

**INITIAL PROPOSAL**  
**OF THE**  
**PALISADES CHARTER HIGH SCHOOL**  
**TO PALISADES EDUCATIONAL SUPPORT PERSONNEL UNIT**

October 13, 2020

The Palisades Charter High School (“PCHS”) presents the following initial proposal to Palisades Educational Support Personnel Unit (“PESPU”) for 2020-2021 school year reopener negotiations.

PCHS looks forward to productive, collaborative negotiations and an agreement on the following topics for negotiations:

1. Salary
2. Benefits
3. Other issues that may arise during negotiations, which will be made public pursuant to Government Code section 3547(d).

Topics previously sunshined and agree-to in previous negotiations will also be incorporated into the tentative agreement reached during this round of negotiations.