

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

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 2023-24, 2024-2025 and 2025-2026 shall be set forth in Appendix A of this Agreement.

12.1.1 The 2023-2024 salary schedule for active PESPU bargaining unit members shall be increased by seven percent (7%), retroactive to July 1, 2023. All active PESPU bargaining unit members shall receive a retroactive compensation payment in a separate check.

Effective July 1, 2024, PCHS shall increase all classified salary tables by the following percentages based on the funded percentage increase to the LCFF base grant in the adopted 2024-2025 budget:

% Increase to LCFF Base Grant	Increase to Certificated Salary Tables
0 – 0.99%	0%
1.0 - 1.49%	0.5%
1.5 – 1.99%	1.0%
2.0% or above	1.0% less than % increase to LCFF base grant

Effective July 1, 2025:

(1) If the percentage increase to the LCFF base grant in 2024-2025 resulted in a 0% increase to the classified salary tables in accordance with the chart above, PCHS shall increase all classified salary tables by a percentage equal to 1% less than the funded percentage increase to the LCFF base grant in the adopted 2025-2026 budget; or

(2) If the percentage increase to the LCFF base grant in 2024-2025 resulted in a 0.5%, or above increase to the classified salary tables in accordance with the subsection above, the chart above will apply and determine the increase to the classified salary tables.

The salary increase formulas will not result in a decrease in salary from the previous year.

In the event PCHS receives additional state or federal funds that are unanticipated and are therefore not reflected in the Board-adopted budgets for 2024-2025 and 2025-2026, and the funds can lawfully be expended on employee compensation (e.g. no supplement not supplant restrictions), reopener negotiations may be initiated at the request of either party. The subject of such negotiations shall be limited to off-schedule bonus payments.

12.3.4 The following extra duty structure is established for Instructional Assistant, Special Education. The need and duration of the assignment is determined by the supervisor.

\$1.00 per hour stipend in addition to base salary– Special Education Assistant, Extra Duty Pay is to be paid to the paraprofessional who assists students in the moderate to severe classroom who are orthopedically impaired and/or have a serious health condition requiring a Health Care Plan or toileting assistance.

At the beginning of each semester, the Special Education Department will provide a Personnel Action Report form to the Human Resources Office listing the Special Education Assistant positions who are to receive the extra duty assignment.

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

\$54.44 per pay period (equivalent to \$0.31410 per hour) after 10 years.

\$65.00 per pay period (equivalent to \$0.37500 per hour) after 15 years.

\$75.83 per pay period (equivalent to \$0.43750 per hour) after 20 years.

\$87.78 per pay period (equivalent to \$0.50641 per hour) after 25 years.

\$97.78 per pay period (equivalent to \$0.56410 per hour) after 30 years.

Monthly rates are based on 12-month x 8 hours employee/2080 hours annually.

Longevity increments do not compound.

16.7 Employees will be compensated at their hourly rate for professional development relevant to their position up to \$500 per year. Payment is for actual hours “in” the PD class (not for “homework”) and will be paid with evidence of completion (certificate, transcript, etc.). PD may be self-initiated or recommended by PCHS administration or supervisor. PD must be preapproved by PCHS administration to qualify for compensation.

In addition to the increases set forth above, the Associate's degree stipend shall be increased to \$600 and the Bachelor's degree stipend shall be increased to \$1,100.


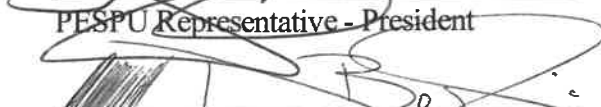
Term of Agreement (Article 20)

20.1 Term: This Agreement shall become effective upon adoption by the PCHS Governance Board retroactive to July 1, 2023, and shall remain in full force and effect, pursuant to its terms, to and including June 30, 2026.

AUTHORIZED SIGNATURES:

Date: December 1, 2023

Date: December 1, 2023


PESPU Representative - President

PESPU Representative - Vice President


PCHS Representative