

## **Memorandum of Understanding**

### **Perris Union High School District (PUHSD) and the California School Employee Association (CSEA) and Its Chapter, Perris Valley Chapter #469**

#### **RETROACTIVE SALARY INCREASE**

**November 9, 2018**

This Memorandum of Understanding (MOU) is made and entered into effective November 9, 2018 ("Effective Date"), by and between the PERRIS UNION HIGH SCHOOL DISTRICT ("District") and CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION, AND ITS CHAPTER, PERRIS VALLEY CHAPTER #469 ("Association") (hereafter collectively referred to as "the Parties").

#### **RECITALS**

1. On September 25, 2018, The District reached a tentative agreement with the Perris Secondary Educators Association that included a retroactive two percent (2%) salary increase for the 2018-19 school year. The agreement also included a one-time, off-schedule payment to one and one-fourth percent (1.25%) of the 2018-19 base salary placement as of October 1, 2018.
2. Pursuant to Section 10.2 - Salary Increases of the Classified Employee Collective Bargaining Agreement (CBA), the District shall adjust the percentage salary increases contained in the CBA so that they are equal to the percentage salary increase granted to unit members in the other bargaining unit. However, according to this same section of the CBA, the salary increase shall not be retroactive.

#### **AGREEMENT**

Therefore, the parties agree as follows:

1. The District shall ensure that salary increases for 2018-2019 are retroactive to July 1, 2018, for all unit members in paid status effective November 1, 2018, similar to other bargaining units.
2. The District shall ensure that all unit members receive a one-time, off-schedule payment equal to one and one-fourth percent (1.25%) of the 2018-19 base salary placement as of October 1, 2018. This off-schedule payment shall be paid in two (2) equal installments, the first no later than February 2019 for those employees in paid status effective November 1, 2018, and in June 2019 for those employees in paid status as of June 1, 2019.

This Agreement constitutes the entire agreement and understanding of the Parties. There are no oral understandings, terms, or conditions, and neither party has relied upon any representation, express or implied, not contained herein. All prior understandings, terms, or conditions, written, oral, expressed, or implied, are superseded by this Agreement.

This Agreement cannot be changed or supplemented orally and may be modified or superseded only by written instrument executed by both Parties.

The language of all parts of this Agreement shall, in all cases, be construed as a whole, according to its fair meaning, and not strictly for or against either party.

It is agreed and understood this agreement is subject to all approvals required under CSEA 610 Policy, as well as the Perris Union High School District Governing Board.

Dated this 9<sup>th</sup> day of November 2018

**Association:**

**District:**



Joshua Rushing  
Negotiations Chairperson, CSEA



Kirk Skorpanich  
Assistant Superintendent, Human Resources



Tara Hefner  
CSEA Representative



Candace Reines  
Deputy Superintendent, Business Services



Alvin Hill  
CSEA Representative



Crystal Horton  
CSEA Representative



Jacob Riddle  
CSEA Representative



Helen Stimach  
CSEA Representative



Lisa Towery  
Labor Relations Representative, CSEA