

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by the District and the PSEA during the successor negotiations not contained in this document shall be considered withdrawn by the party presenting it.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 six and fifty-six one-hundredths percent (6.56%) increase shall be applied to all salary schedules. This increase shall be inclusive of the six and fifty-six one-hundredths percent (6.56%) increase applied to the salary schedule on July 1, 2022.

Effective January 1, 2023, an ongoing six and forty-four one-hundredths percent (6.44%) increase shall be applied to all salary schedules for a total compounded salary increase for 2022-2023 of thirteen and forty-two one-hundredths percent (13.42%). Additionally, all unit members will receive a one-time off-schedule payment of \$4,000. This off-schedule payment shall be paid in November 2022 (5M pay warrant) for those unit members in a paid status as of November 1, 2022. This one-time off-schedule payment shall be prorated for any unit members who are less than full time.

Effective July 1, 2023, an ongoing ~~two~~ five percent (~~2%~~ 5%) increase shall be applied to all salary schedules.

4. Negotiations for compensation and benefits shall be closed for 2023-2024. ~~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.~~

Dated this 29th day of January 2024.

Perris Secondary Educators Association:



Matt Schmidt
Bargaining Chairperson, PSEA



Joshua Lepley
Negotiations Member, PSEA

Perris Union High School District:



Maribel Escobar
Director, Human Resources



Candace Reines
Deputy Superintendent, Business Services

Diane Pales

Diane Pales
Negotiations Member, PSEA

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Negotiations Member, PSEA

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Elizabeth Smith
Negotiations Member, PSEA

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Negotiations Member, PSEA

Kirk Skorpanich

Kirk Skorpanich
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