



A CALIFORNIA DISTINGUISHED SCHOOL

**SPECIAL MEETING MINUTES
BOARD OF TRUSTEES
Tuesday, June 28, 2011
5:00 PM, Room J120**

I. PRELIMINARY

- A. Call to order 5:05 PM
- B. Roll call

Board Members Present

James Paleno
Stephanie Inyama
Jason Cutler
Naomi Norwood
Wendy Hagan

Susan Frank
Eleanor Rozell
Chris Lee
Monica Iannessa
Allison Holdorff Polhill (calling in remotely)

Board Members Absent

Lisa Kaas Boyle

Non-Voting Board Member Absent:

Eeman Khorramian – Student

Officers/Senior Staff Present:

Michael A. Smith, Marcia Haskin, Greg Wood

II. PUBLIC COMMENT:

Non-agenda items: No individual presentation shall be for more than two (2) minutes and the total time for this purpose shall not exceed sixteen (16) minutes. Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation. Speakers may choose to speak during the public comment segment and/or at the time an agenda item is presented.

There were no public comments.

III. ACTION ITEMS

- A. Administrative/Manager Compensation – Salary Schedule and Contract Terms (see attachment)

Monica Iannessa presented a proposed certificated salary schedule based on Granada Hills Charter High School template which has one salary table for all Director level positions. Susan Frank provided a salary table based on a LAUSD template. The discussion concluded with giving the Principal and Chief Administrative officer, in consultation with the HR Director, authority to determine the administrator/manager “rating in” which is then reflected on the contract.

The major terms of the proposal are:

- Work days: 229 days

- Vacation days: 20 days
- 7 steps
- Sick days: 12 days
- Holidays: 12 days
- Furlough days: to match UTLA
- Step schedule increase: upon positive evaluation

There was a lengthy discussion of the need for fairness across employee groups. There was a comparison of the terms of the proposal based on Granada compared to LAUSD plus 8%.

Naomi Norwood moved to accept the proposed administrative salary schedule with the following changes:

- 241 paid days; 229 work days per year.
- Addition of steps 8 and 9.
- Changes to amounts under step 6 \$119,672, step 7 \$122,672, step 8 \$125,672 and step 9 \$128,700.
- Longevity increases: 1st increment \$1,500 after 5 years at highest step (9) and 2nd increment \$2,800 after an additional 5 years.

Jason Cutler seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 9 (Allison Holdorff Polhill, Naomi Norwood, Stephanie Inyama, James Paleno, Chris Lee, Susan Frank, Jason Cutler, Eleanor Rozell, Wendy Hagan)

No – 0

Abstain – 1 (Monica Iannessa)

Board chair to announce items for closed session.

(Wendy Hagan, Chris Lee, Eleanor Rozell and James Paleno left the meeting)

IV. CLOSED SESSION 7:20 PM

A. Conference With Information From Labor Negotiator: Michael A. Smith, Interim Executive Director

Employee organization: UTLA

B. Conference With Information From Labor Negotiator: Michael A. Smith, Interim Executive Director

Employee organization: PESPU

OPEN SESSION 8:00 PM

Board Chair will report publicly on any closed session action items for which a vote occurred.

There was no report out from closed session.

V. ADJOURNMENT 8:00 PM

(Meeting Materials can be found on the Pali website under Governance, Board of Trustees, Agendas and

Minutes, Material for Board Meetings)

**Palisades Charter High School
 Adminstrative Salary Schedule
 Effective 7/1/2011**

241 paid days, 229 work days
 8 hours/day
 Exempt from
 overtime



	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Certificated									
Assistant Principal	\$92,587	\$98,630	\$104,644	\$ 110,658	\$ 116,672	\$ 119,672	\$ 122,672	\$ 125,672	\$ 128,700

Step Increases occur yearly upon positive evaluation from PCAO

Longevity Increases: 1st increment \$1500 after
 years at highest step (9) and 2nd increment \$2800 after an
 additional 5 years

Doctoral Stipend of \$1500 available