RESOLUTION OF THE BOARD

PALISADES CHARTER HIGH SCHOOL UNREPRESENTED STAFF COMPENSATION

September 17, 2021

Whereas, the unrepresented staff at PCHS reply on Human Resources and the School Board to be fair minded in the compensation and treatment of all of our staff, and

Whereas, negotiations for both UTLA-PCHS and PESPU bargaining have concluded,

We are proposing an equivalent salary increase for the PCHS unrepresented and management staff.

- PCHS increase all 2020-2021 Unrepresented salary tables by a total of 2%, as follows:
 - The initial 1.75% increase shall be effective July 1, 2021
 - The remaining 0.25% of the overall 2% increase, shall be effective June 30, 2022
- If the loan funds received by PCHS from the federal Payroll Protection Program are 2. forgiven, unit members who were employed by PCHS during the 2020-2021 school year, and who are employed by PCHS as of the date of this board resolution, shall receive a onetime payment as follows:
 - If 25%-49% of loan funds are forgiven, unit members shall receive a one-time payment in an amount that is equivalent to 1.25% of their base salary during the 2020-2021 school year; or
 - If 50%-74% of loan funds are forgiven, unit members shall receive a one-time payment in an amount that is equivalent to 2.25% of their base salary during the 2020-2021 school year; or
 - e

• If 75% or payment is 2021 scho	more of loan funds are forgiven, unit member an amount that is equivalent to 3.0% of their bol year.	ers shall receive a one-time base salary during the 2020
Signature indicating Boar	d Approval:	
Chair of the Board,	Date	

2019-2020	Step 1	Step 2	Step 3	Step 4	Ct E			
Database Manager	66,091.82				Step 5	Step 6	Step 7	Step 8
Executive Assistant		69,397.24	72,866.33	76,510.09	80,336.19	84,352.34	88,569,52	93,038.26
	54,350.95	57,068.67	59,921.49	62,918.23	66,063.26	69,366.48		
Executive Asst. Communications	54,350.95	57,068.67	59,921.49				72,835.57	76,522.17
Human Resource Spec.	46,754.76			62,918.23	66,063.26	69,366.48	72,835.57	76,522.17
Operations Liaison		49,092.39	51,547.56	54,156.52	56,898.40	59,778.69	62,805.08	65,985.27
A STATE OF THE PROPERTY OF THE	50,536.43	53,285.10	55,949.36	58,746.27	61,684.89	64,768.23		
College Advisor	23.6070	24.7824	26.0347	27.3529			68,006.34	71,407.26
Nurse RN	49,318.68				28.7370	30.1980	31.7250	33.3288
Masters Stipend: \$2,000	49,310.08	51,784.83	54,374.02	57,092.83	59,947.86	62,944.59	66,091.82	69,397.24

*\$3,000 Longevity Stipend each year, after 2 years at the highest step, effective July 1, 2021 (seeking Board approval 9.21.2021)

2019-2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	C+ O
Campus Safety Supervisor	57,092.83	59,947.86	62,944.59	66,091.82				Step 8
			02,544.55	00,031.82	69,397.24	72,866.33	76,510.09	80,336.19
Facility, Grounds & Maintenance Superv	-	-	-	-		-		
Diseases College Containtenance Superv	54,351.41	57,068.93	59,921.12	62,918.03	66,063.68	69,366.11	76,509.65	90 335 60
Director, College Center	59,947.86	59,649.06	66,091.82	69,397.24	72,866.33			80,335.68
IT Team Lead	69,397.24	72,866.33				76,510.09	80,336.19	84,352.34
Aquatics Director			76,510.09	80,336.19	84,352.34	88,569.52	92,998.71	97,648.70
Athletic Director	57,092.83	59,947.86	62,944.59	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19
	57,092.83	59,947.86	62,944.59	66,091.82	69,397.24			
Manager - Fiscal Services	66,091.82	69,397.24				72,866.33	76,510.09	80,336.19
Information Technology Director			72,866.33	76,510.09	80,336.19	84,352.34	88,569.52	93,037.92
Masters Stipend: \$2,000	84,352.67	88,569.65	93,037.88	97,648.82	102,530.10	107,656.61	113,040.39	118,692.51

*\$3,000 Longevity Stipend each year, after 2 years at the highest step, effective July 1, 2021 (seeking Board approval 9.21.2021)

PCHS - Administrative Salary Scale

2019-2020	Step 1	Step 2	Chan 2	C	120000000000000000000000000000000000000			
Executive Director / Principal				Step 4	Step 5	Step 6	Step 7	Step 8
	170,642.25	179,174.36	188,133.08	197,539.73	207,416.72			
Assistant Principal /Director	108,345.99	114,952.42	121,558.86	128,165.30	131,460.82		120 054 00	444.000
		The second second			131,400.82	134,/30.33	138,051.88	141,378.17

2019-2020	Step 1	Step 2	Char 2	C				
Chief Business Officer			Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	116,002.60	121,769.77	127,976.35	134.385.06	137,680.58	140,976,11	144.271.64	
Director of Operations	109,850.95	115.343.49	120,836.04	7.5.5.5.5				148,599.77
Director, Human Resources	87,880.76			126,328.59	131,460.82	134,756.35	138,051.88	141,378.17
The state of the s	07,000.76	91,450.91	95,021.07	98,865.85	103,809.14	109.027.06	115,343.49	121,934,55

Longevity increase for all unrepresented:

\$3,000 Longevity Stipend each year, after 2 years at the highest step

Doctoral Stipend: \$3,000

Work Days = 229 (241 contract days when including holidays)

SEEKING BOARD APPROVAL SEPTEMBER 21, 2021

2019-2020	Step 1	Step 2	Step 3	Step 4	Chan F			
Database Manager	66,091.82				Step 5	Step 6	Step 7	Step 8
Executive Assistant		69,397.24	72,866.33	76,510.09	80,336.19	84,352.34	88,569.52	93,038.26
	54,350.95	57,068.67	59,921.49	62,918.23	66,063.26			
Executive Asst. Communications	54,350.95	57,068.67	59,921.49			69,366.48	72,835.57	76,522.17
Human Resource Spec.				62,918.23	66,063.26	69,366.48	72,835.57	76,522.17
	46,754.76	49,092.39	51,547.56	54,156.52	56,898.40	59,778.69	62,805.08	
Operations Liaison**	50,536.43	53,285.10	55,949.36	58,746.27				65,985.27
College Advisor	23.6070				61,684.89	64,768.23	68,006.34	71,407.26
		24.7824	26.0347	27.3529	28.7370	30.1980	31.7250	33.3288
Nurse RN	49,318.68	51,784.83	54,374.02	57,092.83				33,3288
			34,374.02	37,092.83	59,947.86	62,944.59	66,091.82	69,397.24

2019-2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Ch	
Campus Safety Supervisor	57,092.83	59,947.86				этерь	Step 7	Step 8
	37,032.03	33,347.00	62,944.59	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19
Facility, Grounds & Maintenance Superv		-		-	-		-	
Head Callege Ad :	54,351.41	57,068.93	59,921.12	62,918.03	66,063.68	69,366.11	76,509.65	80,335.68
Head College Advisor	59,947.86	59,649.06	66,091.82	69,397.24	72,866.33	76,510.09		
T Team Supervisor	69,397.24	72,866.33	76,510.09	80,336.19			80,336.19	84,352.34
Manager - Aquatics Facility	57,092.83	59,947.86			84,352.34	88,569.52	92,998.71	97,648.70
Manager - Athletics			62,944.59	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19
Manager - Fiscal Services	57,092.83	59,947.86	62,944.59	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19
	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19	84,352.34	88,569.52	
Technology Supervisor/Coordinator	84,352.67	88,569.65	93,037.88	97,648.82	102,530.10			93,037.92
			/	37,040.02	102,550.10	107,656.61	113,040.39	118,692.51

M/E							
Step 1	Step 2	Step 3	Step 4	Step 5	Sten 6	Step 7	Cton O
170,642.25	179,174.36	188,133.08	197,539,73		Bridge of Adjusted	Step /	Step 8
108,345.99	114,952.42	121,558.86	128,165.30	131,460.82		138,051.88	141,378,1
	Step 1 170,642.25	Step 1 Step 2 170,642.25 179,174.36	Step 1 Step 2 Step 3 170,642.25 179,174.36 188,133.08	Step 1 Step 2 Step 3 Step 4 170,642.25 179,174.36 188,133.08 197,539.73	Step 1 Step 2 Step 3 Step 4 Step 5 170,642.25 179,174.36 188,133.08 197,539.73 207,416.72 108,345,69 114,053.43 128,133.08 197,539.73 207,416.72	170,642.25 179,174.36 188,133.08 197,539.73 207,416.72	Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 170,642.25 179,174.36 188,133.08 197,539.73 207,416.72 207,416.72 108,345.99 114,952.42 121,558.86 130,455.90 207,416.72

Title	Step 1	Chan 2	10: 0					
Chief Business Officer		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	116,002.60	121,769.77	127,976.35	134,385.06	137,680.58	140,976.11		
Director of Operations	109,850,95	115,343.49	120,836.04	126,328,59			144,271.64	148,599.77
Director, Human Resources	87,880.76				131,460.82	134,756.35	138,051.88	141,378.17
	87,880.76	91,450.91	95,021.07	98,865.85	103,809.14	109.027.06	115,343,49	121,934,55

Longevity increase: \$3,000 Longevity Stipend each year, after 2 years at the highest step(every two years???)

Doctoral Stipend: \$3,000 Work Days = 229 (241 contract days when including holidays)

CURRENT SALARY SCALE 2019/2022