

## G1 – Charter School Salary

### Working Group Questions & Feedback

<b>SITE-BASED EDUCATORS</b>	
Questions/Issues	Suggestions
1. Should hourly staff (including subs) count as “site-based educators”?	<ul style="list-style-type: none"> <li>• Include only salaried employees.</li> <li>• Include all staff but pay distribution at the end of the school year.</li> </ul>
2. Is there an FTE threshold?	<ul style="list-style-type: none"> <li>• No, just pro-rate.</li> </ul>
3. Clarity about staff who split time between Oakland/non-Oakland schools.	<ul style="list-style-type: none"> <li>• Include examples in the guidelines.</li> </ul>
4. Should afterschool staff employed by the charter school be included?	<ul style="list-style-type: none"> <li>• Yes -- Track spending plan goals.</li> <li>• No – school day defines who is eligible.</li> </ul>
5. What about summer school staff?	<ul style="list-style-type: none"> <li>• No – not part of regular school year; doesn't reach retention goals.</li> </ul>
<b>DISTRIBUTION</b>	
1. When should distribution occur?	<ul style="list-style-type: none"> <li>• 50-50 (mid-year/end of year)</li> <li>• End of year</li> </ul>
2. What is the audit process/timeline?	
3. Do schools need to contribute to PERS/STRS for the G1 money?	
4. Tax implications	<ul style="list-style-type: none"> <li>• Bonus (higher taxes)</li> <li>• Stipend (lower taxes)</li> </ul>
5. How should salaries be calculated for the increase	<ul style="list-style-type: none"> <li>• Base salary</li> <li>• Base salary + education stipends</li> <li>• All pensionable income</li> <li>• Base salary + all non-reimbursement stipends</li> </ul>
6. When should the first date of eligibility be?	<ul style="list-style-type: none"> <li>• First day of school</li> <li>• 20 days from first day of school</li> <li>• Any date, but pro-rate it from start of employment</li> </ul>
7. Can charter schools have different distribution dates?	<ul style="list-style-type: none"> <li>• Uniform dates</li> <li>• Varying dates</li> <li>• Varying dates within a time frame</li> </ul>