



PALISADES CHARTER HIGH SCHOOL

Human Resources Report Board of Trustees Meeting September 19, 2023

Substitute Pay Increase Recommendation

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. This recommendation will be made to the next meeting of the Budget and Finance Committee.

	<u>PCHS</u>	<u>LAUSD</u>
Daily Rate	\$31.00	\$35.45554
Long Term Rate	\$39.33	\$47.84876

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 expenses have significantly varied over the past 4 years. Additional detail is included in the Board packet under this agenda item.



CTC Declaration of Need

Education Code (EC) and Title 5 Regulations (T5) provide local educational agencies (LEAs) with educator assignment options that can be used when an LEA is unable to assign a certificated employee with the appropriate credential. These options, known as Local Assignment Options (LAOs), allow flexibility at the local level and are used solely at the discretion of the LEA.

governing board approval is required annually. This is intended to guarantee transparency in assignments, as board agendas are public and accessible to parents and stakeholder groups.

Local Assignment Approval is recommended for the following credentialed employees who work outside their primary credential area:

Christopher Laterzo holds an Educational Specialist credential and has completed coursework through Los Angeles County of Education (LACOE) to teach Tier I and Tier II math. This certification requires annual approval from the Governance Board.

Meike Paniza holds a Career Technical Education (CTE) credential in Arts, Media and Entertainment, Business and Finance, as well as Marketing, Sales and Service. She is working toward her English Learners Authorization (ELA). This authorization should be completed by the end of the 2023-2024 school year.

David Suarez has a single subject Social Science credential and is working toward his Physical Education credential. This credential should be completed by the end of the 2023-2024 school year. Authorization is required to teach one period of Physical Education.

Mairghread Nance has a single subject credential in Spanish and is working toward her Physical Education credential. This credential should be completed by the end of the 2023-2024 school year. Authorization is required to teach one period of Physical Education.

Amir Osterweil has a single subject credential in Social Science and has served as a Tech Coach at Pali. He requires authorization to teach AP Computer Science.

Jesus Adam Licea holds a single subject credential in Physical Education. He has completed the requirements for a Preliminary Administrative credential and requires temporary authorization for the 2023-2024 school year as he completes his fifth year as a credentialed educator.

Crystal Storey holds an Educational Specialist credential and has passed the California Subject Examination for Teachers (CSET) for General Science. This certification requires annual approval from the Governance Board.

Collective Bargaining

PESPU: Consistent with the relevant provisions of the Educational Employment Relations Act (Government Code section 3540 et seq.), including Section 3547 of the Government Code, the Palisades Charter High School ("PCHS") sunshines the following initial proposals for re-opener negotiations with Palisades Educational Support Personnel United ("PESPU") relating to the parties' collective bargaining agreement ("CBA") that expired on June 30, 2022. Specifically, PCHS will propose modifications relating to the following items under the parties' collective bargaining agreement ("CBA"):

Article 9	Hours and Overtime
Article 12	Wages and Salaries, Pay Allowances, Differentials and Special Salary Practices
	New article on reclassification

Reclassification

The purpose of this action is to approve the salary schedule reclassification for a classified position (PESPU). The recommendation is to reclassify an existing campus aide position into a campus security lead position. This will not add an additional employee, it will only reclassify an existing position.

Over the past few years, PCHS has utilized an interim campus security lead, who receives an additional stipend(s). The proposed salary would simply take the existing campus aid salary schedule, layer on the existing stipends, so that the position can now be formally Board approved.

The Budget & Finance committee approved this on October 10, 2022. It was presented to the Board later that month, but it was not on the agenda for a vote, so only a discussion took place. The PCHS administrative team is now bringing the same request through the process.

CBO estimates that the annual impact of the salary schedule reclassification is \$3,007 per year (excluding cost-of-living-adjustments or negotiated increases).

Human Resources Activity

New Hires

Nicole Montanez	Certificated School Nurse
Nadia Munniger	Science Teacher (temp)
Charles Loving De Coster	Paraprofessional

Resignations & Leaves

Briyanna Cox	Paraprofessional
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Closed Session

Public Employee Discipline/Dismissal/Release, pursuant to Government Code Section 54957:

None.

Respectfully Submitted,
Martha Monahan, Ed.D.
Director of Human Resources