

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

**EFFECTS OF INCREASE IN HOURS - CAMPUS SUPERVISORS**

July 11, 2023

This Memorandum of Understanding (“MOU”) is entered into by and between the Perris Union High School District (“DISTRICT”) and the California School Employees Association and its Perris Valley Chapter #469 (“ASSOCIATION”) (collectively, the “PARTIES”).

**RECITALS**

The DISTRICT has determined a need to increase less than eight (8) hour Campus Supervisors to a full eight (8) hours. As a result, shift hours at all sites for all Campus Supervisors, with the exception of Lead Campus Supervisors and Adult Education, will be affected. The PARTIES desire a fair and equitable process that results in the least impact for the sites and Campus Supervisors.

**AGREEMENT**

The PARTIES agree as follows:

1. The DISTRICT shall provide all Campus Supervisors (excluding Lead Campus Supervisors) with written notification of the available shift hours (start and end times) at their assigned school site for the upcoming school year. The written notification shall also include a day/time for Campus Supervisors to meet at their assigned site to select new shift hours. This shall be a mandatory meeting. Campus Supervisors who notify the DISTRICT that they are unable to meet in person shall be provided the opportunity to meet virtually via Google Meets.
2. Campus Supervisors shall only be provided the opportunity to select a new shift and shall *not* have the opportunity to select a different site.
3. Selection of new shift hours shall begin with the most senior Campus Supervisor and progress in descending order. Pursuant to Article 17.2.4 in the collective bargaining agreement, seniority shall be based on “all hours in paid status within the classification, whether during the school year, a holiday, breaks or during any period that a school is in session or closed, but does not include any hours compensated solely on an overtime basis”. Seniority at a specific school site shall not be considered.
4. Campus Supervisors will be compensated a minimum of fifteen (15) minutes for their selection process and must submit their time on a time card.
5. Campus Supervisors who are unable to attend either in person or virtually may request in writing their top three (3) shift choices. Human Resources will make every attempt to fill in accordance with the request. If the desired shift is not available, the unit member will receive the shift that is available after all selections are exhausted.
6. A Campus Supervisor who neither attends the meeting (in-person/virtually) nor submits top three (3) shift choices shall be assigned a shift that is available after all selections are exhausted.

7. If a Campus Supervisor does not elect to increase hours, the Campus Supervisor must notify Human Resources and shall be grandfathered at their current hours with their current start/end times.

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 11<sup>th</sup> day of July 2023

Association:



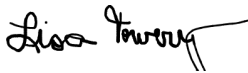
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Nathanael Nash  
CSEA President



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Luis Robles  
CSEA Chief Union Steward



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Lisa Towery  
CSEA Labor Relations Representative

District:



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Kirk Skorpanich  
Assistant Superintendent, Human Resources



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Maribel Escobar  
Director, Human Resources