



PALISADES CHARTER HIGH SCHOOL

CHIEF BUSINESS OFFICER

COVER SHEET FOR AGENDA ITEMS

September 19, 2023

TOPIC/ AGENDA ITEM:

VI. FINANCE

E. Certificated Substitute Pay Increase

PERSONNEL INVOLVED:

Board of Trustees, Executive Director/Principal, Director of Human Resources, Chief Business Officer, Administrative team

ISSUES INVOLVED/FISCAL IMPLICATIONS (IF ANY):

The purpose of this action is to approve the pay/rate increase for certificated substitutes. There is a state-wide need for certificated substitutes and surrounding districts have higher rates than PCHS. In order to attract the highest quality teachers for our students, PCHS administration and UTLA/PCHS recommend increasing the hourly rate for certificated substitutes to align with the LAUSD pay rate.

	PCHS (Hourly)	LAUSD (Hourly)	Proposed PCHS Rate (Hourly)
Daily Rate	\$ 31.00	\$35.4555	\$ 35.4555
Long Term Rate	\$ 39.33	\$47.8488	\$ 47.8488

CBO estimates that the annual impact of the rate increase (for 2023-24) is approximately \$75,506. Additional details are in the subsequent pages.

IMPACT ON SCHOOL MISSION, VISION OR GOALS, (IF ANY):

The action requested of the Board today will support the goal of increasing academic achievement.

OPTIONS OR SOLUTIONS:

The expectation is that the board approve the proposed certificate substitute pay rate increase.

CHIEF BUSINESS OFFICER'S RECOMMENDATION:

The CBO & Director of Human Resources recommend that the Board approve the substitute pay increase.

RECOMMENDED MOTION:

“To approve the proposed certificated substitute pay rate increase. The daily rate shall be \$35.4555 per hour. The Long Term Rate shall be \$47.8488 per hour.”

Juan Pablo Herrera
Chief Business Officer

Certificated Substitute Pay Rate Increase

SEPTEMBER 19, 2023

Certificated Substitute Pay Increase

There is a need to increase the rate of pay for certificated substitutes

- Across the state, there is a certificated substitute teacher shortage
- Surrounding districts have higher substitute pay rates compared to PCHS
- PCHS is currently not able to secure enough substitutes on a daily basis, resulting in having to use contract agencies or ask current teachers to provide substitute coverage. This often results in hourly rates of \$50-\$80 per hour.

The recommendation is to align our certificated substitute pay with LAUSD

	PCHS (Hourly)	LAUSD (Hourly)	Proposed PCHS Rate (Hourly)
Daily Rate	\$ 31.00	\$35.4555	\$ 35.4555
Long Term Rate	\$ 39.33	\$47.8488	\$ 47.8488

Annual Impact (2023-24) is approximately \$75,506

The estimated annual impact (2023-24) is \$75,506. This assumes we retain the same quantity of certificated substitute teachers.

Please note, it is difficult to estimate the impact because our substitute expense has significantly varied over the past 4 years

However, if this pay rate attracts more substitutes, then PCHS will rely less on contract agencies and PCHS faculty coverage (\$50-\$80 per hour). If this happens, we will see an increase in certificated substitute salaries, but a decrease in “consulting” and “certificated salaries” expense line items. Meaning PCHS could save on costs if the pay rate attracts more substitutes. We would essentially use less agencies (\$50-\$80 hr) and more PCHS substitutes (\$35.455 hr).

Certificated Substitute Expenses

