

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by the District and the PSEA during the successor negotiations not contained in this document shall be considered withdrawn by the party presenting it.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

1. The Articles and provisions contained herein constitute a binding agreement ("Agreement") by and between the Perris Union High School District ("District") and the Perris Secondary Educators Association ("Association") affiliated with the California Teachers Association and the National Education Association, an employee organization.

2. This Agreement is entered into pursuant to Chapter 10.7, Section 3540-3549.3 of the Government Code ("Act").

3. This Agreement shall remain in full force and effect from July 1, ~~2025-2026~~ until June 30, ~~2026~~ ~~2027~~, 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 ~~2025-2026-2026-2027~~ shall be sunshined by April 1, ~~2025~~ ~~2026~~.

4. If renegotiations are taking place, this Agreement shall remain in effect during the period wherein negotiations are taking place and until either a new agreement has been reached or an impasse has

been determined to exist by the Public Employment Relations Board (“PERB”).

ARTICLE VII - COMPENSATION AND BENEFITS

1. Unit members shall receive compensation according to the attached Appendix A.
 2. Unit members shall receive benefits according to the attached Appendix B.
 - a. Effective July 01, 2025, an ongoing three and three-quarters (3.75%) increase shall be applied to all salary schedules.
 - b. Additionally, the District and the Association agree to develop a Supplemental Employee Retirement Plan (SERP) for employees who choose to retire at the end of the 2025-2026 school year. The District and the Association will work together on the terms and conditions of the SERP.
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ARTICLE IX - HOURS

1. Length of Workday.

Except for psychologists, counselors, teachers on special assignment, speech therapists, and nurses, unit members shall be on campus and responsible for instructional and other assigned duties for seven hours and 25 minutes continuously per day inclusive of a lunch period, unless mutually agreed to by the unit member and the principal. Psychologists, counselors, teachers on special assignment, speech therapists, and nurses are required to work an eight (8) hour day, inclusive of a lunch period.

2. Additional Professional Assignments.

Unit members will be responsible for professional assignments required by management in addition to activities directly related to a unit member’s primary assignment, including but not limited to program development, professional growth activities, committee assignments, faculty and District meetings, back to

school and open house nights, and special help to students. Unit members will provide, at no compensation, supervision at two (2) District authorized activities held outside the unit member's regular workday. Each of the following events shall constitute one activity: Varsity football game, Junior Varsity football game, Freshman football game, other similar athletic activities, a wrestling meet, a track meet, and a school recognized club sponsored activity. The District will post all activities on the Intranet for bargaining unit members to view. Additionally, bargaining unit members may sign up for other schools' events. A unit member will be credited with having supervised an activity if they arrive at an activity that has been canceled and the unit member was not previously notified of the cancellation. An activity will equal supervision at an after school activity for up to three (3) hours. In the event the activity is longer than three (3) hours, the unit member shall either be excused from continued supervision of that event or compensated at the hourly rate for the remainder of the event. Activities supervised after these two (2) will be compensated for as follows: Each activity of approximately three (3) hours in length shall be equal to the rate paid to the unit member for substituting for one (1) class period. Activities of more than three (3) hours that go into a fourth (4th) hour shall be paid at the rate of two (2) class periods for up to six (6) hours. Activities of more than six (6) hours shall be paid at the rate of three (3) class periods for up to nine (9) hours, and similar payments for longer periods. Such activities will include: athletic events, dances, concerts, plays, graduation and promotion, and other similar activities, including but not limited to those sponsored by ASB. Due to the unique nature of Grad Night and activities that require overnight supervision, these activities shall count as two (2) District authorized activities, but shall not qualify for compensation. All unit members shall have an opportunity to indicate their preference for their assignments before the District may make supervision assignments based on need. Supervision assignments are to be offered district-wide to all unit members so long as one-half of the supervisory staff is from the host school. Assistant or head coaches who coach one (1) or two (2) full seasons of stipend-approved athletics during the school year are required to complete one (1) extra duty assignment. Assistant or head coaches who

coach three (3) full seasons of stipend-approved athletics in the same school year are exempt from the extra duty assignment requirement.

3. Lunch Period.

Unit members may have at least a forty-five (45) minute lunch period, of which at least thirty (30) minutes shall be duty free, except where the District and the Association agree to an adjustment.

4. Teaching Periods Per Day.

A. Unit members with classroom assignments shall not be required to teach more than six (6) periods per day. (The ASB Directors, at the comprehensive high schools, will be required to teach two periods in addition to their ASB assignment. The ASB Directors shall be entitled to a conference period as set forth below.).

B. If a unit member is required by administration to period sub during their conference period, then they will be compensated at the rate of pay defined in Appendix A, Part VII – Hourly Rates for any period subbing during the length of this contract. Site administration will keep and use an equitable rotation list. Non-classroom unit members will be asked to period sub and will receive the same compensation listed above for each period they are asked to sub (with the understanding that they, like other unit members, will make up the time they period sub consistent with their professional responsibilities).

5. Conference Periods.

All full-time unit members with classroom teaching assignments shall have the equivalent of at least five (5) periods per week for preparation and planning and other assigned duties. Non-classroom unit members will be assigned a specific conference period for the purpose of period subbing. However, under no circumstances shall a unit member be required to use their scheduled conference period for a lunch period. No ground supervision shall be assigned outside the workday.

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~~ \$750 per semester per additional preparation, regardless of the additional preparation(s) subject area. The amount shall be prorated for assignments less than a semester.

7. Workdays Per Year.

A. Unless otherwise specified (i.e., psychologists, counselors, etc.) the number of workdays for unit members shall be one hundred eighty-six (186) days. The workdays per year for unit members with positions other than a classroom teacher can be found in Appendix A, Part III – Special Assignments. First year personnel may be required to work a minimum of one (1) additional pre-service day at the hourly rate. The work year shall include no more than one hundred eighty (180) days of student attendance. Unit members will be permitted to leave campus when check out/prep has been completed, and check out procedure will be available from 8:00 A.M. to 3:00 P.M., exclusive of lunch.

B. At the end of the first semester for grades 9-12, at least three (3) two hundred forty-five (245) minute instructional days will be scheduled for the conduct of final examinations and final examination grading. At the end of the second semester, at least three (3) two hundred forty-five (245) minute instructional

days will be scheduled for grades 9-12 to conduct final examinations and final examination grading. However, due to funding restrictions, the Community Day School will not have minimum days. The workdays per year for unit members with positions other than a classroom teacher can be found in Appendix A, Part III – Special Assignments.

8. School Calendar.

C. Should emergencies arise after negotiations have taken place that impinge upon the negotiations, the District shall contact the Association to negotiate the matter.

D. The District and the Association agree to meet and negotiate any necessary adjustments to the calendar to meet minimum state requirements pertaining to days and/or minutes of student attendance which entitle the District to receive maximum state support. Currently, the minimum minutes required by the State are:

1. 64,800/year for the comprehensive high schools;
2. 54,000/year for middle schools;
3. 360/day, without counting passing or breaks, for Community Day School.

9. Part-Time Teaching.

A. Unit members wanting to go on less than a full-time teaching schedule shall apply in writing to the District in advance of the intended time they desire to go on a part-time teaching schedule. The request shall also specify the desired schedule, which shall be mutually agreed upon. For individuals desiring to go to part-time teaching, preliminary notification must be given to the District no later than March 15. The District shall give the unit member a tentative response in writing within thirty (30) days of receiving the unit member's request. The District must provide a final response to the request by June 1. Notwithstanding the above, if the unit member and the District are able to mutually agree to a part-time schedule prior to the 1st

instructional day at that site, then the unit member will be placed on that schedule. Part-time certificated unit members shall be compensated at a rate equal to one sixth (1/6) their normal salary for each period assigned derived from the placement of the unit member on the regular salary schedule.

B. Return to Full-Time Teaching. Bargaining unit members shall be entitled to resume a full-time schedule at their discretion for the following school year, so long as they provide the District written notice prior to May 15. The District may return a unit member on less than a full-time teaching schedule to a full-time teaching schedule upon written notification to that unit member so long as it is sent by June 1.

C. Pro Rata Benefits and Professional Responsibility. Bargaining unit members who receive part-time teaching assignments shall be provided wages, benefits, and paid leave equal to their percentage of service. For example, a teacher who is teaching eighty percent (80%) of that teaching day would receive payment by the District equal to eighty percent (80%) of that provided to a full-time teacher for their actual elected insurance costs. The part-time teacher will be required to pay the remainder of the cost through payroll deduction. Part-time unit members will be available for reasonable professional responsibilities as determined by their immediate supervisor. Bargaining unit members considering a part-time schedule should consult with STRS about any possible effects this type of schedule may have on their retirement.

10. Job-Sharing.

Definition: Job-sharing shall refer to two (2) unit members on regular contracts sharing one (1) teaching assignment. Two (2) unit members shall share an assignment for a minimum of one (1) year.

Applications for a job-sharing assignment for the following school year shall be filed with the District no later than March 1. Applications shall not be denied except for cause. The Board shall approve or deny the request and notify, in writing, the Human Resources office, principal, and the applicants of its decision by May 30. If the decision is denied, the applicants shall be notified, in writing, of the specific reasons for the denial.

Notwithstanding other provisions of this Agreement, job-sharing unit members' wages, benefits, and paid leaves shall be prorated relative to the actual time worked. In no event shall the total amount of health and welfare benefits for the job sharers exceed the amount the District would have paid if the position had not been shared. Thus, unit members will pay the difference through payroll deduction. Each job-sharing unit member shall receive salary schedule increments.

Upon requests of the two (2) unit members, a job-sharing assignment may be renewed provided the two (2) unit members notify the District prior to March 1. In the event the two (2) unit members fail to notify the District of their desire to continue the job-sharing assignment, or in the event the District does not approve the continuance of the assignment, the unit members shall be returned to full time assignments.

If a unit member on a regular contract is in a job-sharing assignment and elects to return after the first year to full-time teaching, the unit member will be returned, whenever possible, to his/her original school. If a unit member on a regular contract is in a job-sharing assignment for more than one (1) year and elects to return to full-time teaching, the unit member will be assigned to the first available full-time teaching position for which he/she is certificated and competent and in conformance with the provisions of this agreement.

ARTICLE XIV - CLASS SIZE

1. Enrollment at Pinacate Middle School and the Comprehensive High Schools shall be limited to thirty-six (36) students per class (including "mainstreamed" special education students) after the first five (5) weeks of the semester or trimester, as applicable. The following are exceptions to the 36:1 pupil teacher ratio for all classes:

a. Physical education classes (excluding athletic Physical Education) shall be staffed at a maximum pupil teacher ratio of 55:1 and efforts will be made by site administration to balance class size at each site.

b. Student Government/ASB, Drama, Music and Peer Leadership shall be staffed at a maximum of 50:1.

c. Applied Arts classes (Computers/Technology, Foods/Culinary, Woodshop) will be limited to a class size of 40:1 or less depending on the number of workstations and safety.

d. Reading Intervention will continue to be staffed at a 25:1 ratio with a cap of 30:1. The District reserves the right to unilaterally discontinue this program and nothing contained herein shall obligate the District to negotiate the decision or effects to discontinue.

e. Band, Choir, and JROTC/Military Sciences classes shall not be subject to a cap.

2. Perris Lake High School will continue to staff according to current practices. Either party may request to reopen this provision at any time they believe the current practice is no longer effective.

3. Special Education Caseloads & Class Size.

After the first five (5) weeks of each semester or trimester, as applicable, all sites shall adhere to the following special education caseloads and class sizes:

A. Mild/Moderate (formerly Resource Specialist Program (RSP)) Caseloads shall be limited to twenty-eight (28) students. Class sizes for self-contained Specialized Academic Instruction (SAI) classes shall be limited to twenty-two (22) students, exclusive of Study Skills classes.

B. Moderate/Severe (formerly Special Day Class (SDC) or Severely Handicapped (SH)) caseloads and self-contained class sizes shall be limited to eighteen (18) students.

C. Social-Emotional Academic Support (SEAS), (formerly Emotionally Disturbed (ED)) caseloads and self-contained class sizes shall be limited to eighteen (18) students.

D. Adult Transition Program (ATP) caseloads and self-contained class sizes shall be limited to twenty-two (22) students.

E. With the exception of caseloads for Mild/Moderate unit members, class sizes and caseloads described within this article may be exceeded by one (1) student when reasonably necessary, and without a class size waiver. When this becomes necessary, the District will meet with the affected unit member to discuss

alternatives for consideration. When class sizes or caseloads are exceeded by more than one (1) student, the special education unit member shall be compensated for each excess student at the rate of \$20 per day for each student above one (1) student.

F. Caseload Coverage for Special Education Unit Members on Extended Leave.

a. In the event a special education unit member is out on extended leave, the District shall seek volunteers to conduct the necessary assessments, write the IEP, and facilitate the IEP meetings for students on the caseload of the unit member on leave. In the event there are no volunteers, the District may assign a unit member to complete these tasks.

b. The unit member that performs the necessary assessments, writes the IEP, and facilitates the IEP meetings for students on the caseload of the unit member on leave will neither be responsible for providing the direct services to the students on the other unit member's caseload, nor will the students be counted against the covering unit member's caseload.

c. The covering unit member shall be compensated at the hourly rate for work performed either during the unit member's designated conference period or outside of the unit member's work day.

4. During the first five (5) weeks of each semester, the District will be allowed a "grace period" during which these limitations shall not be applicable. Site Administration will meet with Department Chairs prior to the expiration of fifteen (15) instructional days of the semester to discuss strategies to level classes as soon as practical. It is expressly understood that no grievances may be filed which relate to exceeding the enrollment cap during the grace period. Individual teachers will be allowed to sign waivers of the class size limitations set forth above, except that waivers of class sizes may be signed by probationary employees only as a last resort. The Association President will be provided a copy of all waivers.

5. Class size limits apply to Summer School and credit recovery classes.

6. Counselor Caseloads: After the first five (5) weeks of a semester or trimester, as applicable, counselors at each site will have their caseloads capped at 400 students:1 counselor ratio.

a. Individual counselors will be allowed to sign waivers of the caseload limitations set forth above.

7. The average caseload for language, speech, and hearing specialists in special education local plan areas shall not exceed 55 cases, unless the local plan specifies a higher average caseload and the reasons for the greater average caseload.

ARTICLE X - LEAVES

1. Scope of Article.

The benefits which are expressly provided by this Article X are the sole leave benefits which are part of this Agreement, and it is agreed that other statutory or regulatory leave benefits are not incorporated, either directly or impliedly, into this Agreement. However, nothing in this section shall preclude unit members from requesting leave pursuant to statutory provisions governing leaves not herein mentioned. The mandatory leave provisions of Education Code Sections 44978-44987.3 are expressly included herein by this reference.

2. Personal Illness and Injury Leave.

A. **Sick Leave.** Unit members shall be entitled to ten (10) days of paid sick leave per school year of employment. Unit members who are less than full-time unit members shall be entitled to a pro rata amount of sick leave proportionate to a full-time unit member.

B. **Sub Differential Sick Leave.** This section applies only to unit members who have exhausted all available sick leave. Employees who are absent for more than three (3) periods in a school day will have the cost of a full day sub deducted from their paycheck. Employees who are absent for three (3) periods or less will have the cost of a half-day sub deducted. This sub-differential pay is only available when the absence is for

the unit member's illness or injury, not absence due to a family member's illness or injury.

C. If a unit member does not utilize the full amount of leave as authorized in "A" above in any school year, the amount not utilized shall accrue from school year to school year.

D. (1) A unit member's sick leave shall only be deducted on a quarter-hourly basis. (Teachers, project specialists, teachers on special assignment, and librarians can convert their hours to days by dividing the total hours by seven (7), and counselors, speech therapists, nurses, and psychologists can convert their hours to days by dividing the total hours by eight (8).)

(2) It is the unit member's responsibility to contact the Human Resources office about the transfer of sick leave to or from their previous or new districts.

E. Whenever possible, a unit member will contact the District to provide notice of absence, in the manner prescribed by the District, as soon as possible and no later than one and one half (1-1/2) hours before the beginning of the unit member's workday. The District will assume a unit member will return to work after a day of absence, unless otherwise notified by the unit member.

F. After an absence of five (5) consecutive days, for good cause, a unit member may be requested by District management to present a medical doctor's certificate verifying the personal illness or injury and/or a medical authorization to return to work.

G. For good cause, the District may at its expense, and at any time, require a unit member to be examined by a certified medical specialist, who shall report to the Superintendent or designee.

H. Bargaining unit members should continue to schedule medical appointments outside of work hours to minimize the disruption to the educational program and services; however, in accordance with the unit member attendance system, the District will permit the use of sick leave for medical appointments.

3. Sick Leave Use for Immediate Family.

Employees may use their sick leave accrual for the purpose of taking care of sick parents, step-parents, children, step-children, spouse or registered domestic partner. All limitations on the use of sick leave for the employee's own illness or injury as set out in Section 2 apply to the employee's use of this leave.

4. Personal Leave.

A. Earned leave for illness or injury may be used, at the unit member's election, for purposes of personal necessity or personal discretion as defined below, provided that use of such leave does not exceed ten (10) days in any school year. An employee who has used up all sick leave is not entitled to Personal Leave.

B. For purposes of this provision, Personal Leave shall be for the following: (1) death or serious illness of a member of the unit member's immediate family as defined in Bereavement Leave below, or attending the funeral of a relative; (2) an accident involving the unit member's person or property, or the person or property of a unit member's immediate family; or (3) other matters which are serious in nature, involve circumstances the unit member cannot reasonably ignore, and require the unit member's attention during normal working hours. Such leave may not be used for the extension of a holiday or a vacation, or for recreational activities, but may be used to appear in court as a litigant or for paternity leave.

C. The unit member shall make every effort to comply with District procedures to enable the District to secure a substitute.

D. Consistent with the requirements set forth above, unit members may also take Personal Leave as set forth in Labor Code section 230.7 to appear in school on behalf of their child who is subject to a disciplinary matter and Labor Code Section 230.8 to enroll their child in school or participate in their child's school activities. Unpaid leave may also be available for this purpose.

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” as defined in California Code of Regulations, Title 8, Section 13692.

B. For purposes of this provision, "immediate family member" means spouse, domestic partner, cohabitant, child, stepchild, grandchild, parent, stepparent, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent, great grandparent, brother, sister, half-brother, half-sister, stepsibling, brother-in-law, sister-in-law, aunt, uncle, niece, nephew, or first cousin (that is, a child of an aunt or uncle). 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 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.

6. Pregnancy, Paternity, or Adoption.

A. Unit members are entitled to use sick leave as set forth in the provisions for personal illness and injury leave for disabilities caused or contributed to by pregnancy, miscarriage, or childbirth on the same terms and conditions as those governing leaves of absence for other illness, injury or medical disability. The length of such disability leave, including the date on which the leave shall commence and the date on which the duties are to be resumed, shall be determined by the unit member and the unit member’s physician. This

information shall be set forth in a letter, or District approved form, from the unit member's physician to the Human Resources Department.

B. The unit member on leave for pregnancy disability shall be entitled to return to a position comparable to that held at the time leave commenced.

C. See also, Section 11.

D. Unit members can use up to the lesser of ten (10) days or 50% of their unused sick leave for Paternity or Adoption Leave per fiscal year. Unit members must submit an initial leave request to Human Resources at least fourteen (14) days in advance of the first day of the requested leave. The request must include reasonable verification of the paternity or adoption. Leave must be used in a single block (consecutive workdays), unless there are extenuating circumstances and Human Resources approves the scheduling of a non-consecutive leave.

E. Unit members may use differential leave in accordance with provisions of AB375 or other applicable law.

7. Industrial Accident Leave.

A. Unit members will be entitled to industrial accident leave according to the provision in Education Code Section 44984 for personal injury which has qualified for Workers' Compensation under the provisions of applicable state law.

B. Such leave shall not exceed sixty (60) days during which the schools of the District are required to be in session, or when the unit member would otherwise have been performing work for the District in any one (1) fiscal year for the same industrial accident.

C. The District, at its expense, has the right to have the unit member examined by a certified medical specialist designated by the District to assist in determining the length of time during which the unit

member will be temporarily unable to perform assigned duties and the degree to which a disability is attributable to the injury involved.

D. For any days of absence from duty as a result of the same industrial accident, the unit member shall endorse to the District any wage loss benefit check received from any Workers' Compensation program maintained by the District which would make the total compensation from both sources exceed one hundred percent (100%) of the amount the unit member would have received as salary had there been no industrial accident or illness.

8. Judicial and Jury Duty Leave.

A. A unit member shall be entitled to as many days of paid leave as are necessary for appearances in any legal proceeding, other than as a litigant, or on jury duty. The unit member will notify their supervisor of the absence as soon as possible and keep the supervisor informed of any changes. Verification of the leave may be required.

B. A unit member shall be entitled to paid leave only when subpoenaed as a witness in any legal proceeding where the unit member is not a party to the proceeding. The unit member will exert reasonable effort to minimize the amount of time which is required to be taken under this section. Any order to appear in a legal proceeding which is brought about by any misconduct or connivance by the unit member shall prohibit the member from the paid leave of absence under this section. The unit member will contact the person listed on the subpoena to determine time and date of appearance.

C. Unit members shall assign to the District any and all payments (except mileage allotment) received while on judicial or jury duty leave when the unit member is excused from regular duties for such leave.

9. Miscellaneous Leave.

A. A leave, without compensation, increment, seniority or tenure credit, may be granted by the District for a period of one (1) or more school years for the following purposes: Peace Corps; care for a member of the immediate family; long term illness of the unit member; voluntary military service; service in an elected public office; professional study or research; for reasons of health; or for other purposes that are serious in nature and involve circumstances that the unit member cannot reasonably ignore.

B. Applications for such leaves of absence listed in Part A must be in writing and submitted to the District office at least five (5) days prior to the leave. In addition, a unit member on such leave shall, by March 1, give the District a preliminary notification regarding intent to return, and shall notify the District no later than the last day of regular student attendance as to the member's intent to return to employment in the District. Failure to notify will be considered an abandonment of position. Application for leaves of less than ten (10) days duration must be submitted in writing to the Superintendent with a copy to the unit member's immediate supervisor. The Superintendent or the Superintendent's designee shall make the final decision regarding such leave.

C. A request for a leave, in excess of ten (10) days, shall be decided by the Board of Trustees and shall be accompanied by a written statement supporting the request. A recommendation concerning such request may also be submitted by the Superintendent.

D. A unit member shall be entitled to make voluntary payments to maintain fringe benefits, whenever such benefits are not provided for under this Agreement. If the unit member wishes to continue the benefits at their own expense they must contact the Payroll office.

E. Any employee who is a parent, guardian, or grandparent having custody of one or more children who are enrolled in grades K-12, or who attend a licensed day care facility may be granted unpaid leave each school year in order to participate in school or daycare activities. (In some circumstances, the leave may

qualify as personal necessity leave.) Such leave shall not exceed (8) eight hours in any month of the school year, and the employee shall give reasonable advance notice of the absence to their supervisor.

10. Legislative Leave.

A unit member who is elected to the State Legislature, Congress, or elected to hold office for the state or national teachers association shall be entitled to an unpaid leave of absence for not more than two (2) years.

A. The unit member on such leave shall notify the Board in advance of his/her intended return date.

B. The unit member on legislative leave shall be entitled to return to a comparable position at the end of such leave.

C. Upon request, a unit member shall be granted up to (20) twenty school days of paid leave per school year for service performed as an elected local government official (city or county government agency) within the state provided that all of the following conditions are met.

1. The service is performed within the state.
2. The local government agency informs the district in writing of the service.
3. The local government agency agrees, prior to the service, to reimburse the district, upon the district's request, for compensation paid to the employee's substitute and for actual related administrative costs.

11. Family and Pregnancy Disability Leave/Transfer Policy.

Under the federal Family and Medical Leave Act of 1993 ("FMLA") and the California Family Rights Act of 1993 ("CFRA"), if employees who have more than twelve (12) months of service with the District, have worked at least 1,250 hours in the past twelve (12) months, and are employed at a worksite with fifty (50) or more employees or the District employs at least fifty (50) employees within seventy-five (75) miles of the

employee's worksite, the employee may have a right to FMLA and/or CFRA leave. If eligible for such leave, the employee may be entitled to take up to twelve (12) workweeks of unpaid, job protected leave in a twelve (12) month period for the birth, adoption, or foster care placement of the employee's child; for the employee's own serious health condition; or for the care of the employee's child, parent, or spouse. At the employee's or the District's option, certain kinds of paid and unpaid leave may be substituted for family leave. Even if the employee is not eligible for FMLA and/or CFRA leave, if disabled by pregnancy, childbirth, or related medical condition, the employee is entitled to take a pregnancy disability leave ("PDL") of up to (4) four months, depending on the employee's period(s) of actual disability. If the employee is also FMLA/CFRA eligible, the employee has certain rights to take BOTH a PDL/FMLA leave and a CFRA leave in connection with the birth of the employee's child.

When medically necessary, leave may be taken on an intermittent or a reduced work schedule. If the employee is taking CFRA leave following the birth, adoption, or foster care placement of a child, the basic minimum duration for such leave is two (2) weeks, and the employee must conclude the leave within one (1) year of the birth, adoption, or placement for foster care.

If possible, the employee must provide at least thirty (30) days advance notice for foreseeable events (such as the expected birth of a child or a planned medical treatment for the employee or of a family member). For events which are unforeseeable, the employee needs to notify the District, at least verbally, as soon as the employee learns of the need for the leave. Failure to comply with these notice requirements is grounds for and may result in deferral of the requested leave.

The District may require certification from the employee's health care provider before allowing the employee a leave for pregnancy or the employee's own serious health condition, or certification from the health care provider of the employee's child, parent, or spouse who has a serious health condition before allowing the employee a leave to take care of that family member. If the Superintendent or designee doubts

the validity of a certification that accompanies a request for leave for the employee's own serious health condition, he/she may require the employee to obtain a second opinion from a district-approved healthcare provider, at district expense. If the second opinion is contrary to the first, the Superintendent or designee may require the employee to obtain a third medical opinion from a third health care provider approved by both the employee and the district, again at district expense. The opinion of the third healthcare provider shall be final and binding. Where the FMLA and/or CFRA apply, the District will continue group health plan coverage (if any) for up to a maximum of twelve (12) weeks in any twelve (12) month period under the same terms and conditions as applied prior to the employee's leave of absence. Upon return from leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms. While taking a family care or pregnancy disability leave may impact certain of the employee's benefits and the employee's seniority date, use of FMLA, CFRA, and/or PL leave cannot result in the loss of any employment benefit that accrued prior to the start of the employee's leave of absence.

For more information and/or a copy of the District's detailed policies regarding family leave and/or pregnancy disability leave, please contact the Human Resources office. If any part of the leave is unpaid, consult STRS.

12. Sabbatical Leave.

The Board policy on sabbatical leave is available in the Superintendent's office. Eligibility requirements include being a permanent teacher with a minimum of one hundred fifty (150) days of paid service for each of the prior seven (7) years in the District and serving a minimum of four (4) years in the District upon return from leave. A bond equal to the amount of compensation the employee will receive during this sabbatical will be provided by the employee to the District, unless the Board makes an affirmative finding that the interests of the District will be protected by a written agreement between the employee and the District. See Education Code section 44969.

13. Catastrophic Leave.

Bargaining unit members may participate in the District's catastrophic leave program. Copies of the Board policy are available in the Human Resources office. "Catastrophic illness" or "injury" is one that is expected to incapacitate the employee for an extended period of time, or that incapacitates a member of the employee's family which incapacity requires the employee to take time off from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the employee. The employee requesting such leave must submit a doctor's statement confirming the need for catastrophic leave and the employee must also submit to the Human Resources office a release authorizing the District to solicit unit members for donations of paid leave prior to any donations being received.

14. Summer School Sick Leave.

Employees will be paid for summer school days missed because of: (1) jury duty; (2) direction by administration to attend to other school business; or (3) illness or injury if they have Education Code section 44978 sick leave available. The deduction from sick leave will be equal to the number of hours missed, rounded up to a full hour. (Non-bargaining unit members will not be eligible for paid sick leave or pay while on jury duty.)

15. Reemployment List Notification.

The District shall make a reasonable effort to notify a unit member in writing of possible placement on a reemployment list pursuant to California Education Code Section 44978.1 at least thirty (30) calendar days prior to placement on the list to provide adequate time for the unit member to secure continuing health benefit coverage as outlined in Appendix B, Section 4 and/or request an interactive meeting with the District and a representative of the Association, if requested by the unit member.

16. Advanced Placement Reading and/or Grading

Effective July 1, 2025, any unit member that is selected by the College Board to be a reader and/or grader for an Advanced Placement exam shall be allowed to use School Business for up to two (2) days with administrator approval. If more than two (2) days are required, Personal Leave may be used for up to two (2) additional days. Any expenses (i.e travel, hotel, meals, etc.) will not be covered by the District and are the sole responsibility of the unit member.

ARTICLE XXI - ALTERNATIVE EDUCATION

1. The parties recognize that Alternative Education is unique in many ways and demands flexibility. Moreover, recognizing the many challenges of teaching at the Community Day School, the parties shall explore incentives to encourage teachers to remain at the site. Therefore, the parties recognize that the following provisions shall control the wages and hours and other terms of employment for unit members assigned to Alternative Education sites in lieu of other Collective Bargaining Agreement (“CBA”) provisions to the extent of any conflict. For example, class size requirements must conform to student needs and state requirements so that Article XIV and related agreements shall not apply.

2. Perris Lake High School (“PLHS”)

A. Extended Classroom Teaching Assignments. 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 at PLHS, shall receive additional pay as defined in Appendix A, Part II of the CBA.

B. Workday. For purposes of clarification, unit members’ workday at PLHS shall continue to be as set forth in Article IX, Section 1, and teachers shall continue to receive a conference period.

C. Calendar. Unless otherwise agreed by the parties, PLHS will follow the traditional calendar.

D. Class Size. Enrollment at Perris Lake High School shall be limited to thirty (30) students per class after the first ~~five-four~~ (54) weeks of the ~~semester or trimester~~, quarter, as applicable, with the exception of

applied arts classes (computers/technology, foods/culinary, woodshop) will be limited to a class size of 40:1 or less depending on the number of workstations and safety. Computer-based and/or online credit recovery classes shall be limited to class size, pursuant to Article XIV-Class Size.

3. District Community Day School ("CDS").

A. Community Day School Extended Year. The certificated staff teaching at CDS's extended year program will be paid at a daily rate equivalent to A/1-1 of the Salary Schedule plus sixth period pay (1/5) for days worked in this program.

B. Class Preparations. Article IX, Section 6 (Class Preparations) of the Collective Bargaining Agreement shall not apply to these programs.

C. Minimum Day. No requirements contained in the Collective Bargaining Agreement relating to minimum days shall be applicable to the Community Day School. The parties make this agreement in recognition of the fact that it is necessary for the Community Day School to offer minutes in excess of those provided on a minimum day so that they can receive full state funding.

D. In-service Days. Except as otherwise agreed by the parties, bargaining unit members assigned to DCDS shall only be required to attend the Districtwide in-service prior to the beginning of the traditional school year.

E. Independent Study. This program will generally follow the Perris High School calendar. Article IX, Section 6 (Class Preparations) of the CBA shall not apply to these programs.

F. Saturday School. Unit members providing supervision for Saturday School shall be paid at an hourly rate as set forth in Appendix A, Part VII of the CBA. Assignments shall be rotated pursuant to Districtwide seniority.

ARTICLE XXIII - MISCELLANEOUS PROVISIONS

1. Application of Agreement.

The provisions of this Agreement shall not be interpreted or applied in a manner which is arbitrary, capricious, or discriminatory. Rules which are designed to implement this Agreement shall be uniform in application and effect.

2. Resignations.

A unit member's notification to the Board that he/she intends to resign shall remain revocable until such time as the Board of Trustees takes official action on such notification or until the District has already signed a contract with a replacement based upon said resignation, whichever occurs first.

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 Understanding (MOUs) made between the parties shall also be posted on the District's website.

4. Administrative Duties.

No unit members shall perform administrative duties in the absence of responsible on site administrative personnel, except that such assignment may be made where the unit member has an appropriate credential, is willing to accept the assignment, and where additional compensation is proffered by the District. Unit members temporarily acting as administrators will be compensated at their regular rate plus ~~\$50.00~~ \$125.00 per day for every day (regardless of the number of hours served) they serve in an administrative capacity. Any

unit member temporarily performing such administrative duties shall be deemed to be acting as an administrator and as a representative of the District with respect to the administration of the agreement, and shall not, for the purpose of this Agreement, be considered to be acting as a unit member. Time permitting, such administrative duties shall be assigned only after consultation with the Association.

APPENDIX A

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, 2021 for all certificated bargaining unit positions, except those set forth in Part III, Section 1 below. *Columns B-D require valid credentials. Unit members on Column “D” 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.

2. 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, or an M.D. from an LCME accredited medical 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 per school year.

3. 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.”) or B.A. plus up to forty-four (44) semester units of graduate or upper division classes take after degree is awarded (hereinafter (“semester units”) or M.A. or M.S. degree (hereinafter “M.A.”)

B/2 = B.A. plus forty five (45) semester units or M.A. and fifteen (15) semester units

C/3 = B.A. plus sixty (60) semester units or M.A. and thirty (30) semester units

D/4 = B.A. plus seventy five (75) semester units including M.A., or M.A. and forty five (45) semester units

[NOTE: All other areas of the CBA that refer to Column C/3 shall be adjusted to reflect “A/1”.]

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.

Days in Service

Librarian	196*
Counselor	196*
Psychologist	202
Speech Therapist	200
Teachers on Special Assignment 2021)	186 (Reduction in days Board Approved, March February 10,
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.

Number of Members

<u>In the Department</u>	<u>Ratio</u>
2-7	~~1.02~~ 1.025
8-15	~~1.03~~ 1.035
16 +	~~1.04~~ 1.045

- 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 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 (2) 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. Middle School Athletic Directors

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 needed 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.

**TEACHER****SALARY SCHEDULE #001****EFFECTIVE 07/01/2025 - WITH 3.75% INCREASE****186 CONTRACT DAYS****BOARD APPROVED:**

ROW	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$79,437	\$82,972	\$86,676	\$92,361
2	\$82,299	\$86,317	\$91,932	\$94,390
3	\$85,367	\$91,388	\$93,850	\$98,143
4	\$88,670	\$93,211	\$97,487	\$101,942
5	\$92,017	\$96,744	\$101,164	\$105,794
6	\$95,441	\$100,337	\$104,993	\$109,798
7	\$98,916	\$103,984	\$108,796	\$113,778
8	\$102,442	\$107,685	\$112,651	\$117,796
9	\$105,508	\$111,775	\$116,564	\$121,862
10	\$108,115	\$114,452	\$120,774	\$125,900
11			\$124,302	\$130,254
12			\$126,623	\$134,008
13			\$128,606	\$137,177
14			\$130,566	\$140,085
15			\$131,349	\$140,941
16			\$132,138	\$141,798
17				\$142,655
18				\$143,513
19				\$144,370
20				\$145,227
21				\$146,081
22				\$146,942
23				\$147,798
24				\$148,654
25				\$149,511
26				\$150,367
27				\$151,269
28				\$152,177
29				\$153,090

**ADAPTIVE PE TEACHER****SALARY SCHEDULE #053****EFFECTIVE 07/01/2025 - WITH 3.75% INCREASE****196 CONTRACT DAYS****BOARD APPROVED:**

ROW	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$95,307	\$99,408	\$104,070	\$110,709
2	\$98,616	\$103,470	\$110,010	\$113,501
3	\$102,418	\$109,223	\$112,679	\$117,973
4	\$106,441	\$111,804	\$117,035	\$122,493
5	\$110,505	\$116,052	\$121,428	\$127,067
6	\$114,657	\$120,361	\$125,977	\$131,791
7	\$118,840	\$124,718	\$130,486	\$136,496
8	\$123,085	\$129,128	\$135,061	\$141,182
9	\$126,876	\$133,921	\$139,682	\$146,009
10	\$130,229	\$137,333	\$144,597	\$150,761
11			\$148,843	\$155,821
12			\$151,914	\$160,304
13			\$154,656	\$164,210
14			\$157,385	\$167,876
15			\$158,330	\$168,828
16			\$159,279	\$169,784
17				\$170,741
18				\$171,690
19				\$172,648
20				\$173,603
21				\$174,440
22				\$175,362
23				\$176,200
24				\$177,117
25				\$177,953
26				\$178,866
27				\$179,940
28				\$181,019
29				\$182,105

**COUNSELOR****SALARY SCHEDULE #026****EFFECTIVE 07/01/2025 - WITH 3.75% INCREASE****196 CONTRACT DAYS****BOARD APPROVED:**

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$85,423	\$91,192	\$95,388	\$101,570
2	\$90,458	\$94,903	\$101,004	\$103,967
3	\$93,898	\$100,341	\$103,291	\$108,089
4	\$97,571	\$102,536	\$107,298	\$112,270
5	\$101,279	\$106,438	\$111,343	\$116,486
6	\$105,078	\$110,389	\$115,542	\$120,865
7	\$108,917	\$114,410	\$119,710	\$125,222
8	\$112,806	\$118,479	\$123,939	\$130,054
9	\$116,244	\$122,925	\$128,223	\$134,049
10	\$119,224	\$125,977	\$132,804	\$138,459
11			\$136,693	\$143,180
12			\$139,390	\$147,314
13			\$141,740	\$150,861
14			\$144,083	\$154,360
15			\$144,948	\$155,218
16			\$145,818	\$156,070
17				\$156,930
18				\$157,785
19				\$158,644
20				\$159,497
21				\$160,356
22				\$161,214
23				\$162,066
24				\$162,926
25				\$163,784
26				\$164,639
27				\$165,625
28				\$166,620
29				\$167,620

**SCHOOL NURSE****SALARY SCHEDULE #021****EFFECTIVE 07/01/2025 - WITH 3.75% INCREASE****202 CONTRACT DAYS****BOARD APPROVED:**

ROW	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$85,837	\$89,557	\$93,650	\$99,730
2	\$88,828	\$93,191	\$99,194	\$102,058
3	\$92,200	\$98,554	\$101,413	\$106,109
4	\$95,795	\$100,681	\$105,340	\$110,204
5	\$99,435	\$104,505	\$109,315	\$114,355
6	\$103,154	\$108,393	\$113,440	\$118,659
7	\$106,925	\$112,330	\$117,534	\$122,941
8	\$110,747	\$116,328	\$121,688	\$127,244
9	\$114,108	\$120,709	\$125,890	\$131,618
10	\$117,004	\$123,680	\$130,399	\$135,958
11			\$134,221	\$140,602
12			\$136,840	\$144,657
13			\$139,124	\$148,124
14			\$141,389	\$151,555
15			\$142,237	\$152,414
16			\$143,091	\$153,268
17				\$154,126
18				\$154,980
19				\$155,839
20				\$156,694
21				\$157,552
22				\$158,404
23				\$159,266
24				\$160,119
25				\$160,977
26				\$161,830
27				\$162,800
28				\$163,777
29				\$164,759

**PSYCHOLOGIST****SALARY SCHEDULE #025****EFFECTIVE 07/01/2025 - WITH 3.75% INCREASE****202 CONTRACT DAYS****BOARD APPROVED:**

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$94,636	\$100,902	\$105,666	\$112,432
2	\$98,280	\$105,042	\$111,714	\$115,288
3	\$103,969	\$110,926	\$114,448	\$119,847
4	\$108,077	\$113,554	\$118,889	\$124,457
5	\$112,222	\$117,881	\$123,364	\$129,125
6	\$116,462	\$122,272	\$128,006	\$133,939
7	\$120,732	\$126,725	\$132,605	\$138,732
8	\$125,058	\$131,224	\$137,277	\$143,519
9	\$128,930	\$136,112	\$141,991	\$148,444
10	\$132,350	\$139,590	\$147,008	\$153,288
11			\$151,339	\$158,458
12			\$154,468	\$163,029
13			\$157,261	\$167,012
14			\$160,045	\$170,965
15			\$161,005	\$171,820
16			\$161,972	\$172,678
17				\$173,534
18				\$174,392
19				\$175,246
20				\$176,105
21				\$176,957
22				\$177,815
23				\$178,671
24				\$179,526
25				\$180,389
26				\$181,240
27				\$182,327
28				\$183,421
29				\$184,521

**LIBRARIAN****SALARY SCHEDULE #031****EFFECTIVE 07/01/2025- WITH 3.75% INCREASE****196 CONTRACT DAYS****BOARD APPROVED:**

Row	Col. A/1 BA/BS OR BA +44 or MA/MS	Col. B/2 BA + 45 OR MA & 15	Col. C/3 BA + 60 OR MA & 30	Col. D/4 BA + 75 W/MA OR MA & 45
1	\$81,597	\$87,158	\$91,109	\$97,044
2	\$86,451	\$90,689	\$96,547	\$99,270
3	\$89,706	\$95,941	\$98,652	\$103,202
4	\$93,201	\$97,961	\$102,480	\$107,198
5	\$96,734	\$101,675	\$106,847	\$111,737
6	\$100,346	\$105,456	\$110,363	\$115,427
7	\$104,002	\$109,293	\$114,349	\$119,601
8	\$107,722	\$113,179	\$118,404	\$123,441
9	\$110,976	\$117,449	\$122,499	\$128,064
10	\$113,771	\$120,316	\$126,898	\$132,289
11			\$130,608	\$136,833
12			\$133,117	\$140,778
13			\$135,295	\$144,138
14			\$137,443	\$147,458
15			\$138,267	\$148,312
16			\$139,097	\$149,172
17				\$150,020
18				\$150,882
19				\$151,736
20				\$152,591
21				\$153,451
22				\$154,306
23				\$155,163
24				\$156,020
25				\$156,876
26				\$157,735
27				\$158,681
28				\$159,634
29				\$160,592

Part IV – Extra Duty Schedule

<u>Activity</u>	<u>% of A/1-1*</u>
<u>Comprehensive High Schools Only:</u>	
Academic Coach	4.0
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
Cheer (Competition)	5.0
Cheer (Competition), Assistant	3.5
Cheer (Stunt)	5.0
Cheer (Stunt), Assistant	3.5
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~~ 11.0
Drill Team Sponsor	5.0
English Language Learner Lead	3.0
Football, Varsity	11.0
Football Assistants	6.5
Freshmen 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
Lacrosse, Varsity	6.0

Lacrosse, Assistant	4.0
Link Crew	6.0
Mock Trial	7.0
National Honor Society	4.5
Newspaper, 9-12	5.0
Pep Squad	6.0
Pep Squad Assistant	4.0
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
Teacher - Coordinator (Work Experience)	9.0
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

Alternative Education Sites only

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

Middle School only:

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 “A/1” 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 January 1, 2022, hourly compensation for period subbing, Summer School, Home & Hospital instruction, and other work authorized and performed beyond the bargaining unit member's regular workday shall be temporarily increased to \$60 per hour. This increase has no retroactivity and shall sunset July 31, 2022.

Effective August 1, 2022, hourly compensation for period subbing, Summer School, Home and Hospital instruction, and other work authorized and performed beyond the bargaining unit member's regular workday shall be \$53.20.

Effective July 1, 2023, hourly compensation for period subbing, Summer School, Home & Hospital instruction, and other work authorized and performed beyond the bargaining unit member's regular workday shall be \$54.30

Effective July 1, 2024, hourly compensation for period subbing, Summer School, Home & Hospital instruction, and other work authorized and performed beyond the bargaining unit member's regular workday shall be \$62.15

Effective July 1, 2025, hourly compensation for period subbing, Summer School, Home & Hospital instruction, and other work authorized and performed beyond the bargaining unit member's regular workday shall be \$64.50

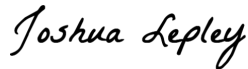
The above hourly compensation rates shall be increased by any overall percentage rate applied to the salary schedule, rounded up to the nearest nickel, with no retroactivity.

Dated this 16th day of September 2025.

Perris Secondary Educators Association:



Matt Schmidt
Bargaining Chairperson, PSEA



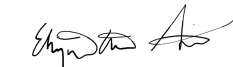
Joshua Lepley
Negotiations Member, PSEA



Diane Pales
Negotiations Member, PSEA



Dennis Raymond
Negotiations Member, PSEA



Elizabeth Smith
Negotiations Member, PSEA

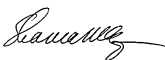


Melanie Yates
Negotiations Member, PSEA

Perris Union High School District:



Alfredo Andrade
Chief Human Resources Officer



Dr. Shanna Egans
Assistant Superintendent, Educational Services



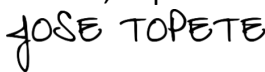
Dr. Marguerite Williams
Assistant Superintendent, Business Services



Maribel Escobar
Director, Human Resources



Dr. Esmeralda Chalfant
Director, Pupil Services



Jose Topete
Principal, HHS