



Golden Valley Charter Schools
Regular Meeting of the Board of Trustees
9601 Lake Natoma Dr.
Orangevale, CA 95662

October 08, 2025

Board Meeting Access Information

Date: Wednesday, October 08, 2025
Time: 5:00 p.m.
Primary Location: **Golden Valley River School, Room 5, 9601 Lake Natoma Dr., Orangevale, CA 95662**

Remote Location: Golden Valley Orchard, Room 2, 6550 Filbert Ave, Orangevale, CA 95662

Zoom Link: Topic: BOT Regular Meeting 2025.10.08
Time: October 08, 2025 05:00 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/84608696274?pwd=rf9Bsmxz8nQXqEBpGYbbPnwyazZEGin.1>

Meeting ID: 846 0869 6274

Passcode: 467005

One tap mobile

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Join instructions

https://us02web.zoom.us/join/84608696274/invitations?signature=-m20QZvj4qhkLwhQOkmtObzgnFMle_8yWqP3jQZyod8

This meeting is being conducted in person and will also be available to the public via teleconference through the Zoom platform.

Members of the public who wish to comment during the Board meeting may do so in person at the primary meeting location, a remote meeting location, or use the "raise hand" tool on the Zoom platform. Members of the public may also email their comments to the Board at bot@gvcharter.org; emailed comments will be summarized by the board chair. Individual comments are limited to three (3) minutes. The Board will limit the total time for public comment to fifteen minutes. The Board reserves the right to mute or remove a participant from the meeting if the participant unreasonably disrupts the Board meeting.

Disability Accommodations. A person with a disability may contact the central office at (916) 597-1477, or email the board at bot@gvcharter.org at least 48 hours before the scheduled board meeting to request receipt of an agenda and other distributed writings in an appropriate alternative format or to request disability-related modifications or accommodations, including auxiliary aids or services, in order to participate in the public board meeting.

October 08, 2025

Regular Meeting Agenda

1. **Call to Order** – 5:00 p.m. *(K. Gerski-Keller)*
2. **Roll Call** – 5:00 p.m.
Board Members: Katie Gerski-Keller, Ekaterina Khmelniker, Stephen Quadro, Meredith Willsen, James Stark, Jessica Crew
3. **Board Member Exigencies and Remote Attendance** – 5:01 p.m. *(K. Gerski-Keller)*
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.
4. **Flag Salute/Quote/Moment of Silence** – 5:05 p.m. *(K. Gerski-Keller)*
5. **Public Comment** – 5:06 p.m.
This portion of the meeting is set aside for members of the audience to make public comments or raise issues that are not specifically on the agenda or for those that are on the agenda in areas of Board jurisdiction. Speakers are asked to keep comments respectful and focused on issues, not individuals. Please refrain from using names or identifying information when referencing students, staff, or families. Comments about specific individuals—especially students—should be addressed privately through the appropriate administrative channels. Disclosing confidential student information during a public meeting may violate federal privacy laws (FERPA). Additionally, members of the public are reminded that slanderous, defamatory, or disruptive comments may result in legal liability or removal from the meeting. The Board does not respond to public comment but may refer matters to administration for review. These presentations are limited to three (3) minutes and the total time allotted to non-agenda items will not exceed fifteen (15) minutes. The board will receive in person comments first, remote location comments second, and Zoom comments third.
6. **Minutes Approval** – 5:21 p.m. *(K. Gerski-Keller)*
Action: Shall the Board approve the September 10, 2025, Regular Meeting Minutes?
7. **Minutes Approval** – 5:22 p.m. *(K. Gerski-Keller)*
Action: Shall the Board approve the September 14, 2025, Special Meeting Minutes?
8. **Executive Director Search for GVCS** – 5:23 p.m. *(K. Gerski-Keller)*
Discussion/Action: Shall the Board conduct an Executive Director search for the 2026-2027 school year for Golden Valley Charter Schools (GVCS)?

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9. **Recharter Committee for GVCS** – 5:28 p.m. *(K. Gerski-Keller)*
Discussion/Action: Shall the Board approve of establishing a recharter committee for Golden Valley Charter Schools (GVCS)?
10. **Student Code of Conduct Policy** – 5:33 p.m. *(J. Hoover)*
Discussion/Action: Shall the Board approve the Student Code of Conduct Policy?
11. **Policy Committee for GVCS** – 5:43 p.m. *(K. Gerski-Keller)*
Discussion/Action: Shall the Board approve members from the Board of Trustees to update agency-wide policies for Golden Valley Charter Schools (GVCS)?
12. **Fiscal Oversight Updates for GVCS** – 5:48 p.m. *(J. Stark)*
Discussion: Members of the Finance Committee will present to the Board of Trustees an update on fiscal oversight for Golden Valley Charter Schools (GVCS).
13. **Updated Specialist Positions** – 6:03 p.m. *(E. Worthing)*
Discussion/Action: Shall the Board approve the updated Specialist positions to Specialist I, Specialist II, and Specialist III to coordinate with the exempt salaries of current Specialists when moving to non-exempt schedule at 180 days of work?
14. **Retro-Salary Schedule** – 6:13 p.m. *(E. Worthing)*
Discussion/Action: Shall the Board approve the retro-salary schedule (exempt) change for 2025 and upcoming salary schedule (exempt) for 2026 to coordinate with minimum wage laws?
15. **Faculty Reports** – 6:23 p.m.
Faculty Chair Report, Orchard: Orchard Faculty Chair, Jennifer Evans, will present items of interest to the board. *(J. Evans)*
Faculty Chair Report, River: River Faculty Chair, Tavia Pagan, will present items of interest to the board. *(T. Pagan)*
16. **Executive Reports** – 6:33 p.m.
Board Chair Report: Board of Trustees Chair, Katie Gerski-Keller, will present items of interest to the board.
Executive Director Report: Interim Executive Director, Jennifer Hoover, will present items of interest to the board.
17. **Recitation of the Motto of the Social Ethic** – 6:40 p.m.
The healing social life is found
When in the mirror of each human soul
The whole community finds its reflection,
And when, in the community,
The virtue of each one is living.
18. **Adjournment of the meeting** – 6:41 p.m. *(K. Gerski-Keller)*

September 10, 2025

Regular Meeting Minutes

1. **Vice Chair Meredith Willsen called the meeting to order at 5:07 p.m.**
2. **Roll Call –**
Board Members Present: Meredith Willsen, Stephen Quadro, Ekaterina Khmelniker, Jessica Crew
Board Members Absent: Katie Gerski-Keller, James Stark
Jennifer Huetter has resigned from the Board, see resignation letter attached.
Guests: Brittany Galles, Jennifer Hoover, Becky Page (remote), Ryan Sutton, Tavia Pagan, Upekkha Evans, Eileen Worthing, Christine Bernardo, Marya Sahota, Bri D’Agostini, Alicia Ferguson, Ryan Miller, Sarah Miller
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. **Meredith Willsen read the Courage Virtue Card.**
5. **Public Comment –**

Addie made a comment regarding Agenda Item #9, Golden Valley Orchard School’s 8th grade Sequoia Class field trip.

Bri D’Agostini made a comment regarding Prop 28 funds.

Vice Chair Meredith Willsen closed public comment at 5:12 p.m.
6. **Minutes Approval –**
It was moved by Ekaterina Khmelniker and seconded by Stephen Quadro that the board approve the August 20, 2025, Annual Meeting Minutes.

(Ayes: 4, Noes: 0, Abstain: 0)
7. **Parsec Education Partnership –**
Stephen Quadro followed up with Parsec Education on cyber security questions.

Jennifer Hoover made a comment confirming that Title I funds will be used for the purchase of Parsec Education’s services, covering both campuses for GVCS.

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The Board was again presented with pricing of Parsec's services in both a two-year and three-year package breakdown, agreeing to the three-year option due to GVCS approaching a recharter year.

It was moved by Stephen Quadro and seconded by Meredith Willsen that the board approve of a three-year contract between GVCS and Parsec Education Partnership.

(Ayes: 4, Noes: 0, Abstain: 0)

8. School Report Cards –

Faculty Chair Tavia Pagan spoke on behalf of teachers in favor of moving from a trimester report card system to a semester report card system. Jennifer Hoover noted this would be incorporated in Golden Valley River School's rechartering document in the Fall.

It was moved by Stephen Quadro and seconded by Jessica Crew that the Board approve to transition from a trimester system to a semester system for school report cards moving forward starting with the 2026-2027 school year for GVOS and GVRS.

(Ayes: 4, Noes: 0, Abstain: 0)

9. Orchard 8th Grade Class Field Trip Quote –

Susan McCann presented a letter written to the BOT inquiring about the 8th grade Sequoia Class at GVOS to attend a field trip with Furthest Field Expeditions at the end of the school year. Susan provided the BOT with an overview of fundraisers to take place throughout the course of the school year to contribute to their class funds for this field trip.

Meredith Willsen had a question on the cancellation policy with Furthest Fields Expeditions and the number of contracting students.

Susan will follow up with the Furthest Field Expeditions representative about an updated contract due to the number of students attending has changed since she first inquired.

Sequoia Class parents have agreed to pay for the remainder of the cost that is not covered by fundraisers throughout this school year. They would need a payment plan established but asked for reassurance that the out-of-pocket remainder cost funds will go to this specific field trip with Furthest Field Expeditions and not to anything else.

Meredith Willsen clarified that the payment plan will be established now, along with fundraising throughout this school year.

The Board will vote to approve the quote at \$975.00 per student for 18 students, for a total of \$17,550.00. The Board agreed that if the number of students attending the field trip needs to be amended, it can be included in consent agenda moving forward if needed.

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It was moved by Stephen Quadro and seconded by Ekaterina Khmelniker that the Board approve the Furthest Field Expeditions Quote for 18 students at a total of \$17,550.00 for the GVOS 8th grade Sequoia Class end of year field trip.

(Ayes: 4, Noes: 0, Abstain: 0)

10. Probationary Period for all new GVCS Employees –

Eileen Worthing presented to the Board her proposal of establishing a probationary period for all new GVCS employees upon hiring moving forward. This would entail updating the GVCS employee handbook, GVCS contracts, and conducting probationary reviews. Revisions of the employee handbook and contracts will need to be Board approved.

Jennifer Hoover made a comment explaining this could help avoid severances in the future.

Meredith Willsen asked that more onboarding support be included during the probationary period.

Tavia Pagan made a comment explaining that a probationary period is usually very common at other establishments. She noted this is best practice, it could help retain employees and provide clarification on supporting new employees.

Stephen Quadro commented that pretty much every company has a probationary period.

It was moved by Stephen Quadro and seconded by Ekaterina Khmelniker that the Board approve a 6-month probationary period for classified employees and a one school year probationary period for faculty for all new GVCS hired employees moving forward.

(Ayes: 4, Noes: 0, Abstain: 0)

11. Employee Benefit Contributions –

Eileen Worthing presented to the Board her proposal of a tiered benefit contribution plan for all employees due to increases in all health care benefits. She is recommending a tiered structure. Eileen explained that the increases severely impact those employees with dependents. Eileen gave examples of contributions on the rate sheet provided to the Board, as well as providing examples from other schools.

This item was discussed but will need action at a Special Board Meeting to be held. Stephen Quadro asked that Eileen provides a comparison of what is paid and/or contributed in terms of benefits when the Board votes on a proposed tiered plan at the future Special Board meeting.

TABLED. NO ACTION.

12. 2024-2025 Unaudited Actuals, GVOS –

Susan Lefkowitz presented the 2024-2025 Unaudited Actuals for Golden Valley Orchard School (GVOS).

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Stephen Quadro stated he is happy to write on behalf of the Finance Committee discovering the third interim budget did not match variances, and that cashflow was tight, when submitting the budget to San Juan Unified School District and will be signed on behalf of the Board. CSMC will also submit a narrative. GVCS will have to adjust their budgets from April to June from what was presented – a misrepresentation of funds from third interim versus actuals.

Eileen Worthing reviewed 2024-2025 school year spending on SPED services and compared savings on current costs of services as well as projected saving moving forward. Recruitment efforts for internal contracting were not high in the past, which is why GVCS was contracting out for services. Eileen explained to the Board that it is better to contract internally to save costs.

Meredith Willsen requested that Susan Lefkowitz provide SPED budgeted and actual expenditures over time, by fiscal year. Susan agreed to run a report reflecting this data for SPED only, covering the past few years, and will share it with the Board.

It was moved by Ekaterina Khmelniker and seconded by Jessica Crew that the Board approve the 2024-2025 Unaudited Actuals for Golden Valley Orchard School (GVOS).

(Ayes: 4, Noes: 0, Abstain: 0)

13. 2024-2025 Unaudited Actuals, GVOS) –

Susan Lefkowitz presented the 2024-2025 Unaudited Actuals for Golden Valley River School (GVRs).

Jennifer Hoover provided a breakdown of student enrollment for both GVOS and GVRs as of today's date September 10, 2025, showing 2025-2026 budget assumptions as well as revenue lost or gained. Both schools are enrolled with over 300 students. See attached student enrollment totals.

It was moved by Jessica Crew and seconded by Ekaterina Khmelniker that the Board approve the 2024-2025 Unaudited Actuals for Golden Valley River School (GVRs).

(Ayes: 4, Noes: 0, Abstain: 0)

14. Faculty Reports –

Faculty Chair Report, Orchard: Orchard Faculty Chair, Jennifer Evans, presented items of interest to the board.

Faculty Chair Report, River: River Faculty Chair, Tavia Pagan, presented items of interest to the board.

15. Executive Reports –

Board Chair Report: Board of Trustees Vice Chair, Meredith Willsen, presented items of interest to the board.

Executive Director Report: Interim Executive Director, Jennifer Hoover, presented items of interest to the board.

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16. The Board recited the Motto of the Social Ethic.

17. Vice Chair Meredith Willsen adjourned the meeting at 7:27 p.m.

Respectfully submitted by Brittany Galles.

Katie Gerski-Keller, Chair

Date

Golden Valley Charter School
Board of Trustees

Dearest Katie and Meredith,

It has been an honor to continue to work and grow Golden Valley and I am deeply honored that I was able to join the Board in the organizations time of need. I recently have had a lot of changes that affect my availability to serve on the Board, specifically my ability to attend Wednesday meetings due to my new work schedule downtown. This is a rather difficult decision, but I must resign from the Board, effective today 08/29/2025, as I can not fulfill my obligations as an effective Board member.

I wish for the continued success of Golden Valley for years to come. This community will always have a special place in my heart.

Respectfully,
Jennifer Huetter
Board of Trustee Member

To: The Board of Trustees

From: Parents of Sequoia Tree Class

Date: 9/10/2025

Subject: Request for Approval – 8th Grade Field Trip with Furthest Field Outfitters

Dear Members of the Board,

We, the parents of the Sequoia Tree students, are writing in hopes to get your approval for our students' spring field trip: a multi-day float on the Eel River with Furthest Field Outfitters.

This trip represents more than just a memorable outdoor experience—it is an opportunity to honor the culmination of our children's Waldorf journey. We hope to offer the students a transformative and bonding experience that reflects both their resilience and their final year together at Golden Valley.

We have chosen Furthest Field Outfitters for their experience, safety protocols, and their values, which are in alignment with Waldorf principles: reverence for nature, experiential learning, and social cohesion through shared challenge. Floating the Eel River provides a hands-on immersion in California's natural landscape, while fostering deepened peer relationships, teamwork, and independence—critical elements of the 8th grade year.

To make this trip financially accessible to all families, we have formed a dedicated fundraising committee that has already planned our five allotted school-wide fundraising events. In addition, the students themselves will take an active role in participating in smaller fundraising efforts. For any remaining costs, we are prepared to organize a manageable payment plan to ensure that every student can attend, regardless of financial circumstance.

We understand that this request requires board approval before we can move forward with signing a contract with Furthest Field Outfitters, and we are hopeful that you will be able to expedite your review so we can secure our reservation and begin moving forward with logistical planning.

Thank you for your ongoing support of our students and for recognizing the importance of these rites of passage that so beautifully reflect Waldorf values and our community's commitment to them.

Warm regards,

The Parents of the 8th Grade Sequoia Tree Class

Christine Bernardo
Christine Bernardo
Miranda Clements
Miranda Clements
Crista Brown
Crista Brown
Joe Brown
Joe Brown
Andrew Craven
Andrew Craven
Marya X Sakota
Marya X Sakota
Mark Dyer
Mark Dyer

Fundraisers

- Dairy Queen X3 \$150 average \$450 est
- Skate night \$900
- Holiday grams x3 800= \$2400 est
- Valentines dance 700,
- Bake sales 225 small, 2000 school wide- festival and gathering
-
- Total est. $\$6,675 + \$11,879 = \$18,554.00$
- -20,000 + -2000 charter bus
- Out of pocket less than \$200.

ORCHARD Enrollment as of 9/10/25					
Grade	Enrollment as of 9/10/25	25-26 Budget Assumption	Difference	Per Pupil Funding	Revenue lost or gained
TK	30	28	2	\$ 16,868.00	\$ 33,736.00
K	30	32	-2	\$ 10,411.00	\$ (20,822.00)
1	28	31	-3	\$ 10,411.00	\$ (31,233.00)
2	42	41	1	\$ 10,411.00	\$ 10,411.00
3	45	45	0	\$ 10,411.00	\$ -
4	27	29	-2	\$ 10,719.00	\$ (21,438.00)
5	31	31	0	\$ 10,719.00	\$ -
6	30	31	-1	\$ 10,719.00	\$ (10,719.00)
7	28	29	-1	\$ 12,746.00	\$ (12,746.00)
8	20	22	-2	\$ 12,746.00	\$ (25,492.00)
Total	311	319	-8		\$ (78,303.00)

RIVER Enrollment as of 9/10/25					
Grade	Enrollment as of 9/10/25	25-26 Budget Assumption	Difference	Per Pupil Funding	Revenue lost or gained
TK	37	30	7	\$ 16,868.00	\$ 118,076.00
K	42	34	8	\$ 10,411.00	\$ 83,288.00
1	47	56	-9	\$ 10,411.00	\$ (93,699.00)
2	32	34	-2	\$ 10,411.00	\$ (20,822.00)
3	30	34	-4	\$ 10,411.00	\$ (41,644.00)
4	30	33	-3	\$ 10,719.00	\$ (32,157.00)
5	30	32	-2	\$ 10,719.00	\$ (21,438.00)
6	30	32	-2	\$ 10,719.00	\$ (21,438.00)
7	24	29	-5	\$ 12,746.00	\$ (63,730.00)
8	21	20	1	\$ 12,746.00	\$ 12,746.00
Total	323	334	-11		\$ (80,818.00)

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)

September 14, 2025

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)

September 14, 2025

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		



STUDENT BEHAVIOR POLICY STUDENT CODE OF CONDUCT

(Board Approved March 13, 2019) (Revised TBD)

Golden Valley Charter School is committed to creating a safe and nurturing learning environment for every student. We are equally committed to helping our students grow into healthy, happy, responsible adults. In order to respect, care for and work with others; students must learn to truly love and respect themselves.

It is our goal that all students possess a clear understanding of how their actions affect others. When a student acts in thoughtless or harmful ways, the entire community suffers. Our goal is to discourage misbehavior and encourage the student to do better in the future. Our approach emphasizes compassion, consistency and responsibility.

The Student Behavior Guidelines for Golden Valley Charter Schools are based upon a philosophy of respect and adherence to California State Education Code (particularly Sections 48900 through 48915, and 48918 where applicable 48908):~~California State Education Code (48908):~~

Student Behavior Guidelines

In order to provide a school environment that fosters cooperation, responsibility and respect; students will be expected to follow these guidelines:

1. Students will support a positive learning environment. —Students are expected to do their best and cooperate with teachers and classmates. This includes, but is not limited to, quietly focusing their attention on the teacher when asked to do so, completing class assignments, observing class starting and ending times, completing classroom chores, and follow directions when requested to do so.
2. Students will treat all adults and students with respect. —Respectful, courteous language is expected towards teachers, students and parents. Inappropriate behavior such as rudeness, teasing, mimicking, unkind or inappropriate words, swearing, physical or emotional threats, sexual harassment, and lying are not permitted. Students are expected to comply whenever an adult or a student asks for an inappropriate behavior to stop.
3. Students will treat all personal and school property with respect. —Lost, stolen, defaced or destroyed property will be repaired or replaced by the parents of those responsible.
4. A “gentle hands” policy will be followed. —Rough housing, fighting, shoving, spitting, pushing, hitting, kicking or biting is cause for immediate intervention.
5. Students will obey all classroom and playground rules. —Teachers will help their students understand and integrate the school-wide behavior policy into their daily activities. Additionally, individual teachers may have unique expectations, which they will communicate to their classes. Teachers will develop a class management system, approved by the administrator, and appropriate to the age level of their individual class.
6. Parental concerns about the implementation of this policy shall be shared directly with their student’s teacher.
7. Due to FERPA Privacy Laws, school personnel are unable to discuss other students’ behaviors with parents.

8. Please refer to the Bullying Prevention Policy and Plan for further information regarding bullying prevention and reporting, including use of the Bullying Incident Report.

8.9. Restorative and trauma-informed practices will be utilized where appropriate as a first means of correction, in alignment with Education Code 48900.5.

Consequences for Misbehavior:

At all Golden Valley Schools, consequences for misbehavior begin in the classroom. Repetitive misbehavior will initiate increasing consequences that will involve student, parent, teacher and additional personnel, as needed. Below is an outline of the process from classroom management to expulsion. These procedures will be followed based on the severity of the infraction and the teacher and/or principal's evaluation of the circumstances. **Please note that some actions are grounds for immediate suspension or expulsion (see list below).**

1. Classroom Management for Student Behavior

Setting Expectations

At the beginning of each school year each teacher will communicate their class management plan with parents at the first parent meeting. Additionally, a written copy of the class expectations for Special Subject Specialty classes will be distributed to all parents.

Consequences for Misbehavior:

At this level, misbehavior will be dealt with according to the teacher's class management plan.

In the event that individual class management systems are not sufficient to correct disruptive or disrespectful behavior, the student will progress to the next step.

2. Referral and Parent-Teacher Conference

Referral

If a student fails to follow the school or classroom behavior guidelines or in any way undermines a healthy learning environment, endangers himself, others or property, a Referral ~~-(Student Behavior Report and Action Plan)~~ may be sent home with the student describing this behavior. The teacher will follow this up with a phone call, email, or ParentSquare message -to the parents and letting them know to expect a referral from their student.

The parents and student will discuss the situation and assist the student in developing a plan to correct the behavior. The signed notice will be returned to the teacher the following day.

~~The parents and student will discuss the situation and the parents will assist the student in developing a plan to correct the behavior (see Referral Form). It is suggested that a student who receives a referral is given a consequence for it at home. The signed notice will be returned to the teacher the following day. It is the parents' responsibility to see that the student returns this signed referral to the school the following day. Either the parent or the teacher may request a telephone or personal conference.~~

Parent-Teacher Conference

When a student receives two referrals, the teacher will schedule a parent-teacher conference. Restorative practices, counseling, or other means of correction will be discussed.

~~When a student receives two referrals, the teacher will schedule a parent-teacher conference. If both parents and teacher agree, the student may be included in the meeting. Student participation is encouraged, when appropriate. A behavior plan may be developed at this time. The teacher or parents may request the principal be present. Parents may request that other individuals be present at the conference.~~

3. Suspension

Suspensions will be imposed only when other means of correction fail to bring about proper conduct, in accordance with the Suspension & Expulsion policy and as required under Ed Code 48900.5.

The duration of suspension will depend on the severity and nature of the behavior in accordance with Ed Code 48911.

The school will not suspend students in grades K–8 solely for "willful defiance," consistent with Ed Code 48900(k) and subsequent amendments.

~~Upon receiving a third, sixth and ninth referral, a student may be suspended from school. The first suspension will be one day, the second suspension may be from 1–3 days and the third suspension may be from 2–4 days long.~~

~~In the interest of maintaining a safe and courteous environment, certain behaviors will not be tolerated and may result in an immediate suspension (California Ed Code 48900). These behaviors are:~~

- ~~● Causing, attempting to cause, or threatening to cause physical injury to another person.~~
- ~~● Willfully using force or violence upon the person of another, except in self-defense.~~
- ~~● Attempting, threatening to cause or participate in hate violence.~~
- ~~● Willfully and knowingly making a terrorist threat against the school.~~
- ~~● Possessing, selling or otherwise furnishing any firearm, knife, explosive or other dangerous object.~~
- ~~● Possessing an imitation firearm.~~
- ~~● Possessing, selling or otherwise furnishing, or being under the influence of any controlled substance, an alcoholic beverage or an intoxicant of any kind.~~
- ~~● Unlawfully offering, arranging, or negotiating to sell any controlled substance, an alcoholic beverage, or an intoxicant of any kind, and then either selling, delivering or otherwise furnishing to any other person a liquid substance, or material and representing the liquid, substance, or material as a controlled substance, alcoholic beverage or intoxicant.~~
- ~~● Unlawfully possessing or unlawfully offering, arranging, or negotiating to sell any drug paraphernalia.~~
- ~~● Committing or attempting to commit robbery or extortion.~~
- ~~● Causing or attempting to cause damage to school property or private property.~~

- ~~Stealing or attempting to steal school property or private property while on school grounds.~~
- ~~Knowingly receiving stolen school property or private property.~~
- ~~Possessing or using tobacco or any products containing tobacco or nicotine products, including but not limited to cigars, cigarettes, miniature cigars, clove cigarettes, smokeless tobacco, snuff, chew packets, betel, e-cigarettes, vape pens, etc., exclusive of physician's prescriptions.~~
- ~~Committing an obscene act or engaging in habitual profanity or vulgarity.~~
- ~~Disrupting school activities or otherwise willfully defying the valid authority of supervisors, teachers, administrators, school officials, or other school personnel engaged in the performance of their duties.~~
- ~~Committing or attempting to commit a sexual assault or committing sexual battery.~~
- ~~Committing an act of sexual harassment. Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature (California Ed Code 212.5)~~
- ~~Harassing, threatening or intimidating a pupil who is a complaining witness or witness in a school disciplinary proceeding for the purpose of either preventing that pupil from being a witness or retaliating against that pupil for being a witness, or both.~~
- ~~Engaging in or attempting to engage in hazing, as defined in California Ed Code 48900~~
- ~~Engaged in an act of bullying, defined as severe or pervasive physical and verbal acts or conduct, including written or electronically transmitted material, which can reasonably be predicted to have the effect(s) of: fear of harm to person or property, detrimental effects on physical or mental health, interference with academic performance, and interference with the ability to participate in or benefit in the services, activities, or privileges provided in school.~~

~~If a student is suspended, the parents will be informed by telephone and will receive a formal notice of suspension.~~ The student may return to school after a suspension once a follow-up SST meeting with the teacher and/or administrator stipulating the conditions of the student's return has taken place. During this meeting a behavior plan may be developed.

Student Success Team (SST) Meeting

~~At any time the teacher deems it necessary or in accordance with the Student Behavior Policy, upon a third referral, an SST Meeting will be convened to support the student and their needs.~~ The meeting will consist of the student's parents, classroom teacher, administrator, as well as other teachers and support staff, if needed. The team will work to cultivate healthy classroom, playground, and social behavior. During this meeting a behavior plan may be developed. Parents will be notified in writing at the meeting that should a third suspension occur, expulsion may be recommended.

Special Needs Students and Suspension

~~Suspension shall be imposed only when other means of correction fail to bring about proper conduct. However, a pupil, including an individual with exceptional need, as defined in Section 56026 of the CA Ed Code, may be suspended for any of the reasons enumerated above upon a first offense, if the principal determines that the pupil violated one of the above items.~~

4. Expulsion

Should the above steps and due process not prove to correct the student's behavior expulsion may be recommended. Students have the right to an expulsion hearing, representation, presentation of evidence, and appeal, per Ed Code 48918 and in accordance with the Suspension & Expulsion policy.

~~Should the above steps and Due Process not prove to correct the student's behavior after 3 suspensions, expulsion may be recommended.~~

~~Due Process Summary Behaviors and Interventions~~

1. First referral: Phone call to parent from the teacher
2. Second referral: Phone call and parent-teacher conference
3. Third referral: Phone call home from administrator and SST meeting is scheduled
4. At SST Meeting: Parents and school will develop a plan and identify any necessary interventions that the student may need
5. Subsequent referrals: Continued documentation, interventions, and SST meetings as needed
6. Restorative and non-punitive strategies will be applied at every reasonable step prior to suspension or expulsion recommendation.

Below is a summary of the steps that may be taken prior to a recommendation for expulsion:

1. First referral: Phone call to parent
2. Second referral: Phone call and parent teacher conference
3. Third referral and suspension: Phone call home and SST meeting is scheduled
4. At SST Meeting: Parents will be notified in writing that a 3rd suspension may result in a recommendation for expulsion.
5. Fourth referral: Phone call home
6. Fifth referral: Phone call and parent teacher conference
7. Sixth referral and suspension: Phone call home. SST follow-up meeting is scheduled
8. At SST Meeting: Parents will be notified in writing that a 3rd suspension may result in a recommendation for expulsion.
9. Seventh referral: Phone call home.
10. Eighth referral: Phone call home and parent teacher conference
11. Ninth referral and/or 3rd suspension: Recommendation for expulsion

~~In addition, there are certain situations in which Mandatory Expulsion is required (Ed Code 48915). They are listed in the Code as follows:~~

~~"The principal or designee must immediately suspend and recommend a student for expulsion and the School Board of Trustees must expel for:~~

~~1.——Possession, as verified by a district employee, sale or furnishing a firearm, unless the student has written permission from a certificated employee with the principal or~~

~~1.——designee's concurrence.~~

~~2.——Brandishing a knife at another person.~~

~~3.——Sale of drugs.~~

~~4.——Committing or attempting to commit sexual assault or battery.”~~

Clearing Referrals Referral and Records

Referrals are cleared year to year. Suspensions are cumulative from year to year and are part of a student's cumulative file. Disciplinary records will be maintained in accordance with FERPA and California Education Code requirements.

~~Referrals are cleared year to year. Suspensions are cumulative from year to year and are part of a student's cumulative file.~~

I (We), _____ have read and reviewed the Golden Valley Charter School

Student Behavior Policy and Procedures with my (our) student: _____

Comments:

Parent Signature

Date

Dear Members of the Board,

Human Resources respectfully requests the Board's re-approval of the salary schedule for non-exempt Specialists. Following further review, we have determined that reclassification and range adjustments are necessary to ensure compliance and equity in compensation practices from when they were exempt.

Proposed Change:

We are reclassifying the non-exempt Specialist position into three distinct levels, based on scope of responsibility and experience. The salary schedule is attached:

- **Specialist I** – Range 11
- **Specialist II** – Range 12
- **Specialist III** – Range 13

Rationale:

During the last approval, the compensation structure for non-exempt Specialists was aligned with Range 10. However, this did not take into account a key difference in employment status between exempt and non-exempt employees:

- Exempt employees receive paid breaks and paid holidays while working 180 days.
- Non-exempt employees also work 180 days but do not receive paid breaks or paid holidays.

As a result, keeping the non-exempt Specialists at Range 10 would cause their total compensation to fall below their current pay levels. At the last Board meeting, I assured staff that we would not reduce or “dock” employee pay. In order to honor that commitment and ensure that compensation remains equitable, the reclassification into Ranges 11–13 is necessary.

Attached will show the job description for the Fine Arts Specialist, and qualifications for all Specialist positions will be mirrored to match and differentiate between the Special I, II, and III.

Action Requested:

I respectfully request that the Board re-approve the salary schedule for non-exempt Specialists with the revised classification and salary ranges outlined above, starting the next pay period, 10/16/2025.

Respectfully submitted,

Eileen Worthing

Reports to: School Principal

Starting Salary: Non-exempt salary schedule starting at range 11 step 1 \$56,000 annually, relative to experience, Full-time (Possible additional salary allotment for Waldorf Teacher Training or SPED position) through range 13 step 12; placement based on experience.

Qualifications: A background and professional training in Arts, 1st through 8th Grade Art Teacher Specialist is responsible for developing in each student an interest in and the ability for creative expression in visual terms, using skills and techniques of artistic expression consistent with school guidelines; to develop aesthetic understandings and appreciations; to discover and develop talents of students in the field of art. Must have a valid California teacher's credential required to teach Fine Arts. Knowledge of or training in Waldorf education preferred. A valid California Driver's License is required.

• **Specialist I**

- At least 1–2 years of experience working with children in the specialty related setting.
- Demonstrated ability to assist in lesson delivery under guidance of a lead teacher.

• **Specialist II**

- At least 3–5 years of experience teaching or leading the specialty activities for school-aged children.
- Demonstrated ability to independently plan and deliver lessons, collaborate with classroom teachers, and assess student work.
- Knowledge of Waldorf education or equivalent training preferred.

• **Specialist III**

- At least 5+ years of progressively responsible experience in teaching the specialty to children, including lesson design, curriculum development, and student assessment.
- Experience coordinating exhibitions, performances, or school-wide specialty programs.
- Demonstrated leadership in mentoring lower-level specialists and contributing to curriculum development.

Essential Job Functions:

The Arts Teacher Specialist will provide an arts program to students of the Golden Valley Charter Schools.

- Gather and prepare materials in alignment with school curriculum.
- Present engaging fine arts lessons to students in grades 1–8 with main teacher in room.
- Instruct proper care and use of art materials and tools.
- Differentiate instruction to accommodate diverse learning needs and styles.
- Support accommodations and modifications for students with IEP/504 plans.
- Develop grading rubrics and assess student progress in collaboration with the principal.
- Prepare and participate in assemblies, festivals, and exhibitions as needed.

- Maintain an orderly and safe learning environment.
- Provide substitute lesson plans when absent.
- Attend professional development and in-service training sessions.
- ~~Gather and prepare appropriate materials in accordance with the school curriculum.~~
- ~~Present material and engage students in the arts.~~
- ~~Teach proper care of the materials and tools used.~~
- ~~Differentiate and modify lesson plans to accommodate the needs of students with a wide range of learning styles and needs.~~
- ~~Comply with all Special Education Regulations, the GVCS Charter and policies adopted by the GVCS Board of Trustees, including, but not limited, to providing student accommodations and supports per IEP or 504 plans.~~
- ~~Develop an approved grading rubric by the principal.~~
- ~~Exercise ethical conduct always~~
- ~~Prepare student assessments for all grading periods.~~
- ~~Prepare and participate in the school assemblies/festivals as needed.~~
- ~~Maintain an orderly class with regard to student behavior, both in the classroom and on school grounds.~~
- ~~Attend Professional Development, Pre-Service and In-Service sessions as requested.~~
- ~~Create lesson plans for substitutes who cover classes.~~

Job Requirements and Qualifications

- **Experience Required** Prior practical arts experience required in addition to prior experience with school aged children.
- **Ability** to supervise students and direct their activities, communicate effectively, engage students, and stand for long periods.
- ~~Exercise ethical conduct always.~~
- **Capable** of learning the recorder.
- **Ability** to use a computer, email, and web-based information systems.
- **Ability** to be flexible. Field trips, assessments, rain, wind, poor air quality, lawn maintenance, etc. may require a change of plans at a moment's notice.
- **Attend** events outside school hours as requested.

School Safety

- Comply with all school safety procedures and drills.
- Ensure that students are supervised at all times.
- Ensure that the classroom is safe and clean.
- Be a mandated reporter.

Professional Behavior

- Follow Sub Request process.
- Read and respond to email daily.
- Arrive on time.
- Comply with all GVCS policies and procedures.
- Attend/complete training as required.
- Work closely and cooperatively with faculty, administrator, and staff.

- Exercise ethical conduct always.
- Participate in Fire, Lockdown, or other drills that may occur on campus.
- Use and understand the Paycom system as an employee user.

Physical Demands:

- **Frequent:** Standing, sitting, walking, conversing, listening, reading, writing, close visual work.
- **Occasional:** Lifting and Carrying
- **Infrequent:** Pushing and Pulling
- **Maximum Weights:** Lift 25 lbs./Carry 25 lbs.

Licenses, Certifications, Bonding and/or Testing Required:

- Associate's Degree preferred; relevant work experience may substitute for degree requirement
- Knowledge of or training in Waldorf education and art
- Clear TB Test
- Criminal Justice Fingerprint Clearance
- BA, or BS degree, valid California Teaching Credential applicable to assignment, Valid California Driver's License

GVCS is an equal opportunity employer. GVCS employs staff of any race, color, national or ethnic origin, ancestry, citizenship, religious affiliation, actual or perceived gender, sexual orientation, marital status, veteran status, age, physical or mental disability, or medical condition where the latter do not impair job performance with reasonable accommodations, and accords them all rights, privileges, programs, and activities generally accorded to and made available to staff at the school. GVCS will not discriminate on the basis of any of the above factors, nor any basis prohibited by law.

Name: _____

Signature: _____ Date: _____

Board Approval Re: Updated Salary Schedules

For today's meeting, we are requesting Board approval of the certificated salary schedule, which requires retroactive adjustments for 2025 and formal approval for 2026. In addition, we are seeking approval of the 2026 salary schedule for classified, exempt employees. The only modification made for 2026 is an adjustment to the ranges: positions not meeting the 10-month minimum of \$58,933 were removed, and Range 5 has been shifted up to become Range 1, starting at \$59,000.

Attached is a projection of California minimum wage increases through 2028 and the corresponding impact on minimum overtime exemption salaries.

Cost Pressures: Minimum Wage						
• Minimum wage to continue to increase . . .						
	2023	2024	2025	2026	2027	2028
CA State Minimum Wage	\$ 15.50	\$ 16.00	\$ 16.50	<i>\$ 17.00</i>	<i>\$ 17.40</i>	<i>\$ 18.00</i>
Minimum Overtime Exemption Salaries						
Weekly	\$ 1,240	\$ 1,280	\$ 1,320	<i>\$ 1,360</i>	<i>\$ 1,392</i>	<i>\$ 1,440</i>
Monthly	\$ 5,373	\$ 5,547	\$ 5,720	<i>\$ 5,893</i>	<i>\$ 6,032</i>	<i>\$ 6,240</i>
10-Month	\$ 53,733	\$ 55,466	\$ 57,200	<i>\$ 58,933</i>	<i>\$ 60,320</i>	<i>\$ 62,400</i>
Annual	\$ 64,480	\$ 66,559	\$ 68,639	<i>\$ 70,719</i>	<i>\$ 72,383</i>	<i>\$ 74,879</i>
CSDC estimates in <i>italics</i> , subject to change. Local minimum wage may be higher. Actual 2026 Figure to be certified in August						
 Charter Schools Development Center						

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- For **Calendar Year 2025**, we will need to update and retroactively adjust a small number of employees (7) to remain compliant with the new minimum salary thresholds.
- For **Calendar Year 2026**, the Board will need to **approve and adopt an updated salary schedule** reflecting the increase to \$58,933.00, which increase the Step 2 to \$61,933.00.

The cost implications for 2026 alone are estimated at \$109,800 in salary adjustments, not including the additional impacts of employer-paid contributions (e.g., CalSTRS/CalPERS retirement, Social Security, Medicare, and unemployment insurance). I have reached out to

CSMC regarding how these employer contributions will be affected, and their analysis is still pending.

We will continue to monitor these increases annually and bring updated salary schedule adjustments for Board review and approval as required.

2025-2026 Salary Schedule (Certificated)

Step	1a	1b	2
	\$ 57,200.00	\$57,200.00	\$ 59,000.00

Step 1a: Permit/Intern required to fulfill teaching assignment or non - Credentialed teacher
 Step 1b: Preliminary Credential required to fulfill teaching assignment
 Step 2: Clear Credential required to fulfill teaching assignment

Additional

Compensation	Applies to Step 1b and 2 only	
Experience:	\$550.00	per year of qualified experience
Masters Degree	\$1,000.00	Credit given for one masters degree only
Waldorf Certificate	\$5,000.00	Working in non SPED position
Waldorf Certificate	\$1,000.00	Working in SPED position
SPED Credential	\$5,000.00	If required for position
	\$1,000.00	if not required for position

GVCS Yearly

Experience Step Applies to Step 1b and 2 only

Years 1-5	\$550.00
years 6-10	\$750.00
years 11-15	\$1,000.00
Years 16 +	\$1,500.00

Any clarification to any individuals placement will be decided by Leadership or HR Dept.
 Once placed all changes to this salary schedule will apply to years going forward only
 Waldorf Compensation will be only given when a Waldorf Teaching Certificate is provided.

Name:

Base	57,200.00
Prior Experience	0.00
Master's Degree	0.00
Waldorf Certificate	0.00
SPED Required	0.00
SPED Not Required	0.00
GVCS EXP 1-5	0.00
GVCS EXP 6-10	0.00
GVCS EXP 11-15	0.00
GVCS 16+	0.00
24-25 Salary	\$57,200.00

2026-2027 Salary Schedule (Certificated)

Step	1a	1b	2
	\$ 58,933.00	\$58,933.00	\$ 61,933.00

Step 1a: Permit/Intern required to fulfill teaching assignment or non - Credentialed teacher
 Step 1b: Preliminary Credential required to fulfill teaching assignment
 Step 2: Clear Credential required to fulfill teaching assignment

Additional

Compensation	Applies to Step 1b and 2 only	
Experience:	\$550.00	per year of qualified experience
Masters Degree	\$1,000.00	Credit given for one masters degree only
Waldorf Certificate	\$5,000.00	Working in non SPED position
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SPED Credential	\$5,000.00	If required for position
	\$1,000.00	if not required for position

GVCS Yearly

Experience Step Applies to Step 1b and 2 only

Years 1-5	\$550.00
years 6-10	\$750.00
years 11-15	\$1,000.00
Years 16 +	\$1,500.00

Any clarification to any individuals placement will be decided by Leadership or HR Dept.
 Once placed all changes to this salary schedule will apply to years going forward only
 Waldorf Compensation will be only given when a Waldorf Teaching Certificate is provided.

Name:	
Base	58,933.00
Prior Experience	0.00
Master's Degree	0.00
Waldorf Certificate	0.00
SPED Required	0.00
SPED Not Required	0.00
GVCS EXP 1-5	0.00
GVCS EXP 6-10	0.00
GVCS EXP 11-15	0.00
GVCS 16+	0.00
25-26 Salary	\$58,933.00

Faculty Salary Differences for 2026 Year

Le Annual Salary	Current Salary	Updated Salary	Difference	Pay_Type
DE Active	56,000.00	58,933.00	2,933.00	Salary
KE Active	56,000.00	58,933.00	2,933.00	Salary
MC Active	56,000.00	58,933.00	2,933.00	Salary
ID / Active	56,000.00	58,933.00	2,933.00	Salary
MI Active	56,000.00	58,933.00	2,933.00	Salary
CL Active	56,550.00	58,933.00	2,383.00	Salary
CF Active	57,100.00	60,033.00	2,933.00	Salary
YC Active	58,100.00	61,133.00	3,033.00	Salary
BF Active	58,200.00	61,133.00	2,933.00	Salary
SI Active	58,750.00	61,683.00	2,933.00	Salary
SU Active	60,650.00	63,650.00	3,000.00	Salary
PA Active	61,750.00	64,750.00	3,000.00	Salary
GF Active	61,750.00	64,750.00	3,000.00	Salary
ST Active	62,200.00	65,200.00	3,000.00	Salary
TC Active	62,850.00	65,850.00	3,000.00	Salary
DC Active	63,750.00	66,750.00	3,000.00	Salary
EV Active	63,750.00	66,750.00	3,000.00	Salary
ES Active	63,750.00	66,750.00	3,000.00	Salary
FL Active	67,750.00	70,750.00	3,000.00	Salary
BI Active	68,250.00	71,250.00	3,000.00	Salary
HI Inactive	68,640.00	71,640.00	3,000.00	Salary
TH Active	69,350.00	72,350.00	3,000.00	Salary
LI Active	70040	73,040.00	3,000.00	Salary
OL Active	70,688.00	73,688.00	3,000.00	Salary
PR Active	72000	75,000.00	3,000.00	Salary
HL Active	72,250.00	75,250.00	3,000.00	Salary
MF Active	72,650.00	75,650.00	3,000.00	Salary
LC Active	72975	75,975.00	3,000.00	Salary
HA Active	73,150.00	76,150.00	3,000.00	Salary
LA Active	74,250.00	77,250.00	3,000.00	Salary
W / Active	75,700.00	78,700.00	3,000.00	Salary
MC Active	77,000.00	80,000.00	3,000.00	Salary
PF Active	77,000.00	80,000.00	3,000.00	Salary
PA Active	78,700.00	81,700.00	3,000.00	Salary
YC Active	79,368.40	82,368.40	3,000.00	Salary
BC Active	84,700.00	87,700.00	3,000.00	Salary
SA Active	88050	91,050.00	3,000.00	Salary
			109,880.00	

Exempt Salary Schedule

2026

		0	1	2	3	4	5	6	7	8	9	10	11
Salary Range	Work Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1		\$ 59,000	\$ 60,770	\$ 62,593	\$ 64,471	\$ 66,405	\$ 68,397	\$ 70,449	\$ 72,563	\$ 74,739	\$ 76,982	\$ 79,291	\$ 81,670
2		\$ 60,000	\$ 61,800	\$ 63,654	\$ 65,564	\$ 67,531	\$ 69,556	\$ 71,643	\$ 73,792	\$ 76,006	\$ 78,286	\$ 80,635	\$ 83,054
3		\$ 61,000	\$ 62,830	\$ 64,715	\$ 66,656	\$ 68,656	\$ 70,716	\$ 72,837	\$ 75,022	\$ 77,273	\$ 79,591	\$ 81,979	\$ 84,438
4		\$ 62,000	\$ 63,860	\$ 65,776	\$ 67,749	\$ 69,782	\$ 71,875	\$ 74,031	\$ 76,252	\$ 78,540	\$ 80,896	\$ 83,323	\$ 85,822
5		\$ 63,000	\$ 64,890	\$ 66,837	\$ 68,842	\$ 70,907	\$ 73,034	\$ 75,225	\$ 77,482	\$ 79,807	\$ 82,201	\$ 84,667	\$ 87,207
6		\$ 64,000	\$ 65,920	\$ 67,898	\$ 69,935	\$ 72,033	\$ 74,194	\$ 76,419	\$ 78,712	\$ 81,073	\$ 83,505	\$ 86,011	\$ 88,591
7		\$ 65,000	\$ 66,950	\$ 68,959	\$ 71,027	\$ 73,158	\$ 75,353	\$ 77,613	\$ 79,942	\$ 82,340	\$ 84,810	\$ 87,355	\$ 89,975
8		\$ 66,000	\$ 67,980	\$ 70,019	\$ 72,120	\$ 74,284	\$ 76,512	\$ 78,807	\$ 81,172	\$ 83,607	\$ 86,115	\$ 88,698	\$ 91,359
9		\$ 67,000	\$ 69,010	\$ 71,080	\$ 73,213	\$ 75,409	\$ 77,671	\$ 80,002	\$ 82,402	\$ 84,874	\$ 87,420	\$ 90,042	\$ 92,744
10		\$ 68,000	\$ 70,040	\$ 72,141	\$ 74,305	\$ 76,535	\$ 78,831	\$ 81,196	\$ 83,631	\$ 86,140	\$ 88,725	\$ 91,386	\$ 94,128
11		\$ 69,000	\$ 71,070	\$ 73,202	\$ 75,398	\$ 77,660	\$ 79,990	\$ 82,390	\$ 84,861	\$ 87,407	\$ 90,029	\$ 92,730	\$ 95,512
12		\$ 70,000	\$ 72,100	\$ 74,263	\$ 76,491	\$ 78,786	\$ 81,149	\$ 83,584	\$ 86,091	\$ 88,674	\$ 91,334	\$ 94,074	\$ 96,896
13		\$ 71,000	\$ 73,130	\$ 75,324	\$ 77,584	\$ 79,911	\$ 82,308	\$ 84,778	\$ 87,321	\$ 89,941	\$ 92,639	\$ 95,418	\$ 98,281
14		\$ 72,000	\$ 74,160	\$ 76,385	\$ 78,676	\$ 81,037	\$ 83,468	\$ 85,972	\$ 88,551	\$ 91,207	\$ 93,944	\$ 96,762	\$ 99,665
15		\$ 73,000	\$ 75,190	\$ 77,446	\$ 79,769	\$ 82,162	\$ 84,627	\$ 87,166	\$ 89,781	\$ 92,474	\$ 95,248	\$ 98,106	\$ 101,049
16		\$ 74,000	\$ 76,220	\$ 78,507	\$ 80,862	\$ 83,288	\$ 85,786	\$ 88,360	\$ 91,011	\$ 93,741	\$ 96,553	\$ 99,450	\$ 102,433
17		\$ 75,000	\$ 77,250	\$ 79,568	\$ 81,955	\$ 84,413	\$ 86,946	\$ 89,554	\$ 92,241	\$ 95,008	\$ 97,858	\$ 100,794	\$ 103,818
18		\$ 76,000	\$ 78,280	\$ 80,628	\$ 83,047	\$ 85,539	\$ 88,105	\$ 90,748	\$ 93,470	\$ 96,275	\$ 99,163	\$ 102,138	\$ 105,202
19		\$ 77,000	\$ 79,310	\$ 81,689	\$ 84,140	\$ 86,664	\$ 89,264	\$ 91,942	\$ 94,700	\$ 97,541	\$ 100,468	\$ 103,482	\$ 106,586
20		\$ 78,000	\$ 80,340	\$ 82,750	\$ 85,233	\$ 87,790	\$ 90,423	\$ 93,136	\$ 95,930	\$ 98,808	\$ 101,772	\$ 104,825	\$ 107,970
21		\$ 79,000	\$ 81,370	\$ 83,811	\$ 86,325	\$ 88,915	\$ 91,583	\$ 94,330	\$ 97,160	\$ 100,075	\$ 103,077	\$ 106,169	\$ 109,354
22		\$ 80,000	\$ 82,400	\$ 84,872	\$ 87,418	\$ 90,041	\$ 92,742	\$ 95,524	\$ 98,390	\$ 101,342	\$ 104,382	\$ 107,513	\$ 110,739
23		\$ 81,000	\$ 83,430	\$ 85,933	\$ 88,511	\$ 91,166	\$ 93,901	\$ 96,718	\$ 99,620	\$ 102,608	\$ 105,687	\$ 108,857	\$ 112,123
24		\$ 82,000	\$ 84,460	\$ 86,994	\$ 89,604	\$ 92,292	\$ 95,060	\$ 97,912	\$ 100,850	\$ 103,875	\$ 106,991	\$ 110,201	\$ 113,507
25		\$ 83,000	\$ 85,490	\$ 88,055	\$ 90,696	\$ 93,417	\$ 96,220	\$ 99,106	\$ 102,080	\$ 105,142	\$ 108,296	\$ 111,545	\$ 114,891
26		\$ 84,000	\$ 86,520	\$ 89,116	\$ 91,789	\$ 94,543	\$ 97,379	\$ 100,300	\$ 103,309	\$ 106,409	\$ 109,601	\$ 112,889	\$ 116,276
27		\$ 85,000	\$ 87,550	\$ 90,177	\$ 92,882	\$ 95,668	\$ 98,538	\$ 101,494	\$ 104,539	\$ 107,675	\$ 110,906	\$ 114,233	\$ 117,660
28		\$ 86,000	\$ 88,580	\$ 91,237	\$ 93,975	\$ 96,794	\$ 99,698	\$ 102,688	\$ 105,769	\$ 108,942	\$ 112,210	\$ 115,577	\$ 119,044
29		\$ 87,000	\$ 89,610	\$ 92,298	\$ 95,067	\$ 97,919	\$ 100,857	\$ 103,883	\$ 106,999	\$ 110,209	\$ 113,515	\$ 116,921	\$ 120,428
30		\$ 88,000	\$ 90,640	\$ 93,359	\$ 96,160	\$ 99,045	\$ 102,016	\$ 105,077	\$ 108,229	\$ 111,476	\$ 114,820	\$ 118,265	\$ 121,813
31		\$ 89,000	\$ 91,670	\$ 94,420	\$ 97,253	\$ 100,170	\$ 103,175	\$ 106,271	\$ 109,459	\$ 112,743	\$ 116,125	\$ 119,609	\$ 123,197
32		\$ 90,000	\$ 92,700	\$ 95,481	\$ 98,345	\$ 101,296	\$ 104,335	\$ 107,465	\$ 110,689	\$ 114,009	\$ 117,430	\$ 120,952	\$ 124,581
33		\$ 91,000	\$ 93,730	\$ 96,542	\$ 99,438	\$ 102,421	\$ 105,494	\$ 108,659	\$ 111,919	\$ 115,276	\$ 118,734	\$ 122,296	\$ 125,965

Exempt Salary Schedule

2026

34		\$ 92,000	\$ 94,760	\$ 97,603	\$ 100,531	\$ 103,547	\$ 106,653	\$ 109,853	\$ 113,148	\$ 116,543	\$ 120,039	\$ 123,640	\$ 127,350
35		\$ 93,000	\$ 95,790	\$ 98,664	\$ 101,624	\$ 104,672	\$ 107,812	\$ 111,047	\$ 114,378	\$ 117,810	\$ 121,344	\$ 124,984	\$ 128,734
36		\$ 94,000	\$ 96,820	\$ 99,725	\$ 102,716	\$ 105,798	\$ 108,972	\$ 112,241	\$ 115,608	\$ 119,076	\$ 122,649	\$ 126,328	\$ 130,118
37		\$ 95,000	\$ 97,850	\$ 100,786	\$ 103,809	\$ 106,923	\$ 110,131	\$ 113,435	\$ 116,838	\$ 120,343	\$ 123,953	\$ 127,672	\$ 131,502
38		\$ 96,000	\$ 98,880	\$ 101,846	\$ 104,902	\$ 108,049	\$ 111,290	\$ 114,629	\$ 118,068	\$ 121,610	\$ 125,258	\$ 129,016	\$ 132,886
39		\$ 97,000	\$ 99,910	\$ 102,907	\$ 105,995	\$ 109,174	\$ 112,450	\$ 115,823	\$ 119,298	\$ 122,877	\$ 126,563	\$ 130,360	\$ 134,271
40		\$ 98,000	\$ 100,940	\$ 103,968	\$ 107,087	\$ 110,300	\$ 113,609	\$ 117,017	\$ 120,528	\$ 124,143	\$ 127,868	\$ 131,704	\$ 135,655
41		\$ 99,000	\$ 101,970	\$ 105,029	\$ 108,180	\$ 111,425	\$ 114,768	\$ 118,211	\$ 121,758	\$ 125,410	\$ 129,173	\$ 133,048	\$ 137,039
42		\$ 100,000	\$ 103,000	\$ 106,090	\$ 109,273	\$ 112,551	\$ 115,927	\$ 119,405	\$ 122,987	\$ 126,677	\$ 130,477	\$ 134,392	\$ 138,423
43		\$ 101,000	\$ 104,030	\$ 107,151	\$ 110,365	\$ 113,676	\$ 117,087	\$ 120,599	\$ 124,217	\$ 127,944	\$ 131,782	\$ 135,736	\$ 139,808
44		\$ 102,000	\$ 105,060	\$ 108,212	\$ 111,458	\$ 114,802	\$ 118,246	\$ 121,793	\$ 125,447	\$ 129,211	\$ 133,087	\$ 137,079	\$ 141,192
45		\$ 103,000	\$ 106,090	\$ 109,273	\$ 112,551	\$ 115,927	\$ 119,405	\$ 122,987	\$ 126,677	\$ 130,477	\$ 134,392	\$ 138,423	\$ 142,576
46		\$ 104,000	\$ 107,120	\$ 110,334	\$ 113,644	\$ 117,053	\$ 120,565	\$ 124,181	\$ 127,907	\$ 131,744	\$ 135,696	\$ 139,767	\$ 143,960
47		\$ 105,000	\$ 108,150	\$ 111,395	\$ 114,736	\$ 118,178	\$ 121,724	\$ 125,375	\$ 129,137	\$ 133,011	\$ 137,001	\$ 141,111	\$ 145,345
48		\$ 106,000	\$ 109,180	\$ 112,455	\$ 115,829	\$ 119,304	\$ 122,883	\$ 126,570	\$ 130,367	\$ 134,278	\$ 138,306	\$ 142,455	\$ 146,729
49		\$ 107,000	\$ 110,210	\$ 113,516	\$ 116,922	\$ 120,429	\$ 124,042	\$ 127,764	\$ 131,597	\$ 135,544	\$ 139,611	\$ 143,799	\$ 148,113
50		\$ 108,000	\$ 111,240	\$ 114,577	\$ 118,015	\$ 121,555	\$ 125,202	\$ 128,958	\$ 132,826	\$ 136,811	\$ 140,916	\$ 145,143	\$ 149,497
51		\$ 109,000	\$ 112,270	\$ 115,638	\$ 119,107	\$ 122,680	\$ 126,361	\$ 130,152	\$ 134,056	\$ 138,078	\$ 142,220	\$ 146,487	\$ 150,881
52		\$ 110,000	\$ 113,300	\$ 116,699	\$ 120,200	\$ 123,806	\$ 127,520	\$ 131,346	\$ 135,286	\$ 139,345	\$ 143,525	\$ 147,831	\$ 152,266
53		\$ 111,000	\$ 114,330	\$ 117,760	\$ 121,293	\$ 124,931	\$ 128,679	\$ 132,540	\$ 136,516	\$ 140,611	\$ 144,830	\$ 149,175	\$ 153,650
54		\$ 112,000	\$ 115,360	\$ 118,821	\$ 122,385	\$ 126,057	\$ 129,839	\$ 133,734	\$ 137,746	\$ 141,878	\$ 146,135	\$ 150,519	\$ 155,034
55		\$ 113,000	\$ 116,390	\$ 119,882	\$ 123,478	\$ 127,182	\$ 130,998	\$ 134,928	\$ 138,976	\$ 143,145	\$ 147,439	\$ 151,863	\$ 156,418
56		\$ 114,000	\$ 117,420	\$ 120,943	\$ 124,571	\$ 128,308	\$ 132,157	\$ 136,122	\$ 140,206	\$ 144,412	\$ 148,744	\$ 153,206	\$ 157,803
57		\$ 115,000	\$ 118,450	\$ 122,004	\$ 125,664	\$ 129,434	\$ 133,317	\$ 137,316	\$ 141,435	\$ 145,679	\$ 150,049	\$ 154,550	\$ 159,187
58		\$ 116,000	\$ 119,480	\$ 123,064	\$ 126,756	\$ 130,559	\$ 134,476	\$ 138,510	\$ 142,665	\$ 146,945	\$ 151,354	\$ 155,894	\$ 160,571
59		\$ 117,000	\$ 120,510	\$ 124,125	\$ 127,849	\$ 131,685	\$ 135,635	\$ 139,704	\$ 143,895	\$ 148,212	\$ 152,658	\$ 157,238	\$ 161,955
60		\$ 118,000	\$ 121,540	\$ 125,186	\$ 128,942	\$ 132,810	\$ 136,794	\$ 140,898	\$ 145,125	\$ 149,479	\$ 153,963	\$ 158,582	\$ 163,340
61		\$ 119,000	\$ 122,570	\$ 126,247	\$ 130,035	\$ 133,936	\$ 137,954	\$ 142,092	\$ 146,355	\$ 150,746	\$ 155,268	\$ 159,926	\$ 164,724
62		\$ 120,000	\$ 123,600	\$ 127,308	\$ 131,127	\$ 135,061	\$ 139,113	\$ 143,286	\$ 147,585	\$ 152,012	\$ 156,573	\$ 161,270	\$ 166,108

Orchard School Board Report, October
By Jennifer Evans, Faculty Chair

At Orchard we had our courage day with our two second grade classes and our 6th grade class. It was so cute and done well. The dragon was very whimsical. All three classes coordinated their efforts and presented a wonderful play of Sir George in the dragon. Everyone enjoyed all the games, and it was so good to see the food donations that went to the Orangevale food Bank. A big shoutout to student council for helping to organize this and all the teachers, students, and families who helped make it a reality.

It's the time of year where we have our personal growth classes for 4th through 8th grade led by Sarah and Ryan Miller. This is a most welcome and wonderful program of classes that helps to enrich the lives of our students and bring about necessary awarenesses.

The faculty and staff are appreciating the UDL training that we are receiving and the collaborative efforts at both campuses. We appreciate the central office and the board of trustee's work, effort, and transparency.

We are now gearing up for picture day next week, which is always a wonderful event and our time-honored Eagle Chase fundraiser. Yes, the students are excited about Halloween and love that it is on a Friday. The teachers are grateful for this too.

River School Board Report, October
By Tavia Pagan, Faculty Chair

River's School's Courage Day was a hit with new challenges brought to fruition by parent volunteers exhibiting joyful service. The day began with Banyan Tree 2nd grade's beautiful presentation of Sir George and the Dragon, supported by Poppy 6th grade's 6-headed dragon! Mr. Lacoste encouraged all audience members to look within themselves and call upon their virtue of courage to face any dragons that they may find. 'Tis the season for such challenging work, as the days grow shorter and colder and we start to turn inward.

Teachers are diving into assessments, as we have reached the halfway mark of the first trimester. Children are being called upon to put forth their best effort, always. Parents are asked to help support school efforts at home, keeping in mind the need for boundaries and guidance in making space for quiet time each afternoon/evening, as well as time for homework in the upper grades! Most children are not yet able to manage this all on their own.

Some steps have been taken toward providing mentoring to new faculty. This is a wonderful first step and veteran teachers would like to see this support available to all teachers when funding allows. Veteran and new teachers alike are able to delve deeper into Waldorf pedagogy, study, and inner work under the guidance of a master teacher/mentor. We would love to see Nurtured Heart training in the coming months as well, to support behavior management for all students and successful teachers who are motivated to return year after year.

With Courage Day under our belt, we are turning our attention to our next festival, the Festival of Light. Mark the evening of November 13th on your calendar and stay tuned for more details in next month's report!



October 8th, 2025

Dear Golden Valley Community,

As the autumn leaves turn and we move deeper into the rhythm of the school year, we are pleased to share the Board Chair's October report, which includes reflections, updates, and a look ahead.

With a strong start to the school year, our school year began with a palpable sense of energy and renewal. Classrooms are alive with creativity, inquiry, and the steady heartbeat of the Waldorf curriculum. We continue to be inspired by the dedication of our faculty and staff who bring this curriculum to life with warmth and purpose.

A heartfelt thank you to our parent community for your continued support and involvement—from morning drop-offs and clothing drives to festival planning. Your presence enriches our shared culture and strengthens the bridge between home and school.

Staffing and faculty support, the Board has been in ongoing communication with the Acting Executive Director and Faculty Leadership to support teacher development and retention. In October, we discussed pathways for strengthening mentorship, refining administrative support, and ensuring that the professional needs of our educators are met in alignment with our budget.

The faculty continues to demonstrate resilience and professionalism, and we are grateful for their steadfast commitment to the mission of Waldorf education.

Financial health, our Finance Committee is working collaboratively to strengthen our financial health so that we remain on track with the adopted 2025–26 budget. Enrollment has stabilized, and we're cautiously optimistic about our long-term financial outlook. We are closely monitoring funding developments at the state level and are prepared to adjust accordingly.

Facilities and campus environment, as part of our long-range facilities planning, we are gathering input from faculty and administration regarding the evolving needs of our campus. Safety, functionality, and alignment with Waldorf pedagogy are key drivers in this process.

We are also pleased to see ongoing progress in maintaining our garden and outdoor learning spaces—thanks to staff and parent volunteers who continue to nurture these living classrooms.

Community engagement and festivals, October is a month rich with seasonal celebrations and dedicated planning. Courage Day, Knighting Ceremonies, Harvest events, and Lantern walks have beautifully embodied the values of courage, gratitude, and community. Thank you to the festival committees, class reps, and volunteers for bringing these moments to life for all who participated.

These shared experiences deepen our sense of belonging and create lasting memories for our children.

Governance and charter oversight, the board continues to review our charter compliance and governance practices and policies to ensure that we are meeting our obligations as a public charter school while staying true to Waldorf principles.



Upcoming board trainings and policy reviews will further strengthen our governance structure and ensure alignment with legal and educational standards.

Looking ahead, as we enter the darker months of the year, we are reminded of the inner light that Waldorf education seeks to kindle in each student and adult. With clarity of purpose and care for one another, we will continue building a healthy, vibrant school community.

Thank you for your trust and partnership.

Warmly,

Katie Gerski-Keller
Board of Trustees, Chair
Golden Valley Charter School

Meredith Willsen
Board of Trustees, Vic Chair
Golden Valley Charter School



GOLDEN VALLEY CHARTER SCHOOLS

EXECUTIVE DIRECTOR REPORT

Submitted by Jennifer Hoover, Interim ED

October 08, 2025

K-8 Tuition-Free Public Waldorf Schools

THE CHARTER MANAGEMENT OFFICE

At the heart of our work is the well-being and success of our students, and I am happy to share several updates that reflect this ongoing commitment. From faculty development in inclusive practices to new tools for data and attendance, Golden Valley continues to take thoughtful steps to ensure our students are supported, our community is informed, and our schools remain strong.

Professional Development – Universal Design for Learning (UDL)

Our faculty has continued their year-long professional development in Universal Design for Learning (UDL), completing two additional training sessions. The recent focus has been on:

- Building learner agency so that students can take more ownership of their educational journey.
- Uncovering barriers to learning that may prevent equitable access to the curriculum.
- Redesigning lessons based on learner experiences to ensure instruction is both inclusive and effective.

This ongoing work is strengthening instructional practices across classrooms and helping teachers design learning opportunities that meet the diverse needs of all students.

Legislative Updates

AB 84 was recently defeated. This is an important development as AB 84 would have presented significant challenges for charter schools. Meanwhile, AB 414 has advanced to the Governor's desk, with an October 12th deadline for signature. This bill is critical for charter school operations as it:

- Provides additional protections for charter schools.
- Prevents fraud and abuse.
- Promotes fairness within the sector.
- Extends the retention of verified student data for an additional three years.

We will continue to monitor this closely and provide updates on the outcome.

Data Dashboard Development

GVCS is working in partnership with Parsec to establish a comprehensive data dashboard. The goal is twofold:

- To support school leadership and faculty in making data-driven decisions to improve student outcomes.
- To provide our community with transparent, easily accessible data on school performance and student progress.

This dashboard will become a valuable tool for aligning strategic planning with real-time information.

Attendance & New Attendance Recovery Program

As a reminder, student attendance generates over 95% of Golden Valley's operating budget, making it critical for both financial stability and student success. To support this, we are launching Attendance Recovery, a new program that allows students to recover up to 10 days of missed attendance.

- Families may sign up through ParentSquare.
- Attendance Recovery sessions are held one week each month, with the exception of Thursdays due to faculty meetings.
- Separate sign-ups are available for Kindergarten and Grades students to ensure age-appropriate programming.

This initiative will not only strengthen ADA (Average Daily Attendance) but also give families a structured opportunity to re-engage students who may have missed school.



ORCHARD – At Orchard, there is a spirit of creativity and collaboration that continues to shine this fall. Our 6th grade students have launched a school newspaper, and the community is delighted by their creativity, humor, and thoughtful reporting. From highlighting teachers to sharing about happenings around campus, the newspaper is a wonderful way to see the school through their eyes.

This month, Orchard has also been proud to host our joint faculty meetings and trainings. Teachers are learning about Universal Design for Learning (UDL) and how to weave its principles into our curriculum so that every student can thrive. At the same time, Orchard teachers are in discussion about how best to utilize our outdoor spaces for both learning and playing. We warmly invite our community to help us keep these spaces beautiful for all to enjoy.

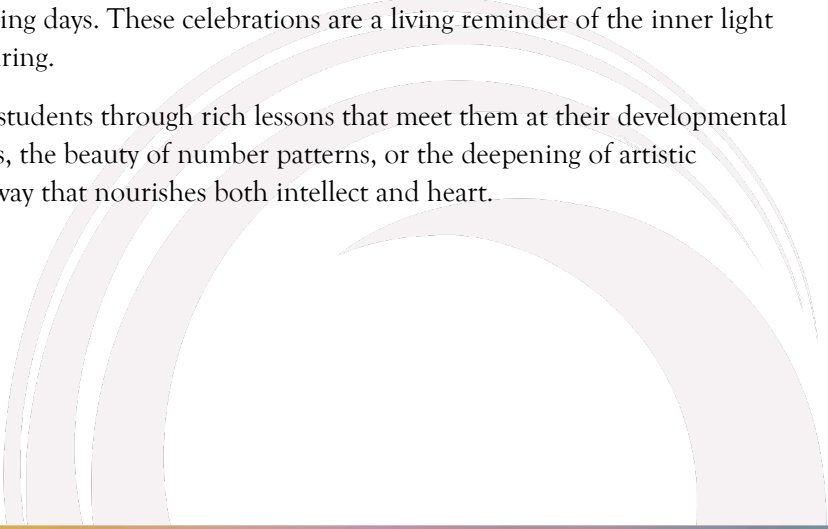
As always, we remind our community that kindness is free—and it makes a lasting impact. Small acts of kindness, paired with generosity of spirit and respect for one another, make our school a place where students feel safe, valued, and inspired to grow. Thank you for being part of a community that nurtures not only learning but also compassion and joy.

RIVER – As autumn deepens and the air grows crisp, we find ourselves moving into the quiet beauty of October. The turning leaves, the earlier sunsets, and the cooler mornings remind us of the rhythms of nature and the balance that each season offers. This month, our community will be reflecting on the virtue of **moderation**.

In Waldorf education, moderation is not about restraint alone, but about finding harmony in the way we live, learn, and relate to one another. Just as day balances night and work balances rest, moderation helps us find the “middle way” in our choices and actions. For our students, this can look like taking turns in play, using kind words even when frustrated, and learning when it is time to listen and when it is time to speak. For us as adults, it is a reminder to pace ourselves, to nurture balance between family, work, and rest, and to model healthy rhythms for our children.

October also brings with it a sense of gathering together in celebration of the season. Soon, our classes will be preparing for autumn field trips and social gatherings such as the Festival of Light, moments where light and warmth are carried into the darkening days. These celebrations are a living reminder of the inner light we all carry—steady, balanced, and enduring.

In the classrooms, teachers are guiding students through rich lessons that meet them at their developmental stage. Whether it is the stories of heroes, the beauty of number patterns, or the deepening of artistic expression, each subject is offered in a way that nourishes both intellect and heart.



Enrollment and Attendance – Orchard				
	2025-2026	Month 2 ADA	Movement	25/26 Budget Assumptions
TK	30	98%	0	
K	30	96%	0	
ABK	20	TK:98%/K:95%	0	
OBK	20	TK: 90%/K:88%	0	
MBK	20	TK:95%/T:94%	0	
1	27	96%	-1	
2	42	95%	0	
3	45	97%	0	
4	28	97%	+1	
5	31	94%	0	
6	30	95%	0	
7	29	97%	+2	
8	20	97%	0	
Total	10/02/2025	Month 2 ADA Total 95%	312	

Enrollment and Attendance – River				
	2025-2026	Month 2 ADA	Movement	25/26 Budget Assumptions
TK	35	96%	(-2)	
K	42	97%	+1(-1)	
CBK	20	100%	0	
LBK	20	TK:97%/K:96%	0	
PBK	17	TK:95%	(-2)	
SBK	20	K:98%	(-1)	
1	47	97%	(-1)	
2	32	96%	0	
3	30	98%	0	
4	28	93%	(-2)	
5	28	96%	(-1)	
6	30	97%	0	
7	24	99%	0	
8	20	98%	0	
Total	10/02/2025	Month 2 ADA Total 97%	323	

Enrollment – We have recorded Parent Information Meetings available for prospective families to watch as well as scheduled in person meetings. We will continue to accept applications and make offers for enrollment when there is an open seat in a class.

Applications for Enrollment for the 2025-26 school year will continue to be accepted. We currently have no more Parent Information Meetings, but we may hold some for this month of October, depending on how Marlene does with outreach on Saturday, October 04th.

Current waitlist for the Orchard School as of 10/02/2025:

TK: 12

K: 9

Current waitlist for the River School as of 10/02/2025:

TK: 18 - We had exhausted the waitlist, so a lottery was generated for submitted applications, and a new waitlist was created.

2: 3

4: 1

Marketing, Communications, & Outreach

- **Focus:** Highlighting the daily life and vibrancy of Golden Valley Charter Schools, demonstrating an engaged and connected community.
- **Actions:**
 - Active social media posting with glimpses (“windows”) into school life.
 - **Mini Maker Faire** – Oct 4: Outreach event to showcase our practical Arts Waldorf-inspired curriculum, and our school presence within the greater community.
 - **75th Citrus Heights Anniversary Jubilee** – Oct 4: Outreach event to show our school presence within the greater community
 - **Sac State Employment Fair** – Oct 6 recruitment event

Communications

- **Community:**
 - Active Parent Circle has planned a gathering for adults
 - Gala & GVEF mixers for recruitment and for adults to mingle

Development

ANNUAL GIVING CAMPAIGN

- Messages out in Newsletters
 - “Earnie the Eagle” (felt mascot) will go to the next class who has increased their participation in the campaign
 - October is a break from AGC communications to lend communication focus to the GVEF fundraiser Eagle Chase.
 - Focus comes back in November for week of giving
- The Leadership Team updated and placed a revised Administrative Regulation for Fundraising with the Development Manager

FUNDRAISING with GVEF

- **GVEF Meeting (Sept 30):**
 - GVEF met every Tuesday night on Zoom
 - **Eagle Chase Fundraiser** launch discussion & planning
- **Regular Meeting** scheduled for October 7
- **Membership Mixer:** One coming for October. Need more members
- Gala Committee formation is happening, and another meeting is going to be scheduled for October

SCHOOL	Donors/enrollment	YDT Received	Projected AGC Receivables	Goal
GVOS	108/310	\$11,400		\$75,000.00
GVRS	153/325	\$22,751		\$75,000.00
General Donation	n/a	\$1500		
TOTAL	237/635	\$35,651	\$107,000	\$150,000.00

