



**California School Employees Association
and its
Perris Valley Chapter 469
Initial Proposal to Perris Union High School District
2022-2025 Successor Agreement Initial Proposal**



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ARTICLE 10 - PAY AND ALLOWANCES:

CSEA will propose a salary increase of not less than the cost-of-living increase.

CSEA will propose increasing the bilingual stipend amount and adding more positions. Also, provide training for the interpreting of 504's, IEPs, etc.

ARTICLE 11- HEALTH AND WELFARE BENEFITS

CSEA will introduce language to provide insurance for retirees.

CSEA will propose the District and CSEA continue and increase the Health & Welfare Benefits contribution.

ARTICLE 13- SAFETY

CSEA will propose to add language to ensure the safety of Special Circumstance Para-Educators that ride the bus to ensure safety of themselves and their property.

ARTICLE 15-VACATION PLAN

CSEA will propose Increasing the earned Vacation Allotment

ARTICLE 16 – LEAVES

CSEA will propose language to combine Personal Discretion and Personal Necessity leave to Personal Leave and to allow use of an employee's yearly allotment for Personal Leave.

CSEA will propose language to include domestic partner and siblings to the family listed in bereavement leave.

CSEA will propose language to increase sick leave allotment for all bargaining unit members.

ARTICLE 17 – TRANSFERS

CSEA will propose language to clarify and define excessive absenteeism, so it is not arbitrary and does not prevent bargaining unit members from being transferred or increased in hours. This should be fair and never penalize a bargaining unit member who has not used their allotment of sick leave.

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