

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

COMPENSATION AD HOC COMMITTEE

May 14, 2025

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 and the Association recognize the importance of supporting classified employees. The Parties understand the importance of maintaining competitive salaries to attract and retain highly qualified employees.

AGREEMENT

The PARTIES agree as follows:

1. The DISTRICT and ASSOCIATION shall develop a Compensation Study Ad Hoc Committee (Committee) to investigate the classifications as job descriptions are updated.
2. The Committee shall 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 at the maximum/top step.
3. The Committee shall also examine the feasibility of adding additional steps to the salary schedule.
4. The Committee shall be composed of six (6) members - three (3) selected by the Association, three (3) selected by the District. To avoid bias, committee members may not be in the same classification as any of the classifications under review. The Committee shall meet on an ongoing basis as job descriptions are updated with the intent of sharing the findings and making a recommendation to the negotiations team.

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 All prior understandings, terms, or conditions, written, oral, expressed, or implied, are superseded by this Agreement.

This Agreement cannot be changed or supplemented orally and may be modified or superseded only by a written instrument executed by both PARTIES.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 14th day of May 2025

Association:

Aimee Eberwein

Aimee Eberwein
CSEA Representative, Paraeducators

Heliezer Espinoza

Heliezer Espinoza
CSEA Representative, Clerical

Marvin Frias

Marvin Frias
CSEA Representative, M&O / Custodial

Tara Hefner

Tara Hefner
CSEA Representative, Nutrition Services

Cynthia Navarro

Cynthia Navarro
CSEA President

District:

Alfredo Andrade

Alfredo Andrade
Chief Human Resources Officer

Maribel Escobar

Maribel Escobar
Director, Human Resources

John C Hannon

John Hannon
Director, Security

Hector Gonzalez

Hector Gonzalez
Director, Facilities Services

Candace Reines

Candace Reines,
Deputy Superintendent, Business Services

Jeff Plamondon

Jeff Plamondon
CSEA Representative, Information Technology

Kevin Reyes

Kevin Reyes
CSEA Labor Relations Representative

ASCE

Douglas Eller
CSEA Representative, Information Technology