signing as you have final responsibility for all information included in the returns. Please contact us if you have any questions or concerns.
- We recommend you keep a paper or electronic copy of your tax returns permanently. Supporting documentation should be kept for a minimum of seven years based on IRS guidance.

CLA exists to create opportunities – for our clients, our people, and our communities. We value our relationship with you and thank you for your trust and confidence in allowing us to serve you. If we can assist you in making strategic, informed decisions in areas of tax or beyond, please contact us as questions arise throughout the year.

Sincerely,

CliftonLarsonAllen LLP

Form **8879-TE**

IRS E-file Signature Authorization for a Tax Exempt Entity

OMB No. 1545-0047

For calendar year 2024, or fiscal year beginning JUL 1, 2024, and ending JUN 30, 2025

2024

Department of the Treasury
Internal Revenue Service

Do not send to the IRS. Keep for your records.
Go to www.irs.gov/Form8879TE for the latest information.

Name of filer **NORTHERN UNITED CHARTER SCHOOLS** EIN or SSN **82-5002004**

Name and title of officer or person subject to tax **SHARI LOVETT
DIRECTOR**

Part I Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not complete more than one line in Part I.**

1a Form 990 check here <input checked="" type="checkbox"/>	b Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1b <u>8,872,391.</u>
2a Form 990-EZ check here <input type="checkbox"/>	b Total revenue, if any (Form 990-EZ, line 9)	2b _____
3a Form 1120-POL check here <input type="checkbox"/>	b Total tax (Form 1120-POL, line 22)	3b _____
4a Form 990-PF check here <input type="checkbox"/>	b Tax based on investment income (Form 990-PF, Part V, line 5)	4b _____
5a Form 8868 check here <input type="checkbox"/>	b Balance due (Form 8868, line 3c)	5b _____
6a Form 990-T check here <input type="checkbox"/>	b Total tax (Form 990-T, Part III, line 4)	6b _____
7a Form 4720 check here <input type="checkbox"/>	b Total tax (Form 4720, Part III, line 1)	7b _____
8a Form 5227 check here <input type="checkbox"/>	b FMV of assets at end of tax year (Form 5227, Item D)	8b _____
9a Form 5330 check here <input type="checkbox"/>	b Tax due (Form 5330, Part II, line 19)	9b _____
10a Form 8038-CP check here <input type="checkbox"/>	b Amount of credit payment requested (Form 8038-CP, Part III, line 22)	10b _____

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that I am an officer of the above entity or I am a person subject to tax with respect to (name of entity) _____, (EIN) _____ and that I have examined a copy of the 2024 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

I authorize CLIFTONLARSONALLEN LLP to enter my PIN 95503
ERO firm name Enter five numbers, but do not enter all zeros

as my signature on the tax year 2024 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2024 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax

Shari Lovett

Date 1/27/2026

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

30742495503

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2024 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature MARLEN GOMEZ

Date 01/27/26

ERO Must Retain This Form - See Instructions

Do Not Submit This Form to the IRS Unless Requested To Do So

For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Form **8879-TE** (2024)

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2024

Do not enter social security numbers on this form as it may be made public.

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Go to www.irs.gov/Form990 for instructions and the latest information.

A For the **2024** calendar year, or tax year beginning **JUL 1, 2024** and ending **JUN 30, 2025**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization NORTHERN UNITED CHARTER SCHOOLS		D Employer identification number 82-5002004
	Doing business as		E Telephone number (707) 445-2660
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	2120 CAMPTON ROAD SUITE H		G Gross receipts \$ 8,872,391.
	City or town, state or province, country, and ZIP or foreign postal code EUREKA, CA 95503		
F Name and address of principal officer: SHARI LOVETT SAME AS C ABOVE		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number	

I Tax-exempt status: 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527

J Website: **WWW.NUCHARTERS.ORG**

K Form of organization: Corporation Trust Association Other **L** Year of formation: **2017** **M** State of legal domicile: **CA**

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: NORTHERN UNITED CHARTER SCHOOLS OPERATES TWO PUBLIC CHARTER SCHOOLS: NORTHERN UNITED - HUMBOLDT		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	5
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	5
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	123
	6 Total number of volunteers (estimate if necessary)	6	5
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	7,469,100.	8,642,905.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0.	0.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	106,730.	134,058.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	138,672.	95,428.
		7,714,502.	8,872,391.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	0.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	6,018,858.	6,217,657.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	0.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	2,136,706.	1,772,230.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	8,155,564.	7,989,887.	
19 Revenue less expenses. Subtract line 18 from line 12	-441,062.	882,504.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	5,105,770.	6,229,269.
	22 Net assets or fund balances. Subtract line 21 from line 20	1,232,129.	1,473,124.
	3,873,641.	4,756,145.	

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer SHARI LOVETT, DIRECTOR	Signed by: <i>Shari Lovett</i>	Date 1/27/2026
	Type or print name and title	F304EA396B07402...	
Paid Preparer Use Only	Preparer's name MARLEN GOMEZ	Preparer's signature MARLEN GOMEZ	Date 01/27/26
	Firm's name CLIFTONLARSONALLEN LLP	Firm's EIN 41-0746749	Check if self-employed <input type="checkbox"/> PTIN P01306775
	Firm's address 901 VIA PIEMONTE, SUITE 300 ONTARIO, CA 91764		Phone no. (909) 985-7286

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III []

1 Briefly describe the organization's mission:
NORTHERN UNITED CHARTER SCHOOLS, IN PARTNERSHIP WITH PARENTS AND COMMUNITY, WILL ENGAGE ALL STUDENTS IN A COMPREHENSIVE EDUCATION, PREPARING THEM TO BE CONFIDENT, COMPETENT AND PROACTIVE CITIZENS IN A DIVERSE SOCIETY.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No
If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 7,432,234. including grants of \$ 0.) (Revenue \$)
THE ORGANIZATION'S PROGRAMS ARE BASED ON A WELL-DEVELOPED EDUCATIONAL PHILOSOPHY THAT PROVIDES FOR INDIVIDUALLY DESIGNED CURRICULA, WHICH INCLUDE: HOME-BASED INDEPENDENT STUDY, LEARNING CENTER PROGRAMS AND CLASSES, APPRENTICESHIPS, COMMUNITY-BASED EDUCATIONAL PROGRAMS, DISTANCE LEARNING UTILIZING CURRENT TECHNOLOGY, AND SUPPLEMENTAL PROJECTS.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 7,432,234.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	X	
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding grants, compensation, tax-exempt bonds, and excess benefit transactions.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V []

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with 3 columns: Question, Yes, No. Rows include 2a (employees: 123), 2b, 3a, 3b, 4a, 4b, 5a, 5b, 5c, 6a, 6b, 7 (Organizations that may receive deductible contributions under section 170(c)), 8 (Sponsoring organizations maintaining donor advised funds), 9 (Sponsoring organizations maintaining donor advised funds), 10 (Section 501(c)(7) organizations), 11 (Section 501(c)(12) organizations), 12a (Section 4947(a)(1) non-exempt charitable trusts), 13 (Section 501(c)(29) qualified nonprofit health insurance issuers), 14a, 14b, 15, 16, 17.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year; 1b Enter the number of voting members included on line 1a, above, who are independent; 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?; 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?; 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?; 5 Did the organization become aware during the year of a significant diversion of the organization's assets?; 6 Did the organization have members or stockholders?; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? b Each committee with authority to act on behalf of the governing body?; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates?; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?; 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 14 Did the organization have a written document retention and destruction policy?; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?; 15a The organization's CEO, Executive Director, or top management official; 15b Other officers or key employees of the organization; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed CA
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
[] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
KELLEY WITHERS - (707) 445-2660
2120 CAMPTON ROAD, SUITE I, EUREKA, CA 95503

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Subtotal							337,879.	0.	130,837.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							337,879.	0.	130,837.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 3

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 0

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	8,627,605.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	15,300.				
	g Noncash contributions included in lines 1a-1f	1g	\$				
	h Total. Add lines 1a-1f		8,642,905.				
Program Service Revenue	2 a _____	Business Code					
	b _____						
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		134,058.			134,058.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal	3,300.			
				0.			
	b Less: rental expenses ...	6b					
	c Rental income or (loss)	6c	3,300.				
	d Net rental income or (loss)		3,300.			3,300.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities				
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b					
	c Gain or (loss)	7c					
	d Net gain or (loss)						
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a OTHER LOCAL REVENUE	Business Code	90099	34,079.		34,079.	
	b REFUNDS & REIMB.		90099	29,813.		29,813.	
	c BUSINESS SERVICE FEES		90099	28,236.		28,236.	
	d All other revenue						
	e Total. Add lines 11a-11d			92,128.			
12 Total revenue. See instructions			8,872,391.	0.	0.	229,486.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	327,937.		327,937.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	3,736,567.	3,729,829.	6,738.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	994,062.	982,129.	11,933.	
9 Other employee benefits	1,019,667.	1,017,758.	1,909.	
10 Payroll taxes	139,424.	129,178.	10,246.	
11 Fees for services (nonemployees):				
a Management				
b Legal	11,534.		11,534.	
c Accounting	25,050.		25,050.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	646,283.	558,801.	87,482.	
12 Advertising and promotion				
13 Office expenses	52,767.	52,063.	704.	
14 Information technology				
15 Royalties				
16 Occupancy	517,136.	516,148.	988.	
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	64,637.	61,724.	2,913.	
20 Interest	611.	611.		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	40,795.	40,795.		
23 Insurance	139,565.	70,822.	68,743.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a INSTRUCTIONAL MATERIALS	217,059.	217,049.	10.	
b OTHER EXPENSES	56,793.	55,327.	1,466.	
c _____				
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	7,989,887.	7,432,234.	557,653.	0.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing		1	
	2 Savings and temporary cash investments	3,952,056.	2	4,390,611.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	552,196.	4	1,138,631.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	7,750.	9	50,654.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 541,225.		
	b Less: accumulated depreciation	10b 342,372.	50,517.	10c 198,853.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	543,251.	15	450,520.
16 Total assets. Add lines 1 through 15 (must equal line 33)	5,105,770.	16	6,229,269.	
Liabilities	17 Accounts payable and accrued expenses	459,732.	17	393,998.
	18 Grants payable		18	
	19 Deferred revenue	226,123.	19	627,316.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	546,274.	25	451,810.
	26 Total liabilities. Add lines 17 through 25	1,232,129.	26	1,473,124.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	3,873,641.	27	4,756,145.
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	3,873,641.	32	4,756,145.
33 Total liabilities and net assets/fund balances	5,105,770.	33	6,229,269.	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	8,872,391.
2	Total expenses (must equal Part IX, column (A), line 25)	2	7,989,887.
3	Revenue less expenses. Subtract line 2 from line 1	3	882,504.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	3,873,641.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	4,756,145.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		X
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____		X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____		

Form 990 (2024)

SCHEDULE A (Form 990)

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust. Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2024

Open to Public Inspection

Name of the organization: NORTHERN UNITED CHARTER SCHOOLS; Employer identification number: 82-5002004

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 [] A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
2 [X] A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).)
3 [] A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
4 [] A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii).
5 [] An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv).
6 [] A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
7 [] An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi).
8 [] A community trust described in section 170(b)(1)(A)(vi).
9 [] An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture.
10 [] An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions...
11 [] An organization organized and operated exclusively to test for public safety.
12 [] An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).
a [] Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization.
b [] Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s).
c [] Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions).
d [] Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated.
e [] Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
f Enter the number of supported organizations: []
g Provide the following information about the supported organization(s).

Table with 6 columns: (i) Name of supported organization, (ii) EIN, (iii) Type of organization, (iv) Is the organization listed in your governing document?, (v) Amount of monetary support, (vi) Amount of other support. Includes a Total row at the bottom.

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f); 6 Public support. Subtract line 5 from line 4.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities, whether or not the business is regularly carried on; 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 11 Total support. Add lines 7 through 10; 12 Gross receipts from related activities, etc. (see instructions); 13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.

Section C. Computation of Public Support Percentage

Table with 3 columns: Line number, Description, and Percentage. Rows include: 14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)); 15 Public support percentage from 2023 Schedule A, Part II, line 14; 16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization; b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization; 17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization; b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization; 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions.

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support.

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 15%. Row 16: Public support percentage from 2023 Schedule A, Part III, line 15 16%.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) 17%. Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17 18%.

19a 33 1/3% support tests - 2024. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2023. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Contains questions 11a, 11b, 11c regarding gift acceptance.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Contains questions 1 and 2 regarding governing body powers and organization benefits.

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Contains question 1 regarding directors/trustees of supported organizations.

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Contains questions 1, 2, 3 regarding support provided, relationships, and significant voice.

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Contains questions 1, 2, 3 regarding the Integral Part Test and activities.

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instructions.
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2024			
a From 2019			
b From 2020			
c From 2021			
d From 2022			
e From 2023			
f Total of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2025. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020			
b Excess from 2021			
c Excess from 2022			
d Excess from 2023			
e Excess from 2024			

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Lined area for supplemental information.

SCHEDULE D
(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization **NORTHERN UNITED CHARTER SCHOOLS** Employer identification number **82-5002004**

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area
 Protection of natural habitat Preservation of a certified historic structure
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year _____

4 Number of states where property subject to conservation easement is located _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1 \$ _____

(ii) Assets included in Form 990, Part X \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 \$ _____

b Assets included in Form 990, Part X \$ _____

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) (Rev. 12-2024)

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____%
 - b Permanent endowment _____%
 - c Term endowment _____%
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|--------|----|
| (i) Unrelated organizations? | 3a(i) | |
| (ii) Related organizations? | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		108,262.	47,731.	60,531.
d Equipment		432,963.	294,641.	138,322.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				198,853.

Part VII Investments - Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

Part IX Other Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) OPERATING RIGHT-OF-USE (ROU) ASSETS	433,858.
(2) FINANCING RIGHT-OF-USE (ROU) ASSETS	16,662.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	450,520.

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) LEASE LIABILITIES - OPERATING	434,447.
(3) LEASE LIABILITIES - FINANCING	17,363.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	451,810.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	8,872,391.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	8,872,391.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	8,872,391.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	7,989,887.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	7,989,887.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	7,989,887.

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

THE SCHOOL IS A NONPROFIT ENTITY EXEMPT FROM THE PAYMENT OF INCOME TAXES UNDER INTERNAL REVENUE CODE SECTION 501(C)(3) AND CALIFORNIA REVENUE AND TAXATION CODE SECTION 23701D. ACCORDINGLY, NO PROVISION HAS BEEN MADE FOR INCOME TAXES. MANAGEMENT HAS DETERMINED THAT ALL INCOME TAX POSITIONS ARE MORE LIKELY THAN NOT OF BEING SUSTAINED UPON POTENTIAL AUDIT OR EXAMINATION; THEREFORE, NO DISCLOSURES OF UNCERTAIN INCOME TAX POSITIONS ARE REQUIRED. THE SCHOOL FILES AN EXEMPT ORGANIZATION RETURN IN THE U.S. FEDERAL JURISDICTION AND WITH THE CALIFORNIA FRANCHISE TAX BOARD.

**SCHEDULE E
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Schools

Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or
Form 990-EZ, Part VI, line 48.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

NORTHERN UNITED CHARTER SCHOOLS

Employer identification number

82-5002004

Part I

- 1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?
- 2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?
- 3 Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its tax year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II

THE SCHOOL'S POLICY IS POSTED ON THE SCHOOL'S WEBSITE.

- 4 Does the organization maintain the following:
 - a Records indicating the racial composition of the student body, faculty, and administrative staff?
 - b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?
 - c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?
 - d Copies of all material used by the organization or on its behalf to solicit contributions?
 If you answered "No" to any of the above, please explain. If you need more space, use Part II.

THE SCHOOL DOES NOT PROVIDE ANY SCHOLARSHIPS OR FINANCIAL ASSISTANCE.

- 5 Does the organization discriminate by race in any way with respect to:
 - a Students' rights or privileges?
 - b Admissions policies?
 - c Employment of faculty or administrative staff?
 - d Scholarships or other financial assistance?
 - e Educational policies?
 - f Use of facilities?
 - g Athletic programs?
 - h Other extracurricular activities?
 If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.

- 6a Does the organization receive any financial aid or assistance from a governmental agency?
- b Has the organization's right to such aid ever been revoked or suspended?
- If you answered "Yes" on either line 6a or line 6b, explain in Part II.
- 7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, as modified by Rev. Proc. 2019-22, 2019-22 I.R.B. 1260, covering racial nondiscrimination? If "No," explain in Part II

	YES	NO
1	X	
2	X	
3	X	
4a	X	
4b		X
4c	X	
4d		X
5a		X
5b		X
5c		X
5d		X
5e		X
5f		X
5g		X
5h		X
6a	X	
6b		X
7	X	

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule E (Form 990) (Rev. 12-2024)

Part II **Supplemental Information.** Provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also provide any other additional information. See instructions.

LINE 6B - EXPLANATION OF GOVERNMENT FINANCIAL AID:
AS A CHARTER SCHOOL, THE ORGANIZATION RECEIVES A PER ADA FEE FROM THE CALIFORNIA DEPARTMENT OF EDUCATION FOR EVERY PUPIL ATTENDING THE SCHOOL. ADDITIONALLY THE ORGANIZATION IS ELIGIBLE FOR LOCAL, STATE, AND FEDERAL PROGRAMS AND LOTTERY FUNDS.

Multiple horizontal lines for supplemental information.

**SCHEDULE J
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization NORTHERN UNITED CHARTER SCHOOLS	Employer identification number 82-5002004
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Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|--|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) (Rev. 12-2024)

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) SHARI LOVETT EXECUTIVE DIRECTOR	(i)	132,004.	0.	0.	24,827.	23,244.	180,075.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 3:

TO DETERMINE COMPENSATION, THE BOARD REVIEWS THE SALARY COMPARISON SURVEY THAT THE COUNTY OFFICE CREATES AND SHARES. THIS LISTS THE COMPENSATION FOR SCHOOL ADMINISTRATORS OF THE DISTRICTS AND CHARTERS WITHIN THE COUNTY. A WRITTEN EMPLOYMENT CONTRACT IS CREATED FOR THE EXECUTIVE (SCHOOL) DIRECTOR. THE BOARD APPROVES THE CONTRACT IN AN OPEN MEETING.

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

NORTHERN UNITED CHARTER SCHOOLS

Employer identification number

82-5002004

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
CHARTER SCHOOL AND NORTHERN UNITED - SISKIYOU CHARTER SCHOOL.

FORM 990, PART VI, SECTION A, LINE 8B:
NO COMMITTEE WITH THE AUTHORITY TO ACT ON THE ORGANIZATION'S BEHALF HAVE
BEEN FORMED.

FORM 990, PART VI, SECTION B, LINE 11B:
THE FORM 990 IS PREPARED BY THE ORGANIZATION'S OUTSIDE PUBLIC ACCOUNTING
FIRM BASED ON INFORMATION PROVIDED BY MANAGEMENT. ONCE A DRAFT OF THE
RETURN IS AVAILABLE, IT IS REVIEWED BY MANAGEMENT AND THE ORGANIZATION'S
ACCOUNTANT. ANY CHANGES OR REVISIONS ARE INCORPORATED INTO THE FILING.

FORM 990, PART VI, SECTION B, LINE 12C:
THE BOARD MEMBERS AND OFFICERS COMPLETE THE CONFLICT OF INTEREST FORM 700
ANNUALLY, AS WELL AS WHEN A MEMBER IS FIRST APPOINTED TO THE BOARD OR WHEN
A MEMBER LEAVES THE BOARD.

FORM 990, PART VI, SECTION B, LINE 15A:
THE BOARD REVIEWS THE SALARY COMPARISON DOCUMENT COMPLETED BY THE COUNTY
OFFICE OF EDUCATION FOR COMPARABLE DATA. ALL COMPENSATION IS STATED IN THE
PUBLIC BOARD MEETING, A COPY OF THE CONTRACT IS INCLUDED IN THE BOARD
PACKET, AND THE BOARD DELIBERATES AND VOTES ON THE COMPENSATION DURING THE
PUBLIC MEETING. MINUTES OF THE MEETING AND A RECORDING OF THE MEETING IS
COMPLETED AND POSTED ON THE WEBSITE.

FORM 990, PART VI, SECTION C, LINE 19:
ON THE WEBSITE AND IN THE BOARD PACKETS WHICH ARE POSTED ON THE WEBSITE.

022

Date Accepted _____

DO NOT MAIL THIS FORM TO THE FTB

TAXABLE YEAR

2024

California e-file Return Authorization for Exempt Organizations

FORM

8453-EO

Exempt Organization name

Identifying number

NORTHERN UNITED CHARTER SCHOOLS

82-5002004

Part I Electronic Return Information (whole dollars only)

1	Total gross receipts or unrelated business taxable income (Form 199, line 4 or Form 109, line 5)	1	<u>8,872,391</u>
2	Total gross income or total tax (Form 199, line 8 or Form 109, line 14)	2	<u>8,872,391</u>
3	Refund (Form 109, line 26)	3	
4	Balance due or Total amount due (Form 199, line 16 or Form 109, line 29)	4	

Part II Settle Your Account Electronically for Taxable Year 2024

5	<input type="checkbox"/> Direct deposit of refund (Form 109 only.)		
6	<input type="checkbox"/> Electronic funds withdrawal	6a Amount	6b Withdrawal date (mm/dd/yyyy)

Part III Schedule of Estimated Tax Payments for Taxable Year 2025 (These are **not** installment payments for the current amount the exempt organization owes.)

	First Payment	Second Payment	Third Payment	Fourth Payment
7 Amount				
8 Withdrawal Date				

Part IV Banking Information (Have you verified the exempt organization's banking information?)

9 Routing number	_____
10 Account number	_____
11 Type of account:	<input type="checkbox"/> Checking <input type="checkbox"/> Savings

Part V Declaration of Officer

I authorize the exempt organization's account to be settled as designated in Part II. If I check Part II, box 5, I declare that the bank account specified in Part IV for the direct deposit refund agrees with the authorization stated on my return. If I check Part II, box 6, I authorize an electronic funds withdrawal for the amount listed on line 6a and any estimated payment amounts listed on Part III, line 7 from the bank account specified in Part IV.

Under penalties of perjury, I declare that I am an officer of the above exempt organization and that the information I provided to my electronic return originator (ERO), transmitter, or intermediate service provider and the amounts in Part I above agree with the amounts on the corresponding lines of the exempt organization's 2024 California electronic return. To the best of my knowledge and belief, the exempt organization's return is true, correct, and complete. If the exempt organization is filing a balance due return, I understand that if the Franchise Tax Board (FTB) does not receive full and timely payment of the exempt organization's tax liability, the exempt organization will remain liable for the tax liability and all applicable interest and penalties. I authorize the exempt organization return and accompanying schedules and statements be transmitted to the FTB by the ERO, transmitter, or intermediate service provider. **If the processing of the exempt organization's return or refund is delayed, I authorize the FTB to disclose to the ERO or intermediate service provider the reason(s) for the delay or the date when the refund was sent.**

Sign Here Signed by: Shari Lovett Date: 1/27/2026 Title: DIRECTOR

Signature of officer Date Title

Part VI Declaration of Electronic Return Originator (ERO) and Paid Preparer.

I declare that I have reviewed the above exempt organization's return and that the entries on form FTB 8453-EO are complete and correct to the best of my knowledge. (If I am only an intermediate service provider, I understand that I am not responsible for reviewing the exempt organization's return. I declare, however, that form FTB 8453-EO accurately reflects the data on the return.) I have obtained the organization officer's signature on form FTB 8453-EO before transmitting this return to the FTB. I have provided the organization officer with a copy of all forms and information that I will file with the FTB, and I have followed all other requirements described in FTB Pub. 1345, 2024 Handbook for Authorized e-file Providers. I will keep form FTB 8453-EO on file for **four** years from the due date of the return or **four** years from the date the exempt organization return is filed, whichever is later, and I will make a copy available to the FTB upon request. If I am also the paid preparer, under penalties of perjury, I declare that I have examined the above exempt organization's return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. I make this declaration based on all information of which I have knowledge.

ERO	ERO's signature	<u>MARLEN GOMEZ</u>	Date	Check if also paid preparer	<input checked="" type="checkbox"/>	Check if self-employed	<input type="checkbox"/>	ERO's PTIN	<u>P01306775</u>
Must Sign	Firm's name (or yours if self-employed) and address	<u>CLIFTONLARSONALLEN LLP</u> <u>901 VIA PIEMONTE, SUITE 300</u> <u>ONTARIO, CA</u>	Firm's FEIN	<u>41-0746749</u>		ZIP code	<u>91764</u>		

Under penalties of perjury, I declare that I have examined the above organization's return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. I make this declaration based on all information of which I have knowledge.

Paid Preparer	Paid preparer's signature	_____	Date	Check if self-employed	<input type="checkbox"/>	Paid preparer's PTIN	_____
Must Sign	Firm's name (or yours if self-employed) and address	_____	Firm's FEIN	_____		ZIP code	_____

TAXABLE YEAR

2024

California Exempt Organization Annual Information Return

428941 01-14-25 FORM

199

Calendar Year 2024 or fiscal year beginning (mm/dd/yyyy) 07/01/2024, and ending (mm/dd/yyyy) 06/30/2025

Corporation/Organization name California corporation number

NORTHERN UNITED CHARTER SCHOOLS

4027853

Additional information. See instructions.

FEIN

82-5002004

Street address (suite or room)

2120 CAMPTON ROAD SUITE H

PMB no.

City

EUREKA

State

CA

ZIP code

95503

Foreign country name

Foreign province/state/county

Foreign postal code

- A First return
B Amended return
C IRC Section 4947(a)(1) trust
D Final information return
E Check accounting method
F Federal return filed
G Is this a group filing
H Is this organization in a group exemption

- I Did the organization have any changes to its guidelines not reported to the FTB?
J If exempt under R&TC Section 23701d, has the organization engaged in political activities?
K Is the organization exempt under R&TC Section 23701g?
L Is the organization a limited liability company?
M Did the organization file Form 100 or Form 109 to report taxable income?
N Is the organization under audit by the IRS or has the IRS audited in a prior year?
O Is federal Form 1023/1024 pending?

Part I Complete Part I unless not required to file this form. See General Information B and C.

Table with 4 columns: Description, Line number, Amount, and Balance. Rows include Receipts and Revenues (lines 1-8), Expenses (lines 9-10), and Payments (lines 11-16).

Sign Here section with signature of Shari Lovett, Director, dated 1/27/2026. Preparer's signature of Marlen Gomez, dated 01/27/26. Firm name: CLIFTONLARSONALLEN LLP, 901 VIA PIEMONTE, SUITE 300, ONTARIO, CA 91764.

NORTHERN UNITED CHARTER SCHOOLS

82-5002004

Part II Organizations with gross receipts of more than \$50,000 and private foundations regardless of amount of gross receipts - complete Part II or furnish substitute information.

428951 01-14-25

Receipts from Other Sources	1	Gross sales or receipts from all business activities. See instructions	•	1		00
	2	Interest	•	2	134,058	00
	3	Dividends	•	3		00
	4	Gross rents	•	4	3,300	00
	5	Gross royalties	•	5		00
	6	Gross amount received from sale of assets (See instructions)	•	6		00
	7	Other income. Attach schedule	•	7	92,128	00
	8	Total gross sales or receipts from other sources. Add line 1 through line 7. Enter here and on Side 1, Part I, line 1	•	8	229,486	00
	9	Contributions, gifts, grants, and similar amounts paid. Attach schedule	•	9		00
	10	Disbursements to or for members.	•	10		00
	11	Compensation of officers, directors, and trustees. Attach schedule	•	11	327,937	00
	12	Other salaries and wages	•	12	3,736,567	00
	13	Interest	•	13	611	00
	14	Taxes	•	14	139,424	00
	15	Rents	•	15	517,136	00
	16	Depreciation and depletion (See instructions)	•	16	40,795	00
	17	Other expenses and disbursements. Attach schedule	•	17	3,227,417	00
	18	Total expenses and disbursements. Add line 9 through line 17. Enter here and on Side 1, Part I, line 9	•	18	7,989,887	00

Schedule L Balance Sheet	Beginning of taxable year		End of taxable year	
	(a)	(b)	(c)	(d)
Assets				
1 Cash		3,952,056		4,390,611
2 Net accounts receivable		552,196		1,138,631
3 Net notes receivable				
4 Inventories				
5 Federal and state government obligations				
6 Investments in other bonds				
7 Investments in stock				
8 Mortgage loans				
9 Other investments. Attach schedule				
10 a Depreciable assets	352,094		541,225	
b Less accumulated depreciation	301,577	50,517	342,372	198,853
11 Land				
12 Other assets. Attach schedule STMT 4		551,001		501,174
13 Total assets		5,105,770		6,229,269
Liabilities and net worth				
14 Accounts payable		459,732		393,998
15 Contributions, gifts, or grants payable				
16 Bonds and notes payable				
17 Mortgages payable				
18 Other liabilities. Attach schedule STMT 5		772,397		1,079,126
19 Capital stock or principal fund				
20 Paid-in or capital surplus. Attach reconciliation				
21 Retained earnings or income fund		3,873,641		4,756,145
22 Total liabilities and net worth		5,105,770		6,229,269

Schedule M-1 Reconciliation of income per books with income per return

Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.

1 Net income per books	•	882,504	7 Income recorded on books this year not included in this return. Attach schedule	•	
2 Federal income tax	•		8 Deductions in this return not charged against book income this year. Attach schedule	•	
3 Excess of capital losses over capital gains	•		9 Total. Add line 7 and line 8		
4 Income not recorded on books this year. Attach schedule	•		10 Net income per return. Subtract line 9 from line 6		882,504
5 Expenses recorded on books this year not deducted in this return. Attach schedule	•				
6 Total. Add line 1 through line 5		882,504			

NORTHERN UNITED CHARTER SCHOOLS

82-5002004

CA 199

OTHER INCOME

STATEMENT 1

DESCRIPTION

AMOUNT

OTHER LOCAL REVENUE

34,079.

REFUNDS & REIMB.

29,813.

BUSINESS SERVICE FEES

28,236.

TOTAL TO FORM 199, PART II, LINE 7

92,128.

NORTHERN UNITED CHARTER SCHOOLS

82-5002004

CA 199 COMPENSATION OF OFFICERS, DIRECTORS AND TRUSTEES STATEMENT 2

<u>NAME AND ADDRESS</u>	<u>TITLE AND AVERAGE HRS WORKED/WK</u>	<u>COMPENSATION</u>
SHARI LOVETT 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	EXECUTIVE DIRECTOR 40.00	179,533.
KELLEY WITHERS 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	CBO 40.00	148,404.
REBEKAH E RYBECK-DAVIS 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	REGIONAL DIRECTOR 1.00	0.
ROSEMARY KUNKLER 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	PRESIDENT 2.00	0.
BRIANA OESTERLE 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	VICE PRESIDENT 2.00	0.
JERE COX 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	MEMBER 2.00	0.
MELISSA JOHNSON 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	MEMBER 2.00	0.
BRIAN PAYTON 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	MEMBER 2.00	0.

TOTAL TO FORM 199, PART II, LINE 11 327,937.

NORTHERN UNITED CHARTER SCHOOLS

82-5002004

CA 199	OTHER EXPENSES	STATEMENT 3
<u>DESCRIPTION</u>		<u>AMOUNT</u>
INSTRUCTIONAL MATERIALS		217,059.
OTHER EXPENSES		56,793.
PENSION PLAN CONTRIBUTIONS		994,062.
OTHER EMPLOYEE BENEFITS		1,019,667.
LEGAL FEES		11,534.
ACCOUNTING FEES		25,050.
OTHER PROFESSIONAL FEES		646,283.
OFFICE EXPENSES		52,767.
CONFERENCES AND CONVENTIONS		64,637.
INSURANCE		139,565.
TOTAL TO FORM 199, PART II, LINE 17		<u>3,227,417.</u>

CA 199	OTHER ASSETS	STATEMENT 4	
<u>DESCRIPTION</u>		<u>BEG. OF YEAR</u>	<u>END OF YEAR</u>
PREPAID EXPENSES AND DEFERRED CHARGES		7,750.	50,654.
OPERATING RIGHT-OF-USE (ROU) ASSETS		519,446.	433,858.
FINANCING RIGHT-OF-USE (ROU) ASSETS		23,805.	16,662.
TOTAL TO FORM 199, SCHEDULE L, LINE 12		<u>551,001.</u>	<u>501,174.</u>

CA 199	OTHER LIABILITIES	STATEMENT 5	
<u>DESCRIPTION</u>		<u>BEG. OF YEAR</u>	<u>END OF YEAR</u>
LEASE LIABILITIES - OPERATING		521,818.	434,447.
LEASE LIABILITIES - FINANCING		24,456.	17,363.
DEFERRED REVENUE		226,123.	627,316.
TOTAL TO FORM 199, SCHEDULE L, LINE 18		<u>772,397.</u>	<u>1,079,126.</u>

CA 199	FUND BALANCES	STATEMENT 6	
<u>DESCRIPTION</u>		<u>BEG. OF YEAR</u>	<u>END OF YEAR</u>
NET ASSETS WITHOUT DONOR RESTRICTIONS		3,873,641.	4,756,145.
TOTAL TO FORM 199, SCHEDULE L, LINE 21		<u>3,873,641.</u>	<u>4,756,145.</u>

PUBLIC DISCLOSURE COPY

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2024

Do not enter social security numbers on this form as it may be made public.

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Go to www.irs.gov/Form990 for instructions and the latest information.

A For the 2024 calendar year, or tax year beginning JUL 1, 2024 and ending JUN 30, 2025

Form header section containing organization name (NORTHERN UNITED CHARTER SCHOOLS), address (2120 CAMPTON ROAD SUITE H, EUREKA, CA 95503), identification number (82-5002004), and principal officer (SHARI LOVETT).

Part I Summary

Summary table with columns for Activities & Governance, Revenue, Expenses, and Net Assets or Fund Balances. Rows include mission statement, governance metrics, revenue breakdown, expense breakdown, and asset/liability totals.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete.

Signature block containing signatures of officer (SHARI LOVETT), preparer (MARLEN GOMEZ), and preparer's firm (CLIFTONLARSONALLEN LLP).

May the IRS discuss this return with the preparer shown above? See instructions [X] Yes [] No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III []

1 Briefly describe the organization's mission:
NORTHERN UNITED CHARTER SCHOOLS, IN PARTNERSHIP WITH PARENTS AND COMMUNITY, WILL ENGAGE ALL STUDENTS IN A COMPREHENSIVE EDUCATION, PREPARING THEM TO BE CONFIDENT, COMPETENT AND PROACTIVE CITIZENS IN A DIVERSE SOCIETY.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No
If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 7,432,234. including grants of \$ 0.) (Revenue \$)
THE ORGANIZATION'S PROGRAMS ARE BASED ON A WELL-DEVELOPED EDUCATIONAL PHILOSOPHY THAT PROVIDES FOR INDIVIDUALLY DESIGNED CURRICULA, WHICH INCLUDE: HOME-BASED INDEPENDENT STUDY, LEARNING CENTER PROGRAMS AND CLASSES, APPRENTICESHIPS, COMMUNITY-BASED EDUCATIONAL PROGRAMS, DISTANCE LEARNING UTILIZING CURRENT TECHNOLOGY, AND SUPPLEMENTAL PROJECTS.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 7,432,234.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	X	
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question, Yes, No. Rows 22-38 detailing various organizational requirements and compliance checks.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Table with 3 columns: Question, Yes, No. Rows 1a-1c regarding Form 1096, Forms W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with 3 columns: Question, Yes, No. Rows include 2a (employees: 123), 2b, 3a, 3b, 4a, 4b, 5a, 5b, 5c, 6a, 6b, 7 (Organizations that may receive deductible contributions under section 170(c)), 7a-7h, 8, 9, 10, 11, 12a, 12b, 13, 13a, 13b, 13c, 14a, 14b, 15, 16, 17.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
1b	Enter the number of voting members included on line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	X	
8b	Each committee with authority to act on behalf of the governing body?		X
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
11b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	X	
15b	Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		X
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed CA
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records
KELLEY WITHERS - (707) 445-2660
2120 CAMPTON ROAD, SUITE I, EUREKA, CA 95503

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Subtotal							337,879.	0.	130,837.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							337,879.	0.	130,837.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 3

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 0

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	8,627,605.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	15,300.				
	g Noncash contributions included in lines 1a-1f	1g	\$				
	h Total. Add lines 1a-1f		8,642,905.				
Program Service Revenue	2 a	Business Code					
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		134,058.			134,058.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real				
			(ii) Personal	3,300.			
	b Less: rental expenses	6b		0.			
	c Rental income or (loss)	6c		3,300.			
	d Net rental income or (loss)			3,300.		3,300.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities				
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b					
	c Gain or (loss)	7c					
	d Net gain or (loss)						
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a OTHER LOCAL REVENUE	Business Code	900099	34,079.		34,079.	
	b REFUNDS & REIMB.		900099	29,813.		29,813.	
	c BUSINESS SERVICE FEES		900099	28,236.		28,236.	
	d All other revenue						
	e Total. Add lines 11a-11d			92,128.			
12 Total revenue. See instructions			8,872,391.	0.	0.	229,486.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	327,937.		327,937.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	3,736,567.	3,729,829.	6,738.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	994,062.	982,129.	11,933.	
9 Other employee benefits	1,019,667.	1,017,758.	1,909.	
10 Payroll taxes	139,424.	129,178.	10,246.	
11 Fees for services (nonemployees):				
a Management				
b Legal	11,534.		11,534.	
c Accounting	25,050.		25,050.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	646,283.	558,801.	87,482.	
12 Advertising and promotion				
13 Office expenses	52,767.	52,063.	704.	
14 Information technology				
15 Royalties				
16 Occupancy	517,136.	516,148.	988.	
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	64,637.	61,724.	2,913.	
20 Interest	611.	611.		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	40,795.	40,795.		
23 Insurance	139,565.	70,822.	68,743.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a INSTRUCTIONAL MATERIALS	217,059.	217,049.	10.	
b OTHER EXPENSES	56,793.	55,327.	1,466.	
c _____				
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	7,989,887.	7,432,234.	557,653.	0.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing		1	
	2 Savings and temporary cash investments	3,952,056.	2	4,390,611.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	552,196.	4	1,138,631.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	7,750.	9	50,654.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 541,225.		
	b Less: accumulated depreciation	10b 342,372.	50,517.	10c 198,853.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	543,251.	15	450,520.
16 Total assets. Add lines 1 through 15 (must equal line 33)	5,105,770.	16	6,229,269.	
Liabilities	17 Accounts payable and accrued expenses	459,732.	17	393,998.
	18 Grants payable		18	
	19 Deferred revenue	226,123.	19	627,316.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	546,274.	25	451,810.
	26 Total liabilities. Add lines 17 through 25	1,232,129.	26	1,473,124.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	3,873,641.	27	4,756,145.
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	3,873,641.	32	4,756,145.
33 Total liabilities and net assets/fund balances	5,105,770.	33	6,229,269.	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	8,872,391.
2	Total expenses (must equal Part IX, column (A), line 25)	2	7,989,887.
3	Revenue less expenses. Subtract line 2 from line 1	3	882,504.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	3,873,641.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	4,756,145.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
2b	Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
2c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		X
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____		X
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____		

Form 990 (2024)

SCHEDULE A (Form 990)

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust. Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2024

Open to Public Inspection

Name of the organization: NORTHERN UNITED CHARTER SCHOOLS; Employer identification number: 82-5002004

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 [] A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
2 [X] A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).)
3 [] A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
4 [] A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii).
5 [] An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv).
6 [] A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
7 [] An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi).
8 [] A community trust described in section 170(b)(1)(A)(vi).
9 [] An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture.
10 [] An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions...
11 [] An organization organized and operated exclusively to test for public safety.
12 [] An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).
a [] Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization.
b [] Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s).
c [] Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions).
d [] Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated.
e [] Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
f Enter the number of supported organizations
g Provide the following information about the supported organization(s).

Table with 6 columns: (i) Name of supported organization, (ii) EIN, (iii) Type of organization, (iv) Is the organization listed in your governing document?, (v) Amount of monetary support, (vi) Amount of other support. Includes a Total row at the bottom.

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	%
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3; 7b Amounts included on lines 2 and 3 from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support.

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 15%. Row 16: Public support percentage from 2023 Schedule A, Part III, line 15 16%.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) 17%. Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17 18%.

19a 33 1/3% support tests - 2024. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2023. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? a A person who directly or indirectly controls... b A family member... c A 35% controlled entity...

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity... Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s)...

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year... Row 2: Were any of the organization's officers, directors, or trustees either (i) appointed or elected... Row 3: By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice...

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). a The organization satisfied the Activities Test... b The organization is the parent of each of its supported organizations... c The organization supported a governmental entity... Row 2: Activities Test. Answer lines 2a and 2b below. a Did substantially all of the organization's activities during the tax year directly further the exempt purposes... b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement... Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees... b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations?

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instructions.
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1	Distributable amount for 2024 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i>). See instructions.		
3	Excess distributions carryover, if any, to 2024		
a	From 2019		
b	From 2020		
c	From 2021		
d	From 2022		
e	From 2023		
f	Total of lines 3a through 3e		
g	Applied to under distributions of prior years		
h	Applied to 2024 distributable amount		
i	Carryover from 2019 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2024 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2024 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.		
6	Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.		
7	Excess distributions carryover to 2025. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2020		
b	Excess from 2021		
c	Excess from 2022		
d	Excess from 2023		
e	Excess from 2024		

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Lined area for supplemental information.

SCHEDULE D
(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

NORTHERN UNITED CHARTER SCHOOLS

Employer identification number

82-5002004

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year _____

4 Number of states where property subject to conservation easement is located _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1 \$ _____

(ii) Assets included in Form 990, Part X \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 \$ _____

b Assets included in Form 990, Part X \$ _____

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) (Rev. 12-2024)

LHA 432051 01-02-25

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____%
 - b Permanent endowment _____%
 - c Term endowment _____%
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|--------|----|
| (i) Unrelated organizations? | 3a(i) | |
| (ii) Related organizations? | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		108,262.	47,731.	60,531.
d Equipment		432,963.	294,641.	138,322.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				198,853.

Part VII Investments - Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

Part IX Other Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) OPERATING RIGHT-OF-USE (ROU) ASSETS	433,858.
(2) FINANCING RIGHT-OF-USE (ROU) ASSETS	16,662.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	450,520.

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) LEASE LIABILITIES - OPERATING	434,447.
(3) LEASE LIABILITIES - FINANCING	17,363.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	451,810.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	8,872,391.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	8,872,391.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	8,872,391.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	7,989,887.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	7,989,887.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	7,989,887.

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART X, LINE 2:

THE SCHOOL IS A NONPROFIT ENTITY EXEMPT FROM THE PAYMENT OF INCOME TAXES UNDER INTERNAL REVENUE CODE SECTION 501(C)(3) AND CALIFORNIA REVENUE AND TAXATION CODE SECTION 23701D. ACCORDINGLY, NO PROVISION HAS BEEN MADE FOR INCOME TAXES. MANAGEMENT HAS DETERMINED THAT ALL INCOME TAX POSITIONS ARE MORE LIKELY THAN NOT OF BEING SUSTAINED UPON POTENTIAL AUDIT OR EXAMINATION; THEREFORE, NO DISCLOSURES OF UNCERTAIN INCOME TAX POSITIONS ARE REQUIRED. THE SCHOOL FILES AN EXEMPT ORGANIZATION RETURN IN THE U.S. FEDERAL JURISDICTION AND WITH THE CALIFORNIA FRANCHISE TAX BOARD.

**SCHEDULE E
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Schools

Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or
Form 990-EZ, Part VI, line 48.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization

NORTHERN UNITED CHARTER SCHOOLS

Employer identification number

82-5002004

Part I

- 1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?
- 2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?
- 3 Has the organization publicized its racially nondiscriminatory policy on its primary publicly accessible Internet homepage at all times during its tax year in a manner reasonably expected to be noticed by visitors to the homepage, or through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II

THE SCHOOL'S POLICY IS POSTED ON THE SCHOOL'S WEBSITE.

- 4 Does the organization maintain the following:
 - a Records indicating the racial composition of the student body, faculty, and administrative staff?
 - b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?
 - c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?
 - d Copies of all material used by the organization or on its behalf to solicit contributions?
 If you answered "No" to any of the above, please explain. If you need more space, use Part II.

THE SCHOOL DOES NOT PROVIDE ANY SCHOLARSHIPS OR FINANCIAL ASSISTANCE.

- 5 Does the organization discriminate by race in any way with respect to:
 - a Students' rights or privileges?
 - b Admissions policies?
 - c Employment of faculty or administrative staff?
 - d Scholarships or other financial assistance?
 - e Educational policies?
 - f Use of facilities?
 - g Athletic programs?
 - h Other extracurricular activities?
 If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.

- 6a Does the organization receive any financial aid or assistance from a governmental agency?
- b Has the organization's right to such aid ever been revoked or suspended?
- If you answered "Yes" on either line 6a or line 6b, explain in Part II.
- 7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, as modified by Rev. Proc. 2019-22, 2019-22 I.R.B. 1260, covering racial nondiscrimination? If "No," explain in Part II

	YES	NO
1	X	
2	X	
3	X	
4a	X	
4b		X
4c	X	
4d		X
5a		X
5b		X
5c		X
5d		X
5e		X
5f		X
5g		X
5h		X
6a	X	
6b		X
7	X	

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule E (Form 990) (Rev. 12-2024)

Part II Supplemental Information. Provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also provide any other additional information. See instructions.

LINE 6B - EXPLANATION OF GOVERNMENT FINANCIAL AID:
AS A CHARTER SCHOOL, THE ORGANIZATION RECEIVES A PER ADA FEE FROM THE CALIFORNIA DEPARTMENT OF EDUCATION FOR EVERY PUPIL ATTENDING THE SCHOOL. ADDITIONALLY THE ORGANIZATION IS ELIGIBLE FOR LOCAL, STATE, AND FEDERAL PROGRAMS AND LOTTERY FUNDS.

Lined area for supplemental information.

**SCHEDULE J
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization NORTHERN UNITED CHARTER SCHOOLS	Employer identification number 82-5002004
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Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|--|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) (Rev. 12-2024)

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) SHARI LOVETT EXECUTIVE DIRECTOR	(i)	132,004.	0.	0.	24,827.	23,244.	180,075.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 3:

TO DETERMINE COMPENSATION, THE BOARD REVIEWS THE SALARY COMPARISON SURVEY THAT THE COUNTY OFFICE CREATES AND SHARES. THIS LISTS THE COMPENSATION FOR SCHOOL ADMINISTRATORS OF THE DISTRICTS AND CHARTERS WITHIN THE COUNTY. A WRITTEN EMPLOYMENT CONTRACT IS CREATED FOR THE EXECUTIVE (SCHOOL) DIRECTOR. THE BOARD APPROVES THE CONTRACT IN AN OPEN MEETING.

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

NORTHERN UNITED CHARTER SCHOOLS

Employer identification number

82-5002004

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
CHARTER SCHOOL AND NORTHERN UNITED - SISKIYOU CHARTER SCHOOL.

FORM 990, PART VI, SECTION A, LINE 8B:
NO COMMITTEE WITH THE AUTHORITY TO ACT ON THE ORGANIZATION'S BEHALF HAVE
BEEN FORMED.

FORM 990, PART VI, SECTION B, LINE 11B:
THE FORM 990 IS PREPARED BY THE ORGANIZATION'S OUTSIDE PUBLIC ACCOUNTING
FIRM BASED ON INFORMATION PROVIDED BY MANAGEMENT. ONCE A DRAFT OF THE
RETURN IS AVAILABLE, IT IS REVIEWED BY MANAGEMENT AND THE ORGANIZATION'S
ACCOUNTANT. ANY CHANGES OR REVISIONS ARE INCORPORATED INTO THE FILING.

FORM 990, PART VI, SECTION B, LINE 12C:
THE BOARD MEMBERS AND OFFICERS COMPLETE THE CONFLICT OF INTEREST FORM 700
ANNUALLY, AS WELL AS WHEN A MEMBER IS FIRST APPOINTED TO THE BOARD OR WHEN
A MEMBER LEAVES THE BOARD.

FORM 990, PART VI, SECTION B, LINE 15A:
THE BOARD REVIEWS THE SALARY COMPARISON DOCUMENT COMPLETED BY THE COUNTY
OFFICE OF EDUCATION FOR COMPARABLE DATA. ALL COMPENSATION IS STATED IN THE
PUBLIC BOARD MEETING, A COPY OF THE CONTRACT IS INCLUDED IN THE BOARD
PACKET, AND THE BOARD DELIBERATES AND VOTES ON THE COMPENSATION DURING THE
PUBLIC MEETING. MINUTES OF THE MEETING AND A RECORDING OF THE MEETING IS
COMPLETED AND POSTED ON THE WEBSITE.

FORM 990, PART VI, SECTION C, LINE 19:
ON THE WEBSITE AND IN THE BOARD PACKETS WHICH ARE POSTED ON THE WEBSITE.

TAXABLE YEAR

2024

California Exempt Organization Annual Information Return

428941 01-14-25 FORM

199

Calendar Year 2024 or fiscal year beginning (mm/dd/yyyy) 07/01/2024, and ending (mm/dd/yyyy) 06/30/2025

Corporation/Organization name NORTHERN UNITED CHARTER SCHOOLS California corporation number 4027853

Additional information. See instructions. FEIN 82-5002004

Street address (suite or room) 2120 CAMPTON ROAD SUITE H PMB no.

City EUREKA State CA ZIP code 95503

Foreign country name Foreign province/state/county Foreign postal code

Form with sections A through O containing various checkboxes and text for reporting organizational details.

Part I Complete Part I unless not required to file this form. See General Information B and C.

Table with 4 columns: Description, Line number, Amount, and Balance. Rows include Receipts and Revenues (lines 1-8), Expenses (lines 9-10), and Payments (lines 11-16).

Sign Here Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge.

Paid Preparer's Use Only Preparer's signature: MARLEN GOMEZ, Title: DIRECTOR, Date: 01/27/26, Firm's name: CLIFTONLARSONALLEN LLP, Address: 901 VIA PIEMONTE, SUITE 300, ONTARIO, CA 91764.

May the FTB discuss this return with the preparer shown above? See instructions [X] Yes [] No

NORTHERN UNITED CHARTER SCHOOLS

82-5002004

Part II Organizations with gross receipts of more than \$50,000 and private foundations regardless of amount of gross receipts - complete Part II or furnish substitute information.

428951 01-14-25

Receipts from Other Sources	1	Gross sales or receipts from all business activities. See instructions	•	1		00
	2	Interest	•	2	134,058	00
	3	Dividends	•	3		00
	4	Gross rents	•	4	3,300	00
	5	Gross royalties	•	5		00
	6	Gross amount received from sale of assets (See instructions)	•	6		00
	7	Other income. Attach schedule	•	7	92,128	00
	8	Total gross sales or receipts from other sources. Add line 1 through line 7. Enter here and on Side 1, Part I, line 1	•	8	229,486	00
	9	Contributions, gifts, grants, and similar amounts paid. Attach schedule	•	9		00
	10	Disbursements to or for members.	•	10		00
	11	Compensation of officers, directors, and trustees. Attach schedule	•	11	327,937	00
	12	Other salaries and wages	•	12	3,736,567	00
	13	Interest	•	13	611	00
	14	Taxes	•	14	139,424	00
	15	Rents	•	15	517,136	00
	16	Depreciation and depletion (See instructions)	•	16	40,795	00
	17	Other expenses and disbursements. Attach schedule	•	17	3,227,417	00
	18	Total expenses and disbursements. Add line 9 through line 17. Enter here and on Side 1, Part I, line 9	•	18	7,989,887	00

Schedule L Balance Sheet	Beginning of taxable year		End of taxable year	
	(a)	(b)	(c)	(d)
Assets				
1 Cash		3,952,056		4,390,611
2 Net accounts receivable		552,196		1,138,631
3 Net notes receivable				
4 Inventories				
5 Federal and state government obligations				
6 Investments in other bonds				
7 Investments in stock				
8 Mortgage loans				
9 Other investments. Attach schedule				
10 a Depreciable assets	352,094		541,225	
b Less accumulated depreciation	301,577	50,517	342,372	198,853
11 Land				
12 Other assets. Attach schedule STMT 4		551,001		501,174
13 Total assets		5,105,770		6,229,269
Liabilities and net worth				
14 Accounts payable		459,732		393,998
15 Contributions, gifts, or grants payable				
16 Bonds and notes payable				
17 Mortgages payable				
18 Other liabilities. Attach schedule STMT 5		772,397		1,079,126
19 Capital stock or principal fund				
20 Paid-in or capital surplus. Attach reconciliation				
21 Retained earnings or income fund		3,873,641		4,756,145
22 Total liabilities and net worth		5,105,770		6,229,269

Schedule M-1 Reconciliation of income per books with income per return

Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.

1 Net income per books	•	882,504	7 Income recorded on books this year not included in this return. Attach schedule	•	
2 Federal income tax	•		8 Deductions in this return not charged against book income this year. Attach schedule	•	
3 Excess of capital losses over capital gains	•		9 Total. Add line 7 and line 8		
4 Income not recorded on books this year. Attach schedule	•		10 Net income per return. Subtract line 9 from line 6		882,504
5 Expenses recorded on books this year not deducted in this return. Attach schedule	•				
6 Total. Add line 1 through line 5		882,504			

NORTHERN UNITED CHARTER SCHOOLS

82-5002004

CA 199

OTHER INCOME

STATEMENT 1

DESCRIPTION

AMOUNT

OTHER LOCAL REVENUE

34,079.

REFUNDS & REIMB.

29,813.

BUSINESS SERVICE FEES

28,236.

TOTAL TO FORM 199, PART II, LINE 7

92,128.

NORTHERN UNITED CHARTER SCHOOLS

82-5002004

CA 199 COMPENSATION OF OFFICERS, DIRECTORS AND TRUSTEES STATEMENT 2

<u>NAME AND ADDRESS</u>	<u>TITLE AND AVERAGE HRS WORKED/WK</u>	<u>COMPENSATION</u>
SHARI LOVETT 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	EXECUTIVE DIRECTOR 40.00	179,533.
KELLEY WITHERS 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	CBO 40.00	148,404.
REBEKAH E RYBECK-DAVIS 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	REGIONAL DIRECTOR 1.00	0.
ROSEMARY KUNKLER 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	PRESIDENT 2.00	0.
BRIANA OESTERLE 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	VICE PRESIDENT 2.00	0.
JERE COX 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	MEMBER 2.00	0.
MELISSA JOHNSON 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	MEMBER 2.00	0.
BRIAN PAYTON 2120 CAMPTON ROAD SUITE H EUREKA, CA 95503	MEMBER 2.00	0.

TOTAL TO FORM 199, PART II, LINE 11

327,937.

NORTHERN UNITED CHARTER SCHOOLS

82-5002004

CA 199	OTHER EXPENSES	STATEMENT 3
<u>DESCRIPTION</u>		<u>AMOUNT</u>
INSTRUCTIONAL MATERIALS		217,059.
OTHER EXPENSES		56,793.
PENSION PLAN CONTRIBUTIONS		994,062.
OTHER EMPLOYEE BENEFITS		1,019,667.
LEGAL FEES		11,534.
ACCOUNTING FEES		25,050.
OTHER PROFESSIONAL FEES		646,283.
OFFICE EXPENSES		52,767.
CONFERENCES AND CONVENTIONS		64,637.
INSURANCE		139,565.
TOTAL TO FORM 199, PART II, LINE 17		<u>3,227,417.</u>

CA 199	OTHER ASSETS	STATEMENT 4	
<u>DESCRIPTION</u>		<u>BEG. OF YEAR</u>	<u>END OF YEAR</u>
PREPAID EXPENSES AND DEFERRED CHARGES		7,750.	50,654.
OPERATING RIGHT-OF-USE (ROU) ASSETS		519,446.	433,858.
FINANCING RIGHT-OF-USE (ROU) ASSETS		23,805.	16,662.
TOTAL TO FORM 199, SCHEDULE L, LINE 12		<u>551,001.</u>	<u>501,174.</u>

CA 199	OTHER LIABILITIES	STATEMENT 5	
<u>DESCRIPTION</u>		<u>BEG. OF YEAR</u>	<u>END OF YEAR</u>
LEASE LIABILITIES - OPERATING		521,818.	434,447.
LEASE LIABILITIES - FINANCING		24,456.	17,363.
DEFERRED REVENUE		226,123.	627,316.
TOTAL TO FORM 199, SCHEDULE L, LINE 18		<u>772,397.</u>	<u>1,079,126.</u>

CA 199	FUND BALANCES	STATEMENT 6	
<u>DESCRIPTION</u>		<u>BEG. OF YEAR</u>	<u>END OF YEAR</u>
NET ASSETS WITHOUT DONOR RESTRICTIONS		3,873,641.	4,756,145.
TOTAL TO FORM 199, SCHEDULE L, LINE 21		<u>3,873,641.</u>	<u>4,756,145.</u>

TAXABLE YEAR
2024

**Corporation Depreciation
and Amortization**

CALIFORNIA FORM
3885

Attach to Form 100 or Form 100W.

FORM 199

FEIN 82-5002004

Corporation name

California corporation number

NORTHERN UNITED CHARTER SCHOOLS

4027853

Part I Election To Expense Certain Property Under IRC Section 179

1 Maximum deduction under IRC Section 179 for California	1	\$25,000
2 Total cost of IRC Section 179 property placed in service	2	
3 Threshold cost of IRC Section 179 property before reduction in limitation	3	\$200,000
4 Reduction in limitation. Subtract line 3 from line 2. If zero or less, enter -0-	4	
5 Dollar limitation for taxable year. Subtract line 4 from line 1. If zero or less, enter -0-	5	
(a) Description of property		
(b) Cost (business use only)		
(c) Elected cost		
6		
7 Listed property (elected IRC Section 179 cost)	7	
8 Total elected cost of IRC Section 179 property. Add amounts in column (c), line 6 and line 7	8	
9 Tentative deduction. Enter the smaller of line 5 or line 8	9	
10 Carryover of disallowed deduction from prior taxable years	10	
11 Business income limitation. Enter the smaller of business income (not less than zero) or line 5	11	
12 IRC Section 179 expense deduction. Add line 9 and line 10, but do not enter more than line 11	12	
13 Carryover of disallowed deduction to 2025. Add line 9 and line 10, less line 12	13	

Part II Depreciation and Election of Additional First Year Depreciation Deduction Under R&TC Section 24356

(a) Description of property	(b) Date acquired (mm/dd/yyyy)	(c) Cost or other basis	(d) Depreciation allowed or allowable in earlier years	(e) Depreciation method	(f) Life or rate	(g) Depreciation for this year	(h) Additional first year depreciation
14 1 EQUIPMENT	06/20/19	432,963	264,350	SL	.000	30,291	
2 LEASHOLD IMPROVEMENTS	05/14/19	108,262	43,054	SL	.000	10,504	
TOTALS		541,225	307,404				
15 Add the amounts in column (g) and column (h). The total of column (h) may not exceed \$2,000. See instructions for line 14, column (h)						15	40,795

Part III Summary

16 Total: If the corporation is electing: IRC Section 179 expense, add the amount on line 12 and line 15, column (g) or Additional first year depreciation under R&TC Section 24356, add the amounts on line 15, columns (g) and (h) or Depreciation (if no election is made), enter the amount from line 15, column (g)	<input checked="" type="radio"/>	16	40,795
17 Total depreciation claimed for federal purposes from federal Form 4562, line 22	<input checked="" type="radio"/>	17	40,795
18 Depreciation adjustment. If line 17 is greater than line 16, enter the difference here and on Form 100 or Form 100W, Side 1, line 6. If line 17 is less than line 16, enter the difference here and on Form 100 or Form 100W, Side 2, line 12. (If California depreciation amounts are used to determine net income before state adjustments on Form 100 or Form 100W, no adjustment is necessary.)	<input checked="" type="radio"/>	18	0

Part IV Amortization

(a) Description of property	(b) Date acquired (mm/dd/yyyy)	(c) Cost or other basis	(d) Amortization allowed or allowable in earlier years	(e) R&TC Section (see instructions)	(f) Period or percentage	(g) Amortization for this year
19						
20 Total. Add the amounts in column (g)						20
21 Total amortization claimed for federal purposes from federal Form 4562, line 44						21
22 Amortization adjustment. If line 21 is greater than line 20, enter the difference here and on Form 100 or Form 100W, Side 1, line 6. If line 21 is less than line 20, enter the difference here and on Form 100 or Form 100W, Side 2, line 12	<input checked="" type="radio"/>					22

022

Date Accepted _____

DO NOT MAIL THIS FORM TO THE FTB

TAXABLE YEAR

2024

California e-file Return Authorization for Exempt Organizations

FORM

8453-EO

Exempt Organization name

Identifying number

NORTHERN UNITED CHARTER SCHOOLS

82-5002004

Part I Electronic Return Information (whole dollars only)

1	Total gross receipts or unrelated business taxable income (Form 199, line 4 or Form 109, line 5)	1	<u>8,872,391</u>
2	Total gross income or total tax (Form 199, line 8 or Form 109, line 14)	2	<u>8,872,391</u>
3	Refund (Form 109, line 26)	3	
4	Balance due or Total amount due (Form 199, line 16 or Form 109, line 29)	4	

Part II Settle Your Account Electronically for Taxable Year 2024

5	<input type="checkbox"/> Direct deposit of refund (Form 109 only.)		
6	<input type="checkbox"/> Electronic funds withdrawal	6a Amount	6b Withdrawal date (mm/dd/yyyy)

Part III Schedule of Estimated Tax Payments for Taxable Year 2025 (These are **not** installment payments for the current amount the exempt organization owes.)

	First Payment	Second Payment	Third Payment	Fourth Payment
7 Amount				
8 Withdrawal Date				

Part IV Banking Information (Have you verified the exempt organization's banking information?)

9 Routing number	_____
10 Account number	_____
11 Type of account:	<input type="checkbox"/> Checking <input type="checkbox"/> Savings

Part V Declaration of Officer

I authorize the exempt organization's account to be settled as designated in Part II. If I check Part II, box 5, I declare that the bank account specified in Part IV for the direct deposit refund agrees with the authorization stated on my return. If I check Part II, box 6, I authorize an electronic funds withdrawal for the amount listed on line 6a and any estimated payment amounts listed on Part III, line 7 from the bank account specified in Part IV.

Under penalties of perjury, I declare that I am an officer of the above exempt organization and that the information I provided to my electronic return originator (ERO), transmitter, or intermediate service provider and the amounts in Part I above agree with the amounts on the corresponding lines of the exempt organization's 2024 California electronic return. To the best of my knowledge and belief, the exempt organization's return is true, correct, and complete. If the exempt organization is filing a balance due return, I understand that if the Franchise Tax Board (FTB) does not receive full and timely payment of the exempt organization's tax liability, the exempt organization will remain liable for the tax liability and all applicable interest and penalties. I authorize the exempt organization return and accompanying schedules and statements be transmitted to the FTB by the ERO, transmitter, or intermediate service provider. **If the processing of the exempt organization's return or refund is delayed, I authorize the FTB to disclose to the ERO or intermediate service provider the reason(s) for the delay or the date when the refund was sent.**

Sign Here		_____		DIRECTOR
		Signature of officer		Title

Part VI Declaration of Electronic Return Originator (ERO) and Paid Preparer.

I declare that I have reviewed the above exempt organization's return and that the entries on form FTB 8453-EO are complete and correct to the best of my knowledge. (If I am only an intermediate service provider, I understand that I am not responsible for reviewing the exempt organization's return. I declare, however, that form FTB 8453-EO accurately reflects the data on the return.) I have obtained the organization officer's signature on form FTB 8453-EO before transmitting this return to the FTB. I have provided the organization officer with a copy of all forms and information that I will file with the FTB, and I have followed all other requirements described in FTB Pub. 1345, 2024 Handbook for Authorized e-file Providers. I will keep form FTB 8453-EO on file for **four** years from the due date of the return or **four** years from the date the exempt organization return is filed, whichever is later, and I will make a copy available to the FTB upon request. If I am also the paid preparer, under penalties of perjury, I declare that I have examined the above exempt organization's return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. I make this declaration based on all information of which I have knowledge.

ERO	ERO's signature	MARLEN GOMEZ	Date	Check if also paid preparer <input checked="" type="checkbox"/>	Check if self-employed <input type="checkbox"/>	ERO's PTIN P01306775
Must Sign	Firm's name (or yours if self-employed) and address	CLIFTONLARSONALLEN LLP 901 VIA PIEMONTE, SUITE 300 ONTARIO, CA				Firm's FEIN 41-0746749 ZIP code 91764

Under penalties of perjury, I declare that I have examined the above organization's return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. I make this declaration based on all information of which I have knowledge.

Paid Preparer	Paid preparer's signature	_____	Date	Check if self-employed <input type="checkbox"/>	Paid preparer's PTIN
Must Sign	Firm's name (or yours if self-employed) and address	_____			Firm's FEIN ZIP code

Certificate Of Completion

Envelope Id: A5F8FE21-DE79-408C-8A36-17101C148A40	Status: Completed
Subject: 2024 Exempt Organization Tax Return for Northern United Charter Schools - A819748	
Client Name: Northern United Charter Schools	
Client Number: A819748	
Source Envelope:	
Document Pages: 86	Signatures: 5
Certificate Pages: 5	Initials: 1
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Nancy Smith
Time Zone: (UTC-06:00) Central Time (US & Canada)	220 S 6th St Ste 300
	Minneapolis, MN 55402-1418
	Nancy.Smith@claconnect.com
	IP Address: 72.81.243.141

Record Tracking

Status: Original	Holder: Nancy Smith	Location: DocuSign
1/27/2026 12:05:04 PM	Nancy.Smith@claconnect.com	

Signer Events

Shari Lovett
 slovett@nucharters.org
 School Director
 Security Level: Email, Account Authentication (None), Access Code

Signature

Signed by:

 F304EA396B07402...
 Signature Adoption: Pre-selected Style
 Using IP Address: 173.219.116.221

Timestamp

Sent: 1/27/2026 12:08:53 PM
 Viewed: 1/27/2026 12:19:24 PM
 Signed: 1/27/2026 12:19:51 PM

Electronic Record and Signature Disclosure:

Accepted: 1/27/2026 12:19:24 PM
 ID: 149a38e3-0a33-413a-8c1e-97b97d802549

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Kelly Withers
 kwithers@nucharters.org
 CBO

COPIED

Sent: 1/27/2026 12:13:24 PM

Security Level: Email, Account Authentication (None), Access Code

Electronic Record and Signature Disclosure:

Accepted: 12/11/2025 6:47:39 PM
 ID: 4f6d17bc-7668-4d9a-a9d7-1486eb1407b7

Witness Events

Signature

Timestamp

Notary Events

Signature

Timestamp

Envelope Summary Events

Status

Timestamps

Envelope Sent	Hashed/Encrypted	1/27/2026 12:08:53 PM
Envelope Updated	Security Checked	1/27/2026 12:13:23 PM

Envelope Summary Events	Status	Timestamps
Certified Delivered	Security Checked	1/27/2026 12:19:24 PM
Signing Complete	Security Checked	1/27/2026 12:19:51 PM
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NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 7.
REPORTS

Subject:

7.4 Northern United - Humboldt Charter School Report

Action Requested:

Information

Previous Staff/Board Action, Background Information and/or Statement of Need:

Each month staff will give an update on NU-HCS events and programs. Please see attached.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Rebekah Davis



**Humboldt Regional Director Board Report
2-11-26**

Goal #1: Academic Rigor- Northern United Charter Schools will improve student performance outcomes in all academic areas.

A. Meg is starting a History Club in the Spring Semester.



B. Our 4-6th Spelling Bee was awesome! Our 1st and 2nd place students went 12 rounds! Our 3rd place student went 8 rounds!! BLC zoomed in with 11 Spellers! Looking forward to the Regional Spelling Bees.

Moving on to the 4-6th Bee:

1st place- Laurelin (IS)

2nd place- Braxton (BLC)

3rd place and the alternate- Madden (BLC)

Moving on to the 7-8th Bee:

1st place- Leonardo Freitas (IS)



C. Theater Club has started! They started with games. These particular games were: walk around like you had the best day ever, walk around like you're sad etc.

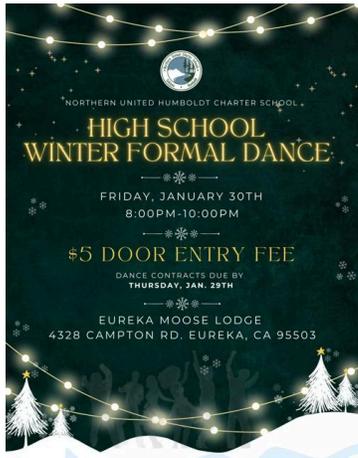


D. Brenda's class band was jamming during music class with Mr. Angel!



Goal #2: Social Emotional Learning: Northern United Charter Schools will improve school climate, emphasizing social and emotional wellbeing and attendance, and improve

parent/community involvement to promote and cultivate a positive, safe environment for all.



- A.
- B. Middle School Basketball season has started.



- C. Cheerleaders are ready for the season too!



- D. Mr. Kerr's Outdoor Ed class enjoyed a day at Founders Grove and the Redwood State Park Visitor Center. A student who just moved here from LA was enthralled with the giant trees!!



E. Our STEAM (science, technology, engineering, art, math) Family Night was a huge success! Very well attended! Lots of engaging activities for everyone!



**NEW YEAR
NEW SOUP**

Bring a soup, chili, topping(s), side dish, dessert, or drinks to share. Scan QR code for sign-up.

FRIDAY, FEBRUARY 6TH | 1:00 PM
(Directly following PD with Matt Huxley)
CLC Cafeteria

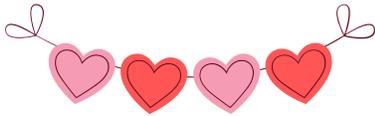
Northern United Charter Schools does not discriminate on the basis of race, color, national origin, sex, disability, sexual orientation, marital status, religion, gender, gender identity, gender expression, transgender status, or association with a person or a group with one or more of these characteristics in its programs or activities and provides equal access to the same for all. For more information, contact the Northern United Charter Schools Title IX Coordinator at Matt Huxley. He can be reached at (507) 445-7846. Complaints can be made to the receiving district superintendent, Northern United Charter Schools Title IX Coordinator at Matt Huxley. School District can be reached at (507) 445-7846, extension 100 or by sending an email to huxley@nucschools.org. Northern United Charter Schools Title IX Coordinator is Matt Huxley. Director of Student Services, He can be reached at (507) 445-7846, extension 125 or by sending an email to huxley@nucschools.org.

F.



G.

H. Student Leader hosted fundraiser to raise funds for new Cheer Team uniforms.



Send A

Valentine Gram

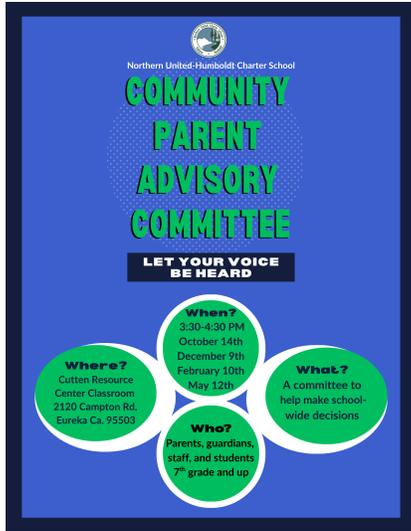
To be delivered at CLC, ELC, and CRC on
Thursday, Feb. 12th

1. Fill out the message below
2. Return to Mrs. Gomes in the CLC office by
Tuesday, Feb. 10th with \$3

Proceeds benefit the NU-HCS' Cheer Team

To:

From:



I.

Goal #3: Community: Northern United Charter Schools will promote our schools' programs within our school community and promote our schools within the broader community.

- A. A former NU-HCS student and cheerleader made new hairbows for this year's cheerleaders.



- B. Lisa and Kelly attended the California Kindergarten Annual Conference. Kelly's class' artwork was featured in the Young Children's Art Exhibit. Their geometry art lesson- "The Shape of Me".



- C. Congratulations to Shari for winning ACSA's Regional 1 Charter Director of the Year award. She has been nominated for the same award at the state level.
- D. Congratulations to Kelly for being nominated for an Excellence in Teaching award by one of her student's parents.
- E. FFA having a bake sale to raise money for State Conference in Ontario, Ca. in March. They made \$911.25 at this bake sale.



- F. The Circus has started at NU-HCS! The students started with games.



G. Our school is participating in the Great Kindness Challenge! This year's theme is "Show Us Your Kindness". CLC Student Leaders hosted a coloring contest. The winning posters are below.



H. Happy National School Choice Week!



I. Ranger Raven and Ranger Raccoon from the California Parks visited Kelly and Brenda's classes to share about our local wildlife.



J. Spirit Gear Sale

ORDERING DEADLINE

FEB 16



NEW!

CONVENIENT SIZING CHARTS

PRODUCT INFO

EASY ONLINE SHOPPING

PURCHASE ONLINE AT

www.SpiritGearDirect.com/Shop

NORTHERN UNITED - HUMBOLDT CHARTER



YOUTH/ADULT 50/50 TEE \$18



ADULT/YOUTH FULL-ZIP HOODIE \$51



YOUTH/ADULT LONG SLEEVE TEE \$25



YOUTH/ADULT SWEATSHIRT \$30



YOUTH/ADULT SPIDER TIE DYE \$28



ADULT SNAPBACK FLAT BRIM HAT \$28

10%

Of Every Purchase Directly Supports NORTHERN UNITED - HUMBOLDT CHARTER



Shop Your Gear Drive

www.SpiritGearDirect.com

Size Charts Available Online

K.

NU-HCS FFA Hosts **Friday & Saturday**
February 20th & 21st
9am-3pm
 2020 Campton Rd. Eureka

Multiple Families Bake Sale

YARD SALE

Donations? Contact Rebekah Davis- rdavis@nuarters.org



NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 7.
REPORTS

Subject:

7.5 Northern United - Siskiyou Charter School Report

Action Requested:

Information

Previous Staff/Board Action, Background Information and/or Statement of Need:

Each month staff will give an update on NU-HCS events and programs. Please see attached.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Kirk Miller



FEBRUARY SISKIYOU SCOOP

- Jan 28-30th NO In-Person or Zoom classes
- Feb 9th-13th Interim CAASPP testing in class or w/ your IST
- Feb 11th 4-6pm School Board Mtg in-person at YLC & MSLC
- Feb 12th & 13th NO In-Person or ZOOM classes
- Feb 16th-20th President Week NO SCHOOL
- Feb 24-25 NUCS Bucks Store YLC

SNACK BAGS ARE AVAILABLE THANKS TO A PARTNERSHIP WITH GREAT NORTHERN SERVICES!



GREAT NORTHERN
-services-



PLEASE CONNECT WITH YOUR STUDENT'S TEACHER TO GET A MONTHLY SNACK BAG!

2026

For additional support Contact
Kate at - kobrien@nucharters.org

3RD-8TH GRADERS TRACK & FIELD

WE NEED AT LEAST 5 STUDENTS TO SIGN-UP

2-3 MEETS.

CA STATE REQUIRES VACCINATION & AN ATHLETIC PHYSICAL TO PARTICIPATE.

RSVP: GRETA AT
530-859-3852
BY FEBRUARY 26TH



CAREER NIGHT!

Dinner provided! Students & families welcome!

March 19th 5-7pm, 505 S. Broadway, Yreka
Contact: Tammi Van Housen 530-643-7929



Hooray!

HAVE SOMETHING TO SHARE? EMAIL - KOBRIEN@NUCHARTERS.ORG OR YOUR TEACHER

Highlighting our awesome students, families and staff!

ICE SKATING WAS A BLAST & ONE OF OUR MOST SUCCESSFUL SCHOOL ENGAGEMENTS! THANKS FOR JOINING IN ON THE FUN!

Hooray!

Winter's Touch

The soft snowflakes falling from the sky, covering the land as winter's touch quietly lies.

Snow gently rests on the beautiful trees, as I sit by the fire so I don't freeze.

Inside there's Christmas music playing where outside there's snow swaying.

The night is dark as it's time to sleep, the children are giggling, while kicking their feet.

Lylah Mix
7th grade
2025

MRS. CLAUSE'S CLASS ENTERS A MONSTER DRAWING CONTEST!

WE HAD A WONDERFUL TURN OUT AT OUR LAST COMMUNITY COLLABORATION COUNCIL MEETING! THANKS FOR ALL YOUR SUPPORT AND COLLABORATION!

Thank You

PERSEVERANCE Family Newsletter

Perseverance Overview

THIS MONTH IS ALL ABOUT PERSEVERANCE. ONE WAY TO THINK ABOUT PERSEVERANCE IS "PUSHING YOURSELF THROUGH CHALLENGES AND OBSTACLES."

WE ALL EXPERIENCE CHALLENGES IN OUR LIVES. WE ALL HAVE MOMENTS WHEN WE FEEL LIKE WE CAN'T DO IT OR THAT WE WANT TO GIVE UP ON A BIG TASK. IT IS IMPORTANT TO DEVELOP TOOLS THAT HELP US WORK THROUGH THOSE CHALLENGES IN ORDER TO GROW IN THOSE MOMENTS INSTEAD OF GIVING UP.

HOW MIGHT YOU PRACTICE PERSEVERANCE AS A FAMILY THIS MONTH? PERSEVERANCE IS 1 OF 3 TRAITS WE WILL FOCUS ON THROUGHOUT THE YEAR THAT HELPS STUDENTS BE STRONG. ACROSS GRADE LEVELS, STUDENTS WILL BE DEVELOPING SKILLS LIKE FOCUSING, ORGANIZING, AND GOAL-SETTING.

Conversation Starters

- Can you share or show what it means to have Perseverance? When working towards goals, how does Perseverance help us to reach them?

Purposeful Pursuits

Have some fun connecting as a family this month while practicing Perseverance. Here are 2 "Purposeful Pursuits" you can complete together!

#1 Consistency is hard. Have each person in each day this week. Maybe it is flossing, drinking a certain amount of water, getting to bed at a certain time, limiting screen time, or exercising. Create a place where each person can tally their progress and see who can keep their streak going the longest!

#2 Review Perseverance as a family! Remember that Perseverance is pushing yourself to work through challenges and obstacles. Here's a fun challenge: Can you fit your whole body through an index card? While it sounds impossible, with the correct folding and cutting technique, you can make it happen! Give each family member a 4x6 index card and a pair of scissors. Ready for the answer? You can find the directions and solution online by searching: "Fit Your Body Through an Index Card."

Community Events & Resources

Love Letters to the Earth

Register Here

BEE KIND BAKERY
FEB. 7th
1-3PM

Create art and/or writings showing appreciation to our Mother Earth! Art supplies will be available, but feel free to bring your own! Snacks and drinks will be available for purchase at the bakery.

Valentine's Day Fun at Yreka Library

Read to a dog
January 31 @ 12:30 pm - 2:00 pm

Get ready for Valentine's Day! Come to the Yreka Library Saturday, Jan. 31 for crafts, an ornament painting contest and snacks. Bonus fun – read to a rescue dog. Rescue Ranch will be there with friendly pups eager to meet you and listen to a story! All kids welcome with a parent or guardian.

If you have something you would like to share with our school community, fill out this form

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 7.
REPORTS

Subject:

7.6 Director's Report

Action Requested:

Information

Previous Staff/Board Action, Background Information and/or Statement of Need:

Each month the Director may give a report on the state of the schools.

Fiscal Implications:

None

Contact Person/s: Shari Lovett

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 7.
REPORTS

Subject:

7.7 Board Report

Action Requested:

Information

Previous Staff/Board Action, Background Information and/or Statement of Need:

Each month the Board may give a report related to the governance of the schools.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Rosemary Kunkler

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 8.
NEXT BOARD MEETING

Subject:

8.1 Possible Agenda Items

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Discussion of topics to cover at the next meeting:

Fiscal Implications:

None

Contact Person/s:

Shari Lovett, Rosemary Kunkler

NUCS Board Meeting 2/11/2026 10:00am

Agenda Item 8.
NEXT BOARD MEETING

Subject:

8.2 Next Board Meeting Date: March 11, 2026

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

The next board meeting is based on the board adopted meeting schedule.

Fiscal Implications:

None

Contact Person/s:

Shari Lovett, Rosemary Kunkler

NUCS Board Meeting 2/11/2026 10:00am

**Agenda Item 9.
ADJOURN**