

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

**2021-2022 School Year Re-Openers**

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 the following modifications to the July 1, 2020 through June 30, 2022 collective bargaining agreement (“Agreement”) as provided below, as well as agreements reached in previous rounds of bargaining not yet ratified by the parties.

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

12.1 Wages and Salaries: The wages and salaries for Unit employees for the ~~2016-17, 2017-18, and 2018-19~~ 2021-2022 school years shall be as set forth in Appendix A of this Agreement.

12.1.1 The ~~2015-16~~ 2020-2021 salary schedule will be increased by one and three quarter percent (1.75%), retroactive to July 1, ~~2016~~ 2021. Within thirty (30) days of ratification, all currently employed PESPU bargaining unit members will receive a retroactive compensation payment in a separate check. The salary schedule will be increased by an additional 0.25% over the 2020-2021 salary schedule, effective at 11:59 p.m. on June 30, 2022. This additional increase is prospective, not retroactive.

~~12.1.2 Effective July 1, 2017 the salary schedule will be increased by two percent (2%).~~

~~12.1.3 Effective July 1, 2018 the salary schedule will be increased by two percent (2%).~~

~~The 2015-16, 2016-17, 2017-18, and 2018-19 salary schedules are attached to this Agreement as Exhibit \_\_\_\_.~~

12.1.2 If the loan funds received by PCHS from the federal Payroll Protection Program (PPP) are forgiven, unit members shall receive a one-time payment as follows:

- a. If 25% to 49% of the loan funds are forgiven, unit members shall receive a one-time payment in the amount of \$600 to be paid in a separate check within thirty days of PCHS receiving notification of the loan being forgiven.



- b. If 50% to 74% of the loan funds are forgiven, unit members shall receive a one-time payment in the amount of \$1100 to be paid in a separate check within thirty days of PCHS receiving notification of the loan being forgiven.
- c. If 75% or more of the loan funds forgiven, unit members shall receive a one-time payment in the amount of \$1300 to be paid in a separate check within thirty days of PCHS receiving notification of the loan being forgiven.

**Hours and Overtime (Article 9)**

9.10 Committee Appointments – PESPU shall appoint two (2) PESPU unit members, one (1) current and one (1) retiree receiving benefits, to serve on the Life-Time Benefits Committee, one (1) unit member to serve on the Long-Term Strategic Planning Committee, and any other committees that PCHS and PESPU agree should have classified representation. Appointed PESPU committee members shall be paid their regular hourly rates while serving on these committees. If a committee meeting extends beyond the unit member’s regular workday, and beyond eight (8) hours in the workday, the member shall receive overtime pay as per Section 9.2 of this Agreement. If the committee only meets within the unit member’s workday, they shall be paid \$1.00 per hour additional pay for each hour of committee meeting.

**Leaves of Absence (Article 11)**

11.19 Holidays: A unit member in a regular assignment or in an assignment in lieu of his/her regular assignment shall receive holiday pay for those holidays listed below and for other holidays declared by the Board of Education, the Governor of California, or the President of the United States which come within the employee's assignment period, subject to the conditions listed in "a" through "c".

New Year’s Day	January 1 New Year's Day
Martin Luther King Jr. Day	That date in January declared by the Board
Presidents Day	Third Monday in February
Memorial Day	Last Monday in May
<u>Juneteenth</u>	June 19
Independence Day	July 4
Admission Day	That date declared by the Board
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	That Thursday in November proclaimed by the President
Thanksgiving Friday	Friday following Thanksgiving
Christmas Day	December 25
Alt. Lincoln Day Observance	That date declared by the Board



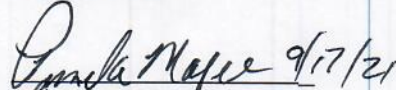
11.19

- a. The unit member must have been in paid status for a portion of the working day immediately preceding or succeeding the holiday, provided that a unit member on a military leave of absence entitled to compensation under this Article shall only receive pay for the portion of the holiday period needed to meet the total time for which compensation is required by law.
- b. A unit member whose regular work schedule is less than five (5) days per week and forty (40) hours per week shall not be entitled to pay for any holiday observed on the employee's regularly scheduled day off.
- c. A unit member in paid status during any portion of the working day of his/her normal assignment immediately preceding or succeeding the school holiday of December 25 and January 1 shall receive pay for the holidays.

**Term of Agreement (Article 20)**

- 20.1 Term: This Agreement shall become effective upon adoption by the Board of Directors, retroactive to July 1, ~~2016~~, 2021 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.

**FOR PCHS**

  
 Pamela Magee Date 9/17/21

**FOR PESPU**

   
 Kevin Lorick Date 9/17      Taiyana Ballard. Date 9/17/2021