Palisades Charter High School

Board Meeting

Date and Time

Tuesday June 16, 2026 at 5:00 PM PDT

Location

Gilbert Hall
15777 Bowdoin Street
Pacific Palisades, CA 90272

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 of Palisades Charter High School may request assistance by contacting the Main Office at (310) 230-6623 at least 24 hours in advance.

SUPPORTING DOCUMENTATION:
Supporting documentation is available at the Main Office of the School, located at 15777 Bowdoin Street, Pacific Palisades, CA 90272, (Tel: 310- 230-6623) and may also be accessible on the PCHS website at http://palihigh.org/boardrecords.aspx.

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Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**5:00 PM**
	Opening Items			
A.	Call the Meeting to Order		Amir Ebtehadj	
B.	Record Attendance and Guests			2 m
II.	**Closed Session**			**5:02 PM**
A.	Employment Contract Amendment for the Executive Director/Principal	Vote	Martha Monahan	30 m

- Consideration of the Twelfth Amendment to the Contract for Employment of the Executive Director/Principal.

III.	**Open Session**			**5:32 PM**
A.	Return to Open Session	FYI	Amir Ebtehadj	1 m
B.	Report Out on Action Taken In Closed Session, If Any.	FYI	Amir Ebtehadj	1 m
IV.	**Opening Items Continued**			**5:34 PM**
A.	Public Comment	FYI		30 m

"Public Comment" is available to all audience members who wish to speak on any agenda item or under the general category of "Public Comment." "Public Comment" is set aside for members of the audience to raise issues that are not specifically on the agenda. However, due to public meeting laws, the Board can only listen to your issue, not respond or take action. These presentations are limited to two (2) minutes, per person. A member of the public who requires the use of a translator, in order to receive the same opportunity as others to directly address the Board, shall have twice the allotted time to speak, and the total allocated time shall be appropriately increased as well. Govern Code § 54954.3(b)(2).

Google Form Public Comment Procedure: A Google form is available 24 hours prior to the meeting for Public Comment. Please refer to the Dewey Dolphin email or copy/paste this link **https://forms.gle/kSsxkvL6T9GgXpdEA**. Your comment will be

		Purpose	Presenter	Time
	read aloud by the Board Vice Chair. Public comments submitted through the Google form will be read after the public comments presented live at the meeting. General public comments not read after 60 minutes will be included in the meeting minutes. Due to public meeting laws, the Board can only listen to your comment, not respond or take action. Comments are limited to two (2) minutes, per person and one cannot cede their time to another. A member of the public who requires the use of a translator, in order to receive the same opportunity as others to directly address the Board, shall have twice the allotted time to speak, and the total allocated time shall be appropriately increased as well. Govern Code § 54954.3(b)(2).			
B.	Approve Minutes	Approve Minutes		2 m
	Approve minutes for Board Meeting (Budget) on June 9, 2026			
C.	Approve Minutes	Approve Minutes		2 m
	Approve minutes for Board Meeting on May 19, 2026			
V.	**Organizational Reports**			**6:08 PM**
A.	Student Report	FYI	Alessandra Santini	3 m
B.	Parent Report	FYI	Jessica Recinos, Neegen Ben-Cohen, Lisa Cahill	3 m
C.	Community Report	FYI	Amir Ebtehadj	3 m
D.	Represented Classified Staff Report	FYI	Andrew Paris	3 m
E.	Unrepresented Classified Staff Report	FYI	Dr. Martha Monahan	3 m
F.	Faculty Report	FYI	Nicholas Albonico, Minh Ha Ngo	3 m
G.	Human Resources Director (HR) Report	FYI	Dr. Martha Monahan	5 m
H.	Director of Operations Report	FYI	Rafael Negroe	3 m
I.	Director of Information Technology Report	FYI	Jeff Roepel	5 m
J.	Director of Development Report	FYI	Rene Rodman	3 m

		Purpose	Presenter	Time
K.	Chief Business Officer (CBO) Report April Financial Update	FYI	Marie Arce	3 m
L.	Executive Director/Principal (EDP) Report	FYI	Dr. Pam Magee	5 m
VI.	**Board Committees (Stakeholder Board Level Committees)**			**6:50 PM**
A.	Academic Accountability Committee Update	FYI	Michael Friedman, Randy Tenan-Snow, Negeen Ben-Cohen	5 m
B.	Budget & Finance Committee Update	FYI	Sara Margiotta	5 m
C.	Election Committee Update	FYI	Brooke King	5 m
D.	Charter Committee Update There is nothing to report at this time.	FYI	Amir Ebtehadj	5 m
VII.	**Board Committees (Board Members Only)**			**7:10 PM**
A.	Audit Committee	FYI	Various	5 m
B.	Survey Committee • Final Analysis of Survey Results	FYI	Various	5 m
C.	Bargaining Committee	FYI	Various	5 m
VIII.	**Academic Excellence**			**7:25 PM**
A.	PCHS Website Review	Discuss	Negeen Ben-Cohen	10 m
IX.	**Finance**			**7:35 PM**
A.	Consideration of Allocating Hold Harmless Funds to Support Counseling Staff	Discuss	Negeen Ben-Cohen	10 m
X.	**Proposed SB 848 Policy**			**7:45 PM**

		Purpose	Presenter	Time
A.	Approve SB 848 Policy	Vote	Dr. Martha Monahan	10 m

"Motion to approve the Board Policy on Pupil Safety and School Employee Misconduct (SB 848), effective July 1, 2026."

XI. Consent Agenda — 7:55 PM

A.	Finance Items: School Organized Conferences/Trips July 21-25 | 2026 AP Conference - Las Vegas, NV | Attendees: K. Ellis, A. Landaverde, J. Dextra-Boa	Vote	Amir Ebtehadj	5 m
	,			
B.	Personnel Items	Vote	Dr. Martha Monahan	5 m

XII. Employee Contracts and Evaluations — 8:05 PM

A.	Consideration of Twelfth Amendment to Contract for Employment of Executive Director/Principal	Vote	Dr. Martha Monahan	10 m

"Motion to Approve the Twelfth Amendment to Contract for Employment of Executive Director/Principal."

B.	Approve the 2026-2027 Employment Contracts	Vote	Dr. Martha Monahan	10 m

“Motion to approve the appointment of Joseph Clausi as Director of Admissions, Attendance, and Accountability.”

"Move to approve the appointment of Robbie McKinzie-Johnson as Director of Special Education."

"Move to approve the contract renewal for Amie Whiteley as AP/Director of Student Support Services."

		Purpose	Presenter	Time
	"Move to approve the contract renewal for Josh Wilson as AP/Director of Student Activities, Athletics and Discipline."			
XIII.	**Governance**			**8:25 PM**
A.	Revised 2026-2027 Board Meeting Schedule	FYI	Amir Ebtehadj	5 m
XIV.	**New Business / Announcements**			**8:30 PM**
A.	Announcements / New Business	FYI	Amir Ebtehadj	1 m

- Regular Board of Trustees Meeting - Tuesday, August 25 at 5:00 PM in Gilbert Hall
- Annual Governance (Brown Act) Training - TBD
- Annual Board Retreat (Goal Setting) - Saturday, September 19 (Time and Location TBD)

XV.	**Closed Session**			**8:31 PM**
A.	Potential Litigation	Vote		20 m

- Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: one potential cases)

XVI.	**Open Session**			**8:51 PM**
A.	Return to Open Session	FYI	Amir Ebtehadj	1 m
B.	Report Out on Action Taken In Closed Session, If Any.	FYI	Amir Ebtehadj	1 m
XVII.	**Closing Items**			**8:53 PM**
A.	Adjourn Meeting	FYI	Amir Ebtehadj	1 m

Coversheet

Approve Minutes

Section: IV. Opening Items Continued
Item: B. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board Meeting (Budget) on June 9, 2026

APPROVED

Palisades Charter High School

Minutes

Board Meeting (Budget)

Date and Time
Tuesday June 9, 2026 at 5:00 PM

Location
Gilbert Hall
15777 Bowdoin Street
Pacific Palisades, CA 90272

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Trustees Present

Fati Adeli, Jane Davis, Maggie Nance, Minh Ha Ngo, Negeen Ben-Cohen, Nicholas Albonico

Trustees Absent
Amir Ebtehadj, Andrew Paris, Jessica Recinos, Lisa Cahill, Martha Monahan

Ex Officio Members Present
Dr. Pam Magee

Non Voting Members Present
Dr. Pam Magee

Guests Present
Jackson Richmond

I. Opening Items

A. Call the Meeting to Order

Maggie Nance called a meeting of the board of trustees of Palisades Charter High School to order on Tuesday Jun 9, 2026 at 5:05 PM.

B. Record Attendance and Guests

C. Public Comment

Nick Albonico - wants Pali to reconsider the policy of allowing seniors who fail classes to walk and participate in graduation.

Sara Margiotta - update from budget and finance committee. They have met 5 times to work on the budget. They reviewed and approved the LCAP and EPA. They added some specific wording in their approval that they want the board to be aware of.

Yash Pujara - I understand that 2 conferences in succession is a large ask. I worked to secure a grant for the registration cost of the AP Institute and without this conference, I have 0 material with which to teach our brand new AP Cybersecurity Course. The other is overall more expensive but is an annual meeting of Computer Science Educators and will allow me to explore curriculum and better understand how to modify our course curriculum/offerings with the increase of AI in a rapidly changing field.

II. Board Committees (Stakeholder Board Level Committees)

A. Election Committee Update

Brooke King - Thank you to the committee members.

Newly elected board members:

- Maggie Nance: Student Elected Faculty Seat
- Azadeh Lavi: Parent Seat
- Pemra Ornek: Traveling Parent Seat
- Amir Ebtehadj: Community Seat
- Ed Sugden: Faculty Seat
- Jeff Roepel: Management/Administration Seat

Recommendation of the committee is that we approve the slate.
Nicholas Albonico made a motion to Approve the Newly Elected Members to the Board of Trustees.
Jane Davis seconded the motion.
Student rep voices support.
The board **VOTED** to approve the motion.

Roll Call	
Fati Adeli	Aye
Jane Davis	Aye
Negeen Ben-Cohen	Aye
Andrew Paris	Absent
Martha Monahan	Absent
Jessica Recinos	Absent
Minh Ha Ngo	Aye
Amir Ebtehadj	Absent
Maggie Nance	Abstain
Lisa Cahill	Absent
Nicholas Albonico	Aye

III. Finance

A. 2026-27 Local Indicators

Maggie Nance made a motion to Approve the 2026-27 Local Performance Indicators Self-Reflection.
Nicholas Albonico seconded the motion.
Tyler Farrell - Local Indicators Self Reflection
On an LEA basis.
Document prepared by the admin team. Helps guide budgeting in the LCAP.
Includes assessment of our implementation of state standards, school culture, interventions, etc. We are still dealing with some of the ramifications from fire and displacement. We are generally consistent with where we were last cycle. Loosely consistent with the survey results.

The board **VOTED** unanimously to approve the motion.

B. FY27 LCAP Public Hearing

Tyler Farrell

There was a public meeting yesterday to present the LCAP to the community.

C. 2026-27 Local Control & Accountability Plan (LCAP)

Maggie Nance made a motion to Approve the 2026-2027 LCAP.
Jane Davis seconded the motion.
Local Control Accountability Plan

- Designed for the school to identify state requirements, funding requests, specify goals, align budget with goals, identify funding priorities.
- 3 year plan that is adjusted every year. We are in the 3rd year of this plan. Jackson and the ASB group was very helpful in helping focus planning for the next.
- State wants funds to go to programs and supports that will meet unserved needs.
- Minh Ha - What are UP students? "Unduplicated Pupils". Students in special populations. Includes homeless, foster youth, low-income, IEP, 504, etc. These impact funding calculations from the state.
- Minh Ha - Wants clarification of sections pertaining to Math lab - after school and during the day. Sounds same as what we had before. Is this a math support course or a drop in lab? Diana Kim - Plan is to hire 2 math para-professionals who can run the math lab. Will also continue the peer tutors. We will have math support/study skills class targeting algebra and geometry students who are struggling and can't come before/after school, in place of their elective. And will have drop in during lunch and before and after school with the math paras. Request is to amend the LCAP 1.1 sentence that currently reads "In addition, we have added 2 sections of Math Lab during the day for students who cannot attend after school hours due to commute." to clarify that there's a separate math support class distinct from math lab and that it's not based on commuter status.
- Minh Ha - what specifically are we doing for the UP students such as English learners, homeless students, foster youth, low-income, etc. that is distinct from what we are providing to all students? Are we supplementing for these kids specifically or are we using these funds in ways that benefit all students? Maggie - it's nice to have an open door and not labeling all the kids. Not all kids will show up for support programs. And this way we catch other kids who don't have the specific identification. Minh Ha is thinking about targeted assistance like mental health programs, mentoring, community support, AP fee assistance, letting them borrow graphing calculators etc. We need to be aware these are kids with special circumstances. Do we have programs specifically targeting these kids? Yes, we have fee waivers, transportation assistance, etc. We should not be using the same

parameters as far as class sizes, etc. because there are special needs and special funding.

The board **VOTED** unanimously to approve the motion.

D. FY27 Budget Adoption

Nicholas Albonico made a motion to approve the 2026–2027 budget.
Jane Davis seconded the motion.
Marie Arce of Charter Impact - Complete report stands as submitted.

- Revisions to state budget and school funding between Governor's proposed budget in January and the revised budget presented in May
  - cost of living adjustment (4.31% increase) and special education funding ($342 per ADA increase) both got permanent boosts.
  - one time block grant for student support and professional development
- We don't know yet if we will get any hold harmless. This budget is without any hold harmless so we will have to do a revision later if we do get those funds.
- We see an uptick in enrollment for next year, using conservative numbers for ADA.
- This is based on current Occupancy Agreement, the new one has not been finalized yet. The biggest issue in the new agreement is anticipated to be insurance expense. They did not want to include any speculative numbers.
- We are projecting a deficit without a hold harmless for next year and the 2 years after that. Deficit of $591,000 for 26-27.
- Trying to increase our fund balance to reduce the impact of projected deficits.
- Jane asking about benefits compared to salary costs - The benefit line items include contributions to the OPEB for health and retirement benefits. This is close to 50%. She says it's very high, normally benefits run about 25% of salaries. Marie says this is because it goes for entire families, not just the employees, and they don't pay anything. There's no cap on benefits so this can be a runaway cost. Self-Insured Schools of California (SISC) is the provider. Maggie says it's a tradeoff because teachers have lower salaries relative to their level of education so they have better benefits. Marie and Pam both say we are the only school they know of where the school pays 100% and the employees don't pay in. This could be an item in collective bargaining to say that we won't cover kids fully, etc.
- Negeen - There is so much in flux between the bargaining negotiations, hold harmless and occupancy agreement. How can we approve this budget? Hold harmless if we get 30% it would give us $10 million in 1 year. Marie says we will have to revise the budget in 45 days.
- Negeen - we are trying to increase interventions and supports but this budget already cut services. Asks that Alexis provide a summary of what services were cut. We cut technology expenses including device refreshes for faculty and staff from $1.8 to 1.5 million. Operations, PD for tech staff, IT, custodial services

personnel and security personnel hours were cut, cuts of about 30% from each department. Reduced the budget by about $3 million. It was very hard because it was already a thin budget that had gone through multiple rounds with the admin and departments. Jane asks if security is outsourced and if we will have sufficient security if we make these cuts? Rafael says it will be tight and we will have to spread personnel more thinly. He is working with contractor to establish new standard operating procedures. It's not just about school safety, we also see vandalism in bathrooms and other areas that imposes costs on the school so security cuts will impact that.

- Our pre-fire ADA was 2700 and enrollment was 2900
- Minh Ha - Asks about fire replacement of books and materials. Marie says that's a net zero in the budget because all will be offset. Maggie says it was not clear that they should have asked in the budget for replacement of fire losses based on future anticipated enrollment, they only asked based on the past year enrollment. Alexis says if there's a need for next year's curriculum based on increased enrollment they should have already told the admin these. But teachers say the master schedule is not set yet so they couldn't anticipate the numbers.
- Jackson - the students reviewed the budget in ASB and are in support
- There is so much uncertainty right now and it's things that are out of are control. It is making many of us uneasy. Maggie wonders if there is a better way to manage this process.
- If we get a hold harmless for 26-27 we expect it would be 30%, then 20%, then 10%.
- Sara Margiotta - Budget and Finance Committee approved this budget with the express assumption that the deficit will be covered by a prior year's fund balance. If we get hold harmless, that money should be used to offset the deficit before anything else is funded with any additional revenue.

The board **VOTED** to approve the motion.

Roll Call

Andrew Paris	Absent
Jessica Recinos	Absent
Lisa Cahill	Absent
Minh Ha Ngo	Aye
Negeen Ben-Cohen	Aye
Fati Adeli	Aye
Nicholas Albonico	Aye
Martha Monahan	Absent
Jane Davis	Aye
Maggie Nance	Aye
Amir Ebtehadj	Absent

E. FY27 EPA

Maggie Nance made a motion to approve the Fiscal Year 2026-2027 EPA.

Jane Davis seconded the motion.
Marie Arce - Education Protection Account
This is part of our LCFF calculations. It's part of the funding for all schools, a branch of state aid.
This is a plan of how we will spend the EPA funds. Historically has been spent on staff, which is what this document discloses for this year.
The board **VOTED** unanimously to approve the motion.

F. FY27 ConApp Application for Funding

Maggie Nance made a motion to approve the 2026-2027 Consolidated Application (ConApp) for Funding.
Negeen Ben-Cohen seconded the motion.
State funding application

- Seeking board approval to allow the school to apply for title funding. Title I, title II and title IV
- Minh Ha - Why do we not apply for Title III? Marie says we kept it consistent with prior year. It has very challenging and specific documentation requirements for a small amount of funding. Big administrative burden for a low potential amount of funding. Dr. Magee says we don't have the student population to support the application. We had less than 2 dozen students that qualify as English learners or immigrants.

The board **VOTED** unanimously to approve the motion.

G. PCHS Fund Balance Transfer

Negeen Ben-Cohen made a motion to approve the PCHS Fund Balance Transfer.
Maggie Nance seconded the motion.

- Rene Rodman - Recommended Transfer out of PCHS Fund Bank Account in 2025-26 into Pali operating bank account to cover previous expenses.
- There is a total of $1,452,8092.
- The 24-25 fundraising dollars had not been transferred into the operating account. This is the combined total from 24-25 and 25-26.
- Also includes unrestricted fire relief funds that were not used yet because we were waiting to see what was included in FEMA grant and what was covered by insurance.
- Grants from LAUSD ed foundation.
- Rene and Alexis will work with budget and finance on recommended allocations for the funds.
- Jane - this money has already come into 24-25/25-26 budget revenues and expenses.

- Marie Arce - We are just replenishing the operating account to reimburse for expenses that were paid from the operating account based on these revenues. It's just a balance sheet cash transfer.

The board **VOTED** unanimously to approve the motion.

H. Fire Aid Grant Allocation

Maggie Nance made a motion to approve the Fire Aid Grant Allocation.
Jane Davis seconded the motion.

- Rene - these were unrestricted grants so we held onto them pending finalization of insurance proceeds and restricted grants. We applied these for return to campus moving costs and additional staff work day for the move. It ended up costing less than what was budgeted so Rene wants to apply a portion of the remainder to graduation costs and some offsite facility and vehicle rentals for student programs.
- We already paid all of these expenses from the operating account so we are just moving this into the account as part of the larger transfer from the PCHS Fund balance transfer approved above.
- Minh Ha - doesn't sit well with her that any of these funds are being spent on graduation. Should have been spent on other expenses more directly related to the fire. Maggie and Fati say it was unrestricted. Jeff say the equipment we normally use for graduation burned and was not replaced and had to be rented so that's part of why we used these funds.

The board **VOTED** unanimously to approve the motion.

I. PCHS Fund 2026-2027 Budget

Rene Rodman

Proposed Uses of PCHS Fund:

- Math Support
- Academic Counselor
- Competition Buses
- Albert.IO AP Prep Software Subscription
- College Center/Naviance Software

Other potential items - IB Annual School Fee, Cenage database subscription, DeltaMath Subscription

Fati - asks about college center
This will not support an additional academic counselor, the fund has consistently supported one position

Rene wants to build back the annual giving campaign and move the focus away from fire relief grants. We need more engagement with parents for this.
Negeen - would be helpful to have more clarification about PCHS and booster club overlap and distinction. Rene says it boosts fundraising overall when they coordinate more instead of working in isolation. She welcomes parent input on improving this.

IV. New Business / Announcements

A. Announcements / New Business

Next regular meeting next Tuesday night.

V. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:09 PM.

Respectfully Submitted,
Negeen Ben-Cohen

Coversheet

Approve Minutes

Section: IV. Opening Items Continued
Item: C. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board Meeting on May 19, 2026

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Palisades Charter High School

Minutes

Board Meeting

Date and Time
Tuesday May 19, 2026 at 5:00 PM

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Trustees Present

Amir Ebtehadj, Andrew Paris, Fati Adeli, Jane Davis, Maggie Nance, Martha Monahan, Minh Ha Ngo, Negeen Ben-Cohen, Nicholas Albonico

Trustees Absent
Jessica Recinos, Lisa Cahill

Ex Officio Members Present
Dr. Pam Magee

Non Voting Members Present
Dr. Pam Magee

Guests Present
Alessandra Santini

I. Opening Items

A. Call the Meeting to Order

Maggie Nance called a meeting of the board of trustees of Palisades Charter High School to order on Tuesday May 19, 2026 at 5:06 PM.

B. Record Attendance and Guests

C. Public Comment

Arianna Strippoli - regarding potential elimination of Italian program next year. She says the drop in enrollment has been in large part due to the fire. It's a small program but very robust and vital. Also important to keep the diversity of programming available for our students.

Fati Adeli - She has put out a google doc for paul revere 8th graders to express interest in foreign language options and it shows there is interest in Italian and French from the incoming freshmen class.

Anonymous - I am a PCHS parent submitting this comment anonymously. I am submitting this because the school is handing out legal papers for Special Education and Disability Services that are full of basic, avoidable mistakes.
Recently, I have seen official documents where the dates were completely wrong and what was written at the top of the page didn't even match what was written at the bottom. These are legal records for our students, and they are being handled with total carelessness.
This is a major problem for the Board to consider:

1. It’s sloppy. When the school hands out papers that don't make sense, it breaks the trust between parents and the administration.
2. Students have already been left behind. My biggest concern is for the students who were previously denied services or told they didn't qualify when they clearly did. If the administration is this careless with documents for students currently being served, it suggests that past denials were likely based on the same unreliable process. I am worried about the families who were turned away and the students forced to struggle without help because the school’s "house was not in order".
3. The June 4th Deadline. As we approach the last day of school on June 4, there is a high risk that files are being rushed through without proper review. The Board must ensure that end-of-year paperwork is not being "rubber-stamped" just to close out the calendar.
4. The Need for Future Accountability. To fix this, the Board must implement an independent audit of these files. We cannot rely on the same administration that made these mistakes to check their own work. Moving forward, there must be a transparent way for parents to verify that their children’s records are accurate.
5. It’s a danger to the school. If the records aren't right, the school is open to outside trouble. If a parent can see these mistakes, a lawyer or a government official will see them too.

With the Board election this month, the community deserves to know that our leadership is committed to transparency. I am asking the current Board and any future members to commit to an independent audit of these programs to ensure no more students are ignored. It is the Board’s job to make sure the school follows the law to the letter.

D. Approve Minutes

Maggie Nance made a motion to approve the minutes from Board Meeting on 04-21-26.
Martha Monahan seconded the motion.
need to delete a duplicate sentence on the student statement
The board **VOTED** to approve the motion.

Roll Call

Martha Monahan	Aye
Maggie Nance	Aye
Lisa Cahill	Absent
Negeen Ben-Cohen	Aye
Minh Ha Ngo	Aye
Nicholas Albonico	Aye
Fati Adeli	Aye
Andrew Paris	Aye
Amir Ebtehadj	Aye
Jessica Recinos	Absent
Jane Davis	Abstain

E.

Approve Minutes

Maggie Nance made a motion to approve the minutes from Board Meeting on 03-17-26.
Jane Davis seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Lisa Cahill	Absent
Jane Davis	Aye
Negeen Ben-Cohen	Abstain
Maggie Nance	Aye
Andrew Paris	Aye
Nicholas Albonico	Aye
Amir Ebtehadj	Aye
Martha Monahan	Aye
Jessica Recinos	Absent
Minh Ha Ngo	Aye
Fati Adeli	Aye

II. Organizational Reports

A. Student Report

Alessandra Santini - Prom was this past weekend at the globe theater. They sold more than expected so it generated some revenue for ASB.
The letters they wrote as sophomores will be passed out to the seniors tomorrow.
June 4 graduation

B. Parent Report

Negeen Ben-Cohen - Great deal of frustration with the counseling office, including unresponsiveness to emails and messages, forms not getting signed in a timely manner, students not getting facetime with their counselors.

C. Community Report

Amir Ebtehadj - Brentwood Community Council - honored Nathan Shenassah with Student Citizen Award. Nathan is incoming ASB president. He is involved in DECA and a jazz drummer.
Fati - concerns among incoming families about registration delays

D. Represented Classified Staff Report

nothing to report

E. Unrepresented Classified Staff Report

Martha - Prom was very exciting, several staff were there as chaperones with the admin team. Kudos to ASB for doing such a great job putting on the event. Thank you also for donations for staff appreciation week. Booster, Chartwell were among the donors.

F. Faculty Report

- Minh Ha - concerns about not having mental health team. also concerns about grades being shared. Departments working through enrollment and course planning and teaching assignments.
- Nick - hearing about new AP policy where kids will not be able to drop APs. This is a bad policy.
- Maggie says there's a board policy that delineates until when the kids can drop these classes to make sure they are able to. Nick heard it's a new counseling office policy. We need to dig into this. Policies should go through curriculum committee. Nick also wants investigation of absenteeism of students.
- Maggie - frustration among teachers about not having keys to access areas they need to get to. For instance she doesn't have keys to the pool office even though she's running the swim program. She got interrupted several times today because substitutes weren't given keys and needed her to come unlock doors for them. This is annoying and disruptive. She understands concerns about too many keys floating around but this is not working. Minh Ha seconds this issues.

G. Human Resources Director (HR) Report

Martha - HR would like to celebrate our Pali positives. Chris Calderon in foreign languages department is doing a great job. Also Karen Cox in the main office. She just finished her master's degree. At the last faculty meeting we celebrated the faculty who have been with us the longest. Steve Engelman (30 years). Grant Smith (20 years) RIck Woodward (20 years) Emily Yook (20 years) Michael Friedman (20 years) Jane Curren (5 years)
Linda Park (math teacher) also just received her master's degree.
Report otherwise stands as submitted.

H. Director of Operations Report

Stands as submitted.

I. Director of Information Technology Report

Stands as submitted.

J. Director of Development Report

no report

K. Chief Business Officer (CBO) Report

Marie Arce of Charter Impact
Report Stands as Submitted.

- Includes Budget and April Financial Update
- Good news in the May revised governor's budget - A big Cost of Living Adjustment that will help long term for Pali funding
  We don't see anything in the May revised governor's budget to indicate we will have hold harmless protection for 26-27 school year.
- Pali is in touch with our contact in the Governor's office about this. The final decision will come in June.
- Marie - We can complete a 45 day revision in our financials if they do end up extending the hold harmless.
- Fire insurance revenue means the reimbursements for what we lost in the fires, not actual revenue. These will be net zero since we have expenses to offset.
- Minh Ha - do the inventory forms impact the insurance revenue? School has been tracking this process, Marie not directly involved.
- Expenses are trending upward. Majority of big expenses are related to the fires.
- Projecting year end surplus based on the charter school portion of the audit, not including ASB or impact of future OPEB actuarial study

Discussion of Form 990
LCAP, Budget and Spending Plan will come up for discussion in June board meeting as well as a few June compliance items.
Last page of report includes helpful compliance calendar so we are aware of upcoming items and deadlines.

L. Executive Director/Principal (EDP) Report

Dr. Magee -

- Busy time as we close out this school year and also prepare for next school year. So much has happened over the past year, this time last year we had just moved into the Sears building. Our community has overcome incredible obstacles. We will be talking about our surveys, feedback we received about what's working and what's not, and looking at where to focus efforts and growth for the coming year.
- Working to get department input for the budget, develop sustainable programs, being responsible and balancing everything.
- Enrollment is key, we are actively encouraging people to come.
- Bumping staffing in attendance office to help process applications.
- Meeting with UTLA teams for contract negotiations.

- Working on master schedule, courses, etc. so we are in a good position for starting the school year.
- Congratulations to everyone for getting through APs.
- Karen Ellis and the college center did a great job of coordinating everyone.
- Looking forward to exam week and commencement ceremony. Board members are invited to sit with the admin on the stage at commencement.
- World language department - we know there's a lot of concern about downsizing the programs. We know how valuable these programs are and our intention is not to cut things but the challenge is enrollment. As we receive feedback from families saying how much they value programs we want everyone to know the key is enrollment in these classes. We can report back what we see in terms of enrollment and see what we can do.

Fati shares that when her kids were at Paul Revere we used to have Pali admin come meet the kids and talk about course choices. It doesn't seem we do that anymore but we really should. We should have better communication and coordination between the two schools.
Maggie - something to keep in mind re governance of the school. Right now, Pali is primarily a school of choice, not an automatic feeder neighborhood school anymore. People expect more customer service and expect excellence. If we can't satisfy their expectations, people can just leave. We need to be explaining things like budgeting, decisions, etc. We need to be responsive to their queries and their questions and concerns.
Minh Ha - we need dynamic programming to attract families.
Negeen - a lot of what's happening is that new families don't know what's going on and parents who have kids at both schools are guiding and reassuring. It would help to have more official communication and guidance. Nobody faults the attendance office, it's just a huge volume of paperwork for a small number of staff to handle.

III. Board Committees (Stakeholder Board Level Committees)

A. Academic Accountability Committee Update

Randy and Michael -

- The committee is continuing to look at programs and departments. Want to ensure the committee is asking the right questions.
- The committee wants to know what happens next with the report that was submitted. Will the board or admin take the lead? The report included specific recommendations.
- Recommendations included interventions, academic supports and placement tests. We need measuring sticks for grades, tools for measuring trends, seeing improvements with specific students and groups. The IT department can extract

the data about pass/fail rates, compare departments, etc. from Infinite Campus but someone needs to analyze it.
- Maggie says there are changes that will be coming next year.
- Minh Ha says last month we discussed creating an ad hoc committee to review the report and make board recommendations. Dr. Magee says this committee should also pick up what comes out of survey committee.
- Maggie says we can make the ad hoc committee now under this agenda item. Survey committee will meet again to complete its survey analysis. New committee is called Academic Planning Committee tasked with going through survey results and AAC report to come up with recommendations for the June meeting. Maggie, Negeen, Michael, Randy, Minh Ha, Fati
- For next year the whole AAC report and the survey process needs to start earlier so we have more time for implementation and to build it into the budget that will be approved at the June 9 meeting and also for the master schedule.
- The Committee also voted to move spring break next year to align with LAUSD schedule.

B. Budget & Finance Committee Update

Sara Margiotta -

- Committee meeting minutes stand as submitted
- Approved new band uniforms covered by insurance
- Still discussing LCAP.
- Approved OPEB Trust Agreement, added a 3rd signer.
- Looked at the Form 990, had additional questions about report and asked it to come back.
- Looking at how best to invest the fund
- Working on the budget for 26-27 for approval on June 1.
- Negeen asked if there's a cushion to provide funding for what comes out of survey committee and AAC.
- Sara - There's no cushion, they aim for zero balance budget. Admin needs to put in a placeholder for the proposed interventions and supports that will be coming out of the ad hoc committee so it can be incorporated into the budget process. Best to have separate line items so we know what we're dealing with, not just lumping together the salaries.

C. Election Committee Update

We have an election for one parent seat running now. The other seats were not contested. The full slate will be presented at the next board meeting for approval. No

candidate for the admin/management seat. One person ran for each of the other seats except for traveling parent spot. Committee meeting again next week.

D. Charter Committee Update

Nothing to report

IV. Board Committees (Board Members Only)

A. Audit Committee

Nothing to report

B. Survey Committee

- Results of quantitative portions of the surveys stand as submitted.
- Powerpoint materials attached to agenda provide executive summaries of the quantitative survey results. This only includes the objective questions, not the comment portions of the surveys.
- We ran 4 surveys - student academic, student school culture, family/parent, faculty/staff.
- Used Surveymonkey through registered emails to ensure anonymity. We have no ability to trace responses.
- We had written comments that we are not disclosing publicly because they included names and personal information. The committee will analyze those confidentially.
- Dr. Magee - We have the data regarding how many recipients received the surveys, how many opened the survey, how many clicked through, and how many actually responded.
    - Student School Survey - 2361, 1914, 1318, 1302
    - Student Academic Experience Survey 2361, 1577, 751, 728
    - Family/Parent Survey 3660, 1252, 519, 441
    - Faculty/Staff Survey 198, 161, 130, 128

- We will tweak some questions for next year, add an option to say neutral or doesn't apply, students should have all questions combined in a single survey, parent email situation.
- Big appreciation to Jeff Roeppel for facilitating the whole process.
- Andy - Noted the high number of respondents saying they are using tutors. Asking if we can get the math lab back. More tutoring through the school? Dr. Magee says this was part of what was lost in our transitions but we are working to get those back.
- Minh Ha - what really saddened her and stood out was that over 100 kids said they don't feel they have an adult on campus that they can confide in.

- Need to incentivize students to respond. Alessandra suggests clearing a tardy or giving another perk of some kind.
- Maggie says there was enough variety of perspectives that it is still useful data despite lower than ideal numbers.

C. Bargaining Committee

Amir - The committee has convened, the admin negotiating team is in discussions with the UTLA negotiating team, we are waiting for a proposal to review.
Jane - Budget committee needs to be looped in. They are working on a budget that does not contemplate major financial changes.
The admin is sharing all of our financial documents with UTLA and they are analyzing everything. There's an outside organization called School Services that helps facilitate the financial portion of this to ensure any agreement will be fiscally responsible for the school

V. Academic Excellence

A. NWEA and CAASPP Testing Data

Diana Kim -

- We have above 95% participation rate this year across grades for this testing.
- It's digital and we get the results right away. We are in green band, meaning proficient or advanced. Slight dips for math and science from last testing.
- Departments will use this to tweak intervention strategies.
- We should have full test results by July
- Most PLCs will have summer professional development
- Will also be looking at instructional cycle data
- Families can access their students results through infinite campus
- It would be helpful to have more information and communication to families about this.

B. Approval of the Amended 2026–2027 School Year Calendar

Maggie Nance made a motion to Approve the Amended 2026-2027 School Year Calendar.
Nicholas Albonico seconded the motion.
moving the calendar to align with LAUSD spring break
The board **VOTED** unanimously to approve the motion.

C. PCHS 504 Policy

Maggie Nance made a motion to Approve the PCHS 504 Policy and Procedural Safeguards.
Martha Monahan seconded the motion.
Our attorney and admin have been working on updating our policies and safeguards.
The board **VOTED** unanimously to approve the motion.

D. Virtual Academy/Independent Studies Policy

Negeen Ben-Cohen made a motion to Approve the Virtual Academy/Independent Studies Policy With the Two Corrections To the PCHS Guidelines for Virtual Academy Independent Study Noted in the Discussion Below.
Maggie Nance seconded the motion.

- Need to make a correction in PCHS Guidelines for Virtual Academy Independent Study - Hybrid Option: Students may enroll in on-campus classes but at least 4 courses must be Virtual. Also removal of students from the program would always be at semester end. Randy will confirm with legal counsel.
- Legal framework of the virtual academy and independent studies policies along with the actual Pali VA guidelines. Kids and families have to sign an agreement to comply with all of this.
- Randy sharing information that was added to the legal language
- Maggie has concerns about online kids not being prepared to come back to in person classes because of inconsistencies in rigor.
- Randy is working with Amie to spread the courses across more teachers and align them better to their PLCs. This will increase rigor. Limited to 3 courses per teacher.
- Minh Ha - Removal for disciplinary or other issues should be at end of semester, not middle.
- Randy - this is different than if the student chooses to leave in the middle of the semester. They are legally allowed to enroll at Pali in person.
- Randy believes VA enrollment will drop because of the new policies about assessments being required to be in person. She is emphasizing to the students that it is a matter of integrity and authenticity. Only a small number of students have medical issues that would prevent them from coming in for exams.

The board **VOTED** unanimously to approve the motion.

VI. Collective LAUSD SELPA Notification Letter (Draft)

A. Collective LAUSD SELPA Notification Letter (Draft)

Maggie Nance made a motion to Approve Dr. Magee's Signing of the Draft Collective LAUSD SELPA Notification Letter.
Amir Ebtehadj seconded the motion.
Annual notification letter for Special Education Local Plan Area

The substance of the letter stands as submitted, it's just a draft because each school has to add their own logos, signatures, etc.
The board **VOTED** unanimously to approve the motion.

VII. Finance

A. OPEB Trust Agreement Revision

Maggie Nance made a motion to Approve the PCHS OPEB Trust Agreement.
Jane Davis seconded the motion.
Was discussed in greater detail last month but was not agendized for vote so we are voting this month.
The board **VOTED** unanimously to approve the motion.

B. 2026-2027 Textbook Budget

Maggie Nance made a motion to Approve the 2026-2027 Textbook Budget Request.
Nicholas Albonico seconded the motion.
This has already gone through department heads, admin, budget and finance committee.
No fire replacements here, all new textbooks
The board **VOTED** unanimously to approve the motion.

C. FY27 Spring ConApp Report & Application for Funding

Did not clear the Budget and Finance Committee so will have to postpone discussion.

VIII. Consent Agenda

A. Finance Items: School Organized Conferences/Trips

None

B. Personnel Items

Maggie Nance made a motion to Approve the HR Consent Agenda Personnel Items.
Nicholas Albonico seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
Jessica Recinos	Absent
Fati Adeli	Aye
Martha Monahan	Abstain
Lisa Cahill	Absent
Nicholas Albonico	Aye
Minh Ha Ngo	Aye
Maggie Nance	Aye
Andrew Paris	Aye
Amir Ebtehadj	Aye

Roll Call

Jane Davis	Aye
Negeen Ben-Cohen	Aye

IX. Additional HR Updates

A. Declaration of Need (DON) Authorization of Local Assignment Option for Certificated Employees

Maggie Nance made a motion to Approve the Declaration of Need (DON) Authorization of Local Assignment Option for Certificated Employee for Teressa Rundstrom.
Andrew Paris seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Final RIF Resolution

removed from agenda

X. New Business / Announcements

A. Announcements / New Business

Tuesday June 9 - to review and approve budget.
Tuesday June 16 - regular board meeting

XI. Closed Session

A. Public Employee Discipline/Dismissal/Release

None

XII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:14 PM.

Respectfully Submitted,
Negeen Ben-Cohen

Coversheet

Human Resources Director (HR) Report

Section: V. Organizational Reports
Item: G. Human Resources Director (HR) Report
Purpose: FYI
Submitted by:
Related Material: HR Board Report 06_16_2026.pdf

PALISADES CHARTER HIGH SCHOOL

Empowering Educational Excellence.

Board of Trustees Meeting
Human Resources Report
June 16, 2026

SB 848 Policy

Senate Bill 848 (Pérez), Chapter 460, Statutes of 2025, became effective January 1, 2026, and imposes expanded pupil safety requirements on local educational agencies, including charter schools**.** SB 848 strengthens statutory obligations related to:

- Child abuse and neglect prevention
- School employee misconduct
- Hiring and employment screening (certificated and classified employees)
- Mandated reporting, including volunteers
- Professional boundaries
- School Safety Plan content and updates

As a charter school, Palisades Charter High School (PCHS) is expressly subject to SB 848 and must adopt governing policies to ensure compliance.
The proposed Board Policy: Pupil Safety and School Employee Misconduct (SB 848) formalizes the Governing Board's commitment to pupil safety and establishes Board-level direction for administration and implementation.

Introduction: Assistant Principal/Director of Admissions, Attendance, and Accountability

Joseph Clausi brings over 20 years of educational leadership experience across public and charter schools in both California and New York City. His career includes roles as a teacher, assistant principal, principal, executive director, and educational consultant, providing him with a comprehensive understanding of school operations and student support systems.

He currently serves as an Educational Consultant and Leadership Coach for multiple California school districts, where he partners with administrators to strengthen attendance systems, improve student outcomes, and enhance accountability structures. His work focuses on data-driven decision-making, intervention strategies, and building effective organizational systems that support both student success and school culture.

Previously, Mr. Clausi served for nearly a decade as Principal and Executive Director of ACE Charter High School, where he oversaw all aspects of school operations, including admissions, attendance,

compliance reporting, CALPADS oversight, and student services. Notably, he led a successful school turnaround effort that strengthened systems, improved culture, and prevented school closure.

Mr. Clausi's deep expertise in attendance improvement, compliance oversight, and student support—combined with his collaborative leadership style—positions him well to advance Palisades Charter High School's goals in admissions, attendance, and accountability.

Introduction: Assistant Principal/Director of Special Education

Robbie McKinzie-Johnson brings extensive experience in special education leadership, instructional program development, and compliance management, currently serving as Special Education Coordinator at Palisades Charter High School. In this role, she oversees program implementation, ensures adherence to federal and state requirements, and leads initiatives that strengthen outcomes for students with disabilities.

Ms. McKinzie-Johnson has a strong track record of driving data-informed decision-making, facilitating professional development, and supporting multidisciplinary teams to build effective and inclusive learning environments. Her prior leadership roles with Compton Unified School District and Uplift Education included managing district-wide special education initiatives, transition services, and grant-funded programs.

She holds a Master of Education in Educational Leadership and multiple administrative and teaching credentials in California and Texas. Her leadership approach emphasizes collaboration, equity, and accountability, with a clear commitment to improving outcomes for all students.

Contract Renewal: Assistant Principals

The administration recommends approval of the contract renewals for Josh Wilson, Assistant Principal/Director of Student Activities, Athletics and Discipline, and Amie Whiteley, Assistant Principal/Director of Student Support Services. Both administrators have successfully served the Palisades Charter High School community over the past year, demonstrating strong leadership, dedication to student success, and a commitment to fostering a positive and supportive school environment. Their continued service will provide stability and support the school's ongoing efforts to enhance student engagement, well-being, and achievement.

Respectfully Submitted,

Martha Monahan, Ed.D.
Director of Human Resources

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Coversheet

Director of Operations Report

Section: V. Organizational Reports
Item: H. Director of Operations Report
Purpose: FYI
Submitted by:
Related Material: Operations Board Report 06_16_2026.pdf

PALISADES CHARTER HIGH SCHOOL

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Board of Trustees Meeting
Operations Report
June 16, 2026

Rafael Negroe
Director of Operations & Facilities

Executive Summary

Operations & Campus Update

As we wrap up the 2025–26 school year, I would like to provide a brief update on campus operations and some of the work taking place over the summer months.

While much of the focus this year has been on maintaining continuity, supporting our temporary and returning campus needs, and planning for future improvements, we continue to make steady progress in partnership with LAUSD and other stakeholders.

LAUSD's Office of Environmental Health and Safety (OEHS) recently posted the Spring 2026 environmental sampling report on its website. This report is available for public review and provides the latest environmental testing results for the campus.

OEHS is also scheduled to conduct additional environmental sampling during the week of July 20 as part of its ongoing monitoring efforts.

As planning continues for upcoming LAUSD construction and modernization projects, OEHS will begin ground testing activities in the staff parking lot in late June and early July.

PALISADES CHARTER HIGH SCHOOL

Empowering Educational Excellence.

During this time, the staff parking lot will be unavailable for approximately two weeks. We will continue to communicate updates and coordinate any temporary accommodations needed while this work is being completed.

Summer projects are already underway across campus. These projects include routine maintenance, repairs, campus improvements, and planning activities that help prepare our facilities for the start of the new school year.

Summer is an important time for completing work that is difficult to accomplish while school is in session, and our team is working closely with contractors, consultants, and LAUSD to keep projects moving forward.

As is typical during the summer months, operations staffing is reduced as employees take well-earned vacation time and utilize scheduled time off. Even with a smaller staff presence, essential campus services, project oversight, inspections, and maintenance activities will continue throughout the summer.

Looking ahead, we remain focused on supporting the school's ongoing recovery, preparing for future construction and modernization efforts, and ensuring that our campus is ready to welcome students and staff back for the 2026–27 school year.

I would also like to thank our faculty, staff, students, families, Board members, and community partners for their continued support and patience as we navigate the many projects and improvements taking place across campus.

Coversheet

Director of Information Technology Report

Section: V. Organizational Reports
Item: I. Director of Information Technology Report
Purpose: FYI
Submitted by:
Related Material: IT Board Report 06_16_2026.pdf

Board of Trustees Meeting – Information Technology Report
June 16th, 2026

- Tech Team (Brian Bengler, Jaime Chang, Chris Lara, John Recalde)
    - IT received 267 tickets since the last BoT meeting. Of those, 213 have been closed. Shout out to Christian Lara for closing out the highest volume of tickets this period!
        - The highest demand trends this month have been student devices, Infinite Campus support, and printers/consumables.
    - There were 18 setups this period; a smaller number due to quiet week and a long weekend. I would like to focus on the Phone-a-Thon, Senior Picnic, and multiple banquet and award events as a highlight for both PCHS and the team. These events were all fun and successful!
    - Teacher support for gradebook syncing and posting was provided before and after school during finals week.
    - The team has been working continuously on the intake and evaluation of student devices as a part of our annual year end process. Items must be assessed quickly so relevant fines can be added and families notified before diplomas and transcripts are released.
    - 26-27 student devices are also being prepared for distribution during the first few days of the 2026-27 school year.
    - Additional summer projects include campus wide inventory, lab resets (complete breakdown and reimage of all lab devices), classroom cleanup/cabling, summer school support, website clean-up, insurance related reporting, and parent outreach (new/incoming support and delinquent account follow-up).
- Miscellaneous
    - A new videographer was used for our graduation ceremony. While some technical issues occurred early in the transmission, a new master is being recut to post for families who may have been disappointed in missing their student during the processional.
    - Assistance was provided for a data intensive audit of Virtual Academy and attendance entries. The audit required updating nearly 47,000 attendance codes for 281 students.
    - An annual audit is being conducted of all course settings in IC that relate to transcript posting to ensure that all data is accurate prior to posting.
    - In response to Annual Survey data that was shared to the Board, IT is evaluating areas in which we can improve various communications and workflows for the 26-27 school year.
        - ParentSquare
            - We are looking to ParentSquare support for assistance in providing access to our incoming families as soon as summer begins. Currently incoming families cannot enroll in ParentSquare until shortly before the new school year begins.
            - Exploring additional, unused features of the platform to see how useful they may be to our community. Features include expanded and uniform use of forms, photo albums, support links, permission slips, RSVP features, and more.
                - Challenge - This will require additional planning, staff training, and department adoption, with the goal of increasing staff and community use of ParentSquare, while needing to maintain duplicate information repositories in both ParentSquare and the palihigh.org website.
        - Palihigh.org website
            - This year has seen greatest number of regular updates to departmental websites in recent years, however some areas continue to remain stale and without updates. We recognize that access to information must always be evaluated and iterated in order to be useful to the changing needs of our community.

- Multiple areas of the website were completely redesigned this year with all content updated.
- Challenge - The process of identifying data owners and areas of responsibility for updates and posted documents often proves difficult. Updates depend on all departments regularly reviewing content, forms, and documents for accuracy and relevance, and providing updates to IT. IT proposes that responsibility for academic department updates be assigned to department chairs, to solicit updates from the department at least once per semester and share with IT. Additional site responsibility can fall to Admin designees once all sites are uniformly indexed and ownership can be determined. Critically needed updates to the Parent and Student portion of the websites require additional and regular feedback from the community to determine what is useful to them as opposed to what we believe they want to see. We propose small focus groups with the BoT elected parents who can gather specific feedback on areas of concern or difficulties they experience with the website. This is a significant undertaking and will require dedicated hours and budget to revitalize the areas that need it and to ensure that all areas stay regularly updated. Like ParentSquare, this requires buy-in and support from all departments on campus, as the website extends beyond any one person or department.

Coversheet

Executive Director/Principal (EDP) Report

Section: V. Organizational Reports
Item: L. Executive Director/Principal (EDP) Report
Purpose: FYI
Submitted by:
Related Material: EDP Board Report 06_16_2026.pdf

PALISADES CHARTER HIGH SCHOOL

Empowering Educational Excellence.

Executive Director/Principal Report
Board of Trustees Meeting
June 16, 2026

Our mission: PCHS will empower our diverse student population to make positive contributions to the global community by dedicating our resources to ensure educational excellence, civic responsibility, and personal growth.

PCHS 2025-2026 Schoolwide Goals (Board approved October 14, 2025)
Schoolwide Goals: Academic Achievement, Communication, Diversity, Student Socioemotional Well-being and Health, Fiscal/Fundraising & Development



This monthly report reflects the successful close of the school year, marked by progress toward annual schoolwide, compliance and instructional goals, as well as a joyful graduation ceremony celebrating student achievement and Pali High's return to our home campus. As management transitions to planning for the year ahead, our work is guided by the continuous improvement cycle outlined in the Local Control and Accountability Plan (LCAP) and WASC Action Plan. Academic, operational, and community survey data are being analyzed to assess progress across key priority areas, including **Student Achievement, Student Engagement, School Climate, and Parent and Community Involvement**. Survey feedback is being used to identify strengths, monitor outcomes,

and prioritize targeted actions for improvement. These data-informed planning eWorts support accountability, transparency, and alignment with the school's strategic goals for the coming year.

2026-2027 Enrollment Update

Last Updated: Jun 12, 2026

Enrollment Data by Grade Level

	9th Grade	10th Grade	11th Grade	12th Grade
2025-26 (June 3)	525	568	599	662
	603	562	611	

**Reflects students currently enrolled for the 2026-27 school year as of June 12, 2026.*

2026 -27 Applications

	Approved	Submitted	Accepted	Hold	Denied	Declined	Duplicate	**Totals**
Grade 9	578	12	244	124	1	123	38	1120
Grade 10	30	3	95	15	2	32	17	194
Grade 11	44	1	66	15	0	27	8	161
Grade 12	12	1	39	6	1	9	3	71
Total	664	185	402	206	4	162	52	**1546**

Approved	Enrollment paperwork (OLR) completed; student enrolled for 2026-27	Denied	OLR or Application denied by PCHS (Most often an application from a current student)
Submitted	OLR is submitted and awaiting review by Attendance Office staff	Declined	Notified by parent/guardian that student will NOT be attending PCHS.
Accepted	Student accepted to attend PCHS. No OLR submitted yet	Duplicate	Multiple applications for a single student
Hold	OLR submitted, reviewed, and awaiting additional paperwork(vaccines, transcripts, residency docs, etc.)		

Summer School 2026

- Summer School launched on June 11, 2026.
  Approximately 500 students are enrolled in 30 credit recovery classes with 25 students enrolled in accelerated geometry.
- Dolphin Leadership Academy, Pali High's in-person bridge program open to all incoming 9th graders begins July 13 and ends on July 31.

Important Dates

- Back to School Student Orientation Days - Monday August 10 - 13, 2026
- Welcome Back Webinar Tuesday, August 11, 2026 | 6:00pm | Zoom
  The Welcome Back Webinar is for ALL Pali families to join – both new and existing to cover important topics for the upcoming school year.

- Back to School Professional Development for Teachers – August 17 and 18 First day for students – August 19 (All classes meet)

Community Surveys -

The Survey Committee of the Board of Trustees created community surveys to ensure perspectives from the entire PCHS community are heard and considered in planning for the coming school year. The purpose of the surveys is to help PCHS gain a comprehensive understanding of what is working well and where our school can continue to grow. Based on survey feedback, the PCHS Admintrative Team has identified the following areas of focus for the 2026-2027 school year. In addition, a detailed academic support plan is in development based on feedback from the annual Academic Accountability Committee report.

- Expansion of Intervention offerings to include online peer tutoring with trained student tutors, reestablishment of the Study Center, Math Lab, Study Skills Curriculum/teacher training, Pali Period Intervention options/more choice for students
- Customer Service focus in all offices – Designated office hours, faster response times and resolutions
- Relationship Building – Emotional Intelligence training with a focus on leading/coaching with heart, admin activity days, prioritize face to face meetings with teachers, staff, students and parents when possible
- Consistency checks to alleviate concerns related to actual/potential/perceived favoritism
- Communicate frequently across departments – Weekly check-ins followed by monthly meetings
- Website updates (see Director of IT report) – Provide tips to help users better access the website
- Calendars – Set dates as early as possible, post and publicize. Avoid making changes unless there is a critical need
- Post more extensive listing of admirative responsibilities and departmental oversight
- Compliance requirements (LCAP, SARC, WASC, Charter, etc) repository for website
- Internal preparation for potential candidates to fill open administration positions
- Admin Self Reflection and Evaluation increased from semesterly to quarterly • Develop metrics to consistently track progress and accountability
- Academic Accountability Committee (AAC) recommendations:

Academic department chairs and their supervising administrators have received AAC recommendations to guide planning for the upcoming school year. In response, each department will develop and submit an action plan to the EDP no later than **August 28, 2026**.

International Baccalaureate (IB) Authorization

The International Baccalaureate Organization has approved PCHS for authorization to offer the Diploma Programme. We are now in the process of completing the final steps to complete the authorization process to offer the initial IB classes at PCHS this fall.

Graduation Cords at Palisades Charter High School

At Palisades Charter High School, graduation is more than a ceremony—it is a celebration of achievement, dedication, leadership, and service. One of the most visible symbols of these accomplishments is the graduation cord. As students cross the stage, the cords they wear

represent years of commitment to academics, career pathways, leadership, arts programs, service organizations, and extracurricular excellence. Graduation cords provide an opportunity to recognize students who have gone above and beyond the minimum requirements for earning a diploma. Each cord tells a story of perseverance, passion, and engagement in our school community.

Career Technical Education (CTE) Pathway Completion - Students who successfully complete a designated Career Technical Education pathway may earn a graduation cord recognizing their commitment to career readiness and specialized skill development. These pathways prepare students for both college and future careers through rigorous coursework and hands-on learning experiences. These students demonstrate mastery in their chosen field while developing valuable technical and professional skills.

CTE pathway cords are awarded in the following programs:

- Business
- Computer Science
- Digital Arts – Graphic Design
- Digital Arts – Yearbook
- Digital Arts – Game Design
- Film
- Journalism
- Makerspace
- Music
- Performing Arts – Dance
- Performing Arts – Theater (CTE)
- Photography

Academic Excellence - Palisades Charter High School proudly recognizes students who achieve outstanding academic success through several distinguished honors.

-College Board AP Scholar Recognition - The College Board recognizes students who demonstrate outstanding performance on Advanced Placement (AP) Exams through the AP Scholar Awards program. Current award levels include:

Award	**Qualification Requirements**
AP Scholar	Scores of **3 or higher on 3 or more AP Exams**
AP Scholar with Honor	An **average AP score of at least 3.25** on all AP Exams taken and scores of **3 or higher on 4 or more AP Exams**

AP Scholar with Distinction	An **average AP score of at least 3.5** on all AP Exams taken and scores of **3 or higher on 5 or more AP Exams**

Additional notes:

- All AP Exams taken throughout high school are included in the average score calculation.
- If an exam is taken more than once, only the highest score is counted.
- Students do not need to apply; awards are automatically determined by the College Board and are typically announced in July.

-Seal of Biliteracy - To earn the **California State Seal of Biliteracy**, a graduating senior must demonstrate proficiency in **English** and at least **one additional language**. The Seal is recognized with a gold insignia on the diploma or transcript.

English Proficiency - Students must meet **one** of the following:

- Complete all English graduation requirements with a **3.0 GPA or higher** in English courses, **or**
- Score **"Standard Met" or above** on the Grade 11 CAASPP English Language Arts assessment, **or**
- Earn a **3 or higher** on:
    - AP English Language and Composition ○ AP English Literature and Composition ○ AP Seminar
- Earn a **4 or higher** on an IB English examination, **or**
- Score **480 or higher** on the SAT Evidence-Based Reading and Writing section.

For English Learners: Students must also achieve an overall **Level 4** on the ELPAC assessment.

World Language Proficiency - Students must demonstrate proficiency in a language other than English through one of the approved methods, such as:

- Completing a four-year high school course of study in the language with a **3.0 GPA or higher**, and demonstrating oral proficiency, or
- Earning a qualifying score on an approved assessment such as:
    - AP World Language Exam ○ IB World Language Exam
    - Other state-approved or district-approved proficiency assessments- California

-Scholarship Federation (CSF) Sealbearer - Awarded to graduating seniors who have demonstrated sustained academic excellence by qualifying for CSF membership for at least four semesters during high school, including their senior year. These students earn CSF Life

Membership and are recognized for their commitment to scholarship and academic achievement.

-National Honor Society - Members of the National Honor Society are recognized for excellence in scholarship, leadership, service, and character. NHS membership represents one of the highest academic honors available to high school students.

National Honor Society Eligibility Requirements:

1. Scholarship

- Students must be in **grades 10–12**.
- Students must have attended the school for at least **one semester**.
- The national minimum GPA requirement is **3.0 on a 4.0 scale (or equivalent)**, although local chapters often require a higher GPA.

2. Leadership - Students must demonstrate leadership through*:*

- Holding offices in clubs, organizations, athletics, or student government.
- Taking initiative and positively influencing others.
- Contributing ideas and serving as role models within the school or community.

3. Service - Students must demonstrate a commitment to:

- Volunteer service activities.
- School and community involvement.
- Helping others without receiving compensation.

4. Character - Students must exhibit:

- Integrity, honesty, and reliability.
- Respect and concern for others.
- Positive citizenship and a strong disciplinary record.

-Leadership and Service - Many students make significant contributions to school culture through leadership and service organizations. Graduation cords recognize these students for their commitment to improving the Palisades community and serving others.

Organizations eligible for cord recognition include:

- Ambassadors
- Associated Student Body (ASB)
- Senior Class Officers
- Human Rights Watch Student Task Force
- LSU
- BSU
- American Association of Teachers of Italian (AATI)

Through these organizations, students develop leadership skills, advocate for important causes, and contribute to a vibrant and inclusive campus culture.

Submitted by Dr. Pam Magee, Executive Director/Principal
June 16, 2026

Coversheet

Approve SB 848 Policy

Section: X. Proposed SB 848 Policy
Item: A. Approve SB 848 Policy
Purpose: Vote
Submitted by:
Related Material: SB 848 Draft Policy 06_08_2026.pdf
Board_Motion_SB_848_06_16_2026.pdf

Pupil Safety and School Employee Misconduct (SB 848)
Adopted: June 16, 2026
Effective: July 1, 2026

Authority

This Board Policy is adopted pursuant to Senate Bill 848 (Pérez), Chapter 460, Statutes of 2025, and applicable provisions of the California Education Code and Penal Code, which apply to charter schools.

Board Policy Statement

The Governing Board of Palisades Charter High School (PCHS) is committed to providing a safe, secure, and supportive learning environment for all pupils. The Board recognizes its responsibility to prevent, detect, and respond to child abuse, neglect, sex offenses, and school employee misconduct, and to ensure full compliance with state law.

The Board adopts this policy to affirm its commitment to:

- Protecting pupils from abuse, neglect, and exploitation
- Ensuring thorough screening of employees and volunteers
- Maintaining clear professional boundaries
- Supporting effective child abuse prevention training and instruction
- Maintaining a legally compliant School Safety Plan
- Complying with all requirements of SB 848

Professional Boundaries

The Governing Board requires the establishment and enforcement of written policies defining appropriate professional boundaries between pupils and:

- Employees
- Contractors
- Volunteers

Such policies shall address expectations regarding conduct, communication, and supervision.

The Board expects all adults with whom students may interact at school or in school-related activities, including employees, independent contractors, and volunteers, to maintain the highest professional and ethical standards in their interactions with students both within and outside the educational setting. Such adults shall not engage in unlawful or inappropriate interactions with students and shall avoid boundary-blurring behaviors that undermine trust in the adult-student relationship and lead to the appearance of impropriety.

Employees are prohibited from entering into or attempting to form a romantic or sexual relationship with any student or engaging in sexual harassment of a student, including sexual advances, flirtations, requests for sexual favors, inappropriate comments about a student's body or appearance, or other verbal, visual, or physical conduct of a sexual nature.

Adults shall not intrude on a student's physical or emotional boundaries unless necessary in an emergency or to serve a legitimate purpose related to instruction, counseling, student health, or student or staff safety.

Any employee who observes or has knowledge of another employee's violation of this policy shall report the information to the Executive Director or appropriate agency for investigation pursuant to any applicable complaint procedures. Other adults with knowledge of any violation of this policy are encouraged to report the violation to the Executive Director. The Executive Director shall protect anyone who reports a violation from retaliation. Immediate intervention shall be implemented when necessary to protect student safety or the integrity of the investigation.

Employees who engage in any conduct in violation of this policy, including retaliation against a person who reports the violation or participates in the complaint process, shall be subject to discipline, up to and including dismissal. Any other adult who violates this policy may be barred from school grounds and activities in accordance with law. The Executive Director or designee may also notify law enforcement as appropriate.

Inappropriate Conduct

Employees shall remain vigilant of their position of authority and not abuse it when relating with students. Examples of employee conduct that can undermine professional adult-student interactions or create the appearance of impropriety include, but are not limited to:

1. Initiating inappropriate physical contact.
2. Being alone with a student outside of the view of others.
3. Visiting a student's home or inviting a student to visit the employee's home without parent/guardian consent.
4. Maintaining personal contact with a student that has no legitimate educational purpose, by phone, letter, electronic communications, or other means, without including the student's parent/guardian or the principal.
5. When communicating electronically with students, employees shall use school equipment or technological resources when available. Employees shall not communicate with students through any medium that is designed to eliminate records of the communications. The Superintendent or designee may monitor employee usage of district technology at any time without advance notice or consent.

6. Creating or participating in social networking sites for communication with students, other than those created by the school, without the prior written approval of the Executive Director or designee.
7. Inviting or accepting requests from students, or former students who are minors, to connect on personal social networking sites (e.g., "friending" or "following" on social media), unless the site is dedicated to school business.
8. Singling out a particular student for personal attention and friendship, including giving gifts and/or nicknames to individual students.
9. Addressing a student in an overly familiar manner, such as by using a term of endearment.
10. Socializing or spending time with students outside of school-sponsored events, except as participants in community activities.
11. Sending or accompanying students on personal errands unrelated to any legitimate educational purpose.
12. Transporting a student in a personal vehicle without prior authorization.

School Safety Planning

The Governing Board shall ensure that Palisades Charter High School maintains and regularly updates a School Safety Plan that includes, at a minimum:

- Procedures designed to address the supervision and protection of pupils from:
  - Child abuse or neglect
  - Sex offenses
- Child abuse or neglect reporting procedures consistent with law
- An assessment of all crime occurring:
  - On school grounds
  - At school-related activities

The School Safety Plan shall be reviewed and updated at its next scheduled review or no later than July 1, 2026, and thereafter in accordance with applicable law.

Hiring and Employment Practices

Certificated Employees

The Governing Board directs that PCHS comply with all state requirements related to disclosure and inquiry concerning egregious misconduct involving certificated employees, including reporting to and inquiries with the California Commission on Teacher Credentialing (CTC).

Classified (Non-Certificated) Employees

Effective January 1, 2026, the Governing Board requires that:

- All applicants for classified positions provide a complete list of prior school-related employers, including public, charter, private, and state-operated schools.
- PCHS shall make legally required inquiries to prior employers regarding any credible complaints, substantiated investigations, or disciplinary actions involving egregious misconduct, as defined by law.

Mandated Reporting

The Governing Board affirms that:

- All PCHS employees are mandated reporters under California law.
- Volunteers who are 18 years of age or older and who interact with pupils outside the immediate supervision of a parent or school employee are also mandated reporters.

All mandated reporters shall comply with reporting requirements under applicable provisions of the Penal Code.

Child Abuse Prevention Training and Instruction

The Governing Board directs that:

- Employees and mandated reporters receive child abuse prevention training consistent with current statutory requirements.
- Pupils receive age-appropriate instruction on abuse prevention, as required by law.

Notification of Crime

The Governing Board authorizes the Executive Director/Principal or designee to provide notice to parents/guardians and staff regarding:

- Violent crimes
- Sex offenses

when permitted or required by law, consistent with pupil safety and privacy protections.

Oversight and Accountability

The Governing Board shall:

- Provide oversight of PCHS compliance with SB 848
- Review reports or updates related to pupil safety and misconduct prevention as appropriate
- Ensure that administrative regulations and procedures are developed to implement this policy

Legal References

- Senate Bill 848 (Pérez), Chapter 460, Statutes of 2025
- Education Code §§ 32100, 32280–32282, 44010, 44051–44052, 44939.5, 51950
- Penal Code §§ 11165.7, 288.3

PALISADES CHARTER HIGH SCHOOL
Empowering Educational Excellence.

DIRECTOR OF HUMAN RESOURCES

COVER SHEET FOR ADOPTION OF PUPIL SAFETY AND EMPLOYEE MISCONDUCT POLICY (SB 848)

Date: June 16, 2026

Agenda Item: Adoption of Board Policy – Pupil Safety and School Employee Misconduct (SB 848)
Personnel Affected: All employees (certificated and classified), contractors, volunteers, and students of Palisades Charter High School

Issue & Fiscal Implications: Senate Bill 848 (Pérez), Chapter 460, Statutes of 2025, requires charter schools to adopt comprehensive policies addressing pupil safety, employee misconduct, mandated reporting, and hiring practices. The adoption of this policy ensures legal compliance and reduces risk exposure related to employee misconduct and student safety.

Fiscal impact is minimal and primarily associated with staff training, background checks, and administrative implementation of required procedures.

Impact on School Mission, Vision, or Goals: This policy directly supports the school's commitment to providing a safe, secure, and supportive learning environment by strengthening prevention, reporting, and response systems related to abuse, neglect, and misconduct.

Recommended Action: Adopt the Board Policy titled Pupil Safety and School Employee Misconduct (SB 848), effective July 1, 2026.

Recommendation: The Director of Human Resources recommends approval of the proposed Board Policy to ensure compliance with state law and reinforce student safety protocols across all school operations.

Recommended Motion: "*Move to approve the Board Policy on Pupil Safety and School Employee Misconduct (SB 848), effective July 1, 2026."*

Martha Monahan, Ed.D.
Director of Human Resources

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Palisades Charter High School hereby approves the appointment of Joseph Clausi as Director of Admissions, Attendance, and Accountability.

AYES:
NOES:
ABSTAIN:

I, _____, Chair of the Board of Trustees of Palisades Charter High School, do hereby certify that the foregoing Resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on June 16, 2026.

_____
Chair, Board of Trustees
Palisades Charter High School

Coversheet

Finance Items: School Organized Conferences/Trips

Section: XI. Consent Agenda
Item: A. Finance Items: School Organized Conferences/Trips
Purpose: Vote
Submitted by:
Related Material: Conference Request 06_16_2026.pdf

Palisades Charter High School
15777 Bowdoin St. • Pacific Palisades • California 90272
(310) 230-6623 • FAX (310) 454-6328

CONFERENCE/TRAVEL REQUEST FORM

Employee Attendee(s) Name(s): Alex Landaverde / Karen Ellis / Jennifer Dextra-Bag
Department/Site: College Center Date of Request: 6/9/26
Name of Conference/Activity: AP Conference 2026
Organization/Company Holding the Conference/Activity: College Board
Location of Conference/Activity: Las Vegas, NV Date(s) of Conference/Activity: July 22- 25, 2026
Purpose/Rationale (How will this conference/activity be of value to the school?) arriving Tue July 21, 2026
AP Professional Development Conf.

Cost Estimate (if one form is being submitted for multiple people, be sure to include all costs for all individuals):

Estimated Expenditures				Pali to Pay Directly	Reimbursement Requested	Cost
Conference Registration	3	people	@ $ 575 - 00 per person			$ 1,725 - 00
Certificated Substitute(s)		days	@ per day (sal. & stat. ben.)			$ -
Travel - Mileage		miles	@ $ 0.725 per mile			$ -
Travel - Airfare	3	people	@ $ 208 - 80 per person			$ 626 - 40
Travel - Ride Sharing Svs/Taxi/Shuttle	roundtrip shuttle to hotel		Type total amount into "cost" cell x 3			$ 120 - 00
Lodging	9	nights	@ $ 300 - 00 per night			$ 2,700 - 00
Meals	9	Breakfasts	@ $ 10.00 per meal			$ 360 - 00
	9	Lunches	@ $ 10.00 per meal			
	9	Dinners	@ $ 20.00 per meal			
Other (Parking, Tolls, Conference Materials, etc.) - please list below:						$ -
					TOTAL APPROXIMATE COST	$ 5,531 - 40
					AMOUNT APPROVED	

I understand that my request is not granted until approved by administration and that, once approved, costs may not exceed the above estimate without prior approval from an administrator. Upon returning from an approved event, attendee must submit an itemized Request for Reimbursement and/or a Mileage Report & Reimbursement Claim form with a copy of this form, the activity agenda/program, and all original itemized receipts for any out-of-pocket expenses to supervisor within 3 to 5 days of return. Expenses submitted without original itemized receipts will not be reimbursed.
Requestor Signature: Karen Ellis

Executive Director Approval: Date:
Funding Source: AP Funds Trust Acct SACS Code:
Will costs be reimbursed by another organization? Yes/No If so, what organization?
Board of Trustee/Designee Approval: Date:
Board Approval Date (if applicable): Business Office Review
(initial) (date)

Coversheet

Personnel Items

Section: XI. Consent Agenda
Item: B. Personnel Items
Purpose: Vote
Submitted by:
Related Material: Consent Agenda HR Items 06_16_2026.pdf

PALISADES CHARTER HIGH SCHOOL
Empowering Educational Excellence.

PCHS BOARD CONSENT AGENDA: PERSONNEL ITEMS
June 16, 2026

Approve/Ratify Certificated Employment

NAME	POSITION	EFFECTIVE
Ho, Madison	PSW	8/3/2026
Tucker, Bayli	PSW	8/3/26
Turner, Aliza	Special Education Teacher	8/17/26
Morrow, Madeline	PE Teacher	8/17/26
Hardy, Amber	School Psychologist	8/3/26
Grant, Avery	LifeGuard	6/12/26

Approve/Ratify Classified Employment

NAME	POSITION	EFFECTIVE

Approve/Ratify Retirement/Resignation/Termination

NAME	POSITION	EFFECTIVE
Whiteley, Makenzie	PE Teacher	6/5/26
Schoellnast, April	Soc Science Teacher	6/30/26

Coversheet

Consideration of Twelfth Amendment to Contract for Employment of Executive Director/Principal

Section: XII. Employee Contracts and Evaluations
Item: A. Consideration of Twelfth Amendment to Contract for Employment of Executive Director/Principal
Purpose: Vote
Submitted by:
Related Material: Pamela Magee Contract Twelfth Amendment 2026.pdf

TWELFTH AMENDMENT

TO CONTRACT FOR EMPLOYMENT OF EXECUTIVE DIRECTOR/PRINCIPAL BETWEEN PALISADES CHARTER HIGH SCHOOL AND DR. PAMELA A. MAGEE

This AMENDMENT is made and entered into this 16th day of June, 2026, by and between the Board of Trustees of Palisades Charter High School ("Board") and Dr. Pamela A.

Magee ("Dr. Magee").

WHEREAS, the Board and Dr. Magee entered into a Contract for employment of Principal & Chief Administrative Officer ("Contract") on June 12, 2011; and

WHEREAS, the Board and Dr. Magee amended the Contract on January 20, 2015 reflecting a four-year term of employment, commencing July 1, 2014 through June 30, 2018; and

WHEREAS, the Board and Dr. Magee amended the Contract on June 28, 2016 reflecting (among other things) an additional one-year term of employment, commencing July 1, 2018 through June 30, 2019; and

WHEREAS, the Board and Dr. Magee amended the Contract on June 19, 2017 reflecting (among other things) an additional one-year term of employment, commencing July 1, 2019 through June 30, 2020; and

WHEREAS, the Board and Dr. Magee amended the Contract on June 19, 2018 reflecting an additional one-year term of employment, commencing July 1, 2020 through June 30, 2021; and

WHEREAS, the Board and Dr. Magee amended the Contract on June 18, 2019 reflecting an additional one-year term of employment, commencing July 1, 2021 through June 30, 2022; and

WHEREAS, the Board and Dr. Magee amended the Contract on June 23, 2020 reflecting (among other things) an additional one-year term of employment, commencing July 1, 2022 through June 30, 2023; and

WHEREAS, the Board and Dr. Magee amended the Contract on June 22, 2021 reflecting (among other things) an additional one-year term of employment, commencing July 1, 2022 through June 30, 2024; and

WHEREAS, the Board and Dr. Magee amended the Contract on June 20, 2023 reflecting (among other things) an additional one-year term of employment, commencing July 1, 2023 through June 30, 2025; and

WHEREAS, the Board and Dr. Magee amended the Contract on June 18, 2024 reflecting (among other things) an additional one-year term of employment, commencing July 1, 2026 through June 30, 2027; and

WHEREAS, the Contract provides that the Board may extend the contract for an additional year upon Dr. Magee receiving a satisfactory performance evaluation by the Board; and

WHEREAS, for the 2025-2026 school year, Dr. Magee received an evaluation of "Satisfactory" or "Outstanding" from the Board; and

WHEREAS, the Board wishes to exercise its discretion to extend the Contract for a period of one year for this current evaluation.

NOW THEREFORE it is hereby agreed as follows:

1. All of the foregoing recitals are true and correct.

2. Section 2 of the Contract, entitled Term of Employment, is modified to reflect an additional year through June 30, 2027.

3. All other provisions of the June 12, 2011 Contract, the January 20, 2015 Amendment, the June 28, 2016 Amendment, the June 19, 2017 Amendment, the June 19, 2018 Amendment, the June 18, 2019 Amendment, and the June 23, 2020 Amendment shall remain in full force and effect.

IN WITNESS WHEREOF, we affix our signatures to this Amendment to the Contract for Employment of the Executive Director/Principal, effective June 16, 2026.

FOR THE BOARD OF TRUSTEES OF PALISADES CHARTER HIGH SCHOOL
Amir Ebtehadj, Chair

Chair _____6/_/26 Dr. Pamela A. Magee _____06/__/26

Evaluation Committee

Coversheet

Approve the 2026-2027 Employment Contracts

Section:	XII. Employee Contracts and Evaluations
Item:	B. Approve the 2026-2027 Employment Contracts
Purpose:	Vote
Submitted by:	
Related Material:	Board_Motion_Joseph_Clausi.pdf Board_Motion_Robbie_McKinzie_Johnson.pdf Board_Motion_Amie Whiteley.pdf Board_Motion_Josh Wilson.pdf Joseph Claui Signed Contract 2026_2027.pdf Robbie McKinzie Johnson Signed Contract 2026_2027.pdf Amie Whiteley Admin 2026_2027 Contract.pdf Joshua Wilson 2026_2027 Admin Contract.pdf

PALISADES CHARTER HIGH SCHOOL
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DIRECTOR OF HUMAN RESOURCES

COVER SHEET FOR CONTRACT APPROVAL – DIRECTOR OF ADMISSIONS, ATTENDANCE, AND ACCOUNTABILITY

Date: June 16, 2026

Agenda Item: Approval of the appointment of Joseph Clausi as Director of Admissions, Attendance, and Accountability

Personnel Affected: Joseph Clausi
Palisades Charter High School community

Issue & Fiscal Implications: Salary and benefits consistent with the approved administrative salary schedule.

Impact on School Mission, Vision, or Goals: The appointment supports the school's mission by strengthening systems for student admissions, attendance, and accountability.

Recommended Action: Approve the appointment of Joseph Clausi

Recommendation:
The Director of Human Resources recommends that the Board approve the appointment of Joseph Clausi as Director of Admissions, Attendance, and Accountability, based on his extensive experience in administrative leadership and demonstrated success in attendance improvement, compliance oversight, and student support.

Recommended Motion:
"Move to approve the appointment of Joseph Clausi as Director of Admissions, Attendance, and Accountability."

Martha Monahan, Ed.D.
Director of Human Resources

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Palisades Charter High School hereby approves the appointment of Joseph Clausi as Director of Admissions, Attendance, and Accountability.

AYES:
NOES:
ABSTAIN:

I, _____, Chair of the Board of Trustees of Palisades Charter High School, do hereby certify that the foregoing Resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on June 16, 2026.

_____
Chair, Board of Trustees
Palisades Charter High School

PALISADES CHARTER HIGH SCHOOL
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DIRECTOR OF HUMAN RESOURCES

COVER SHEET FOR APPROVAL: DIRECTOR OF SPECIAL EDUCATION

Date: June 16, 2026

Agenda Item: Approval of Director of Special Education Appointment

Personnel Affected: Robbie McKinzie-Johnson

Issue & Fiscal Implications: Salary and benefits consistent with the approved administrative salary schedule.

Impact on School Mission, Vision, or Goals:
The appointment supports the school's commitment to equity, inclusion, and academic excellence by strengthening leadership of special education programs, ensuring compliance, and improving outcomes for students with disabilities.

Recommended Action:
Approve the appointment of Robbie McKinzie-Johnson as Director of Special Education.

Recommendation:
The Director of Human Resources recommends approval of the proposed appointment based on Ms. McKinzie-Johnson's extensive experience in special education leadership, including her current role as Special Education Coordinator at Palisades Charter High School, and her demonstrated success in program implementation, compliance, and data-driven instructional improvement.

Recommended Motion:
"Move to approve the appointment of Robbie McKinzie-Johnson as Director of Special Education."

AYES:
NOES:
ABSTAIN:

I, _____, Chair of the Board of Trustees of Palisades Charter High School, do hereby certify that the foregoing Resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on June 16, 2026.

_____
Chair, Board of Trustees
Palisades Charter High School

PALISADES CHARTER HIGH SCHOOL
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DIRECTOR OF HUMAN RESOURCES

COVER SHEET FOR APPROVAL: AP/DIRECTOR OF STUDENT SUPPORT SERVICES

Date: June 16, 2026

Agenda Item: Approval of Contract Renewal AP/Director of Student Support Services

Personnel Affected: Amie Whiteley

Issue & Fiscal Implications: Salary and benefits consistent with the approved administrative salary schedule.

Impact on School Mission, Vision, or Goals:
The appointment supports the school's commitment to equity, inclusion, and academic excellence by strengthening leadership of counseling and student support services, enhancing student well-being, and improving access to comprehensive academic, social, and emotional supports.

Recommended Action:
Approve the renewal of the contract for Amie Whiteley as AP/Director of Student Support Services

Recommendation:
The Director of Human Resources recommends approval of the proposed appointment based on Ms. Whiteley's extensive experience in special education leadership, and her demonstrated success in program implementation, compliance, and data-driven instructional improvement at PCHS.

Recommended Motion:
"Move to approve the contract renewal for Amie Whiteley as AP/Director of Student Support Services."

AYES:
NOES:
ABSTAIN:

I, _____, Chair of the Board of Trustees of Palisades Charter High School, do hereby certify that the foregoing Resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on June 16, 2026.

_____
Chair, Board of Trustees
Palisades Charter High School

PALISADES CHARTER HIGH SCHOOL
Empowering Educational Excellence.

DIRECTOR OF HUMAN RESOURCES

COVER SHEET FOR APPROVAL: AP/DIRECTOR OF STUDENT ACTIVITIES, ATHLETICS AND DISCIPLINE

Date: June 16, 2026

Agenda Item: Approval of Contract Renewal AP/Director of Student Activities, Athletics and Discipline

Personnel Affected: Josh Wilson

Issue & Fiscal Implications: Salary and benefits consistent with the approved administrative salary schedule.

Impact on School Mission, Vision, or Goals:
The appointment supports the school's commitment to equity, inclusion, and academic excellence by strengthening leadership of student activities, athletics, and discipline, promoting a positive school culture, increasing student engagement, and ensuring a safe, well-managed learning environment.

Recommended Action:
Approve the renewal of the contract for Josh Wilson as AP/Director of Student Activities, Athletics and Discipline

Recommendation:
The Director of Human Resources recommends approval of the proposed appointment based on Mr. Wilson's extensive experience in student activities, athletics, and discipline, and his demonstrated success in program implementation, school culture development, and student engagement at PCHS.

Recommended Motion:
"Move to approve the contract renewal for Josh Wilson as AP/Director of Student Activities, Athletics and Discipline ."

AYES:
NOES:
ABSTAIN:

I, _____, Chair of the Board of Trustees of Palisades Charter High School, do hereby certify that the foregoing Resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on June 16, 2026.

_____
Chair, Board of Trustees
Palisades Charter High School

Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and
JOSEPH CLAUSI

THIS AGREEMENT ("Agreement") is made and entered into as of the date fully executed by and between the Board of Trustees ("Board") of Palisades Charter High School ("PCHS"), a California Non-Profit Public Benefit Corporation and JOSEPH CLAUSI (hereinafter referred to as the "ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE").

RECITALS

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE to assist the Executive Director/Principal and to carry out the duties and functions of the position as directed by the Executive Director/Principal and/or the Board; and

WHEREAS, PCHS desires to retain the services of the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE by way of this Agreement and the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE is qualified to perform such duties; and

WHEREAS, the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE
and PCHS desire to formalize the employment relationship by way of this Agreement

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto agree as follows:

AGREEMENT

1. TERM. PCHS hereby employs the ADMINISTRATIVE DIRECTOR, ATTENDANCE,

ADMISSIONS & COMPLIANCE from July 1, 2026 to June 30, 2027, according to the terms and conditions set forth in the Charter, or as specified herein. In the event of a conflict between the provisions of this agreement and the charter, the provisions of this agreement shall prevail.
COMPENSATION.

a. For the period of July 1, 2026 to June 30, 2027, the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE shall receive a salary of $152,374.99 (plus any board approved increases) to be paid in monthly payments, subject to all regular withholdings, based on the annual salary of $152,374.99 for the 2026- 2027 school year.

b. The ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE is exempt from overtime law.

c. For the duration of this Agreement, the compensation of the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE shall be
subject to reduction commensurate with salary reductions and/or reductions in work days ("furlough days") taken by any other management, supervisory, confidential, or non-management employee group, whether as a percentage reduction to annual salary, a percentage number of furlough days (in relation to the work year of the employee group), or a combination of a reduction to annual salary and furlough days. Additionally, if reduced compensation of any other employee group is restored during the term of this Agreement, the compensation of the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE shall
also be restored in an equal manner.

3. BENEFITS. At PCHS's expense, the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE shall be afforded the health and welfare benefits of employment listed in the attached Benefit Description (Attachment A).

4. DUTIES. The ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE shall
perform the duties of ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE as directed by the Principal and the Executive Director/Principal, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE may be altered from time to time by the Board.

5. WORK YEAR AND WORK WEEK. The work year of the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE is 12 months, from July 1, 2026 through June 30, 2027 and he/she shall be required to work throughout this 12-month calendar year. The work week shall be Monday through Friday and exclude weekends. The work year shall consist of workdays, non-workdays, and holidays. The annual work year will be two hundred forty-one (241) paid days, including 13 paid holidays and two hundred twenty-eight (228) work days. The additional twenty (20) non-work days shall be scheduled in advance and approved by the Executive Director "

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6. EVALUATION. ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE should meet regularly with his/her supervisor and should receive ongoing performance feedback. In addition, more formal performance evaluations will be conducted annually on or before June 1st, 2027. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE, and he/she shall have the right to make an oral or written response to the evaluation. Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.

7. EXPENSE REIMBURSEMENT. PCHS shall reimburse the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE for all documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.

8. TERMINATION OF AGREEMENT. This Agreement may be terminated prior to the end of its term as a result of any of the following events:
   a. mutual written agreement of the parties
   b. retirement, legal incapacity or death of the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE
   c. Charter revocation
   d. early termination of at-will employment by PCHS without cause in which event a gross taxable sum equivalent to four (4) weeks of salary (subject to all regular withholding) and benefits shall be paid to the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE as severance
   e. discharge from at-will employment without severance, for cause

   Acceptance by ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE of the severance payment pursuant to Section 8(d) shall constitute the sole amount owing and paid in the event of termination of this agreement without cause.

   The bases for discharge for cause may include but are not limited to conduct such as neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct that might be likely to affect PCHS negatively.

   Prior to discharge for cause, the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE shall be provided with a statement of charges and given an opportunity to respond orally or in writing to such charges. The ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE shall be entitled to appear personally before the Board to present any evidence or

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testimony to contest the statement of charges. If the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE chooses to be accompanied by legal counsel at such meeting, the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE shall bear any cost therein involved. The ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE shall be provided with a written decision setting forth the decision of the Board. The decision of the Board shall be final, and this Agreement will terminate as of the date of that decision.

During the pendency of disciplinary proceedings, the Board reserves the right to place the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE on paid administrative leave.

Upon termination for cause, the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any applicable plans, programs or policies such as health benefits, etc.

The termination for cause provisions of this Section shall not be construed as an agreement to terminate employment only for cause but rather are intended to provide a mechanism for termination from employment without the payment of severance provided in Section 8(d).

In the event of Charter revocation, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

Unless the agreement is terminated prior to the end of its term pursuant to this Section or the term is extended in writing in accordance with Section 12, the employment of the ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE will terminate at the end of the term of the agreement, and no additional notice is required.

9. ENTIRE AGREEMENT. This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.

10. WAIVER. Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the silence or from the failure of any party to act, except as otherwise specified in this Agreement.

11. JURISDICTION. The parties hereby understand and agree that this Agreement,

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including the attachments hereto, has been negotiated and executed in the State of California and shall be governed by, and constructed under, the laws of the State of California.

12. AMENDMENTS. No addition to, or modification of, any provision contained in this Agreement shall be effective unless fully set forth in writing and signed by the authorized representative of both parties.

13. ARBITRATION OF DISPUTES. The parties agree that any dispute regarding the application, interpretation or breach of this Agreement will be subject to final and binding arbitration. Attorney's fees, costs, and damages (where appropriate) shall be awarded to the prevailing party in any dispute, and any resolution, opinion or order of the Arbitrator may be entered as a judgment of the Superior Court.

14. INTERPRETATION AND OPPORTUNITY TO COUNSEL. In the event of a controversy or dispute between the parties concerning the provisions herein, this document shall be interpreted according to the provisions herein. The parties hereto acknowledge and agree that each has been given an opportunity to independently review this Agreement with legal counsel.

15. SEVERABILITY. If any term, provision, condition, or covenant of this Agreement shall to any extent be held invalid or unenforceable, the remainder of the Agreement shall not be affected thereby, and each term and provision of this Agreement shall be valid and enforceable to the fullest extent provided by law.

16. COUNTERPART EXECUTION. This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.

17. SIGNATURES. We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By: Dr. Pamela Magee

Dr. Pamela Magee,
Executive Director/Principal

June 12, 202
Date

Joseph Clausi Jr
Joseph Clausi Jr (Jun 12, 2026 16:28:44 PDT)

Joseph Clausi
Administrative Director, Attendance, Admissions & Compliance

Jun 12, 2026
Date

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.3ATTACHMENT A:
BENEFIT DESCRIPTION

1. The ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE is entitled to
participate in PERS or STRS, in accordance with their requirements.

2. The ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE is entitled to participate in PCHS provided health and welfare benefits including but not limited to medical, dental, vision and life insurance. In addition, ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE has the opportunity to enroll in other health and welfare benefits including but not limited to additional life insurance, pre-tax savings programs, 403(B), discount programs, etc. PCHS reserves the right to change benefits providers or packages as necessary, while still ensuring compliance with the employee benefits section of the Palisades Charter High School Charter.

3. The ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE is entitled to leaves of absence in accordance with applicable Federal and State law, including but not limited to Family Medical Leave Act(FMLA), State Disability Insurance (SDI), Paid Family Leave (PFL), Pregnancy Disability Leave (PDL), etc.

4. The ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE is entitled to Paid
Holidays of 13 days annually during the term in keeping with the adopted annual school calendar. Holidays must be used on the day assigned, and unused holidays will not roll over or be paid out at contract termination. During the 2026-2027 school year, these dates include the following holidays.

July 4	Independence Day
September 4	CA Admission Day
September 7	Labor Day
November 11	Veteran's Day
November 26	Thanksgiving Day
November 27	Friday after Thanksgiving
December 24	Christmas Eve
December 25	Christmas Day
January 1	New Year's Day
January 18	Martin Luther King Jr. Day
February 15	President's Day
May 31	Memorial Day
June 19	National Independence Day

5. The ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE is entitled to 12 paid sick days annually during the term. Paid sick days accrue at a rate consistent with days worked. ADMINISTRATIVE DIRECTOR, ATTENDANCE, ADMISSIONS & COMPLIANCE may borrow against the contract year's paid sick days, but if he/she terminates his/her contract prior to contract end date, used, un-accrued days must be paid back to Palisades Charter High School. Unused paid sick days will roll over as outlined by STRS and PERS, but will not be paid out at contract termination.

Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and
ROBBIE McKINZIE-JOHNSON

THIS AGREEMENT ("Agreement") is made and entered into as of the date fully executed by and between the Board of Trustees ("Board") of Palisades Charter High School ("PCHS"), a California Non-Profit Public Benefit Corporation and ROBBIE McKINZIE-JOHNSON (hereinafter referred to as the "ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION").

RECITALS

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION to assist the Executive Director/Principal and to carry out the duties and functions of the position as directed by the Executive Director/Principal and/or the Board; and

WHEREAS, PCHS desires to retain the services of the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION by way of this Agreement and the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION is qualified to perform such duties; and

WHEREAS, the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION and PCHS desire to formalize the employment relationship by way of this Agreement

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto agree as follows:

AGREEMENT

1. TERM. PCHS hereby employs the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION from July 1, 2026 to June 30, 2027, according to the terms and conditions set forth in

the Charter, or as specified herein. In the event of a conflict between the provisions of this agreement and the charter, the provisions of this agreement shall prevail. COMPENSATION.

a. For the period of July 1, 2026 to June 30, 2027, the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION shall receive a salary of $144,520.63 (plus any board approved increases) to be paid in monthly payments, subject to all regular withholdings, based on the annual salary of $144,520.63 for the 2026- 2027 school year.

b. The ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION is exempt from overtime law.

c. For the duration of this Agreement, the compensation of the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION shall be subject to reduction commensurate with salary reductions and/or reductions in work days ("furlough days") taken by any other management, supervisory, confidential, or non-management employee group, whether as a percentage reduction to annual salary, a percentage number of furlough days (in relation to the work year of the employee group), or a combination of a reduction to annual salary and furlough days. Additionally, if reduced compensation of any other employee group is restored during the term of this Agreement, the compensation of the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION shall also be restored in an equal manner.

3. BENEFITS. At PCHS's expense, the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION shall be afforded the health and welfare benefits of employment listed in the attached Benefit Description (Attachment A).

4. DUTIES. The ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION shall perform the duties of ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION as directed by the Principal and the Executive Director/Principal, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION may be altered from time to time by the Board.

5. WORK YEAR AND WORK WEEK. The work year of the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION is 12 months, from July 1, 2026 through June 30, 2027 and he/she shall be required to work throughout this 12-month calendar year. The work week shall be Monday through Friday and exclude weekends. The work year shall consist of workdays, non-workdays, and holidays. The annual work year will be two hundred forty-one (241) paid days, including 13 paid holidays and two hundred twenty-eight (228) work days. The additional twenty (20) non-work days shall be scheduled in advance and approved by the Executive Director "

6. EVALUATION. ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION should meet regularly with his/her supervisor and should receive ongoing performance feedback. In addition, more formal performance evaluations will be conducted annually on or before June 1st, 2027. The frequency of performance evaluations may vary

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depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION, and he/she shall have the right to make an oral or written response to the evaluation. Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.

7. EXPENSE REIMBURSEMENT. PCHS shall reimburse the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION for all documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.

8. TERMINATION OF AGREEMENT. This Agreement may be terminated prior to the end of its term as a result of any of the following events:
   a. mutual written agreement of the parties
   b. retirement, legal incapacity or death of the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION
   c. Charter revocation
   d. early termination of at-will employment by PCHS without cause in which event a gross taxable sum equivalent to four (4) weeks of salary (subject to all regular withholding) and benefits shall be paid to the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION as severance
   e. discharge from at-will employment without severance, for cause

   Acceptance by ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION of the severance payment pursuant to Section 8(d) shall constitute the sole amount owing and paid in the event of termination of this agreement without cause.

   The bases for discharge for cause may include but are not limited to conduct such as neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct that might be likely to affect PCHS negatively.

   Prior to discharge for cause, the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION shall be provided with a statement of charges and given an opportunity to respond orally or in writing to such charges. The ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION shall be entitled to appear personally before the Board to present any evidence or testimony to contest the statement of charges. If the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION chooses to be accompanied by legal counsel at such meeting, the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION shall bear any cost therein involved. The ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION shall be provided with a written decision setting forth the decision of the Board. The decision of the Board shall be final, and this Agreement will terminate as of the date of that decision.

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During the pendency of disciplinary proceedings, the Board reserves the right to place the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION on paid administrative leave.

Upon termination for cause, the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any applicable plans, programs or policies such as health benefits, etc.

The termination for cause provisions of this Section shall not be construed as an agreement to terminate employment only for cause but rather are intended to provide a mechanism for termination from employment without the payment of severance provided in Section 8(d).

In the event of Charter revocation, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

Unless the agreement is terminated prior to the end of its term pursuant to this Section or the term is extended in writing in accordance with Section 12, the employment of the ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION will terminate at the end of the term of the agreement, and no additional notice is required.

9. ENTIRE AGREEMENT. This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.

10. WAIVER. Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the silence or from the failure of any party to act, except as otherwise specified in this Agreement.

11. JURISDICTION. The parties hereby understand and agree that this Agreement, including the attachments hereto, has been negotiated and executed in the State of California and shall be governed by, and constructed under, the laws of the State of California.

12. AMENDMENTS. No addition to, or modification of, any provision contained in this Agreement shall be effective unless fully set forth in writing and signed by the authorized representative of both parties.

13. ARBITRATION OF DISPUTES. The parties agree that any dispute regarding the application, interpretation or breach of this Agreement will be subject to final and binding arbitration. Attorney's fees, costs, and damages (where appropriate) shall be awarded to

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the prevailing party in any dispute, and any resolution, opinion or order of the Arbitrator may be entered as a judgment of the Superior Court.

14. INTERPRETATION AND OPPORTUNITY TO COUNSEL. In the event of a controversy or dispute between the parties concerning the provisions herein, this document shall be interpreted according to the provisions herein. The parties hereto acknowledge and agree that each has been given an opportunity to independently review this Agreement with legal counsel.

15. SEVERABILITY. If any term, provision, condition, or covenant of this Agreement shall to any extent be held invalid or unenforceable, the remainder of the Agreement shall not be affected thereby, and each term and provision of this Agreement shall be valid and enforceable to the fullest extent provided by law.

16. COUNTERPART EXECUTION. This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.

17. SIGNATURES. We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By: Dr. Pamela Magee — June 14, 2026

Dr. Pamela Magee, Date
Executive Director/Principal

robbie johnson (Jun 14, 2026 19:08:43 CDT) — Jun 14, 2026

Robbie McKinzie-Johnson Date
Administrative Director, Special Education

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.3ATTACHMENT A:
BENEFIT DESCRIPTION

1. The ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION is entitled to participate in PERS or STRS, in accordance with their requirements.

2. The ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION is entitled to participate in PCHS provided health and welfare benefits including but not limited to medical, dental, vision and life insurance. In addition, ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION has the opportunity to enroll in other health and welfare benefits including but not limited to additional life insurance, pre-tax savings programs, 403(B), discount programs, etc. PCHS reserves the right to change benefits providers or packages as necessary, while still ensuring compliance with the employee benefits section of the Palisades Charter High School Charter.

3. The ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION is entitled to leaves of absence in accordance with applicable Federal and State law, including but not limited to Family Medical Leave Act(FMLA), State Disability Insurance (SDI), Paid Family Leave (PFL), Pregnancy Disability Leave (PDL), etc.

4. The ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION is entitled to Paid Holidays of 13 days annually during the term in keeping with the adopted annual school calendar. Holidays must be used on the day assigned, and unused holidays will not roll over or be paid out at contract termination. During the 2026-2027 school year, these dates include the following holidays.

July 4	Independence Day
September 4	CA Admission Day
September 7	Labor Day
November 11	Veteran's Day
November 26	Thanksgiving Day
November 27	Friday after Thanksgiving
December 24	Christmas Eve
December 25	Christmas Day
January 1	New Year's Day
January 18	Martin Luther King Jr. Day
February 15	President's Day
May 31	Memorial Day
June 19	National Independence Day

5. The ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION is entitled to 12 paid sick days annually during the term. Paid sick days accrue at a rate consistent with days worked. ADMINISTRATIVE DIRECTOR, SPECIAL EDUCATION may borrow against the contract year's paid sick days, but if he/she terminates his/her contract prior to contract end date, used, un-accrued days must be paid back to Palisades Charter High School. Unused paid sick days will roll over as outlined by STRS and PERS, but will not be paid out at contract termination.

Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and AMIE WHITELEY

THIS AGREEMENT ("Agreement") is made and entered into as of the date fully executed by and between the Board of Trustees ("Board") of Palisades Charter High School ("PCHS"), a California Non-Profit Public Benefit Corporation and AMIE WHITELEY (hereinafter referred to as the "ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES").

RECITALS

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES to assist the Executive Director/Principal and to carry out the duties and functions of the position as directed by the Executive Director/Principal and/or the Board; and

WHEREAS, PCHS desires to retain the services of the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES by way of this Agreement and the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES is qualified to perform such duties; and

WHEREAS, the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES and PCHS desire to formalize the employment relationship by way of this Agreement

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto agree as follows:

AGREEMENT

1. TERM. PCHS hereby employs the ADMINISTRATIVE DIRECTOR, STUDENT

SUPPORT SERVICES from July 1, 2026 to June 30, 2027, according to the terms and conditions set forth in the Charter, or as specified herein. In the event of a conflict between the provisions of this agreement and the charter, the provisions of this agreement shall prevail. COMPENSATION.

a. For the period of July 1, 2026 to June 30, 2027, the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES shall receive a salary of Step 8 (plus any union negotiated increases) to be paid in monthly payments, subject to all regular withholdings, based on the annual salary for the 2026-2027 school year.

b. The ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES is exempt from overtime law.

c. For the duration of this Agreement, the compensation of the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES shall be subject to reduction commensurate with salary reductions and/or reductions in work days ("furlough days") taken by any other management, supervisory, confidential, or non-management employee group, whether as a percentage reduction to annual salary, a percentage number of furlough days (in relation to the work year of the employee group), or a combination of a reduction to annual salary and furlough days. Additionally, if reduced compensation of any other employee group is restored during the term of this Agreement, the compensation of the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES shall also be restored in an equal manner.

3. BENEFITS. At PCHS's expense, the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES shall be afforded the health and welfare benefits of employment listed in the attached Benefit Description (Attachment A).

4. DUTIES. The ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES shall perform the duties of ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES as directed by the Principal and the Executive Director/Principal, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES may be altered from time to time by the Board.

5. WORK YEAR AND WORK WEEK. The work year of the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES is 12 months, from July 1, 2027 through June 30, 2027 and he/she shall be required to work throughout this 12-month calendar year. The work week shall be Monday through Friday, and exclude weekends. The work year shall consist of workdays, non-workdays, and holidays. The annual work year will be two hundred forty-one (241) paid days, including 13 paid holidays and two hundred twenty-eight (228) work days. The additional twenty (20) non-work days, shall be scheduled in advance and approved by the Executive Director "

6. EVALUATION. ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES

should meet regularly with his/her supervisor and should receive ongoing performance feedback. In addition, more formal performance evaluations will be conducted annually on or before June 1st, 2027. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES, and he/she shall have the right to make an oral or written response to the evaluation. Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.

7. EXPENSE REIMBURSEMENT. PCHS shall reimburse the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES, for all documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.

8. TERMINATION OF AGREEMENT. This Agreement may be terminated prior to the end of its term as a result of any of the following events:
   a. mutual written agreement of the parties
   b. retirement, legal incapacity or death of the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES
   c. Charter revocation
   d. early termination of at-will employment by PCHS without cause in which event a gross taxable sum equivalent to four (4) weeks of salary (subject to all regular withholding) and benefits shall be paid to the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES as severance
   e. discharge from at-will employment without severance, for cause

   Acceptance by ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES of the severance payment pursuant to Section 8(d) shall constitute the sole amount owing and paid in the event of termination of this agreement without cause.

   The bases for discharge for cause may include but are not limited to conduct such as neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct that might be likely to affect PCHS negatively.

   Prior to discharge for cause, the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES shall be provided with a statement of charges and given an opportunity to respond orally or in writing to such charges. The ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES shall be entitled to appear personally before the Board to present any evidence or testimony to contest the statement of charges. If the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES choose to be accompanied by legal counsel at such meeting, the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES shall bear any cost therein involved. The

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ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES, shall be provided a written decision setting forth the decision of the Board. The decision of the Board shall be final, and this Agreement will terminate as of the date of that decision.

During the pendency of disciplinary proceedings, the Board reserves the right to place the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES, on paid administrative leave.

Upon termination for cause, the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES, shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any applicable plans, programs or policies such as health benefits, etc.

The termination for cause provisions of this Section shall not be construed as an agreement to terminate employment only for cause, but rather are intended to provide a mechanism for termination from employment without the payment of severance provided in Section 8(d).

In the event of Charter revocation, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

Unless the agreement is terminated prior to the end of its term pursuant to this Section or the term is extended in writing in accordance with Section 12, the employment of the ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES will terminate at the end of the term of the agreement and no additional notice is required.

9. ENTIRE AGREEMENT. This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.

10. WAIVER. Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the silence or from the failure of any party to act, except as otherwise specified in this Agreement.

11. JURISDICTION. The parties hereby understand and agree that this Agreement, including the attachments hereto, has been negotiated and executed in the State of California and shall be governed by, and constructed under, the laws of the State of California.

12. AMENDMENTS. No addition to, or modification of, any provision contained in this Agreement shall be effective unless fully set forth in writing and signed by the authorized

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representative of both parties.

13. ARBITRATION OF DISPUTES. The parties agree that any dispute regarding the application, interpretation or breach of this Agreement will be subject to final and binding arbitration. Attorney's fees, costs, and damages (where appropriate) shall be awarded to the prevailing party in any dispute, and any resolution, opinion or order of the Arbitrator may be entered as a judgment of the Superior Court.

14. INTERPRETATION AND OPPORTUNITY TO COUNSEL. In the event of a controversy or dispute between the parties concerning the provisions herein, this document shall be interpreted according to the provisions herein. The parties hereto acknowledge and agree that each has been given an opportunity to independently review this Agreement with legal counsel.

15. SEVERABILITY. If any term, provision, condition, or covenant of this Agreement shall to any extent be held invalid or unenforceable, the remainder of the Agreement shall not be affected thereby, and each term and provision of this Agreement shall be valid and enforceable to the fullest extent provided by law.

16. COUNTERPART EXECUTION. This Agreement may be executed in any number of counterparts, each of which shall be deemed a duplicate original when all counterparts are executed, but all of which constitute a single instrument.

17. SIGNATURES. We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By: Dr. Pamela Magee

Dr. Pamela Magee,
Executive Director/Principal

6/16/26
Date

Amie Whiteley
Administrative Director, Student Support Services

Date

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.3ATTACHMENT A:
BENEFIT DESCRIPTION

1. The ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES is entitled to participate in PERS or STRS, in accordance with their requirements.

2. The ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES is entitled to participate in PCHS provided health and welfare benefits including but not limited to medical, dental, vision and life insurance. In addition, ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES has the opportunity to enroll in other health and welfare benefits including but not limited to additional life insurance, pre-tax savings programs, 403(B), discount programs, etc. PCHS reserves the right to change benefits providers or packages as necessary, while still ensuring compliance with the employee benefits section of the Palisades Charter High School Charter.

3. The ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES is entitled to leaves of absence in accordance with applicable Federal and State law, including but not limited to Family Medical Leave Act(FMLA), State Disability Insurance (SDI), Paid Family Leave (PFL), Pregnancy Disability Leave (PDL), etc.

4. The ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES is entitled to Paid Holidays of 13 days annually during the term in keeping with the adopted annual school calendar. Holidays must be used on the day assigned, and unused holidays will not roll over or be paid out at contract termination. During the 2026-2027 school year, these are the following holidays.

July 4	Independence Day
September 4	CA Admission Day
September 7	Labor Day
November 11	Veteran's Day
November 26	Thanksgiving Day
November 27	Friday after Thanksgiving
December 24	Christmas Eve
December 25	Christmas Day
January 1	New Year's Day
January 18	Martin Luther King Jr. Day
February 15	President's Day
May 31	Memorial Day
June 19	National Independence Day

5. The ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES, is entitled to paid 12 sick days annually during the term. Paid sick days accrue at a rate consistent with days worked. ADMINISTRATIVE DIRECTOR, STUDENT SUPPORT SERVICES may borrow against the contract year's paid sick days, but if he/she terminates his/her contract prior to contract end date, used, un-accrued days must be paid back to Palisades Charter High School. Unused paid sick days will roll over as outlined by STRS and PERS, but will not be paid out at contract termination.

Employment Agreement Between
PALISADES CHARTER HIGH SCHOOL and JOSHUA WILSON

THIS AGREEMENT ("Agreement") is made and entered into as of the date fully executed by and between the Board of Trustees ("Board") of Palisades Charter High School ("PCHS"), a California Non-Profit Public Benefit Corporation and JOSHUA WILSON (hereinafter referred to as the "ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE").

RECITALS

WHEREAS, PCHS is a corporation, organized and operating exclusively for educational and charitable purposes pursuant to and within the meaning of Section 501(c)(3) of the Internal Revenue Code; and

WHEREAS, PCHS is authorized pursuant to its Articles of Incorporation and By-Laws to appoint and hire the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE to assist the Executive Director/Principal and to carry out the duties and functions of the position as directed by the Executive Director/Principal and/or the Board; and

WHEREAS, PCHS desires to retain the services of the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE by way of this Agreement and the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE is qualified to perform such duties; and

WHEREAS, the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE
and PCHS desire to formalize the employment relationship by way of this Agreement

NOW THEREFORE, in consideration of the foregoing recitals and the mutual terms and conditions contained herein, the parties hereto agree as follows:

AGREEMENT

1. TERM. PCHS hereby employs the ADMINISTRATIVE DIRECTOR OF SPECIAL EDUCATION from July 1, 2026 to June 30, 2027, according to the terms and conditions set forth in the Charter, or as specified herein. In the event of a conflict between the provisions of this agreement and the charter, the provisions of this agreement shall prevail. COMPENSATION.

   a. For the period of July 1, 2026 to June 30, 2027, the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE shall receive a salary of Step 6 (plus any board approved increases) to be paid in monthly payments, subject to all regular withholdings, based on the annual salary of for the 2026- 2027 school year.

   b. The ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE is exempt from overtime law.

   c. For the duration of this Agreement, the compensation of the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE shall be subject to reduction commensurate with salary reductions and/or reductions in work days ("furlough days") taken by any other management, supervisory, confidential, or non-management employee group, whether as a percentage reduction to annual salary, a percentage number of furlough days (in relation to the work year of the employee group), or a combination of a reduction to annual salary and furlough days. Additionally, if reduced compensation of any other employee group is restored during the term of this Agreement, the compensation of the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE shall also be restored in an equal manner.

3. BENEFITS. At PCHS's expense, the ADMINISTRATIVE DIRECTOR OF SPECIAL EDUCATION shall be afforded the health and welfare benefits of employment listed in the attached Benefit Description (Attachment A).

4. DUTIES. The ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE shall perform the duties of ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE as directed by the Principal and the Executive Director/Principal, the Articles of Incorporation and By-Laws, prescribed by the Charter, or as specified in the attached job description. This description and the job duties for the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE may be altered from time to time by the Board.

5. WORK YEAR AND WORK WEEK. The work year of the ADMINISTRATIVE DIRECTOR OF SPECIAL EDUCATION is 12 months, from July 1, 2026 through June 30, 2027 and he/she shall be required to work throughout this 12-month calendar year. The work week shall be Monday through Friday, and exclude weekends. The work year shall consist of workdays, non-workdays, and holidays. The annual work year will be two hundred forty-one (241) paid days, including 13 paid holidays and two

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hundred twenty-eight (228) work days. The additional twenty (20) non-work days shall be scheduled in advance and approved by the Executive Director "

6. EVALUATION. ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE
should meet regularly with his/her supervisor and should receive ongoing performance feedback. In addition, more formal performance evaluations will be conducted annually on or before June 1st, 2027. The frequency of performance evaluations may vary depending upon length of service, job position, past performance, changes in job duties, or recurring performance problems. A copy of the written evaluation shall be delivered to the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE, and he/she shall
have the right to make an oral or written response to the evaluation. Failure to evaluate the Employee shall not prevent PCHS from releasing the Employee in accordance with this Agreement.

7. EXPENSE REIMBURSEMENT. PCHS shall reimburse the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE for all documented actual and necessary expenses personally incurred by him/her within the scope of his/her employment, subject to Board approval, in accordance with applicable PCHS policy and authorization.

8. TERMINATION OF AGREEMENT. This Agreement may be terminated prior to the end of its term as a result of any of the following events:
   a. mutual written agreement of the parties
   b. retirement, legal incapacity or death of the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE
   c. Charter revocation
   d. early termination of at-will employment by PCHS without cause in which event a gross taxable sum equivalent to four (4) weeks of salary (subject to all regular withholding) and benefits shall be paid to the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE as severance
   e. discharge from at-will employment without severance, for cause

Acceptance by ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE of the severance payment pursuant to Section 8(d) shall constitute the sole amount owing and paid in the event of termination of this agreement without cause.

The bases for discharge for cause may include but are not limited to conduct such as neglect of duty, incompetence, breach of contract, dishonesty, disclosure of confidential information, unprofessional conduct, insubordination, violation of law or conviction of any felony or other criminal offense, or any failure of good conduct that might be likely to affect PCHS negatively.

Prior to discharge for cause, the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE shall be provided with a statement of

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charges and given an opportunity to respond orally or in writing to such charges. The ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE shall be entitled to appear personally before the Board to present any evidence or testimony to contest the statement of charges. If the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE chooses to be accompanied by legal counsel at such meeting, the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE shall bear any cost therein involved. The ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE shall be provided a written decision setting forth the decision of the Board. The decision of the Board shall be final, and this Agreement will terminate as of the date of that decision.

During the pendency of disciplinary proceedings, the Board reserves the right to place the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE on paid administrative leave.

Upon termination for cause, the ADMINISTRATIVE DIRECTOR, STUDENT ACTIVITIES, ATHLETICS & DISCIPLINE shall receive his/her proportionate compensation to the effective date of termination, along with his/her rights to other benefits as governed by any applicable plans, programs or policies such as health benefits, etc.

The termination for cause provisions of this Section shall not be construed as an agreement to terminate employment only for cause, but rather are intended to provide a mechanism for termination from employment without the payment of severance provided in Section 8(d).

In the event of Charter revocation, all contractual obligations under this Agreement cease immediately upon the effective date of revocation.

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9. ENTIRE AGREEMENT. This Agreement supersedes any and all other Agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other Agreement, statement or promise related to the subject matter of this Agreement which is not contained in this Agreement shall be valid or binding.

10. WAIVER. Either party to this Agreement may specifically and expressly waive, in writing, compliance or any breach by the other party with any term, condition or requirements set forth in this Agreement. Any such waiver, however, shall not constitute a further or continuing waiver of the same requirement, unless a specific statement to the contrary is contained with such waiver. No waiver or consent shall be implied from the

silence or from the failure of any party to act, except as otherwise specified in this Agreement.

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17. SIGNATURES. We affix our signatures to this Agreement with the full and complete understanding of the relationship between the parties hereto.

PALISADES CHARTER HIGH SCHOOL, a California Non-Profit Public Benefit Corporation

By: Dr. Pamela Magee — 6/16/26

Dr. Pamela Magee, Date
Executive Director/Principal

Joshua Wilson — Date
Administrative Director, Student Activities, Athletics & Discipline

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.3ATTACHMENT A:
BENEFIT DESCRIPTION

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Coversheet

Revised 2026-2027 Board Meeting Schedule

Section: XIII. Governance
Item: A. Revised 2026-2027 Board Meeting Schedule
Purpose: FYI
Submitted by:
Related Material: 2026-2027 BOT Meeting Schedule.pdf

PALISADES CHARTER HIGH SCHOOL

Empowering Educational Excellence.

2026 – 2027 Board of Trustees Meeting Schedule

August 25, 2026

TBD – Governance Training

September 19, 2026 – Board Retreat

September 22, 2026

October 20, 2026

November 17, 2026

December 8, 2026

January 26, 2027

February 23, 2027

March 16, 2027

April 20, 2027

May 18, 2027

June 1, 2027 (Budget)

June 8, 2027