

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



**ADULT EDUCATION**

**Agenda**

**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>**

**MISSION STATEMENT**

Our mission is to provide a high-quality education within a fully virtual, flexible environment that empowers students ages 16 and above to earn their high school diploma at no cost.

Through personalized support and strong community partnerships we equip students with the skills and knowledge needed to achieve their academic and career goals.

**THE ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE**

Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice.

**REASONABLE LIMITATIONS MAY BE PLACED ON PUBLIC TESTIMONY**

The Governing Board's presiding officer reserves the right to impose reasonable time limits on public testimony to ensure that the agenda is completed.

**REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY**

Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in this meeting of the Governing Board may request assistance by contacting Pathways Academy Adult Education at 760-290-4898 Ext. 101.

**1. CALL TO ORDER AND ROLL CALL**

Time: \_\_\_\_\_

**1.1. Roll Call**

Thomas Schaaf	Chair
Charlie Padilla	Vice Chair
Rudy Kastelic	Board Member

**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.

Roll Call Vote:

Thomas Schaaf  
Charlie Padilla  
Rudy Kastelic

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Absent \_\_\_\_\_

**3. PLEDGE OF ALLEGIANCE**

Led by: \_\_\_\_\_

**4. PUBLIC COMMENT - CLOSED SESSION**

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

**5. ADJOURN TO CLOSED SESSION**

Time: \_\_\_\_\_

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

Roll Call Vote:

Thomas Schaaf  
Charlie Padilla  
Rudy Kastelic

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Absent \_\_\_\_\_

**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: \_\_\_\_\_

**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

Roll Call Vote:  
Thomas Schaaf  
Charlie Padilla  
Rudy Kastelic

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Absent \_\_\_\_\_

**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**

Roll Call Vote:  
Thomas Schaaf  
Charlie Padilla  
Rudy Kastelic

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Absent \_\_\_\_\_

**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.**

Roll Call Vote:  
Thomas Schaaf  
Charlie Padilla  
Rudy Kastelic

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Absent \_\_\_\_\_

**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**

Roll Call Vote:

Thomas Schaaf

Charlie Padilla

Rudy Kastelic

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Absent \_\_\_\_\_

**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

Roll Call Vote:

Thomas Schaaf

Charlie Padilla

Rudy Kastelic

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Absent \_\_\_\_\_

**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.

Roll Call Vote:

Thomas Schaaf

Charlie Padilla

Rudy Kastelic

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Absent \_\_\_\_\_

**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

**16. CEO COMMENTS**

**17. ADJOURNMENT**

The Regular meeting of the Board of Directors adjourned at \_\_\_\_\_.

Roll Call Vote:

Thomas Schaaf

Charlie Padilla

Rudy Kastelic

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Absent \_\_\_\_\_

FOR MORE INFORMATION

For more information concerning this agenda, contact  
Pathways Academy Adult Education. Telephone, 760-290-4898 Ext. 101