

September 14, 2025

Special Meeting Minutes

1. **Chair Katie Gerski-Keller called the meeting to order at 12:01 p.m.**
2. **Roll Call –**
Board Members Present: Katie Gerski-Keller, Meredith Willsen, Stephen Quadro, Ekaterina Khmelniker, James Stark, Jessica Crew
Guests: Brittany Galles, Jennifer Hoover, Zachary Phillips (remote)
3. **Board Member Exigencies and Remote Attendance –**
Action: Shall the board approve any board members to participate in this board meeting from a remote location due to unexpected emergencies per AB 2449?
Information: Members must publicly disclose at the meeting before any action is taken, whether any other individuals 18 years of age or older are present in the room at the remote location with the member, and if so, the general nature of the member's relationship with any such individuals; and ensure their meeting participation using both visual and audio technology.

TABLED. NO ACTION.
4. **James Stark read the Courage Virtue Card.**
5. **Public Comment –**
Bri D'Agostini made a comment thanking Eileen Worthing on efforts regarding salary and stipends. (Zoom)

Alicia Ferguson made a comment regarding Golden Valley Charter Schools mission, strategic plan, Waldorf values and reclassification of non-credentialed teachers. (Zoom)

Michelle Mann made a comment regarding staff and teacher appreciation and teacher and staff salary. (Zoom)

Chair Katie Gerski-Keller closed public comment at 12:09 p.m.
6. **GVCS Employee Benefit Contribution –**
Eileen Worthing presented implementing a proposed tiered structure to GVCS employee benefit contributions. The long-term goal is to raise family contributions higher. This is the first time GVCS is increasing benefit contributions in two years. Eileen explained this will make a difference in the budget, as well as covering more of the base plan costs for employees. Eileen's goal for next year is to investigate other medical providers for better rates.
See attachment for proposed tiered plan for GVCS employee benefit contributions.

It was moved by Stephen Quadro and seconded by Ekaterina Khmelniker that the board approve adopting the proposed tiered benefit plan beginning with the 2025-2026 open enrollment period for GVCS.

(Ayes: 6, Noes: 0, Abstain: 0)

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7. GVCS Specialty Teacher and Specialist Positions and Salary Schedule –

Eileen Worthing presented a proposal of updating specialty teacher job positions, essentially splitting them and creating them into two different roles: the specialty teacher, which is an exempt classification, and the specialist, which is a non-exempt classification to accurately reflect credentialing requirements under the law and ensure proper alignment with the FLSA exemption rules and non-exempt classifications.

Eileen clarified no changes will occur to any employee's rate from moving from salary to hourly, they will still receive the same benefits and work the same hours.

The distinction is that the exempt employees are salaried and are able to perform instructional duties requiring certification. Non-exempt employees are hourly, subject to the overtime laws, and cannot independently fulfill the requirements of a credentialed teacher. GVCS wants to recognize that they deeply value the contribution of the current specialty personnel. To recognize their work fairly while correcting these classifications, the Board was presented with the proposal of placing the Specialist positions on Range 10 of the Classified Non-Exempt Salary Schedule, with hourly rates beginning at Step 1: \$27.00 and progressing to Step 12: \$37.37, as outlined.

Ekaterina Khmelniker clarified there will be no change in the budget, no one will lose benefits, and asked what the impact is. Eileen explained the main difference is now these employees will be required to clock in and out and that the teacher of record must be present in the classroom.

It was moved by Stephen Quadro and seconded by Ekaterina Khmelniker that the board approve updating the GVCS specialty teacher position into split roles as the specialty teacher and the specialist and the classified salary schedule start for the specialist at range 10 of the non-exempt salary schedule.

(Ayes: 6, Noes: 0, Abstain: 0)

8. GVCS Updated Stipend Schedule –

The Board was presented with a proposed updated stipend schedule for GVCS. Attendance Recovery and Yearbook Stipends were highlighted as being new.

Ekaterina Khmelniker asked questions around specifics for the Mentor Stipend.

The Board explained if changes are further needed to the list of stipends, or if more details need to be added, it may be adjusted and again brought to the Board in the future.

It was moved by Stephen Quadro and seconded by Ekaterina Khmelniker that the Board approve the proposed updated stipend schedule for GVCS.

(Ayes: 6, Noes: 0, Abstain: 0)

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9. **The Board recited the Motto of the Social Ethic.**
10. **Chair Katie Gerski-Keller adjourned the meeting at 12:51 p.m.**

Respectfully submitted by Brittany Galles.

Katie Gerski-Keller, Chair

Date

Employee Cost for 24-25 Year (Without Increases)										
Employee Type	Current Month Med Cost	Yearly Med Cost	Month Den Cost	Yearly Den Cost	Month Vis Cost	Yearly Vis Cost	Total Per Paycheck (20)	Emp Cont. \$537	Per Month	
EE	393.24	4718.88	51.66	619.92	7.63	91.56	271.518	265.482		530.964
EE	469.86	5638.32	51.66	619.92	7.63	91.56	317.49	219.51		439.02
EE	517.5	6210	51.66	619.92	7.63	91.56	346.074	190.926		381.852
EE	544.29	6531.48	51.66	619.92	7.63	91.56	362.148	174.852		349.704
EE	582.21	6986.52	51.66	619.92	7.63	91.56	384.9	152.1		304.2
EE	582.21	6986.52	51.66	619.92	7.63	91.56	384.9	152.1		304.2
EE	599.35	7192.2	51.66	619.92	7.63	91.56	395.184	141.816		283.632
EE	625.36	7504.32	51.66	619.92	7.63	91.56	410.79	126.21		252.42
EE	626.34	7516.08	51.66	619.92	7.63	91.56	411.378	125.622		251.244
EE	697.36	8368.32	51.66	619.92	7.63	91.56	453.99	83.01		166.02
EE	733.04	8796.48	51.66	619.92	7.63	91.56	475.398	61.602		123.204
EE	752.15	9025.8	51.66	619.92	7.63	91.56	486.864	50.136		100.272
EE	782	9384	51.66	619.92	7.63	91.56	504.774	32.226		64.452
EE+Children	784.57	9414.84	103.46	1241.52	15.25	183	541.968	-4.968		-9.936
EE+Children	816.35	9796.2	103.46	1241.52	15.25	183	561.036	-24.036		-48.072
EE	922.64	11071.68	51.66	619.92	7.63	91.56	589.158	-52.158		-104.316
EE+Children	930.23	11162.76	103.46	1241.52	15.25	183	629.364	-92.364		-184.728
EE+Children	931.73	11180.76	103.46	1241.52	15.25	183	630.264	-93.264		-186.528
EE	969.92	11639.04	51.66	619.92	7.63	91.56	617.526	-80.526		-161.052
EE	996.59	11959.08	51.66	619.92	7.63	91.56	633.528	-96.528		-193.056
EE	996.59	11959.08	51.66	619.92	7.63	91.56	633.528	-96.528		-193.056
EE	998.91	11986.92	51.66	619.92	7.63	91.56	634.92	-97.92		-195.84
EE+Children	1007.8	12093.6	103.46	1241.52	15.25	183	675.906	-138.906		-277.812
EE+Children	1028.95	12347.4	103.46	1241.52	15.25	183	688.596	-151.596		-303.192
EE	1038.83	12465.96	51.66	619.92	7.63	91.56	658.872	-121.872		-243.744
EE+Spouse	1079.88	12958.56	103.02	1236.24	14.49	173.88	718.434	-181.434		-362.868
EE+Children	1083.57	13002.84	103.46	1241.52	15.25	183	721.368	-184.368		-368.736
EE	1092.61	13111.32	51.66	619.92	7.63	91.56	691.14	-154.14		-308.28
EE (2025-2026)	1229.18	14750.16	51.66	619.92	8.63	103.56	773.682	-236.682		-473.364 2025-2026
EE+Children	1092.72	13112.64	103.46	1241.52	15.25	183	726.858	-189.858		-379.716
EE+Children	1100.16	13201.92	103.46	1241.52	15.25	183	731.322	-194.322		-388.644
EE+Children	1298.24	15578.88	103.46	1241.52	15.25	183	850.17	-313.17		-626.34
EE+Children	1308.56	15702.72	103.46	1241.52	15.25	183	856.362	-319.362		-638.724
EE+Family	1331.95	15983.4	167.74	2012.88	22.43	269.16	913.272	-376.272		-752.544
EE+Children	1417.51	17010.12	103.46	1241.52	15.25	183	921.732	-384.732		-769.464
EE+Children	1432.36	17188.32	103.46	1241.52	15.25	183	930.642	-393.642		-787.284
EE+Family	1612.96	19355.52	167.74	2012.88	22.43	269.16	1081.878	-544.878		-1089.756
EE+Family	1694.82	20337.84	167.74	2012.88	22.43	269.16	1130.994	-593.994		-1187.988
EE+Family	1854.3	22251.6	167.74	2012.88	22.43	269.16	1226.682	-689.682		-1379.364
EE+Family	2450.86	29410.32	167.74	2012.88	22.43	269.16	1584.618	-1047.618		-2095.236
EE+Family	2597.15	31165.8		2012.88		269.16	1672.392	-1135.392		-2270.784 2025-2026

Proposed Tier 1:	\$550 per pay period	Avg. Price Children - 2025	\$347
Proposed Tier 2 (+ Dependent):	\$600 per pay period	1/4 Cost of 1 Child (0-14)	\$50/PP
Proposed Tier 3 (Family)	\$650 per pay period	1/4 of 2 Children (0-14)	\$100/PP
MAX EMPLOYEE CONTRIBUTIONS (with new proposed tiers)	\$1022.39 per pay period		