



# PALISADES CHARTER HIGH SCHOOL

## Human Resources Board Report

August 22, 2017

### Elections/New Hires :

Name	Classification/Position	Funding	Effective Date
Christina Bieber	Teacher – Special Education, SDP	General	August 14, 2017
Jasmine George	Special Education - Transition Specialist	General	August 15, 2017
Shawn Grady	Special Education Assistant	General	August 14, 2017
Arian Jenkins	Special Education Assistant	General	August 14, 2017
Detra Matlock	Special Education Assistant	General	August 14, 2017
David Moo	Database Manager	General	August 12, 2017
Alicia Peak	Teacher - Math	General	August 14, 2017
Giovanni Stewart	Campus Unification Director	General	August 14, 2017
Yakun Wang James	Teacher - Math	General	August 14, 2017

### Resignation/Retirement/Release:

Name	Classification/Position	Funding	Effective Date
Torino Johnson	Special Education Assistant	General	August 1, 2017
Donna Mandosa	Technology Supervisor/Coordinator	General	July 19, 2017
Paula Riff	Special Education Assistant	General	August 11, 2017

#### Our Mission:

PCHS will empower our diverse population to make positive contributions to the global community by dedicating our resources to ensure educational excellence, civic responsibility, and personal growth



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## Staffing and Recruitment:

### OPEN POSITIONS 2017/2018

<u>Position</u>	<u>Status</u>
Classified – Special Education Assistant (2)	Posted
Tech I	Posted

### Other staffing:

#### Technology Supervisor/Coordinator:

The Technology Supervisor/Coordinator position became open due to a resignation. After a careful review of the positions duties and responsibilities it was determined that PCHS would be better served by creating a separation between the information technology (IT) and educational technology (Ed-Tech) responsibilities.

The IT functions were folded into to the current IT Team Supervisor’s duties, resulting in a significant increase in that’s positions responsibilities. HR recommends an adjustment in compensation and title to reflect the new responsibility level. The new charges would leave no time for coverage during gaps in providing day to day IT Tech support. This would best be covered by posting and hiring an additional entry level Tech I position thus relieving the current IT Team Supervisor of that coverage.

The Ed-Tech portion of the Technology Supervisor/Coordinator’s position was posted as we sought candidates. The applicant pool did not have all of the required skills to fill the position. Reassessment of faculty use of current PCHS education technology revealed that the position would best be filled internally. We have distributed the Education Technology portion of the duties into the Academic Achievement team and created an Education-Technology Coordinator position. This will be a teacher on special assignment for three periods out of the classroom.

### Budgetary impact is zero with potential savings depending on Tech I hire:

Resignation of Technology Supervisor/Coordinator	\$100,000 salary and \$15,000 benefits, total \$115,000
Expansion of the IT Team Supervisor’s responsibilities, change title and salary scale	\$20,000
Additional Tech I position	\$40,000
Educational Technology (Ed-Tech) Coordinator	\$45,000
<i>(Three periods out of the classroom - three auxiliaries for teachers to cover the three periods)</i>	
potential savings,	Budgetary impact = \$0

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Action item:

Recommend approval of the change in title from IT Team Supervisor to IT Director and adjustment of the salary scale to reflect the change in responsibilities.

Action item:     \_\_\_ Approved     \_\_\_ Not Approved

Campus Unification Director:

There have been significant issues over the last three years, culminating in an incident during the spring semester of 2017 that necessitated immediate and urgent action impacting inclusion and relations in PCHS campus culture. Special funding was set aside for a temporary contract position with the responsibility to survey and drive positive momentum in campus relations among students, faculty, and staff. The contract position was based on similar programs at other educational institutions and has already had a marked impact on campus relations. The position will be funded through grants, gifts and development.

Action item:

Recommend approval of the Campus Unification Director position.

Action item:     \_\_\_ Approved     \_\_\_ Not Approved

Credential Waiver Permit Approval:

Action Item:

Board Resolution:

Approve variable term waiver request – English Language Learner Authorizations

*(Board Resolution attached)*

\_\_\_ Approved     \_\_\_ Not Approved

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