



GUAJOME PARK ACADEMY
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Board of Directors
McAfee, Anna, Chair
Duffy, Debbie, Vice Chair
Harper, Sylvia
Kildoo, Steve
Semrow, Casey

Administration

Humphrey, Kevin
Superintendent

Thompson, Judd
Head of School

Arias, Lindsay
Administrator

Through innovation and excellence, our mission is to inspire and empower all learners to become responsible, critically thinking, compassionate global citizens who approach the future with curiosity, courage and resolve.

BOARD OF DIRECTORS

Special Meeting

June 17, 2024

2:00 p.m.

Building 1, Student Services Building
Administrative Training Center

Student
Board Representatives

	Agenda	<u>Presenter</u>	<u>Action/ Information</u>
1.	PUBLIC SESSION- CALL TO ORDER (2:00 p.m.)	Anna McAfee	
2.	APPROVAL OF AGENDA Recommended motion: The Board of Directors approve the agenda for the June 17, 2024 Board of Directors Meeting	Anna McAfee	
3.	PUBLIC COMMENTS ON AGENDA ITEMS The Board welcomes and encourages public comments. Each Individual will be allotted a maximum of three minutes to address the Board. The Board will limit the total agenda time for public input to 20 minutes.	Anna McAfee	
4.	PUBLIC COMMENTS ON NON-AGENDA ITEMS The Board welcomes and encourages public comments. Each Individual will be allotted a maximum of three minutes to address the Board. The Board will limit the total agenda time for public input to 20 minutes.		
5.	BUSINESS SERVICES A. 2024-2025 Classified Salary Update	Kendria Tavares	Action
6.	ADJOURNMENT	Anna McAfee	

Upon request, this agenda will be made available in appropriate alternative formats to persons with disabilities. Any person with a disability who requires a modification or accommodation in order to participate in a meeting should direct such request to the Office of the Charter School Superintendent at (760) 631-8500, Ext. 1222, at least 72 hours before the Board meeting.

GUAJOME PARK ACADEMY

AGENDA ITEM 5A

TO: Board of Directors
FROM: Superintendent
DATE: June 17, 2024

SUBJECT: 2024-25 Salary Schedule Update

The salary schedule has been updated to reflect the required 2080 hours that PERS uses to calculate an EE's FTE. This affects 100% of classified employees. The new line shows the annual rate at 2080 hours and what each FTE is for that salary schedule.

FISCAL IMPACT:

None

RECOMMENDATION:

Approval

Prepared by:
Kendria Tavares

Approved by:
Kevin Humphrey Superintendent

GUADALUPE SCHOOLS
MANAGEMENT SALARY SCHEDULE (ANNUAL) DAILY / HOURLY

EXEMPT
2024-25

BASED ON 220 CALENDAR DAYS
GROUP 128

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25
Range											
2080 hrs	132152.05	136777.4	141564.6	146519.3	151647.5	156955.2	162448.615	168134.317	174019.018	180109.683	186413.522
60	111,821	115,735	119,785	123,978	128,317	132,808	137,457	142,267	147,247	152,401	157,735
Daily	508.28	526.07	544.48	563.54	583.26	603.67	624.80	646.67	669.30	692.73	716.98
Hourly	63.53	65.76	68.06	70.44	72.91	75.46	78.10	80.83	83.66	86.59	89.62

FTE
0.8462

Job Classification	Range	Days
Directors	60	220

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.
Note: 2080 hrs are used for FTE

GUADALUPE SCHOOLS
MANAGEMENT SALARY SCHEDULE (ANNUAL) DAILY / HOURLY

EXEMPT
2024-25

BASED ON 225 CALENDAR DAYS

GROUP 127

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25
Range	1	2	3	4	5	6	7-9	10-14	15-19	20-24	STEP 25
2080 hrs	74336.44	78053.27	81955.93	86053.73	90356.41	94874.23	99617.94	104598.8	109828.8	115320.2	121086.2
52	64,330	67,546	70,923	74,470	78,193	82,103	86,208	90,518	95,044	99,796	104,786
Daily	285.91	300.20	315.22	330.98	347.52	364.90	383.15	402.30	422.42	443.54	465.72
Hourly	35.74	37.53	39.40	41.37	43.44	45.61	47.89	50.29	52.80	55.44	58.21

FTE
0.8654

Job Classification	Range	Days
Plant Manager	52	225

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.

Note: 2080 hrs are used for FTE

GUAJOME SCHOOLS
PARAPROFESSIONAL SALARY SCHEDULE (ANNUAL) DAILY / HOURLY
NON- EXEMPT
2024-25

BASED ON 175 CALENDAR DAYS
GROUP 147

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25	
Range	1	2	3	4	5	6	7-9	10-14	15-19	20-24	25	FTE
2080 hrs	39786.36	41775.68	43864.47	46057.69	48360.58	50778.6	53317.53	55983.41	58782.58	61721.71	64807.8	0.6731
12	26,779	28,118	29,524	31,000	32,550	34,178	35,887	37,681	39,565	41,543	43,621	
Daily	153.02	160.68	168.71	177.14	186.00	195.30	205.07	215.32	226.09	237.39	249.26	
Hourly	19.13	20.08	21.09	22.14	23.25	24.41	25.63	26.92	28.26	29.67	31.16	
2080 hrs	48259.50	50672.48	53206.10	55866.41	58659.73	61592.72	64672.35	67905.97	71301.27	74866.33	78609.65	0.6731
13	32,482	34,106	35,812	37,602	39,483	41,457	43,529	45,706	47,991	50,391	52,910	
Daily	185.61	194.89	204.64	214.87	225.61	236.90	248.74	261.18	274.24	287.95	302.34	
Hourly	23.20	24.36	25.58	26.86	28.20	29.61	31.09	32.65	34.28	35.99	37.79	
2080 hrs	58519.56	61445.54	64517.82	67743.71	71130.89	74687.44	78421.81	82342.90	86460.05	90783.05	95322.20	0.6731
15	39,388	41,358	43,425	45,597	47,877	50,270	52,784	55,423	58,194	61,104	64,159	
Daily	225.08	236.33	248.15	260.55	273.58	287.26	301.62	316.70	332.54	349.17	366.62	
Hourly	28.13	29.54	31.02	32.57	34.20	35.91	37.70	39.59	41.57	43.65	45.83	

Job Classification	Range	Days
Instructional Assistant I	12	175
Instr. Asst. SPed I	12	175
Instructional Assistant II	13	175
Instr. Asst. SPed II	13	175
Campus Security I	13	175
Campus Security II	15	175

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.
Note: 2080 hrs are used for FTE

GUAJOME SCHOOLS
OFFICE/TECHNICAL SALARY SCHEDULE (ANNUAL) DAILY / HOURLY
NON- EXEMPT
2024-25

BASED ON 185 CALENDAR DAYS
GROUP 145

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25	FTE
Range	1	2	3	4	5	6	7-9	10-14	15-19	20-24	25	
2080 hrs	42021.20	44122.26	46328.37	48644.79	51077.03	53630.88	56312.43	59128.05	62084.45	65188.67	68448.11	0.7115
21	29,900	31,395	32,964	34,613	36,343	38,160	40,068	42,072	44,175	46,384	48,703	
Daily	161.62	169.70	178.19	187.10	196.45	206.27	216.59	227.42	238.79	250.73	263.26	
Hourly	20.20	21.21	22.27	23.39	24.56	25.78	27.07	28.43	29.85	31.34	32.91	
2080 hrs	51176.43	53735.25	56422.02	59243.12	62205.27	65315.54	68581.31	72010.38	75610.9	79391.44	83361.02	0.7115
22	36,414	38,235	40,146	42,154	44,261	46,475	48,798	51,238	53,800	56,490	59,315	
Daily	196.83	206.67	217.01	227.86	239.25	251.21	263.77	276.96	290.81	305.35	320.62	
Hourly	24.60	25.83	27.13	28.48	29.91	31.40	32.97	34.62	36.35	38.17	40.08	
2080 hrs	53434.22	56105.93	58911.22	61856.78	64949.62	68197.1	71606.96	75187.31	78946.67	82894.01	87038.71	0.7115
23	38,021	39,922	41,918	44,013	46,214	48,525	50,951	53,499	56,174	58,982	61,931	
Daily	205.52	215.79	226.58	237.91	249.81	262.30	275.41	289.18	303.64	318.82	334.76	
Hourly	25.69	26.97	28.32	29.74	31.23	32.79	34.43	36.15	37.96	39.85	41.85	
2080 hrs	54787.20	57526.56	60402.89	63423.03	66594.18	69923.89	73420.09	77091.09	80945.65	84992.93	89242.58	0.7115
24	38,983	40,932	42,979	45,128	47,384	49,754	52,241	54,853	57,596	60,476	63,500	
Daily	210.72	221.26	232.32	243.93	256.13	268.94	282.38	296.50	311.33	326.90	343.24	
Hourly	26.34	27.66	29.04	30.49	32.02	33.62	35.30	37.06	38.92	40.86	42.91	
2080 hrs	50744.44	53281.67	55945.75	58743.04	61680.19	64764.2	68002.41	71402.53	74972.65	78721.29	82657.35	0.7115
33	36,107	37,912	39,808	41,798	43,888	46,082	48,386	50,806	53,346	56,013	58,814	
Daily	195.17	204.93	215.18	225.93	237.23	249.09	261.55	274.63	288.36	302.77	317.91	
Hourly	24.40	25.62	26.90	28.24	29.65	31.14	32.69	34.33	36.04	37.85	39.74	

Job Classification	Range	Days
Library Technician	21	185
Health Services Technician	22	185
Health Services Specialist	23	185
HR / Finance Technician	24	185
Administrative Assistant	24	185
Attendance Technician	33	185
Family & Community Liaison	33	185
Office Assistant	33	185

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.
Note: 2080 hrs are used for FTE

GUADALUPE SCHOOLS
OFFICE/TECHNICAL SALARY SCHEDULE (ANNUAL) DAILY / HOURLY
NON- EXEMPT
2024-25

BASED ON 195 CALENDAR DAYS

GROUP 143

Range	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25	FTE
2080 hrs	50743.98	53281.18	55945.24	58742.5	61679.62	64763.61	68001.79	71401.88	74971.97	78720.57	82656.6	0.7500
22	38,058	39,961	41,959	44,057	46,260	48,573	51,001	53,551	56,229	59,040	61,992	
Daily	195.17	204.93	215.17	225.93	237.23	249.09	261.55	274.62	288.35	302.77	317.91	
Hourly	24.40	25.62	26.90	28.24	29.65	31.14	32.69	34.33	36.04	37.85	39.74	

Job Classification	Range	Days
Media Services Tech	22	195
Office Assistant	22	195

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.
Note: 2080 hrs are used for FTE

GUADALUPE SCHOOLS
OFFICE/TECHNICAL SALARY SCHEDULE (ANNUAL) DAILY / HOURLY

NON- EXEMPT

2024-25

BASED ON 190 CALENDAR DAYS

GROUP 150

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
Range						FTE
2080 hrs	95789.474	102631.58	109473.68	116315.79	123157.89	0.7308
51	70,000	75,000	80,000	85,000	90,000	
<i>Daily</i>	368.42	394.74	421.05	447.37	473.68	
<i>Hourly</i>	46.05	49.34	52.63	55.92	59.21	
Job Classification		Range		Days		
Grants & Development Specialist		20		190		

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.

Note: 2080 hrs are used for FTE

GUADALUPE SCHOOLS
OFFICE/TECHNICAL SALARY SCHEDULE (ANNUAL) DAILY / HOURLY

NON- EXEMPT

2024-25

BASED ON 200 CALENDAR DAYS

GROUP 142

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25	FTE
Range	1	2	3	4	5	6	7-9	10-14	15-19	20-24	25	
2080 hrs	41641.60	43723.68	45909.86	48205.36	50615.63	53146.41	55803.73	58593.91	61523.61	64599.79	67829.78	0.7692
19	32,032	33,634	35,315	37,081	38,935	40,882	42,926	45,072	47,326	49,692	52,177	
Daily	160.16	168.17	176.58	185.41	194.68	204.41	214.63	225.36	236.63	248.46	260.88	
Hourly	20.02	21.02	22.07	23.18	24.33	25.55	26.83	28.17	29.58	31.06	32.61	

Job Classification	Range	Days
Kitchen Manager	19	200

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.
Note: 2080 hrs are used for FTE

GUADALUPE SCHOOLS
OFFICE/TECHNICAL SALARY SCHEDULE (ANNUAL) DAILY / HOURLY

NON- EXEMPT
2024-25

BASED ON 210 CALENDAR DAYS
GROUP 14.1

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25	
Range												FTE
2080 hrs	58097.62	61002.5	64052.63	67255.26	70618.02	74148.92	77856.37	81749.18	85836.64	90128.48	94634.9	0.8077
29	46,925	49,271	51,735	54,322	57,038	59,890	62,884	66,028	69,330	72,796	76,436	
Daily	223.45	234.63	246.36	258.67	271.61	285.19	299.45	314.42	330.14	346.65	363.98	
Hourly	27.93	29.33	30.79	32.33	33.95	35.65	37.43	39.30	41.27	43.33	45.50	
2080 hrs	83109.70	87265.19	91628.45	96209.87	101020.4	106071.4	111374.9	116943.7	122790.9	128930.4	135376.9	0.8077
58	67,127	70,483	74,008	77,708	81,593	85,673	89,957	94,455	99,177	104,136	109,343	
Daily	319.65	335.64	352.42	370.04	388.54	407.97	428.37	449.78	472.27	495.89	520.68	
Hourly	39.96	41.95	44.05	46.25	48.57	51.00	53.55	56.22	59.03	61.99	65.09	

Job Classification	Range	Days
CESS Manager	29	210
Registrar	29	210
Executive Assistant	58	210

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.
Note: 2080 hrs are used for FTE

GUADALUPE SCHOOLS
OFFICE/TECHNICAL SALARY SCHEDULE (ANNUAL) DAILY / HOURLY
NON- EXEMPT
2024-25

BASED ON 215 CALENDAR DAYS
GROUP 140

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25
Range	76388.00	80207.4	84217.77	88428.66	92850.09	97492.6	102367.2	107485.6	112859.9	118502.9	124428
2080 hrs											
27	63,167	66,325	69,642	73,124	76,780	80,619	84,650	88,882	93,326	97,993	102,892
Daily	293.80	308.49	323.91	340.11	357.12	374.97	393.72	413.41	434.08	455.78	478.57
Hourly	36.73	38.56	40.49	42.51	44.64	46.87	49.22	51.68	54.26	56.97	59.82

FTE
0.8269

Job Classification	Range	Days
Student Data Systems Specialist	27	215

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.
Note: 2080 hrs are used for FTE

GUADOME SCHOOLS
SALARY SCHEDULE (ANNUAL) DAILY / HOURLY
NON EXEMPT
2024-25

BASED ON 205 CALENDAR DAYS

GROUP 137

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25
Range	1	2	3	4	5	6					
2080 hrs	67721.47	71107.55	74662.92	78396.07	82315.87	86431.67	90753.25	95290.91	100055.5	105058.2	110311.1
30	53,396	56,066	58,869	61,812	64,903	68,148	71,555	75,133	78,890	82,834	86,976
Daily	260.47	273.49	287.17	301.52	316.60	332.43	349.05	366.50	384.83	404.07	424.27
Hourly	32.56	34.19	35.90	37.69	39.57	41.55	43.63	45.81	48.10	50.51	53.03
2080 hrs	87994.15	92393.85	97013.55	101864.2	106957.4	112305.3	117920.6	123816.6	130007.4	136507.8	143333.2
31	69,380	72,849	76,491	80,316	84,332	88,548	92,976	97,625	102,506	107,631	113,013
Daily	338.44	355.36	373.13	391.79	411.37	431.94	453.54	476.22	500.03	525.03	551.28
Hourly	42.30	44.42	46.64	48.97	51.42	53.99	56.69	59.53	62.50	65.63	68.91
0.7885											
0.7885											

GUADALUPE SCHOOLS
MANAGEMENT SALARY SCHEDULE (ANNUAL) DAILY / HOURLY

EXEMPT
2024-25

BASED ON 205 CALENDAR DAYS

GROUP 138

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25
Range	1	2	3	4	5	6	7-9	10-14	15-19	20-24	25
2080 hrs	116475.06	120551.7	124771	129138	133657.8	138335.8	143177.5926	148188.8083	153375.4166	158743.5562	164299.5806
57	91,836	95,050	98,377	101,820	105,384	109,072	112,890	116,841	120,931	125,163	129,544
Daily	447.98	463.66	479.89	496.68	514.07	532.06	550.68	569.96	589.91	610.55	631.92
Hourly	56.00	57.96	59.99	62.09	64.26	66.51	68.84	71.24	73.74	76.32	78.99

FTE
0.7885

Job Classification	Range	Days
Coordinators	57	205

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.
Note: 2080 hrs are used for FTE

GUADALUPE SCHOOLS
MANAGEMENT SALARY SCHEDULE (ANNUAL) DAILY / HOURLY

EXEMPT
2024-25

BASED ON 205 CALENDAR DAYS

GROUP 136

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25	FTE
Range	1	2	3	4	5	6	7-9	10-14	15-19	20-24	25	
2080 hrs	79109.81	83065.2972	87218.56	91579.49	96158.46	100966.4	106014.7	111315.4	116881.2	122725.3	128861.5	0.7885
50	62,375	65,494	68,768	72,207	75,817	79,608	83,589	87,768	92,156	96,764	101,602	
Daily	304.27	319.48	335.46	352.23	369.84	388.33	407.75	428.14	449.54	472.02	495.62	
Hourly	38.03	39.94	41.93	44.03	46.23	48.54	50.97	53.52	56.19	59.00	61.95	

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	FTE
Range	1	2	3	4	5	
2080 hrs	157735	163255.75	168969.7	174883.6	181004.6	0.7885
51	124,368	128,721	133,226	137,889	142,715	
Daily	606.67	627.91	649.88	672.63	696.17	
Hourly	75.83	78.49	81.24	84.08	87.02	

Job Classification	Range	Days
Site Manager	50	205
Chief of Staff	51	205

Note: Salaries will be prorated using the listed rates for contracts that contain more or fewer days than what is listed.
Note: 2080 hrs are used for FTE

GUADALUPE SCHOOLS
CLASSIFIED HOURLY SALARY SCHEDULE
NON - EXEMPT

2024-25
GROUP 135

Range	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEPS 7-9	STEPS 10-14	STEPS 15-19	STEPS 20-24	STEP 25
9	16.00	16.80	17.64	18.52	19.45	20.42	21.44	22.51	23.64	24.82	26.06
10	17.06	17.91	18.81	19.75	20.74	21.77	22.86	24.01	25.21	26.47	27.79
12	19.13	20.09	21.09	22.15	23.25	24.42	25.64	26.92	28.26	29.68	31.16
13	23.20	24.36	25.58	26.86	28.20	29.61	31.09	32.64	34.28	35.99	37.79
15	28.13	29.54	31.01	32.56	34.19	35.90	37.70	39.58	41.56	43.64	45.82
16	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00	30.00
17	24.40	25.62	26.90	28.24	29.65	31.14	32.69	34.33	36.04	37.85	39.74
18	26.34	27.66	29.04	30.49	32.02	33.62	35.30	37.06	38.92	40.86	42.91

Job Classification	Range
Student Worker	9
CNS Assistant	10
After School Instructional Assistant	10
GPPA Lunchtime Supervision	10
Instructional Assistant I	12
Instructional Assistant II	13
Instructional Assistant SpEd I	12
Instructional Assistant SpEd II	13
GESS SITE Lead	13
Assistant to GESS Program Manager	13
Campus Security I	13
Campus Security II	15
Enrichment Support	16
Hourly Office Assistant Support	17
Hourly HR / Finance Technician	18

GUADALUPE SCHOOLS
CLASSIFIED HOURLY OCCUPATIONAL THERAPIST SALARY SCHEDULE

2024-25

NON- EXEMPT

EXEMPT

GROUP 114

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Range	43.00	45.15	47.41	49.78	52.27	54.88

Job Title	Range
Occupational Therapist	1