



PALISADES CHARTER HIGH SCHOOL

Empowering Educational Excellence.

Human Resources Report Board of Trustees Meeting May 14, 2024

Additional School Psychologist Position: Per the recommendation of Fiscal Crisis Assistance & Management Team (FCMAT), PCHS administration recommends the approval of the addition of a third School Psychologist to meet the needs of our students. This employee would work in the Student Services Department under the supervision of the Director of Student Services.

Rationale per FCMAT report: In the 2023-24 fiscal year, the school has 2.00 FTE school psychologists, each managing an average caseload of 1,479.5 students.

Table 17. School psychologist staffing in 2023-24.

Provider	Number of FTE	2022 Census Day Enrollment	Caseload Average	Industry Standard	Staffing Above (+) or Below (-) Industry Standard
School Psychologist	2.00	2,959	1,479.5	1-to-977	-1.02 FTE

Sources: School-provided data, [CalEdFacts - Publications \(CDE\)](#), and [Enrollment by Subgroup - Palisades Charter High School](#).

The school is staffed at 1.02 FTE below the industry standard for school psychologists. The school has two social workers who facilitate the COST and provide some counseling for students with IEPs. In addition, the school contracts with a nonpublic agency for a BCBA who provides behavior analysis. However, most duties under the comprehensive role of the school psychologist are performed by the two school psychologists. The school has a critical need to implement a SCIA process to determine the need for 1-to-1 student support. School psychologists typically perform these assessments and it would be difficult for them to do so given their current responsibilities and because their staffing is below the industry standard. Inadequate school psychologist staffing could also cause the school to be unable to meet special education assessment timelines and limits the work a school psychologist can perform outside of special education assessment in areas such as prevention and intervention, crisis preparedness, response and recovery, instructional support, school-wide practice development to support learning and positive student behavior, support for social-emotional learning, data collection and analysis, counseling, and mental health interventions.

	2023-2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	Psychologist, Social Worker	91,962.22	96,444.45	100,927.75	105,409.98	109,892.21	114,374.44	118,857.74	127,822.20
TRS	19.10%	\$17,565	\$18,421	\$19,277	\$20,133	\$20,989	\$21,846	\$22,702	\$24,414
Medicare	1.45%	\$1,333	1398.444525	1463.452375	1528.44471	1593.437045	1658.42938	1723.43723	1853.4219
SUI	0.50%	\$460	482.22225	504.63875	527.0499	549.46105	571.8722	594.2887	639.111
Benefits	\$19,320.0	\$19,320	\$19,320	\$19,320	\$19,320	\$19,320	\$19,320	\$19,320	\$19,320
Worker's Comp	\$1,133.00	\$1,133	\$1,133	\$1,133	\$1,133	\$1,133	\$1,133	\$1,133	\$1,133
	Incl. salary + benefits+ taxes								
TOTAL		131,773.27	137,199.01	142,626.04	148,051.78	153,477.52	158,903.26	164,330.29	175,181.77

Report from May 13, 2024 Budget and Finance Discussion re: BCBA Stipend for School Psychologist:
PCHS Budget and Finance Committee discussed adding a stipend for a school psychologist with who is board certified to support students whose disabilities impact their behavior. Board Certified Behavior Analyst (BCBA) is a graduate-level certification in behavior analysis. A psychologist with this certification may provide direct support to cultivate safe, healthy, welcoming, and affirming learning and working environments where all students thrive. Essential duties include supporting the development and implementation of a culture of learning and positive behavior by leveraging effective, data-driven multi-tiered systems of support. This position will address the wellness and social-emotional needs of the whole child, whole classroom, and whole school. The BCBA will also facilitate professional development and build capacity among classroom teachers and para-educators by leveraging evidence-based practices aligned to school policies. This position will positively impact student and school community well-being, climate, and culture, leading to success in attendance, social-emotional wellness, positive peer and inter-group relationships, behavior, and academic achievement for all students.

While larger Local Education Agencies (LEA), including districts, county offices and charter school groups, employ behavior specialists who hold a BCBA certification, smaller LEAs, including PCHS, contract with staffing agencies to provide service to students. These services are mandated for students with qualifying disabilities per their Individual Education Programs (IEP). By the end of the 2023-2024 school year, PCHS will have paid approximately \$40, 000 to an outside agency for providing eight hours of service per week to students who require these services per the Individuals with Disabilities Education Improvement Act (IDEA).

BCBA stipends in California schools range from \$1777 (Torrance Unified School District) to \$5000 (Red Bluff Joint Union High School District). Degree stipends at PCHS include associate degree \$600 (classified employees only), bachelor's degree \$1100 (classified employees only), master's degree \$2000 (teachers only), and doctoral degree \$3000.

Human Resources Activity

New Employees

Musa Bassey Social Science Teacher
Nicole Mayhew Social Science Teacher

Resignations, Releases & Leaves

Employee #100555 English Teacher
Employee #111120 Math Teacher
Employee #101092 Campus Aide

Employee #100422

Math Teacher

Closed Session

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

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