

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

2022-2025 Successor Negotiations (subject to reopener negotiations)

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.

12.1 Wages and Salaries: The wages and salaries for the unit employees for the 2022-2023 shall be set forth in Appendix A of this Agreement

12.1.1 The 2022-2023 salary schedule for active PESPU bargaining unit members shall be increased by seven percent (7%), retroactive to July 1, 2022. No later than December 10, 2022, all active PESPU bargaining unit members shall receive a retroactive compensation payment in a separate check. Additionally, all PESPU bargaining unit members in active paid status (excluding differential pay) as of November 10, 2022, shall receive a one-time, off-schedule payment of 7% of their 2022-2023 base salary no later than December 10, 2022. For purposes of the off-schedule payment, base salary shall be calculated as the PESPU bargaining unit member's number of regularly assigned daily work hours (i.e., not including overtime) times the number of assigned workdays in the school year.

12.10.4 The longevity increment schedule for years of qualifying School service shall be:

\$49 per pay period (equivalent to \$0.31410 per hour) after 10 years.

\$58 per pay period (equivalent to \$0.37179 per hour) after 15 years.

\$68 per pay period (equivalent to \$0.43590 per hour) after 20 years.

\$79 per pay period (equivalent to \$0.50641 per hour) after 25 years.


\$88 per pay period (equivalent to \$0.56410 per hour) after 30 years.


**Term of Agreement (Article 20)**

20.1 Term: This Agreement shall become effective upon adoption by the PCHS Governance Board retroactive to July 1, 2022, and shall remain in full force and effect, pursuant to its terms, to and including June 30, 2025 and thereafter extended on a day-to-day basis until canceled by either party upon ten (10) days' written notice.

AUTHORIZED SIGNATURES:

Date: November 10, 2022

  
PESPU Representative  
PESPU-President

  
PCHS Representative  
Executive Director/Principal