



# PALISADES

## CHARTER HIGH SCHOOL

### DIRECTOR OF HUMAN RESOURCES

#### **COVER SHEET FOR** **EDUCATIONAL SPECIALIST INSTRUCTION: EXTENSIVE SUPPORT NEEDS**

February 20, 2024

#### **TOPIC/ AGENDA ITEM:**

To attract and retain a high quality educator for our students with special needs, PCHS administration recommends approval of a signing/retention incentive for a new employee holding an Education Specialist Instruction: Extensive Support Needs (ESN) or equivalent credential. The \$15,000 stipend would be distributed through the first three years of successful employment.

#### **PERSONNEL INVOLVED:**

Education Specialist Instruction: Extensive Support Needs (ESN)

#### **ISSUES INVOLVED/FISCAL IMPLICATIONS (IF ANY):**

It is expected that the fiscal impact of the stipend would be positive, as the cost of filling the vacant position through agencies has been significantly higher over the past several years than what would have been paid in salary/benefits to a PCHS employee.

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

A full-time Educational Specialist at PCHS will support our students with extensive needs to make positive contributions to the global community by supporting the educational progress, civic responsibility, and personal growth of these students.

#### **OPTIONS OR SOLUTIONS:**

Offering an employment/retention incentive.

#### **DIRECTOR OF HUMAN RESOURCES' RECOMMENDATION:**

The Director of Human Resources recommends that the Board approve the recommendation.

#### **RECOMMENDED MOTION:**

“To approve a \$15,000 employment/retention stipend for a new employee holding the Education Specialist Instruction: Extensive Support Needs (ESN) or equivalent credential.

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Martha Monahan, Ed.D.  
Director of Human Resources