Feaster Charter School

FEASTER CHARTER BOARD MEETING
WEDNESDAY, MARCH 10, 2021

OPENING PROCEDURES
APPROVE AGENDA

ORAL COMMUNICATIONS
ITEMS SCHEDULED FOR INFORMATION

- A. Distance Learning Staff Compensation
- B. Alignment of Salary Schedules (Management & Classified)
A. Distance Learning Staff Compensation

- Purpose: to compensate our staff for the above and beyond work they have done to transform school functions from in-person to distance learning.
- This includes individuals who:
  - Had to learn a new platform to teach from and make themselves accessible to students via Teams
  - Are supporting teachers with coaching and providing professional development around distance learning
  - Supported teachers, students and parents with tech needs
  - Continued to distribute food to families every week
  - Are on campus daily sanitizing and keeping up with cleaning protocols
  - Are running the front office and distributing supplies and paperwork to families
  - Are supporting teachers and students in the classroom by providing intervention
  - Are reaching out to families in need to connect them with resources and services
  - Are administering one on one assessments to students for ELPAC and SPED
USE OF CARES ACT FUNDING

- Providing principals and others school leaders with the resources necessary to address the needs of their individual schools
- Planning for and coordinating on long-term closures (including on meeting IDEA requirements, how to provide online learning, and how to provide meals to students)
- Staff training and professional development on sanitation and minimizing the spread of infectious disease
- Developing and implementing procedures and systems to improve the preparedness and response efforts of LEAs
- Discretionary funds for school principals to address the needs of their individual schools
- Providing integrated pupil supports to address other barriers to learning, such as the provision of health, counseling, or mental health services, professional development opportunities to help teachers and parents support pupils in distance-learning contexts, access to school breakfast and lunch programs, or programs to address pupil trauma and social-emotional learning.

CARES ACT FUNDING SPENT

- Distance Learning Stipends
- Professional Development
- Technology & Instructional Technology
- PPE
- Personnel
- Reserved for ReOpening

\[ \text{Distance Learning Stipends: } 13\% \]
\[ \text{Professional Development: } 2\% \]
\[ \text{Technology & Instructional Technology: } 54\% \]
\[ \text{PPE: } 13\% \]
\[ \text{Personnel: } 2\% \]
\[ \text{Reserved for ReOpening: } 16\% \]
PROPOSAL

<table>
<thead>
<tr>
<th>Certificated</th>
<th>Full Time Classified</th>
<th>Part Time Classified</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2000</td>
<td>$1000</td>
<td>$500</td>
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</tbody>
</table>

Total Fiscal Impact: $163,000

Budget: CARES Act funding

ITEMS SCHEDULED FOR INFORMATION

- B. Alignment of Salary Schedules (Management & Classified)
### SAMPLE SIZE: CLASSIFIED SALARIES FOR 2020-2021 SCHOOL YEAR

<table>
<thead>
<tr>
<th>Employee</th>
<th>Current Salary/Hourly Rate for the 2020-2021 SY</th>
<th>Proposed Aligned Salary/Hourly Range and Step 2020-2021 SY</th>
<th>Discrepancy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee A</td>
<td>$15.84</td>
<td>$18.04</td>
<td>Difference of $2.21</td>
</tr>
<tr>
<td>Employee B</td>
<td>$15.84</td>
<td>$15.66</td>
<td>Difference of $0.18</td>
</tr>
<tr>
<td>Employee C</td>
<td>$16.81</td>
<td>$16.46</td>
<td>Difference of $0.35</td>
</tr>
<tr>
<td>Employee D</td>
<td>$15.84</td>
<td>$18.04</td>
<td>Difference of $2.21</td>
</tr>
<tr>
<td>Employee E</td>
<td>$20.40</td>
<td>$20.74</td>
<td>Difference of $0.24</td>
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<tr>
<td>Employee F</td>
<td>$16.81</td>
<td>$16.46</td>
<td>Difference of $0.35</td>
</tr>
<tr>
<td>Employee G</td>
<td>$15.84</td>
<td>$17.21</td>
<td>Difference of $1.37</td>
</tr>
<tr>
<td>Employee H</td>
<td>$15.84</td>
<td>$16.46</td>
<td>Difference of $0.62</td>
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<tr>
<td>Employee I</td>
<td>$16.13</td>
<td>$19.61</td>
<td>Difference of $3.48</td>
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<td>Employee K</td>
<td>$15.84</td>
<td>$18.40</td>
<td>Difference of $2.56</td>
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<tr>
<td>Employee L</td>
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<td>$15.66</td>
<td>Difference of $0.80</td>
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<td>Employee M</td>
<td>$30.30</td>
<td>$18.94</td>
<td>Difference of $11.36</td>
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### FEASTER CHARTER SCHOOL: CLASSIFIED SALARY SCHEDULE

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PLACEMENT OF POSITIONS ON SALARY SCHEDULE

Feaster Charter School
2020-21 Principal Salary Schedule
Annual/Daily

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
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<tbody>
<tr>
<td>134,522.00</td>
<td>136,181.00</td>
<td>137,845.00</td>
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<td>11,210.17</td>
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<tr>
<td>649.86</td>
<td>657.86</td>
<td>665.90</td>
<td>673.93</td>
<td>681.96</td>
<td>689.97</td>
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</tbody>
</table>

No. workdays: 207
Stipend for Doctorate: $1,500 annually
Feaster will apply 1.75% each year after step 6 on the Salary Schedule
Experienced principals volunteering to serve at high priority program improvement schools may be placed on Step 6

Adopted: July 15, 2020 (with 1.5% COLA eff. 7/1/2020)
Effective: July 1, 2020
## MANAGEMENT SALARIES

<table>
<thead>
<tr>
<th>Management</th>
<th>Annual</th>
<th>Step</th>
<th># Days</th>
<th>Year</th>
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<tbody>
<tr>
<td>Principal</td>
<td>$145,285.14</td>
<td>7</td>
<td>207</td>
<td>2020-21</td>
</tr>
<tr>
<td>Principal</td>
<td>$143,599.07</td>
<td>6</td>
<td>207</td>
<td>2020-21</td>
</tr>
<tr>
<td>Associate Principal</td>
<td>$107,131.52</td>
<td>5</td>
<td>204</td>
<td>2020-21</td>
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<tr>
<td>Director of Finance</td>
<td>$142,058.16</td>
<td>-</td>
<td>205</td>
<td>2020-21</td>
</tr>
</tbody>
</table>
ALIGNMENT OF SALARY SCHEDULES FOR THE 2021-2022 SY: MANAGEMENT & CLASSIFIED

Proposal:

1. Any new employee will be placed on the approved salary schedule.
2. Current classified employees who are being underpaid will be placed on the approved salary schedule.
3. Classified employees who share similar roles & responsibilities will be aligned on the approved salary schedule in compliance with the CA Equal Pay Act.

MANAGEMENT SALARY SCHEDULE ALIGNMENT

Board Packet Attachments:

- Principal Salary Schedule
- Feaster Charter School Management Salary Schedule
- Classified Salary Schedule
- Placement of Positions on Salary Schedule
EQUAL PAY ACT

ATTORNEY WENDY TUCKER
FROM PROCOPIO & ASSOCIATES

ADJOURNMENT