

**2020-2021 & 2021-2022 REOPENER TENTATIVE AGREEMENT
OCTOBER 22, 2021**

PREAMBLE

This Tentative Agreement for 2020-2021 and 2021-2022 reopener negotiations is made and entered into this 22nd day of October 2021, by and between the PERRIS UNION HIGH SCHOOL DISTRICT, hereinafter referred to as the "District", and CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PERRIS VALLEY CHAPTER #469 or its successors, hereinafter referred to as "CSEA" or "Association", hereafter collectively referred to as "the Parties".

Any issue, subject, or matter discussed by the District and the Association during the reopener negotiations not contained in this document shall be considered withdrawn by the party presenting it. Any "oral agreement" or "understanding" not reflected in writing herein shall have no force or effect. Any articles not stated remain status quo.

NOW, THEREFORE, the Parties hereto agree as follows:

ARTICLE 9 - HOURS AND OVERTIME

Status Quo with the following exceptions:

9.3.2.1 For needs within a specific classification, the following procedure will be used to fill all extra duty assignments. For the purposes of this section, seniority for Lead Campus Supervisors shall be combined with the unit member's seniority as a Campus Supervisor to determine overall seniority. Similarly, seniority for Lead Custodian shall also include the unit member's seniority as a Custodian, ~~and~~ Lead Nutrition Services Assistant shall also include the unit member's seniority as a Nutrition Services Assistant, ~~and Senior Groundskeeper shall also include the unit member's seniority as a Groundskeeper~~ to determine the unit member's overall seniority:

1. Site level unit members in the applicable classification by rotating seniority
2. District level unit members in the applicable classification by rotating seniority

3. If an assignment is not filled by 1 or 2 it will be offered to regular bargaining unit members first at the site level and then districtwide whose assignments are not within the classification needed and have met the minimum qualifications for the applicable classification.

4. Substitutes (after steps 1-3 have been exhausted).

ARTICLE 10 - PAY AND ALLOWANCES

Effective upon the approval of this agreement, all bargaining unit members shall receive a one-time, off-schedule bonus payment equal to five-percent (5%) of their 2021-2022 base salary placement as of October 1, 2021. This off-schedule payment shall be paid in two (2) equal installments, the first in December 2021 (6M pay warrant) for those unit members in a paid status as of December 1, 2021 and the second in June 2022 (12M pay warrant) for those unit members in a paid status as of June 1, 2022. These payments will be subject to an employee's tax deduction status, on file with the District, and not subject to a flat tax.

If the District does not grant unit members in any other bargaining unit a cost of living percentage salary increase to the salary schedule as indicated in Section 10.2 for the 2021-2022 school year, or the cost of living percentage salary increase to the salary schedule granted to unit members in any other bargaining unit is less than one-and-a-half percent (1.5%), the parties agree to reopen negotiations on Article 10 - Pay and Allowances in January 2022, after the release of the Governor's Budget proposal. Furthermore, if unit members in any other bargaining unit receive a one-time, off-schedule bonus payment greater than five-percent (5%), the District shall adjust the one-time, off-schedule bonus payment contained in this Agreement so that they are equal to the percentage of the one-time, off-schedule bonus payment granted to unit members in the other bargaining unit.

The District and CSEA will form a classification/compensation study team composed of an equal number of District/unit members. The CSEA President or designee will appoint the bargaining unit members. The team will research and recommend methods on how to conduct a comprehensive salary study and update job descriptions. The negotiating teams will review the recommendations of the classification/ compensation study team.

Status Quo with the following exceptions:

10.1 Regular Rate of Pay. The regular rate of pay for each position in the bargaining unit shall be in accordance with the rates established for each class as provided for in Appendices A and B, which is attached hereto and by this reference incorporated as part of this Agreement.

An ongoing two percent (2%) increase shall be applied to the classified salary schedule effective July 1, 2019, and an additional ongoing two percent (2%) increase to the classified salary schedule effective July 1, 2020. This includes all earnings (e.g. overtime and longevity). The 2019-2020 and 2020-2021 salary schedules included in Appendix B reflect the above-referenced increases.

10.2 Salary Increases.

10.2.1 If, during the term of this Agreement, the District grants unit members in any other bargaining unit a cost of living percentage salary increase to the salary schedule (excluding increases based on an increased work year) which exceeds the percentage salary increases contained in this Agreement, the District shall adjust the percentage salary increases contained in this Agreement so that they are equal to the percentage salary increase granted to unit members in the other bargaining unit.

10.2.2 For the purpose of this Article, the term “bargaining unit” refers to a bargaining unit where a single employee organization has been granted exclusive representation rights pursuant to the Educational Employment Relations Act.

10.2.3 For the purposes of this Article, the term “salary increase” refers only to base salary or wages and does not include longevity pay, health and welfare benefits, retirement benefits, bonuses, vacations, holidays, sick leave or other fringe benefits.

10.2.4 Salary increases applicable to this section shall include retroactivity based upon the effective date of the increase.

This Agreement cannot be changed or supplemented orally and may be modified or superseded only by written instrument executed by both Parties.

The language of all parts of this Agreement shall, in all cases, be construed as a whole, according to its fair meaning, and not strictly for or against either party.

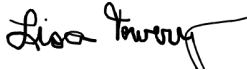
It is agreed and understood that this agreement is subject to all approvals required under CSEA Policy 610, as well as the Perris Union High School District Governing Board.

Dated this 22nd day of October 2021

Association:



Josh Rushing
CSEA President



Lisa Towery
CSEA Labor Relations Representative



Charlene Alvarez
CSEA Representative



Justin Brecht
CSEA Representative



Tara Hefner
CSEA Representative



Petra Nuñez
CSEA Representative



John Phillips
CSEA Representative



Helen Stimach
CSEA Representative

District:



Kirk Skorpanich
Assistant Superintendent, Human Resources



Alisha Fogerty
Director, Fiscal Services



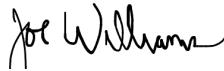
Nick Hilton
Director, Human Resources



Audrey Mitchell
Director, Nutrition Services



Erika Tejada, Ed.D.
Principal



Joseph Williams
Executive Director, Information Technology

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SENT

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Sent for signature to Joshua Rushing (joshua.rushing@puhsd.org), Lisa Towery (ltowery@csea.com), Charlene Alvarez (charlene.alvarez@puhsd.org), Justin Brecht (justin.brecht@puhsd.org), Tara Hefner (tara.hefner@puhsd.org), Petra Nunez (petra.nunez@puhsd.org), John Phillips (john.phillips@puhsd.org), Helen Stimach (helen.stimach@puhsd.org), Kirk Skorpanich (kirk.skorpanich@puhsd.org), Nick Hilton (nick.hilton@puhsd.org), Alisha Fogerty (alisha.fogerty@puhsd.org), Audrey Mitchell (audrey.mitchell@puhsd.org), Erika Tejada (erika.tejada@puhsd.org) and Joseph Williams (joseph.williams@puhsd.org) from brenda.arenas@puhsd.org
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



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



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The document has been completed.