



Kashia School District
31510 Skaggs Spring Road
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Special Board Meeting

Minutes

Governing School Board

Date: May 28, 2025

Time: 4:00 p.m.

Kashia School District

Start End

1. Call to Order Board and Staff/Establishment of Quorum

Glenda Antone _____

Frances Johnson _____

Coleen McCloud _____

Charlene Pinola _____

**MEETING CANCELLED DUE TO LACK OF A QUORUM.
TENTATIVELY RESCHEDULED FOR WEDNESDAY, JUNE 4, 2025.**

2. Approval of Agenda

3. Public Comment on Open Session Items (Limit 5 minutes)

- 3.1 Public comment on any item of interest to the public that is within the Board's jurisdiction will be heard. The Board may limit comments to no more than 5 minutes each pursuant to Board policy. Public comment will be allowed on each specific agenda item prior to Board action thereon.

4. Items Scheduled for Discussion and Action

- 4.1 Review and Consideration of Approval, Certificated Salary Schedule for the 2025-26 School Year

Background: Increasing compensation for certificated employees will help the district recruit and retain highly qualified personnel. It is recommended that the Board approve a revised certificated, non-management salary schedule for 2025 that is based upon the 2024-25

salary schedule used by the Sonoma County Office of Education (SCOE). The draft Kashia Elementary School District (KESD) salary schedule for 2025-26 is attached for review, along with the 2024-25 SCOE salary schedule and the 2024-25 KESD Salary Schedule for comparison purposes. The draft 2025-26 KESD Salary Schedule shows annual salaries that are slightly higher than the 2024-25 SCOE Salary Schedule, because the annual salaries are based on a per-diem (daily) rate. KESD teachers work 184 days per year, and SCOE teachers work 183 days per year. The annual salaries shown in the proposed salary schedule for 2025-26 represent an increase of approximately 25% on average compared with the annual salaries shown on the current KESD schedule.

Fiscal Impact: Salary costs for 2025-26 will be dependent upon placement on the salary schedule.

- 4.2 Review and Consider Approval of a Full-Time, Temporary Position for and Job Description for 2025-26: Teacher/Principal/Superintendent

Background: In addition to one full-time Classroom Teacher for 2025-26, one full-time Teacher/Principal/Superintendent position is proposed to support student achievement, provide daily oversight of school operations, and perform the functions of the district Superintendent. Compensation would be based upon a salary schedule that matches the Sonoma County Office of Education schedule for a Principal position and is presented to the Board for consideration of approval under item 4.3 of this Board agenda.

Fiscal Impact: Revenue amounts for 2025-26 to be determined.

- 4.3 Review and Consideration of Approval, Certificated Management Salary Schedule for the 2025-26 School Year

Background: The Board is asked to approve a salary schedule for the proposed Teacher/Principal/Superintendent position. The attached 2025-26 Certificated Management Salary Schedule is based upon the 2024-25 Sonoma County Office of Education (SCOE) Certificated Management Salary Schedule (per-diem rates). Step 1 for the Teacher/Principal/Superintendent position represents an increase of approximately 9.46% compared with the salary of the temporary Lead Teacher/Principal position approved by the board for 2024-25, which has currently been filled with administrative substitutes from SCOE since the incumbent's resignation effective March 7, 2025.

Fiscal Impact: Salary costs for 2025-26 will be dependent upon placement on the salary schedule.

5. Items Scheduled for Future Board Meetings

- 5.1 Local Control and Accountability Plan (LCAP) – Public Hearing/Adoption
- 5.2 2025-26 Original Budget – Public Hearing and Adoption
- 5.3 Williams Quarterly Report
- 5.4 Contracts and MOU's for 2025-26

12. Adjournment

Next **Regular** Board Meeting: Wednesday, June 11, 2025, 4:00 p.m.