

PATHWAYS ACADEMY ADULT EDUCATION
Regular Meeting of the Board of Directors
Virtual/Zoom Conferencing



ADULT EDUCATION

Minutes

Tuesday, April 29, 2025
Regular Meeting Begins at 9:00 a.m.

The meeting will be held in person.
Location: 24641 Washington Ave
Murrieta, CA 92562

Telephonic locations:
1430 5th Street, Imperial Beach, CA 91932
4506 Rita Street, La Mesa, CA 91941

Join by telephone or via Zoom conferencing link below:
Dial In: 1-669-444-9171
Meeting ID: 889 6065 4164
Join URL: <https://us06web.zoom.us/j/88960654164>

1. CALL TO ORDER AND ROLL CALL

Time: 9:00 a.m.

- 1.1. Roll Call**
- | | | |
|-----------------|--------------|----------------|
| Thomas Schaaf | Chair | <i>Present</i> |
| Charlie Padilla | Vice Chair | <i>Present</i> |
| Rudy Kastelic | Board Member | <i>Present</i> |

2. APPROVE/ADOPT AGENDA

It is recommended the Board of Directors adopt as presented, the agenda for the Regular Board meeting of April 29, 2025.

Moved by CPadilla	Seconded by RKastelic
<u>Roll Call Vote:</u>	<u>Ayes</u> <u>Nays</u> <u>Abstained</u> <u>Absent</u>
Thomas Schaaf	X
Charlie Padilla	X
Rudy Kastelic	X

Motion carried, 3-0.

3. **PLEDGE OF ALLEGIANCE**

Led by: *Rudy Kastelic*

4. **PUBLIC COMMENT - CLOSED SESSION**

The public has a right to comment on any items of the closed session agenda.

There were no public comments.

5. **ADJOURN TO CLOSED SESSION**

Time: *9:02 a.m.*

The Board will consider and may act on any of the Closed Session matters listed in Agenda Item 6.0.

Moved by RKastelic	Seconded by CPadilla			
<u>Roll Call Vote:</u>	<u>Ayes</u>	<u>Nays</u>	<u>Abstained</u>	<u>Absent</u>
Thomas Schaaf	X			
Charlie Padilla	X			
Rudy Kastelic	X			

Motion carried, 3-0.

6. **CLOSED SESSION**

Conference with Legal Counsel – Existing Litigation Gov. Code section 54956.9(d)91)

a. Yvette Lares v. The Collaborative Charter Services Organization, et al.

Public Employment (Gov. Code Code § 54957(b))

b. Title: Chief Executive Officer

7. **RECONVENE REGULAR MEETING**

Time: *10:25 a.m.*

Board Member Rudy Kastelic reported no action taken in closed session.

8. **PUBLIC COMMENTS/RECOGNITION/REPORTS**

Please submit a Request to Speak to the Board of Directors using the chat feature on the right hand side of the Zoom platform. Please state the agenda item number that you wish to address prior to the agenda item being called by the Board President. Not more than three (3) minutes are to be allotted to any one (1) speaker, and no more than twenty (20)

minutes on the same subject. This portion of the agenda is for comments, recognitions and reports to the Board and is not intended to be a question and answer period. If you have questions for the Board, please provide the Board President with a written statement and an administrator will provide answers at a later date.

9. **CORRESPONDENCE/PROPOSALS/REPORTS**

9.1. School Highlights, Presented by Jarom Luedtke (CEO & Executive Director)

9.2. March Financial Update, Presented by Rebecca Heinricy with Charter Impact

9.3. Processes for new and replacement board members, including the priorities for experience, commitment to the mission, diversity and compensation

9.4. School Funded Student Scholarships for 2024-2025

9.5. 2025-2026 Board Calendar Discussion

10. **CONSENT CALENDAR**

Items listed under Consent Calendar are considered routine and will be approved/adopted by a single motion. There will be no separate discussion of these items; however, any item may be removed from the Consent Calendar upon the request of any member of the Board, discussed, and acted upon separately.

Consent Calendar - Board Meeting Minutes and Calendar

- 10.1. Minutes of the Special Board Meeting that was held on March 31, 2025
- 10.2. Minutes of the Special Board Meeting that was held on April 8, 2025

Consent Calendar - Business/Financial Services

- 10.3. Check Register - March 2025

Consent Calendar - Personnel Services

- 10.4. Approval of Certificated Personnel Report
- 10.5. Approval of 2025-2026 Classified 220 Employee Work Year Calendar
- 10.6. Approval of 2025-2026 Classified 260 Employee Work Year Calendar
- 10.7. Approval of 2025-2026 Certificated 220 Employee Work Year Calendar

Moved by RKastelic	Seconded by CPadilla			
<u>Roll Call Vote:</u>	<u>Ayes</u>	<u>Nays</u>	<u>Abstained</u>	<u>Absent</u>
Thomas Schaaf	X			
Charlie Padilla	X			
Rudy Kastelic	X			

Motion carried, 3-0.

11. **BUSINESS/FINANCIAL SERVICES**

11.1. (Action) **Approval of CEO Retention Bonus**

It is recommended the Board approve the Resolution Of The Board Of Directors Of Pathways Academy Charter School - Adult Education To Authorize Payment Of One-Time CEO & Executive Director Retention Bonus Resolution No. 2025-04-29.

Fiscal Impact: \$7,500

Moved by CPadilla	Seconded by RKastelic			
<u>Roll Call Vote:</u>	<u>Ayes</u>	<u>Nays</u>	<u>Abstained</u>	<u>Absent</u>
Thomas Schaaf	X			
Charlie Padilla	X			
Rudy Kastelic	X			

Motion carried, 3-0.

12. **PERSONNEL SERVICES**

12.1. (Action) **Approval of Declaration of Need (DON)**

It is recommended the Board approve the Declaration of Need (DON) for Pathways Academy Adult Education.

Fiscal Impact: None.

Moved by RKastelic	Seconded by CPadilla			
<u>Roll Call Vote:</u>	<u>Ayes</u>	<u>Nays</u>	<u>Abstained</u>	<u>Absent</u>
Thomas Schaaf	X			
Charlie Padilla	X			
Rudy Kastelic	X			

Motion carried, 3-0.

12.2. (Action) **Approval of 2025-2026 Staffing Plan**

It is recommended the Board approve the 2025-2026 Staffing Plan for Pathways Academy Adult Education.

Fiscal Impact: \$9,092,496

Motion made by Chair, Thomas Schaaf to approve the staffing plan as is except with a 4% increase on salary schedules in place of the presented 3.5%. Also increase employee benefits from \$1,895 to \$2,095/month.

Moved by RKastelic	Seconded by CPadilla			
<u>Roll Call Vote:</u>	<u>Ayes</u>	<u>Nays</u>	<u>Abstained</u>	<u>Absent</u>
Thomas Schaaf	X			
Charlie Padilla		X		
Rudy Kastelic	X			

Motion carried, 2-1.

12.3. (Action) **Approval of Employment Agreement for Jarom Luedtke, Executive Director, effective July 1, 2025 through June 30, 2028**

It is recommended the Board approve the Employment Agreement for Jarom Luedtke, Executive Director, effective July 1, 2025 through June 30, 2028.

Fiscal Impact: Based on CEO & Executive Director Salary Schedule:

2025 - 2026 - Step 4

2026 - 2027 - Step 5

2027 - 2028 - Step 6

Moved by RKastelic	Seconded by CPadilla			
<u>Roll Call Vote:</u>	<u>Ayes</u>	<u>Nays</u>	<u>Abstained</u>	<u>Absent</u>
Thomas Schaaf	X			
Charlie Padilla	X			
Rudy Kastelic	X			

Motion carried, 3-0.

13. POLICY DEVELOPMENT

13.1. (Action) Approval of Policy 9250-Remuneration, Reimbursement and Other Benefits

It is recommended the Board approve the revised Policy 9250 - Remuneration, Reimbursement and Other Benefits.

Moved by RKastelic

Seconded by CPadilla

<u>Roll Call Vote:</u>	<u>Ayes</u>	<u>Nays</u>	<u>Abstained</u>	<u>Absent</u>
Thomas Schaaf	X			
Charlie Padilla	X			
Rudy Kastelic	X			

Motion carried, 3-0.

14. CALENDAR

The next scheduled regular board meeting will be held on June 3, 2025 at 9:00am.

- The Board will inform the Executive Director thirty (30) days in advance if the board will be attending in-person at Warner Unified School District.
- Board members may participate telephonically under the pre-pandemic Brown Act rules. The Board will inform the Executive Director fourteen (14) days prior if they are participating telephonically. The meeting agendas must state the address or otherwise describe the location of the telephonic board member participation, which must be a public accessible location. The agenda must be posted at each telephonic location for a regular meeting 72 hours before the meeting and 24 hours before a special meeting.

15. BOARD COMMENTS

- Future agenda items
 - Discussion Item: Legislative Advocacy Efforts Related to Adult Education Teacher Credentialing
 - Process by which candidates for employment are selected for discussion and if needed, agenda item
 - Update on recruitment for the new board member

The Board commends the entire staff and administration for their dedication to our graduates and the continued growth of our school. They extend their congratulations to the whole team and share in the excitement over the number of students we have served. The Board has requested that the Lead SSCOS provide an update at an upcoming board meeting.

16. CEO COMMENTS

The CEO extends his gratitude to the board for their continued support. He values the one-on-one time they generously provide and appreciates their insight and expertise.

17. ADJOURNMENT

The Regular meeting of the Board of Directors adjourned at 12:25 p.m.

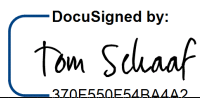
Moved by CPadilla

Seconded by RKastelic


<u>Roll Call Vote:</u>	<u>Ayes</u>	<u>Nays</u>	<u>Abstained</u>	<u>Absent</u>
Thomas Schaaf	X			
Charlie Padilla	X			
Rudy Kastelic	X			

Motion carried, 3-0.

Signed:


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Thomas Schaaf
Chair, Governing Board

Signed:


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Tabitha Richard
Clerk, Governing Board