

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by the District and the PSEA during the successor negotiations not contained in this document shall be considered withdrawn by the party presenting it.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 (status quo with the following exceptions)

3. This Agreement shall remain in full force and effect from July 1, 2018 until June 30, 2021 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 2019-20 shall be sunshined by April 1, 2019 and for 2020-21 by April 1, 2020. 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.
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ARTICLE IV - ASSOCIATION RIGHTS

1. The Association and its members shall have the right to make use of school equipment, District mail service, email, buildings and facilities subject to reasonable regulation by the District.

2. The Association shall be allowed to use the school mailboxes and bulletin board spaces designated for Association business. All postings for bulletin boards or items for school mailboxes must contain the date and the identification of the organization, together with the designated authorization by an Association representative, and such use may be restricted if not related to lawful Association business and activities.

3. Association business and activities may be conducted in working areas provided such business or activity does not interfere with the school programs and/or duties of unit members, and such business or activities will not be done during working hours unless waiting for

nonworking time would be unreasonable or impractical, or where use of work time is approved by an administrator.

4. The official spokesperson of the Association, when conducting business between the Association and the District, shall be the Association President, or designee acting on behalf of the Association's Executive Board. It shall be the responsibility of the Association President to inform the District in circumstances where a designee will be acting on behalf of the President.

5. The Association President, or designees, shall be granted up to thirty-six (36) days leave per fiscal year for the purpose of conducting Association business upon at least one (1) day prior written notice to the site administrator, except in case of emergency. The Association shall pay the cost of a substitute during such time as its president or designees are on leave pursuant to this paragraph. The Association President shall be released for three (3) periods a day, the cost of which will be shared by PSEA and the District. The Association shall pay the full cost of one period of release and the District shall pay for the full cost of one period of release.

6. If any conference between any District Administrator and a unit member is called for the purpose of, or becomes, an investigative interview which the unit member reasonably believes may lead to discipline, the unit member shall have the right, upon request, to have an Association representative present. The Administrator shall either honor the request or discontinue the interview.

7. Copies of all District policies and procedures which require implementation by unit members shall be distributed to affected unit members prior to such required implementation.

8. New Employee Orientation.

A. The District shall notify that Association of all new hires and their effective start date, once the employee has been cleared by the Human Resources Department.

B. The District shall provide all certificated new hires with the Association's membership application as part of the hiring process.

C. The District may share with all new hires a video provided by the Association about Association membership.

D. The District shall provide: new employee names; date of hire; job title; work site/department; work, home, and personal cell phone number; personal email address on file with the District; home address; Full Time Equivalent (FTE) status; employment status (i.e., probationary, permanent, temporary, etc.) type of credential (i.e., clear, preliminary, intern, etc.); and teaching assignment to the Association by the first pay period of the month following the effective start date of the employee, even if the employee previously worked for the District.

E. This same information for all certificated employees, as well as an indication of any unit members on leave of absence, who are represented by the association, shall be provided to the Association every 120 days from July 1 of each new school year.

F. The Association shall be provided two (2) hours, exclusive of an one-hour lunch provided by the Association, during the annual New Teacher Orientation to meet with new employes.

G. For employees who are hired to begin work after the annual New Teacher Orientation, the Association shall be provided the opportunity to meet with the applicable employees for a minimum of one (1) hour during the month of October and February. This time will occur during non-instructional time during the regular work day. For the 2018-2019 and 2019-2020 school years, this shall occur during the District's scheduled Professional Development Days or during collaboration time.

ARTICLE VI - ORGANIZATIONAL SECURITY

1. Any unit member, who has joined or applied to join the Association, may authorize the District to deduct Association dues. Pursuant to such authorization, the District shall deduct one tenth (1/10th) of such dues from the regular salary check of the unit member each month. The Association shall provide the District a copy of the CTA Membership application for each applicant. All membership changes, provided to the District by the 15th of the month, will have deductions commence or cease as appropriate with the pay warrant for the month. Membership changes provided to the District after the 15th of the month shall not take effect until the pay warrant for the following month.

2. With respect to all sums deducted by the District, pursuant to Sections 1 above, the District shall promptly remit such monies to the Association accompanied by an alphabetical list and indicating any changes in personnel from the previous list.

3. The Association agrees to furnish any information needed by the District to fulfill the provisions of this Article.

4. The Association agrees to indemnify and hold the District harmless regarding any legal claim arising out of PSEA negligence in relation to this article.

ARTICLE VII - COMPENSATION AND BENEFITS

1. 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 2018 (6S pay warrant)

for those unit members in a paid status as of November 1, 2018 and the second in June 2018 for those unit members in a paid status as of June 1, 2019.

2. 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.

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

4. Negotiations for compensation and benefits shall be closed for 2018-2019, 2019-2020, and 2020-2021; 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 if the funded COLA with any augmentation or deficit as included in the final enacted State Budget is greater than five-percent (5%) or if the P-2 districtwide average daily attendance (ADA) exceeds ninety-five and one-half percent (95.5%) of the 2019-2020 CALPADS enrollment. Likewise, the District and PSEA agree to reopen negotiations on compensation and benefits for 2020-2021 if the funded COLA with any augmentation or deficit as included in the final enacted State Budget is greater than five-percent (5%) or if the P-2 districtwide average daily attendance (ADA) exceeds ninety-five and one-half percent (95.5%) of the 2020-2021 CALPADS enrollment.

ARTICLE VIII - GRIEVANCE PROCEDURES (status quo with the following exceptions)

4. Formal Level.

Level I. Within fifteen (15) days after the occurrence of the act or omission giving rise to the grievance, or after the grievant knew or reasonably should have known of such act or omission, if the grievant desires to pursue the matter further, the grievant must present his/her grievance in writing on the appropriate form to his/her immediate supervisor. This statement shall be a clear, concise statement of the grievance, the circumstances involved, and the specific remedy sought.

The supervisor shall communicate his/her decision to the grievant in writing within fifteen (15) days after receiving the grievance. If the supervisor does not respond within the time limits, the grievant may appeal to the next level. Either the grievant, or the supervisor, or his/her designee may request a personal conference within the above time limits.

Level II. If the grievant is not satisfied with the decision at Level I, he/she may, within the earlier of fifteen (15) days of the date of the decision or the date the decision was due, appeal on the appropriate form to the Superintendent, or his/her designee.

This statement shall include a copy of the original grievance, the decision rendered (if any), and a clear, concise statement of the reasons for the appeal. Either the grievant, or the Superintendent, or his/her designee may request a personal conference within the above time limits.

The Superintendent, or his/her designee, shall communicate his/her decision to the grievant within fifteen (15) days. If the Superintendent, or his/her designee, does not respond within the time limits provided, the grievant may appeal to the next level. If the grievant is not satisfied with the disposition of his/her grievance at Level II, or if no written decision has been rendered within fifteen (15) days after the grievant has filed a written appeal to the Superintendent, the grievant may immediately request in writing to the Association that the Association submit the grievance to arbitration.

Level III. If the grievant is not satisfied with the decision at Level II, he/she may, within the earlier of fifteen (15) days of the date of the decision or the date the decision was due, submit a written request for mediation of the grievance. The written request, which shall include a copy of the original grievance form (including the decision rendered), shall be attached to the Level III form. Within five (5) days after the written request for mediation, the Association shall submit, to the California State Mediation and Conciliation Service, a written request for the immediate services of a mediator.

(1) The function of the mediator shall be to assist the parties to achieve a mutually satisfactory resolution of the grievance. At the outset of this process, the mediator shall schedule a meeting at a mutually agreeable time and place. Mediation shall be limited to one (1) day unless both parties agree to extend the mediation beyond one (1) day.

(2) If a satisfactory resolution of the grievance is achieved by means of the mediation process, both parties to the grievance shall sign a written statement to that effect, and thus waive the right of either party to any further appeal of the grievance.

(3) If no satisfactory settlement is reached through mediation, the grievant may, through the Association, appeal the grievance to the next level (Level IV).

(4) The District and the Association have agreed that mediation (Level III of this Grievance Procedure) may be waived by mutual agreement.

Level IV. The Association, by written notice to the Superintendent within five (5) days after meeting with the mediator (Level III), may submit the grievance to final and binding arbitration. The determination as to whether to proceed to arbitration shall be in the sole discretion of the Association. If any question arises as to the arbitrability of the grievance, such

question will be ruled upon by the Arbitrator only after he/she has had an opportunity to hear the merits of the grievance.

The parties shall select a mutually acceptable arbitrator. Should they be unable to agree on an arbitrator within fifteen (15) days of the Association's submission of the grievance to arbitration, the District or the Association shall request the State Mediation and Conciliation Service, or the American Arbitration Association to provide a list of seven (7) arbitrators. The party that requests this list of arbitrators shall pay for the costs incurred in obtaining this list. From this list of arbitrators, the parties shall strike alternately until only one (1) name remains, who shall be the arbitrator. The first strike shall be determined by the flip of a coin. Thereafter, the arbitration shall proceed under the Voluntary Labor Arbitration Rules of the American Arbitration Association.

The arbitrator shall render a final and binding decision which will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Superintendent and the Association.

All costs for the services of the arbitrator, including, but not limited to, per diem expenses, his/her travel and subsistence expenses and the cost of any hearing shall be borne equally by the Board and the Association. All other costs shall be borne by the party incurring them.

5. Judicial Review. Level IV does not preclude either party from pursuing available legal processes after the exhaustion of the grievance procedure herein.

6. No Reprisal. No reprisals shall be taken against any party participating in the Grievance Procedure herein by the Association or the District.

7. Association Rights. Prior to the resolution of a grievance at Levels I and II above, the Association shall receive a copy of the grievance and the proposed resolution and shall be given the opportunity to file a response.

8. Release Time. Release time shall be provided the grievant and one (1) Association representative outside the grievant's instructional day at a time when mutually agreed to by the grievant and the management employee involved at any level with the exception of Levels III and IV, when release time shall be granted during the instructional day if necessary.

9. Forms. Grievance forms shall be prepared by the District and will be made available to unit members at the immediate supervisor's office. Supervisor's receiving grievances will immediately contact the Assistant Superintendent of Human Resources or Designee. Grievance forms will be filed in a central file in the District office. Grievance forms will be updated and/or reviewed prior to each new contract.

10. Early Resolution. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year could result in harm to a grievant, the time limits set forth herein may be reduced by mutual agreement of the parties in interest so that the procedure may be exhausted prior to the end of the school year, or as soon as is practicable.

11. Timeline Changes. The parties may mutually agree in writing to change or delay timelines in this Article. Any extension of timelines must be in writing and signed by both the grievant and the District representative. The failure of the grievant to follow the timelines for filing a grievance and advancing it to the next level is jurisdictional and shall constitute a waiver of the right to proceed with the grievance. If the District representative fails to respond to a grievance within the timelines, the grievance is deemed denied on the date the response is due and the grievant may advance the grievance to the next level.

ARTICLE IX - HOURS (status quo with the following exceptions)

6. Class Preparations. Unit members shall have not more than three (3) preparations per day unless agreed to in writing by the unit member. A “preparation” is defined to be a specific unit of instruction as defined in the curriculum guide with a specified course number and intended to be delivered to a student or students by a teacher. Examples of classes that will be considered as “preparations” include a credit recovery class and “advanced” courses. “Preparation” does not include special education collaborations. Teacher Assistant (“T/A”) and Peer Tutor do not constitute a class or prep. However, if maintaining this limit would require the District to hire additional personnel, a unit member may be required to have one (1) additional preparation. When at least one preparation is in English, Mathematics, Social Science, Science, World Language, or AVID, and if the unit member agrees to teaching more than three (3) preparations, the unit member shall be compensated at \$500 per semester per additional preparation, regardless of the additional preparation(s) subject area. The amount shall be prorated for assignments less than a semester.

ARTICLE X - LEAVES (status quo with the following exceptions)

5. Bereavement Leave.

A. A unit member shall be entitled to a leave of absence, not to exceed three (3) days, or five (5) days if out of state travel or in-state travel beyond San Luis Obispo, Kern, or San

Bernardino counties is required, without loss of salary, or sick leave deduction on account of the death of any member of his/her "immediate family" or person living in the immediate household.

B. For purposes of this provision, immediate family is limited to mother, father, grandmother, grandfather, or a grandchild, stepmother or stepfather of the unit member or of the spouse of the unit member, and the spouse, registered domestic partner, son, son in law, daughter, daughter in law, stepchild, brother or sister of the unit member, or any other relative living in the immediate household of the unit member. Unit members should contact the Assistant Superintendent of Human Resources or Designee if they have questions regarding this provision.

C. The District shall require the use of bereavement leave before personal necessity leave days are used for the purposes allowed in this section.

D. Notice to the District is required in accordance with the provisions relating to sick leave. Further, as soon as reasonably possible a bereavement leave form shall be submitted to Human Resources at the District Office.

ARTICLE XXIII - MISCELLANEOUS PROVISIONS (status quo with the following exceptions)

3. Copies of Agreement. The District shall provide a printed copy of this Agreement to all unit members within a reasonable time. The District will provide a printed copy of the Collective Bargaining Agreement to all bargaining unit members as soon as practicable after final ratification and printing. The District shall also provide all new unit members with a printed copy of this Agreement within the first fifteen (15) workdays of employment. An electronic copy of the Agreement shall be posted on the District's website. During the term of this Agreement, any additional negotiated agreements and/or Memoranda of Understand (MOUs) made between the parties shall also be posted on the District's website.

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 for all certificated

bargaining unit positions, except those set forth in Part III, Section 1 below. *Columns B-F require valid credentials. Effective July 1, 2019

2. Unit members on Column "F" 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. 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

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: 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).

Part II Extended Classroom Teaching Assignments

1. Any unit member who is regularly scheduled to teach one (1) additional classroom period per day in excess of the normal assignment of unit members as set forth in Article IX, Section 4, shall receive additional pay, based on a fraction of the number of periods in the regular bell schedule and the unit member's annual salary. The District shall not offer such additional periods, to non-permanent teachers when a permanent teacher is available in that same period. The pay for such assignment shall be calculated as follows: Employee's annual salary divided by 186 days equals their per diem rate. The per diem rate shall then be multiplied by the applicable fraction with the numerator being one (1) and the denominator being the number of periods in the regular bell schedule, and that product will be multiplied by the number of days the employee taught the additional period assignment to determine their pay. For example of a seven (7) period day and for an employee whose annual salary is \$50,000 and taught the additional period for 25 days would receive $((\$50,000 \div 186) \div 7) \times 25 = \960.06 . Unit members will be compensated monthly, beginning the second month of each semester, based on the number of days they taught an additional period assignment. Any employee that has been overpaid will have the overpayment deducted from their paychecks on a pro rata basis for the remainder of the year.

Part III Special Assignment Salary Schedule

1. Positions with Extended Work Year.

	<u>Days in Service</u>
Librarian	196*
Counselor	196*
Psychologist	202
Speech Therapist	202
Teachers on Special Assignment	202
Nurse	202*
JROTC	222

JROTC teachers shall be paid consistent with applicable Federal Regulations (see, Department of Defense Management Regulation, Volume 10, Chapter 21). The days assigned may include weekends and holidays.

These positions will submit to their supervisor a proposed calendar listing their days of service. In selecting proposed days of service, employees should: (1) consider the need to be available to students, parents and staff; and (2) select days within the fiscal year. The calendar should be submitted at least two weeks prior to the beginning of their work year and must be approved in writing by their supervisor and Human Resources. The calendar may be changed by mutual written consent. The days selected will not change the timing of employees' salary payments.

*Additional days may be assigned by the District but any such assignments beyond the normal work year shall be subject to approval of both the unit member and his/her supervisor, and will be paid at the per diem rate. Supervisors will make a good faith effort to equitably assign additional days to all counselors at their respective sites.

2. Department Chair Salary Schedule

Ratios shall be based upon the unit member's placement on the salary schedule.

<u>Number of Members In the Department</u>	<u>Ratio</u>
2-7	1.020
8-15	1.030
16 +	1.040

- A. A "member" is a unit member who teaches two (2) or more courses in any Department.
- B. The District shall determine the number and makeup of departments.
- C. Department Chairs shall be paid monthly after Board approval and payroll processing.

D. Selection of Department Chairs shall be in accordance with the district's teacher handbook.

E. Like other departments, counselors will select a Lead Counselor in accordance with the district's teacher handbook to act as the Department Chairperson.

3. Agriculture Teachers

A supplementary contract of up to thirty (30) days based upon the per diem placement on the Salary Schedule may shall be offered based upon program needs as determined by the District (some of which may be weekend and holidays as 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 should 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 employees' salary payments.

The Future Farmers of America (FFA) stipend shall be offered to Agriculture Teachers who participate in the FFA Program.

4. Center for Teacher Induction (CTI) Reflective Coaches and Intern Coaches

Center for Teacher Induction (CTI) Reflective Coaches (formally BTSA support providers) will receive a stipend of \$3,000 per year per participating teacher to which they are assigned. The stipend will be paid pro rata on a monthly basis. Intern coaches will be paid \$1,000 per year per assigned intern. The stipend will be paid pro rata on a monthly basis.

5. 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 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 IV – Extra Duty Schedule

<u>Activity</u>	<u>% of C/3-1*</u>
<u>Comprehensive High Schools Only</u>	4.0
Academic Coach	7.0
Academic Decathlon	7.0
A.S.B. Director, 9-12	12.0
Athletic Director (2018-19 school year only)	12.0
AVID Coordinator	4.0
Band Director	10.0

Baseball, Varsity	8.5
Baseball, Assistant	6.0
Basketball, Varsity	9.0
Basketball, Assistant	6.0
Chemical Hygiene Officer	2.0
Choral	7.0
Cross Country	6.5
Cross Country (Assistant Coach)	4.0
CSF	4.0
Dance	7.0
Drama	10.0
Drill Team Sponsor	5.0
English Language Learner Lead	3.0
Football, Varsity	11.0
Football Assistants	6.5
Freshman Class Advisor	3.0
Friday Night Live Advisors	4.0**
Future Farmers of America	4.5
G.A.T.E.	5.0
Golf	4.5
Golf, Assistant	3.5
Interact Club	4.0

Intramural	5.0
Junior Class Advisors	3.0
JROTC	7.0
Key Club	4.0
Link Crew	6.0
Mock Trial	7.0
National Honor Society	4.5
Newspaper, 9-12	5.0
Pep Squad	10.0
Pep Squad Assistant	6.0
Peer Leaders Uniting Students (PLUS)	5.0
Senior Class Advisors	5.0
Soccer, Varsity	7.0
Soccer, Assistant	5.5
Softball, Varsity	8.5
Softball, Assistant	6.0
Solar Boat	5.0
Sophomore Class Advisor	3.0
Speech	5.0
Swim, Varsity	6.0
Swim, Assistant	5.0
Tennis, Varsity	6.0

Tennis, Assistant	3.5
Title I/Program Lead	3.0
Track, Varsity	8.5
Track, Assistant	6.0
Volleyball, Varsity	7.0
Volleyball, Assistant	5.0
Water Polo, Varsity	6.0
Water Polo, Assistant	5.0
Wrestling, Varsity	6.0
Wrestling, Assistant	5.0
Yearbook	7.0
Miscellaneous High School Club	3.0
<u>Alternative Education Sites Only</u>	
ASB Director	5.0
AVID Coordinator	4.0
Basketball	4.5
Class Advisor	5.0
English Language Learner Lead	3.0
Friday Night Live Advisor	4.0
Soccer	4.5
Softball	4.5

Title I/Program Lead	3.0
Volleyball	4.5
Yearbook	3.0
 <u>Middle School Only</u>	
A.S.B. Director, 7-8	6.0
AVID Coordinator	4.0
Athletic Director	4.5
Band Director	9.0
Basketball	3.0
Cheer	4.0
Cross Country	3.0
Dance	4.0
English Language Learner Lead	3.0
Flag Football	3.0
Friday Night Live Advisor	4.0
G.A.T.E.	5.0
National Jr. Honor Society Advisor	4.5
Newspaper	5.0
Soccer	3.0
Softball	3.0
Tackle Football	4.5

Title I/Program Lead	3.0
Volleyball	3.0
Middle School Clubs	3.0
Middle School Team Leaders	3.0
Where Everybody Belongs (WEB)	4.0
Wrestling	3.0
Yearbook	5.0

* Based on Column "C/3" of step "1" of the Schedule as such schedule provides as of the first day of the applicable school year.

** These positions are contingent upon continued funding and the District has no obligation to continue any position beyond any school year for which they are fully funded by DATE funds.

1. If a new job classification is established, the District will negotiate with the Association over the appropriate salary for the classification. Said negotiations shall commence prior to the filling of the position.
2. Positions entailing administrative responsibilities may, at the discretion of the District, receive compensation in excess of the schedule provisions.
3. Extra duty assignments are determined annually.
4. Evaluations of extra duty assignments shall not be a part of unit members' evaluation of their regular assignment and shall be done on a separate form.
5. Assistant and head coaches of teams who are involved in CIF playoff competition shall receive a bonus equal to ten percent of their stipend for each week their teams are engaged in playoff competition. The determination of the number of weeks shall be

made by the Superintendent or his designee.

Part V – Bargaining Unit Members’ Salary Schedule Provisions

1. Initial Placement

- A. Service credit will be given for all public school experience.
- B. New personnel without previous teaching experience shall be placed at Step One of the appropriate column.
- C. Two (2) years of experience in a practical field related to the teaching assignment may be rated as equivalent to one (1) year of teaching experience. The Superintendent must approve such experience credit.

2. Step Requirements

Advancement on the salary schedule shall be at the rate of one (1) step for each year of teaching in the District. If a teacher is employed for at least one (1) semester of a school year, he/she shall be given credit for that years experience for salary schedule advancement purposes.

3. Coursework for Advancement

- A. In order that bargaining unit members may improve their salary status through academic work relating to their professional service, and without undue emphasis upon advanced degrees, bargaining unit members may take either graduate or upper division courses at an accredited college or university.
- B. Each bargaining unit member’s Education Code section 44842 notice shall be drawn up in the spring on the basis of credits attained at the time the contract is awarded. Said notice or Letter of Intent shall be returned on or before June 30.

- C. It is the responsibility of each bargaining unit member to submit proof of the courses completed and courses being taken. Each bargaining unit member must present to the Human Resources office, official verification for courses completed during the previous five (5) years, prior to September 15, if such credits are to apply toward reclassification on the salary schedule for that school year. Such reclassification shall be retroactive to July 1 of that school year.
- D. Quarter units are converted to semester units by multiplying the quarter units by two thirds (2/3). This must be the exact number of units applicable in order to move across the salary schedule.
- E. Acceptability of such experience as travel, audit courses and lower division college work, shall be subject to approval by the Assistant Superintendent of Human Resources or Designee.

Part VI – Teacher Travel

Compensation for the use of a unit member's vehicle in the line of duty, and with prior administrative approval, shall be paid at the rate established by the Internal Revenue Service. Required inter site travel (as determined by the site principal) may be approved by the site principal. Reimbursement shall be one way only unless the teacher is required to return to the original site. Except as noted above, mileage reimbursement requests are subject to the approval of the Superintendent or designee prior to the trip. Claims are to be submitted to the Business Office at the end of the month of the occurrence.

A unit member assigned to teach at more than one (1) building site shall be assured of a reasonable amount of time for travel between sites required by such assignment, and such travel shall be considered as travel required during the course and scope of such unit member's employment for the purpose of the application of the laws pertaining to employer's liability.

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.

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.

APPENDIX B (status quo with the following exceptions)

Part I – Health Insurance Benefits

It is the parties' shared commitment and responsibility to design and manage affordable and comprehensive healthcare coverage in order to equitably and collectively "reap" the benefits.

1. Medical, Dental and Vision Care

The District will continue to offer a selection of medical, dental and vision plans available through the joint powers authority, Regional Employer Employee Partnership for benefits (REEP).

The District will pay eighty percent (80%) of the premium costs of the employee-selected medical HMO, dental HMO, and vision plan. Employees will pay the remaining twenty percent (20%) through payroll deduction. Employees selecting more expensive plans, including PPO's and HSA's, will pay the difference between eighty percent (80%) of the corresponding HMO plan and the actual cost of the plan.

Employees who provide proof of duplicate medical coverage by June 15 to the District shall be eligible to receive a \$2,000 cash-out option. Employees who take the cash-out option will pay twenty percent (20%) of the least expensive vision and dental plans offered by the District. Employees selecting more expensive plans will pay the difference between eighty percent (80%) of the corresponding least expensive vision and dental plans level and the actual cost of the plan.

Grandfathered unit members referenced in Side Letter #1 remain at the current amount and will pay twenty percent (20%) of their vision and DPO dental. Employees selecting more expensive plans will pay the difference between the eighty percent (80%) level and the actual cost of the plan.

The District will also provide an option for employees to purchase voluntary policies such as disability insurance and long term care at the employee's own expense through payroll deduction if available. The District and PSEA will work cooperatively to select a 125 plan for employees for applicable pre-tax voluntary policies, medical and other expenses as allowable by law.

Equity rebates from REEP, if any, shall also go directly to the District and no insurance pool is maintained.

The District will not unilaterally withdraw the bargaining unit that the PSEA represents from the joint powers authority ("REEP") which currently provides medical, dental and vision insurance benefits for that unit. The unit shall only be withdrawn from REEP upon the prior written agreement of the PSEA.

2. Benefit Enrollment

All unit members shall enroll in medical, dental and vision benefits programs within thirty (30) days of their first day of service. New employees who fail to enroll into medical, dental and vision plans will be enrolled in the least expensive single coverage medical, dental and vision plan. Insurance benefits shall begin on the first day of the month following their first day of service.

For the current plan year of July 1-June 30, open enrollment for active and retired employees shall occur during the month of May. The open enrollment period shall be determined by the District. Unit members must sign up for benefits for the next plan year by the end of the open enrollment period and those benefits shall be effective July 1. Unit members will sign up for their benefits in a manner prescribed by the District, currently online. To the best of their ability, the District will provide information to employees a minimum of thirty (30) days in advance of the open enrollment.

Changes to benefit plan selections may also be made within thirty (30) days of a qualifying change of status.

3. Eligibility

Insurance benefits provided by the District apply only to regular bargaining unit members who work a full-time contract or prorated for unit members working less than a full-time contract.

4. Continuation of Coverage

Should a bargaining unit member's employment terminate, such bargaining unit member shall be entitled to continued coverage under any medical, dental and vision plans until the last day of the month of termination. Thereafter, continuation coverage (commonly known as "COBRA"), at unit member's expense, will be offered as required by applicable law. Any voluntary policies shall terminate in accordance with the terms of such policies.

5. Retiree Benefits

Pursuant to applicable law and as permitted by REEP's memorandum of coverage, retiring unit members may continue to purchase medical, dental and vision coverage at through the District the applicable REEP retiree group rates.

6 Insurance Committee

There shall be established an insurance committee. The Committee shall be outside of negotiations, and shall consist of at least one (1) representative from the District's Risk Management Department, and a minimum of one (1) voting PSEA representative for each school site or facility where at least twelve (12) bargaining unit members are assigned. PSEA shall have the sole responsibility to recruit and maintain PSEA membership on this committee. This Committee shall meet biannually or more often if necessary. The committee may also include representatives from other bargaining units as determined by the District and the respective bargaining units.

7 Health Plan Descriptions

Unit members shall receive information, in formats available to the District (copies of descriptive pamphlets or information online) on all medical, dental and vision policies in which they are enrolled on or before June 1 of each school year, or whenever they are available to the District from the applicable carriers if later than June 1.

Part II – Tax Sheltered Annuities

The District shall provide payroll deduction for unit members who wish to participate in a tax sheltered annuity program.

The unit member may elect to remit a salary deduction authorization to any of the insurance companies which qualify under the District selected third party administrator. Employees may change TSA providers as allowed by applicable law and in compliance with any procedures set forth by the third party administrator.

Part III – Medical Examinations and Tests

Tuberculosis (T.B.) clearance will be required every four (4) years. Such clearance shall be provided by the District at a designated facility by survey or skin test based on eligibility as determined by authorized medical personnel. The District will provide, in house, T.B. tests at no cost to unit members. Unit members who are unable to utilize this service will be eligible for up to fifteen dollars (\$15) in reimbursement for the required T.B. test upon submission of an appropriate receipt.

Part IV – Early Retirement

As a matter of information, Board Policies relating to early retirement may be found at Board Policy No. 4117.2 and regulations corresponding to that policy. Unit members are encouraged to consult STRS.

Dated this 25th day of September 2018

Perris Secondary Educators Association:

Perris Union High School District:

Matt Schmidt
Bargaining Chairperson, PSEA

Kirk Skorpanich
Assistant Superintendent, Human Resources

Kimberly Frieberg
Negotiations Member, PSEA

Candace Reines
Deputy Superintendent, Business Services

Brandon Jones
Negotiations Member, PSEA

Alisha Fogerty
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Carrie Waeldin
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Nicholas Hilton
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