

**Initial Proposal
BETWEEN
PERRIS UNION HIGH SCHOOL DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION (CSEA) AND ITS PERRIS VALLEY
CHAPTER #469
20/21 & 21/22 Re-opener Initial Proposal**

This proposal covers the 20/21 & 21/22 Re-openers.

Article 3 - Check off and Organization Security - In accordance with Article 26 Severability, CSEA will propose to revise the Article 3 Check off and Organization Security to be legally compliant.

Article 9 - Hours and Overtime - CSEA will propose language to include the Groundskeeper classification.

Article 10 - Pay and Allowances

- CSEA will propose a salary increase for all bargaining unit members of the published COLA of 3.84%.
- CSEA will propose language to use the level pay model to include vacation days for less than 12 month bargaining unit members to level monthly pay compensation.
- CSEA will propose language to re-format the salary schedule to include longevity.
- CSEA will propose language in Article 10.14 Bilingual Stipends to ensure all sites will have an eligible unit member designated to receive the stipend.
- CSEA will propose language to incentive and reward further education for bargaining unit members, through tuition reimburse, professional growth opportunities, and professional growth incentive.

Article 11 - Health Welfare Benefits- CSEA will propose the District cover the cost for an eligible bargaining unit member in two HMO plan options. CSEA will propose to increase tiers to bargaining unit members to Employee, Employee plus spouse/partner, employee plus children, employee plus family. CSEA will also propose grandfathering the cash option moving forward.

Article 19 - Classification, Reclassification, and Abolition of Positions - CSEA will propose language to allow CSEA to introduce new classifications. CSEA will also propose language to change 19.4 to allow for reclassification placement to start on the same step that an employee is currently serving if it ends with an increase in salary.