



# PALISADES CHARTER HIGH SCHOOL

*Empowering Educational Excellence.*

## **Human Resources Report Board of Trustees Meeting April 16, 2024**

### **California Time Rounding Change May 1, 2024**

Courts in California have become increasingly critical of rounding policies. In 2021, the California Supreme Court ruled in *Donohue v. AMN Services, LLC* that employers in California cannot use rounding policies for employees' mealtime entries. Further, the other case currently pending before the California Supreme Court, titled *Camp v. Home Depot U.S.A., Inc.*, will decide whether employers may use neutral time-rounding practices overall to calculate employees' work time for purposes of paying wages or whether such practice is unlawful under California law.

In addition to determining whether the practice of rounding is lawful, the Court will determine whether its holding applies prospectively or retroactively. California courts have applied other wage and hour holdings retroactively, leading to greater potential liability for employers. Because of the potential retroactive application of the holding, PCHS has been advised to shift our practice to paying employees for each minute worked. This change has been discussed with our PESPU president and vice president.

### **Presentation of Catastrophic Leave Administrative Procedure**

### **Staff appreciation Week May 6-10**

PCHS will be going out with our boots on as we celebrate our staff country style. Our ASB student leaders and PTSA are working with the admin team to plan a round up on our stompin' grounds worthy of our Pali educators. Hold on to your hats – this rodeo is just getting started!

### **Human Resources Activity**

#### New Employees

#### Resignations, Releases & Leaves

### **Closed Session**

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

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