

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

2022-2023 COMPENSATION STUDY

January 31, 2023

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

On October 22, 2021, the DISTRICT and the ASSOCIATION entered into a Tentative Agreement for the PARTIES to form a classification/compensation study team composed of an equal number of District and Unit members. As a result of this Agreement, the DISTRICT has entered into an Agreement with Eric Hall & Associates (EH&A) to conduct a wage/salary survey. The Scope of Services and Work Plan include the following:

Compile and analyze wage salary data within an external market of comparable, nearby school districts. Comparisons are to be made at the entry step, at a calculated mid-range value, and the maximum/top step. Report findings.

EH&A, conducted the study between August 2022 through November 2022. The final report was provided to the DISTRICT on January 16, 2023.

In the report, several positions were identified to be out of alignment with the comparable districts. In addition, the PARTIES agreed that there may need to be additional investigation into several speciality positions.

AGREEMENT

Now therefore, the PARTIES agree as follows:

1. Based on the outcome of the 2022 Classified Compensation Study, the DISTRICT and ASSOCIATION shall develop a Compensation Study Ad Hoc Committee to further investigate the following classifications:
 - a. Account Clerk I & II
 - b. Custodian & Lead Custodian
 - c. HVAC Technician
 - d. Personnel Technician
 - e. Risk Management Technician
 - f. Secretary II
2. The scope of work for the Ad Hoc Committee may include the following tools to conduct the research: desk audit, classification study questionnaire, and interviews with members and/or supervisors:

3. The Committee shall be composed of seven (7) members - three (3) selected by the Association, three (3) selected by the District, and one (1) neutral from outside the district mutually agreed upon by the PARTIES. To avoid bias, committee members may not be in the same classification as any of the classifications under review. The Committee shall meet no later than March 2023 with the intent of sharing the findings and making a recommendation to the negotiating teams by April 2023.

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.

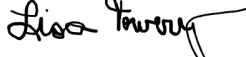
It is agreed and understood this agreement is subject to all approvals required under the CSEA Policy 610, as well as the Perris Union High School District Governing Board approvals.

Dated this 31st day of January 2023

Association:



Josh Rushing
CSEA President



Lisa Towery
CSEA Labor Relations Representative



Justin Brecht
CSEA Representative



Tara Hefner
CSEA Representative




Petra Nuñez
CSEA Representative

District:



Kirk Skorpanich
Assistant Superintendent, Human Resources



Maribel Escobar
Director, Human Resources



Hector Gonzalez
Director, Facilities



Audrey Mitchell
Director, Nutrition Services



Joseph Williams
Executive Director, Information Technology

John Phillips

John Phillips
CSEA Representative

Ivy Robinson

Ivy Robinson
CSEA Representative

Helen Stimach

Helen Stimach
CSEA Representative