



Golden Valley Charter Schools  
Special Meeting of the Board of Trustees  
1000 River Rock Dr. Ste 118  
Folsom, CA 95630

June 24, 2026

### **Board Meeting Access Information**

**Date:** Wednesday, June 24, 2026  
**Time:** 5:00 p.m.  
**Primary Location:** **Golden Valley Central Office, 1000 River Rock Dr. Ste 118, Folsom, CA 95630**

**Remote Location:** Golden Valley Orchard, Room 19, 6550 Filbert Ave, Orangevale, CA 95662

**Zoom Link:** **Topic:** BOT Special Meeting 2026.06.24  
**Time:** June 24, 2026 05:00 PM Pacific Time (US and Canada)

#### **Join Zoom Meeting**

<https://us02web.zoom.us/j/84376650946?pwd=C3bf1PuDIKVBGtKYfIP1qI45b0sFMf.1>

**Meeting ID:** 843 7665 0946

**Passcode:** 140387

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#### **One tap mobile**

+16694449171,,84376650946#,,,,\*140387# US

#### **Join instructions**

[https://us02web.zoom.us/join/84376650946/invitations?signature=e9JTX3t9MIm1favfXuE7IGERl54Cbcw\\_eINNYPSTYQg](https://us02web.zoom.us/join/84376650946/invitations?signature=e9JTX3t9MIm1favfXuE7IGERl54Cbcw_eINNYPSTYQg)

*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](mailto: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](mailto: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.*

June 24, 2026

Special 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 just cause exceptions per SB 707?  
**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. **Datacate Cybersecurity Services** – 5:21 p.m. *(E. LaFrance, E. Hayes)*  
**Discussion/Action:** Shall the Board approve an additional monthly cybersecurity services fee associated with Datacate's cybersecurity service transition?
  
7. **Certificate of Amendment** – 5:41 p.m. *(N. Freitas)*  
**Discussion/Action:** Shall the Board approve the Certificate of Amendment of the Articles of Incorporation for purposes of compliance with CalSTRS Form 0765 and Directive?

June 24, 2026

8. **Revised GVCS Bylaws** – 5:50 *(N. Freitas)*  
Discussion/Action: Shall the Board approve the revised Bylaws for Golden Valley Charter Schools (GVCS) to ensure compliance with CalSTRS Form 0765 and Directive?
9. **CalSTRS Form 0765, GVOS** – 5:55 p.m. *(N. Freitas)*  
Discussion/Action: Shall the Board authorize execution of CalSTRS Form 0765 for Golden Valley Orchard School (GVOS) upon filing of Certificate of Amendment of Articles of Incorporation?
10. **CalSTRS Form 0765, GVRS** – 6:00 p.m. *(N. Freitas)*  
Discussion/Action: Shall the Board authorize execution of CalSTRS Form 0765 for Golden Valley River School (GVRS) upon filing of Certificate of Amendment of Articles of Incorporation?
11. **Review of Comparable Compensation Data for Charter School Executive Directors/CEOs/Superintendents/Teachers** – 6:01 p.m. *(N. Freitas)*
12. **Executive Compensation** – 6:15 p.m. *(K. Gerski-Keller)*  
Discussion/Action: Shall the Board approve Executive Compensation paid to the Executive Director for the 2026-2027 school year?
13. **Nutrition Services MOU** – 6:17 p.m. *(J. Hoover)*  
Discussion/Action: Shall the Board approve the Nutrition Services Memorandum of Understanding (MOU) from San Juan Unified School District (SJUSD)?
14. **Minutes Approval** – 6:28 p.m. *(K. Gerski-Keller)*  
Action: Shall the Board approve the June 3, 2026, Regular Meeting Minutes?
15. **Recitation of the Motto of the Social Ethic** – 6:29 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.
16. **Adjournment of the meeting** – 6:30 p.m. *(K. Gerski-Keller)*

Datacate Inc.  
2999 Gold Canal Dr  
Rancho Cordova, CA 95670



Golden Valley Charter Schools  
ATTN: Carol Evans  
1000 River Rock Drive  
#220  
Folsom, CA 95630

Quote	475
Date Created	06/11/2026
Valid Until	07/11/2026

Guardz Ultimate for GVCS  
Discount will be maintained for the life of the contract including through newals.

DESCRIPTION	UNIT PRICE	DISCOUNT %	QTY	TOTAL
Guardz Security Platform - EDR/XDR Anti Virus through Sentinel One - Managed Security Operation Center 24x7 - Email Spam Filtering - Dark Web Monitoring - Security Training and Simulated Phishing	\$20.00	40.00	100	\$1200.00
TOTAL				\$1200.00

**CERTIFICATE OF AMENDMENT  
OF ARTICLES OF INCORPORATION**

The undersigned certify that:

1. They are the President and Secretary, respectively, of Golden Valley Schools for Education Renewal, a California nonprofit public benefit corporation, with California Entity Number 2931999.
2. Article VI. of the Articles of Incorporation of this Corporation is amended to read as follows:

Upon the dissolution or final liquidation of the Corporation, its assets remaining after payment of all debts and liabilities of the Corporation shall be distributed to another public school that meets the requirements of Section III.A of IRS Notice 2015-07, or shall be distributed to the State of California, a political subdivision of the State, or an agency or instrumentality of the State or of a political subdivision of the State.

3. The foregoing amendment of the Articles of Incorporation has been duly approved by the Board of Directors.
4. The Corporation has no members.

We further declare under penalty of perjury under the laws of the State of California that the matters set forth in this certificate are true and correct of our own knowledge.

Date: \_\_\_\_\_

\_\_\_\_\_  
Jennifer Hoover, President

Date: \_\_\_\_\_

\_\_\_\_\_  
Brittany Galles, Secretary

**BYLAWS OF  
GOLDEN VALLEY SCHOOLS FOR EDUCATION RENEWAL  
(A California Nonprofit Public Benefit Corporation)**

**ARTICLE I  
NAME**

Section 1. NAME. The name of this corporation is Golden Valley Schools for Education Renewal (“Charter School” or “GVCS”).

**ARTICLE II  
PRINCIPAL OFFICE OF THE  
CORPORATION**

Section 1. PRINCIPAL OFFICE OF THE CORPORATION. The principal office for the transaction of the activities and affairs of this corporation is 1000 River Rock Drive, Orangevale, State of California. The Board of Trustees may change the location of the principal office. Any such change of location must be noted by the Secretary on these bylaws opposite this Section; alternatively, this Section may be amended to state the new location.

Section 2. OTHER OFFICES OF THE CORPORATION. The Board of Trustees may at any time establish branch or subordinate offices at any place or places where this corporation is qualified to conduct its activities.

**ARTICLE III  
GENERAL AND SPECIFIC PURPOSES;  
LIMITATIONS**

Section 1. GENERAL AND SPECIFIC PURPOSES. The purpose of this corporation is to manage, operate, guide, direct and promote one or more California public charter schools. Also in the context of these purposes, the Corporation shall not, except to an insubstantial degree, engage in any other activities or exercise of power that do not further the purposes of the Corporation.

The Corporation shall not carry on any other activities not permitted to be carried on by: (a) a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code; or (b) a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code. No substantial part of the activities of the Corporation shall consist of the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publishing or distributing of statements) any political campaign on behalf of or in opposition to any candidate for public office.

**ARTICLE IV  
CONSTRUCTION AND DEFINITIONS**

Section 1. CONSTRUCTION AND DEFINITIONS. Unless the context indicates otherwise, the general provisions, rules of construction, and definitions in the California Nonprofit Corporation Law shall govern the construction of these bylaws. Without limiting the generality of the preceding sentence, the masculine gender includes the feminine and neuter, the singular includes the plural, and the plural includes the singular, and the term “person” includes both a legal entity and a natural person. The title of “Trustee” shall refer to the same designation as a “Director”, pursuant to the California Corporations Code (§7210).

**ARTICLE V  
DEDICATION OF ASSETS**

Section 1. DEDICATION OF ASSETS. This corporation’s assets are irrevocably dedicated to public benefit purposes. No part of the net earnings, properties, or assets of the corporation, on dissolution or otherwise, shall inure to the benefit of any private person or individual, or to any Trustee or officer of the corporation. Upon the dissolution or final liquidation of the Corporation, its assets remaining after payment of all debts and liabilities of the Corporation shall be distributed to another public school that meets the requirements of Section III.A of IRS Notice 2015-07, or shall be distributed to the State of California, a political subdivision of the State, or an agency or instrumentality of the State or of a political subdivision of the State.

~~On liquidation or dissolution, all properties and assets remaining after payment, or provision for payment, of all debts and liabilities of the corporation shall be distributed to a nonprofit fund, foundation, or corporation that is organized and operated exclusively for charitable purposes and that has established its exempt status under Internal Revenue Code section 501(c)(3).~~

**ARTICLE VI  
CORPORATIONS WITHOUT MEMBERS**

Section 1. CORPORATIONS WITHOUT MEMBERS. This corporation shall have no voting members within the meaning of the Nonprofit Corporation Law. The corporation’s Board of Trustees may, in its discretion, admit individuals to one or more classes of nonvoting members; the class or classes shall have such rights and obligations as the Board of Trustees finds appropriate.

**ARTICLE VII  
BOARD OF TRUSTEES**

Section 1. GENERAL POWERS. Subject to the provisions and limitations of the California Nonprofit Public Benefit Corporation Law and any other applicable laws, and subject to any limitations of the articles of incorporation or bylaws, the corporation’s activities and affairs shall be managed, and all corporate powers shall be exercised, by or under the direction of the Board of Trustees (“Board”). The Board may delegate the management of the corporation’s activities to any person(s), management company or committees, however composed, provided that the activities and affairs of the corporation shall be managed and all corporate powers shall be exercised under the ultimate direction of the Board.

Section 2. SPECIFIC POWERS. Without prejudice to the general powers set forth in Section 1 of these bylaws, but subject to the same limitations, the Board of Trustees shall have the power to:

- a. Appoint and remove, at the pleasure of the Board of Trustees, all corporate officers, agents, and employees; prescribe powers and duties for them as are consistent with the law, the articles of incorporation, and these bylaws; fix their compensation; and require from them security for faithful service.
- b. Change the principal office or the principal business office in California from one location to another; cause the corporation to be qualified to conduct its activities in any other state, territory, dependency, or country; conduct its activities in or outside California; and designate a place in California for holding any meeting of members.
- c. Borrow money and incur indebtedness on the corporation's behalf and cause to be executed and delivered for the corporation's purposes, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, and other evidences of debt and securities.
- d. Adopt and use a corporate seal; prescribe the forms of membership certificates; and alter the forms of the seal and certificates.

Section 3. DESIGNATED TRUSTEES AND TERMS. The number of Trustees shall be no less than five (5) and no more than thirteen (13), unless changed by amendments to these bylaws. The board composition shall include: up to nine (9) members . All trustees shall have full voting rights, including any representative appointed by a charter authorizer as consistent with Education Code Section 47604(b). If a charter authorizer appoints a representative to serve on the Board of Trustees, the Corporation may appoint an additional director to ensure an odd number of Board members. These members constitute the tenth through thirteenth (10<sup>th</sup>-13<sup>th</sup>) Trustees All Trustees shall be designated by the existing Board of Trustees. All Trustees are to be designated at the corporation's annual meeting of the Board of Trustees.

#### Section 3.1 TERMS

Each Director shall hold office for 2 years and until a successor director has been designated and qualified.

Section 4. **ROLE OF BOARD.** The responsibility for governance encompasses all operations of the school and includes, but is not limited to, the following: Budget; Site; Personnel; Policies and Procedures; Assessment and Accountability. The Board's responsibilities include, but are not limited to the following:

- a. Annually review strategic plan, which includes short-term and long-term goals.
- b. Approve an annual budget.
- c. Receive and act upon reports and recommendations made by the Executive Director.
- d. Approve the annual school calendar, minutes of Board meetings, policies, procedures, salary schedules and any major contracts.
- e. Approve site decisions, Facility Use Agreements and Memoranda of Understanding.
- f. Review student performance annually.
- g. Hire and evaluate the Executive Director.

Section 5. **RESTRICTION ON INTERESTED PERSONS AS TRUSTEES.** No interested person may serve on the on the Board of Trustees. An interested person is (a) any person compensated by the corporation for services rendered to it within the previous 12 months, whether as a full-time or part-time employee, independent contractor, or otherwise, excluding any reasonable compensation paid to a Trustee as Trustee; and (b) any brother, sister, ancestor, descendant, spouse, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, or father-in-law of such person. However, any violation of this paragraph shall not affect the validity or enforceability of transactions entered into by the corporation. The Board may adopt other policies circumscribing potential conflicts of interest.

Section 6. **ELIGIBILITY GUIDELINES.**

- a. Candidate is a parent, grandparent or guardian, of a child who has been enrolled in a school operated by the Corporation for the most recent entire school year or more.
- b. Candidate has a child currently enrolled in a school operated by the Corporation.
- c. Candidate has been active with the school in some way (e.g.: in the classroom, with festivals, in the office, serving on the Foundation, or serving on a school committee or board).
- d. Candidates must have attended at least 3 complete Board meetings during the current school year as an objective observer and participant to learn about the work of the Board.
- e. Candidates must be willing to support the Charter and the leadership of the school. This includes attending Board meetings, serving in officer or committee positions and completing assignments to be done between meetings.
- f. More than one parent/guardian/grandparent from the same family cannot serve on the Board at the same time.

- g. The Board may appoint up to 4 members from the community as Trustees. Community Trustees may be an adult, uninterested individual without any child enrolled in a school operated by the Corporation. Community candidates must possess recognized skills or knowledge that are of benefit to the school. Community Candidates may submit petition to the Board for appointment. Appoint of Community Trustees is at the discretion of the Board.

Section 7. APPOINTMENTS OF FACULTY DELEGATES. Faculty will meet at the end of the school year to appoint no more than two (2) delegates to the Board of Trustees for each school operated by the Corporation to serve as advisors to the Board. Faculty Delegates shall have full rights to participate in Board discussions, serve on Board committees, and advise Trustees on matters of business enumerated by Article VII of these Bylaws. Faculty Delegates shall adhere to the provisions of Article IX of these Bylaws. The Faculty retain the rights to appoint new or replacement Delegates at their discretion.

Section 8. NO USE OF CORPORATE FUNDS TO SUPPORT NOMINEE. If more people have been nominated for Trustee than can be elected, no corporation funds may be expended.

Section 9. EVENTS CAUSING VACANCIES ON BOARD. A vacancy or vacancies on the Board of Trustees shall occur in the event of (a) the death, resignation, or removal of any Trustee; (b) the declaration by resolution of the Board of Trustees of a vacancy in the office of a Trustee who has been convicted of a felony, declared of unsound mind by a court order, or found by final order or judgment of any court to have breached a duty under California Nonprofit Public Benefit Corporation Law, Chapter 2, Article 3; (c) the increase of the authorized number of Trustees; or (d) the failure of the members, at any meeting of members at which any Trustee or Trustees are to be elected, to elect the number of Trustees required to be elected at such meeting; (e) the failure of a parent member to have a child attending a school operated by the Corporation.

Section 10. RESIGNATION OF TRUSTEES. Except as provided below, any Trustee may resign by giving written notice to the Chair of the Board, , or the Secretary, or to the Board. The resignation shall be effective when the notice is given unless the notice specifies a later time for the resignation to become effective. If a Trustee's resignation is effective at a later time, the Board of Trustees may elect a successor to take office as of the date when the resignation becomes effective. The Board may modify the date of resignation at its discretion.

Section 11. TRUSTEE MAY NOT RESIGN IF NO TRUSTEE REMAINS. Except on notice to the California Attorney General, no Trustee may resign if the corporation would be left without a duly elected Trustee or Trustees.

Section 12. REMOVAL OF TRUSTEES. Any Trustee may be removed, with or without cause, by the vote of the majority of the members of the entire Board of Trustees at a special meeting called for that purpose, or at a regular meeting, provided that notice of that meeting and of the removal questions are given in compliance with the provisions of the Ralph M. Brown Act ("Brown Act"). (Chapter 9 (commencing with Section 54950, *et seq.*, as said chapter may be modified by subsequent legislation) of Division 2 of Title 5 of the Government Code). Any vacancy caused by the removal of a Trustee shall be filled as provided in Section 15.

Section 13. VACANCIES FILLED BY BOARD. Vacancies on the Board of Trustees may be filled by approval of the Board of Trustees or, if the number of trustees then in office is less than a quorum, by (a) the affirmative vote of a majority of the trustees then in office at a regular or special meeting of the Board, or (b) a sole remaining trustee. The newly appointed Trustee, will serve for the remainder of the original term, and, as with any Trustee, will have the option of seeking re-appointment.

Section 14. NO VACANCY ON REDUCTION OF NUMBER OF TRUSTEES. Any reduction of the authorized number of Trustees shall not result in any Trustees being removed before his or her term of office expires.

Section 15. PLACE OF BOARD OF TRUSTEES MEETINGS. Meetings shall be held at the principal office of the Corporation or a designated school operated by the Corporation. The Board of Trustees may designate that a meeting be held at any place within California that has been designated by resolution of the Board of Trustees or in the notice of the meeting. All meetings of the Board of Trustees shall be called, held and conducted in accordance with the terms and provisions of the Brown Act.

Section 16. MEETINGS; ANNUAL MEETINGS. All meetings of the Board of Trustees and its committees shall be called, noticed, and held in compliance with the provisions of the Brown Act.

The Board of Trustees shall meet annually for the purpose of organization, appointment of officers, and the transaction of such other business as may properly be brought before the meeting. This meeting shall be held at a time, date, and place as may be specified and noticed by resolution of the Board of Trustees.

Section 17. REGULAR MEETINGS. Regular meetings of the Board of Trustees, including annual meetings, shall be held at such times and places as may from time to time be fixed by the Board of Trustees. At least 72 hours before a regular meeting, the Board of Trustees, or its designee shall post an agenda containing a brief general description of each item of business to be transacted or discussed at the meeting.

Section 18. SPECIAL MEETINGS. Special meetings of the Board of Trustees for any purpose may be called at any time by the Chair of the Board of Trustees, if there is such an officer, or a majority of the Board of Trustees. If a Chair of the Board has not been elected then the President is authorized to call a special meeting in place of the Chair of the Board. The party calling a special meeting shall determine the place, date, and time thereof.

Section 19. NOTICE OF SPECIAL MEETINGS. In accordance with the Brown Act, special meetings of the Board of Trustees may be held only after twenty-four (24) hours notice is given to each Trustee and to the public through the posting of an agenda. Pursuant to the Brown Act, the Board of Trustees shall adhere to the following notice requirements for special meetings:

- a. Any such notice shall be addressed or delivered to each Trustee at the Trustee's address as it is shown on the records of the Corporation, or as may have been given to the Corporation by the Trustee for purposes of notice, or, if an address is not shown on the Corporation's records or is not readily ascertainable, at the place at which the meetings of the Board of Trustees are regularly held.

- b. Notice by mail shall be deemed received five business days after a properly addressed written notice is deposited in the United States mail, postage prepaid. Any other written notice shall be deemed received at the time it is personally delivered to the recipient or is actually transmitted by the person giving the notice by electronic means to the recipient. Oral notice shall be deemed received at the time it is communicated, in person or by telephone or wireless, to the recipient or to a person at the office of the recipient whom the person giving the notice has reason to believe will promptly communicate it to the receiver.
- c. The notice of special meeting shall state the time of the meeting, and the place if the place is other than the principal office of the Corporation, and the general nature of the business proposed to be transacted at the meeting. No business, other than the business the general nature of which was set forth in the notice of the meeting, may be transacted at a special meeting.

Section 20. QUORUM. A simple majority of the Trustees then in office shall constitute a quorum. All acts or decisions of the Board of Trustees will be by majority vote based upon the presence of a quorum. Should there be fewer than a simple majority of the Trustees present at any meeting, the meeting shall be adjourned. Trustees may not vote by proxy. The vote or abstention of each board member present for each action taken shall be publicly reported.

Section 21. TELECONFERENCE MEETINGS. Members of the Board of Trustees may participate in teleconference meetings so long as all of the following requirements in the Brown Act are complied with:

- a. At a minimum, a quorum of the members of the Board of Trustees shall participate in the teleconference meeting from locations within the boundaries of the school district in which the Charter School operates or is chartered;
- b. All votes taken during a teleconference meeting shall be by roll call;
- c. If the Board of Trustees elects to use teleconferencing, it shall post agendas at all teleconference locations with each teleconference location being identified in the notice and agenda of the meeting;
- d. All locations where a member of the Board of Trustees participates in a meeting via teleconference must be fully accessible to members of the public and shall be listed on the agenda;
- e. Members of the public must be able to hear what is said during the meeting and shall be provided with an opportunity to address the Board of Trustees directly at each teleconference location; and

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<sup>1</sup> This means that members of the Board of Trustees who choose to utilize their homes or offices as teleconference locations must open these locations to the public and accommodate any members of the public who wish to attend the meeting at that location.

- f. The agenda shall indicate that members of the public attending a meeting conducted via teleconference need not give their name when entering the conference call.<sup>2</sup>

Section 22. ADJOURNMENT. A majority of the Trustees present, whether or not a quorum is present, may adjourn any Board of Trustees meeting to another time or place. Notice of such adjournment to another time or place shall be given, prior to the time schedule for the continuation of the meeting, to the Trustees who were not present at the time of the adjournment, and to the public in the manner prescribed by any applicable public open meeting law.

Section 23. COMPENSATION AND REIMBURSEMENT. Trustees may not receive compensation for their services as Trustees or officers, only such reimbursement of expenses, as the Board of Trustees may establish by resolution to be just and reasonable as to the corporation at the time that the resolution is adopted.

Section 24. CREATION AND POWERS OF COMMITTEES. The Board, by resolution adopted by a majority of the Trustees then in office, may create one or more committees, each consisting of two or more Trustees and any number of non-Trustees, as established by the Board, to serve at the pleasure of the Board. Appointments to committees of the Board of Trustees shall be by majority vote of the authorized number of Trustees. The Board of Trustees may appoint one or more Trustees as alternate members of any such committee, who may replace any absent member at any meeting. The Chair of the Board shall be an ex-officio member of any committee. Any such committee shall have all the authority of the Board, to the extent provided in the Board of Trustees' resolution, except that no committee may:

- a. Take any final action on any matter that, under the California Nonprofit Public Benefit Corporation Law, also requires approval of the members or approval of a majority of all members;
- b. Fill vacancies on the Board of Trustees or any committee of the Board;
- c. Fix compensation of the Trustees for serving on the Board of Trustees or on any committee;
- d. Amend or repeal bylaws or adopt new bylaws;
- e. Amend or repeal any resolution of the Board of Trustees that by its express terms is not so amendable or subject to repeal;
- f. Create any other committees of the Board of Trustees or appoint the members of committees of the Board;

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<sup>2</sup> The Brown Act prohibits requiring members of the public to provide their names as a condition of attendance at the meeting.

- g. Expend corporate funds to support a nominee for Trustee if more people have been nominated for Trustee than can be elected; or
- h. Approve any contract or transaction to which the corporation is a party and in which one or more of its Trustees has a material financial interest.

Section 25. MEETINGS AND ACTION OF COMMITTEES. Meetings and actions of committees of the Board of Trustees shall be governed by, held, and taken under the provisions of these bylaws concerning meetings, other Board of Trustees' actions, and the Brown Act, if applicable, except that the time for general meetings of such committees and the calling of special meetings of such committees may be set either by Board of Trustees' resolution or, if none, by resolution of the committee. Minutes of each meeting shall be kept and shall be filed with the corporate records. The Board of Trustees may adopt rules for the governance of any committee as long as the rules are consistent with these bylaws. If the Board of Trustees has not adopted rules, the committee may do so.

Section 26. NON-LIABILITY OF TRUSTEES. No Trustee shall be personally liable for the debts, liabilities, or other obligations of this corporation.

Section 27. COMPLIANCE WITH LAWS GOVERNING STUDENT RECORDS. The Charter School and the Board of Trustees shall comply with all applicable provisions of the Family Education Rights Privacy Act ("FERPA") as set forth in Title 20 of the United States Code Section 1232g and attendant regulations as they may be amended from time to time.

## **ARTICLE VIII OFFICERS OF THE CORPORATION**

Section 1. OFFICES HELD. The officers of this corporation shall be a President ("Executive Director"), a Secretary, and a Chief Financial Officer ("Business Manager"). The corporation, shall also have a Chair of the Board, a Vice-Chair of the Board, and may have one or more Vice-Presidents, one or more assistant secretaries; a treasurer, one or more assistant treasurers, and such other officers as may be appointed under Article VIII, Section 4, of these bylaws. The officers in addition to the corporate duties set forth in this Article VIII shall also have administrative duties as set forth in any applicable contract for employment or job specification.

Section 2. DUPLICATION OF OFFICE HOLDERS. Any number of offices may be held by the same person, except that neither the Vice-Chair of the Board, Secretary nor the Chief Financial Officer may serve concurrently as either the President or the Chair of the Board.

Section 3. ELECTION OF OFFICERS. The officers of this corporation shall be chosen annually by the Board of Trustees and shall serve at the pleasure of the Board, subject to the rights of any officer under any employment contract.

Section 4. APPOINTMENT OF OTHER OFFICERS. The Board of Trustees may appoint and authorize the Chair of the Board, the President, or another officer to appoint any other officers that the corporation may require. Each appointed officer shall have the title and authority, hold office for the period, and perform the duties specified in the bylaws or established by the Board.

Section 5. REMOVAL OF OFFICERS. Without prejudice to the rights of any officer under an employment contract, the Board of Trustees may remove any officer with or without cause. An officer who was not chosen by the Board of Trustees may be removed by any other officer on whom the Board of Trustees confers the power of removal.

Section 6. RESIGNATION OF OFFICERS. Any officer may resign at any time by giving written notice to the Board. The resignation shall take effect on the date the notice is received or at any later time specified in the notice. Unless otherwise specified in the notice, the resignation need not be accepted to be effective. Any resignation shall be without prejudice to any rights of the corporation under any contract to which the officer is a party.

Section 7. VACANCIES IN OFFICE. A vacancy in any office because of death, resignation, removal, disqualification, or any other cause shall be filled in the manner prescribed in these bylaws for normal appointment to that office, provided, however, that vacancies need not be filled on an annual basis.

Section 8. CHAIR OF THE BOARD. When a Chair of the Board of Trustees is elected, he or she shall preside at the Board of Trustees' meetings and shall exercise and perform such other powers and duties as the Board of Trustees may assign from time to time. If there is no President, the Chair of the Board of Trustees shall also be the chief executive officer and shall have the powers and duties of the President of the corporation set forth in these bylaws. When a Chair of the Board of Trustees is elected, there shall also be a Vice-Chair of the Board of Trustees. In the absence of the Chair, the Vice-Chair shall preside at Board of Trustees meetings and shall exercise and perform such other powers and duties as the Board of Trustees may assign from time to time.

Section 9. PRESIDENT. The President, also known as the Executive Director, shall be the general manager of the corporation and shall supervise, direct, and control the corporation's activities, affairs, and officers as fully described in any applicable employment contract, agreement, or job specification. The President shall facilitate at all Board of Trustees' meetings. The President shall have such other powers and duties as the Board of Trustees or the bylaws may require.

Section 10. VICE-PRESIDENTS. If the President is absent or disabled, the Vice-Presidents, if any, in order of their rank as fixed by the Board, or, if not ranked, a Vice-President designated by the Board, shall perform all duties of the President. When so acting, a Vice-President shall have all powers of and be subject to all restrictions on the President. The Vice-Presidents shall have such other powers and perform such other duties as the Board of Trustees or the bylaws may require.

Section 11. SECRETARY. The Secretary shall keep or cause to be kept, at the corporation's principal office or such other place as the Board of Trustees may direct, a book of minutes of all meetings, proceedings, and actions of the Board and of committees of the Board. The minutes of meetings shall include the time and place that the meeting was held; whether the meeting was annual, regular, special, or emergency and, if special or emergency, how authorized; the notice given; the names of the Trustees present at Board of Trustees and committee meetings; and the vote or abstention of each board member present for each action taken.

The Secretary shall keep or cause to be kept, at the principal California office, a copy of the articles of incorporation and bylaws, as amended to date.

The Secretary shall give, or cause to be given, notice of all meetings of the Board and of committees of the Board of Trustees that these bylaws require to be given. The Secretary shall keep the corporate seal, if any, in safe custody and shall have such other powers and perform such other duties as the Board of Trustees or the bylaws may require.

Section 12. CHIEF FINANCIAL OFFICER. The Chief Financial Officer shall keep and maintain, or cause to be kept and maintained, adequate and correct books and accounts of the corporation's properties and transactions. The Chief Financial Officer shall send or cause to be given to Trustees such financial statements and reports as are required to be given by law, by these bylaws, or by the Board. The books of account shall be open to inspection by any Trustee at all reasonable times.

The Chief Financial Officer shall (a) deposit, or cause to be deposited, all money and other valuables in the name and to the credit of the corporation with such depositories as the Board of Trustees may designate; (b) disburse the corporation's funds as the Board of Trustees may order; (c) render to the President, Chair of the Board, and the Board, when requested, an account of all transactions as Chief Financial Officer and of the financial condition of the corporation; and (d) have such other powers and perform such other duties as the Board, contract, job specification, or the bylaws may require.

If required by the Board, the Chief Financial Officer shall give the corporation a bond in the amount and with the surety or sureties specified by the Board of Trustees for faithful performance of the duties of the office and for restoration to the corporation of all of its books, papers, vouchers, money, and other property of every kind in the possession or under the control of the Chief Financial Officer on his or her death, resignation, retirement, or removal from office.

## **ARTICLE IX ROLE, CONDUCT, AND DUTIES OF A TRUSTEE**

Section 1. ROLE OF A TRUSTEE. Board members serve as trustees of the Corporation, entrusted with helping to guide the Corporation and its future. Trustees participate in the group process to make decisions and take actions based on what is best for the Corporation as a whole, in keeping with our vision, mission and charters, and not based on a personal agenda.

Section 2. FIDUCIARY RESPONSIBILITIES.

- a. Duty of Care: Each Trustee shall perform their duties, including duties as a member of any committee, in good faith, with candid actions and active participation, including asking questions to help make informed decisions. Trustees shall act the way a reasonably prudent person would in a like position and under similar circumstances.
- b. Duty of Loyalty: Trustees shall place the Corporation's interests over any other organization's interests or personal interests.
- c. Duty of Obedience: Once the board's decisions or actions are final, each Trustee shall support and implement the decisions; and shall not undermine them, publicly or privately.

Section 3. CODE OF CONDUCT. All Trustees agree to abide by the following:

- a. Trustees will practice and maintain a respectful, courteous attitude in all interactions with other Trustees and guests, both verbally and non-verbally.
- b. Trustees will take turns speaking with show of hands, will focus on the speaker, and will avoid side conversations.
- c. No Trustees will speak for, or in the name of, the Board unless by explicit direction of the Board (Board Chair and Executive Director have this explicit direction, by virtue of their positions).
- d. When a Board decision has been reached, all Board members, including those who may have voted against the decision, will support that decision until it is amended or rescinded by the Board.
- e. Confidentiality on matters regarding personnel, student and family information, site negotiations and other areas is critical. Such confidentiality is both a legal requirement and an ethical necessity. Trustees will be trained in the importance of confidentiality and will sign the Board of Trustees Oath of Office. Board members must use discretion in all communications. If confidentiality is violated, the member may be removed from the Board.

Section 4. DUTIES OF A TRUSTEE. The duties of a Trustee include, but are not limited to, the following:

- a. Abide by these Bylaws.
- b. Support the Charter, vision and mission of the organization.
- c. Attend and participate in Board meetings on a regular basis
- d. Attend and contribute to auxiliary functions as necessary (charter authority meetings, festivals and school activities as appropriate).
- e. Faculty Delegates relay information to and from Faculty .
- f. Accept at least one committee assignment and/or serve in an officer position and serve actively.
- g. Prepare for meetings by reading all relevant material provided in advance.

**ARTICLE X  
CONTRACTS WITH TRUSTEES**

Section 1. **CONTRACTS WITH TRUSTEES.** The Corporation shall not enter into a contract or transaction in which a Trustee directly or indirectly has a material financial interest (nor any other corporation, firm, association, or other entity in which one or more of this Corporation's Trustees are Trustees have a material financial interest).

**ARTICLE XI  
CONTRACTS WITH NON-TRUSTEE DESIGNATED EMPLOYEES**

Section 1. **CONTRACTS WITH NON-TRUSTEE DESIGNATED EMPLOYEES.** The Corporation shall not enter into a contract or transaction in which a non-Trustee designated employee (e.g., officers and other key decision-making employees) directly or indirectly has a material financial interest unless all of the requirements in the Corporation's Conflict of Interest Policy have been fulfilled.

**ARTICLE XII  
LOANS TO TRUSTEES AND OFFICERS**

Section 1. **LOANS TO TRUSTEES AND OFFICERS.** This corporation shall not lend any money or property to or guarantee the obligation of any Trustee or officer without the approval of the California Attorney General; provided, however, that the corporation may advance money to a Trustee or officer of the corporation for expenses reasonably anticipated to be incurred in the performance of his or her duties if that Trustee or officer would be entitled to reimbursement for such expenses of the corporation.

**ARTICLE XIII  
INDEMNIFICATION**

Section 1. **INDEMNIFICATION.** To the fullest extent permitted by law, this corporation shall indemnify its Trustees, officers, employees, and other persons described in Corporations Code Section 5238(a), including persons formerly occupying any such positions, against all expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred by them in connection with any "proceeding," as that term is used in that section, and including an action by or in the right of the corporation by reason of the fact that the person is or was a person described in that section. "Expenses," as used in this bylaw, shall have the same meaning as in that section of the Corporations Code.

On written request to the Board of Trustees by any person seeking indemnification under Corporations Code Section 5238 (b) or Section 5238 (c) the Board of Trustees shall promptly decide under Corporations Code Section 5238 (e) whether the applicable standard of conduct set forth in Corporations Code Section 5238 (b) or Section 5238 (c) has been met and, if so, the Board of Trustees shall authorize indemnification.

**ARTICLE XIV  
INSURANCE**

Section 1. **INSURANCE.** This corporation shall have the right to purchase and maintain insurance to the full extent permitted by law on behalf of its Trustees, officers, employees, and other agents, to cover any liability asserted against or incurred by any Trustee, officer, employee, or agent in such capacity or arising from the Trustee's, officer's, employee's, or agent's status as such.

**ARTICLE XV  
MAINTENANCE OF CORPORATE RECORDS**

Section 1. **MAINTENANCE OF CORPORATE RECORDS.** The Corporation shall keep:

- a. Adequate and correct books and records of account;
- b. Written minutes of the proceedings of the Board and committees of the Board; and
- c. Such reports and records as required by law.

**ARTICLE XVI  
INSPECTION RIGHTS**

Section 1. **TRUSTEES' RIGHT TO INSPECT.** Every Trustee shall have the right at any reasonable time to inspect the corporation's books, records, documents of every kind, physical properties, and the records of each subsidiary as permitted by California and federal law. The inspection may be made in person or by the Trustee's agent or attorney. The right of inspection includes the right to copy and make extracts of documents as permitted by California and federal law. This right to inspect may be circumscribed in instances where the right to inspect conflicts with California or federal law (e.g., restrictions on the release of educational records under FERPA) pertaining to access to books, records, and documents.

Section 2. **ACCOUNTING RECORDS AND MINUTES.** On written demand on the corporation, any Trustee may inspect, copy, and make extracts of the accounting books and records and the minutes of the proceedings of the Board of Trustees and committees of the Board of Trustees at any reasonable time for a purpose reasonably related to the Trustee's interest as a Trustee. Any such inspection and copying may be made in person or by the Trustee's agent or attorney. This right of inspection extends to the records of any subsidiary of the corporation.

Section 3. **MAINTENANCE AND INSPECTION OF ARTICLES AND BYLAWS.** This corporation shall keep at its principal California office the original or a copy of the articles of incorporation and bylaws, as amended to the current date, which shall be open to inspection by the Trustees at all reasonable times during office hours. If the corporation has no business office in California, the Secretary shall, on the written request of any Trustee, furnish to that Trustee a copy of the articles of incorporation and bylaws, as amended to the current date.

**ARTICLE XVII  
REQUIRED REPORTS**

Section 1. ANNUAL REPORTS. The Board of Trustees shall cause an annual report to be sent to itself (the members of the Board of Trustees) within 120 days after the end of the Corporation's fiscal year. That report shall contain the following information, in appropriate detail:

- a. The assets and liabilities, including the trust funds, or the Corporation as of the end of the fiscal year;
- b. The principal changes in assets and liabilities, including trust funds;
- c. The Corporation's revenue or receipts, both unrestricted and restricted to particular purposes;
- d. The Corporation's expenses or disbursement for both general and restricted purposes;
- e. Any information required under these bylaws; and
- f. An independent accountant's report or, if none, the certificate of an authorized officer of the Corporation that such statements were prepared without audit from the Corporation's books and records.

**ARTICLE XVI  
BYLAW AMENDMENTS**

Section 1. BYLAW AMENDMENTS. The Board of Trustees may adopt, amend or repeal any of these Bylaws by a majority of the Trustees present at a meeting duly held at which a quorum is present, except that no amendment shall change any provisions of the Charter that created the charter schools operated by the Corporation or make any provisions of these Bylaws inconsistent with the charters of those schools, the Corporation's Articles of Incorporation, or any laws.

**ARTICLE XVII  
FISCAL YEAR**

Section 1. FISCAL YEAR OF THE CORPORATION. The fiscal year of the Corporation shall begin on July 1<sup>st</sup> and end on June 30<sup>th</sup> of each year.

**CERTIFICATE OF  
SECRETARY**

I certify that I am the duly elected and acting Secretary of the Golden Valley Schools for Education Renewal, a California nonprofit public benefit corporation; that these bylaws, consisting of 16 pages, inclusive of this certification, are the bylaws of this corporation as amended by the Board of Trustees on; and that these bylaws have not been amended or modified since that date.

Executed on ~~November 18, 2020~~ at Orangevale, California.

---

~~Meredith Willson~~, Secretary of the  
Board of Trustees  
4916-9747-3458, v. ~~24916-9747-3458, v. 1~~



CalSTRS Charter School/Nonprofit Public Benefit Corporation Certification  
(IRS Notice 2015-07)

**Section 1: Charter School Identification**

CHARTER SCHOOL NAME Golden Valley Orchard School
CHARTER SCHOOL COUNTY-DISTRICT-SCHOOL (CDS) CODE 34 67447 0132399
NPBC NAME Golden Valley Charter Schools for Education Renewal
NPBC MAILING ADDRESS 1000 River Rock Drive, Suite 220 Folsom, CA 95630

Pursuant to Notice 2015-07, *Relief for Certain Participants in Section 414(d) Governmental Plans* (Notice 2015-07), the Internal Revenue Service (IRS) and the United States Treasury Department are expected to issue final regulations permitting a state or local retirement system to provide benefits for charter school employees and continue to qualify as an Internal Revenue Code section 414(d) governmental plan, provided that certain requirements are met. The IRS and the United States Treasury Department have identified those requirements in Section III.A of Notice 2015-07.

CalSTRS is permitting employees of the NPBC to be covered under CalSTRS in reliance on the certifications in Section 2 that the NPBC meets and will fully comply with the requirements of, all modifications to, amendments to, expansions of, or other changes to the requirements of Notice 2015-07, as of the date the 26 USC section 414(d) regulations go into effect.

Consistent with Section 47604 of the Education Code, and in accordance with their approved charter petition, the charter school identified in this section has elected to operate as, or be operated by, the nonprofit public benefit corporation (NPBC) identified above; and has elected to participate in CalSTRS or continue to participate in CalSTRS to provide benefits under the Teachers' Retirement Law for its employees who perform creditable service for a charter school which is eligible to receive state apportionment.

**Section 2: Certification**

Check one:

- I certify the charter school has publicly available written contractual agreements with each employee to perform creditable service under the

Teachers' Retirement Law, specifying which charter school the service is being performed at. A true and correct copy of all written contractual agreements for eligible employees will be updated and maintained by the charter school. The charter school will furnish copies of any written contractual agreements at any time upon CalSTRS request.

I certify the NPBC meets the following requirements from Notice 2015-07 and further requirements imposed by the Teachers' Retirement Law:

(a) NPBC is a nonsectarian independent public school that serves a governmental purpose by providing tuition-free elementary or secondary education, or both.

(b) NPBC is established and operates a charter school in accordance with the Charter Schools Act of 1992, as amended, authorizing NPBC to create or establish one or more independent public schools.

(c) Participation in CalSTRS for NPBC's employees is contingent on each employee having a written contract to perform creditable service under the Teachers' Retirement Law and only for those employees who actually perform creditable service activities under that contract. A true and correct copy of all written contracts for eligible employees will be updated and maintained by NPBC. NPBC will furnish copies of any written contracts at any time upon the request of CalSTRS.

(d) NPBC satisfies either of the following:

(1) NPBC's governing board or body is controlled by the State of California, a political subdivision of the state, or an agency or instrumentality of the state or political subdivision. NPBC confirms that the state or political subdivision has the power to nominate, appoint, remove, and replace a majority of the members of the NPBC's governing board or board, or a majority of the members of the NPBC's governing board or body are publicly nominated and elected under state law.

(2) NPBC satisfies all of the following requirements:

(i) The primary source of NPBC's funding is from the State of California, a political subdivision of the state, or an agency or instrumentality of the state or political subdivision.

(ii) The rights of NPBC's employees to their accrued benefits under CalSTRS are not dependent on whether NPBC continues to

participate in CalSTRS, and in the event NPBC ceases participation in CalSTRS, a governmental entity in the State of California has responsibility for the accrued benefits of NPBC's employees, including the continued funding of the accrued benefits, to no lesser extent than a governmental entity has responsibility for the continued funding of the accrued benefits of the employees of any other participating employer of CalSTRS in the event that other employer were to cease to be a participating employer under CalSTRS.

- (iii) NPBC is part of a local educational agency, as defined in 20 U.S.C. 7801(26) (or is its own local educational agency), and is subject to the significant regulatory control and oversight by the State of California, a political subdivision of the state, or an agency or instrumentality of the state or political subdivision of the state as further described in Section IIIA, paragraphs (d)(2)(iii)(1) and (d)(2)(iii)(2), of Notice 2015-07.
- (e) All financial interests of ownership in NPBC are held by the State of California, a political subdivision of the state, or an agency or instrumentality of the state or political subdivision of the state. The State of California, a political subdivision of the state, or an agency or instrumentality of the state are entitled to NPBC's net assets upon dissolution or final liquidation of NPBC, or those net assets will be transferred to another public school that satisfies the requirement in Section III.A of Notice 2015-07.
- (f) NPBC has governing documents that require its net assets, upon dissolution or final liquidation of NPBC, to be distributed to either a public school that meets the requirement of Section III.A of Notice 2015-07 or that its net assets will be transferred to the State of California, a political subdivision of the state, or an agency or instrumentality of the state or political subdivision. A true and correct copy of all such documents will be updated and maintained by NPBC. NPBC will furnish copies of any such documents at any time upon the request of CalSTRS.

NPBC certifies and acknowledges its employees' participation in CalSTRS is conditioned on the promises and representations above. NPBC further understands that CalSTRS will be obligated to comply with the final regulations issued pursuant to 26 USC section 414(d). Should NPBC fail to timely comply with any and all applicable requirements of Notice 2015-07 and final regulations issued under 26 USC section 414(d), CalSTRS may be required to terminate NPBC's participation in CalSTRS, including cancellation of all benefits and any service credit accrued for employees and retirees of NPBC.

**Section 3: Required Signature**

The undersigned is the duly appointed representative and is authorized to sign on behalf of the charter school, the NPBC or both.

By signing below, the undersigned represents under penalty of perjury under the laws of the State of California and further subject to the criminal penalties described in Section 22010 of the Education Code that all the information on this form is true and correct. The undersigned further acknowledges that if any information on this form is incorrect, CalSTRS reserves the right to refer the undersigned's and NPBC's or charter school's conduct to state, local and federal law enforcement and to take all actions authorized under the Teachers' Retirement Law, including, but not limited to, cancelling benefits for NPBC's or charter school's employees and NPBC's or charter school's continued participation in CalSTRS.

I hereby declare under penalty of perjury under the laws of the State of California and further subject to the penalties described in Section 22010 of the Education Code that all the information provided above is true and correct, and I hereby declare that the NPBC operating the charter school is complying with the requirements of Notice 2015-07 as of the date the 26 USC section 414(d) regulations go into effect.

PRINT NAME OF OFFICIAL REPRESENTATIVE Jennifer Hoover	
REPRESENTATIVE'S POSITION TITLE Executive Director	
REPRESENTATIVE'S EMAIL jhoover@goldenvalleycharter.org	
REPRESENTATIVE'S PHONE NUMBER (916) 542-7481	
REPRESENTATIVE'S SIGNATURE	SIGNATURE DATE



CalSTRS Charter School/Nonprofit Public Benefit Corporation Certification  
(IRS Notice 2015-07)

**Section 1: Charter School Identification**

CHARTER SCHOOL NAME Golden Valley River School
CHARTER SCHOOL COUNTY-DISTRICT-SCHOOL (CDS) CODE 34 67447 0114983
NPBC NAME Golden Valley Charter Schools for Education Renewal
NPBC MAILING ADDRESS 1000 River Rock Drive, Suite 220 Folsom, CA 95630

Pursuant to Notice 2015-07, *Relief for Certain Participants in Section 414(d) Governmental Plans* (Notice 2015-07), the Internal Revenue Service (IRS) and the United States Treasury Department are expected to issue final regulations permitting a state or local retirement system to provide benefits for charter school employees and continue to qualify as an Internal Revenue Code section 414(d) governmental plan, provided that certain requirements are met. The IRS and the United States Treasury Department have identified those requirements in Section III.A of Notice 2015-07.

CalSTRS is permitting employees of the NPBC to be covered under CalSTRS in reliance on the certifications in Section 2 that the NPBC meets and will fully comply with the requirements of, all modifications to, amendments to, expansions of, or other changes to the requirements of Notice 2015-07, as of the date the 26 USC section 414(d) regulations go into effect.

Consistent with Section 47604 of the Education Code, and in accordance with their approved charter petition, the charter school identified in this section has elected to operate as, or be operated by, the nonprofit public benefit corporation (NPBC) identified above; and has elected to participate in CalSTRS or continue to participate in CalSTRS to provide benefits under the Teachers' Retirement Law for its employees who perform creditable service for a charter school which is eligible to receive state apportionment.

**Section 2: Certification**

Check one:

- I certify the charter school has publicly available written contractual agreements with each employee to perform creditable service under the

Teachers' Retirement Law, specifying which charter school the service is being performed at. A true and correct copy of all written contractual agreements for eligible employees will be updated and maintained by the charter school. The charter school will furnish copies of any written contractual agreements at any time upon CalSTRS request.

I certify the NPBC meets the following requirements from Notice 2015-07 and further requirements imposed by the Teachers' Retirement Law:

(a) NPBC is a nonsectarian independent public school that serves a governmental purpose by providing tuition-free elementary or secondary education, or both.

(b) NPBC is established and operates a charter school in accordance with the Charter Schools Act of 1992, as amended, authorizing NPBC to create or establish one or more independent public schools.

(c) Participation in CalSTRS for NPBC's employees is contingent on each employee having a written contract to perform creditable service under the Teachers' Retirement Law and only for those employees who actually perform creditable service activities under that contract. A true and correct copy of all written contracts for eligible employees will be updated and maintained by NPBC. NPBC will furnish copies of any written contracts at any time upon the request of CalSTRS.

(d) NPBC satisfies either of the following:

(1) NPBC's governing board or body is controlled by the State of California, a political subdivision of the state, or an agency or instrumentality of the state or political subdivision. NPBC confirms that the state or political subdivision has the power to nominate, appoint, remove, and replace a majority of the members of the NPBC's governing board or board, or a majority of the members of the NPBC's governing board or body are publicly nominated and elected under state law.

(2) NPBC satisfies all of the following requirements:

(i) The primary source of NPBC's funding is from the State of California, a political subdivision of the state, or an agency or instrumentality of the state or political subdivision.

(ii) The rights of NPBC's employees to their accrued benefits under CalSTRS are not dependent on whether NPBC continues to

participate in CalSTRS, and in the event NPBC ceases participation in CalSTRS, a governmental entity in the State of California has responsibility for the accrued benefits of NPBC's employees, including the continued funding of the accrued benefits, to no lesser extent than a governmental entity has responsibility for the continued funding of the accrued benefits of the employees of any other participating employer of CalSTRS in the event that other employer were to cease to be a participating employer under CalSTRS.

(iii) NPBC is part of a local educational agency, as defined in 20 U.S.C. 7801(26) (or is its own local educational agency), and is subject to the significant regulatory control and oversight by the State of California, a political subdivision of the state, or an agency or instrumentality of the state or political subdivision of the state as further described in Section IIIA, paragraphs (d)(2)(iii)(1) and (d)(2)(iii)(2), of Notice 2015-07.

(e) All financial interests of ownership in NPBC are held by the State of California, a political subdivision of the state, or an agency or instrumentality of the state or political subdivision of the state. The State of California, a political subdivision of the state, or an agency or instrumentality of the state are entitled to NPBC's net assets upon dissolution or final liquidation of NPBC, or those net assets will be transferred to another public school that satisfies the requirement in Section III.A of Notice 2015-07.

(f) NPBC has governing documents that require its net assets, upon dissolution or final liquidation of NPBC, to be distributed to either a public school that meets the requirement of Section III.A of Notice 2015-07 or that its net assets will be transferred to the State of California, a political subdivision of the state, or an agency or instrumentality of the state or political subdivision. A true and correct copy of all such documents will be updated and maintained by NPBC. NPBC will furnish copies of any such documents at any time upon the request of CalSTRS.

NPBC certifies and acknowledges its employees' participation in CalSTRS is conditioned on the promises and representations above. NPBC further understands that CalSTRS will be obligated to comply with the final regulations issued pursuant to 26 USC section 414(d). Should NPBC fail to timely comply with any and all applicable requirements of Notice 2015-07 and final regulations issued under 26 USC section 414(d), CalSTRS may be required to terminate NPBC's participation in CalSTRS, including cancellation of all benefits and any service credit accrued for employees and retirees of NPBC.

### Section 3: Required Signature

The undersigned is the duly appointed representative and is authorized to sign on behalf of the charter school, the NPBC or both.

By signing below, the undersigned represents under penalty of perjury under the laws of the State of California and further subject to the criminal penalties described in Section 22010 of the Education Code that all the information on this form is true and correct. The undersigned further acknowledges that if any information on this form is incorrect, CalSTRS reserves the right to refer the undersigned's and NPBC's or charter school's conduct to state, local and federal law enforcement and to take all actions authorized under the Teachers' Retirement Law, including, but not limited to, cancelling benefits for NPBC's or charter school's employees and NPBC's or charter school's continued participation in CalSTRS.

I hereby declare under penalty of perjury under the laws of the State of California and further subject to the penalties described in Section 22010 of the Education Code that all the information provided above is true and correct, and I hereby declare that the NPBC operating the charter school is complying with the requirements of Notice 2015-07 as of the date the 26 USC section 414(d) regulations go into effect.

PRINT NAME OF OFFICIAL REPRESENTATIVE Jennifer Hoover	
REPRESENTATIVE'S POSITION TITLE Executive Director	
REPRESENTATIVE'S EMAIL jhoover@goldenvalleycharter.org	
REPRESENTATIVE'S PHONE NUMBER (916) 542-7481	
REPRESENTATIVE'S SIGNATURE	SIGNATURE DATE



## **Executive Director Compensation Study**

**Comparative Analysis of Executive Director, CEO, Superintendent Compensation**

**2026-2027 School Year**

Prepared for the Board of Directors

Golden Valley Charter Schools

Prepared by:

Nikki Freitas

Human Resources Specialist

Date Presented:

June 3, 2026

## Executive Director Compensation Study

School	Position Title	Compensation Range	Additional Notes
Golden Valley Charter Schools	Executive Director	\$120,000 - \$152,266	Public Charter in Orangevale
River Charter Schools	Executive Director	\$150,000 - \$180,000	Public Charter in West Sacramento
Sacramento Valley Charter	Executive Director	\$156,000 + additional compensation for doctoral degree, benefits, employer contributions, etc.	Public Charter School in West Sacramento
Twin Rivers Unified School District	Executive Director	\$170,747- \$211,866	Traditional Public School District
Pacific Charter Institute	Executive Director	\$210,019 - \$293,600	Public Charter in Sacramento
Natomas Charter School	Executive Director	\$219,000	Public Charter in Natomas
California Montessori Project	Superintendent	\$240,000	Public Charter Network in Carmichael

Emailed (waiting for a response): Visions in Education, Rocklin Academy, John Adams, Highlands Community Charter, Fortune School of Education, St HOPE public schools, Horizon Charter Schools, Growth Public Schools, Natomas Charter School

### Study Summary

Based on the publicly posted charter-school Executive Director positions found, the Sacramento-area charter market appears to cluster roughly between **\$150,000–\$180,000** for Executive Director roles, with larger multi-site charter organizations and statewide independent-study charters extending into the **\$190,000–\$235,000+** range. Traditional district superintendent compensation in the region generally falls between **\$300,000–\$400,000+**, but those are usually not considered direct comparables because of district size, staffing, and governance differences.

**Pacific Charter Institute**

**Pacific Charter Institute  
2026-2027 School Year  
Management**

Schedule	Workdays	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
A Executive Director	220	\$210,019.00	\$220,520.00	\$231,546.00	\$243,146.00	\$255,303.00	\$268,600.00	A	A	A

A To Be Determined and Approved by the Board of Directors

Schedule	Workdays	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
AA Senior Director	220	\$246,253.00	\$253,869.00	\$261,721.00	\$269,815.00	\$277,910.00	\$286,247.00	\$294,835.00	\$303,680.00	\$312,790.00

AA May Be Determined and Approved by the Board of Directors in Future School Years

**ANNUALIZED SCHEDULE**

Lane	Schedule	Workdays	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
101	Management	210	\$122,380.00	\$126,165.00	\$130,067.00	\$134,090.00	\$138,113.00	\$142,256.00	\$146,524.00	\$150,919.00	\$155,447.00
102	Management	214	\$129,723.00	\$133,735.00	\$137,871.00	\$142,135.00	\$146,399.00	\$150,791.00	\$155,315.00	\$159,975.00	\$164,774.00
104	Management	214	\$145,757.00	\$150,265.00	\$154,912.00	\$159,703.00	\$164,494.00	\$169,429.00	\$174,512.00	\$179,748.00	\$185,140.00
105	Management	220	\$154,502.00	\$159,281.00	\$164,207.00	\$169,285.00	\$174,364.00	\$179,595.00	\$184,983.00	\$190,532.00	\$196,248.00
107	Management	220	\$173,599.00	\$178,968.00	\$184,503.00	\$190,209.00	\$195,916.00	\$201,793.00	\$207,847.00	\$214,082.00	\$220,505.00

Lane	Certificated Position Titles	Workdays	School Performance Scale*	Educational Stipe	Longevity
A	Executive Director	220	3% Increase school rating or maintain high performing rating (Steps 1-9)	Masters \$1,000.00	1.0% after 8 years of s
AA	Senior Director *	220	8% Achieved High Performing School Rating at Step 10	Doctorate \$2,500.00	2.0% after 10 years of :
101	Principal *	210	* Principal or Director must remain in the same position the following SY and will be compensated based on the achieved school performance rating.		2.5% after 13 years of :
102	Director I *	214			3.0% after 15 years of :
104	Director I - Valley View *	214			3.5% after 18 years of :
105	Director of Education Services	220			4.0% after 20 years of :
	<b>Classified Position Titles</b>				6.0% after 25 years of :
101	Chief of Staff	220			8.0% after 30 years of :
105	Director of Human Resources	220			
107	Chief Business Officer	220			
107	Director of Operations	220			

Hello Nikki,

Attached are the salary schedules that are going to our board on Thursday to approve.

The Executive Director's salary scale is on the last page. We won't know what the new salary for the ED for the 26/27 school year will be until the board discusses and a votes on Thursday. The ED receives the same education stipends and benefits as all full-time staff.

I hope this helps and let me know if you have any further questions.

Thank you,

**Leanna Comer**

Human Resources Manager  
2241 Harvard Street, Suite 310  
Sacramento, CA 95815  
(916) 473-4757 ext 3002

## Sacramento Valley Charter Schools

Hi, Nikki.

I've provided answers to your questions below. The Principal's job description is attached.

Please share the results of your Exec Comp Study.

Please let me know if you have any questions or need more explanations around SVCS' benefits.

Thank you,

Vicky Dali, CPA

Fiscal Consultant to SVCS

916-996-3943

----- Forwarded message -----

Hello Sacramento Valley Charter Schools team,

I hope you are doing well. I am working on an Executive Director compensation study for Golden Valley Charter Schools' Board of Trustees and am gathering comparison data from public charter schools in the greater Sacramento region.

Would you be willing to share your current Executive Director, CEO, or Superintendent compensation range (2024-25 was \$137,000; 2025-26 is \$156,000, 2026-27 has not been decided) , including any board-approved salary schedule (N/A), stipends (\$4,000/year for doctoral degree), benefit allowance (SVCS pays employee-only medical, dental, vision, life/ADD/LTD at base plan rates so for 2025-26 was \$14,831 and medical varies by age of employee), work-year assumptions (210 duty days), or other compensation factors that would help us make an accurate comparison (SVCS contributes at 2:1 up to 8% employer matching to 401(k) examples are: employee contributes 4%, SVCS matches at 8%: employee contributes 1%, SVCS matches at 2%; employee contributes 8%, SVCS matches at 8%. Also, employees are eligible for Social Security. SVCS is not in STRS or PERS)?

We are using this information only for board-level benchmarking and would be grateful for any publicly available link, salary schedule, EDJOIN posting, or range you are able to share.

Please feel free to forward my email to the appropriate individual on your team if someone else oversees compensation. We will need this information by Wednesday if possible.

Thank you very much for your time and help.

Nikki Freitas

Human Resources Specialist

[NFreitas@goldenvalleycharter.org](mailto:NFreitas@goldenvalleycharter.org)

Direct Line: (916) 597-1035

1000 River Rock Drive #220, Folsom, CA



GROWING EXTRAORDINARY LEADERS AND SCHOLARS

## Executive Director-River Charter Schools (West Sacramento & Clarksburg)

Post Share Print

### About the Employer

Mission Statement: River Charter Schools

The mission of River Charter Schools, a leading center of educational innovation, is to grow leaders and scholars, ignite a love of learning and equip each student with the knowledge, skills, character, and social-emotional well-being to thrive and contribute to an evolving and increasingly-connected world, through schools which;

- Promote belonging for all members of our collaborative school communities
- Transform teaching, learning, and operations in our continuing pursuit of excellence
- Are filled with teams of talented, well trained, adequately supported and caring staff
- Are connected with communities of volunteers, parents and business people to empower students and teachers through partnerships and positive relationships
- Rely upon responsible fiscal planning.

### Job Summary

The Executive Director (ED) serves as the executive leader of River Charter Schools (RCS), overseeing and enhancing all operational functions to ensure the organization delivers outstanding performance while maintaining financial sustainability. The ED leads central office teams across human resources, data, technology, operations, leadership development, and academic management. This role also plays a critical part in shaping and executing the organization's long-term strategic vision, ensuring alignment with RCS's mission, values, and commitment to equity and transparency.

[View Job Description](#)

### Requirements / Qualifications

Bachelor's degree required; Master's degree in Business, Nonprofit Management, Public Administration, Education, or a related field preferred.

Minimum of 3 years' experience in operational management in the Education environment.

Experience working in or with charter schools is highly desirable.

Familiarity with school-based operational structures strongly preferred.

- Letter of Introduction
- Letter(s) of Recommendation
- Resume

*This job posting has expired*

River Charter Schools

### Application Deadline

6/30/2025 11:55 PM Pacific

### Date Posted

5/30/2025

### Contact

[Andrea Flores](#)

### Number of Openings

1

### Salary

Pay Range

**\$150,000 - \$180,000 Annually**

### Add'l Salary Info

\$775 monthly towards health benefits

### Length of Work Year

225

### Employment Type

Full Time

[ADD TO WISHLIST](#)

[VIEW JOB WISHLIST](#)

*This job posting has expired*

### CalSTRS Links

*Not all postings qualify for CalSTRS. Informational Only.*

[CalSTRS Info for New Educators](#)

Hi Nikki,

Sorry I didn't get this to you by Wednesday. It was our last week of school and very busy!

My contract was negotiated with the Board, and there is no approved salary schedule. Here is what is included:

Compensation: \$185,976

Days: 225

Benefits: Written as the same as other staff member (this is currently \$775/month, but moving to \$900/month next year for all staff)

Sick Days: 12/year

I would be very interested in the data you're collecting if you are able to share it back!

Jillayne Antoon

Executive Director

River Charter Schools

# Natomas Charter School (Executive Salary Schedule – No ED)



## NATOMAS CHARTER SCHOOL 2026-27 EXECUTIVE SALARY SCHEDULE

Position	Number of Days	Exempt (E) / Non-Exempt (NE)	Date Position Approved By Board	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10	YEAR 11	YEAR 12	YEAR 13	YEAR 14	YEAR 15	YEAR 16	YEAR 17	YEAR 18	YEAR 19	YEAR 20
Executive Administrative Assistant*	220	E	Sept. 2019	\$76,041.50	\$77,942.54	\$79,891.11	\$81,888.38	\$83,935.59	\$86,033.98	\$88,184.83	\$90,389.45	\$92,649.19	\$94,965.42	\$97,339.55	\$99,773.04	\$102,267.37	\$104,824.05	\$107,444.65	\$110,130.77	\$112,884.04	\$115,706.14	\$118,598.79	\$121,563.76
			Per month:	\$6,336.79	\$6,495.21	\$6,657.59	\$6,824.03	\$6,994.63	\$7,169.50	\$7,348.74	\$7,532.45	\$7,720.77	\$7,913.78	\$8,111.63	\$8,314.42	\$8,522.28	\$8,735.34	\$8,953.72	\$9,177.56	\$9,407.00	\$9,642.18	\$9,883.23	\$10,130.31
Executive Director (CEO)**	220	E	July 2011	(Separate Salary Contract on File)																			
Executive Operations Manager*	220	E	June 2022	\$79,843.59	\$81,839.68	\$83,885.67	\$85,982.81	\$88,132.38	\$90,335.69	\$92,594.08	\$94,908.93	\$97,281.66	\$99,713.70	\$102,206.54	\$104,761.70	\$107,380.75	\$110,065.26	\$112,816.90	\$115,637.32	\$118,528.25	\$121,491.46	\$124,528.74	\$127,641.96
			Per month:	\$6,653.63	\$6,819.97	\$6,990.47	\$7,165.32	\$7,344.36	\$7,527.97	\$7,716.17	\$7,909.08	\$8,106.80	\$8,309.47	\$8,517.21	\$8,730.14	\$8,948.40	\$9,172.11	\$9,401.41	\$9,636.44	\$9,877.35	\$10,124.29	\$10,377.40	\$10,636.82
Finance & Budget Director (CFO)*	220	E	July 2011	\$107,131.36	\$109,809.65	\$112,554.89	\$115,368.76	\$118,252.98	\$121,209.30	\$124,239.54	\$127,345.53	\$130,529.16	\$133,792.39	\$137,137.20	\$140,565.63	\$144,079.77	\$147,681.77	\$151,373.81	\$155,158.16	\$159,037.11	\$163,013.04	\$167,088.37	\$171,265.57
			Per month:	\$8,927.61	\$9,150.80	\$9,379.57	\$9,614.06	\$9,854.42	\$10,100.78	\$10,353.29	\$10,612.13	\$10,877.43	\$11,149.37	\$11,428.10	\$11,713.80	\$12,006.65	\$12,306.81	\$12,614.48	\$12,929.85	\$13,253.09	\$13,584.42	\$13,924.03	\$14,272.13

\* Executive staff are eligible for 403b match contribution of up to 5% of base annual salary (excluding stipends) effective July 2020  
 \*\* Executive Director staff are eligible for 403b match contribution of up to 10% of base annual salary (excluding stipends) effective July 2023  
 and 457 employer contribution up to the annual IRS limit.  
 Capped at Year 20

Hi Nikki,

Our Executive Director/Superintendent works a 220-day year. You can find all of our salary schedules, including our Executive Salary Schedule (the one on ED/Superintendent is on) by [clicking here](#). Since he is on a contract, his salary is not listed on the actual schedule; however, his current salary for the 2025-26 school year is \$219,000. I have attached his contract for your convenience.

Health and Welfare contribution information for NCS is as follows:

- Employer Monthly Contribution Employee Only \$1,071.00
- Employee + Spouse \$1,071.00
- Employee + Child(ren) \$1,071.00
- Employee + Family \$1,250.00

Let me know if you have any questions.

Thank you,

**Zeba Hone**  
**Executive Operations Manager**  
 Natomas Charter School

California Montessori Project

**California Montessori Project**  
**Principal & Director of Program Pay Scale \* 250 day work schedule (EFF. 7-1-23)**

Yrs Exp	Under 400	Over 400
1	\$100,000	\$102,000
2	\$103,000	\$105,060
3	\$106,090	\$108,212
4	\$109,273	\$111,458
5	\$112,551	\$114,802
6	\$115,928	\$118,246
7	\$119,405	\$121,793
8	\$119,405	\$121,793
9	\$122,987	\$125,447
10+	\$122,987	\$125,447

Education and Training Stipends		Compensation Calculation	
\$1000 for each level of Montessori Certification	\$1,000	Base salary:	\$ _____
Master's Degree	\$1,500	Education/Training Stipends:	\$ _____
2 <sup>nd</sup> Master's Degree	\$1,000	Other:	\$ _____
Doctorate Degree	\$1,500		
Dual Credential (in assignment)	\$1,500		
6 <sup>th</sup> yr CMP Service	\$1,000		
11 <sup>th</sup> yr CMP Service	\$1,000		
16 <sup>th</sup> yr CMP Service	\$1,000		
Administrative Services Credential (Tier 1 or 2)	\$1,000	**Total Compensation:	\$ _____

Dates	Credit/ # yrs	Employer	Public / Private	Grade Level 3-6; Elem; Middle; HS	Work Assignment
			<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

BS/BA	CTC	Montessori 3-6; 6-9; 9-12; MS	Masters	Doctorate	Spec Ed. Credential	Admin Credential	Other:	Other:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

All documentation must be turned in to HR Dept. prior to issuance of employment agreement to receive payroll credit for work experience & educational study.

Salary Scale Considerations and Enrollment Estimates
<ul style="list-style-type: none"> <li>Salary will be established based on projected enrollment at beginning of school year.</li> <li>Salary may be adjusted at September 1 and January 1 for enrollment increases/decreases.</li> <li>Montessori certification must be from an accredited AMS/AMI training program to be eligible for Montessori stipend.</li> <li>Special education credential stipend shall be extended when this is a second credential in addition to a general education credential.</li> <li>Other adjunct duties may be extended year by year by special appointment of the Executive Director and are only for one year terms.</li> </ul>
Credit for previous work experience
5 years maximum allowable credit for qualifying previous school principal/administrator employment or related business experience as follows: 1 year for each year of full-time, full-year, public school principal or public school administrator experience. 1 year for every 2 years FT/FY private elementary, middle, or high school principal or private school administrator experience. 1 year for every 2 years of FT/FY service as a CMP Dean of Students
Full-time shall be identified for assignments at .75 FTE and above. Full year credit shall be extended for any year in which at least 75% of the total scheduled work days have been completed under active service for the specifically identified work assignment.

Hi Nikki - I can share our superintendent's annual compensation rate to support your research (\$240,000 annually) but I can't share his employment documents directly with you as those are governed by our board. Please let me know if there's anything else that I can do to support your research.

Thank you,

Ngozi

Update: “[The chart to the left] is an outdated principal pay scale. The ED doesn’t have a standard pay scale as his comp is decided by the board.”

Print Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Admin Initials \_\_\_\_\_

**TWIN RIVERS UNIFIED SCHOOL DISTRICT**  
**2025-26**  
**Classified Administrative Annual Salary Schedule**  
**Effective July 1, 2025**

	Days*	Grade	Step**						
			1	2	3	4	5	6	7
Executive Chef & Trainer	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Supervisor Accounting	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Supervisor Contracts and E-Rate Services	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Supervisor Custodial Services	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Supervisor Maintenance	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Supervisor Nutrition Services	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Supervisor Payroll & Benefits	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Supervisor Purchasing	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Supervisor Transportation	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Supervisor Vehicle Maintenance	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Supervisor Warehouse Operations	245	079	\$ 89,905	\$ 94,403	\$ 99,120	\$ 102,587	\$ 106,179	\$ 108,835	\$ 111,555
Coordinator Visual Media	245	089	\$ 93,478	\$ 98,151	\$ 103,060	\$ 106,668	\$ 110,402	\$ 113,162	\$ 115,990
District Webmaster	245	089	\$ 93,478	\$ 98,151	\$ 103,060	\$ 106,668	\$ 110,402	\$ 113,162	\$ 115,990
Executive Assistant II	245	089	\$ 93,478	\$ 98,151	\$ 103,060	\$ 106,668	\$ 110,402	\$ 113,162	\$ 115,990
Project Manager	245	089	\$ 93,478	\$ 98,151	\$ 103,060	\$ 106,668	\$ 110,402	\$ 113,162	\$ 115,990
Supervisor Administrative Dietician	245	089	\$ 93,478	\$ 98,151	\$ 103,060	\$ 106,668	\$ 110,402	\$ 113,162	\$ 115,990
Behavior Analyst	245	099	\$ 97,195	\$ 102,053	\$ 107,157	\$ 110,907	\$ 114,790	\$ 117,659	\$ 120,602
Program Development Consultant	245	099	\$ 97,195	\$ 102,053	\$ 107,157	\$ 110,907	\$ 114,790	\$ 117,659	\$ 120,602
Clinician School-Based Mental Health and Wellness	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Construction Manager	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Cybersecurity Administrator	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Manager Accounts Payable	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Manager Custodial Services	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Manager Facilities Planning	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Manager Human Resources	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Manager Maintenance Services	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Manager Nutrition Services Operations	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Manager Payroll & Benefits	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Manager Transportation Planning Services	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Manager Vehicle Maintenance	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Manager Warehouse & Distribution	245	109	\$ 101,061	\$ 106,113	\$ 111,416	\$ 115,317	\$ 119,354	\$ 122,338	\$ 125,397
Executive Assistant Senior	245	119	\$ 105,079	\$ 110,331	\$ 115,849	\$ 119,902	\$ 124,098	\$ 127,203	\$ 130,384
Coordinator Assessment Services	245	139	\$ 113,607	\$ 119,285	\$ 125,251	\$ 129,634	\$ 134,174	\$ 137,526	\$ 140,965
Coordinator Behavior Intervention	245	139	\$ 113,607	\$ 119,285	\$ 125,251	\$ 129,634	\$ 134,174	\$ 137,526	\$ 140,965
Coordinator Health & Wellness	245	139	\$ 113,607	\$ 119,285	\$ 125,251	\$ 129,634	\$ 134,174	\$ 137,526	\$ 140,965
Coordinator Applications and Databases	245	149	\$ 118,130	\$ 124,035	\$ 130,235	\$ 134,795	\$ 139,511	\$ 143,003	\$ 146,573
Sergeant Police Services	245	159	\$ 122,830	\$ 128,972	\$ 135,421	\$ 140,161	\$ 145,066	\$ 148,693	\$ 152,409
Director of Communications	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Director Contract Services and Risk Management	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Director Maintenance & Operations	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Director Nutrition Services	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Director Purchasing Services	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Director Transportation Services	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Lieutenant Police Services	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Manager Applications & Databases	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Manager Assessment & Accountability	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Manager IT User Services	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Manager Systems & Network Operations	245	179	\$ 132,807	\$ 139,446	\$ 146,420	\$ 151,543	\$ 156,850	\$ 160,768	\$ 164,789
Director Budgetary Accounting	245	189	\$ 138,097	\$ 145,000	\$ 152,251	\$ 157,580	\$ 163,093	\$ 167,170	\$ 171,352
Director Payroll & Benefits	245	189	\$ 138,097	\$ 145,000	\$ 152,251	\$ 157,580	\$ 163,093	\$ 167,170	\$ 171,352
Director Facilities Construction and Planning	245	219	\$ 155,268	\$ 163,030	\$ 171,182	\$ 177,175	\$ 183,377	\$ 187,960	\$ 192,661
Chief Police Services	245	239	\$ 170,747	\$ 179,282	\$ 188,247	\$ 194,837	\$ 201,657	\$ 206,699	\$ 211,866
Chief Technology Officer	245	239	\$ 170,747	\$ 179,282	\$ 188,247	\$ 194,837	\$ 201,657	\$ 206,699	\$ 211,866
Executive Director Fiscal Services	245	239	\$ 170,747	\$ 179,282	\$ 188,247	\$ 194,837	\$ 201,657	\$ 206,699	\$ 211,866
Executive Director General Services	245	239	\$ 170,747	\$ 179,282	\$ 188,247	\$ 194,837	\$ 201,657	\$ 206,699	\$ 211,866
Chief Business Official	221 **	CBO	\$ 254,963	\$ 262,611	\$ 270,489	\$ 278,605	\$ 286,962	\$ 295,572	\$ 304,440

Days\* = Work Days + Vacation Days  
 \*\* = Work Days

Stipends		Longevity			
Master's Degree	\$2,000 yr.	10 yrs.	15 yrs.	20 yrs.	25 yrs.
Doctoral additional	\$1,200 yr.	2.5%	+ 2.5%	+ 2.5%	+ 2.5%

Stipends and Longevity do not apply to the Chief Business Official.



# **Teachers Compensation Study**

**Comparative Analysis of Certificated Employee Compensation**

**2026-2027 School Year**

Prepared for the Board of Directors

Golden Valley Charter Schools

Prepared by:

Nikki Freitas

Human Resources Specialist

Date Presented:

June 24, 2026

# 1. Golden Valley Charter Schools

- **Type:** Independent public charter in Orangevale / CMO with two K-8 schools
- **Salary schedule:** Certificated Salary Calculator for base salary + 3% increase each year worked at GVCS (for classified staff) or +\$550 per year worked internally at GVCS (for credentialed staff)
- **Student enrollment:** 629 (312 at Orchard & 317 at River)
- **Teacher count:** 43 (20 at Orchard & 23 at River)

## 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
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	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

## 2. California Montessori Project

- **Type:** Public charter network in Carmichael / TK-8
- **Salary schedule:** Published step-and-column salary schedule with annual step increases (approximately 1–3% depending on step), plus longevity and advanced degree stipends
- **Student enrollment:** 3000+ students across multiple campuses throughout the greater Sacramento area (421 at Sac City, 579 at Elk Grove, 1475 between San Juan campuses, 544 at Shingle Springs)
- **Teacher count:** 248 (40 at Sac City, 49 at Elk Grove, 122 at San Juan, 37 at Shingle Springs)

**CALIFORNIA MONTESSORI PROJECT**  
**Teacher, Special Education Teacher, Intervention Specialist**  
 (188 days) (eff: 7/1/2025)

**CALIFORNIA MONTESSORI PROJECT**  
**Teacher, Special Education Teacher, Intervention Specialist**  
 (188 days) (eff: 7/1/2025)

	A	B	C	D	E
Step	Interns	California Credential or Special Education Intern	Credential + BA + 30 units Or Credential + MA	Credential + Montessori Or Special Education	Credential + 2 Montessori or Special Education + Montessori or Credential + MA + Montessori
1	\$58,933	\$60,000	\$61,000	\$62,200	\$63,444
2	\$59,522	\$60,600	\$61,793	\$63,133	\$64,713
3	\$59,522	\$61,206	\$62,596	\$64,080	\$66,007
4		\$61,818	\$63,410	\$65,041	\$67,327
5		\$62,436	\$64,234	\$66,017	\$68,674
6		\$63,061	\$65,069	\$67,007	\$70,047
7		\$63,691	\$65,915	\$68,012	\$71,098
8		\$64,328	\$66,772	\$69,032	\$72,164
9		\$64,971	\$67,640	\$70,068	\$73,247
10		\$65,500	\$70,000	\$71,119	\$74,346
11		\$65,500	\$70,000	\$72,186	\$75,461
12		\$65,500	\$70,000	\$73,268	\$76,593
13		\$65,500	\$70,000	\$74,367	\$77,742
14		\$65,500	\$70,000	\$75,483	\$78,908
15		\$65,500	\$70,000	\$76,615	\$80,091
16		\$65,500	\$70,000	\$78,148	\$81,693
17		\$65,500	\$70,000	\$79,710	\$83,327
18		\$65,500	\$70,000	\$81,305	\$84,994
19		\$65,500	\$70,000	\$82,931	\$86,693
20		\$65,500	\$70,000	\$84,589	\$89,294
21		\$65,500	\$70,000	\$87,127	\$91,973
22		\$65,500	\$70,000	\$89,741	\$94,732
23		\$65,500	\$70,000	\$92,433	\$97,574
24		\$65,500	\$70,000	\$95,206	\$100,502
25		\$65,500	\$70,000	\$98,062	\$103,517

List all qualifying employment and attach documentation (full years of lead teaching experiences only).

Dates	# years	School/District Name	Pub-Priv	Grade Level:	Position:

List graduate units of study with copies of transcripts for salary credit (do not include units toward Montessori certificate).

Dates	# units	School Name, City, State	Major/Curriculum Focus

All documentation must be turned into HR Dept. prior to issuance of employment agreement to receive payroll credit for work experience & educational study.

Your Placement	
Column	
Step (Row)	
Base Annual Salary	

**Creditable Service for Teacher, Special Education and Intervention Specialist:**

Certificated Salary Scale allows for:

- Maximum of 8 yrs of creditable service given for elementary (TK-8) lead certificated teacher experience.
- 1 year of credit given for every 2 years of elementary (TK-8) private school lead teacher experience without credential.
- Creditable service is granted exclusively for full-time, full school years of experience (maximum 8 years combined).

**Graduate Units & Montessori Credits:**

- All educational units are based on semester units (quarter or trimester units conversion: 1 quarter unit = .67 semester unit).
- All educational units must be "academic units" from regionally accredited, degree granting colleges and universities.
- Montessori applies only to fully completed certificate programs from accredited Montessori training centers.

**National Board Certification:**

- Credentialled staff who were already enrolled in the National Board Certification process during the 2024-2025 school year, will be moved on the current salary schedule to the comparable step on the 2024-2025 salary schedule. **Placement will occur when the program has been completed, and the National Board Certification has been received.**

### 3. River Charter Schools

- **Type:** Independent public charter organization in West Sacramento / K-8
- **Salary Schedule:** Union negotiated step-and-column salary schedule with annual step advancement and additional salary placement based on educational units/ degree attainment. Annual increases vary by step and column rather than a fixed percentage
- **Student Enrollment:** 473
- **Teacher Count:** 22



## River Charter Schools Certificated Staff Salary Step Schedule

Included in May 22, 2023 Board Approved CBA Class 0 Adjusted for  
New Minimum Wage Law - EFFECTIVE DATE - January 1, 2024

Step	Class 0	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII	Class VIII
	Intern - Non Certificated*	BA	BA + 15	BA + 30	BA + 45	MA or BA + 60	MA + 15 or BA + 75	MA + 30 or BA + 90	MA + 45 or BA + 105
1	\$55,467	\$58,204	\$58,774	\$59,345	\$59,883	\$62,145	\$62,913	\$64,208	\$65,542
2	\$55,867	\$58,774	\$59,345	\$59,883	\$60,688	\$62,913	\$64,208	\$65,606	\$67,065
3	\$56,411	\$59,345	\$59,927	\$60,409	\$61,494	\$63,692	\$65,515	\$67,012	\$68,667
4	\$56,411	\$59,927	\$60,509	\$60,946	\$62,311	\$64,472	\$66,821	\$68,431	\$70,214
5	\$56,411	\$60,509	\$61,091	\$61,483	\$63,140	\$65,263	\$68,139	\$69,861	\$71,773
6	\$56,411	\$61,091	\$61,673	\$62,020	\$63,957	\$66,053	\$69,469	\$71,303	\$73,343
7	\$56,411	\$61,673	\$62,255	\$62,558	\$64,796	\$66,856	\$70,799	\$72,754	\$74,925
8	\$56,411	\$62,255	\$62,849	\$63,095	\$65,625	\$67,658	\$72,140	\$74,217	\$76,518
9	\$56,411	\$62,849	\$63,442	\$63,643	\$66,475	\$68,460	\$73,492	\$75,690	\$78,122
10	\$56,411	\$63,442	\$64,046	\$64,192	\$67,315	\$74,661	\$80,231	\$82,567	\$85,126
11	\$56,411	\$63,442	\$64,640	\$64,740	\$68,165	\$76,518	\$81,630	\$84,107	\$86,799
12	\$56,411	\$63,442	\$65,244	\$65,289	\$69,027	\$77,515	\$83,040	\$85,646	\$88,484
13	\$56,411	\$63,442	\$65,244	\$65,848	\$69,889	\$78,237	\$84,770	\$87,207	\$90,272
14	\$56,411	\$63,442	\$65,244	\$66,397	\$70,751	\$79,097	\$86,042	\$88,779	\$91,876
15	\$56,411	\$63,442	\$65,244	\$66,397	\$71,624	\$79,968	\$87,315	\$90,361	\$93,607
16	\$56,411	\$63,442	\$65,244	\$66,397	\$72,508	\$80,839	\$88,747	\$91,955	\$95,338
17	\$56,411	\$63,442	\$65,244	\$66,397	\$72,508	\$81,721	\$90,203	\$93,560	\$97,080
18	\$56,411	\$63,442	\$65,244	\$66,397	\$72,508	\$82,604	\$91,659	\$95,186	\$98,845
19	\$56,411	\$63,442	\$65,244	\$66,397	\$72,508	\$83,498	\$93,126	\$96,813	\$100,610
20	\$56,411	\$63,442	\$65,244	\$66,397	\$72,508	\$84,392	\$94,604	\$98,461	\$102,398
21	\$56,411	\$63,442	\$65,244	\$66,397	\$72,508	\$85,297	\$96,083	\$100,109	\$104,198
22	\$56,411	\$63,442	\$65,244	\$66,397	\$72,508	\$86,203	\$97,584	\$101,779	\$106,009
23	\$56,411	\$63,442	\$65,244	\$66,397	\$72,508	\$87,120	\$99,086	\$103,460	\$107,842
24	\$56,411	\$63,442	\$65,244	\$66,397	\$72,508	\$88,037	\$100,599	\$105,152	\$109,676
25	\$56,411	\$63,442	\$65,244	\$66,397	\$72,508	\$88,954	\$102,112	\$106,855	\$111,533

Approval Signature Required When Final

5/22/2023 Board Approval

11/21/2023 Minimum Wage Adj

#### 4. Natomas Charter School

- **Type:** Independent public charter school in Sacramento / TK-12
- **Salary schedule:** Step-and-column salary schedule with annual step advancement and column movement for additional education, plus periodic board-approved salary increases (currently 1% across-the-board increase in addition to step/column movement)
- **Student enrollment:** 1899
- **Teacher count:** 59



## NATOMAS CHARTER SCHOOL 2026-27 Teacher Salary Schedule

Year	Intern	Innovator Level A	Leader Level B	Mentor Level C	Continuing Education
1	\$66,352.00	\$67,352.00			
2	\$66,517.88	\$67,688.76			
3	\$66,684.17	\$68,027.20			
4	\$66,850.89	\$68,367.34			
5	\$67,018.01	\$69,392.85			
6	\$67,185.56	\$70,433.74	\$72,194.59		
7	\$67,353.52	\$71,490.25	\$73,277.51		
8	\$67,521.91	\$72,562.60	\$74,376.67		
9	\$67,690.71	\$73,651.04	\$75,492.32		
10	\$67,859.94	\$74,755.81	\$76,624.70		
11		\$75,877.14	\$77,774.07	\$79,718.42	
12		\$77,015.30	\$78,940.68	\$80,914.20	
13		\$78,170.53	\$80,124.79	\$82,127.91	
14		\$79,343.09	\$81,326.67	\$83,359.83	\$85,443.83
15		\$80,533.24	\$82,546.57	\$84,610.23	\$86,725.49
16		\$81,741.23	\$83,784.76	\$85,879.38	\$88,026.37
17		\$82,967.35	\$85,041.54	\$87,167.57	\$89,346.76
18		\$84,211.86	\$86,317.16	\$88,475.09	\$90,686.97
19		\$85,475.04	\$87,611.92	\$89,802.21	\$92,047.27
20		\$86,757.17	\$88,926.10	\$91,149.25	\$93,427.98
21		\$86,757.17	\$88,926.10	\$91,149.25	\$93,427.98
22		\$89,576.77	\$91,816.19	\$94,111.60	\$96,464.39
23		\$89,576.77	\$91,816.19	\$94,111.60	\$96,464.39
24		\$92,488.02	\$94,800.22	\$97,170.23	\$99,599.48
25		\$92,488.02	\$94,800.22	\$97,170.23	\$99,599.48
26			\$97,881.23	\$100,328.26	\$102,836.46
27			\$97,881.23	\$100,328.26	\$102,836.46
28			\$101,062.37	\$103,588.93	\$106,178.65
29			\$101,062.37	\$103,588.93	\$106,178.65
30			\$106,115.49	\$108,768.37	\$111,487.58

Longevity	
More than 10 Years at NCS	2.00%
More than 20 Years at NCS	4.00%

\*Beginning Teacher Induction at Years 1-2

\* \$2,500 Masters Degree Stipend

\* For Additional High Demand Stipends See NCS Teacher Salary Schedule Stipend Addendum

## 5. Rocklin Academy Family of Schools

- **Type:** Independent public charter network in Rocklin / TK-12
- **Salary Schedule:** Published step-and-column salary schedule with annual step advancement based on experience and educational units/degrees; compensation reviewed every two years through market studies.
- **Student enrollment:** 558
- **Teacher count:** 18

**2025-2027 Certificated Teachers Salary Schedule Days 188**

Level	Base Salary	With Masters
1*	\$ 58,058	\$ 60,961
2	\$ 58,639	\$ 61,571
3	\$ 59,225	\$ 62,187
4	\$ 59,818	\$ 62,809
5	\$ 61,613	\$ 64,693
6	\$ 63,461	\$ 66,634
7	\$ 65,577	\$ 69,511
8	\$ 67,545	\$ 71,598
9	\$ 69,572	\$ 73,747
10	\$ 70,963	\$ 75,221
11	\$ 74,137	\$ 78,584
12	\$ 75,628	\$ 80,922
13	\$ 77,476	\$ 82,899
14	\$ 78,666	\$ 84,172
15	\$ 80,266	\$ 85,885
16	\$ 81,319	\$ 87,011
17	\$ 82,538	\$ 88,315
18	\$ 84,188	\$ 90,081
19	\$ 85,864	\$ 91,875
20	\$ 87,794	\$ 93,062
21	\$ 89,109	\$ 94,456
22	\$ 90,891	\$ 96,345
23	\$ 94,163	\$ 99,812
24	\$ 96,987	\$ 102,806
25	\$ 101,837	\$ 107,947

**SALARY STIPENDS**

Education	Longevity of Employment
National Board Certification \$1,500	10 years \$ 1,500
2nd Advanced Degree \$1,500	15 years \$ 3,000
Education Specialist \$5,000	20 years \$ 6,000
	25 years \$ 8,000

Service credit of up to 13 years = Maximum entry at Step 14 - Interns begin on level 1: \$58,058 - TOSA's: Up to 5 additional, mutually agreed upon days

*RAFOS provides credit towards Medical Benefits for all benefit eligible employees, up to: \$7,812 for employee only, \$9,612 for employee plus spouse or child(ren), and \$12,612 for employee plus family. For those with a high deductible plan, this amount includes what is provided by the employer into the HSA account.*

Board Approved 5/19/2014

Revised 3/16/2015: Service Credit for Teachers

Revised 5/18/2015: Retros service credit for teachers hired before 3/1

Revised 5/20/2016: 5% on the schedule

Revised 5/15/2017: Removal of Psychologist & SLP positions

Revised 3/19/2018: Adjusted Schedule; Increased Advanced Degree Stipend; additional days for TOSA's

Revised 11/18/2019: Increase to intern salary schedule to meet Exempt salary threshold.

Revised 02/20/2020: One time 5% off-schedule for 2020-21; 3%-5% one time off-schedule stipend for 2021-22

Revised 03/14/2021: One time 5% off-schedule for 2021-22

Revised 02/14/2022: 5% overall increase, increase first and second advanced degrees. Adjusted beginning, interval and longevity levels.

Revised 12/18/2023: Increased levels to 25, 2nd column for teachers with masters, increased levels throughout schedule based on market data. Added year 25 for longevity and National Board Certification to scale. \*\*Retroactive to July 1, 2023\*\*

12/16/2024 Board approved a one time off-schedule 5% stipend

Revised 05/20/2025: Added 1.5% to scale

12/15/2025: Shaded level 1 and interns applicable to minimum exempt earnings amount due to minimum wage increase 1/1/2026 (\$58,587)

12/15/2025: One time off-schedule 3% stipend



## 7. Pacific Charter Institute

- **Type:** Public charter network, independent study, and classroom-based charter organization / TK-12
- **Salary schedule:** Published step-and-column salary schedule with annual step advancement based on experience and education, plus longevity increases at designated years of service.
- **Student enrollment:** 3900 students across schools (# not confirmed for Granite Peak, 1226 at Heritage Peak, 200 at New Pacific, 831 at Rio Valley, 804 at Sutter Peak, 715 at Valley View)
- **Employee count:** 350

Pacific Charter Institute 2024-2027 School Year					
Certificated					
Classroom Based					
	BA or CTE Certificate	CLASS II BA + 36	CLASS III BA + 48	CLASS IV BA + 60	CLASS V BA + 72 OR MA
	I	II	III	IV	V
1	\$55,880.00	\$57,550.00	\$59,330.00	\$61,100.00	\$62,940.00
2	\$57,550.00	\$59,330.00	\$61,100.00	\$62,940.00	\$64,830.00
3	\$59,330.00	\$61,100.00	\$62,940.00	\$64,830.00	\$66,780.00
4	\$61,100.00	\$62,940.00	\$64,830.00	\$66,780.00	\$68,790.00
5	\$62,940.00	\$64,830.00	\$66,780.00	\$68,790.00	\$70,860.00
6	\$64,830.00	\$66,780.00	\$68,790.00	\$70,860.00	\$72,990.00
7	\$66,780.00	\$68,790.00	\$70,860.00	\$72,990.00	\$75,180.00
8	\$68,790.00	\$70,860.00	\$72,990.00	\$75,180.00	\$77,440.00
9	\$70,860.00	\$72,990.00	\$75,180.00	\$77,440.00	\$79,770.00
10	\$72,990.00	\$75,180.00	\$77,440.00	\$79,770.00	\$82,170.00
11	\$75,180.00	\$77,440.00	\$79,770.00	\$82,170.00	\$84,640.00
12		\$79,770.00	\$82,170.00	\$84,640.00	\$87,180.00
13		\$82,170.00	\$84,640.00	\$87,180.00	\$89,800.00
14			\$87,180.00	\$89,800.00	\$92,500.00
15			\$89,800.00	\$92,500.00	\$95,280.00
16			\$92,500.00	\$95,280.00	\$98,140.00
17				\$98,140.00	\$101,090.00
18				\$101,090.00	\$104,130.00
19				\$104,130.00	\$107,260.00
20				\$107,260.00	\$110,480.00
21				\$110,480.00	\$113,800.00
22				\$113,800.00	\$117,220.00
23				\$117,220.00	\$120,740.00
24				\$120,740.00	\$124,370.00
25				\$124,370.00	\$128,110.00
	<b>0 Intern &amp; Emergency Permits</b>	<b>Long Term Sub</b>	<b>Educational Stipends</b>		<b>Longevity</b>
1	\$57,600.00	\$45,120.00	Masters \$1,500.00		1.0% after 8 years of service
2	\$59,300.00	\$46,474.00	Doctorate \$3,000.00		2.0% after 10 years of service
3	\$61,100.00	\$47,868.00	<b>Teacher Hourly Rates</b>		2.5% after 13 years of service
			Auxiliary \$40.63		3.0% after 15 years of service
					3.5% after 18 years of service
					4.0% after 20 years of service
					6.0% after 25 years of service
					8.0% after 30 years of service

Position Titles: Independent Study Teacher - High School  
Intern & Emergency Permit Teacher  
Teacher

Workdays: 188 days

\*\*\*For the following schools, *Salary schedule not publicly posted. Direct request initiated*\*\*\*

## 8. Sacramento Valley Charter School

- **Type:** Independent public charter school in West Sacramento / TK-8
- **Salary schedule:** Not listed
- **Student enrollment:** 393
- **Teacher count:** 45

## 9. John Adams Academy

- **Type:** Public charter network serving schools in El Dorado Hills, Roseville, Lincoln / TK-12
- **Salary schedule:** Individual salary placement based on experience, qualifications, and organizational needs; a published certificated step-and-column salary schedule was not publicly identified. Offers longevity stipends beginning after five years of employment.
- **Student enrollment:** 4500+ (1594 in EDH, 1630 in Roseville, 1390 in Lincoln)
- **Teacher Count:** 300-400 across schools

## 10. St. Hope Public Schools

- **Type:** Independent public charter network in Sacramento / TK-12
- **Salary schedule:** No publicly available certificated step-and-column salary schedule identified. Compensation appears to be individually determined, with competitive starting salaries, performance-based incentives, and opportunities for salary growth through performance and leadership pathways rather than guaranteed annual percentage increases.
- **Student enrollment:** 489
- **Teacher count:** 21

## 11. Fortune School

- **Type:** Public charter network in Sacramento / TK-12
- **Salary schedule:** Not listed
- **Student enrollment:** 1591
- **Teacher count:** 112

## 12. Growth Public Schools

- **Type:** Independent public charter school in Sacramento / TK-8
- **Salary schedule:** *Salary schedule not publicly posted. Direct request initiated.*
- **Student enrollment:** 329
- **Teacher count:** 10

## 13. Horizon Charter Schools

- **Type:** Public charter, independent study, and homeschool charter / TK-12
- **Salary schedule:** Not listed
- **Student enrollment:** 1793
- **Teacher count:** 29

San Juan Unified School District  
Nutrition Services Department

INTRA-AGENCY MEMORANDUM OF UNDERSTANDING

This agreement, executed in duplicate, entered into on August 13, 2026, between the San Juan Unified School District, Nutrition Services Department, hereinafter referred to as the NS, and the receiving sponsor Golden Valley Charter Schools , Orchard School, hereinafter referred to as GV-OS, and Golden Valley Charter Schools , River School hereinafter referred to as GV-RS , is created for the purpose of providing the following meal services for the GV-OS and GV-RS sites for the 2026-27 base school year.

- Breakfasts under the School Breakfast Program (SBP)
- Lunches under the National School Lunch Program (NSLP)

The recipient agency is listed with the California Department of Education to operate the Federal program and claim reimbursement for meals it serves to enrolled students.

It is hereby agreed that:

1. The NS will provide meals that comply with the nutrition standards as established by the United States Department of Agriculture (USDA) and the District Nutrition Services program.
2. GV-OS and GV-RS will serve as “sponsor” for SBP and NSLP in the process of claiming reimbursement from the California Department of Education.
3. GV-OS and GV-RS will conduct the necessary Federal free and reduced-price application process, including the distribution, review, approval, and verification of applications for the sites belonging to GV ‘s. All applications and eligibility requirements will be handled by GV-OS and GV-RS.
4. NS will maintain all necessary records on the nutritional components and quantities of the meals provided to GV-OS and GV-RS and provide a Transport Record with the meals. Said records will be available for inspection by State and Federal authorities upon request.
5. NS will electronically send blank menu production records monthly to Golden Valley Charter Schools point of contact, for the GV-OS and GV-RS to complete for their purposes.
6. The number of meals/ meal components prepared by NS will be determined by the number of meals/meal components ordered by GV-OS and GV-RS. GV staff will notify the preparation kitchen of the quantity needed for each week, using the order form no later than 10:00 AM each Tuesday for the following week of service.
7. GV-OS and GV-RS V will be required to accept and pay for the number of breakfasts and lunches ordered.

8. Special scheduling of lunch serving times and/or an unusual increase or decrease in the number of meal components required will require one-week advance notice. Minimal order adjustments must be called in no later than 7:00 AM and all attempts will be made to accommodate but cannot be guaranteed for same day delivery.
9. NS will prepare meals at an assigned school kitchen. The preparation site will maintain the appropriate state and local health certifications for the assigned school kitchen.
10. NS will provide the equipment necessary for the transport of the meals.
11. G V-OS and GV-RS will provide their own vehicle(s) and program personnel to pick meals/meal components from the assigned school kitchen no later than 11:00 AM each school day. Staff picking up meals /meal components must follow all traffic rules at the assigned pickup site, including, but not limited to, student traffic, speed limits.
12. G V-OS and GV-RS will have their own appropriate equipment to keep hot foods hot and cold foods cold until meal service.
13. NS shall provide the necessary utensils and trays in sufficient quantity for the number of meals ordered
14. NS shall arrange for delivery of milk directly from the NS contracted dairy vendor to GV-OS and GV-RS.
15. GV-OS and GV-RS will provide all personnel necessary to accept delivery, serve, and supervise the consumption of all meals and is responsible for all point of service meal counts and completion of all documents required by the National School Lunch Program, including making the claim for reimbursements.
16. GV-OS and GV-RS will be responsible for receiving medical statements regarding students' disabilities/special dietary needs and provide it to NS. NS shall make required dietary modification/substitutions on a case-by-case basis and must be supported by a statement of the need for substitutes that include the recommended alternate foods, unless otherwise exempted by Food and Nutrition Services, USDA. In the case of a student with disabilities, the statement must be signed by a medical doctor. For students without disabilities, the statement must be signed by a recognized medical authority.
17. NS will be responsible for the condition or care of said meals/meal components and proper temperatures until GV-OS and GV-RS accepts delivery. GV-OS and GV-RS will be responsible for maintaining the quality, care and proper temperature of the meal components until they are consumed.
18. GV-OS and GV-RS shall dispose of any leftover food items, clean and return the transport bags/equipment, which is the property of NS, at the next day pickup.

19. No later than one (1) week prior to the end of each month, NS will provide GV-OS and GV-RS a monthly menu covering the breakfasts and lunches to be offered for the following month. Due to manufacturer and food distributor shortages, menu items may be substituted by items of equal nutritional value and products may vary from the published menus on occasion.
20. At the end of each month, NS staff will tally the total number of meals given to GV-OS and GV-RS. NS accounting department will submit to GV-OS and GV-RS itemized invoices for the number of breakfasts and lunches delivered on a monthly basis. The invoices will be for the full cost of the meals.
21. NS shall present to GV-OS and GV-RS a statement, totaled by location, no later than the 20th day of each month. GV-OS and GV-RS shall pay NS, in full, for meals received within thirty (30) days following receipt of the monthly statement.
22. Breakfast will be delivered the day before it is to be served, and lunch will be prepared for same-day service.
23. NS will **not be obligated to provide any meals on days when the San Juan Unified School District schools are closed for legal holidays** or for any mandated holidays for all SJUSD employees.
24. NS will not be responsible for any maintenance on any non-NS equipment, nor will it be responsible for purchasing any equipment for GV-OS and GV-RS.
25. Any meals/ meal components given to GV-OS and GV-RS will not be returned to NS.
26. NS will charge GV-OS and GV-RS the following rates for the 2026-27 school year.

Breakfast	\$3.50
Lunch	\$5.25

Pricing will be reviewed and changed should inflation and operating costs increase. NS will give GV-OS and GV-RS a 30-day notice before increasing pricing.

27. NS shall retain all required records for a period of three (3) years after the end of the fiscal year to which they pertain (or longer if an audit is in progress); and upon request to make all accounts and records pertaining to the agreement available to the External Auditor hired by SJUSD, representatives of California Department of Education, and the United States General Accounting Office for audit or administrative review at a reasonable time and place.
28. The gifting or exchange of USDA Foods is not permitted. The food prepared remains the property of the state and federal government, until such food is consumed by the student.
29. Both parties will comply with all applicable Federal, State and local statutes and regulations with regard to the preparation and consumption of meals that meet the SBP and NSLP requirements.








# Golden Valley Charter Agreement

Final Audit Report

2026-06-15

Created:	2026-06-15
By:	Maija Young (maiya.young@sanjuan.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA2ykDKGIYPmQaT_x9z6xtaF8lowm-N87H

## "Golden Valley Charter Agreement" History

-  Document created by Maija Young (maiya.young@sanjuan.edu)  
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June 3, 2026

Regular Meeting Minutes

1. **Vice Chair Meredith Willsen called the meeting to order at 5:02 p.m.**
2. **Roll Call –**  
**Board Members Present:** Meredith Willsen, James Stark, Jessica Crew, Ekaterina Khmelniker  
Katie Gerski-Keller joined the meeting at 5:54 p.m.  
**Board Members Absent:** Stephen Quadro  
Guests: Brittany Galles, Jennifer Hoover, Becky Page, Ryan Sutton (remote), Nikki Freitas, Mindy Kiel
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 just cause exceptions per SB 707?  
**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.  
  
**TABELED. NO ACTION.**
4. **Jessica Crew read the Helpfulness Virtue Card.**
5. **Public Comment –**  
There were no public comments.  
Vice Chair Meredith Willsen closed public comment at 5:04 p.m.
6. **Consent Agenda –**  
It was moved by Ekaterina Khmelniker and seconded by Jessica Crew that the Board approve the following items by consent:
  - 6.1 The Board approved the May 13, 2026, Regular Meeting Minutes.
  - 6.2 The Board approved the 2026/2027 Consolidated Application for Golden Valley Orchard School.
  - 6.3 The Board approved the 2026/2027 Consolidated Application for Golden Valley River School.
  - 6.4 The Board approved the 2026/2027 Education Protection Account (EPA) Resolution for Golden Valley Orchard School.
  - 6.5 The Board approved the 2026/2027 Education Protection Account (EPA) Resolution for Golden Valley River School.
  - 6.6 The Board approved an out-of-state field trip for the River School 8th Grade Class to Ashland, Oregon in the Fall of 2026.

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

June 3, 2026

**7. CalSTRS Update –**

Nikki Freitas presented information regarding recent CalSTRS compliance requirements that affect charter schools throughout California. Nikki explained that uncertainty regarding CalSTRS eligibility for employees of nonprofit charter schools originated from IRS Notice 2015-07 and was further highlighted by a 2021 legal case involving a charter school retiree. In response, CalSTRS issued Employer Directive 2026-01 earlier this year to establish clearer standards and documentation requirements for charter schools participating in CalSTRS. As part of this directive, charter schools must certify that their organizational structure, governing documents, and employment practices support eligibility for CalSTRS-covered service. This includes reviewing items such as:

- Articles of Incorporation
- Bylaws
- Employment agreements
- Charter governance language
- Dissolution provisions

One of the most significant changes relates to dissolution language. Historically, many nonprofit charter schools, including charter organizations throughout the state, included language allowing assets upon dissolution to be distributed to another nonprofit organization. Under the new CalSTRS guidance, assets must instead be directed to a public entity, such as another public school, a governmental agency, or other qualifying governmental instrumentality. Golden Valley Charter Schools (GVCS) is currently working with legal counsel at YMC Legal to review our governing documents and ensure compliance with the new requirements. While CalSTRS has indicated that the certification form itself does not require Board approval, any recommended revisions to our Articles of Incorporation or Bylaws would be brought to the Board for review and approval. At this time, this is a proactive compliance effort. GVCS does not anticipate any disruption to employee retirement participation but wants to ensure organizational documents are fully aligned with current CalSTRS requirements moving forward.

**8. Review of Comparable Compensation Data for Charter School Executive Directors/CEOs/Superintendents –**

Nikki reviewed comparable compensation data for charter school executive directors/CEOs/Superintendents. The purpose of the study was to provide the Board with current market data regarding Executive Director compensation among local organizations that are comparable to GVCS. In conducting the study, human resources focused on schools with similar organizational sizes around employee count and student enrollment, school classifications, governance structures, operational complexity, benefit offerings and overall company budgets. Nikki presented a compensation study for the Executive Director position using 2025-2026 compensation data gathered from publicly available salary schedules, EdJoin postings, and outreach to comparable charter schools. Compensation among reviewed organizations ranged from approximately \$100,000 to \$294,000, with a median of approximately \$197,000. The study found that compensation generally increases with organizational size, enrollment, staffing levels, budget responsibility, and operational complexity. Nikki reported that Executive Director compensation among comparable Sacramento-area charter schools typically falls within the \$150,000 to \$180,000 range. Larger charter organizations and multi-program networks reported compensation ranging from approximately \$190,000 to over \$235,000. The findings were presented as a market-based benchmark to assist the Board in evaluating and establishing a competitive compensation range

June 3, 2026

for the new Executive Director, taking into consideration GVCS' size, budget, operational responsibilities, and long-term leadership needs.

Jessica inquired about a compensation study for teachers. Nikki verified that compensation and/or salary schedules are available on school websites. Meredith asked what the range was on the job posting for the Executive Director that GVCS had posted. Nikki clarified \$120,000 - \$152,266 which is also highlighted on the compensation study. Meredith asked for clarification on the chart regarding "under 400 and over 400" Nikki clarified this pertains to number of employees.

**9. 2026-2027 Budget for GVOS –**

Brian Lara reviewed the initial budget for the 2026-2027 school year for Golden Valley Orchard School (GVOS). Brian presented the budget update using a slide deck. A copy of the presentation is attached to these minutes and maintained as part of the official meeting record. Brian presented an overview of initial budget revisions for GVOS for FY25-26 reflected through April. Key points reviewed included a surplus of \$577,094 as well as noting the ERC transfer, and an ending balance of \$718,978. Ekaterina asked about the 10-15% reserve, including 5% for the MOU. It was noted that this is not reflected in the slide deck for GVOS overview but is reflected on the Final Budget Alt Form that is included in the board packet and being submitted to the district. Brian clarified to Meredith that GVCS has received all ERC funds and this is reflected on the GVOS Overview slide. Brian reviewed enrollment and ADA projections, as well as revenue assumptions. Total revenue for GVOS includes LCFF, Federal, State and Local totals for a total of \$4,859,423 while total expenses for GVOS reflect a total of \$4,700,937.

For GVCS, consolidated LCFF revenue increased by approximately \$359,000 due to slightly higher enrollment and ADA projections, as well as the addition of the "Super-COLA" adjustment, bringing the total COLA to 4.31%. Federal revenues decreased by approximately \$1.9 million as ERC Tax Credit revenues were fully received in FY 2025-2026, with minor adjustments to Title fund allocations. Other state revenues increased by approximately \$668,000, primarily due to the inclusion of LREBG and SSPD Block Grants, STRS On-Behalf revenue, and ADA-driven increases in Mandated Block Grant, State Lottery, and State Special Education revenues.

Initial budget revisions for GVOS reflect a beginning fund balance of \$718,978 and an ending surplus of \$158,486 giving a final fund balance of \$877,465.

It was moved by Ekaterina Khmelniker and seconded by James Stark that the Board approve the 2026-2027 Budget for Golden Valley Orchard School (GVOS).

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

**10. 2026-2027 Budget for GVRS –**

Brian Lara reviewed the initial budget for the 2026-2027 school year for Golden Valley River School (GVRS). Brian presented the budget update using a slide deck. A copy of the presentation is attached to these minutes and maintained as part of the official meeting record. Brian presented an overview of initial budget revisions for GVRS for FY25-26 reflected through April. Key points reviewed included a surplus of \$380,274 as well as noting the ERC transfer, and an ending balance of \$1,199,968. Brian reviewed enrollment and ADA projections, as well as

June 3, 2026

revenue assumptions. Total revenue for GVRS includes LCFF, Federal, State and Local totals for a total of \$4,877,578 while total expenses for GVRS reflect a total of \$4,854,810. Brian stated that one-time funds were not included to be more conservative. Jessica pointed out that amounts for STRS are increasing more from 2026-2027 to 2027-2028. Brian explained the multi-year percentage for employees' salaries is 3% and also applies to benefits. He is also willing to do additional research and get information back to the Board.

For GVCS, shared cost allocations were distributed relatively evenly between the two schools, with GVRS receiving a slightly higher allocation based on its higher ADA. Personnel expenses increased by approximately \$584,000 due to updated staffing, wages, benefits, and the inclusion of STRS On-Behalf expenses. Books and supplies expenses increased by approximately \$35,000, primarily for classroom materials and software licensing. Operating services increased by approximately \$32,000 due to updates in IT services, lease expenses, field trips, and management costs, partially offset by a \$190,000 reduction in professional and consulting services related to the completion of ERC tax credit work.

Initial budget revisions for GVRS reflect a beginning fund balance of \$1,199,968 and an ending surplus of \$22,767 giving a final fund balance of \$1,222,735.

It was moved by James Stark and seconded by Ekaterina Khmelniker that the Board approve the 2026-2027 Budget for Golden Valley River School (GVRS).

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

**11. GVOS Local Control and Accountability Plan –**

Jennifer Hoover presented the GVOS Local Control and Accountability Plan (LCAP) for 2026-2027. Jennifer explained the only changes made to the presented version of the LCAP that is included in the board packet are primarily budget numbers located in the budget overview. Budget numbers were updated to reflect amounts that are included in the GVOS budget that was approved by the Board. There is also additional reflection on student intervention included on pages 16 and 17 of the LCAP.

It was moved by James Stark and seconded by Jessica Crew that the Board approve the GVOS Local Control and Accountability Plan (LCAP) for 2026-2027.

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

**12. GVRS Local Control and Accountability Plan –**

Jennifer Hoover presented the GVRS Local Control and Accountability Plan (LCAP) for 2026-2027. Jennifer explained the only changes made to the presented version of the LCAP that is included in the board packet are primarily budget numbers located in the budget overview. Budget numbers were updated to reflect amounts that are included in the GVRS budget that was approved by the Board.

It was moved by Jessica Crew and seconded by James Stark that the Board approve the GVRS Local Control and Accountability Plan (LCAP) for 2026-2027.

June 3, 2026

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

**13. 2026-2027 Local Indicators, GVOS –**

Jennifer Hoover presented the GVOS Local Indicators report, including updates on LCFF Priorities related to implementation of state standards, parent and family engagement, school climate, and access to a broad course of study. The Board reviewed the results of multiple participant surveys, parent committees, and family engagement efforts used to gather feedback and inform decision-making. School climate survey data was collected from students in grades 5-8, staff, and families using the School Climate Assessment Instrument (SCAI). While the overall climate ratings remained above the survey average benchmark of 3.2, leadership was identified as an area of need, with declines noted in perceptions of leadership and parent involvement. Planned actions include strengthening community relations and communication, increasing family involvement opportunities, addressing facilities-related concerns, and continuing efforts to ensure access to a broad course of study through staff recruitment, student enrichment opportunities, professional development, and support for advisory committees serving students with exceptional needs and unduplicated pupils. The Board would like to use this information to reference for determining goals when that time comes.

Katie Gerski-Keller joined the meeting at 5:54 p.m.

**14. 2026-2027 Local Indicators, GVRS –**

Jennifer Hoover presented the GVRS Local Indicators report and reviewed key components related to parent and family engagement, school climate, data analysis, continuous improvement, and access to a broad course of study. The Board discussed the school's efforts to build relationships with students and families through learning period meetings, IEP meetings, SST meetings, evaluations, parent advisory opportunities, and ongoing participant surveys. Staff noted that input for decision-making is gathered through families, faculty, staff, and advisory groups, and that support for foster and homeless youth is provided through a designated liaison. School climate survey results remained above the assessment benchmark and reflected continued strengths in community relations, family engagement, and overall school climate, with significant improvements noted in leadership and staff culture. Jennifer highlighted that student survey results should be interpreted with caution, as surveys were administered during field trip season and only sixth and seventh grade students participated, resulting in limited representation of fifth and eighth grade students. The Board discussed the importance of examining year-over-year staff trends and focusing on the differences between adult and student perceptions when reviewing climate data. Jennifer also reviewed planned actions and continuous improvement efforts related to campus climate, family engagement, data review, and maintaining access to a broad course of study for all students.

**15. Independent Auditor Contract –**

Brittany Galles presented a three-year contract from Wilkinson Hadley King & Co. LLP for audit services. The contract covers the 2026–2027, 2027–2028, and 2028–2029 school years, for the period commencing July 1, 2026, and ending June 30, 2029. GVCS' current audit contract was provided to the Board for reference. It was noted that the cost of services has increased slightly, by about \$2,000 per term, compared to the cost of services in the previous contract. James suggested that future audit service contracts include a provision allowing contract fees to be reduced if the audit firm fails to meet agreed-upon deadlines.

June 3, 2026

It was moved by Ekaterina Khmelniker and seconded by James Stark that the Board approve a contract with Wilkinson Hadley King & Co. LLP, an independent auditor, for financial audit services.

**(Ayes: 5, Noes: 0, Abstain: 0)**

The Board took a break at 6:27 p.m. before going into closed session.

**16. Closed Session: Public Employee Performance Evaluation –**

The Board went into closed session at 6:46 p.m. to discuss public employee performance evaluation for the annual review of the executive director of GVCS pursuant to § 54957.

The Board came out of closed session at 8:24 p.m.

**NO ACTION TAKEN.**

**17. Oral Report of Executive Compensation Paid to the Executive Director –**

The Board reported that they would like to follow up with Nikki on additional compensation data.

**NO ACTION TAKEN.**

**18. The Board recited the Motto of the Social Ethic.**

**19. Vice Chair Meredith Willsen adjourned the meeting at 8:25 p.m.**

*Respectfully submitted by Brittany Galles.*

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**Katie Gerski-Keller, Chair**

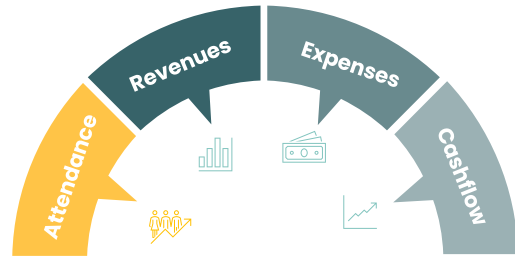
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**Date**

FY26-27 INITIAL BUDGET REVISION

# Golden Valley Charter School

Prepared by Brian Lara – CSMC  
blara@csmci.com



## Orchard OVERVIEW

Initial Budget Revision

### Golden Valley Orchard 2026-2027

	CATEGORY	FY25-26 Actuals thru April (including remaining estimates)	2026-2027 INITIAL	VARIANCE
	TOTAL ENROLLMENT	315	320	5
	AVERAGE DAILY ATTENDANCE	293.0	297.6	4.6
REVENUE	State LCFF Revenue	3,598,252	3,777,020	178,768
	Federal Revenue	1,012,548	88,422	(924,126)
	Other State Revenue	537,696	901,787	364,091
	Local Revenue	95,094	92,194	(2,900)
	<b>TOTAL REVENUE</b>	<b>5,243,590</b>	<b>4,859,423</b>	<b>(384,167)</b>
	EXPENSES	Certificated Salaries	1,411,545	1,519,470
Classified Salaries		694,541	603,934	(90,607)
Benefits		855,802	964,250	108,448
<b>TOTAL PERSONNEL EXPENSES</b>		<b>2,961,888</b>	<b>3,087,653</b>	<b>125,765</b>
Books and Supplies		302,996	310,020	7,024
Services and Other Operating Expenses		1,369,712	1,303,264	(66,448)
Capital Outlay		-	-	-
Other Outgoing		31,900	-	(31,900)
<b>TOTAL OTHER EXPENSES</b>		<b>1,704,608</b>	<b>1,613,284</b>	<b>(91,325)</b>
<b>TOTAL EXPENSES</b>		<b>4,666,497</b>	<b>4,700,937</b>	<b>34,440</b>
	<b>SURPLUS/(DEFICIT)</b>	<b>577,094</b>	<b>158,486</b>	<b>(418,607)</b>
	% of Expenses	12.4%	3.4%	
SUMMARY	BEGINNING FUND BALANCE	(233,137)	\$ 718,978	
	Other Sources (not included in Income Strm)	375,022	\$ -	
	<b>ENDING BALANCE</b>	<b>718,978</b>	<b>\$ 877,465</b>	
	% of Expenses	15%	18.7%	

# River OVERVIEW

Initial Budget Revision

## Golden Valley River 2026-2027

	FY25-26 Actuals thru April (including remaining estimates)		2026-2027 INITIAL	VARIANCE
<b>TOTAL ENROLLMENT</b>	316	324		8
<b>AVERAGE DAILY ATTENDANCE</b>	297.0	304.6		7.5
<b>REVENUE</b>				
State LCFF Revenue	3,669,482	3,849,935		180,453
Federal Revenue	1,138,574	84,937		(1,053,637)
Other State Revenue	560,949	865,430		304,481
Local Revenue	83,640	77,276		(6,364)
<b>TOTAL REVENUE</b>	<b>5,452,645</b>	<b>4,877,578</b>		<b>(575,067)</b>
<b>EXPENSES</b>				
Certificated Salaries	1,459,260	1,563,542		104,282
Classified Salaries	787,442	648,905		(138,537)
Benefits	845,758	1,015,556		169,798
<b>TOTAL PERSONNEL EXPENSES</b>	<b>3,092,460</b>	<b>3,228,003</b>		<b>135,543</b>
Books and Supplies	297,056	312,120		15,064
Services and Other Operating Expenses	1,307,833	1,314,687		6,854
Capital Outlay	-	-		-
Other Outgoing	375,022	-		(375,022)
<b>TOTAL OTHER EXPENSES</b>	<b>1,979,911</b>	<b>1,626,807</b>		<b>(353,104)</b>
<b>TOTAL EXPENSES</b>	<b>5,072,371</b>	<b>4,854,810</b>		<b>(217,560)</b>
<b>SURPLUS\ (DEFICIT)</b>	<b>380,274</b>	<b>22,767</b>		<b>(357,507)</b>
% of Expenses	7.5%	0.5%		
<b>BEGINNING FUND BALANCE</b>	<b>787,794</b>	<b>\$ 1,199,968</b>		
Other Sources(not included in Income Stmt)	31,900			
<b>ENDING BALANCE</b>	<b>1,199,968</b>	<b>\$ 1,222,735</b>		
% of Expenses	24%	25.2%		

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3

# Enrollment and ADA Projections

Initial Budget Revision

Enrollment	Orchard	River	Total
Revision #2	315	316	631
Initial	320	324	644
Variance	5	8	13

ADA	Orchard	River	Total
Revision #2	293.00	297.00	590.00
Initial	297.60	304.60	602.20
Variance	4.60	7.60	12.20

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4

# Revenue Assumptions

## Initial Budget Revision

	Rates
COLA	4.31%
Mandate Block Grant	\$20.52/ADA (K-8) \$57.04/ADA (9-12)
Lottery	\$272/ADA

- COLA is at the original 2.87% plus the 1.44% augmentation that was proposed in the Governor's May Budget Revision and embedded in the latest LCFF calculator
- Rates are driven by information provided by CDE, SJUSD, and SSC

# Total Revenue

## Initial Budget Revision

	Orchard	River	Total
LCFF	\$3,777,020	\$3,849,935	\$7,626,955
Federal	\$88,422	\$84,937	\$173,359
State	\$901,787	\$865,430	\$1,767,217
Local	\$92,194	\$77,276	\$169,470
<b>Total</b>	<b>\$4,859,423</b>	<b>\$4,877,578</b>	<b>\$9,737,001</b>
Variance from prior	(\$384,167)	(\$575,067)	(\$959,234)

# Revenue Comments

## Initial Budget Revision

- Consolidated LCFF revenue increased by \$359k, primarily driven by slightly higher enrollment and ADA projections (additional 13 students) and the addition of the "Super-COLA" in the latest LCFF calculator, which added a 1.44% augmentation on top of the 2.87% statutory COLA, bringing the total COLA percentage to 4.31%.
- Federal revenues decreased by \$1.9M overall due to receiving all the ERC Tac Credit revenue in FY25/26. There were also minor adjustments to the FY26/27 Title fund allocations. (Despite the sunseting of the ERC funds, these dollars greatly helped each school's ending fund balances).
- Other state revenues increased by \$668k. This is primarily driven by the inclusion of LREBG and SSPD Block Grants, as well as the STRS on Behalf revenue portion. There were also some slight increases reflected in the Mandated Block Grant, State Lottery, and State Special Education revenues, all of which are ADA-driven.

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7

# Total Expenses

## Initial Budget Revision

	Orchard	River	Total
Personnel	\$3,087,653	\$3,228,003	\$6,315,656
Books and Supplies	\$310,020	\$312,120	\$622,140
Services and Other Operating	\$1,303,264	\$1,314,687	\$2,617,951
Depreciation/ Other Outgo	\$0	\$0	\$0
<b>Total</b>	<b>\$4,700,937</b>	<b>\$4,854,810</b>	<b>\$9,555,747</b>
Variance from prior	\$34,440	(\$217,560)	(\$183,120)

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8

# Expense Comments

## Initial Budget Revision

- Shared cost allocations are pretty evenly split amongst both locations, with River's share being just slightly higher due to their higher ADA.
- Personnel expenses collectively increased by \$584k after updating wages, related benefits, and new-hires to more accurately reflect the FY26/27 payroll roster. 75% of this increase can be attributed to the inclusion of the STRS on Behalf expense in the 3101-STRS line item.
- Expenses in the 4000s (Books and Supplies) increased by \$35k overall, primarily due to a \$20k increase in classroom materials and supplies and \$15k increase in software and software licensing expenditures.
- Expenses in the 5000s (Operating Services) increased by \$32k overall, primarily due to some slight increases across the board, with the highest increases coming IT services, updated Lease expense, field trip expenses in order to match current year actuals, and the CMO Management expense to accurately reflect the payroll roster. It is also important to note that Professional/Consulting services budget was reduced by \$190K due to no longer having to pay for the ERC tax credit claim and fees.

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# Bottom Line and Fund Balance

## Initial Budget Revision

	Orchard	River	Total
<b>Beginning Fund Balance</b>	<b>\$718,978</b>	<b>\$1,199,968</b>	<b>\$1,918,946</b>
<b>Ending Surplus/(Deficit) Before Other Sources</b>	\$158,486	\$22,767	\$181,253
Other Sources (not on Income Statement)	\$0	\$0	\$0
<b>Ending Surplus/(Deficit) After Other Sources</b>	<b>\$158,486</b>	<b>\$22,767</b>	<b>\$181,253</b>
<b>Final Fund Balance</b>	<b>\$877,465</b>	<b>\$1,222,735</b>	<b>\$2,100,200</b>

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