

TENTATIVE AGREEMENT
BETWEEN
PALISADES CHARTER HIGH SCHOOL
AND

UNITED TEACHERS LOS ANGELES-PALISADES CHARTER HIGH SCHOOL

This Tentative Agreement is executed by and between Palisades Charter High School (“PCHS”) and United Teachers Los Angeles–Palisades Charter High School (“UTLA-PCHS”), subject to the ratification process.

Salaries and Stipends

- 1) The 2019-2020 salary schedule will be increased by one-half percent (0.5%), retroactive to July 1, 2019.
- 2) All UTLA-PCHS bargaining unit members who were employed for the 2019-2020 school year, and who are employed currently, or retired during the 2019-2020 school year, or have retired since, will also receive a one-time, off-schedule payment equal to one percent (1%) of the unit member’s base 2019-2020 salary. The amount of the off-schedule bonus will be calculated after the increase in Section 1, above.
- 3) Within thirty (30) days after payment of the compensation in Sections 1 and 2, above, all current UTLA-PCHS bargaining unit members will also receive a one-time, off-schedule payment equal to three-quarter percent (.75%) of the unit member’s base 2020-2021 salary.

Professional Development

During the 2020-2021 school year PCHS will develop, schedule and implement, in consultation with three UTLA-PCHS bargaining unit members designated by UTLA-PCHS, twelve (12) hours of professional development for UTLA-PCHS bargaining unit members. At least six (6) of the twelve (12) hours of professional development will be offered on or before December 4, 2020, and all twelve (12) of the hours will be offered by March 15, 2021. The start time of professional development offerings will not be after 3:30pm.

Participation in this professional development will be voluntary, and UTLA-PCHS bargaining unit members who participate will be compensated at an hourly rate of \$54.57. This agreement is not intended to and does not modify the contractual hourly rate typically paid for voluntary professional development (currently \$34.09). Additionally, UTLA-PCHS unit members who are asked to and agree to be a presenter of professional development will be credited with and paid for up to two (2) hours (per presentation topic) toward their twelve (12) hours, as compensation for preparation, and the time giving the actual presentation will also count toward the twelve (12) hours.

Health & Welfare Benefits

The parties agree that the subject of PCHS’s proposal regarding retiree health benefits, related to benefits for retirees age 65 and over, will be sent to the Retiree Benefits Committee for study,

discussion, and recommendation. The Committee will conduct at least three meetings prior to January 15, 2021 to address the issue, with the purpose and intent of making a recommendation to the PCHS and UTLA-PCHS bargaining teams on the subject on or before January 15, 2021. After January 15, 2021, PCHS and UTLA-PCHS will meet and negotiate on the topic, regardless of whether the Committee makes a recommendation.

Term of Agreement and Re-Negotiation

- 1) The parties agree to a three-year collective bargaining agreement, from July 1, 2019 through June 30, 2022.
- 2) This agreement closes bargaining for the 2019-2020 and 2020-2021 school years, with the only exception being the above-described commitment related to retiree health benefits.
- 3) Re-openers for bargaining in the 2021-2022 school year will commence in the spring of 2021, and be limited to the following: Salary and Stipends, Health & Welfare Benefits, and up to two (2) additional articles for each party.

AUTHORIZED SIGNATURES:

Date: September 10, 2020

Huong Bui

UTLA-PCHS Representative

Steve Krima

UTLA-PCHS Representative

Dave Suarez

UTLA-PCHS Representative

Minh Ha J. Ngo

UTLA-PCHS Representative

Joel Jimenez

UTLA-PCHS Representative

Date: September 10, 2020

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Pamela Magee

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Tami Christopher

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PCHS Representative

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Amy Nguyen

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PCHS Representative