

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by the District and the PSEA during the successor negotiations not contained in this document shall be considered withdrawn by the party presenting it.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 I - AGREEMENT

1. The Articles and provisions contained herein constitute a binding agreement ("Agreement") by and between the Perris Union High School District ("District") and the Perris Secondary Educators Association ("Association") affiliated with the California Teachers Association and the National Education Association, an employee organization.

2. This Agreement is entered into pursuant to Chapter 10.7, Section 3540-3549.3 of the Government Code ("Act").

3. This Agreement shall remain in full force and effect from July 1, ~~2018~~ 2021 until June 30, ~~2021~~ 2024, and thereafter shall continue in effect year by year unless one of the parties notifies the other in writing no later than March 15 of its request to modify, amend or terminate the Agreement (except as otherwise provided in this Agreement). Proposals for ~~2019-2020~~ 2022-2023 shall be sunshined by April 1, ~~2019~~ 2022 and for ~~2020-2021~~ 2023-2024 by April 1, ~~2020~~ 2023. Negotiations shall be limited to:

- 1) All compensation articles of the collective bargaining agreement pursuant to Article VII, Section 4; and
- 2) Three (3) additional articles per Party.

4. If renegotiations are taking place, this Agreement shall remain in effect during the period wherein negotiations are taking place and until either a new agreement has been reached or an impasse has been determined to exist by the Public Employment Relations Board ("PERB").

ARTICLE VII - COMPENSATION AND BENEFITS

1. Unit members shall receive compensation according to the attached Appendix A. Effective July 1, 2021, a 15th row shall be added to Column C and a 27th row added to Column D. Effective July 1, 2022, a 16th row shall be added to Column C and a 28th row added to Column D. Effective July 1, 2023, a 29th row shall be added to Column D. *[NOTE: In alignment with all rows from the 15th row and up, each newly added row shall reflect a 0.6% increase over the previous row within each column.]*

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 January 2022 (7M 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%) increase shall be applied to all salary schedules.

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

~~Effective July 1, 2018, an ongoing two percent (2%) increase shall be applied to all salary schedules for all unit members in paid status as of October 1, 2018. Additionally, all unit members will receive a one-time off schedule payment equal to one and one-fourth percent (1.25%) of their 2018-2019 base salary placement as of October 1, 2018. This off-schedule payment shall be paid in two (2) equal installments, the first in January 2019 (65 pay warrant) for those unit members in a paid status as of November 1, 2018 and the second in June 2019 for those unit members in a paid status as of June 1, 2019.~~

~~Effective July 1, 2019, an additional ongoing two percent (2%) increase shall be applied to all salary schedules. In addition, Columns A/1 and B/2 shall be deleted from all salary schedules, except CTE (schedule 142) and JROTC (schedule 210). The new columns shall be lettered as follows: Column C/3 (BA up to 44 or MA), Column D/4 (BA + 45 or MA & 15), Column E/5 (BA + 60 or MA & 30), and Column F/6 (BA + 75 w/ MA or MA & 45). All references to column labels throughout this agreement shall be adjusted accordingly.~~

~~Effective July 1, 2020, an additional ongoing two percent (2%) increase shall be applied to all salary schedules:~~

~~Effective July 1, 2018, an ongoing two percent (2%) increase shall be applied to all salary schedules for all unit members in paid status as of October 1, 2018. Additionally, all unit members will receive a one-time off schedule payment equal to one and one-fourth percent (1.25%) of their 2018-2019 base salary placement as of October 1, 2018. This off-schedule payment shall be paid in two (2) equal installments, the first in January 2019 (65 pay warrant) for those unit members in a paid status as of November 1, 2018 and the second in June 2019 for those unit members in a paid status as of June 1, 2019.~~

4. Negotiations for compensation and benefits shall be closed for ~~2018-2019, 2019-2020, and 2020-2021~~ 2021-2022, 2022-2023 and 2023-2024. ~~;~~ however, the Association may reopen Hourly Rates (Appendix A, Part VII) for ~~2019-2020 and 2020-2021~~. The District and PSEA agree to reopen negotiations on compensation and benefits for ~~2019-2020~~ 2022-2023 if the funded Department of Finance statutory COLA with any augmentation or deficit as included in the final enacted State Budget is greater than ~~five percent (5%)~~ 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 ~~2019-2020~~ 2022-2023 CALPADS enrollment. Likewise, the District and PSEA agree to reopen negotiations on compensation and benefits for ~~2020-2021~~ 2023-2024 if the funded Department of Finance statutory COLA with any augmentation or deficit as included in the final enacted State Budget is greater than ~~five percent (5%)~~ 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 ~~2020-2021~~ 2023-2024 CALPADS enrollment.

ARTICLE XIV - CLASS SIZE

1. Enrollment at Pinacate Middle School and the Comprehensive High Schools shall be limited to thirty-six (36) students per class (including "main streamed" special education students) after the first five (5) weeks of the semester or trimester, as applicable. The following are exceptions to the 36:1 pupil teacher ratio for all classes:

A. ~~Effective January 7, 2008;~~ Physical education classes (excluding athletic Physical Education) shall be staffed at a maximum pupil teacher ratio of 55:1 and efforts will be made by site administration to balance class size at each site; ~~and~~

B. Student Government/ASB, Drama, Music and Peer Leadership shall be staffed at a maximum of 50:1;

C. 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 ~~work stations~~ workstations and safety;

D. Reading Intervention will continue to be staffed at a 25:1 ratio with a cap of 30:1. The District reserves the right to unilaterally discontinue this program and nothing contained herein shall obligate the District to negotiate the decision or effects to discontinue;

E. Band, Choir and JROTC/Military Sciences classes shall not be subject to a cap.

2. Perris Lake High School will continue to staff according to current practices. Either party may request to reopen this provision at any time they believe the current practice is no longer effective.

3. All sites will limit RSP and SDC classes to a maximum of twenty-eight (28) and twenty-two (22) students per teacher, respectively, after the first five (5) weeks of the semester or trimester, as applicable. Either party may request to reopen this provision at any time they believe the current practice is no longer effective.

~~4. For those years in which the District chooses to participate in the State Ninth Grade Math/English Class Size Reduction Program (20:1), the District will not exceed the twenty (20) to one (1)~~

~~staffing ratio for District-designated ninth grade English and Mathematics teachers with a site maximum class size in ninth grade English and Mathematics classes of twenty two (22) students per class. This provision will not apply if the District opts out of the Program or the State discontinues or modifies the Program. The District reserves the right to unilaterally discontinue the Program and nothing contained herein shall obligate the District to negotiate the decision to discontinue.~~

5. 4. During the first five (5) weeks of each semester, the District will be allowed a “grace period” during which these limitations shall not be applicable. Site Administration will meet with Department Chairs prior to the expiration of fifteen (15) instructional days of the semester to discuss strategies to level classes as soon as practical. It is expressly understood that no grievances may be filed which relate to exceeding the enrollment cap during the grace period. Individual teachers will be allowed to sign waivers of the class size limitations set forth above, ~~except that waivers of class size may be signed by Marian Bergeson Beginning Teacher Support and Assessment Program teachers only as a last resort~~ except that waivers of class sizes may be signed by probationary employees only as a last resort. The Association President will be provided a copy of all waivers.

6. 5. Class size limits ~~do not~~ apply to Summer School and credit recovery classes.

APPENDIX A

(status quo with the following exceptions)

Part I - Salary Schedule

1. Certificated Bargaining Unit Members Salary Schedule. Unit members shall be placed on the Certificated Bargaining Unit Members Salary Schedule (hereinafter “Salary Schedule”) set out below which will be in effect beginning July 1, ~~2018~~ 2021 for all certificated bargaining unit positions, except those set forth in Part III, Section 1 below. *Columns B-FD require valid credentials. ~~Effective July 1, 2019~~

2. Unit members on Column ~~“F”~~ “D” with at least 20 years of service to the District will receive a ten thousand dollar (\$10,000) bonus if they irrevocably submit to Human Resources their retirement effective at the end of the school year, prior to February 1 of the school year they are going to retire.

3. Any certificated unit member holding an earned Ph.D. or Ed.D. from a fully accredited institution or a J.D. from an ABA accredited law school shall receive an additional stipend of three thousand (\$3,000) per year. Unit members shall only be eligible to receive one (1) doctoral stipend.

4. Definition of Rows and Columns on Salary Schedule effective July 1, 2021. All units must be from an accredited university or college.

Rows The number of years in Public Schools service (or equivalent).

Columns ~~A/1 = B.A. or B.S. degree (hereinafter "B.A.")~~
~~B/2 = B.A. plus fifteen (15) semester units of graduate or upper division classes taken after degree is awarded (hereinafter "semester units")~~

~~C/3 = B.A. plus thirty (30) semester units or M. A. degree~~

~~D/4 = B.A. plus forty five (45) semester units or M.A. and fifteen (15) semester units~~

~~E/5 = B.A. plus sixty (60) semester units or M.A. and thirty (30) semester units~~

~~F/6 = B.A. plus seventy five (75) semester units including M.A., or M.A. and forty five (45) semester units~~

A/1 = B.A. or B.S. degree (hereinafter "B.A.") or B.A. plus up to forty-four (44) semester units of graduate or upper division classes take after degree is awarded (hereinafter "semester units") or M.A. or M.S. degree (hereinafter "M.A.")

B/2 = B.A. plus forty five (45) semester units or M.A. and fifteen (15) semester units

C/3 = B.A. plus sixty (60) semester units or M.A. and thirty (30) semester units

D/4 = B.A. plus seventy five (75) semester units including M.A., or M.A. and forty five (45) semester units

[NOTE: All other areas of the CBA that refer to Column "C/3" shall be adjusted to reflect "A/1".]

~~Effective July 1, 2019, Columns A/1 and B/2 shall be deleted from all salary schedules, except CTE (schedule 142) and JROTC (schedule 210). The new columns shall be lettered as follows:~~

~~Columns — C/3 (BA up to 44 or MA)~~

~~Column D/4 (BA + 45 or MA & 15)~~

~~Column E/5 (BA + 60 or MA & 30)~~

~~Column F/6 (BA + 75 w/ MA or MA & 45)~~

Part II Extended Classroom Teaching Assignments

5. Middle School Athletic Directors

~~Effective January 1, 2019, high school athletic directors shall become management employees and shall be excluded from the certificated bargaining unit. Unit members serving as Athletic Directors for the 2018-19 school year shall have first right of refusal for these positions. If an affected unit member does not currently possess a valid administrative services credential, the affected unit member shall be provided up to thirty (30) months, to complete the credential. During the interim, the affected unit member shall not be allowed to fulfill the service requiring the administrative services credential. Affected unit members shall be placed on the management salary schedule on the next highest step closest to their current per diem rate, including the Athletic Director stipend, received during the 2018-19 school year. If an affected unit member's placement is higher than Step 5 on the Management Salary Schedule, then the unit member's salary shall be Y-Rated until such time that Step 5 of the salary schedule is greater than or equal to the unit member's Y-Rated salary.~~

~~Middle School~~—A supplementary contract of up to ten (10) days for middle school athletic director, based upon the per diem placement on the Salary Schedule, shall be offered based upon program needs as determined by the District (some of which may be weekend and holidays as ~~needs needed~~ assigned by the Principal). This position will submit to its supervisor a proposed calendar listing the additional days of service. In selecting these proposed days of service, employees should consider the need to be available to students, parents and staff. The calendar shall be submitted at least two weeks prior to the beginning of their work year and must be approved in writing by their supervisor and the Assistant Superintendent of Human Resources or Designee. The calendar may be changed by mutual written consent. The days selected will not change the timing of employee's salary payments.

Part VII – Hourly Rate

~~Effective July 1, 2018, hourly compensation shall be paid as follows:~~

- ~~1. Period Subbing shall be paid at \$48.05 per period hour.~~
- ~~2. The hourly rate of pay for Summer school and home hospital teachers shall be paid at \$48.05 per hour.~~
- ~~3. The hourly rate of pay for Saturday supervision, tutorial teachers, teachers doing curriculum project preparation and work study teachers shall be \$39.00 per hour.~~

~~Effective July 1, 2019, hourly compensation shall be paid as follows:~~

- ~~1. Period Subbing shall be paid at \$49.05 per period hour.~~
- ~~2. The hourly rate of pay for Summer school and home hospital teachers shall be paid at \$49.05 per hour.~~
- ~~3. The hourly rate of pay for Saturday supervision, tutorial teachers, teachers doing curriculum project preparation and work study teachers shall be \$39.80 per hour.~~

~~Effective July 1, 2020, hourly compensation for shall be paid as follows:~~

- ~~1. Period Subbing shall be paid at \$50.05 per period hour.~~
- ~~2. The hourly rate of pay for Summer school and home hospital teachers shall be paid at \$50.05 per hour.~~

~~3. The hourly rate of pay for Saturday supervision, tutorial teachers, teachers doing curriculum project preparation and work study teachers shall be \$40.60 per hour.~~

Effective January 1, 2022, hourly compensation for period subbing, Summer School, Home & Hospital instruction, and other work authorized and performed beyond the bargaining unit member's regular workday shall be temporarily increased to \$60 per hour. This increase has no retroactivity and shall sunset July 31, 2022.

Effective August 1, 2022, hourly compensation for period subbing, Summer School, Home & Hospital instruction, and other work authorized and performed beyond the bargaining unit member's regular workday shall be \$53.20.

Effective July 1, 2023, hourly compensation for period subbing, Summer School, Home & Hospital instruction, and other work authorized and performed beyond the bargaining unit member's regular workday shall be \$54.30.

The above hourly compensation rates shall be increased by any overall percentage rate applied to the salary schedule, rounded up to the nearest nickel, with no retroactivity.

Dated this 22nd day of November 2021.

Perris Secondary Educators Association:

Matt Schmidt

Matt Schmidt
Bargaining Chairperson, PSEA

Tatiana Coover

Tatiana Coover
Negotiations Member, PSEA

Matthew McDonagh

Matthew McDonagh
Negotiations Member, PSEA

Perris Union High School District:

Kirk Skorpanich

Kirk Skorpanich
Assistant Superintendent, Human Resources

Candace Reines

Candace Reines
Deputy Superintendent, Business Services

Robert Brough

Robert Brough
Assistant Superintendent, Educational Services

dennis raymond

Dennis Raymond
Negotiations Member, PSEA

Melanie L woodard

Melanie Woodard
Negotiations Member, PSEA

Nick Hilton

Nick Hilton
Director, Human Resources

Jennifer Thomasian

Dr. Jennifer Thomasian
Principal



PERRIS UNION

HIGH SCHOOL DISTRICT



TEACHER

SALARY SCHEDULE #101

EFFECTIVE 07/01/2021 - WITH 4% INCREASE

186 CONTRACT DAYS

ROW	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$64,291	\$67,152	\$70,149	\$74,749
2	\$66,607	\$69,858	\$74,402	\$76,393
3	\$69,090	\$73,962	\$75,955	\$79,429
4	\$71,762	\$75,438	\$78,898	\$82,504
5	\$74,472	\$78,298	\$81,874	\$85,622
6	\$77,243	\$81,205	\$84,974	\$88,862
7	\$80,055	\$84,157	\$88,052	\$92,084
8	\$82,908	\$87,152	\$91,171	\$95,335
9	\$85,389	\$90,463	\$94,338	\$98,626
10	\$87,500	\$92,629	\$97,746	\$101,895
11			\$100,601	\$105,419
12			\$102,478	\$108,456
13			\$104,084	\$111,021
14			\$105,670	\$113,375
15			\$106,304	\$114,067
16				\$114,762
17				\$115,454
18				\$116,149
19				\$116,842
20				\$117,537
21				\$118,227
22				\$118,924
23				\$119,617
24				\$120,310
25				\$121,003
26				\$121,696
27				\$122,426



PERRIS UNION

HIGH SCHOOL DISTRICT



TEACHER

SALARY SCHEDULE #101

EFFECTIVE 07/01/2022 - WITH 2% INCREASE

186 CONTRACT DAYS

ROW	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$65,577	\$68,495	\$71,552	\$76,244
2	\$67,939	\$71,255	\$75,890	\$77,921
3	\$70,472	\$75,441	\$77,474	\$81,018
4	\$73,197	\$76,947	\$80,476	\$84,154
5	\$75,961	\$79,864	\$83,511	\$87,334
6	\$78,788	\$82,829	\$86,673	\$90,639
7	\$81,656	\$85,840	\$89,813	\$93,926
8	\$84,566	\$88,895	\$92,994	\$97,242
9	\$87,097	\$92,272	\$96,225	\$100,599
10	\$89,250	\$94,482	\$99,701	\$103,933
11			\$102,613	\$107,527
12			\$104,528	\$110,625
13			\$106,166	\$113,241
14			\$107,783	\$115,643
15			\$108,430	\$116,348
16			\$109,081	\$117,057
17				\$117,763
18				\$118,472
19				\$119,179
20				\$119,888
21				\$120,592
22				\$121,302
23				\$122,009
24				\$122,716
25				\$123,423
26				\$124,130
27				\$124,875
28				\$125,624



PERRIS UNION

HIGH SCHOOL DISTRICT



TEACHER

SALARY SCHEDULE #101

EFFECTIVE 07/01/2023 - WITH 2% INCREASE

186 CONTRACT DAYS

ROW	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$66,889	\$69,865	\$72,983	\$77,769
2	\$69,298	\$72,680	\$77,408	\$79,479
3	\$71,881	\$76,950	\$79,023	\$82,638
4	\$74,661	\$78,486	\$82,086	\$85,837
5	\$77,480	\$81,461	\$85,181	\$89,081
6	\$80,364	\$84,486	\$88,406	\$92,452
7	\$83,289	\$87,557	\$91,609	\$95,805
8	\$86,257	\$90,673	\$94,854	\$99,187
9	\$88,839	\$94,117	\$98,150	\$102,611
10	\$91,035	\$96,372	\$101,695	\$106,012
11			\$104,665	\$109,678
12			\$106,619	\$112,838
13			\$108,289	\$115,506
14			\$109,939	\$117,956
15			\$110,599	\$118,675
16			\$111,262	\$119,398
17				\$120,118
18				\$120,841
19				\$121,563
20				\$122,286
21				\$123,004
22				\$123,728
23				\$124,449
24				\$125,170
25				\$125,891
26				\$126,613
27				\$127,373
28				\$128,137
29				\$128,906



PERRIS UNION

HIGH SCHOOL DISTRICT



ADAPTIVE PE TEACHER
SALARY SCHEDULE #153
EFFECTIVE 07/01/2021 - WITH 4% INCREASE
196 CONTRACT DAYS

ROW	Col. A/1	Col. B/2	Col. C/3	Col. D/4
	BA/BS OR BA +44 or MA/MS	BA + 45 OR MA & 15	BA + 60 OR MA & 30	BA + 75 W/MA OR MA & 45
1	\$77,134	\$80,453	\$84,226	\$89,598
2	\$79,812	\$83,741	\$89,033	\$91,859
3	\$82,890	\$88,397	\$91,194	\$95,479
4	\$86,146	\$90,485	\$94,719	\$99,138
5	\$89,435	\$93,924	\$98,275	\$102,839
6	\$92,795	\$97,411	\$101,957	\$106,661
7	\$96,181	\$100,937	\$105,606	\$110,469
8	\$99,615	\$104,506	\$109,308	\$114,262
9	\$102,684	\$108,385	\$113,048	\$118,169
10	\$105,398	\$111,148	\$117,026	\$122,015
11			\$120,462	\$126,110
12			\$122,948	\$129,738
13			\$125,167	\$132,900
14			\$127,376	\$135,866
15			\$128,140	\$136,637
16				\$137,410
17				\$138,185
18				\$138,953
19				\$139,728
20				\$140,501
21				\$141,179
22				\$141,925
23				\$142,603
24				\$143,345
25				\$144,022
26				\$144,761
27				\$145,630



ADAPTIVE PE TEACHER
SALARY SCHEDULE #153
EFFECTIVE 07/01/2022 - WITH 2% INCREASE
196 CONTRACT DAYS

	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$78,677	\$82,062	\$85,911	\$91,390
2	\$81,408	\$85,416	\$90,814	\$93,696
3	\$84,548	\$90,165	\$93,018	\$97,389
4	\$87,869	\$92,295	\$96,613	\$101,121
5	\$91,224	\$95,802	\$100,241	\$104,896
6	\$94,651	\$99,359	\$103,996	\$108,794
7	\$98,105	\$102,956	\$107,718	\$112,678
8	\$101,607	\$106,596	\$111,494	\$116,547
9	\$104,738	\$110,553	\$115,309	\$120,532
10	\$107,506	\$113,371	\$119,367	\$124,455
11			\$122,871	\$128,632
12			\$125,407	\$132,333
13			\$127,670	\$135,558
14			\$129,924	\$138,583
15			\$130,703	\$139,370
16			\$131,487	\$140,158
17				\$140,949
18				\$141,732
19				\$142,523
20				\$143,311
21				\$144,003
22				\$144,764
23				\$145,455
24				\$146,212
25				\$146,902
26				\$147,656
27				\$148,543
28				\$148,632



ADAPTIVE PE TEACHER
SALARY SCHEDULE #153
EFFECTIVE 07/01/2023 - WITH 2% INCREASE
196 CONTRACT DAYS

ROW	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$80,251	\$83,703	\$87,629	\$93,218
2	\$83,036	\$87,124	\$92,630	\$95,570
3	\$86,239	\$91,968	\$94,878	\$99,337
4	\$89,626	\$94,141	\$98,545	\$103,143
5	\$93,048	\$97,718	\$102,246	\$106,994
6	\$96,544	\$101,346	\$106,076	\$110,970
7	\$100,067	\$105,015	\$109,872	\$114,932
8	\$103,639	\$108,728	\$113,724	\$118,878
9	\$106,833	\$112,764	\$117,615	\$122,943
10	\$109,656	\$115,638	\$121,754	\$126,944
11			\$125,328	\$131,205
12			\$127,915	\$134,980
13			\$130,223	\$138,269
14			\$132,522	\$141,355
15			\$133,317	\$142,157
16			\$134,117	\$142,961
17				\$143,768
18				\$144,567
19				\$145,373
20				\$146,177
21				\$146,883
22				\$147,659
23				\$148,364
24				\$149,136
25				\$149,840
26				\$150,609
27				\$151,514
28				\$151,605
29				\$151,696



SPEECH THERAPIST
SALARY SCHEDULE #116
EFFECTIVE 07/01/2021 - WITH 4% INCREASE
200 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$78,707	\$82,096	\$85,945	\$91,427
2	\$81,440	\$85,447	\$90,849	\$93,734
3	\$84,582	\$90,201	\$93,054	\$97,429
4	\$87,905	\$92,331	\$96,651	\$101,161
5	\$91,261	\$95,842	\$100,280	\$104,938
6	\$94,688	\$99,397	\$104,036	\$108,837
7	\$98,145	\$102,996	\$107,762	\$112,724
8	\$101,649	\$106,638	\$111,539	\$116,593
9	\$104,781	\$110,597	\$115,354	\$120,581
10	\$107,550	\$113,415	\$119,414	\$124,505
11			\$122,922	\$128,684
12			\$125,455	\$132,386
13			\$127,721	\$135,611
14			\$129,975	\$138,638
15			\$130,755	\$139,427
16				\$140,215
17				\$141,004
18				\$141,788
19				\$142,580
20				\$143,368
21				\$144,061
22				\$144,820
23				\$145,513
24				\$146,271
25				\$146,961
26				\$147,715
27				\$148,601



PERRIS UNION

HIGH SCHOOL DISTRICT



SPEECH THERAPIST
SALARY SCHEDULE #116
EFFECTIVE 07/01/2022 - WITH 2% INCREASE
200 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$80,281	\$83,738	\$87,664	\$93,256
2	\$83,069	\$87,156	\$92,666	\$95,609
3	\$86,274	\$92,005	\$94,915	\$99,378
4	\$89,663	\$94,178	\$98,584	\$103,184
5	\$93,086	\$97,759	\$102,286	\$107,037
6	\$96,582	\$101,385	\$106,117	\$111,014
7	\$100,108	\$105,056	\$109,917	\$114,978
8	\$103,682	\$108,771	\$113,770	\$118,925
9	\$106,877	\$112,809	\$117,661	\$122,993
10	\$109,701	\$115,683	\$121,802	\$126,995
11			\$125,380	\$131,258
12			\$127,964	\$135,034
13			\$130,275	\$138,323
14			\$132,575	\$141,411
15			\$133,370	\$142,216
16			\$133,450	\$143,019
17				\$143,824
18				\$144,624
19				\$145,432
20				\$146,235
21				\$146,942
22				\$147,716
23				\$148,423
24				\$149,196
25				\$149,900
26				\$150,669
27				\$151,573
28				\$152,482



PERRIS UNION

HIGH SCHOOL DISTRICT



SPEECH THERAPIST
SALARY SCHEDULE #116
EFFECTIVE 07/01/2023 - WITH 2% INCREASE
200 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$81,887	\$85,413	\$89,417	\$95,121
2	\$84,730	\$88,899	\$94,519	\$97,521
3	\$87,999	\$93,845	\$96,813	\$101,366
4	\$91,456	\$96,062	\$100,556	\$105,248
5	\$94,948	\$99,714	\$104,332	\$109,178
6	\$98,514	\$103,413	\$108,239	\$113,234
7	\$102,110	\$107,157	\$112,115	\$117,278
8	\$105,756	\$110,946	\$116,045	\$121,304
9	\$109,015	\$115,065	\$120,014	\$125,453
10	\$111,895	\$117,997	\$124,238	\$129,535
11			\$127,888	\$133,883
12			\$130,523	\$137,735
13			\$132,881	\$141,089
14			\$135,227	\$144,239
15			\$136,037	\$145,060
16			\$136,119	\$145,879
17				\$146,700
18				\$147,516
19				\$148,341
20				\$149,160
21				\$149,881
22				\$150,670
23				\$151,391
24				\$152,180
25				\$152,898
26				\$153,682
27				\$154,604
28				\$155,532
29				\$156,465



SCHOOL NURSE

SALARY SCHEDULE #121

EFFECTIVE 07/01/2021 - WITH 4% INCREASE

202 CONTRACT DAYS

ROW	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$69,470	\$72,481	\$75,794	\$80,714
2	\$71,891	\$75,422	\$80,281	\$82,598
3	\$74,619	\$79,763	\$82,076	\$85,877
4	\$77,530	\$81,484	\$85,254	\$89,191
5	\$80,475	\$84,579	\$88,472	\$92,552
6	\$83,485	\$87,725	\$91,810	\$96,034
7	\$86,536	\$90,912	\$95,123	\$99,499
8	\$89,630	\$94,146	\$98,485	\$102,982
9	\$92,351	\$97,693	\$101,886	\$106,522
10	\$94,695	\$100,098	\$105,536	\$110,035
11			\$108,629	\$113,793
12			\$110,749	\$117,074
13			\$112,597	\$119,881
14			\$114,429	\$122,658
15			\$115,116	\$123,353
16				\$124,044
17				\$124,738
18				\$125,429
19				\$126,124
20				\$126,816
21				\$127,510
22				\$128,201
23				\$128,897
24				\$129,588
25				\$130,283
26				\$130,973
27				\$131,759



SCHOOL NURSE

SALARY SCHEDULE #121

EFFECTIVE 07/01/2022 - WITH 2% INCREASE

202 CONTRACT DAYS

ROW	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$70,859	\$73,931	\$77,310	\$82,328
2	\$73,329	\$76,930	\$81,887	\$84,250
3	\$76,111	\$81,358	\$83,718	\$87,595
4	\$79,081	\$83,114	\$86,959	\$90,975
5	\$82,085	\$86,271	\$90,241	\$94,403
6	\$85,155	\$89,480	\$93,646	\$97,955
7	\$88,267	\$92,730	\$97,025	\$101,489
8	\$91,423	\$96,029	\$100,455	\$105,042
9	\$94,198	\$99,647	\$103,924	\$108,652
10	\$96,589	\$102,100	\$107,647	\$112,236
11			\$110,802	\$116,069
12			\$112,964	\$119,415
13			\$114,849	\$122,279
14			\$116,718	\$125,111
15			\$117,418	\$125,820
16			\$118,123	\$126,525
17				\$127,233
18				\$127,938
19				\$128,646
20				\$129,352
21				\$130,060
22				\$130,765
23				\$131,475
24				\$132,180
25				\$132,889
26				\$133,592
27				\$134,394
28				\$135,200



SCHOOL NURSE

SALARY SCHEDULE #121

EFFECTIVE 07/01/2023 - WITH 2% INCREASE

202 CONTRACT DAYS

ROW	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$72,276	\$75,410	\$78,856	\$83,975
2	\$74,796	\$78,469	\$83,525	\$85,935
3	\$77,633	\$82,985	\$85,392	\$89,347
4	\$80,663	\$84,776	\$88,698	\$92,795
5	\$83,727	\$87,996	\$92,046	\$96,291
6	\$86,858	\$91,270	\$95,519	\$99,914
7	\$90,032	\$94,585	\$98,966	\$103,519
8	\$93,251	\$97,950	\$102,464	\$107,143
9	\$96,082	\$101,640	\$106,002	\$110,825
10	\$98,521	\$104,142	\$109,800	\$114,481
11			\$113,018	\$118,390
12			\$115,223	\$121,803
13			\$117,146	\$124,725
14			\$119,052	\$127,613
15			\$119,766	\$128,336
16			\$120,485	\$129,056
17				\$129,778
18				\$130,497
19				\$131,219
20				\$131,939
21				\$132,661
22				\$133,380
23				\$134,105
24				\$134,824
25				\$135,547
26				\$136,264
27				\$137,082
28				\$137,904
29				\$138,731



PERRIS UNION

HIGH SCHOOL DISTRICT



PSYCHOLOGIST

SALARY SCHEDULE #125

EFFECTIVE 07/01/2021 - WITH 4% INCREASE

202 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$76,592	\$81,663	\$85,518	\$90,995
2	\$79,541	\$85,013	\$90,413	\$93,305
3	\$84,145	\$89,775	\$92,626	\$96,996
4	\$87,470	\$91,902	\$96,220	\$100,727
5	\$90,825	\$95,404	\$99,841	\$104,504
6	\$94,257	\$98,958	\$103,599	\$108,400
7	\$97,711	\$102,562	\$107,320	\$112,279
8	\$101,212	\$106,203	\$111,103	\$116,154
9	\$104,346	\$110,159	\$114,917	\$120,140
10	\$107,113	\$112,974	\$118,977	\$124,060
11			\$122,483	\$128,244
12			\$125,015	\$131,943
13			\$127,276	\$135,167
14			\$129,529	\$138,367
15			\$130,306	\$139,059
16				\$139,753
17				\$140,446
18				\$141,139
19				\$141,832
20				\$142,526
21				\$143,216
22				\$143,910
23				\$144,604
24				\$145,295
25				\$145,993
26				\$146,683
27				\$147,563



PERRIS UNION

HIGH SCHOOL DISTRICT



PSYCHOLOGIST

SALARY SCHEDULE #125

EFFECTIVE 07/01/2022 - WITH 2% INCREASE

202 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$78,124	\$83,296	\$87,228	\$92,815
2	\$81,132	\$86,713	\$92,221	\$95,171
3	\$85,828	\$91,571	\$94,479	\$98,936
4	\$89,219	\$93,740	\$98,144	\$102,742
5	\$92,642	\$97,312	\$101,838	\$106,594
6	\$96,142	\$100,937	\$105,671	\$110,568
7	\$99,665	\$104,613	\$109,466	\$114,525
8	\$103,236	\$108,327	\$113,325	\$118,477
9	\$106,433	\$112,362	\$117,215	\$122,543
10	\$109,255	\$115,233	\$121,357	\$126,541
11			\$124,933	\$130,809
12			\$127,515	\$134,582
13			\$129,822	\$137,870
14			\$132,120	\$141,134
15			\$132,912	\$141,840
16			\$133,709	\$142,548
17				\$143,255
18				\$143,962
19				\$144,669
20				\$145,377
21				\$146,080
22				\$146,788
23				\$147,496
24				\$148,201
25				\$148,913
26				\$149,617
27				\$150,514
28				\$151,417



PERRIS UNION

HIGH SCHOOL DISTRICT



PSYCHOLOGIST

SALARY SCHEDULE #125

EFFECTIVE 07/01/2023 - WITH 2% INCREASE

202 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$79,686	\$84,962	\$88,973	\$94,671
2	\$82,755	\$88,447	\$94,065	\$97,074
3	\$87,545	\$93,402	\$96,369	\$100,915
4	\$91,003	\$95,615	\$100,107	\$104,797
5	\$94,495	\$99,258	\$103,875	\$108,726
6	\$98,065	\$102,956	\$107,784	\$112,779
7	\$101,658	\$106,705	\$111,655	\$116,816
8	\$105,301	\$110,494	\$115,592	\$120,847
9	\$108,562	\$114,609	\$119,559	\$124,994
10	\$111,440	\$117,538	\$123,784	\$129,072
11			\$127,432	\$133,425
12			\$130,065	\$137,274
13			\$132,418	\$140,627
14			\$134,762	\$143,957
15			\$135,570	\$144,677
16			\$136,384	\$145,399
17				\$146,120
18				\$146,841
19				\$147,562
20				\$148,285
21				\$149,002
22				\$149,724
23				\$150,446
24				\$151,165
25				\$151,891
26				\$152,609
27				\$153,524
28				\$154,445
29				\$155,372



PERRIS UNION

HIGH SCHOOL DISTRICT



COUNSELOR

SALARY SCHEDULE #126

EFFECTIVE 07/01/2021 - WITH 4% INCREASE

196 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$69,136	\$73,804	\$77,200	\$82,203
2	\$73,209	\$76,807	\$81,745	\$84,143
3	\$75,994	\$81,209	\$83,596	\$87,479
4	\$78,967	\$82,985	\$86,839	\$90,863
5	\$81,968	\$86,143	\$90,114	\$94,275
6	\$85,042	\$89,340	\$93,512	\$97,819
7	\$88,149	\$92,596	\$96,883	\$101,346
8	\$91,297	\$95,889	\$100,307	\$105,255
9	\$94,079	\$99,487	\$103,774	\$108,489
10	\$96,491	\$101,957	\$107,482	\$112,058
11			\$110,629	\$115,879
12			\$112,812	\$119,224
13			\$114,715	\$122,095
14			\$116,610	\$124,928
15			\$117,310	\$125,621
16				\$126,312
17				\$127,007
18				\$127,700
19				\$128,394
20				\$129,086
21				\$129,780
22				\$130,474
23				\$131,165
24				\$131,860
25				\$132,554
26				\$133,246
27				\$134,045



COUNSELOR

SALARY SCHEDULE #126

EFFECTIVE 07/01/2022 - WITH 2% INCREASE

196 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$70,519	\$75,280	\$78,744	\$83,847
2	\$74,673	\$78,343	\$83,380	\$85,826
3	\$77,514	\$82,833	\$85,268	\$89,229
4	\$80,546	\$84,645	\$88,576	\$92,680
5	\$83,607	\$87,866	\$91,916	\$96,161
6	\$86,743	\$91,127	\$95,382	\$99,775
7	\$89,912	\$94,448	\$98,821	\$103,373
8	\$93,123	\$97,807	\$102,313	\$107,360
9	\$95,961	\$101,477	\$105,849	\$110,659
10	\$98,421	\$103,996	\$109,632	\$114,299
11			\$112,842	\$118,197
12			\$115,068	\$121,608
13			\$117,009	\$124,537
14			\$118,942	\$127,427
15			\$119,656	\$128,133
16			\$120,374	\$128,838
17				\$129,547
18				\$130,254
19				\$130,962
20				\$131,668
21				\$132,376
22				\$133,083
23				\$133,788
24				\$134,497
25				\$135,205
26				\$135,911
27				\$136,726
28				\$137,546



COUNSELOR

SALARY SCHEDULE #126

EFFECTIVE 07/01/2023 - WITH 2% INCREASE

196 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$71,929	\$76,786	\$80,319	\$85,524
2	\$76,166	\$79,910	\$85,048	\$87,543
3	\$79,064	\$84,490	\$86,973	\$91,014
4	\$82,157	\$86,338	\$90,348	\$94,534
5	\$85,279	\$89,623	\$93,754	\$98,084
6	\$88,478	\$92,950	\$97,290	\$101,771
7	\$91,710	\$96,337	\$100,797	\$105,440
8	\$94,985	\$99,763	\$104,359	\$109,507
9	\$97,880	\$103,507	\$107,966	\$112,872
10	\$100,389	\$106,076	\$111,825	\$116,585
11			\$115,099	\$120,561
12			\$117,369	\$124,040
13			\$119,349	\$127,028
14			\$121,321	\$129,976
15			\$122,049	\$130,696
16			\$122,781	\$131,415
17				\$132,138
18				\$132,859
19				\$133,581
20				\$134,301
21				\$135,024
22				\$135,745
23				\$136,464
24				\$137,187
25				\$137,909
26				\$138,629
27				\$139,461
28				\$140,297
29				\$141,139



LIBRARIAN

SALARY SCHEDULE #131

EFFECTIVE 07/01/2021 - WITH 4% INCREASE

196 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$66,039	\$70,540	\$73,737	\$78,540
2	\$69,967	\$73,397	\$78,137	\$80,342
3	\$72,602	\$77,647	\$79,841	\$83,524
4	\$75,430	\$79,282	\$82,940	\$86,758
5	\$78,289	\$82,288	\$86,474	\$90,432
6	\$81,213	\$85,348	\$89,320	\$93,418
7	\$84,172	\$88,453	\$92,546	\$96,795
8	\$87,181	\$91,598	\$95,827	\$99,904
9	\$89,816	\$95,055	\$99,141	\$103,645
10	\$92,078	\$97,375	\$102,701	\$107,065
11			\$105,704	\$110,742
12			\$107,736	\$113,935
13			\$109,498	\$116,655
14			\$111,236	\$119,341
15			\$111,903	\$120,033
16				\$120,728
17				\$121,416
18				\$122,112
19				\$122,804
20				\$123,497
21				\$124,192
22				\$124,885
23				\$125,577
24				\$126,272
25				\$126,964
26				\$127,659
27				\$128,425



LIBRARIAN

SALARY SCHEDULE #131

EFFECTIVE 07/01/2022 - WITH 2% INCREASE

196 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$67,360	\$71,951	\$75,212	\$80,111
2	\$71,366	\$74,865	\$79,700	\$81,949
3	\$74,054	\$79,200	\$81,438	\$85,194
4	\$76,939	\$80,868	\$84,599	\$88,493
5	\$79,855	\$83,934	\$88,203	\$92,241
6	\$82,837	\$87,055	\$91,106	\$95,286
7	\$85,855	\$90,222	\$94,397	\$98,731
8	\$88,925	\$93,430	\$97,744	\$101,902
9	\$91,612	\$96,956	\$101,124	\$105,718
10	\$93,920	\$99,323	\$104,755	\$109,206
11			\$107,818	\$112,957
12			\$109,891	\$116,214
13			\$111,688	\$118,988
14			\$113,461	\$121,728
15			\$114,141	\$122,434
16			\$114,826	\$123,143
17				\$123,844
18				\$124,554
19				\$125,260
20				\$125,967
21				\$126,676
22				\$127,383
23				\$128,089
24				\$128,797
25				\$129,503
26				\$130,212
27				\$130,993
28				\$131,779



LIBRARIAN

SALARY SCHEDULE #131

EFFECTIVE 07/01/2023 - WITH 2% INCREASE

196 CONTRACT DAYS

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$68,707	\$73,390	\$76,716	\$81,713
2	\$72,793	\$76,362	\$81,294	\$83,588
3	\$75,535	\$80,784	\$83,067	\$86,898
4	\$78,478	\$82,485	\$86,291	\$90,263
5	\$81,452	\$85,613	\$89,967	\$94,086
6	\$84,494	\$88,796	\$92,928	\$97,192
7	\$87,572	\$92,026	\$96,285	\$100,706
8	\$90,704	\$95,299	\$99,699	\$103,940
9	\$93,444	\$98,895	\$103,146	\$107,832
10	\$95,798	\$101,309	\$106,850	\$111,390
11			\$109,974	\$115,216
12			\$112,089	\$118,538
13			\$113,922	\$121,368
14			\$115,730	\$124,163
15			\$116,424	\$124,883
16			\$117,122	\$125,606
17				\$126,321
18				\$127,045
19				\$127,765
20				\$128,486
21				\$129,210
22				\$129,931
23				\$130,651
24				\$131,373
25				\$132,093
26				\$132,816
27				\$133,613
28				\$134,415
29				\$135,221



PERRIS UNION

HIGH SCHOOL DISTRICT



ENGINEERING CTE
SALARY SCHEDULE #142
EFFECTIVE 07/01/2021 - WITH 4% INCREASE
186 CONTRACT DAYS

ROW	Vocational Credential
1	\$56,535
2	\$57,950
3	\$59,398
4	\$60,881
5	\$62,404
6	\$63,965
7	\$65,564
8	\$67,204
9	\$68,883
10	\$70,607



PERRIS UNION

HIGH SCHOOL DISTRICT



ENGINEERING CTE
SALARY SCHEDULE #142
EFFECTIVE 07/01/2022 - WITH 2% INCREASE
186 CONTRACT DAYS

ROW	Vocational Credential
1	\$57,666
2	\$59,109
3	\$60,586
4	\$62,099
5	\$63,652
6	\$65,244
7	\$66,875
8	\$68,548
9	\$70,261
10	\$72,019



PERRIS UNION

HIGH SCHOOL DISTRICT



ENGINEERING CTE
SALARY SCHEDULE #142
EFFECTIVE 07/01/2023 - WITH 2% INCREASE
186 CONTRACT DAYS

ROW	Vocational Credential
1	\$58,819
2	\$60,291
3	\$61,798
4	\$63,341
5	\$64,925
6	\$66,549
7	\$68,213
8	\$69,919
9	\$71,666
10	\$73,459