

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

**IMPACTS & EFFECTS OF SB 328**

March 18, 2022

This Memorandum of Understanding is made and entered into effective March 18, 2022 ("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**

Senate Bill 328 (SB 328) was created by legislators to address adolescent sleep deprivation. This bill was signed into law by Governor Newsom on October 13, 2019. The new law has been added to the California Education Code as Section 46148.

The law requires that the school day for middle schools begin no earlier than 8:00 AM, and the school day for high schools begin no earlier than 8:30 AM. School districts must adopt these changes no later than July 1, 2022.

The District has adjusted bell schedules for the 2022-2023 school year to comport with CEC § 46148 (SB 328). These adjusted start/end times affect classified work shifts. Under this law and the applicable change in California Education Code is not considered a layoff or a reduction in hours so the language in ARTICLE 20 - LAYOFFS of the Collective Bargaining Agreement does not apply to this change.

The parties agreed to meet and negotiate the effects of SB 328 on classified bargaining unit members.

**AGREEMENT**

Now therefore, the PARTIES hereby agree as follows:

- 1. Work Schedules Verification.** The District shall verify the working hours of all bargaining unit members by April 29, 2022.
- 2. Work Schedule Adjustments.** The District may adjust work schedules of bargaining unit members up to 45 minutes, resulting in either an earlier or later start/end time, depending on the needs of the site. It is not the intent of this adjustment to create individualized schedules. But rather, the intent is to adjust the work shift of bargaining unit members in the same classification with similar shifts/duties (e.g. morning shift, lunch shift, afternoon shift, etc.) as a group.
- 3. Notifications.** The District shall notify affected bargaining members of any adjustments to their start/end time no later than May 20, 2022.
- 4. Conflicts.** If the bargaining unit member has a conflict with the proposed work schedule adjustment, the bargaining unit member shall notify Human Resources by May 27, 2022. Human Resources shall schedule a meeting with the bargaining unit member and a representative from the Association to discuss the conflict. The parties may address the conflict through a transfer to a vacant position. Bargaining unit members may not "bump" another bargaining unit member from a position. The meeting with Human Resources shall occur prior to the bargaining unit member's last work day during the current school year.

- 5. 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.
- 6. Complete Understanding.** This MOU represents a full and complete understanding between the Parties.
- 7. Grievance Provisions.** Violations of this Memorandum of Understanding are subject to Article 22 - Grievance Procedure of the collective bargaining agreement between the parties.
- 8. 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 18<sup>th</sup> day of March 2022

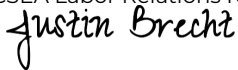
Association:

  
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Josh Rushing  
CSEA President

  
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Lisa Towery  
CSEA Labor Relations Representative

  
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Justin Brecht  
CSEA Representative

  
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Tara Hefner  
CSEA Representative

  
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Petra Nuñez  
CSEA Representative

  
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John Phillips  
CSEA Representative

  
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Ivy Robinson  
CSEA Representative

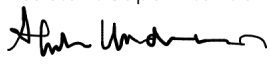
  
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Helen Stimach  
CSEA Representative

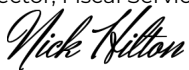
District:

  
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Kirk Skorpanich  
Assistant Superintendent, Human Resources

  
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Alisha Underwood  
Director, Fiscal Services

  
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Nick Hilton  
Director, Human Resources

  
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Audrey Mitchell  
Director, Nutrition Services

  
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Erika Tejada  
Principal

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Joseph Williams  
Executive Director, Information Technology