

**California School Employees Association and its
Perris Valley, Chapter 469
2019-2022 Successor Initial Proposal to
Perris Union High School District**

ARTICLE 3 – CHECK-OFF AND ORGANIZATIONAL SECURITY

CSEA will propose language compliant with statute on union membership. CSEA will propose to incorporate the language in the parties' AB119 MOU dated January 17, 2018.

ARTICLE 7- REPRESENTATION

Article 7.3 Union Steward Release Time: CSEA will propose language to provide release time for the Chief Union Steward.

Article 7.4 CSEA Officer Release Time: CSEA will propose language to increase CSEA officer release time.

Article 7.5: CSEA Annual Conference: CSEA will propose language the District provide release time for the actual number of delegates based on the official CSEA guidelines.

ARTICLE 9- HOURS AND OVERTIME

CSEA will propose language to ensure lunch and rest periods are scheduled and published to staff every school year at each site/department.

ARTICLE 10 – PAY AND ALLOWANCES

Article 10.1 Regular Rate of Pay: CSEA will propose a 4% increase to the salary schedule for all bargaining unit members. (Appendix B)

Article 10.2 Salary Increases: CSEA will propose language to change the title of this article to "Me Too Clause". In addition, CSEA will propose language to ensure the salary increases related to a "Me Too" are retroactive for all hours worked by a bargaining unit member, including longevity pay, health and welfare benefits, retirement benefits, bonuses, vacation, holiday, sick leave or other fringe benefits.

Article 10.3 Paychecks: CSEA will propose level pay language to include (base salary, longevity, vacation, and holidays). CSEA will propose language to ensure pay checks provide clarity for bargaining unit member's rate of pay and adjustments.

Appendix B-2: CSEA Monthly Salary Schedule: CSEA will propose language to include all salary schedules based on a bargaining unit member's daily hours.

Appendix B-3 and Article 10.13 Longevity Pay: CSEA will propose the district increase longevity pay and add longevity as steps on the Salary schedule. CSEA will propose language to add a longevity pay increment for members who have 35 year of continuous service.

Article 10.14 Bilingual Stipend: CSEA will propose all references to stipend in this article be changed to differential pay. CSEA will propose language to clearly define the type of bilingual services (verbal) provided by bargaining unit members. CSEA will propose a formula to ensure services at the school sites/departments are adequate and modified based on the needs of the students and parents.

New Article – Retirement Bonus: CSEA will propose a retirement bonus for bargaining unit members who have at least 20 years of continuous service with the District.

**California School Employees Association and its
Perris Valley, Chapter 469
2019-2022 Successor Initial Proposal to
Perris Union High School District**

ARTICLE 11-HEALTH AND WELFARE BENEFITS

CSEA will propose the District provide life insurance policy for all bargaining unit members.

CSEA will propose the District provide long-term disability plan through American Fidelity for all bargaining unit members.

ARTICLE 12-UNIT MEMBER EXPENSES AND MATERIALS

CSEA will propose language to provide bargaining unit member's with district paid cell phones.

ARTICLE 15-VACATION PLAN

CSEA will propose language to increase the number of vacation days for classified bargaining unit members.

ARTICLE 16-LEAVES

Article 16.1 Bereavement: CSEA will propose language to increase the mileage and days allowed for bereavement. CSEA will propose language to include aunts, uncles and in-laws.

Article 16.4.11 Perfect Attendance Bonus: The District will propose language to increase the bonus amount for bargaining unit members who have perfect attendance.

Article 16.5.7 CSEA will propose language to reduce the time a bargaining unit member is qualified for the benefit of industrial leave from 12 months to 6 months.

ARTICLE 17 – TRANSFERS

CSEA proposes to review, enhance, and modify the language to ensure the process for transfers is clear and unambiguous, and not subject to interpretation.

CSEA will propose language to ensure a transfer in the same classification with more hours or work days is an automatic lateral transfer and not subject to a probationary period. CSEA will propose language that is fair and objective when a member may be subject to exclusion of a Voluntary Transfer.

ARTICLE 18 – PROMOTION

CSEA will propose to exclude lateral transfers for more hours or work days as a promotion subject to a probationary period. CSEA will propose language to define a promotion as a change in classification.

ARTICLE 21 – DISCIPLINE

CSEA will propose steps of due process language. CSEA will propose language to extend hearing timelines to match CSEA policy. CSEA will propose a hearing officer's decision is final and binding on the parties. CSEA will propose the district bear all costs of a hearing.

ARTICLE 22 – GRIEVANCE

CSEA will propose language to extend grievance timelines to match CSEA policy.

ARTICLE 23 – NEGOTIATIONS

Article 23.4 Release Time for Negotiations: CSEA will propose language to increase the number of CSEA negotiations team members to match the chapter constitution.

ARTICLE 30 – DURATION

Article 10.1 Length of Agreement: CSEA will propose a three-year contract effective July 1, 2019 through June 30, 2022.

**California School Employees Association and its
Perris Valley, Chapter 469
2019-2022 Successor Initial Proposal to
Perris Union High School District**

New Article - Professional Growth and Development

CSEA will propose comprehensive professional growth and development language for bargaining unit members. This language will include reimbursement for fees and materials as well as compensation for bargaining unit members.

CSEA will propose the parties review all memorandum of understanding (MOU) and incorporate those MOUs in the collective bargaining agreement as appropriate.

CSEA reserves the right to open additional articles during the course of these successor agreement negotiations, subject to the appropriate notice requirements under the law and CSEA policies.