

TENTATIVE AGREEMENT
BETWEEN
PALISADES CHARTER HIGH SCHOOL
AND
PALISADES EDUCATIONAL SUPPORT PERSONNEL UNITED

This Tentative Agreement is executed by and between Palisades Charter High School (“PCHS”) and Palisades Educational Support Personnel United (“PESPU”), subject to the ratification process.

PCHS and PESPU agree to a three-year successor collective bargaining agreement (“Agreement”) as provided below.

Wages and Salaries, Pay Allowances, Differentials and Special Salary Practices (Article 12)

The parties agree that the Article 12.1 will be amended to reflect a 0.5% salary schedule increase, retroactive to July 1, 2019.

Within thirty (30) days of ratification of this agreement, PCHS will provide retroactive pay to all PESPU bargaining unit members who were employed during the 2019-2020 school year and who remain employed as of the date this agreement is executed by PCHS and PESPU.

Term of Agreement (Article 20)

Article 20 of the Agreement is modified to read as follows:

- 20.1 Term: This Agreement shall become effective upon adoption by the Board of Directors, retroactive to July 1, 2016 ~~2019~~, and shall remain in full force and effect, pursuant to its terms, to and including June 30, 2019 ~~2022~~, and thereafter extended on a day-to-day basis until canceled by either party upon ten (10) days’ written notice.
- 20.2 Negotiations for Successor Agreement: Negotiations for a successor Agreement shall commence upon request of either the School or PESPU at any time after March 15, 2019 ~~2022~~.
- 20.3 Reopeners: Except as otherwise provided herein, ~~d~~During the term of this Agreement there will be no reopeners except as provided by law for the ~~2019-2020~~ school year. In the 2020-2021 and 2021-2022 school years, in addition to salary and health benefits, each party may re-open two (2) articles for re-negotiation. Additionally, upon mutual agreement, the parties may also agree to open additional articles from time to time when needed.

FOR PCHS

FOR PESPU

Pamela Magee

Date

Kevin Lorick

Date