

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

2022-2023 COMPENSATION

SEPTEMBER 28, 2022

This Memorandum of Understanding is made and entered into effective SEPTEMBER 28, 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" or "CSEA") (hereafter collectively referred to as the "PARTIES").

RECITALS

In November 2021, the DISTRICT reached a three-year agreement on compensation with the certificated bargaining unit that included a four-percent (4%) salary increase for 2021-2022, a two-percent (2%) salary increase for 2022-2023, and a two-percent (2%) salary increase for 2023-2024.

Article 10 Pay and Allowances of the Collective Bargaining Agreement (CBA) includes the following applicable provisions that is informally referred to as a "me too" clause:

10.2.1 If, during the term of this Agreement, the District grants unit members in any other bargaining unit a cost of living percentage salary increase to the salary schedule (excluding increases based on an increased work year) which exceeds the percentage salary increases contained in this Agreement, the District shall adjust the percentage salary increases contained in this Agreement so that they are equal to the percentage salary increase granted to unit members in the other bargaining unit.

10.2.3 For purposes of the Article, the term "salary increase" refers only to base salary or wages and does not include longevity pay, health and welfare benefits, retirement benefits, bonuses, vacations, holidays, sick leave, or other fringe benefits"

Pursuant to the "me too" provision, all classified salary schedules were increased by four-percent (4%) for the 2021-2022 school year, an additional two-percent (2%) for the 2022-2023 school year, and an additional two-percent (2%) for 2023-2024 school year.

Due to contingency language within the November 2021 certificated agreement, in May 2022 the DISTRICT and the certificated bargaining unit reached a second agreement to increase salaries by six and fifty-six one-hundredths percent (6.56%) for the 2022-2023 school year, rather than the previously negotiated two-percent (2%). The DISTRICT also agreed to continue discussions on compensation after the start of the new school year. Pursuant to the "me too" provision, all classified salary schedules were increased by six and fifty-six one-hundredths percent (6.56%) on July 1, 2022, rather than the anticipated two-percent (2%).

On September 22, 2022, the DISTRICT successfully reached a third agreement with the certificated bargaining unit. The agreement included an on-going salary increase of 6.44% effective January 1, 2023. Pursuant to the "me too" provision, all classified salary schedules will be increased by an additional six and forty-four one-hundredths percent (6.44%) on July 1, 2022. Compounding the salary increase from July 1, 2022, the total salary increase for bargaining unit members for the current school year will be thirteen and forty-two one-hundredths percent (13.42%).

AGREEMENT

Now therefore, the PARTIES agree as follows:

1. All full-time bargaining unit members will receive a one-time off-schedule payment of \$4,000. This one-time off-schedule payment shall be prorated for any unit members who are less than full time. For example,
 - a. Eight (8) Hour employees will receive \$4,000
 - b. Seven (7) Hour employees will receive \$3,500
 - c. Six (6) Hour Employees will receive \$3,000
 - d. Five (5) Hour Employees will receive \$2,500
 - e. Four (4) Hour Employees will receive \$2,000
 - f. Three (3) Hour Employees will receive \$1,500

2. This off-schedule payment shall be paid in November 2022 (5M pay warrant) for those bargaining unit members in a paid status as of November 1, 2022.

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 a 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.

Violations of this Memorandum of Understanding are subject to Article 22 - Grievance Procedure of the collective bargaining agreement between the PARTIES.

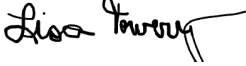
It is agreed and understood this agreement is subject to all approvals required under the CSEA Policy 610, as well as the Perris Union High School District Governing Board approvals.

Dated this 28th day of September 2022

Association:



Josh Rushing
CSEA President



Lisa Towery
CSEA Labor Relations Representative



Justin Brecht
CSEA Representative

District:



Kirk Skorpanich
Assistant Superintendent, Human Resources



Maribel Escobar
Director, Human Resources

Tara Hefner

Tara Hefner
CSEA Representative

Tara Hefner

Petra Nuñez
CSEA Representative

John Phillips

John Phillips
CSEA Representative

Ivy Robinson

Ivy Robinson
CSEA Representative

Helen Stimach

Helen Stimach
CSEA Representative