



PALISADES

CHARTER HIGH SCHOOL

Human Resources Report Board of Trustees Meeting October 18, 2022

Change in Classification: PCHS Administration recommends that the following classifications be changed for two employees based on the needs of the school/department and the duties performed by these individuals.

These changes were approved by the Budget and Finance Committee on October 10, 2022.

Change in title and salary table

Operations Liaison to Permits and Set up Department Manager (Unrepresented)

Reasoning: The duties and responsibilities required for this position align with those of an unrepresented manager.

Fiscal Impact:

| | |
|------------------|----------------|
| 2022-2023 | None |
| 2023-2024 | 3302.88 |
| 2024-2025 | 6771.82 |

No additional steps

Campus Security Aide to Campus Security Lead (Classified)

Reasoning: Duties and responsibilities that are required for this position align with those of a lead.

Fiscal Impact:

| Year | Hourly Rate |
|------------------|--------------------|
| 2120-2022 | 29.37 |
| 2022-2023 | 32.45 |
| 2023-2024 | 33.51 |

No additional steps

AB 152: Supplemental Paid Sick Leave Extended through 12/31/22:

The state legislature and governor extended the obligations and entitlements of CSPSL through the end of the year. The newest iteration of the law does not provide an additional or new leave bank for employees or otherwise create new obligations for employers. It does, however, expand permissible employer-required diagnostic testing of employees. Under the current 2022 CSPSL law, if an employee requests CSPSL for their own illness, their employer may require testing on day five after the initial positive test. Under AB 152, in addition to requiring testing on day five after an initial positive test, if the day five test result is positive, an employer is permitted to require the employee to submit to a second diagnostic test within no less than 24 hours. If the employee does not provide documentation of the day five test result or does not submit to the additional test at the employer's request, the employer is not required to provide additional CSPSL.

Collective Bargaining: PESPU and PCHS negotiations are in progress.

Benefits:

Navia system online enrollment for PCHS is open through November 30, 2022 for employees to sign up for flexible spending accounts, which allow employees to use pre-tax income for co-pays at the doctor's office, prescription drugs, chiropractic treatment, and childcare. This money is deducted for their accounts pre-tax.

Respectfully Submitted,

Martha Monahan, Ed.D.
Director of Human Resources