

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by the District and the PSEA during the successor negotiations not contained in this document shall be considered withdrawn by the party presenting it.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

Status Quo to sections 1, 2, & 4

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 February 2022 (8M 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 six and fifty-six one-hundredths percent (6.56%) increase shall be applied to all salary schedules. This increase shall be inclusive of the six and fifty-six one-hundredths percent (6.56%) increase applied to the salary schedule on July 1, 2022.

Effective January 1, 2023, an ongoing six and forty-four one-hundredths percent (6.44%) increase shall be applied to all salary schedules for a total compounded salary increase for 2022-2023 of thirteen and forty-two one-hundredths percent (13.42%). Additionally, all unit members will receive a one-time off-schedule payment of \$4,000. This off-schedule payment shall be paid in November 2022 (5M pay warrant)

for those unit members in a paid status as of November 1, 2022. This one-time off-schedule payment shall be prorated for any unit members who are less than full time.

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

This Agreement cannot be changed or supplemented orally and may be modified or superseded only by written instrument executed by both Parties.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 PSEA, as well as the Perris Union High School District Governing Board.

Dated this 22nd day of September 2022.

Perris Secondary Educators Association:

Matt Schmidt

Matt Schmidt
Bargaining Chairperson, PSEA

Tatiana Coover E.

Tatiana Coover
Negotiations Member, PSEA

Diane Pales

Diane Pales
Negotiations Member, PSEA

Dennis Raymond

Dennis Raymond
Negotiations Member, PSEA

Perris Union High School District:

Kirk Skorpanich

Kirk Skorpanich
Assistant Superintendent, Human Resources

Candace Reines

Candace Reines
Deputy Superintendent, Business Services

Maribel Escobar

Maribel Escobar
Director, Human Resources



Elizabeth Smith
Negotiations Member, PSEA



Melanie Yates
Negotiations Member, PSEA