



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

September 14, 2025

Board Meeting Access Information

Date: Sunday, September 14, 2025
Time: 12:00 p.m.
Primary Location: **Golden Valley Central Office, 1000 River Rock Dr. Ste 118, Folsom, CA 95630**

Remote Locations: Golden Valley River, Library, 9601 Lake Natoma Dr., Orangevale, CA 95662

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

Zoom Link: **Topic: BOT Special Meeting 2025.09.14**
Time: September 14, 2025 12:00 PM Pacific Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/82598263502?pwd=rEBKJ0ZBeEPfGbF9Be8vzuUNZewJEs.1>

Meeting ID: 825 9826 3502

Passcode: 404343

One tap mobile

+16694449171,,82598263502#,,, *404343# US

Join instructions

<https://us02web.zoom.us/join/82598263502/invitations?signature=gYPjbxLJUe-mlb9GVsWHMvdLGNNDZCZO66Y-9TaFqfls>

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

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

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

September 14, 2025

Special Meeting Agenda

1. **Call to Order** – 12:00 p.m. *(K. Gerski-Keller)*
2. **Roll Call** – 12:00 p.m.
Board Members: Katie Gerski-Keller, Ekaterina Khmelniker, Stephen Quadro, Meredith Willsen, James Stark, Jessica Crew
3. **Board Member Exigencies and Remote Attendance** – 12:01 p.m. *(K. Gerski-Keller)*
Action: Shall the board approve any board members to participate in this board meeting from a remote location due to unexpected emergencies per AB 2449?
Information: Members must publicly disclose at the meeting before any action is taken, whether any other individuals 18 years of age or older are present in the room at the remote location with the member, and if so, the general nature of the member's relationship with any such individuals; and ensure their meeting participation using both visual and audio technology.
4. **Flag Salute/Quote/Moment of Silence** – 12:02 p.m. *(K. Gerski-Keller)*
5. **Public Comment** – 12:03 p.m.
This portion of the meeting is set aside for members of the audience to make public comments. Public comment at special meetings may only be directed at a topic on the agenda. These presentations are limited to three (3) minutes. 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. The board will receive in person comments first, remote location comments second, and Zoom comments third.
6. **GVCS Employee Benefit Contribution** – 12:18 p.m. *(E. Worthing)*
Action: Shall the board approve of adopting the Proposed Tiered Benefit Plan beginning with the 2025-2026 Open Enrollment period for GVCS?
7. **GVCS Specialty Teacher and Specialist Positions and Salary Schedule** – 12:19 p.m. *(E. Worthing)*
Discussion/Action: Shall the board approve updating the GVCS Specialty Teacher position into split roles as the Specialty Teacher and Specialists and the classified salary schedule start for the Specialists at Range 10 of the Non-Exempt Salary Schedule Table?



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8. **GVCS Updated Stipend Schedule** – 12:24 p.m. *(E. Worthing)*
Discussion/Action: Shall the board approve the proposed updated stipend schedule for GVCS?
9. **Recitation of the Motto of the Social Ethic** – 12:29 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.
10. **Adjournment of the meeting** – 12:30 p.m. *(K. Gerski-Keller)*

Golden Valley Charter School

Board of Trustees Meeting

Agenda Proposal: Open Enrollment & Tiered Benefit Contribution Plan

Date: 09/10/2025

Presenter: Eileen Worthing, Human Resources Manager

Background:

Golden Valley Charter School is preparing for the 2025–2026 Open Enrollment period. Recent medical rate increases from our carriers are significant:

- **Kaiser:** +7%
- **Sutter:** +14%
- **WHA:** +20%
- **PPO:** +17%

These increases will impact employees adding dependents or enrolling in family coverage. Currently, all employees receive the same employer contribution regardless of coverage tier.

- If no changes are made, the highest out-of-pocket cost to an employee next year could be \$1,135.39 per pay period or \$2,270.784 per month.

Proposed Tiered Employer Contribution (per pay period):

- Tier 1 (Employee Only): \$550
- Tier 2 (Employee + Dependent): \$600
- Tier 3 (Family): \$650

Rationale:

- The additional \$50 per pay period contribution for dependents equates to approximately 25% of the cost of insuring one child.
- The additional \$100 per pay period contribution for family coverage equates to approximately 25% of the cost of insuring two children.
- This approach aligns with common employer practices and creates a more balanced structure without overextending school resources.

Comparative Employer Contributions:

- **Camino Nuevo Charter Academy (Southern CA):**

- \$350/mo – Employee
- \$475/mo – Employee + One
- \$600/mo – Employee + Family
- (plus 50% of remaining out-of-pocket)

- **Choices Charter School (San Juan District):**

- Kaiser Employee Only: \$1,121.76 (100% covered)
- Employee + One: \$2,243.52 (\$280.44 employee cost)
- Family: \$3,174.58 (\$513.20 employee cost)

These examples illustrate that tiered contributions are standard practice across charter and district schools and government agencies.

Recommendation:

Adopt the Proposed Tiered Benefit Plan beginning with the 2025–2026 Open Enrollment period:

- Approve employer contributions at \$550 (Employee Only), \$600 (Employee + Dependent), and \$650 (Family) per pay period.
- Ensure alignment with comparable schools while maintaining fiscal responsibility for Golden Valley Charter School.

Table Rates 2024-2025										
Kaiser Gold HMO B	Silver A	Silver B	Silver D	Sutter Gold A	Sutter Gold B	Sutter Silver C	WHA Gold B	Silver A	Silver C	Anthem PP
0-14	\$357.25	290.8	296.33	\$272.53	326.1	350.98	275.1	293.78	242.12	234.51 409.74
15-15	\$387.74	315.38	321.4	\$295.49	355.09	382.17	299.55	319.89	263.64	255.35 446.16
16-16	\$399.40	324.78	330.98	\$304.27	366.17	394.1	308.9	329.88	271.87	263.32 460.09
17-17	\$411.05	334.17	340.57	\$313.05	377.25	406.03	318.25	339.86	280.1	271.29 474.01
18-18	\$423.61	344.3	350.89	\$322.50	389.19	418.88	328.32	350.62	288.96	279.88 489.01
19-19	\$421.89	340.15	346.95	\$317.68	401.12	431.72	338.39	361.37	297.82	288.46 504.01
20-20	\$434.89	350.63	357.64	\$327.47	413.49	445.03	348.82	372.51	307	297.35 519.54
21-21	\$448.34	361.47	368.7	\$337.60	426.28	458.8	359.61	384.03	316.5	306.55 535.61
22-22	\$448.34	361.47	368.7	\$337.60	426.28	458.8	359.61	384.03	316.5	306.55 535.61
23-23	\$448.34	361.47	368.7	\$337.60	426.28	458.8	359.61	384.03	316.5	306.55 535.61
24-24	\$448.34	361.47	368.7	\$337.60	426.28	458.8	359.61	384.03	316.5	306.55 535.61
25-25	\$450.14	362.92	370.18	\$338.95	427.98	460.63	361.04	385.56	317.76	307.77 537.75
26-26	\$459.10	370.15	377.55	\$345.70	436.5	469.8	368.23	393.24	324.09	313.9 548.46
27-27	\$469.86	378.82	386.4	\$353.80	446.74	480.81	376.87	402.46	331.69	321.26 561.32
28-28	\$487.35	392.92	400.78	\$366.97	463.36	498.71	390.89	417.44	344.03	333.22 582.21
29-29	\$501.70	404.49	412.58	\$377.77	477	513.39	402.4	429.73	354.16	343.03 599.35
30-30	\$508.87	410.27	418.48	\$383.18	483.82	520.73	408.15	435.87	359.22	347.93 607.92
31-31	\$519.63	418.95	427.32	\$391.28	494.05	531.74	416.78	445.09	366.82	355.29 620.77
32-32	\$530.39	427.62	436.17	\$399.38	504.28	542.75	425.41	454.3	374.41	362.65 633.63
33-33	\$537.12	433.05	441.7	\$404.44	510.68	549.63	430.81	460.06	379.16	367.24 641.66
34-34	\$544.29	438.83	447.6	\$409.85	517.5	556.97	436.56	466.21	384.23	372.15 650.23
35-35	\$547.88	441.72	450.55	\$412.55	520.91	560.64	439.44	469.28	386.76	374.6 654.52
36-36	\$551.46	444.61	453.5	\$415.25	524.32	564.31	442.31	472.35	389.29	377.05 658.8
37-37	\$555.05	447.5	456.45	\$417.95	527.73	567.99	445.19	475.43	391.82	379.51 663.09
38-38	\$558.64	450.4	459.4	\$420.65	531.14	571.66	448.07	478.5	394.35	381.96 667.37
39-39	\$565.81	456.18	465.3	\$426.05	537.96	579	453.82	484.64	399.42	386.86 675.94
40-40	\$572.98	461.96	471.2	\$431.45	544.78	586.34	459.57	490.79	404.48	391.77 684.51
41-41	\$583.74	470.64	480.05	\$439.56	555.01	597.35	468.2	500	412.08	399.12 697.36
42-42	\$594.06	478.95	488.53	\$447.32	564.81	607.9	476.48	508.84	419.36	406.18 709.68
43-43	\$608.40	490.52	500.33	\$458.12	578.45	622.58	487.98	521.13	429.49	415.98 726.82
44-44	\$626.34	504.98	515.08	\$471.63	595.5	640.93	502.37	536.49	442.15	428.25 748.25
45-45	\$647.41	521.97	532.4	\$487.49	615.54	662.5	519.27	554.54	457.02	442.65 773.42
46-46	\$672.52	542.21	553.05	\$506.40	639.41	688.19	539.41	576.04	474.74	459.82 803.42
47-47	\$700.76	564.98	576.28	\$527.67	666.27	717.09	562.06	600.23	494.68	479.13 837.16
48-48	\$733.04	591.01	602.83	\$551.98	696.96	750.13	587.95	627.88	517.47	501.2 875.72
49-49	\$764.87	616.67	629	\$575.95	727.22	782.7	613.48	655.15	539.94	522.97 913.75
50-50	\$800.74	645.59	658.5	\$602.95	761.33	819.4	642.25	685.87	565.26	547.49 956.6
51-51	\$836.16	674.15	687.63	\$629.62	795	855.65	670.66	716.21	590.27	571.71 998.91
52-52	\$875.17	705.6	719.7	\$659.00	832.09	895.56	701.95	749.62	617.8	598.38 1045.51
53-53	\$914.62	737.41	752.15	\$688.70	869.6	935.94	733.59	783.42	645.65	625.36 1092.64
54-54	\$957.21	771.75	787.18	\$720.78	910.09	979.52	767.76	819.9	675.72	654.48 1143.53
55-55	\$999.81	806.09	822.2	\$752.85	950.59	1023.11	801.92	856.38	705.79	683.6 1194.41
56-56	\$1,045.99	843.32	860.18	\$787.62	994.5	1070.36	838.96	895.94	738.39	715.18 1249.58
57-57	\$1,092.61	880.91	898.52	\$822.73	1038.83	1118.08	876.36	935.87	771.3	747.06 1305.28
58-58	\$1,142.38	921.04	939.45	\$860.20	1086.15	1169	916.27	978.5	806.43	781.08 1364.73
59-59	\$1,167.04	940.92	959.73	\$878.77	1109.59	1194.24	936.05	999.62	823.84	797.94 1394.19
60-60	\$1,216.80	981.04	1000.65	\$916.25	1156.91	1245.16	975.97	1042.25	858.97	831.97 1453.65
61-61	\$1,259.84	1015.74	1036.05	\$948.66	1197.83	1289.21	1010.49	1079.12	889.35	861.4 1505.06
62-62	\$1,288.09	1038.51	1059.28	\$969.92	1224.68	1318.11	1033.14	1103.31	909.29	880.71 1538.81
63-63	\$1,323.51	1067.07	1088.41	\$996.59	1258.36	1354.36	1061.55	1133.65	934.3	904.93 1581.12
64-99	\$1,345.02	1084.41	1106.1	\$1,012.80	1278.81	1376.37	1078.8	1152.08	949.49	919.64 1606.83

Zip: 95630 | Save a Mention 1/07/2025

Age	CaliforniaChoice		CaliforniaChoice		CaliforniaChoice		CaliforniaChoice		CaliforniaChoice		CaliforniaChoice		CaliforniaChoice		CaliforniaChoice	
	Region 3	Region 3	Region 3	Region 3	Region 3	Region 3	Region 3	Region 3	Region 3	Region 3	Region 3	Region 3	Region 3	Region 3	Region 3	
	Kaiser Gold HMO B	Kaiser Silver HMO A	Kaiser Silver HMO B	Kaiser Silver HMO D (HSA Eligible)	Sutter Health Plus Gold HMO A	Sutter Health Plus Gold HMO B	Sutter Health Plus Silver HMO C (HSA)	Western Health Gold HMO B	Western Health Silver HMO A	Western Health Silver HMO C (HSA Eligible)	Silver PPO C					
0-14	\$383.31	\$314.39	\$320.23	\$288.99	\$374.58	\$403.17	\$315.53	\$353.70	\$391.50	\$282.33	\$482.40					
15-15	\$416.12	\$341.07	\$347.42	\$324.30	\$407.88	\$434.57	\$343.57	\$385.14	\$317.41	\$307.43	\$482.40					
16-16	\$428.66	\$351.27	\$357.82	\$333.98	\$420.61	\$452.71	\$354.30	\$397.16	\$337.28	\$317.02	\$541.68					
17-17	\$441.20	\$361.47	\$368.22	\$343.85	\$433.34	\$466.41	\$365.02	\$409.18	\$347.23	\$326.62	\$558.07					
18-18	\$454.71	\$372.46	\$379.42	\$354.08	\$447.05	\$481.17	\$376.57	\$422.12	\$347.90	\$336.95	\$575.73					
19-19	\$453.95	\$369.17	\$376.35	\$350.23	\$460.76	\$495.92	\$388.12	\$435.07	\$358.57	\$347.29	\$593.39					
20-20	\$467.94	\$380.55	\$387.95	\$361.02	\$474.96	\$511.21	\$400.08	\$448.48	\$369.62	\$357.99	\$611.67					
21-21	\$482.41	\$392.32	\$399.94	\$372.19	\$489.66	\$527.03	\$412.46	\$462.35	\$381.05	\$369.06	\$630.59					
22-22	\$482.41	\$392.32	\$399.94	\$372.19	\$489.66	\$527.03	\$412.46	\$462.35	\$381.05	\$369.06	\$630.59					
23-23	\$482.41	\$392.32	\$399.94	\$372.19	\$489.66	\$527.03	\$412.46	\$462.35	\$381.05	\$369.06	\$630.59					
24-24	\$482.41	\$392.32	\$399.94	\$372.19	\$489.66	\$527.03	\$412.46	\$462.35	\$381.05	\$369.06	\$630.59					
25-25	\$484.34	\$393.89	\$401.54	\$373.67	\$491.61	\$529.13	\$414.10	\$464.20	\$382.57	\$370.54	\$630.59					
26-26	\$493.99	\$401.74	\$409.54	\$381.12	\$503.40	\$539.67	\$422.35	\$473.45	\$390.19	\$377.92	\$645.72					
27-27	\$505.56	\$411.15	\$419.14	\$390.05	\$513.15	\$552.31	\$432.25	\$484.54	\$399.34	\$377.92	\$645.72					
28-28	\$524.38	\$426.45	\$434.74	\$404.57	\$532.25	\$572.87	\$448.34	\$502.57	\$401.17	\$386.77	\$660.86					
29-29	\$539.82	\$439.01	\$447.54	\$416.48	\$547.92	\$589.73	\$468.13	\$517.37	\$426.39	\$412.88	\$675.63					
30-30	\$547.53	\$445.28	\$453.94	\$422.43	\$555.75	\$598.16	\$478.03	\$534.77	\$432.49	\$418.88	\$715.72					
31-31	\$559.11	\$454.70	\$463.54	\$431.36	\$567.51	\$610.81	\$487.93	\$546.96	\$441.63	\$427.74	\$730.85					
32-32	\$570.69	\$464.11	\$473.13	\$440.30	\$579.26	\$623.46	\$494.12	\$553.89	\$456.96	\$436.60	\$745.99					
33-33	\$577.93	\$470.00	\$479.13	\$445.88	\$586.60	\$631.37	\$494.12	\$553.89	\$456.96	\$436.60	\$745.99					
34-34	\$585.64	\$476.28	\$485.53	\$451.83	\$594.44	\$639.80	\$500.72	\$561.29	\$462.59	\$448.04	\$755.45					
35-35	\$589.50	\$479.41	\$488.73	\$454.81	\$598.35	\$640.02	\$504.02	\$564.99	\$465.64	\$450.99	\$770.58					
36-36	\$593.36	\$482.55	\$491.93	\$457.79	\$602.27	\$646.23	\$507.32	\$568.69	\$468.69	\$453.94	\$775.63					
37-37	\$597.22	\$485.69	\$495.13	\$460.77	\$606.19	\$652.45	\$510.62	\$572.39	\$471.74	\$456.90	\$780.67					
38-38	\$601.08	\$488.83	\$498.33	\$463.74	\$610.11	\$656.66	\$513.92	\$576.09	\$474.78	\$458.85	\$785.72					
39-39	\$608.80	\$485.11	\$504.73	\$469.70	\$617.94	\$665.10	\$519.52	\$583.48	\$480.88	\$465.75	\$795.80					
40-40	\$616.52	\$495.10	\$511.13	\$475.65	\$625.77	\$673.53	\$527.11	\$590.88	\$486.98	\$471.66	\$805.89					
41-41	\$628.10	\$501.38	\$520.73	\$484.59	\$637.53	\$686.18	\$537.01	\$601.98	\$496.12	\$480.52	\$821.03					
42-42	\$639.19	\$519.82	\$529.93	\$493.15	\$648.79	\$698.30	\$546.50	\$612.61	\$504.89	\$489.03	\$835.53					
43-43	\$654.63	\$532.38	\$542.72	\$505.06	\$664.46	\$715.16	\$559.70	\$627.41	\$517.08	\$489.01	\$855.71					
44-44	\$647.93	\$548.07	\$558.72	\$519.94	\$684.04	\$736.24	\$576.20	\$645.90	\$532.32	\$515.58	\$880.99					
45-45	\$656.60	\$566.51	\$577.52	\$537.44	\$707.06	\$761.01	\$595.58	\$667.63	\$553.52	\$535.92	\$910.57					
46-46	\$723.61	\$588.48	\$599.92	\$558.28	\$734.48	\$790.53	\$618.68	\$693.52	\$571.57	\$553.59	\$945.89					
47-47	\$754.01	\$613.20	\$625.11	\$581.73	\$765.32	\$823.73	\$644.66	\$712.65	\$595.58	\$576.84	\$985.61					
48-48	\$788.74	\$641.44	\$653.91	\$608.52	\$800.58	\$861.67	\$674.36	\$755.94	\$623.01	\$650.07	\$1,031.01					
49-49	\$822.99	\$669.30	\$682.30	\$634.95	\$835.34	\$899.09	\$703.64	\$788.77	\$650.07	\$629.62	\$1,075.79					
50-50	\$861.58	\$700.68	\$714.30	\$664.72	\$874.52	\$941.75	\$736.64	\$825.76	\$680.55	\$659.14	\$1,126.23					
51-51	\$899.69	\$731.68	\$745.90	\$694.13	\$913.20	\$985.80	\$769.22	\$862.28	\$710.65	\$688.30	\$1,176.05					
52-52	\$941.66	\$765.81	\$780.69	\$726.51	\$951.20	\$1,028.74	\$805.11	\$902.51	\$743.80	\$727.94	\$1,230.91					
53-53	\$984.11	\$800.33	\$815.89	\$759.26	\$998.89	\$1,075.12	\$841.40	\$987.12	\$813.54	\$787.94	\$1,346.31					
54-54	\$1,029.94	\$837.60	\$853.88	\$794.62	\$1,045.41	\$1,125.18	\$880.59	\$993.49	\$877.34	\$815.54	\$1,386.40					
55-55	\$1,075.77	\$874.87	\$891.88	\$829.97	\$1,091.92	\$1,175.25	\$919.77	\$1,031.04	\$888.98	\$861.02	\$1,406.22					
56-56	\$1,125.46	\$915.28	\$933.07	\$868.31	\$1,142.36	\$1,229.53	\$962.25	\$1,078.66	\$928.61	\$899.40	\$1,456.75					
57-57	\$1,175.63	\$956.08	\$974.66	\$907.02	\$1,193.28	\$1,284.34	\$1,005.15	\$1,126.74	\$970.91	\$940.36	\$1,517.17					
58-58	\$1,229.18	\$999.63	\$1,019.06	\$948.33	\$1,247.63	\$1,342.84	\$1,050.93	\$1,178.07	\$991.87	\$960.66	\$1,578.75					
59-59	\$1,257.31	\$1,021.21	\$1,041.05	\$968.80	\$1,274.56	\$1,371.83	\$1,073.62	\$1,203.49	\$991.87	\$960.66	\$1,606.74					
60-60	\$1,309.26	\$1,064.76	\$1,085.45	\$1,010.11	\$1,328.91	\$1,430.32	\$1,119.40	\$1,254.82	\$1,034.16	\$1,001.63	\$1,711.42					
61-61	\$1,355.57	\$1,102.42	\$1,123.84	\$1,045.84	\$1,375.92	\$1,480.92	\$1,156.99	\$1,299.20	\$1,070.74	\$1,037.06	\$1,771.96					
62-62	\$1,385.96	\$1,127.14	\$1,149.04	\$1,069.29	\$1,406.77	\$1,514.12	\$1,184.98	\$1,328.33	\$1,094.75	\$1,060.31	\$1,811.69					
63-63	\$1,424.07	\$1,158.13	\$1,180.63	\$1,098.69	\$1,445.45	\$1,555.75	\$1,217.56	\$1,364.85	\$1,124.85	\$1,089.46	\$1,861.50					
64-69	\$1,447.23	\$1,176.96	\$1,199.82	\$1,116.57	\$1,468.94	\$1,581.04	\$1,237.35	\$1,387.05	\$1,143.14	\$1,107.18	\$1,891.77					

**BENEFIT COST SCHEDULE
CHOICES CHARTER
Amounts shown tenthly**

1/1/2025 - 12/31/2025

BENEFIT PROVIDER	TYPE OF COVERAGE	TOTAL PREMIUM COST	DISTRICT CONTRIBUTION	EMPLOYEE CONTRIBUTION
MEDICAL				
KAISER	Employee Only	\$1,121.76	\$1,121.76	\$0.00
	Employee + one	\$2,243.52	\$1,963.08	\$280.44
	Family	\$3,174.58	\$2,661.38	\$513.20
WESTERN HEALTH ADVANTAGE	Employee Only	\$910.62	\$910.62	\$0.00
	Employee + one	\$1,815.43	\$1,589.23	\$226.20
	Family	\$2,720.21	\$2,267.81	\$452.40
Waiver of medical insurance* Employee receives as cash			\$140.00	
DENTAL				
DELTA PREMIER/DELTA PPO	Employee Only	\$71.00	\$71.00	\$0.00
	Employee + one	\$136.00	\$71.00	\$65.00
	Family	\$208.00	\$71.00	\$137.00
DELTA CARE	Family	\$62.64	\$62.64	\$0.00
VISION				
VSP	Employee	\$9.07	\$9.07	\$0.00
VSP Voluntary Buy Up	Employee	\$11.32	\$9.07	\$2.25
	Employee + one	\$25.56	\$9.07	\$16.49
	Family	\$41.15	\$9.07	\$32.08
EAP				
Employee Assistance Program	Family	\$1.62	\$1.62	\$0.00
LIFE INSURANCE				
\$100,000 basic life + ADD	Employee	\$14.53	\$14.53	\$0.00
\$25,000	Supplemental	\$5.00	\$0.00	\$5.00
\$50,000	Supplemental	\$10.00	\$0.00	\$10.00
\$75,000	Supplemental	\$15.00	\$0.00	\$15.00
\$100,000	Supplemental	\$20.00	\$0.00	\$20.00
\$1,500	Dep. Coverage	\$0.54	\$0.00	\$0.54
\$10,000	Dep. Coverage	\$3.60	\$0.00	\$3.60

** The waiver option is only available for medical insurance. Must provide proof of other non-Exchange coverage*

Action Item: Specialty Teacher and Specialist Positions and Salary Schedules

Presenter: Eileen Worthing, Human Resources Manager

I am requesting that the Board of Trustees approve updating the Specialty Teacher job positions by creating two distinct roles, Specialty Teacher (Exempt) and Specialist (Non-Exempt), in order to accurately reflect credentialing requirements under California law and ensure proper alignment with FLSA exempt and non-exempt classifications.

Currently, Specialty Teacher positions (such as Fine Arts, Handwork, Cultural Studies, Music, etc.) have been used for both credentialed and non-credentialed staff, which has been an incorrect practice. To address this, I recommend splitting these into two distinct roles:

- **Specialty Teacher (Exempt):** Must hold a valid California teaching credential and is legally able to serve as teacher of record in a public school setting. Teachers in these roles are exempt employees. They will be placed on the certificated salary schedule.
- **Specialist (Non-Exempt):** Does not require a teaching credential; education can be substituted with work experience. These roles are hourly, classified, and placed on the non-exempt salary schedule. By law, a non-exempt employee without a credential cannot serve as the teacher of record in California. Therefore, a credentialed teacher must remain in the classroom, maintain instructional oversight, and be responsible for grades.

The distinction between exempt and non-exempt status is important:

- **Exempt employees** are salaried and perform instructional duties requiring certification.
- **Non-exempt employees** are hourly, subject to overtime laws, and cannot independently fulfill the legal requirements of a credentialed teacher.

We deeply value the contributions of our current Specialty personnel. To recognize their work fairly while correcting these classifications, I propose placing the Specialist positions on **Range 10** of the Classified Non-Exempt Salary Schedule, with hourly rates beginning at **Step 1: \$27.00** and progressing to **Step 12: \$37.37**, as outlined below:

Range 10 (Hourly, Steps 1–12):

	0	1	2	3	4	5	6	7	8	9	10	11
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1	\$ 18.00	\$ 18.54	\$ 19.10	\$ 19.67	\$ 20.26	\$ 20.87	\$ 21.49	\$ 22.14	\$ 22.80	\$ 23.49	\$ 24.19	\$ 24.92
2	\$ 19.00	\$ 19.57	\$ 20.16	\$ 20.76	\$ 21.38	\$ 22.03	\$ 22.69	\$ 23.37	\$ 24.07	\$ 24.79	\$ 25.53	\$ 26.30
3	\$ 20.00	\$ 20.60	\$ 21.22	\$ 21.85	\$ 22.51	\$ 23.19	\$ 23.88	\$ 24.60	\$ 25.34	\$ 26.10	\$ 26.88	\$ 27.68
4	\$ 21.00	\$ 21.63	\$ 22.28	\$ 22.95	\$ 23.64	\$ 24.34	\$ 25.08	\$ 25.83	\$ 26.60	\$ 27.40	\$ 28.22	\$ 29.07
5	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.45
6	\$ 23.00	\$ 23.69	\$ 24.40	\$ 25.13	\$ 25.89	\$ 26.66	\$ 27.46	\$ 28.29	\$ 29.14	\$ 30.01	\$ 30.91	\$ 31.84
7	\$ 24.00	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.01	\$ 27.82	\$ 28.66	\$ 29.52	\$ 30.40	\$ 31.31	\$ 32.25	\$ 33.22
8	\$ 25.00	\$ 25.75	\$ 26.52	\$ 27.32	\$ 28.14	\$ 28.98	\$ 29.85	\$ 30.75	\$ 31.67	\$ 32.62	\$ 33.60	\$ 34.61
9	\$ 26.00	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26	\$ 30.14	\$ 31.05	\$ 31.98	\$ 32.94	\$ 33.92	\$ 34.94	\$ 35.99
10	\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 30.39	\$ 31.30	\$ 32.24	\$ 33.21	\$ 34.20	\$ 35.23	\$ 36.29	\$ 37.37
11	\$ 28.00	\$ 28.84	\$ 29.71	\$ 30.60	\$ 31.51	\$ 32.46	\$ 33.43	\$ 34.44	\$ 35.47	\$ 36.53	\$ 37.63	\$ 38.76

This adjustment ensures legal compliance, corrects past inaccuracies, and provides a fair and just pay structure moving forward.

Recommendation:

That the Board approve updating the Specialty Teacher into split roles as the Specialty Teacher and Specialists. Job descriptions will be updated accordingly.

Non-Exempt Salary Schedule

	0	1	2	3	4	5	6	7	8	9	10	11
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1	\$ 18.00	\$ 18.54	\$ 19.10	\$ 19.67	\$ 20.26	\$ 20.87	\$ 21.49	\$ 22.14	\$ 22.80	\$ 23.49	\$ 24.19	\$ 24.92
2	\$ 19.00	\$ 19.57	\$ 20.16	\$ 20.76	\$ 21.38	\$ 22.03	\$ 22.69	\$ 23.37	\$ 24.07	\$ 24.79	\$ 25.53	\$ 26.30
3	\$ 20.00	\$ 20.60	\$ 21.22	\$ 21.85	\$ 22.51	\$ 23.19	\$ 23.88	\$ 24.60	\$ 25.34	\$ 26.10	\$ 26.88	\$ 27.68
4	\$ 21.00	\$ 21.63	\$ 22.28	\$ 22.95	\$ 23.64	\$ 24.34	\$ 25.08	\$ 25.83	\$ 26.60	\$ 27.40	\$ 28.22	\$ 29.07
5	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.45
6	\$ 23.00	\$ 23.69	\$ 24.40	\$ 25.13	\$ 25.89	\$ 26.66	\$ 27.46	\$ 28.29	\$ 29.14	\$ 30.01	\$ 30.91	\$ 31.84
7	\$ 24.00	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.01	\$ 27.82	\$ 28.66	\$ 29.52	\$ 30.40	\$ 31.31	\$ 32.25	\$ 33.22
8	\$ 25.00	\$ 25.75	\$ 26.52	\$ 27.32	\$ 28.14	\$ 28.98	\$ 29.85	\$ 30.75	\$ 31.67	\$ 32.62	\$ 33.60	\$ 34.61
9	\$ 26.00	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26	\$ 30.14	\$ 31.05	\$ 31.98	\$ 32.94	\$ 33.92	\$ 34.94	\$ 35.99
10	\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 30.39	\$ 31.30	\$ 32.24	\$ 33.21	\$ 34.20	\$ 35.23	\$ 36.29	\$ 37.37
11	\$ 28.00	\$ 28.84	\$ 29.71	\$ 30.60	\$ 31.51	\$ 32.46	\$ 33.43	\$ 34.44	\$ 35.47	\$ 36.53	\$ 37.63	\$ 38.76
12	\$ 29.00	\$ 29.87	\$ 30.77	\$ 31.69	\$ 32.64	\$ 33.62	\$ 34.63	\$ 35.67	\$ 36.74	\$ 37.84	\$ 38.97	\$ 40.14
13	\$ 30.00	\$ 30.90	\$ 31.83	\$ 32.78	\$ 33.77	\$ 34.78	\$ 35.82	\$ 36.90	\$ 38.00	\$ 39.14	\$ 40.32	\$ 41.53
14	\$ 31.00	\$ 31.93	\$ 32.89	\$ 33.87	\$ 34.89	\$ 35.94	\$ 37.02	\$ 38.13	\$ 39.27	\$ 40.45	\$ 41.66	\$ 42.91
15	\$ 32.00	\$ 32.96	\$ 33.95	\$ 34.97	\$ 36.02	\$ 37.10	\$ 38.21	\$ 39.36	\$ 40.54	\$ 41.75	\$ 43.01	\$ 44.30
16	\$ 33.00	\$ 33.99	\$ 35.01	\$ 36.06	\$ 37.14	\$ 38.26	\$ 39.40	\$ 40.59	\$ 41.80	\$ 43.06	\$ 44.35	\$ 45.68
17	\$ 34.00	\$ 35.02	\$ 36.07	\$ 37.15	\$ 38.27	\$ 39.42	\$ 40.60	\$ 41.82	\$ 43.07	\$ 44.36	\$ 45.69	\$ 47.06
18	\$ 35.00	\$ 36.05	\$ 37.13	\$ 38.25	\$ 39.39	\$ 40.57	\$ 41.79	\$ 43.05	\$ 44.34	\$ 45.67	\$ 47.04	\$ 48.45
19	\$ 36.00	\$ 37.08	\$ 38.19	\$ 39.34	\$ 40.52	\$ 41.73	\$ 42.99	\$ 44.28	\$ 45.60	\$ 46.97	\$ 48.38	\$ 49.83
20	\$ 37.00	\$ 38.11	\$ 39.25	\$ 40.43	\$ 41.64	\$ 42.89	\$ 44.18	\$ 45.51	\$ 46.87	\$ 48.28	\$ 49.72	\$ 51.22
21	\$ 38.00	\$ 39.14	\$ 40.31	\$ 41.52	\$ 42.77	\$ 44.05	\$ 45.37	\$ 46.74	\$ 48.14	\$ 49.58	\$ 51.07	\$ 52.60
22	\$ 39.00	\$ 40.17	\$ 41.38	\$ 42.62	\$ 43.89	\$ 45.21	\$ 46.57	\$ 47.97	\$ 49.40	\$ 50.89	\$ 52.41	\$ 53.99
23	\$ 40.00	\$ 41.20	\$ 42.44	\$ 43.71	\$ 45.02	\$ 46.37	\$ 47.76	\$ 49.19	\$ 50.67	\$ 52.19	\$ 53.76	\$ 55.37
24	\$ 41.00	\$ 42.23	\$ 43.50	\$ 44.80	\$ 46.15	\$ 47.53	\$ 48.96	\$ 50.42	\$ 51.94	\$ 53.50	\$ 55.10	\$ 56.75
25	\$ 42.00	\$ 43.26	\$ 44.56	\$ 45.89	\$ 47.27	\$ 48.69	\$ 50.15	\$ 51.65	\$ 53.20	\$ 54.80	\$ 56.44	\$ 58.14
26	\$ 43.00	\$ 44.29	\$ 45.62	\$ 46.99	\$ 48.40	\$ 49.85	\$ 51.34	\$ 52.88	\$ 54.47	\$ 56.11	\$ 57.79	\$ 59.52
27	\$ 44.00	\$ 45.32	\$ 46.68	\$ 48.08	\$ 49.52	\$ 51.01	\$ 52.54	\$ 54.11	\$ 55.74	\$ 57.41	\$ 59.13	\$ 60.91
28	\$ 45.00	\$ 46.35	\$ 47.74	\$ 49.17	\$ 50.65	\$ 52.17	\$ 53.73	\$ 55.34	\$ 57.00	\$ 58.71	\$ 60.48	\$ 62.29
29	\$ 46.00	\$ 47.38	\$ 48.80	\$ 50.27	\$ 51.77	\$ 53.33	\$ 54.93	\$ 56.57	\$ 58.27	\$ 60.02	\$ 61.82	\$ 63.67
30	\$ 47.00	\$ 48.41	\$ 49.86	\$ 51.36	\$ 52.90	\$ 54.49	\$ 56.12	\$ 57.80	\$ 59.54	\$ 61.32	\$ 63.16	\$ 65.06
31	\$ 48.00	\$ 49.44	\$ 50.92	\$ 52.45	\$ 54.02	\$ 55.65	\$ 57.31	\$ 59.03	\$ 60.80	\$ 62.63	\$ 64.51	\$ 66.44
32	\$ 49.00	\$ 50.47	\$ 51.98	\$ 53.54	\$ 55.15	\$ 56.80	\$ 58.51	\$ 60.26	\$ 62.07	\$ 63.93	\$ 65.85	\$ 67.83
33	\$ 50.00	\$ 51.50	\$ 53.05	\$ 54.64	\$ 56.28	\$ 57.96	\$ 59.70	\$ 61.49	\$ 63.34	\$ 65.24	\$ 67.20	\$ 69.21
34	\$ 51.00	\$ 52.53	\$ 54.11	\$ 55.73	\$ 57.40	\$ 59.12	\$ 60.90	\$ 62.72	\$ 64.61	\$ 66.54	\$ 68.54	\$ 70.60
35	\$ 52.00	\$ 53.56	\$ 55.17	\$ 56.82	\$ 58.53	\$ 60.28	\$ 62.09	\$ 63.95	\$ 65.87	\$ 67.85	\$ 69.88	\$ 71.98

Non-Exempt Salary Schedule

36	\$ 53.00	\$ 54.59	\$ 56.23	\$ 57.91	\$ 59.65	\$ 61.44	\$ 63.28	\$ 65.18	\$ 67.14	\$ 69.15	\$ 71.23	\$ 73.36
37	\$ 54.00	\$ 55.62	\$ 57.29	\$ 59.01	\$ 60.78	\$ 62.60	\$ 64.48	\$ 66.41	\$ 68.41	\$ 70.46	\$ 72.57	\$ 74.75
38	\$ 55.00	\$ 56.65	\$ 58.35	\$ 60.10	\$ 61.90	\$ 63.76	\$ 65.67	\$ 67.64	\$ 69.67	\$ 71.76	\$ 73.92	\$ 76.13
39	\$ 56.00	\$ 57.68	\$ 59.41	\$ 61.19	\$ 63.03	\$ 64.92	\$ 66.87	\$ 68.87	\$ 70.94	\$ 73.07	\$ 75.26	\$ 77.52
40	\$ 57.00	\$ 58.71	\$ 60.47	\$ 62.29	\$ 64.15	\$ 66.08	\$ 68.06	\$ 70.10	\$ 72.21	\$ 74.37	\$ 76.60	\$ 78.90
41	\$ 58.00	\$ 59.74	\$ 61.53	\$ 63.38	\$ 65.28	\$ 67.24	\$ 69.26	\$ 71.33	\$ 73.47	\$ 75.68	\$ 77.95	\$ 80.29
42	\$ 59.00	\$ 60.77	\$ 62.59	\$ 64.47	\$ 66.41	\$ 68.40	\$ 70.45	\$ 72.56	\$ 74.74	\$ 76.98	\$ 79.29	\$ 81.67
43	\$ 60.00	\$ 61.80	\$ 63.65	\$ 65.56	\$ 67.53	\$ 69.56	\$ 71.64	\$ 73.79	\$ 76.01	\$ 78.29	\$ 80.63	\$ 83.05

Stipend Schedule



Position/Duty	Stipend
Head Coach (soccer, basketball)	\$800.00 per team
Assistant Coach (soccer, basketball)	\$500.00
Faculty Chair	\$2,000.00 per school
Subfinder	\$2,000.00 per school
Mentor	\$1,500.00
Athletic Coordinator	\$5,000.00 per school year
Volleyball Coach	\$400.00 per season
EL Testing	\$1,500.00 per school year
Attendance Recovery	\$2,000.00 per school year
Attendance Recovery (summer)	\$1,000.00 per week

Annual Stipends paid in June

Bi-Annual paid in December and June

Quarterly paid in October, January, March and June

Bi-Monthly stipends and divided by the number of payroll periods

Coaching Stipends paid at the end of the season