

TENTATIVE AGREEMENT

This Tentative Agreement is entered into by and between the Perris Union High School District (“District”) and Perris Secondary Educators Association (“PSEA”). The District and PSEA may be referred to herein as “Party” or collectively as “Parties”.

Any issue, subject, or matter discussed by the District and the PSEA during the successor negotiations not contained in this document shall be considered withdrawn by the party presenting it.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.

NOW, THEREFORE, the Parties hereto agree as follows:

ARTICLE VII - COMPENSATION

1. Unit members shall receive compensation according to the attached Appendix A. Effective July 1, 2021, a 15th row will be added to Column C and a 27th row added to Column D. Effective July 1, 2022, a 16th row added to Column C and a 28th row added to Column D. Effective July 1, 2023, a 29th row added to Column D.

2. Unit members shall receive benefits according to the attached Appendix B.

3. Effective July 1, 2021, an ongoing four percent (4%) increase shall be applied to all salary schedules for all unit members in paid status as of December 1, 2021. Additionally, all unit members will receive a one-time off-schedule payment equal to two and one-half percent (2.5%) of their 2021-2022 base salary placement as of December 1, 2021. This off-schedule payment shall be paid in two (2) equal installments, the first in February 2022 (8M pay warrant) for those unit members in a paid status as of December 1, 2021 and the second in June 2022 for those unit members in a paid status as of June 1, 2022.

Effective July 1, 2022, an ongoing ~~two percent (2%)~~ six and fifty-six one-hundredths percent (6.56%) increase shall be applied to all salary schedules. [The parties agree to return no later than September 2022 to reopen negotiations on compensation for the 2022-2023 school year.](#)

Effective July 1, 2023, an ongoing two percent (2%) increase shall be applied to all salary schedules.

4. Negotiations for compensation and benefits shall be closed for ~~2021-2022, 2022-2023 and 2023-2024~~. The ~~District and PSEA agree to reopen negotiations on compensation and benefits for 2022-2023 if the Department of Finance statutory COLA with any augmentation or deficit as included in the final enacted State Budget is greater than six and one-half percent (6.5%) or if the P-2 districtwide average daily attendance (ADA) exceeds ninety-five and one-half percent (95.5%) of the 2022-2023 CALPADS enrollment. Likewise, the~~ District and PSEA agree to reopen negotiations on compensation and benefits for 2023-2024 if the Department of Finance statutory COLA with any augmentation or deficit as included in the final enacted State Budget is greater than six and one-half percent (6.5%) or if the P-2 districtwide average daily attendance (ADA) exceeds ninety-five and one-half percent (95.5%) of the 2023-2024 CALPADS enrollment.

ARTICLE IX - HOURS

Status quo with the following exceptions:

4. Teaching Periods Per Day.

A. Unit members with classroom assignments shall not be required to teach more than six (6) periods per day. (The ASB Directors at the comprehensive high schools will be required to teach two periods in addition to their ASB assignment. The ASB Directors shall be entitled to a conference period as set forth below.).

B. If a unit member is required by administration to period sub during their ~~prep~~ conference period, then they will be compensated at the rate of pay defined in Appendix A, Part VII – Hourly Rates for any period subbing during the length of this contract. Site administration will keep and use an equitable rotation list. Non-classroom unit members will be asked to period sub and will receive the same compensation listed

above for each period they are asked to sub (with the understanding that they, like other unit members, will make up the time they period sub consistent with their professional responsibilities).

5. Conference Periods. All full-time unit members with classroom teaching assignments shall have the equivalent of at least five (5) periods per week for preparation and planning and other assigned duties. **Non-classroom unit members will be assigned a specific conference period for the purpose of period subbing.** However, under no circumstances shall a unit member be required to use their scheduled conference period for a lunch period. No ground supervision shall be assigned outside the workday.

7. Workdays Per Year.

A. Unless otherwise specified (i.e., psychologists, counselors, etc.) the number of workdays for unit members shall be one hundred eighty-six (186) days. The workdays per year for unit members with positions other than a classroom teacher can be found in Appendix A, Part III – Special Assignments. First year personnel may be required to work a minimum of one (1) additional pre-service day at the hourly rate. The work year shall include no more than one hundred eighty (180) days of student attendance. Unit members will be permitted to leave campus when check out/prep has been completed, and check out procedure will be available from 8:00 A.M. to 3:00 P.M., exclusive of lunch.

B. At the end of the first semester for grades 9-12, **at least** three (3) two hundred forty-five (245) minute instructional days will be scheduled for the conduct of final examinations and final examination grading. At the end of the second semester, **at least** three (3) two hundred forty-five (245) minute instructional days will be scheduled for grades 9-12 to conduct final examinations and final examination grading. However, due to funding restrictions, the Community Day School will not have minimum days. The workdays per year for unit members with positions other than a classroom teacher can be found in Appendix A, Part III – Special Assignments.

ARTICLE X - LEAVES

Status quo with the following exceptions:

2. Personal Illness and Injury Leave.

A. Sick Leave. Unit members shall be entitled to ten (10) days of paid sick leave per school year of employment. Unit members who are less than full time unit members shall be entitled to a pro rata amount of sick leave proportionate to a full time unit member.

B. Sub Differential Sick Leave. This section applies only to unit members who have exhausted all available sick leave. Employees who are absent for more than three (3) periods in a school day will have the cost of a full day sub deducted from their paycheck. Employees who are absent for three (3) periods or less will have the cost of a half day sub deducted. This sub-differential pay is only available when the absence is for the unit members' illness or injury, not absence due to a family members' illness or injury.

C. If a unit member does not utilize the full amount of leave as authorized in "A" above in any school year, the amount not utilized shall accrue from school year to school year.

D. (1) A unit member's sick leave shall only be deducted on an hourly basis. (Teachers, project specialists and librarians can convert their hours to days by dividing the total hours by 7, and counselors, speech therapists, nurses, teachers on special assignment, and psychologists can convert their hours to days by dividing the total hours by 8.)

(2) It is the unit members' responsibility to contact the Human Resources office about the transfer of sick leave to or from their previous or new districts.

E. Whenever possible, a unit member will contact the District to provide notice of 4 absences, in the manner prescribed by the District, as soon as possible and no later than one and one half (1-1/2) hours before the beginning of the unit member's workday. The District will assume a unit member will return to work

after a day of absence, unless otherwise notified ~~prior to one (1) hour before the end of the unit member's work day at that member's site~~ by the unit member.

F. After an absence of five (5) consecutive days, for good cause, a unit member may be requested by District management to present a medical doctor's certificate verifying the personal illness or injury and/or a medical authorization to return to work.

G. For good cause, the District may at its expense, and at any time, require a unit member to be examined by a certified medical specialist, who shall report to the Superintendent or designee.

H. Bargaining unit members should continue to schedule medical appointments outside of work hours to minimize the disruption to the educational program and services; however, in accordance with the unit member attendance system, the District will permit the use of sick leave for medical appointments.

5. Bereavement Leave.

A. A unit member shall be entitled to a leave of absence, not to exceed three (3) days, or five (5) days if out of state travel or in-state travel beyond San Luis Obispo, Kern, or San Bernardino Counties is required, without loss of salary, or sick leave deduction on account of the death of any member of his/her "immediate family" ~~or person living in the immediate household~~ as defined in California Code of Regulations, Title 8, Section 13692.

B. For purposes of this provision, ~~immediate family is limited to mother, father, grandmother, grandfather, or a grandchild, stepmother or stepfather of the unit member or of the spouse of the unit member, and the spouse, registered domestic partner, son, son in law, daughter, daughter in law, stepchild, brother or sister of the unit member, or any other relative living in the immediate household of the unit member~~ "immediate family member" means spouse, domestic partner, cohabitant, child, stepchild, grandchild, parent, stepparent, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent, great grandparent, brother, sister, half-brother, half-sister, stepsibling, brother-in-law, sister-in-law, aunt, uncle,

niece, nephew, or first cousin (that is, a child of an aunt or uncle). Unit members should contact the Assistant Superintendent of Human Resources or Designee if they have questions regarding this provision.

C. The District shall require the use of bereavement leave before personal necessity leave days are used for the purposes allowed in this section.

D. Notice to the District is required in accordance with the provisions relating to sick leave. Further, as soon as reasonably possible a bereavement leave form shall be submitted to Human Resources at the District Office.

ARTICLE XXI - ALTERNATIVE EDUCATION

Status quo with the following exceptions:

2. Perris Lake High School ("PLHS")

A. Extended Classroom Teaching Assignments. Any unit member who is regularly scheduled to teach one (1) additional classroom period per day in excess of the normal assignment of unit members at PLHS, shall receive additional pay as defined in Appendix A, Part II of the CBA.

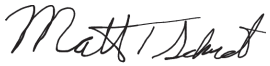
B. Workday. For purposes of clarification, unit members' workday at PLHS shall continue to be as set forth in Article IX, Section 1, and teachers shall continue to receive a conference period.

C. Calendar. Unless otherwise agreed by the parties, PLHS will follow the traditional calendar.

D. Class Size. Enrollment at Perris Lake High School shall be limited to thirty (30) students per class after the first five (5) weeks of the semester or trimester, as applicable, with the exception of applied arts classes (computers/technology, foods/culinary, woodshop) will be limited to a class size of 40:1 or less depending on the number of workstations and safety. Computer-based and/or online credit recovery classes shall be limited to class size, pursuant to Article XIV-Class Size.

Dated this 25th day of May 2022.

Perris Secondary Educators Association:



Matt Schmidt
Bargaining Chairperson, PSEA



Tatiana Coover
Negotiations Member, PSEA



Diane Pales
Negotiations Member, PSEA



Dennis Raymond
Negotiations Member, PSEA



Elizabeth Smith
Negotiations Member, PSEA



Melanie Yates
Negotiations Member, PSEA

Perris Union High School District:



Kirk Skorpanich
Assistant Superintendent, Human Resources



Candace Reines
Deputy Superintendent, Business Services



Robert Brough
Assistant Superintendent, Educational Services



Nick Hilton
Director, Human Resources



Dr. Jennifer Thomasian
Principal