

MEMORANDUM OF UNDERSTANDING  
BETWEEN PERRIS UNION HIGH SCHOOL DISTRICT AND  
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION (CSEA) AND ITS PERRIS VALLEY CHAPTER #469

IMPACTS AND EFFECTS OF LOCAL CONTROL FUNDING FORMULA (LCFF), LOCAL CONTROL  
ACCOUNTABILITY PLAN (LCAP), and 2021-2022 FUNDED PROGRAMS

November 3, 2021

This Memorandum of Understanding is made and entered into effective November 3, 2021 (“Effective Date”), by and between the PERRIS UNION HIGH SCHOOL DISTRICT (“DISTRICT”) and the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PERRIS VALLEY CHAPTER #469 (“ASSOCIATION”) (hereafter collectively referred to as the “PARTIES”).

**RECITALS**

In July 2013, Governor Jerry Brown signed a new school funding model into law. This new plan is known as the Local Control Funding Formula (LCFF). Before LCFF, the state determined how districts spent educational dollars through a complex system of 50+ restricted “categorical” programs. This law virtually eliminated categorical funds (i.e., state funding designated to the school district for specific purposes), but required school districts provide greater transparency to local communities on how the money will be spent by producing a 3-year spending and academic plan called the Local Control and Accountability Plan (LCAP).

The transition to LCFF began in the 2013-14 school year and was phased in gradually until full implementation. During this transition, the accountability for school districts has also changed, affecting the responsibilities of the staff who worked with the LCAP. In 2017, changes to the LCAP significantly changed the level of responsibility for the district staff. The state also changed the LCAP template every year since its inception, which has impacted the accounting staff who work with the LCAP. For the 2021-2022 school year a new LCAP three-year cycle began, which included the added responsibility of a fiscal crosswalk, which is a line item of expenditures that need to be correlated to the LCAP (Goals/Actions/Services). The District is now required to provide a monthly reconciliation of fiscal records, alignment of budget to the LCAP goals/actions/services, tracking all expenditures, making budget adjustments in multiple documents/spreadsheets, adhering to all fiscal guidelines.

In addition to the impacts of the changes that occurred with LCAP, Governor Gavin Newsom created numerous unique categorical programs as part of the 2021-2022 budget, including Expanded Learning Opportunities program, Educator Effectiveness Block Grant, Social-Emotional Learning, Mental Health and Wellness, A–G Completion Improvement Grant Program, Anti-Bias Education Grant Program, Career Technical Education Incentive Grant Program (CTEIG), Elementary and Secondary School Emergency Relief (ESSER) Fund, the Governor’s Emergency Education Relief (GEER) Fund, Homeless Children and Youth (HCY) Funding.

When the state introduced LCFF/LCAP in 2013, there was a significant change to the work that was completed by Educational Services accounting staff, but this was offset by the elimination of the categorical programs. However, with the adoption of the 2021-2022 budget, the duties required of the Educational Services accounting staff are no longer fixed and prescribed for the current position or reasonably related to the current position, and the duties will be needed on a continuing basis.

The PARTIES agreed to meet and negotiate the effects of these changes on any bargaining unit members who work with these programs.

## **AGREEMENT**

Now therefore, the PARTIES hereby agree as follows:

1. **Ad-Hoc Study Committee.** CSEA and the District will establish an ad-hoc study committee to research the impacts and the effects of the LCFF/LCAP/Categorical Programs on the clerical bargaining unit members within the Educational Services Department. The CSEA President or designee will appoint the CSEA representatives.

The ad-hoc study committee shall complete a desk audit of all clerical employees (e.g., Account Clerk, Secretary II, etc.) involved in LCFF/LCAP/Categorical Programs within the Educational Services Department. In order to develop an understanding of the full scope of their job functionalities related to LCFF/LCAP/Categorical Programs, the audit may include, but is not limited to, interviewing identified bargaining unit members and interviewing the supervisors of the bargaining unit members, having the bargaining unit members maintain a log of work performed, and observing the work of the bargaining unit members.

2. **Reclassification.** The ad-hoc study committee shall analyze the results of the data from the desk audit and compare the job descriptions of the incumbent bargaining unit members to other current job descriptions to determine if the current job description reflects the duties performed or if there is a more accurate job description that depicts the increased complexity of the LCFF/LCAP/Categorical Programs. The findings of the ad-hoc study committee shall be final.

Whenever the duties actually performed by an incumbent bargaining unit member are not actually reflected in, or reasonably related to, the specific statement of duties required to be performed as set forth in the job description for the position, the unit member shall be reclassified, or granted pay for work out of classification, in accordance with the criteria within Article 19 of the collective bargaining agreement.

3. **Elimination.** If any incumbent bargaining unit member is reclassified to a new classification through this process, the position(s) previously occupied by the incumbent bargaining unit member(s) shall not be replaced and the position(s) shall be eliminated.

4. **Terms of Existing Agreements.** Unless otherwise noted, all terms of the current Collective Bargaining Agreement and existing MOU shall remain unchanged and in full force and effect.

5. **Complete Understanding.** This MOU represents a full and complete understanding between the Parties.

6. **Grievance Provisions.** Violations of this Memorandum of Understanding are subject to Article 22 - Grievance Procedure of the collective bargaining agreement between the parties.

7. **Policy 610 and Board Approval.** It is agreed and understood this agreement is subject to CSEA Policy 610 review and PUHSD Governing Board approval.

Dated this 3<sup>rd</sup> day of November 2021

**Association:**



---

Josh Rushing  
CSEA President



---

Lisa Towery  
CSEA Labor Relations 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  
Principal



---

Joseph Williams  
Executive Director, Information Technology