

RESOLUTION OF THE BOARD

**PALISADES CHARTER HIGH SCHOOL
UNREPRESENTED STAFF COMPENSATION**

September 17, 2021

Whereas, the unrepresented staff at PCHS rely 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.

1. 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

2. If the loan funds received by PCHS from the federal Payroll Protection Program are 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 one-time 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
 - If 75% or more of loan funds are forgiven, unit members shall receive a one-time payment in an amount that is equivalent to 3.0% of their base salary during the 2020-2021 school year.

Signature indicating Board Approval:

Chair of the Board,

Date

2019-2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Database Manager	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19	84,352.34	88,569.52	93,038.26
Executive Assistant	54,350.95	57,068.67	59,921.49	62,918.23	66,063.26	69,366.48	72,835.57	76,522.17
Executive Asst. Communications	54,350.95	57,068.67	59,921.49	62,918.23	66,063.26	69,366.48	72,835.57	76,522.17
Human Resource Spec.	46,754.76	49,092.39	51,547.56	54,156.52	56,898.40	59,778.69	62,805.08	65,985.27
Operations Liaison	50,536.43	53,285.10	55,949.36	58,746.27	61,684.89	64,768.23	68,006.34	71,407.26
College Advisor	23,607.0	24,782.4	26,034.7	27,352.9	28,737.0	30,198.0	31,725.0	33,328.8
Nurse RN	49,318.68	51,784.83	54,374.02	57,092.83	59,947.86	62,944.59	66,091.82	69,397.24

Masters Stipend: \$2,000

*\$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	Step 8
Campus Safety Supervisor	57,092.83	59,947.86	62,944.59	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19
Facility, Grounds & Maintenance Superv	54,351.41	57,068.93	59,921.12	62,918.03	66,063.68	69,366.11	76,509.65	80,335.68
Director, College Center	59,947.86	59,649.06	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19	84,352.34
IT Team Lead	69,397.24	72,866.33	76,510.09	80,336.19	84,352.34	88,569.52	92,998.71	97,648.70
Aquatics 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
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
Manager - Fiscal Services	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19	84,352.34	88,569.52	93,037.92
Information Technology Director	84,352.67	88,569.65	93,037.88	97,648.82	102,530.10	107,656.61	113,040.39	118,692.51

Masters Stipend: \$2,000

*\$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	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Executive Director /Principal	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	134,756.35	138,051.88	141,378.17
2019-2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Chief Business Officer	116,002.60	121,769.77	127,976.35	134,385.06	137,680.58	140,976.11	144,271.64	148,599.77
Director of Operations	109,850.95	115,343.49	120,836.04	126,328.59	131,460.82	134,756.35	138,051.88	141,378.17
Director, Human Resources	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 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	Step 5	Step 6	Step 7	Step 8
Database Manager	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19	84,352.34	88,569.52	93,038.26
Executive Assistant	54,350.95	57,068.67	59,921.49	62,918.23	66,063.26	69,366.48	72,835.57	76,522.17
Executive Asst. Communications	54,350.95	57,068.67	59,921.49	62,918.23	66,063.26	69,366.48	72,835.57	76,522.17
Human Resource Spec.	46,754.76	49,092.39	51,547.56	54,156.52	56,898.40	59,778.69	62,805.08	65,985.27
Operations Liaison**	50,536.43	53,285.10	55,949.36	58,746.27	61,684.89	64,768.23	68,006.34	71,407.26
College Advisor	23,607.0	24,782.4	26,034.7	27,352.9	28,737.0	30,198.0	31,725.0	33,328.8
Nurse RN	49,318.68	51,784.83	54,374.02	57,092.83	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	Step 7	Step 8
Campus Safety Supervisor	57,092.83	59,947.86	62,944.59	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19
Facility, Grounds & Maintenance Superv	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	80,336.19	84,352.34
IT Team Supervisor	69,397.24	72,866.33	76,510.09	80,336.19	84,352.34	88,569.52	92,998.71	97,648.70
Manager - Aquatics Facility	57,092.83	59,947.86	62,944.59	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19
Manager - Athletics	57,092.83	59,947.86	62,944.59	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19
Manager - Fiscal Services	66,091.82	69,397.24	72,866.33	76,510.09	80,336.19	84,352.34	88,569.52	93,037.92
Technology Supervisor/Coordinator	84,352.67	88,569.65	93,037.88	97,648.82	102,530.10	107,656.61	113,040.39	118,692.51

PCHS - Administrative Salary Scale effective: Tentative								
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Executive Director /Principal	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	134,756.35	138,051.88	141,378.17
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Chief Business Officer	116,002.60	121,769.77	127,976.35	134,385.06	137,680.58	140,976.11	144,271.64	148,599.77
Director of Operations	109,850.95	115,343.49	120,836.04	126,328.59	131,460.82	134,756.35	138,051.88	141,378.17
Director, Human Resources	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