

**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, on reopens for the third year of the current three-year (July 1, 2019-June 30, 2022) collective bargaining agreement.

**Salaries and Stipends**

1. The parties agree that there will be an increase to all 2020-2021 certificated salary tables by a total of 2%, as follows:
  - (A) The schedules will be increased by 1.75%, retroactive to July 1, 2021.
  - (B) The schedules will be increased by an additional 0.25% over the 2020-2021 certificated salary tables, effective June 30, 2022. This additional increase is prospective, not retroactive.
2. Effective July 1, 2021, the professional development rate shall be increased to \$50/hour.
3. If the loan funds received by PCHS from the federal Payroll Protection Program are forgiven, unit members who were employed by PCHS during the 2020-2021 school year, and who are employed by PCHS as of the date of this Tentative Agreement, shall receive a one-time payment as follows:
  - (A) If 25%-49% of loan funds are forgiven, unit members shall receive a one-time payment in an amount that is equivalent to 1.25% of their base salary during the 2020-2021 school year; or
  - (B) If 50%-74% of loan funds are forgiven, unit members shall receive a one-time payment in an amount that is equivalent to 2.25% of their base salary during the 2020-2021 school year; or
  - (C) If 75% or more of loan funds are forgiven, unit members shall receive a one-time payment in an amount that is equivalent to 3.0% of their base salary during the 2020-2021 school year.

This Tentative Agreement closes bargaining for the 2021-2022 school year. Negotiations on a successor agreement will commence in accordance with Article XXV of the collective bargaining agreement.

**AUTHORIZED SIGNATURES:**

Date: August 4, 2021



UTLA-PCHS Representative

Date: August 4, 2021



PCHS Representative

*dave suarez*

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UTLA-PCHS Representative

*Mark Brun*

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PCHS Representative

*Minh Ha J. Ngo*

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UTLA-PCHS Representative

*Joel Jimenez*

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UTLA-PCHS Representative