

**COLLECTIVE
BARGAINING
AGREEMENT**

**JULY 1, 2018
to
JUNE 30, 2021**

**PERRIS UNION HIGH
SCHOOL DISTRICT**

**PERRIS SECONDARY
&
EDUCATORS
ASSOCIATION**



PSEA

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1 ARTICLE I
2 AGREEMENT

3 1. The Articles and provisions contained herein constitute a binding agreement
4 (“Agreement”) by and between the Perris Union High School District (“District”) and the Perris Secondary
5 Educators Association (“Association”) affiliated with the California Teachers Association and the
6 National Education Association, an employee organization.

7 2. This Agreement is entered into pursuant to Chapter 10.7, Section 3540-3549.3 of the
8 Government Code (“Act”).

9 3. This Agreement shall remain in full force and effect from July 1, 2018 until June 30, 2021,
10 and thereafter shall continue in effect year by year unless one of the parties notifies the other in writing no
11 later than March 15 of its request to modify, amend or terminate the Agreement (except as otherwise
12 provided in this Agreement). Proposals for 2019-2020 shall be sunshined by April 1, 2019 and for 2020-
13 2021 by April 1, 2020. Negotiations shall be limited to:

14 1) All compensation articles of the collective bargaining agreement pursuant to article
15 VII, Section 4; and

16 2) Three (3) additional articles per Party.

17 4. If renegotiations are taking place, this Agreement shall remain in effect during the period
18 wherein negotiations are taking place and until either a new agreement has been reached or an impasse
19 has been determined to exist by the Public Employment Relations Board (“PERB”).

1 ARTICLE II

2 RECOGNITION

3 1. The District confirms its recognition of the Association as the exclusive representative for
4 the certificated employees as follows: full-time classroom teachers; any fully credentialed employee
5 employed at least half time; resource specialists; project specialists; librarians; counselors; psychologists;
6 intern teachers; temporary teachers; summer school teachers; program specialists (i.e., speech, language
7 and hearing specialists); independent study teachers; work experience teachers; JROTC teachers;
8 registered nurses; and teachers on special assignment.

9 Excluded are all other positions not designated, including but not limited to: superintendent;
10 assistant superintendents; principals; assistant principals; coordinators, supervisors, deans and directors
11 (except for those listed in the extra duty schedule); charter school teachers; adult education teachers; home
12 study teachers; and student teachers.

13 2. The Association agrees that the unit is appropriate and that it will not seek a clarification
14 of the unit, either as to the specific exclusions or the enumerated inclusions, except as to any new positions
15 created subsequent to the signing of this Agreement.

1 ARTICLE III

2 NEGOTIATION PROCEDURES

3 1. Unless mutually agreed, negotiations shall commence no later than the first week in March,
4 contingent upon compliance with sunshine law.

5 2. Calendars may be negotiated outside of regular negotiations by the negotiation team or
6 committee as designated by the PSEA President and District Superintendent, or designee. Calendar
7 negotiations shall commence in October of each year. The District reserves the right to unilaterally
8 implement a calendar should the negotiation process fail to reach agreement on the next school year's
9 calendar by February 1 of any year. Upon final agreement on the calendar, the calendar will be posted
10 within fifteen (15) working days on the District's intranet.

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1 6. If any conference between any District Administrator and a unit member is called for the
2 purpose of, or becomes, an investigative interview which the unit member reasonably believes may lead
3 to discipline, the unit member shall have the right, upon request, to have an Association representative
4 present. The Administrator shall either honor the request or discontinue the interview.

5 7. Copies of all District policies and procedures which require implementation by unit
6 members shall be distributed to affected unit members prior to such required implementation.

7 8. New Employee Orientation.

8 A. The District shall notify the Association of all new hires and their effective start date
9 once the employee has been cleared by the Human Resources Department.

10 B. The District shall provide all certificated new hires with the Association's membership
11 application as part of the hiring process.

12 C. The District may share with all new hires a video provided by the Association about
13 Association membership.

14 D. The District shall provide new employee names; date of hire; job title; work
15 site/department; work, home, and personal cell phone number; personal email address
16 on file with the District; home address; Full Time Equivalent (FTE) status; employment
17 status (i.e., probationary, permanent, temporary, etc.); type of credential (i.e., clear,
18 preliminary, intern, etc.); and teaching assignment to the Association by the first pay
19 period of the month following the effective start date of the employee, even if the
20 employee previously worked for the District.

21 E. This same information for all certificated employees, as well as an indication of any
22 unit members on leave of absence, who are represented by the Association shall be
23 provided to the Association every 120 days from July 1 of each new school year.

24 F. The Association shall be provided two (2) hours, exclusive of a one-hour lunch
25 provided by the Association, during the annual New Teacher Orientation to meet with
26 new employees.

1 G. For employees who are hired to begin work after the annual New Teacher Orientation,
2 the Association shall be provided the opportunity to meet with the applicable
3 employees for a minimum of one (1) hour during the month of October and
4 February. This time will occur during non-instructional time during the regular work
5 day. For the 2018-2019 and 2019-2020 school years, this shall occur during the
6 District's scheduled Professional Development Days or during collaboration time.

1 ARTICLE V

2 DISTRICT RIGHTS

3 Except as limited by the provisions of this Agreement, the District retains its powers and authority
4 to direct, manage and control to the extent permitted by law, including determining its organization;
5 directing the work of its employees; determining the times and hours of operation; determining the kinds,
6 levels and methods of services to be provided; establishing its educational policies, goals and objectives;
7 ensuring the rights and educational opportunities of students; determining staffing patterns and number
8 and kinds of personnel required; maintaining the efficiency of District operations; determining the
9 curriculum; building, moving and modifying facilities; establishing budget procedures and determining
10 budgetary allocation; determining the methods of raising revenue; contracting out work; hiring,
11 classifying, assigning, transferring, evaluating, promoting, terminating and disciplining employees for just
12 cause as set forth in Education Code Sections 44930 through 44960. The District has the right to declare
13 an emergency and to take action on any matter, including temporarily suspending portions of this
14 Agreement, as required by that emergency. An emergency is a sudden or unforeseen event that requires
15 immediate action. In the event the District does temporarily suspend portions of this Agreement, it shall
16 do so only for the period of time reasonably required by the emergency. The District will notify the
17 Association of any Board action concerning a declaration of emergency and any action taken by reason of
18 said emergency which relates to this Agreement. In the event that the District declares an emergency,
19 upon the request of the Association, the District shall consult with the Association about the reinstatement
20 of the portions of this Agreement effected by the emergency. The Association does not, by agreeing to
21 this Article, waive any rights to which it is entitled under law.

1 ARTICLE VI

2 ORGANIZATIONAL SECURITY

3 1. Any unit member, who has joined or applied to join the Association, may authorize the
4 District to deduct Association dues. Pursuant to such authorization, the District shall deduct one tenth
5 (1/10th), of such dues from the regular salary check of the unit member each month. The Association
6 shall provide the District a copy of the CTA Membership application for each applicant. All membership
7 changes, provided to the District by the 15th of the month, will have deductions commence or cease as
8 appropriate with the pay warrant for that month. Membership changes provided to the District after the
9 15th of the current month shall not take effect until the pay warrant for the following month.

10 2. With respect to all sums deducted by the District, pursuant to Section 1 above, the District
11 shall promptly remit such monies to the Association accompanied by an alphabetical list categorizing the
12 payments as membership dues or agency fees, and indicating any changes in personnel from the previous
13 list.

14 3. The Association agrees to furnish any information needed by the District to fulfill the
15 provisions of this Article.

16 4. The Association agrees to indemnify and hold the District harmless regarding any legal
17 claim arising out of PSEA negligence in relation to this Article.

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COMPENSATION AND BENEFITS

1. Unit members shall receive compensation according to the attached Appendix A.
2. Unit members shall receive benefits according to the attached Appendix B.

Effective July 1, 2018, an ongoing two-percent (2%) increase shall be applied to all salary schedules for all unit members in paid status as of October 1, 2018. Additionally, all unit members will receive a one-time off schedule payment equal to one and one-fourth percent (1.25%) of their 2018-2019 base salary placement as of October 1, 2018. This off-schedule payment shall be paid in two (2) equal installments, the first in January 2019 (6S pay warrant) for those unit members in a paid status as of November 1, 2018 and the second in June 2019 for those unit members in a paid status as of June 1, 2019.

Effective July 1, 2019, an additional ongoing two-percent (2%) increase shall be applied to all salary schedules. In addition, Columns A/1 and B/2 shall be deleted from all salary schedules, except CTE (schedule 142) and JROTC (schedule 210). The new columns shall be lettered as follows: Column C/3 (BA up to 44 or MA), Column D/4 (BA + 45 or MA & 15), Column E/5 (BA + 60 or MA & 30), and Column F/6 (BA + 75 w/ MA or MA & 45). All references to column labels throughout this agreement shall be adjusted accordingly.

Effective July 1, 2020, an additional ongoing two-percent (2%) increase shall be applied to all salary schedules.

Negotiations for compensation and benefits shall be closed for 2018-2019, 2019-2020, and 2020-2021; however, the Association may reopen Hourly Rates (Appendix A, Part VII) for 2019-2020 and 2020-2021. The District and PSEA agree to reopen negotiations on compensation and benefits for 2019-2020 if the funded COLA with any augmentation or deficit as included in the final enacted State Budget is greater than five-percent (5%) or if the P-2 districtwide average daily attendance (ADA) exceeds

1 ninety-five and one-half percent (95.5%) of the 2019-2020 CALPADS enrollment. Likewise, the
2 District and PSEA agree to reopen negotiations on compensation and benefits for 2020-2021 if the
3 funded COLA with any augmentation or deficit as included in the final enacted State Budget is greater
4 than five-percent (5%) or if the P-2 districtwide average daily attendance (ADA) exceeds ninety-five and
5 one-half percent (95.5%) of the 2020-2021 CALPADS enrollment.

1 ARTICLE VIII

2 GRIEVANCE PROCEDURE

3 1. Definitions.

4 A. A “Grievance” is a formal written claim by a grievant that there has been a
5 violation, misapplication or misinterpretation of a provision of this Agreement.

6 B. A “Grievant” may be the Association or any unit member.

7 C. A “Day” is a day that a unit member is regularly scheduled to be on duty.

8 D. The “Immediate Supervisor” is the lowest level administrator having jurisdiction
9 over the grievant and who has been designated to adjust grievances.

10 2. Right to Representation. The Grievant shall have the right to have an Association
11 Representative present at all levels of the grievance procedure.

12 3. Informal Level. Before filing a formal written grievance, the grievant will attempt, within
13 five (5) school days, to resolve the problem by informally conferencing with his/her immediate
14 supervisor/designee. For issues that cannot be reasonably resolved at the site level or which involve
15 multiple sites, the informal conference may occur at the District office level through the Assistant
16 Superintendent of Human Resources or designee.

17 4. Formal Level.

18 Level I. Within fifteen (15) days after the occurrence of the act or omission giving rise to
19 the grievance, or after the grievant knew or reasonably should have known of such act or omission, if the
20 grievant desires to pursue the matter further, the grievant must present his/her grievance in writing on the
21 appropriate form to his/her immediate supervisor. This statement shall be a clear, concise statement of
22 the grievance, the circumstances involved, and the specific remedy sought.

23 The supervisor shall communicate his/her decision to the grievant in writing within fifteen
24 (15) days after receiving the grievance. If the supervisor does not respond within the time limits, the

grievant may appeal to the next level. Either the grievant, or the supervisor, or his/her designee may request a personal conference within the above time limits.

Level II. If the grievant is not satisfied with the decision at Level I, he/she may, within the earlier of fifteen (15) days of the date of the decision or the date the decision was due, appeal on the appropriate form to the Superintendent, or his/her designee.

This statement shall include a copy of the original grievance, the decision rendered (if any), and a clear, concise statement of the reasons for the appeal. Either the grievant, or the Superintendent, or his/her designee may request a personal conference within the above time limits. The Superintendent, or his/her designee, shall communicate his/her decision to the grievant within fifteen (15) days. If the Superintendent, or his/her designee, does not respond within the time limits provided, the grievant may appeal to the next level. If the grievant is not satisfied with the disposition of his/her grievance at Level II, or if no written decision has been rendered within fifteen (15) days after the grievant has filed a written appeal to the Superintendent, the grievant may immediately request in writing to the Association that the Association submit the grievance to arbitration.

Level III. If the grievant is not satisfied with the decision at Level II, he/she may, within the earlier of fifteen (15) days of the date of the decision or the date the decision was due, submit a written request for mediation of the grievance. The written request, which shall include a copy of the original grievance form (including the decision rendered), shall be attached to the Level III form. Within five (5) days after the written request for mediation, either party may submit, to the California State Conciliation Service, a written request for the immediate services of a mediator.

(1) The function of the mediator shall be to assist the parties to achieve a mutually satisfactory resolution of the grievance. At the outset of this process, the mediator shall schedule a meeting at a mutually agreeable time and place. Mediation shall be limited to one (1) day unless both parties agree to extend the mediation beyond one (1) day.

(2) If a satisfactory resolution of the grievance is achieved by means of the mediation process, both parties to the grievance shall sign a written statement to that effect, and thus waive the right of either party to any further appeal of the grievance.

(3) If no satisfactory settlement is reached through mediation, the grievant may, through the Association, appeal the grievance to the next level (Level IV).

(4) The District and the Association have agreed that mediation (Level III of this Grievance Procedure) may be waived by mutual agreement.

Level IV. The Association, by written notice to the Superintendent within five (5) days after meeting with the mediator (Level III), may submit the grievance to final and binding arbitration. The determination as to whether to proceed to arbitration shall be in the sole discretion of the Association. If any question arises as to the arbitrability of the grievance, such question will be ruled upon by the Arbitrator only after he/she has had an opportunity to hear the merits of the grievance.

The parties shall select a mutually acceptable arbitrator. Should they be unable to agree on an arbitrator within fifteen (15) days of the Association's submission of the grievance to arbitration, the District or the Association shall request the State Mediation and Conciliation Service, or the American Arbitration Association to provide a list of seven (7) arbitrators. The party that requests this list of arbitrators shall pay for the costs incurred in obtaining this list. From this list of arbitrators, the parties shall strike alternately until only one (1) name remains, who shall be the arbitrator. The first strike shall be determined by the flip of a coin. Thereafter, the arbitration shall proceed under the Voluntary Labor Arbitration Rules of the American Arbitration Association.

The arbitrator shall render a final and binding decision which will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or

1 which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the
2 Superintendent and the Association.

3 All costs for the services of the arbitrator, including, but not limited to, per diem expenses, his/her
4 travel and subsistence expenses and the cost of any hearing shall be borne equally by the Board and the
5 Association. All other costs shall be borne by the party incurring them.

6 5. Judicial Review. Level IV does not preclude either party from pursuing available legal
7 processes after the exhaustion of the grievance procedure herein.

8 6. No Reprisal. No reprisals shall be taken against any party participating in the Grievance
9 Procedure herein by the Association or the District.

10 7. Association Rights. Prior to the resolution of a grievance at Levels I and II above, the
11 Association shall receive a copy of the grievance and the proposed resolution and shall be given the
12 opportunity to file a response.

13 8. Release Time. Release time shall be provided the grievant and one (1) Association
14 representative outside the grievant's instructional day at a time when mutually agreed to by the grievant
15 and the management employee involved at any level with the exception of Levels III and IV, when release
16 time shall be granted during the instructional day if necessary.

17 9. Forms. Grievance forms shall be prepared by the District and will be made available to
18 unit members at the immediate supervisor's office. Supervisor's receiving grievances will immediately
19 contact the Assistant Superintendent of Human Resources or Designee. Grievance forms will be filed in
20 a central file in the District office. Grievance forms will be updated and/or reviewed prior to each new
21 contract.

22 10. Early Resolution. In the event a grievance is filed at such a time that it cannot be processed
23 through all the steps in this grievance procedure by the end of the school year, and if left unresolved until
24 the beginning of the following school year could result in harm to a grievant, the time limits set forth
25 herein may be reduced by mutual agreement of the parties in interest so that the procedure may be
26 exhausted prior to the end of the school year, or as soon as is practicable.

1 11. Timeline Changes. The parties may mutually agree in writing to change or delay timelines
2 in this Article. Any extension of timelines must be in writing and signed by both the grievant and the
3 District representative. The failure of the grievant to follow the timelines for filing a grievance and
4 advancing it to the next level is jurisdictional and shall constitute a waiver of the right to proceed with the
5 grievance. If the District representative fails to respond to a grievance within the timelines, the grievance
6 is deemed denied on the date the response is due and the grievant may advance the grievance to the next
7 level.

1 ARTICLE IX

2 HOURS

3 1. Length of Workday. Except for psychologists, counselors, teachers on special assignment,
4 speech therapists and nurses, unit members shall be on campus and responsible for instructional and other
5 assigned duties for seven hours and 25 minutes continuously per day inclusive of a lunch period, unless
6 mutually agreed to by the unit member and the principal. Psychologists, counselors, teachers on special
7 assignment, speech therapists, and nurses are required to work an eight (8) hour day, inclusive of a lunch
8 period.

9 2. Additional Professional Assignments. Unit members will be responsible for professional
10 assignments required by management in addition to activities directly related to a unit member's primary
11 assignment, including but not limited to program development, professional growth activities, committee
12 assignments, faculty and District meetings, back to school and open house nights and special help to
13 students. Unit members will provide, at no compensation, supervision at two (2) District authorized
14 activities held outside the unit member's regular workday. Each of the following events shall constitute
15 one Activity: Varsity football game, Junior Varsity football game, Freshman football game, other similar
16 athletic activities, a wrestling meet, a track meet and a school recognized club sponsored activity. The
17 District will post all Activities on the Intranet for bargaining unit members to view. Additionally,
18 bargaining unit members may sign up for other schools' events. A unit member will be credited with
19 having supervised an activity if they arrive at an activity that has been cancelled and the unit member was
20 not previously notified of the cancellation. An activity will equal supervision at an after school activity
21 for up to three hours. Activities supervised after these two (2) will be compensated for as follows: Each
22 activity of approximately three (3) hours in length shall be equal to the rate paid to the unit member for
23 substituting for one (1) class period. Activities of more than three (3) hours that go into a fourth (4th)
24 hour shall be paid at the rate of two (2) class periods for up to six (6) hours. Activities of more than six

(6) hours shall be paid at the rate of three (3) class periods for up to nine (9) hours, and similar payments for longer periods. Such activities will include: athletic events, dances, concerts, plays, graduation and promotion and other similar activities, including but not limited to those sponsored by ASB. All unit members shall have an opportunity to indicate their preference for their assignments before the District may make supervision assignments based on need. Supervision assignments are to be offered District wide to all unit members so long as one-half of the supervisory staff is from the host school.

3. Lunch Period. Unit members may have at least a forty five (45) minute lunch period, of which at least thirty (30) minutes shall be duty free, except where the District and the Association agree to an adjustment.

4. Teaching Periods Per Day.

A. Unit members with classroom assignments shall not be required to teach more than six (6) periods per day. (The ASB Directors, at the comprehensive high schools will be required to teach two periods in addition to their ASB assignment. The ASB Directors shall be entitled to a conference period as set forth below.).

B. If a unit member is required by administration to period sub during their prep period, then they will be compensated at the rate of pay defined in Appendix A, Part VII – Hourly Rates for any period subbing during the length of this contract. Site administration will keep and use an equitable rotation list. Non-classroom unit members will be asked to period sub and will receive the same compensation listed above for each period they are asked to sub (with the understanding that they, like other unit members, will make up the time they period sub consistent with their professional responsibilities).

5. Conference Periods. All full-time unit members with classroom teaching assignments shall have the equivalent of at least five (5) periods per week for preparation and planning and other assigned

duties. However, under no circumstances shall a unit member be required to use their scheduled conference period for a lunch period. No ground supervision shall be assigned outside the workday

6. Class Preparations. Unit members shall have not more than three (3) preparations per day unless agreed to in writing by the unit member. A “preparation” is defined to be a specific unit of instruction as defined in the curriculum guide with a specified course number and intended to be delivered to a student or students by a teacher. Examples of classes that will be considered as “preparations” include a credit recovery class and “advanced” courses. “Preparation” does not include special education collaborations. Teacher Assistant (“T/A”), and Peer Tutor do not constitute a class or prep. However, if maintaining this limit would require the District to hire additional personnel, a unit member may be required to have one (1) additional preparation. When at least one preparation is in English, Mathematics, Social Science, Science, World Language, or AVID, and if the unit member agrees to teaching more than three (3) preparations, the unit member shall be compensated at \$500 per semester per additional preparation, regardless of the additional preparation(s) subject area. The amount shall be prorated for assignments less than a semester.

7. Workdays Per Year.

A. Unless otherwise specified (i.e., psychologists, counselors, etc.) the number of workdays for unit members shall be one hundred eighty-six (186) days. The workdays per year for unit members with positions other than a classroom teacher can be found in Appendix A, Part III – Special Assignments. First year personnel may be required to work a minimum of one (1) additional pre-service day at the hourly rate. The work year shall include no more than one hundred eighty (180) days of student attendance. Unit members will be permitted to leave campus when check out/prep has been completed, and check out procedure will be available from 8:00 A.M. to 3:00 P.M., exclusive of lunch.

B. At the end of the first semester for grades 9-12, three (3) two hundred forty-five (245) minute instructional days will be scheduled for the conduct of final examinations and final

examination grading. At the end of the second semester, three (3) two hundred forty-five (245) minute instructional days will be scheduled for grades 9-12 to conduct final examinations and final examination grading. However, due to funding restrictions, the Community Day School will not have minimum days. The workdays per year for unit members with positions other than a classroom teacher can be found in Appendix A, Part III – Special Assignments.

8. School Calendar.

A. Should emergencies arise after negotiations have taken place that impinge upon the negotiations, the District shall contact the Association to negotiate the matter.

B. The District and the Association agree to meet and negotiate any necessary adjustments to the calendar to meet minimum state requirements pertaining to days and/or minutes of student attendance which entitle the District to receive maximum state support. Currently, the minimum minutes required by the State are:

(1) 64,800/year for the comprehensive high schools;

(2) 54,000/year for middle schools;

(3) 360/day, without counting passing or breaks, for Community Day School.

9. Part-Time Teaching.

A. Unit members wanting to go on less than a full-time teaching schedule shall apply in writing to the District in advance of the intended time they desire to go on a part time teaching schedule. The request shall also specify the desired schedule, which shall be mutually agreed upon. For individuals desiring to go to part-time teaching, preliminary notification must be given to the District no later than March 15. The District shall give the unit member a tentative response in writing within thirty (30) days of receiving the unit member's request. The District must provide a final response to the request by June

1. Notwithstanding the above, if the unit member and the District are able to mutually agree to a part-time schedule prior to the 1st instructional day at that site, then the unit member will be placed on that schedule.

1 Part-time certificated unit members shall be compensated at a rate equal to one sixth (1/6) their normal
2 salary for each period assigned derived from the placement of the unit member on the regular salary
3 schedule.

4 B. Return to Full-Time Teaching. Bargaining unit members shall be entitled to resume
5 a full-time schedule at their discretion for the following school year, so long as they provide the District
6 written notice prior to May 15. The District may return a unit member on less than a full-time teaching
7 schedule to a full-time teaching schedule upon written notification to that unit member so long as it is sent
8 by June 1.

9 C. Pro Rata Benefits and Professional Responsibility. Bargaining unit members who
10 receive part-time teaching assignments shall be provided wages, benefits and paid leave equal to their
11 percentage of service. For example, a teacher who is teaching eighty percent (80%) of that teaching day
12 would receive payment by the District equal to eighty percent (80%) of that provided to a full-time teacher
13 for their actual elected insurance costs. The part-time teacher will be required to pay the remainder of the
14 cost through payroll deduction. Part-time unit members will be available for reasonable professional
15 responsibilities as determined by their immediate supervisor. Bargaining unit members considering a part-
16 time schedule should consult with STRS about any possible effects this type of schedule may have on
17 their retirement.

18 10. Job Sharing.

19 Definition: Job sharing shall refer to two (2) unit members on regular contracts sharing
20 one (1) teaching assignment. Two (2) unit members shall share an assignment for a minimum of one (1)
21 year.

22 Applications for a job sharing assignment for the following school year shall be filed with
23 the District no later than March 1. Applications shall not be denied except for cause. The Board shall
24 approve or deny the request and notify, in writing, the Human Resources office, principal, and the

1 applicants of its decision by May 30. If the decision is denied, the applicants shall be notified, in writing,
2 of the specific reasons for the denial.

3 Notwithstanding other provisions of this Agreement, job sharing unit members' wages,
4 benefits, and paid leaves shall be prorated relative to the actual time worked. In no event shall the total
5 amount of health and welfare benefits for the job sharers exceed the amount the District would have paid
6 if the position had not been shared. Thus, unit members will pay the difference through payroll deduction.
7 Each job sharing unit member shall receive salary schedule increments.

8 Upon requests of the two (2) unit members, a job sharing assignment may be renewed
9 provided the two (2) unit members notify the District prior to March 1. In the event the two (2) unit
10 members fail to notify the District of their desire to continue the job sharing assignment, or in the event
11 the District does not approve the continuance of the assignment, the unit members shall be returned to full
12 time assignments.

13 If a unit member on a regular contract is in a job-sharing assignment and elects to return
14 after the first year to full time teaching, the unit member will be returned, whenever possible, to his/her
15 original school. If a unit member on a regular contract is in a job sharing assignment for more than one
16 (1) year and elects to return to full time teaching, the unit member will be assigned to the first available
17 full time teaching position for which he/she is certificated and competent and in conformance with the
18 provisions of this agreement.

1 ARTICLE X

2 LEAVES

3 1. Scope of Article. The benefits which are expressly provided by this Article X are the sole
4 leave benefits which are part of this Agreement, and it is agreed that other statutory or regulatory leave
5 benefits are not incorporated, either directly or impliedly, into this Agreement. However, nothing in this
6 section shall preclude unit members from requesting leave pursuant to statutory provisions governing
7 leaves not herein mentioned. The mandatory leave provisions of Education Code Sections 44978-44987.3
8 are expressly included herein by this reference.

9 2. Personal Illness and Injury Leave.

10 A. Sick Leave. Unit members shall be entitled to ten (10) days of paid sick leave per
11 school year of employment. Unit members who are less than full time unit members shall be entitled to
12 a pro rata amount of sick leave proportionate to a full time unit member.

13 B. Sub Differential Sick Leave. This section applies only to unit members who have
14 exhausted all available sick leave. Employees who are absent for more than three (3) periods in a school
15 day will have the cost of a full day sub deducted from their paycheck. Employees who are absent for
16 three (3) periods or less will have the cost of a half day sub deducted. This sub-differential pay is only
17 available when the absence is for the unit members' illness or injury, not absence due to a family
18 members' illness or injury.

19 C. If a unit member does not utilize the full amount of leave as authorized in "A"
20 above in any school year, the amount not utilized shall accrue from school year to school year.

21 D. (1) A unit member's sick leave shall only be deducted on an hourly basis.
22 (Teachers, project specialists and librarians can convert their hours to days by dividing the total hours by
23 7, and counselors, speech therapists, nurses, teachers on special assignment, and psychologists can
24 convert their hours to days by dividing the total hours by 8.)

(2) It is the unit members' responsibility to contact the Human Resources office about the transfer of sick leave to or from their previous or new districts.

E. Whenever possible, a unit member will contact the District to provide notice of absence, in the manner prescribed by the District, as soon as possible and no later than one and one half (1-1/2) hours before the beginning of the unit member's workday. The District will assume a unit member will return to work after a day of absence, unless otherwise notified prior to one (1) hour before the end of the unit member's work day at that member's site.

F. After an absence of five (5) consecutive days, for good cause, a unit member may be requested by District management to present a medical doctor's certificate verifying the personal illness or injury and/or a medical authorization to return to work.

G. For good cause, the District may at its expense, and at any time, require a unit member to be examined by a certified medical specialist, who shall report to the Superintendent or designee.

H. Bargaining unit members should continue to schedule medical appointments outside of work hours to minimize the disruption to the educational program and services; however, in accordance with the unit member attendance system, the District will permit the use of sick leave for medical appointments.

3. Sick Leave Use for Immediate Family. Employees may use up to five (5) days of their annual sick leave accrual for the purpose of taking care of sick parents, step-parents, children, step-children, spouse or registered domestic partner. All limitations on the use of sick leave for the employee's own illness or injury as set out in Section 2 apply to the employee's use of this leave.

4. Personal Necessity and Personal Discretion Leave.

A. Earned leave for illness or injury may be used, at the unit member's election, for purposes of personal necessity or personal discretion as defined below, provided that use of such leave

1 does not exceed ten (10) days in any school year. An employee who has used up all sick leave is not
2 entitled to Personal Necessity or Personal Discretion Leave.

3 B. For purposes of this provision, personal necessity shall be limited to five (5) days
4 for the following: (1) death or serious illness of a member of the unit member's immediate family as
5 defined in Bereavement Leave below, or attending the funeral of a relative; (2) an accident involving the
6 unit member's person or property, or the person or property of a unit member's immediate family; and
7 (3) other personal necessities which are serious in nature, involve circumstances the unit member cannot
8 reasonably ignore, and require the unit member's attention during normal working hours. Such leave
9 may not be used for the extension of a holiday or a vacation, or for recreational activities, but may be
10 used to appear in court as a litigant or for paternity leave.

11 C. When using personal necessity leave, a unit member shall submit reasonable
12 verification as requested by the District.

13 D. For purposes of this provision, personal discretion leave will be limited to five (5)
14 days based solely upon verification by the unit member that the reason for the leave is serious in nature,
15 involves circumstances the unit member cannot reasonably ignore, and requires the unit member's
16 attention during normal working hours.

17 E. The unit member shall make every effort to comply with District procedures to
18 enable the District to secure a substitute.

19 F. Consistent with the requirements set forth above, unit members may also take
20 personal necessity or personal discretion leave as set forth in Labor Code section 230.7 to appear in
21 school on behalf of their child who is subject to a disciplinary matter. Unpaid leave may also be
22 available for this purpose.

1 5. Bereavement Leave.

2 A. A unit member shall be entitled to a leave of absence, not to exceed three (3) days,
3 or five (5) days if out of state travel or in-state travel beyond San Luis Obispo, Kern, or San Bernardino
4 Counties is required, without loss of salary, or sick leave deduction on account of the death of any member
5 of his/her “immediate family” or person living in the immediate household.

6 B. For purposes of this provision, immediate family is limited to mother, father,
7 grandmother, grandfather, or a grandchild, stepmother or stepfather of the unit member or of the spouse
8 of the unit member, and the spouse, registered domestic partner, son, son in law, daughter, daughter in
9 law, stepchild, brother or sister of the unit member, or any other relative living in the immediate household
10 of the unit member. Unit members should contact the Assistant Superintendent of Human Resources or
11 Designee if they have questions regarding this provision.

12 C. The District shall require the use of bereavement leave before personal necessity
13 leave days are used for the purposes allowed in this section.

14 D. Notice to the District is required in accordance with the provisions relating to sick
15 leave. Further, as soon as reasonably possible a bereavement leave form shall be submitted to Human
16 Resources at the District Office.

17 6. Pregnancy, Paternity or Adoption.

18 A. Unit members are entitled to use sick leave as set forth in the provisions for
19 personal illness and injury leave for disabilities caused or contributed to by pregnancy, miscarriage, or
20 childbirth on the same terms and conditions as those governing leaves of absence for other illness, injury
21 or medical disability. The length of such disability leave, including the date on which the leave shall
22 commence and the date on which the duties are to be resumed, shall be determined by the unit member
23 and the unit member’s physician. This information shall be set forth in a letter, or District approved form,
24 from the unit member’s physician to the Human Resources Department.

1 B. The unit member on leave for pregnancy disability shall be entitled to return to a
2 position comparable to that held at the time leave commenced.

3 C. See also, Section 11.

4 D. Unit members can use up to the lesser of ten (10) days or 50% of their unused sick
5 leave for Paternity or Adoption Leave per fiscal year. Unit members must submit an initial leave request
6 to Human Resources at least fourteen (14) days in advance of the first day of the requested leave. The
7 request must include reasonable verification of the paternity or adoption. Leave must be used in a single
8 block (consecutive workdays), unless there are extenuating circumstances and Human Resources approves
9 the scheduling of a non-consecutive leave.

10 E. Unit members may use differential leave in accordance with provisions of AB375
11 or other applicable law.

12 7. Industrial Accident Leave.

13 A. Unit members will be entitled to industrial accident leave according to the
14 provision in Education Code Section 44984 for personal injury which has qualified for Workers'
15 Compensation under the provisions of applicable state law.

16 B. Such leave shall not exceed sixty (60) days during which the schools of the District
17 are required to be in session, or when the unit member would otherwise have been performing work for
18 the District in any one (1) fiscal year for the same industrial accident.

19 C. The District, at its expense, has the right to have the unit member examined by a
20 certified medical specialist designated by the District to assist in determining the length of time during
21 which the unit member will be temporarily unable to perform assigned duties and the degree to which a
22 disability is attributable to the injury involved.

23 D. For any days of absence from duty as a result of the same industrial accident, the
24 unit member shall endorse to the District any wage loss benefit check received from any Workers'

1 Compensation program maintained by the District which would make the total compensation from both
2 sources exceed one hundred percent (100%) of the amount the unit member would have received as salary
3 had there been no industrial accident or illness.

4 8. Judicial and Jury Duty Leave.

5 A. A unit member shall be entitled to as many days of paid leave as are necessary for
6 appearances in any legal proceeding, other than as a litigant, or on jury duty. The unit member will notify
7 their supervisor of the absence as soon as possible and keep the supervisor informed of any changes.
8 Verification of the leave may be required.

9 B. A unit member shall be entitled to paid leave only when subpoenaed as a witness
10 in any legal proceeding where the unit member is not a party to the proceeding. The unit member will
11 exert reasonable effort to minimize the amount of time which is required to be taken under this section.
12 Any order to appear in a legal proceeding which is brought about by any misconduct or connivance by the
13 unit member shall prohibit the member from the paid leave of absence under this section. The unit member
14 will contact the person listed on the subpoena to determine time and date of appearance.

15 C. Unit members shall assign to the District any and all payments (except mileage
16 allotment) received while on judicial or jury duty leave when the unit member is excused from regular
17 duties for such leave.

18 9. Miscellaneous Leave.

19 A. A leave, without compensation, increment, seniority or tenure credit, may be
20 granted by the District for a period of one (1) or more school years for the following purposes: Peace
21 Corps; care for a member of the immediate family; long term illness of the unit member; voluntary military
22 service; service in an elected public office; professional study or research; for reasons of health; or for
23 other purposes that are serious in nature and involve circumstances that the unit member cannot reasonably
24 ignore.

1 B. Applications for such leaves of absence listed in Part A must be in writing and
2 submitted to the District office at least five (5) days prior to the leave. In addition, a unit member on such
3 leave shall, by March 1, give the District a preliminary notification regarding intent to return, and shall
4 notify the District no later than the last day of regular student attendance as to the member's intent to
5 return to employment in the District. Failure to so notify will be considered an abandonment of position.
6 Application for leaves of less than ten (10) days duration must be submitted in writing to the
7 Superintendent with a copy to the unit member's immediate supervisor. The Superintendent or the
8 Superintendent's designee shall make the final decision regarding such leave.

9 C. A request for a leave, in excess of ten (10) days, shall be decided by the Board of
10 Trustees and shall be accompanied by a written statement supporting the request. A recommendation
11 concerning such request may also be submitted by the Superintendent.

12 D. A unit member shall be entitled to make voluntary payments to maintain fringe
13 benefits, whenever such benefits are not provided for under this Agreement. If the unit member wishes to
14 continue the benefits at their own expense they must contact the Payroll office.

15 E. Any employee who is a parent, guardian or grandparent having custody of one or
16 more children who are enrolled in grades K-12, or who attend a licensed day care facility may be granted
17 unpaid leave each school year in order to participate in school or day care activities. (In some
18 circumstances, the leave may qualify as personal necessity leave.) Such leave shall not exceed eight hours
19 in any month of the school year, and the employee shall give reasonable advance notice of the absence to
20 their supervisor.

21 10. Legislative Leave. A unit member who is elected to the State Legislature, Congress, or
22 elected to hold office for the state or national teachers association shall be entitled to an unpaid leave of
23 absence for not more than two (2) years.

1 A. The unit member on such leave shall notify the Board in advance of his/her intended
2 return date.

3 B. The unit member on legislative leave shall be entitled to return to a comparable
4 position at the end of such leave.

5 11. Family and Pregnancy Disability Leave/Transfer Policy. Under the federal Family and
6 Medical Leave Act of 1993 (“FMLA”) and the California Family Rights Act of 1993 (“CFRA”), if
7 employees who have more than twelve (12) months of service with the District, have worked at least 1,250
8 hours in the past twelve (12) months, and are employed at a worksite with fifty (50) or more employees
9 or the District employs at least fifty (50) employees within seventy five (75) miles of the employee’s
10 worksite, the employee may have a right to FMLA and/or CFRA leave. If eligible for such leave, the
11 employee may be entitled to take up to twelve (12) workweeks of unpaid, job protected leave in a twelve
12 (12) month period for the birth, adoption, or foster care placement of the employee’s child; for the
13 employee’s own serious health condition; or for the care of the employee’s child, parent, or spouse. At
14 the employee’s or the District’s option, certain kinds of paid and unpaid leave may be substituted for
15 family leave. Even if the employee is not eligible for FMLA and/or CFRA leave, if disabled by pregnancy,
16 childbirth, or related medical condition, the employee is entitled to take a pregnancy disability leave
17 (“PDL”) of up to four months, depending on the employee’s period(s) of actual disability. If the employee
18 is also FMLA/CFRA eligible, the employee has certain rights to take BOTH a PDL/FMLA leave and a
19 CFRA leave in connection with the birth of the employee’s child.

20 When medically necessary, leave may be taken on an intermittent or a reduced work
21 schedule. If the employee is taking CFRA leave following the birth, adoption, or foster care placement of
22 a child, the basic minimum duration for such leave is two (2) weeks, and the employee must conclude the
23 leave within one (1) year of the birth, adoption, or placement for foster care.

1 If possible, the employee must provide at least thirty (30) days advance notice for foreseeable
2 events (such as the expected birth of a child or a planned medical treatment for the employee or of a family
3 member). For events which are unforeseeable, the employee needs to notify the District, at least verbally,
4 as soon as the employee learns of the need for the leave. Failure to comply with these notice requirements
5 is grounds for and may result in deferral of the requested leave.

6 The District may require certification from the employee's health care provider before allowing
7 the employee a leave for pregnancy or the employee's own serious health condition, or certification from
8 the health care provider of the employee's child, parent, or spouse who has a serious health condition
9 before allowing the employee a leave to take care of that family member. If the Superintendent or designee
10 doubts the validity of a certification that accompanies a request for leave for the employee's own serious
11 health condition, he/she may require the employee to obtain a second opinion from a district-approved
12 healthcare provider, at district expense. If the second opinion is contrary to the first, the Superintendent or
13 designee may require the employee to obtain a third medical opinion from a third health care provider
14 approved by both the employee and the district, again at district expense. The opinion of the third
15 healthcare provider shall be final and binding. Where the FMLA and/or CFRA apply, the District will
16 continue group health plan coverage (if any) for up to a maximum of twelve (12) weeks in any twelve (12)
17 month period under the same terms and conditions as applied prior to the employee's leave of absence.
18 Upon return from leave, most employees must be restored to their original or equivalent positions with
19 equivalent pay, benefits, and other employment terms. While taking a family care or pregnancy disability
20 leave may impact certain of the employee's benefits and the employee's seniority date, use of FMLA,
21 CFRA, and/or PDL leave cannot result in the loss of any employment benefit that accrued prior to the start
22 of the employee's leave of absence.

For more information and/or a copy of the District's detailed policies regarding family leave and/or pregnancy disability leave, please contact the Human Resources office. If any part of the leave is unpaid, consult STRS.

12. Sabbatical Leave. The Board policy on sabbatical leave is available in the Superintendent's office. Eligibility requirements include being a permanent teacher with a minimum of one hundred fifty (150) days of paid service for each of the prior seven (7) years in the District and serving a minimum of four (4) years in the District upon return from leave. A bond equal to the amount of compensation the employee will receive during this sabbatical will be provided by the employee to the District, unless the Board makes an affirmative finding that the interests of the District will be protected by a written agreement between the employee and the District. See Education Code section 44969.

13. Catastrophic Leave. Bargaining unit members may participate in the District's catastrophic leave program. Copies of the Board policy are available in the Human Resources office. "Catastrophic illness" or "injury" is one that is expected to incapacitate the employee for an extended period of time, or that incapacitates a member of the employee's family which incapacity requires the employee to take time off from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the employee. The employee requesting such leave must submit a doctor's statement confirming the need for catastrophic leave and the employee must also submit to the Human Resources office a release authorizing the District to solicit unit members for donations of paid leave prior to any donations being received.

14. Summer School Sick Leave. Employees will be paid for summer school days missed because of: (1) jury duty; (2) direction by administration to attend to other school business; or (3) illness or injury if they have Education Code section 44978 sick leave available. The deduction from sick leave will be equal to the number of hours missed, rounded up to a full hour. (Non-bargaining unit members will not be eligible for paid sick leave or pay while on jury duty.)

1 ARTICLE XI

2 ASSIGNMENTS, TRANSFERS AND FILLING OF VACANCIES

3 1. Definitions.

4 A. A “transfer” is the movement of a bargaining unit member from one school site or
5 facility to another school site or facility.

6 B. A “voluntary transfer” is a transfer initiated by a bargaining unit member between
7 a school site or facility.

8 C. An “involuntary transfer” is a transfer initiated by the District between a school site
9 or facility.

10 D. An “assignment” is an initial assignment of a bargaining unit member into an
11 instructional department/grade level at the same school site or facility.

12 E. A “reassignment” is the movement of a unit member from: (a) one subject area to
13 another subject area; or (b) one grade level to another grade level; or (c) from one track to another track
14 at the same school site or facility.

15 (1) A voluntary reassignment is one which is mutually agreed to by the unit
16 member and District.

17 (2) An involuntary reassignment is one which is imposed by the District
18 without unit member approval.

19 F. For the purpose of filling vacancies by transfer, a “vacancy” is any unit position
20 which remains unfilled after assignments pursuant to Section 2 below.

21 2. Preliminary Assignments. By March 15th the District management shall make preliminary
22 assignments for the ensuing school year. Nothing in the preliminary assignment shall be construed as
23 limiting the right of District management to make changes in such assignments or programs at any time
24 consistent with the time limitation set forth below. With respect to modifications of assignments during

the school year, and unless the situation does not reasonably permit, the District shall notify the unit member of any changes in the assignment schedule at least two (2) weeks prior to the implementation of the change. However, no changes in assignment shall take effect before the first working day of the week following written notification to the unit member. Upon request, specific reasons for the change will be provided. Such changes will not be made for arbitrary, capricious, or punitive reasons.

3. Posting of Vacancies. Subsequent to the issuance of preliminary assignments according to Section 2 above, the District shall post all known vacancies on the electronic job board utilized by the District. In addition, an email will be sent to all certificated staff via their district email address announcing the vacancy.

4. Request for Transfer.

A. Permanent bargaining unit members shall send a letter of request to be considered for transfer to another school site for the ensuing school year to the Human Resources office by March 30 of the prior school year. If an opening is anticipated and the unit member has met the timeline above and the criteria set forth below then they will be considered for voluntary transfer. If the permanent unit member misses the timeline above they may apply and compete for any vacant position available after April 15th by submitting a Letter of Interest to Human Resources prior to the deadline for the position.

B. Requests for voluntary transfers shall be considered on the basis of (1) appropriate credentials; (2) District-wide seniority with appropriate subject matter experience; (3) recentness of subject area preparation. If a voluntary request is denied, the District shall, upon request, provide specific written reasons for the denial to the unit member.

C. Consideration will be given to all applications for any vacancies which are submitted to the Human Resources office within ten (10) unit workdays after placement of the notice of vacancy on a designated Association bulletin board (or up to 21 calendar days prior to the start of school, whichever is sooner), except that from 21 calendar days prior to the start of school to 30 calendar days

1 after school has started, vacancies need only be posted until the position is filled. The final selection to
2 fill the vacancy is within the sole discretion of the District management.

3 5. Preference for Unit Members. Any vacant position, which is defined for the purposes of
4 this section as a bargaining unit position within a specific subject matter or areas either at a specific site
5 or requiring the unit member to work at more than one site, shall be filled by giving preference to qualified
6 unit members over non-unit member applicants. "Preference" as herein used shall mean that special
7 weight shall be given such factor, but not that such applicant shall be guaranteed such assignment.

8 Permanent employees shall have first consideration in the selection process for filling vacancies
9 that occur or are identified on or before April 30 of each year. After April 30 of each year and up to the
10 day before the duty year of the bargaining unit begins, all qualified applicants who have applied for the
11 vacancy at the school shall have access to the selection process for filling the vacancy.

12 6. Involuntary Transfers.

13 A. Procedure and Criteria. The District has the right to make involuntary transfers.
14 Before making an involuntary transfer, the District shall first attempt to seek voluntary transfer
15 applications in which case the procedures of Section 4 of this Article shall be followed. Even if a unit
16 member or members volunteer for such vacancy, the District is not obligated to make such voluntary
17 transfers. The District shall adhere to the following criteria in selecting the unit member to be transferred:

- 18 (1) The unit members having the least seniority in the District will be
19 considered first when making involuntary transfers.
- 20 (2) The unit member's recentness of subject area preparation.
- 21 (3) The unit member's credential must match the new assignment.
- 22 (4) The District's selection of a unit member to be transferred shall be based
23 on the best interests of the educational program. If this criteria is relied
24 upon, the District shall be required to provide explicit, written reasons as

1 to why the transfer would be in the best interests of the educational
2 program.

3 “Appropriate voluntary transfer” as used above means a transfer which
4 resolves the problem requiring the transfer in the first place.

5 B. Notification to Association of Involuntary Transfer. The District shall notify the
6 Association in writing of any involuntary transfers, and upon request by the Association, shall consult
7 with the Association prior to making such involuntary transfer final.

8 C. Notification to Unit member of Involuntary Transfer. Prior to making an
9 involuntary transfer final, the Human Resources office shall inform the unit member to be transferred, in
10 writing, of the District’s intent to transfer the unit member stating specific reasons for the intended transfer.
11 The unit member shall then have five (5) school days in which to accept the transfer or to request a meeting
12 with the Superintendent or designee to discuss the intended transfer.

13 D. Non-punitive. Such transfers shall not be arbitrary or capricious and shall not be
14 punitive or disciplinary in nature.

15 E. Reasons for Involuntary Transfer. After a unit member is notified of an involuntary
16 transfer, the unit member shall have the right to request, and the District shall provide in writing, within
17 five (5) days of the request, the specific reasons why said unit member was selected for transfer.

18 F. Alternative Educational Programs. For the purposes of this paragraph “alternative
19 educational programs” means the ILP program, home tutorial program or any other alternative programs
20 developed after the execution of the Agreement, but not the continuation high school or the Community
21 Day School.

22 (1) Regardless of any other provisions pertaining to assignments to the
23 alternative educational programs, it is agreed between the parties that such
24 assignments shall be considered to be within the regular school programs

1 with respect to the operation of the layoff provisions of the California
2 Education Code. The purpose of this provision is to protect unit members
3 assigned to such programs from thereby, upon future termination of such
4 programs should that occur, becoming subject to lay off by reason of
5 program termination.

- 6 (2) Any unit member involuntarily assigned to an alternative education
7 program shall have the right to request a transfer at any time. Further,
8 such unit member shall have the right, upon demand, to be transferred to a
9 position within the regular school program after having completed at least
10 two (2) years of duty in any alternative education program. Any unit
11 member who utilizes this provision to be reassigned to the regular school
12 program shall not be involuntarily reassigned to any alternative education
13 program for at least two (2) years.

14 7. Filling of Vacancies at New Sites. For the purpose of filling vacancies at any new site, the
15 following process shall be used:

16 A. Requests for voluntary transfers to a new school site for vacancies in which the
17 bargaining unit members holds the appropriate credential (excluding emergency credentials, but not
18 Education Code Section 44258.7(c)(d) and (e) also known as “2/5 waivers”) and is highly qualified (as
19 defined by NCLB) shall be considered on the basis of: (a) District-wide seniority; (b) District-wide
20 seniority within subject area experience; (c) recentness of teaching the subject matter (excluding summer
21 school and emergency credentials). This provision shall apply to filling the first sixty percent (60%) of
22 the vacancies at the site. No more than forty percent (40%) of the bargaining unit members from any site
23 shall be used to fill the seventy-five percent (75%) voluntary component. The remaining forty percent
24 (40%) (rounded up to the nearest FTE) shall be filled at the District’s discretion to balance demographics,

goals, etc. It is expressly understood that bargaining unit members who transfer into split assignments must maintain the appropriate credentials to avoid being transferred out of that position.

B. If a voluntary request is denied, the District shall provide notice to the unit members. In addition, upon request, the District shall provide specific written reasons for the denial to the unit member.

C. For the purposes of Subsection (A), District-wide seniority is defined as the bargaining unit members' first day of work.

D. Whenever reasonably practical the District will maintain full assignments, as opposed to split assignments and split site assignments.

E. Any voluntary transfer to a new site, under the sixty percent (60%) rule set forth above, that is disputed by a unit member shall be referred to a conflict resolution panel within five (5) days of the unit member receiving notice (of the decision on his request for transfer) for resolution. Resolution shall be achieved within five (5) days of the initial meeting of the conflict resolution panel. This conflict resolution panel shall consist of three (3) unit members selected by the Association and two (2) administrators selected by the Superintendent or his designee, who shall give their decision (which shall be final) to the site administrator. The panel's decision shall be final and not subject to the grievance procedure. It is clearly understood by both parties to the Collective Bargaining Agreement that a voluntary transfer decision to a new site will not be subject to the grievance procedure.

1 ARTICLE XII

2 SUPERVISION OF NON-TEACHERS

3 1. If a unit member develops concerns with respect to the performance of a paraeducator
4 assigned to their work station, the unit member may:

5 A. Notify the relevant administrator of the existence of the problem;

6 B. Meet and discuss the problem with the administrator; and

7 C. Participate in determining on a course of action relating to resolution of the
8 problem.

9 2. The District shall work cooperatively with unit members on the assignments of student
10 teachers from teacher training institutions. No student teacher shall be assigned to work with a unit
11 member without the unit member's approval. Unit members accepting student teachers shall be paid the
12 student teacher fee offered by the educational institution. If a student teacher is supervised by more than
13 one (1) master teacher, the fee will be prorated, based on periods assigned to the master teacher.

1 ARTICLE XIII

2 EVALUATION PROCEDURE

3 The evaluation process utilized by the Perris Union High School District is designed as a method
4 for the continuous improvement and professional growth of the certificated staff. The evaluation process
5 is valued as a mechanism for providing formal feedback related to professional practice and performance.

6 1. Evaluators.

7 A. The primary evaluator shall be a site level certificated administrator who will sign
8 the evaluation document.

9 B. The secondary evaluator, if any, is a current District certificated administrator who
10 has direct input to the evaluation.

11 C. Both the primary and any secondary evaluators must sign the evaluation form if
12 both are utilized.

13 2. Notification of Rights.

14 A. No written materials in the possession of the District may serve as the basis for
15 affecting the status of any unit member's employment other than materials in the District personnel file of
16 such unit member.

17 B. If information from other persons is used in the evaluation, a written statement to
18 that effect must appear on the evaluation form.

19 C. Non-administrative persons shall not be required or allowed to participate in the
20 observation and/or evaluation of unit members unless agreed to by all parties.

21 D. A unit member shall be notified in writing of any public complaint, which is
22 sufficiently significant to adversely influence the evaluation. The unit member shall have the opportunity
23 to respond in writing to the complaint.

1 E. With respect to any materials to be placed in a unit member's personnel file, the
2 unit member shall be notified and receive a copy ten (10) working days in advance of such placement and
3 shall have the right to attach a written response which shall become a permanent attachment to the unit
4 member's file.

5 F. Grievances shall be limited to a claim that the procedures set forth in this Article
6 have been violated, however, any portions of an evaluation may be contested in any proceeding against a
7 unit member wherein such evaluation is used in any way.

8 3. Evaluation Process – Permanent Status.

9 A. The District shall evaluate all permanent bargaining unit members at least once
10 every two (2) years, except that whenever any permanent certificated unit member has received an
11 unsatisfactory evaluation, such unit member shall be evaluated annually until the unit member achieves a
12 positive evaluation or is separated from the District.

13 B. No later than the end of the sixth (6th) school week the following steps will occur:

14 (1) Unit members will be notified of their primary evaluator and the need for
15 evaluation within fifteen (15) days of the start of school.

16 (2) The evaluator and the permanent unit member to be evaluated shall meet
17 and mutually agree to the standards upon which the evaluation is to be
18 based.

19 (3) Non classroom permanent Unit Members shall be evaluated on all
20 Applicable Standards of Professional Performance.

21 C. Formal Observation conferences will be held according to the following schedule:

22 (1) A pre-conference shall be held prior to each formal observation to agree
23 upon:

24 a. the lesson plan;

- b. the related data required on the pre-observation form;
- c. the class period and date to be evaluated; and
- d. complete the pre-observation form.

D. Permanent status unit members shall have at least one (1) formal observation no later than March 15, if they are being evaluated.

E. Formal observations shall last the majority of an entire class period.

F. Unit members shall receive prior notice of all formal observations. A unit member may request an additional evaluation by an administrator of the unit member's choice at their same site, provided such administrator agrees to do the evaluation.

- (1) A formal observation shall be followed by a post-observation conference within ten (10) working days at which time the evaluator and the unit member will discuss the evaluation of the observation and specific commendations as well as recommendations for improvement if any.

G. If additional formal observations are deemed necessary, the unit member shall be notified in advance. Upon request, the reasons for the additional observations will be put in writing to the unit member.

H. The summary evaluation will be provided to the unit member on the Certificated Evaluation Form no later than thirty (30) calendar days prior to the end of the school year.

- (1) The summative evaluation may contain information related to direct informal observations and other factors in addition to the formal observation.
- (2) The evaluator will discuss the evaluation with the unit member prior to the end of the school year.
- (3) The unit member must sign the evaluation signifying only that the unit

member has read the document.

(4) The unit member shall be provided the opportunity to attach a written reaction or response which shall become part of the permanent records.

(5) A copy of the evaluation document will be given to the unit member.

(6) For purposes of this section, the end of the school year shall be the last school day scheduled on the school calendar.

I. In the event the certificated evaluation result of any permanent unit member contains an “unsatisfactory” or “needs improvement” rating of the unit member’s performance, the District shall require an Improvement Plan for each “unsatisfactory” or “needs improvement” rating which must be in effect for a minimum of four (4) weeks before a notice of unsatisfactory performance can be given. Such evaluation may also include a requirement that the unit member shall participate in a program designed to improve appropriate areas of the unit member’s performance. In addition, specific written recommendations and/or assistance shall be given for improving performance when the evaluation contains an “unsatisfactory” or “needs improvement” rating for any reason. All Improvement Plans must be completed no later than fifteen (15) days prior to the end of the school year. Any post-evaluation conferences will be held no later than five (5) days prior to the end of the school year.

J. A copy of the Certificated Evaluation Form along with the unit member’s written response and any adverse data and other information upon which the unit member’s evaluation is based, shall be placed in the unit member’s personnel file as required by the Education Code.

4. Optional Five-Year Evaluation Cycle: Permanent Status Only.

A. In accordance with amended Education Code Section 44664, evaluation and assessment of certificated employees may be made at least every five years for permanent personnel who have been employed at least ten (10) full years with the school district, are “highly qualified”, and whose previous evaluation rated the employee as meeting standards.

1 B. For purposes of this agreement, “highly qualified” shall mean that: (i) the teacher
2 has obtained full certification as a California teacher (including certification obtained through alternative
3 routes to certification) or passed the California State Teachers Examination, and holds a credential to teach
4 in California, (except that when used with respect to any teacher teaching in a public charter school, the
5 term means that the teacher meets the requirements set forth in California’s public charter school law);
6 and (ii) the teacher has not had certification or licensure requirements waived on an emergency,
7 temporary, or provisional basis.

8 C. Requests for the five-year program will be made on the Summative Evaluation
9 form.

- 10 (1) Unit members with permanent status who do not qualify for the five-year
11 evaluation program or who are eligible but do not wish to participate shall
12 be evaluated at least every other school year.

13 5. Evaluation Process – Probationary/Emergency/ and Intern Status.

14 A. All non-permanent status teachers will be evaluated according to the following
15 schedule:

- 16 (1) All probationary (and other non-permanent status members hereinafter
17 referred to as “probationary”) level one teachers will be evaluated on
18 California Standards for the Teaching Profession Standard 2 and Standard
19 4. All probationary level two teachers will be evaluated on Standards 1, 3,
20 and 5, and any “unsatisfactory” or “needs improvement” rating from
21 Standard 2 or 4 in the previous year.
- 22 (2) All bargaining unit members holding Emergency or Intern credentials will
23 be evaluated in the same pattern as above (e.g., odd years will be evaluated
24 on Standards 2 and 4, even years on Standards 1, 3, and 5 etc.).

(3) New teachers hired after the start of school shall have this process prorated.

B. All non-permanent status teachers will be evaluated according to the following process:

(1) Probationary Unit Members shall have at least two (2) formal observations and at least one (1) documented informal observation no later than the completion of the first semester or eighteen (18) weeks of service if their service began after the first week of school, or if they are at a site that is on a trimester schedule.

(2) A pre-conference shall be held prior to each formal observation to agree upon:

- a. the lesson plan;
- b. the related data required on the pre-observation form;
- c. the class period and date to be evaluated; and
- d. complete the pre-observation form.

C. Formal observations shall last the majority of an entire class period. It is recommended that observations of probationary unit members be approximately four to six weeks apart to allow for growth.

D. Unit members shall receive prior notice of all formal observations. A unit member may request an additional evaluation by an administrator of the unit member's choice at their same site, provided such administrator agrees to do the evaluation.

(1) A formal observation shall be followed by a post-observation conference within ten (10) working days at which time the evaluator and the unit member will, discuss the evaluation of the observation and specific

1 recommendations for improvement if any.

2 E. If additional formal observations are deemed necessary, the unit member shall be
3 notified in advance. Upon request, the reasons for the additional observations will be put in writing to the
4 unit member.

5 F. The summary evaluation will be provided to the unit member on the Certificated
6 Evaluation Form not later than the conclusion of the first semester or 18th week of service if their service
7 began after the first week of school, or if they are at a site that is on a trimester schedule.

8 (1) The summative evaluation may contain information related to direct
9 informal observations and other factors in addition to the formal
10 observation.

11 (2) The evaluator will discuss the evaluation with the unit member prior to the
12 last school day in January.

13 (3) The unit member must sign the evaluation signifying only that he/she has
14 read the document.

15 (4) The unit member shall be provided the opportunity to attach a written
16 response which shall become part of the permanent records.

17 (5) A copy of the evaluation document will be given to the unit member.

18 G. In the event the Certificated Evaluation Form of any non-permanent status unit
19 member contains an “unsatisfactory” or “needs improvement” rating of the unit member’s performance,
20 the District may, at their own discretion, suggest an Improvement Plan for “unsatisfactory” or “needs
21 improvement” ratings.

22 H. A copy of the Certificated Evaluation Form along with the unit member’s written
23 response and any adverse data and other information upon which the unit member’s evaluation is based,
24 shall be placed in the unit member’s personnel file as required by the Education Code.

1 6. Evaluation Process – Non-teaching Certificated Status.

2 A. Permanent Status:

- 3 (1) Unit members will meet once every other year with their immediate
4 supervisor (at the Site or District level) to review the elements on their
5 Evaluation documents.
- 6 a. Direct Observations will be arranged with the unit member if
7 applicable.
- 8 b. Indirect Observations and unit member self-report data may be
9 considered.
- 10 (2) The five year evaluation option as described in Section 4 above will also
11 be offered to the non-teaching members.
- 12 (3) In the event the certificated evaluation result of any permanent unit
13 member contains an “unsatisfactory” or needs improvement” rating of the
14 unit member’s performance, the District shall require an Improvement
15 Plan for each “unsatisfactory” or “needs improvement” rating which must
16 be in effect for a minimum of four (4) weeks before a notice of
17 unsatisfactory performance can be given. Such evaluation may also
18 include a requirement that the unit member shall participate in a program
19 designed to improve appropriate areas of the unit member’s performance.
20 In addition, specific written recommendations and/or assistance shall be
21 given for improving performance when the evaluation contains an
22 “unsatisfactory” or needs improvement” rating for any reason. All
23 Improvement Plans must be completed no later than fifteen (15) days prior
24 to the end of the school year. Any post-evaluation conferences will be

held no later than five (5) days prior to the end of the school year.

B. Probationary/New Employee Status.

(1) Unit members will meet two (2) formal observations and at least one (1) documented informal observation no later than the completion of the first semester or eighteen (18) weeks of service if their service began after the first week of school.

a. Direct Observations will be arranged with the unit member if applicable.

b. Indirect Observations and unit member self-report data may be considered.

C. Notification of Rights per section 2.

D. Appointments for Observations/Conferences will take place as mutually agreed between the unit member and their immediate supervisor.

E. A copy of the Certificated Evaluation Form along with the unit member's written response and any adverse data and other information upon which the unit member's evaluation is based, shall be placed in the unit member's personnel file as required by the Education Code.

1 ARTICLE XIV

2 CLASS SIZE

3 1. Enrollment at Pinacate Middle School and the Comprehensive High Schools shall be
4 limited to thirty-six (36) students per class (including “main streamed” special education students) after
5 the first five (5) weeks of the semester or trimester, as applicable. The following are exceptions to the
6 36:1 pupil teacher ratio for all classes:

7 A. Effective January 7, 2008 Physical education classes (excluding athletic Physical
8 Education) shall be staffed at a maximum pupil teacher ratio of 55:1 and efforts will be made by site
9 administration to balance class size at each site; and

10 B. Student Government/ASB, Drama, Music and Peer Leadership shall be staffed at
11 a maximum of 50:1

12 C. Applied Arts classes (Computers/Technology, Foods/Culinary, woodshop) will be
13 limited to a class size of 40:1 or less depending on the number of work stations and safety.

14 D. Reading Intervention will continue to be staffed at a 25:1 ratio with a cap of 30:1.
15 The District reserves the right to unilaterally discontinue this program and nothing contained herein shall
16 obligate the District to negotiate the decision or effects to discontinue.

17 E. Band, Choir and JROTC/Military Sciences classes shall not be subject to a cap.

18 2. Perris Lake High School will continue to staff according to current practices. Either party
19 may request to reopen this provision at any time they believe the current practice is no longer effective.

20 3. All sites will limit RSP and SDC classes to a maximum of twenty-eight (28) and twenty-
21 two (22) students per teacher, respectively, after the first five (5) weeks of the semester or trimester, as
22 applicable. Either party may request to reopen this provision at any time they believe the current practice
23 is no longer effective.

1 4. For those years in which the District chooses to participate in the State Ninth Grade
2 Math/English Class Size Reduction Program (20:1), the District will not exceed the twenty (20) to one (1)
3 staffing ratio for District-designated ninth grade English and Mathematics teachers with a site maximum
4 class size in ninth grade English and Mathematics classes of twenty-two (22) students per class. This
5 provision will not apply if the District opts out of the Program or the State discontinues or modifies the
6 Program. The District reserves the right to unilaterally discontinue the Program and nothing contained
7 herein shall obligate the District to negotiate the decision to discontinue.

8 5. During the first five (5) weeks of each semester, the District will be allowed a “grace
9 period” during which these limitations shall not be applicable. Site Administration will meet with
10 Department Chairs prior to the expiration of fifteen (15) instructional days of the semester to discuss
11 strategies to level classes as soon as practical. It is expressly understood that no grievances may be filed
12 which relate to exceeding the enrollment cap during the grace period. Individual teachers will be allowed
13 to sign waivers of the class size limitations set forth above, except that waivers of class size may be signed
14 by Marian Bergeson Beginning Teacher Support and Assessment Program teachers only as a last resort.
15 The Association President will be provided a copy of all waivers.

16 6. Class size limits do not apply to Summer School.

1 ARTICLE XV

2 SAFETY CONDITIONS OF EMPLOYMENT

3 1. District Safety Committee. A District Safety Committee will be established with two (2)
4 PSEA representatives, selected annually by the Association, two (2) from CSEA and a representative from
5 each site selected by the Association. The District Safety Committee shall meet at minimum, semi-
6 annually with other meetings as needed. The initial meeting shall be set by the Superintendent or designee.
7 The Committee shall be chaired by the Superintendent or designee. The District shall have a district-wide
8 safety plan in place by July 1, 2008.

9 2. Safety Complaint Procedure. Unit members may notify their immediate supervisor in
10 writing or by email, or, in the case of an emergency, orally, concerning an unsafe condition in the District.
11 Their immediate supervisor shall investigate said reported unsafe condition and then advise the unit
12 member(s) in writing within five (5) working days of any findings and what action, if any, is appropriate
13 to correct the unsafe condition. If the safety complaint is not resolved to the unit members' satisfaction,
14 the member shall contact the PSEA representative of the District Safety Committee, who shall place the
15 item on the Committee's agenda. The Chair of the Committee must schedule a meeting within thirty (30)
16 calendar days of receipt of the complaint.

17 3. Unsafe Conditions Defined. Unsafe conditions include, but are not limited to, the
18 following:

19 A. Smog: The District shall monitor smog levels and make information on such
20 conditions available to unit members.

21 B. Lighting: The District shall attempt to provide adequate outdoor lighting and shall
22 include consideration of adequate lighting with respect to new construction.

23 4. Use of Force. Unit members may use an amount of force that is reasonable and necessary
24 to quell a disturbance threatening physical injury to persons or damage to property, for purposes of self-

1 defense, or to obtain possession of weapons or other dangerous objects within the control of the pupil.
2 Unit members shall not inflict, or cause to be inflicted, corporal punishment upon a pupil. (Ed. Code §
3 49001.) Nothing in this article shall require that unit members place themselves in obvious physical
4 jeopardy.

5 5. Unit Members' Responsibility in Cases of Assault. Unit members shall immediately report
6 cases of assault and/or battery suffered by them in connection with their employment to law enforcement
7 and their immediate supervisor. The unit member is entitled to PSEA representation at the initial and
8 subsequent meetings between the unit member and the site administrator. The site administrator shall
9 provide access to PSEA representation upon request. The Superintendent shall respond to any reasonable
10 request from the unit member for pertinent information in the possession of the Superintendent relating to
11 the incident.

12 6. Conditions Under Which Student May be Excluded. Unit members may recommend to
13 their principal that a student, for which they are responsible, be excluded from a class. A student excluded
14 shall not be entitled to return to any classroom until such time as the Board determines that the condition
15 which prompted the exclusion no longer exists.

16 7. On-Campus Communications. Upon request by the Association, the Superintendent or
17 designee will meet with the Association within five (5) days of such request for the purpose of reviewing
18 the status of on campus communications systems and considering necessary maintenance or improvement
19 to such systems.

20 8. Referral of Students with Special Needs. When, in the judgment of the unit member, a
21 student requires the special attention of administrative staff or support personnel, the problem shall be
22 referred to the student study team. A conference shall be arranged at the earliest possible time between
23 the team and any other appropriate individual, to discuss the problem and to decide upon appropriate steps
24 for its resolution.

1 9. Student Placement Notification.

2 A. Unit members who have students in their classroom with medical, psychological
3 and/or other problems, which present a safety problem at their school site, shall be notified by site
4 administration as soon as reasonably possible of the nature of these problems. This information shall
5 remain confidential. This section shall be applicable to class and site transfers.

6 B. If a student, enrolling in the PUHSD from another school district, has been expelled
7 from that student's prior school, strong consideration, taking into account the school and students' needs,
8 shall be given to enrolling the student in an alternative education program.

9 C. Whenever an expulsion or suspension proceeding is initiated, the procedure will
10 be carried through to its completion, which may include alternative placement or transfer where
11 appropriate, regardless of whether the student leaves the District or not.

12 10. Suspension by Teachers. A teacher may suspend a student from his/her class for the day
13 of the suspension and the day following, for offenses enumerated in Section 48900 of the Education Code,
14 and shall immediately report the suspension to the principal and send the student to the principal/designee
15 for appropriate action. The teacher must complete the notice of suspension and other appropriate
16 paperwork. Pursuant to Education Code section 48910, before the following school day, the teacher shall
17 contact the student's parent or guardian to attend a parent/teacher conference regarding the suspension.

18 11. Student Violence. Pursuant to Education Code 49079, teachers will be notified of students
19 who have engaged in acts constituting grounds for suspension or expulsion. Unit members will have
20 access to student disciplinary records through the Administration or Counseling Office. (See the Teacher
21 Handbook for the process to review such records.) When, based on demonstrable facts, a unit member
22 believes that the continued presence in class of a pupil represents a physical danger to the unit member,
23 he/she may initiate proceedings for consideration of the pupil's expulsion. The Superintendent/designee

will investigate the situation and take appropriate action in accordance with the District's student discipline procedure.

12. Legal Defense. Except as otherwise provided by law, upon request of a unit member, the District shall provide for the defense of any civil action or proceeding brought against him, in his official or individual capacity or both, on account of an act or omission in the scope of his employment as a unit member of the District. The District is not required to provide for the defense of a criminal action or proceeding brought against a unit member, but the District may provide for the defense of a criminal action or proceeding brought against a unit member if:

A. The criminal action or proceeding is brought on account of an act or omission in the scope of his employment as a unit member of the District; and

B. The District determines that such defense would be in the best interests of the District and that the unit member acted, or failed to act, in good faith, without actual malice and in the apparent interests of the District.

13. Employment Defined. As used in this Article, "employment" shall include, but not be limited to, any activities which are previously approved by the administration, which involve student activity.

14. Pupil Transportation. No bargaining unit members shall be requested or required to transport pupils in private vehicles.

15. Personal Items. The District Superintendent shall evaluate claims and provide for the payment of the costs of replacing or repairing personal possessions of any unit member, such as eye glasses, hearing aids, dentures, watches or articles of clothing, normally used, worn, or carried by the unit member within the scope of employment when any such items are damaged in an emergency situation without fault of the unit member. If the items are damaged beyond repair, the replacement value of such items shall be paid. The replacement value of such items shall be determined as of the time of the damage

1 thereto. At the District's discretion, such payments may be made for damage resulting from non-
2 emergency school related activities.

3 16. Instructional Items. The District agrees to have a program for unit members to register
4 personal items with the principal or site administrator which have an educational value to the instructional
5 program. Each item registered must have a minimum value of one hundred dollars (\$100) for it to be
6 considered for approval by the principal or site administrator for registration in advance of any loss being
7 claimed.

8 17. Private Insurance. The District will not assume any portion of personal property losses
9 under Sections 15 or 16 covered by private insurance carriers.

10 18. Reimbursement. Requests for reimbursement for any items must be submitted to the
11 principal or site administrator and forwarded to the District Business Office. Actual reimbursement shall
12 be reserved by the District and approved on a case by case basis.

1 ARTICLE XVI

2 SAVINGS PROVISION

3 1. If any provisions of this Agreement are held to be contrary to law by a court of competent
4 jurisdiction, such provisions will not be deemed valid and subsisting, except to the extent permitted by
5 law, but all other provisions will continue in full force and effect.

6 2. Should a provision or application be deemed invalid, as described in Section 1, above, the
7 Board shall maintain any benefit reduced or eliminated to the extent allowable under the law. Moreover,
8 the parties shall, within ten (10) days after such court decision, set a date to commence renegotiations of
9 the provision or provisions affected.

1 ARTICLE XVII

2 SUMMER SCHOOL

3 1. Summer School.

4 A. All unit members employed full time by the District are eligible for and may apply
5 for summer school assignments.

6 B. Summer school employment preference shall be given to those applicants who
7 taught full time the previous school year in the District. Assignments shall be on a rotational basis to
8 attempt to equalize them amongst unit members who desire them.

9 C. Consideration may also be given to a unit member's qualification, certification,
10 classroom experience at the appropriate instructional level, and District wide seniority in establishing and
11 maintaining the rotational list (which is maintained at the Human Resources office). The District will post
12 its intention to offer a summer school program by May 1.

13 D. Unit members wishing to submit suggested course offerings for summer school
14 shall do so by March 15 to the Educational Services office. Any unit member who develops an outline
15 for a new program shall be given the opportunity to teach that course of study the first session it is offered,
16 as long as the unit member is qualified to do so.

17 E. Anticipated summer school vacancies shall be posted by the District on all
18 designated Association bulletin boards no later than May 15 of the calendar year, or as soon thereafter as
19 is practicable.

20 F. Applications for summer school assignments shall be distributed by the
21 Administration in each school.

22 G. Initial summer school assignments shall be made no later than the last working day
23 in May. Such assignments shall be subject to enrollment, funding and other considerations.

1 H. Notification of assignment to summer school shall be in writing and shall include
2 the tentative location and subject(s) to be taught.

3 I. Summer school teachers shall be paid at the rate of pay defined in Appendix A,
4 Part VII – Hourly Rates. Unit members will be required to be onsite and will be paid for planning and
5 preparation for 15 minutes prior to and 15 minutes following the end of the school day (a total of one-half
6 hour).

7 J. Summer School Sick Leave. Employees will be paid for summer school days
8 missed because of: (1) jury duty; (2) direction by administration to attend to other school business; or (3)
9 illness or injury if they have Education Code 44978 sick leave available. The deduction from Education
10 Code 44978 sick leave will be equal to the number of hours missed, rounded up to a full hour. (Non-
11 bargaining unit members will not be eligible for paid sick leave or pay while on jury duty.)

1 ARTICLE XVIII

2 CONCERTED ACTIVITIES

3 1. Concerted Action Pledge. It is expressly agreed by both parties that there will be no strike,
4 work stoppage, or other concerted action, or refusal or failure to perform fully and faithfully all job
5 functions and responsibilities, nor will there be any concerted action or other interference with the
6 operations of the District, by the Association or by its officers, agents or members during the term of this
7 Agreement, including compliance with the request of other union organizations to engage in such activity.

8 2. Compliance. The Association recognizes the duty and obligation of its representatives to
9 comply with the provisions of this Agreement and to make every effort toward inducing all unit members
10 to do so. In the event of a strike, work stoppage, slowdown, concerted action or other interference with
11 the operations of the District by unit members who are represented by the Association, the Association
12 agrees in good faith to take reasonable steps to cause those unit members to cease such action.

13 3. Violation. It is understood by the parties that any unit member violating this Article may
14 be subject to discipline, including termination, by the District.

ARTICLE XIX

PEER ASSISTANCE AND REVIEW

- 1
- 2
- 3 Under current law PAR is part of flexible funding through 2014-2015 school year. The District and the
- 4 Association agree to negotiate reinstatement of PAR during negotiations for the 2014-2015 school year.

ARTICLE XX

1

2

YEAR-ROUND EDUCATION (YRE) [DELETED]

1 ARTICLE XXI

2 ALTERNATIVE EDUCATION

3 1. The parties recognize that Alternative Education is unique in many ways and demands
4 flexibility. Moreover, recognizing the many challenges of teaching at the Community Day School, the
5 parties shall explore incentives to encourage teachers to remain at the site. Therefore, the parties recognize
6 that the following provisions shall control the wages and hours and other terms of employment for unit
7 members assigned to Alternative Education sites in lieu of other Collective Bargaining Agreement
8 (“CBA”) provisions to the extent of any conflict. For example, class size requirements must conform to
9 student needs and state requirements so that Article XIV and related agreements shall not apply.

10 2. Perris Lake High School (“PLHS”)

11 A. Extended Classroom Teaching Assignments. Any unit member who is regularly
12 scheduled to teach one (1) additional classroom period per day in excess of the normal assignment of unit
13 members at PLHS, shall receive additional pay as defined in Appendix A, Part II of the CBA.

14 B. Workday. For purposes of clarification, unit members’ workday at PLHS shall
15 continue to be as set forth in Article IX, Section 1, and teachers shall continue to receive a conference
16 period.

17 C. Calendar. Unless otherwise agreed by the parties, PLHS will follow the traditional
18 calendar.

19 3. District Community Day School (“CDS”).

20 A. Community Day School Extended Year. The certificated staff teaching at CDS’s
21 extended year program will be paid at a daily rate equivalent to C/3-1 of the Salary Schedule plus sixth
22 period pay (1/5) for days worked in this program.

23 B. Class Preparations. Article IX, Section 6 (Class Preparations) of the Collective
24 Bargaining Agreement shall not apply to these programs.

1 C. Minimum Day. No requirements contained in the Collective Bargaining
2 Agreement relating to minimum days shall be applicable to the Community Day School. The parties make
3 this agreement in recognition of the fact that it is necessary for the Community Day School to offer minutes
4 in excess of those provided on a minimum day so that they can receive full state funding.

5 D. In-service Days. Except as otherwise agreed by the parties, bargaining unit
6 members assigned to DCDS shall only be required to attend the District-wide in-service prior to the
7 beginning of the traditional school year.

8 E. Independent Study. This program will generally follow the Perris High School
9 calendar. Article IX, Section 6 (Class Preparations) of the CBA shall not apply to these programs.

10 F. Saturday School. Unit members providing supervision for Saturday School shall
11 be paid at an hourly rate as set forth in Appendix A, Part VII of the CBA. Assignments shall be rotated
12 pursuant to District wide seniority.

1 ARTICLE XXII

2 DISCIPLINE LESS THAN DISMISSAL

3 The Superintendent or his/her designee may initiate discipline against a bargaining unit
4 member for just cause consistent with a progressive disciplinary approach, where appropriate. Discipline
5 may include suspension without pay for up to fifteen (15) work days. A copy of any notice of discipline
6 shall be sent to the local office of the California Teachers Association and to the President of the Perris
7 Secondary Educators Association ("Association").

8 1. Prior to any such discipline being imposed, the Superintendent or his/her designee will
9 discuss his/her proposed action and the reasons for the action with the employee, and take into account
10 any response of the employee.

11 2. Within seven (7) calendar days of the receipt of the notice of disciplinary action by the
12 employee, the Association may file a written appeal with the Superintendent.

13 3. If a timely appeal is filed, it will be heard by an arbitrator mutually acceptable to the parties.
14 Should they be unable to agree on an arbitrator within fifteen (15) day of the employee's submission of
15 the appeal to arbitration, the District or the Association shall request the State Mediation and Conciliation
16 Service, or the American Arbitration Association to provide a list of seven (7) arbitrators. The party that
17 requests this list of arbitrators shall pay for the costs incurred in obtaining this list. From this list of
18 arbitrators, the parties shall strike alternately until only one (1) name remains, who shall be the arbitrator.
19 The first strike shall be determined by the flip of a coin. Thereafter, the arbitration shall proceed under
20 the Voluntary Labor Arbitration Rules of the American Arbitration Association.

21 The arbitrator shall render a decision which will be in writing and will set forth his/her
22 findings of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power
23 or authority to make any decision with requires the commission of an act prohibited by law or which is
24 violative of the terms of this Agreement. In rendering this decision, the arbitrator shall ensure that a

1 progressive disciplinary approach has been followed, where appropriate. The decision of the arbitrator
2 shall be submitted to the Superintendent and the Association.

3 All costs for the services of the arbitrator, including, but not limited to, per diem expenses,
4 his/her travel and subsistence expenses and the cost of any hearing shall be borne equally by the Perris
5 Union High School District Board (“Board”) and the Association. All other costs shall be borne by the
6 party incurring them.

7 Should the Board disagree with the arbitration decision, they may reject it and proceed,
8 pursuant to Education Code section 44944 with a panel hearing against the employee on the same charges.
9 The decision of the panel shall be final and binding on all parties.

10 4. All aspects of the appropriateness of the discipline imposed shall be within the exclusive
11 jurisdiction of the Board.

12 5. The disciplinary proceeding will be confidential.

1 ARTICLE XXIII

2 MISCELLANEOUS PROVISIONS

3 1. Application of Agreement. The provisions of this Agreement shall not be interpreted or
4 applied in a manner which is arbitrary, capricious, or discriminatory. Rules which are designed to
5 implement this Agreement shall be uniform in application and effect.

6 2. Resignations. A unit member's notification to the Board that he/she intends to resign shall
7 remain revocable until such time as the Board of Trustees takes official action on such notification or until
8 the District has already signed a contract with a replacement based upon said resignation, whichever occurs
9 first.

10 3. Copies of Agreement. The District shall provide a printed copy of this Agreement to all
11 unit members within a reasonable time. The District will provide a printed copy of the Collective
12 Bargaining Agreement to all bargaining unit members as soon as practicable after final ratification and
13 printing. The District shall also provide all new unit members with a printed copy of this Agreement
14 within the first fifteen (15) workdays of employment. An electronic copy of the agreement shall be posted
15 on the District's website. During the term of this Agreement, any additional negotiated agreements and/or
16 Memoranda of Understanding (MOUs) made between the parties shall also be posted on the District's
17 website.

18 4. Administrative Duties. No unit members shall perform administrative duties in the absence
19 of responsible on site administrative personnel, except that such assignment may be made where the unit
20 member has an appropriate credential, is willing to accept the assignment, and where additional
21 compensation is proffered by the District. Unit members temporarily acting as administrators will be
22 compensated at their regular rate plus \$50.00 per day for every day (regardless of the number of hours
23 served) they serve in an administrative capacity. Any unit member temporarily performing such
24 administrative duties shall be deemed to be acting as an administrator and as a representative of the District

1 with respect to the administration of the agreement, and shall not, for the purpose of this Agreement, be
2 considered to be acting as a unit member. Time permitting, such administrative duties shall be assigned
3 only after consultation with the Association.

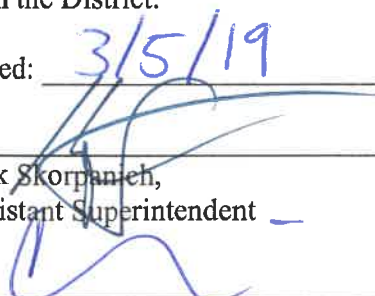
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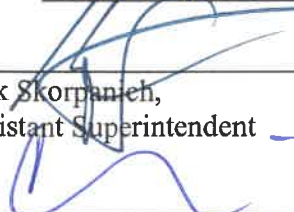
1 ARTICLE XXIV


2 EFFECT OF AGREEMENT

3 It is understood and agreed that the specific provisions contained in this Agreement shall prevail
4 over District practices and procedures and over State laws to the extent permitted by State law, and that
5 in the absence of specific provisions in this Agreement, such practices and procedures are discretionary
6 with the District.

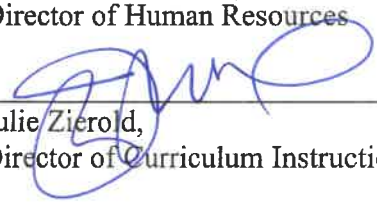
Dated: 3/5/19



Kirk Skorpanich,
Assistant Superintendent

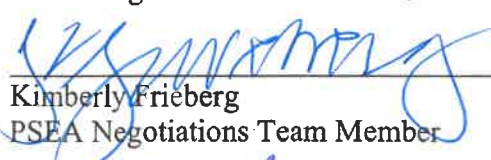

Candace Reines,
Deputy Superintendent


Alisha Fogerty,
Director of Fiscal Services


Nicholas Hilton,
Director of Human Resources


Julie Zierold,
Director of Curriculum Instruction


Matthew Schmidt
PSEA Negotiations Team Member


Kimberly Frieberg
PSEA Negotiations Team Member


Brandon Jones
PSEA Negotiations Team Member


Carrie Waeldin
PSEA Negotiations Team Member


Melanie Woodard
PSEA Negotiations Team Member

APPENDIX A

Part I - Salary Schedule

1. Certificated Bargaining Unit Members Salary Schedule. Unit members shall be placed on the Certificated Bargaining Unit Members Salary Schedule (hereinafter “Salary Schedule”) set out below which will be in effect beginning July 1, 2018 for all certificated bargaining unit positions, except those set forth in Part III, Section 1 below. *Columns B-F require valid credentials. Effective July 1, 2019

2. Unit members on Column “F” with at least 20 years of service to the District will receive a ten thousand dollar (\$10,000) bonus if they irrevocably submit to Human Resources their retirement effective at the end of the school year, prior to February 1 of the school year they are going to retire.

3. Any certificated unit member holding an earned Ph.D. or Ed.D. from a fully accredited institution or a J.D. from an ABA accredited law school shall receive an additional stipend of three thousand (\$3,000) per year. Unit members shall only be eligible to receive one (1) doctoral stipend.

4. Definition of Rows and Columns on Salary Schedule. All units must be from an accredited university or college.

Rows The number of years in Public Schools service (or equivalent).

Columns A/1 = B.A. or B.S. degree (hereinafter “B.A.”)

B/2 = B.A. plus fifteen (15) semester units of graduate or upper division classes taken after degree is awarded (hereinafter “semester units”)

C/3 = B.A. plus thirty (30) semester units or M. A. degree

D/4 = B.A. plus forty five (45) semester units or M.A. and fifteen (15) semester units

E/5 = B.A. plus sixty (60) semester units or M.A. and thirty (30) semester units

F/6 = B.A. plus seventy five (75) semester units including M.A., or M.A. and forty five (45) semester units

Effective July 1, 2019, Columns A/1 and B/2 shall be deleted from all salary schedules, except CTE (schedule 142) and JROTC (schedule 210). The new columns shall be lettered as follows:

- Columns C/3 - (BA up to 44 or MA)
- Column D/4 - (BA + 45 or MA & 15)
- Column E/5 - (BA + 60 or MA & 30)
- Column F/6 - (BA + 75 w/ MA or MA & 45)

Part II Extended Classroom Teaching Assignments

1. Any unit member who is regularly scheduled to teach one (1) additional classroom period per day in excess of the normal assignment of unit members as set forth in Article IX, Section 4, shall receive additional pay, based on a fraction of the number of periods in the regular bell schedule and the unit member's annual salary. The District shall not offer such additional periods, to non-permanent teachers when a permanent teacher is available in that same period. The pay for such assignment shall be calculated as follows: Employee's annual salary divided by 186 days equals their per diem rate. The per diem rate shall then be multiplied by the applicable fraction with the numerator being one (1) and the denominator being the number of periods in the regular bell schedule, and that product will be multiplied by the number of days the employee taught the additional period assignment to determine their pay. For example of a seven (7) period day and for an employee whose annual salary is \$50,000 and taught the additional period for 25 days would receive $((\$50,000 \div 186) \div 7) \times 25 = \960.06 . Unit members will be compensated monthly, beginning the second month of each semester, based on the number of days they taught an additional period assignment. Any employee that has been overpaid will have the overpayment deducted from their paychecks on a pro rata basis for the remainder of the year.

Part III Special Assignment Salary Schedule

1. Positions with Extended Work Year.

	<u>Days in Service</u>
Librarian	196*
Counselor	196*
Psychologist	202
Speech Therapist	202
Teachers on Special Assignment	202
Nurse	202*
JROTC	222

JROTC teachers shall be paid consistent with applicable Federal Regulations (see, Department of Defense Management Regulation, Volume 10, Chapter 21). The days assigned may include weekends and holidays.

These positions will submit to their supervisor a proposed calendar listing their days of service. In selecting proposed days of service, employees should: (1) consider the need to be available to students, parents and staff; and (2) select days within the fiscal year. The calendar should be submitted at least two weeks prior to the beginning of their work year and must be approved in writing by their supervisor and Human Resources. The calendar may be changed by mutual written consent. The days selected will not change the timing of employees' salary payments.

*Additional days may be assigned by the District but any such assignments beyond the normal work year shall be subject to approval of both the unit member and his/her supervisor, and will be paid at the per diem rate. Supervisors will make a good faith effort to equitably assign additional days to all counselors at their respective sites.

2. Department Chair Salary Schedule

Ratios shall be based upon the unit member's placement on the salary schedule.

<u>Number of Members In the Department</u>	<u>Ratio</u>
2-7	1.020
8-15	1.030
16 +	1.040

- A. A "member" is a unit member who teaches two (2) or more courses in any Department.
- B. The District shall determine the number and makeup of departments.
- C. Department Chairs shall be paid monthly after Board approval and payroll processing.
- D. Selection of Department Chairs shall be in accordance with the district's teacher handbook.
- E. Like other departments, counselors will select a Lead Counselor in accordance with the District's teacher handbook to act as the Department Chairperson.

3. Agriculture Teachers

A supplementary contract of up to thirty (30) days based upon the per diem placement on the Salary Schedule shall be offered based upon program needs as determined by the District (some of which may be weekend and holidays as assigned by the Principal). This position will submit to its supervisor a proposed calendar listing the additional days of service. In selecting these proposed days of service, employees should consider the need to be available to students, parents and staff. The calendar should be submitted at least two weeks prior to the beginning of their work year and must be approved in writing by their supervisor and the Assistant Superintendent of Human

Resources or Designee. The calendar may be changed by mutual written consent. The days selected will not change the timing of employees' salary payments.

The Future Farmers of America (FFA) stipend shall be offered to Agriculture Teachers who participate in the FFA Program.

4. Center for Teacher Induction (CTI) Reflective Coaches and Intern Coaches

Center for Teacher Induction (CTI) Reflective Coaches (formally BTSA support providers) will receive a stipend of \$3,000 per year per participating teacher to which they are assigned. The stipend will be paid pro rata on a monthly basis. Intern coaches will be paid \$1,000 per year per assigned intern. The stipend will be paid pro rata on a monthly basis.

5. Athletic Directors

Effective January 1, 2019, high school athletic directors shall become management employees and shall be excluded from the certificated bargaining unit. Unit members serving as Athletic Directors for the 2018-19 school year shall have first right of refusal for these positions. If an affected unit member does not currently possess a valid administrative services credential, the affected unit member shall be provided up to thirty (30) months, to complete the credential. During the interim, the affected unit member shall not be allowed to fulfill the service requiring the administrative services credential. Affected unit members shall be placed on the management salary schedule on the next highest step closest to their current per diem rate, including the Athletic Director stipend, received during the 2018-19 school year. If an affected unit member's placement is higher than Step 5 on the Management Salary Schedule, then the unit member's salary shall be Y-Rated until such time that Step 5 of the salary schedule is greater than or equal to the unit member's Y-Rated salary.

Middle School - A supplementary contract of up to ten (10) days for middle school athletic director, based upon the per diem placement on the Salary Schedule, shall be offered based upon program needs as determined by the District (some of which may be weekend and holidays as needs assigned by the Principal). This position will submit to its supervisor a proposed calendar listing the additional days of service. In selecting these proposed days of service, employees should consider the need to be available to students, parents and staff. The calendar shall be submitted at least two weeks prior to the beginning of their work year and must be approved in writing by their supervisor and the Assistant Superintendent of Human Resources or Designee. The calendar may be changed by mutual written consent. The days selected will not change the timing of employee's salary payments.

PERRIS UNION HIGH SCHOOL DISTRICT
TEACHER
SALARY SCHEDULE #101
EFFECTIVE 07/01/2018 W/2%
186 CONTRACT DAYS

Row	COL. 1 - BA	COL. 2 - BA + 15	COL. 3 - BA + 30 OR MA	COL 4 - BA + 45 OR MA & 15	COL 5 - BA + 60 OR MA & 30	COL. 6 - BA+75 W/MA OR MA & 45
1	\$56,518	\$58,283	\$59,418	\$62,062	\$64,831	\$69,083
2	\$57,403	\$59,168	\$61,558	\$64,563	\$68,762	\$70,603
3		\$60,848	\$63,853	\$68,356	\$70,198	\$73,408
4			\$66,323	\$69,721	\$72,917	\$76,250
5			\$68,827	\$72,364	\$75,668	\$79,132
6			\$71,388	\$75,050	\$78,533	\$82,126
7			\$73,987	\$77,777	\$81,377	\$85,104
8			\$76,624	\$80,546	\$84,260	\$88,109
9			\$78,917	\$83,606	\$87,187	\$91,151
10			\$80,868	\$85,608	\$90,337	\$94,172
11					\$92,975	\$97,427
12					\$94,711	\$100,235
13					\$96,195	\$102,606
14					\$97,661	\$104,780
15						\$105,421
16						\$106,063
17						\$106,702
18						\$107,345
19						\$107,985
20						\$108,627
21						\$109,266
22						\$109,910
23						\$110,550
24						\$111,191
25						\$111,831
26						\$112,472

PERRIS UNION HIGH SCHOOL DISTRICT
TEACHER ON SPECIAL ASSIGNMENT
SALARY SCHEDULE #102
EFFECTIVE 07/01/2018 W/2%
202 CONTRACT DAYS

Row	Col. 1 - BA	Col. 2 - BA + 15	Col. 3 - BA + 30 OR MA	Col. 4 - BA + 45 OR MA & 15	Col. 5 - BA + 60 OR MA & 30	Col. 6 - BA+75 W/MA OR MA & 45
1	\$71,218	\$74,017	\$76,291	\$79,422	\$83,212	\$88,520
2	\$72,573	\$75,687	\$78,792	\$82,700	\$87,920	\$90,827
3		\$77,988	\$81,874	\$83,421	\$90,139	\$94,423
4			\$85,117	\$89,414	\$93,634	\$98,044
5			\$88,395	\$92,826	\$97,163	\$101,718
6			\$91,734	\$96,289	\$100,810	\$105,501
7			\$95,109	\$99,791	\$104,435	\$109,642
8			\$98,523	\$103,332	\$108,102	\$113,015
9			\$101,595	\$107,169	\$111,801	\$116,883
10			\$104,319	\$109,949	\$115,734	\$120,693
11					\$119,149	\$124,732
12					\$121,671	\$128,324
13					\$123,936	\$131,490
14					\$126,207	\$134,629
15						\$135,271
16						\$135,911
17						\$136,550
18						\$137,192
19						\$137,834
20						\$138,473
21						\$139,113
22						\$139,755
23						\$140,394
24						\$141,035
25						\$141,674
26						\$142,317

PERRIS UNION HIGH SCHOOL DISTRICT
SPEECH THERAPIST
SALARY SCHEDULE #116
EFFECTIVE 07/01/2018 W/2%
200 CONTRACT DAYS

Row	Col. 1 - BA	Col. 2 - BA + 15	Col. 3 - BA + 30 OR MA	Col. 4 - BA + 45 OR MA & 15	Col. 5 - BA + 60 OR MA & 30	Col. 6 - BA+75 W/MA OR MA & 45
1	\$69,223	\$71,400	\$72,741	\$75,873	\$79,430	\$84,497
2	\$70,312	\$72,492	\$75,268	\$78,971	\$83,963	\$86,629
3		\$74,374	\$78,171	\$83,364	\$86,001	\$90,044
4			\$81,242	\$85,332	\$89,325	\$93,493
5			\$84,343	\$88,577	\$92,678	\$96,984
6			\$87,511	\$91,863	\$96,151	\$100,587
7			\$90,706	\$95,189	\$99,593	\$104,179
8			\$93,944	\$98,555	\$103,084	\$107,756
9			\$96,838	\$102,214	\$106,610	\$111,441
10			\$99,397	\$104,819	\$110,363	\$115,068
11					\$113,604	\$118,930
12					\$115,946	\$122,351
13					\$118,040	\$125,331
14					\$120,123	\$128,129
15						\$128,858
16						\$129,586
17						\$130,317
18						\$131,041
19						\$131,773
20						\$132,501
21						\$133,141
22						\$133,843
23						\$134,483
24						\$135,183
25						\$135,822
26						\$136,519

PERRIS UNION HIGH SCHOOL DISTRICT
SCHOOL NURSE
SALARY SCHEDULE #121
EFFECTIVE 07/01/2018 W/2%
202 CONTRACT DAYS

Row	Col. 1 - BA	Col. 2 - BA + 15	Col. 3 - BA + 30 OR MA	Col. 4 - BA + 45 OR MA & 15	Col. 5 - BA + 60 OR MA & 30	Col. 6 - BA+75 W/MA OR MA & 45
1	\$59,706	\$62,123	\$64,204	\$66,986	\$70,049	\$74,596
2	\$60,866	\$63,602	\$66,442	\$69,705	\$74,195	\$76,337
3		\$65,707	\$68,963	\$73,717	\$75,855	\$79,368
4			\$71,653	\$75,308	\$78,792	\$82,430
5			\$74,375	\$78,168	\$81,766	\$85,536
6			\$77,157	\$81,075	\$84,851	\$88,754
7			\$79,976	\$84,021	\$87,913	\$91,957
8			\$82,836	\$87,010	\$91,020	\$95,175
9			\$85,351	\$90,288	\$94,163	\$98,448
10			\$87,518	\$92,511	\$97,536	\$101,694
11					\$100,395	\$105,168
12					\$102,354	\$108,200
13					\$104,062	\$110,794
14					\$105,756	\$113,360
15						\$114,003
16						\$114,641
17						\$115,282
18						\$115,922
19						\$116,564
20						\$117,203
21						\$117,845
22						\$118,483
23						\$119,126
24						\$119,766
25						\$120,408
26						\$121,046

PERRIS UNION HIGH SCHOOL DISTRICT
 PSYCHOLOGIST
 SALARY SCHEDULE #125
 EFFECTIVE 07/01/2018 W/2%
 202 CONTRACT DAYS

Row	Col. 1 - BA	Col. 2 - BA + 15	Col. 3 - BA + 30 OR MA	Col. 4 - BA + 45 OR MA & 15	Col. 5 - BA + 60 OR MA & 30	Col. 6 - BA+ 75 W/MA OR MA & 45
1	\$59,154	\$63,846	\$70,786	\$75,473	\$79,036	\$84,097
2	\$62,389	\$67,426	\$73,512	\$78,569	\$83,560	\$86,232
3		\$71,635	\$77,768	\$82,970	\$85,605	\$89,643
4			\$80,840	\$84,935	\$88,926	\$93,092
5			\$83,941	\$88,173	\$92,274	\$96,583
6			\$87,113	\$91,457	\$95,746	\$100,183
7			\$90,305	\$94,787	\$99,185	\$103,769
8			\$93,540	\$98,153	\$102,681	\$107,350
9			\$96,437	\$101,809	\$106,206	\$111,033
10			\$98,994	\$104,411	\$109,959	\$114,656
11					\$113,199	\$118,524
12					\$115,539	\$121,941
13					\$117,628	\$124,922
14					\$119,711	\$127,878
15						\$128,519
16						\$129,160
17						\$129,800
18						\$130,441
19						\$131,081
20						\$131,723
21						\$132,361
22						\$133,002
23						\$133,643
24						\$134,282
25						\$134,926
26						\$135,564

PERRIS UNION HIGH SCHOOL DISTRICT

COUNSELOR

SALARY SCHEDULE #126

EFFECTIVE 07/01/2018 W/2%

196 CONTRACT DAYS

Row	Col. 1 - BA	Col. 2 - BA + 15	Col. 3 - BA + 30 OR MA	Col. 4 - BA + 45 OR MA + 15	Col. 5 - BA + 60 OR MA + 30	Col. 6 - BA+ 75 W/MAOR MA & 45
1	\$57,997	\$60,355	\$63,896	\$68,210	\$71,348	\$75,972
2	\$59,127	\$61,804	\$67,660	\$70,985	\$75,549	\$77,766
3		\$64,716	\$70,233	\$75,054	\$77,260	\$80,848
4			\$72,981	\$76,694	\$80,257	\$83,975
5			\$75,755	\$79,614	\$83,283	\$87,129
6			\$78,596	\$82,569	\$86,424	\$90,405
7			\$81,468	\$85,577	\$89,539	\$93,664
8			\$84,377	\$88,621	\$92,704	\$97,277
9			\$86,948	\$91,946	\$95,908	\$100,266
10			\$89,177	\$94,229	\$99,335	\$103,564
11					\$102,243	\$107,095
12					\$104,261	\$110,186
13					\$106,020	\$112,840
14					\$107,771	\$115,459
15						\$116,099
16						\$116,738
17						\$117,379
18						\$118,020
19						\$118,662
20						\$119,301
21						\$119,942
22						\$120,584
23						\$121,223
24						\$121,865
25						\$122,507
26						\$123,146

PERRIS UNION HIGH SCHOOL DISTRICT

LIBRARIAN

SALARY SCHEDULE #131

EFFECTIVE 07/01/2018 W/2%

196 CONTRACT DAYS

Row	Col. 1 - BA	Col. 2 - BA + 15	Col. 3 - BA + 30 OR MA	Col. 4 - BA + 45 OR MA + 15	Col. 5 - BA + 60 OR MA + 30	Col. 6 - BA + 75 W/MA,OR MA + 45
1	\$57,997	\$59,203	\$61,033	\$65,193	\$68,148	\$72,586
2	\$59,125	\$61,539	\$64,664	\$67,833	\$72,215	\$74,252
3		\$63,570	\$67,099	\$71,762	\$73,789	\$77,193
4			\$69,713	\$73,273	\$76,653	\$80,181
5			\$72,355	\$76,051	\$79,920	\$83,577
6			\$75,057	\$78,878	\$82,550	\$86,337
7			\$77,792	\$81,748	\$85,531	\$89,458
8			\$80,573	\$84,655	\$88,563	\$92,331
9			\$83,009	\$87,850	\$91,626	\$95,789
10			\$85,099	\$89,994	\$94,917	\$98,949
11					\$97,691	\$102,348
12					\$99,570	\$105,299
13					\$101,199	\$107,813
14					\$102,805	\$110,295
15						\$110,934
16						\$111,577
17						\$112,213
18						\$112,856
19						\$113,496
20						\$114,136
21						\$114,778
22						\$115,419
23						\$116,058
24						\$116,700
25						\$117,340
26						\$117,982

PERRIS UNION HIGH SCHOOL DISTRICT
ADAPTIVE PHYSICAL EDUCATION TEACHER
SALARY SCHEDULE 153
EFFECTIVE 07/02/2018 W/2%
196 CONTRACT DAYS

Row	COL. 1 - BA	COL. 2 - BA + 15	COL. 3 - BA + 30 OR MA	COL 4 - BA + 45 OR MA & 15	COL 5 - BA + 60 OR MA & 30	COL. 6 - BA+75 W/MA OR MA & 45
1	\$67,839	\$69,972	\$71,287	\$74,355	\$77,842	\$82,807
2	\$68,905	\$71,043	\$73,762	\$77,393	\$82,284	\$84,896
3		\$72,887	\$76,607	\$81,696	\$84,282	\$88,242
4			\$79,617	\$83,626	\$87,539	\$91,624
5			\$82,656	\$86,805	\$90,825	\$95,044
6			\$85,761	\$90,026	\$94,229	\$98,576
7			\$88,891	\$93,286	\$97,601	\$102,095
8			\$92,065	\$96,585	\$101,023	\$105,601
9			\$94,901	\$100,170	\$104,479	\$109,212
10			\$97,409	\$102,723	\$108,156	\$112,767
11					\$111,331	\$116,551
12					\$113,628	\$119,904
13					\$115,679	\$122,825
14					\$117,721	\$125,567
15						\$126,280
16						\$126,994
17						\$127,711
18						\$128,421
19						\$129,137
20						\$129,851
21						\$130,477
22						\$131,167
23						\$131,793
24						\$132,479
25						\$133,106
26						\$133,788

PERRIS UNION HIGH SCHOOL DISTRICT

TEACHER

SALARY SCHEDULE #101

EFFECTIVE 07/01/2019 W/2%

186 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$60,606	\$63,303	\$66,128	\$70,465
2	\$62,789	\$65,854	\$70,137	\$72,015
3	\$65,130	\$69,723	\$71,602	\$74,876
4	\$67,649	\$71,115	\$74,375	\$77,775
5	\$70,204	\$73,811	\$77,181	\$80,715
6	\$72,816	\$76,551	\$80,104	\$83,769
7	\$75,467	\$79,333	\$83,005	\$86,806
8	\$78,156	\$82,157	\$85,945	\$89,871
9	\$80,495	\$85,278	\$88,931	\$92,974
10	\$82,485	\$87,320	\$92,144	\$96,055
11			\$94,835	\$99,376
12			\$96,605	\$102,240
13			\$98,119	\$104,658
14			\$99,614	\$106,876
15				\$107,529
16				\$108,184
17				\$108,836
18				\$109,492
19				\$110,145
20				\$110,800
21				\$111,451
22				\$112,108
23				\$112,761
24				\$113,415
25				\$114,068
26				\$114,721

PERRIS UNION HIGH SCHOOL DISTRICT
TEACHER ON SPECIAL ASSIGNMENT
SALARY SCHEDULE #102
EFFECTIVE 07/01/2019 W/2%
202 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$77,817	\$81,010	\$84,876	\$90,290
2	\$80,368	\$84,354	\$89,678	\$92,644
3	\$83,511	\$85,089	\$91,942	\$96,311
4	\$86,819	\$91,202	\$95,507	\$100,005
5	\$90,163	\$94,683	\$99,106	\$103,752
6	\$93,569	\$98,215	\$102,826	\$107,611
7	\$97,011	\$101,787	\$106,524	\$111,835
8	\$100,493	\$105,399	\$110,264	\$115,275
9	\$103,627	\$109,312	\$114,037	\$119,221
10	\$106,405	\$112,148	\$118,049	\$123,107
11			\$121,532	\$127,227
12			\$124,104	\$130,890
13			\$126,415	\$134,120
14			\$128,731	\$137,322
15				\$137,976
16				\$138,629
17				\$139,281
18				\$139,936
19				\$140,591
20				\$141,242
21				\$141,895
22				\$142,550
23				\$143,202
24				\$143,856
25				\$144,507
26				\$145,163

PERRIS UNION HIGH SCHOOL DISTRICT
SPEECH THERAPIST
SALARY SCHEDULE #116
EFFECTIVE 07/01/2019 W/2%
200 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$74,196	\$77,390	\$81,019	\$86,187
2	\$76,773	\$80,550	\$85,642	\$88,362
3	\$79,734	\$85,031	\$87,721	\$91,845
4	\$82,867	\$87,039	\$91,112	\$95,363
5	\$86,030	\$90,349	\$94,532	\$98,924
6	\$89,261	\$93,700	\$98,074	\$102,599
7	\$92,520	\$97,093	\$101,585	\$106,263
8	\$95,823	\$100,526	\$105,146	\$109,911
9	\$98,775	\$104,258	\$108,742	\$113,670
10	\$101,385	\$106,915	\$112,570	\$117,369
11			\$115,876	\$121,309
12			\$118,265	\$124,798
13			\$120,401	\$127,838
14			\$122,525	\$130,692
15				\$131,435
16				\$132,178
17				\$132,923
18				\$133,662
19				\$134,408
20				\$135,151
21				\$135,804
22				\$136,520
23				\$137,173
24				\$137,887
25				\$138,538
26				\$139,249

PERRIS UNION HIGH SCHOOL DISTRICT
SCHOOL NURSE
SALARY SCHEDULE #121
EFFECTIVE 07/01/2019 W/2%
202 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$65,488	\$68,326	\$71,450	\$76,088
2	\$67,771	\$71,099	\$75,679	\$77,864
3	\$70,342	\$75,191	\$77,372	\$80,955
4	\$73,086	\$76,814	\$80,368	\$84,079
5	\$75,863	\$79,731	\$83,401	\$87,247
6	\$78,700	\$82,697	\$86,548	\$90,529
7	\$81,576	\$85,701	\$89,671	\$93,796
8	\$84,493	\$88,750	\$92,840	\$97,079
9	\$87,058	\$92,094	\$96,046	\$100,417
10	\$89,268	\$94,361	\$99,487	\$103,728
11			\$102,403	\$107,271
12			\$104,401	\$110,364
13			\$106,143	\$113,010
14			\$107,871	\$115,627
15				\$116,283
16				\$116,934
17				\$117,588
18				\$118,240
19				\$118,895
20				\$119,547
21				\$120,202
22				\$120,853
23				\$121,509
24				\$122,161
25				\$122,816
26				\$123,467

PERRIS UNION HIGH SCHOOL DISTRICT
 PSYCHOLOGIST
 SALARY SCHEDULE #125
 EFFECTIVE 07/01/2019 W/2%
 202 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$72,202	\$76,982	\$80,617	\$85,779
2	\$74,982	\$80,140	\$85,231	\$87,957
3	\$79,323	\$84,629	\$87,317	\$91,436
4	\$82,457	\$86,634	\$90,705	\$94,954
5	\$85,620	\$89,936	\$94,119	\$98,515
6	\$88,855	\$93,286	\$97,661	\$102,187
7	\$92,111	\$96,683	\$101,169	\$105,844
8	\$95,411	\$100,116	\$104,735	\$109,497
9	\$98,366	\$103,845	\$108,330	\$113,254
10	\$100,974	\$106,499	\$112,158	\$116,949
11			\$115,463	\$120,894
12			\$117,850	\$124,380
13			\$119,981	\$127,420
14			\$122,105	\$130,436
15				\$131,089
16				\$131,743
17				\$132,396
18				\$133,050
19				\$133,703
20				\$134,357
21				\$135,008
22				\$135,662
23				\$136,316
24				\$136,968
25				\$137,625
26				\$138,275

PERRIS UNION HIGH SCHOOL DISTRICT
COUNSELOR
SALARY SCHEDULE #126
EFFECTIVE 07/01/2019 W/2%
196 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$65,174	\$69,574	\$72,775	\$77,491
2	\$69,013	\$72,405	\$77,060	\$79,321
3	\$71,638	\$76,555	\$78,805	\$82,465
4	\$74,441	\$78,228	\$81,862	\$85,655
5	\$77,270	\$81,206	\$84,949	\$88,872
6	\$80,168	\$84,220	\$88,152	\$92,213
7	\$83,097	\$87,289	\$91,330	\$95,537
8	\$86,065	\$90,393	\$94,558	\$99,223
9	\$88,687	\$93,785	\$97,826	\$102,271
10	\$90,961	\$96,114	\$101,322	\$105,635
11			\$104,288	\$109,237
12			\$106,346	\$112,390
13			\$108,140	\$115,097
14			\$109,926	\$117,768
15				\$118,421
16				\$119,073
17				\$119,727
18				\$120,380
19				\$121,035
20				\$121,687
21				\$122,341
22				\$122,996
23				\$123,647
24				\$124,302
25				\$124,957
26				\$125,609

PERRIS UNION HIGH SCHOOL DISTRICT

LIBRARIAN

SALARY SCHEDULE #131

EFFECTIVE 07/01/2019 W/2%

196 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$62,254	\$66,497	\$69,511	\$74,038
2	\$65,957	\$69,190	\$73,659	\$75,737
3	\$68,441	\$73,197	\$75,265	\$78,737
4	\$71,107	\$74,738	\$78,186	\$81,785
5	\$73,802	\$77,572	\$81,518	\$85,249
6	\$76,558	\$80,456	\$84,201	\$88,064
7	\$79,348	\$83,383	\$87,242	\$91,247
8	\$82,184	\$86,348	\$90,334	\$94,178
9	\$84,669	\$89,607	\$93,459	\$97,705
10	\$86,801	\$91,794	\$96,815	\$100,928
11			\$99,645	\$104,395
12			\$101,561	\$107,405
13			\$103,223	\$109,969
14			\$104,861	\$112,501
15				\$113,153
16				\$113,809
17				\$114,457
18				\$115,113
19				\$115,766
20				\$116,419
21				\$117,074
22				\$117,727
23				\$118,379
24				\$119,034
25				\$119,687
26				\$120,342

PERRIS UNION HIGH SCHOOL DISTRICT
ADAPTIVE PHYSICAL EDUCATION TEACHER
SALARY SCHEDULE 153
EFFECTIVE 07/01/2019 W/2%
196 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$72,713	\$75,842	\$79,399	\$84,463
2	\$75,237	\$78,941	\$83,930	\$86,594
3	\$78,139	\$83,330	\$85,968	\$90,007
4	\$81,209	\$85,299	\$89,290	\$93,456
5	\$84,309	\$88,541	\$92,642	\$96,945
6	\$87,476	\$91,827	\$96,114	\$100,548
7	\$90,669	\$95,152	\$99,553	\$104,137
8	\$93,906	\$98,517	\$103,043	\$107,713
9	\$96,799	\$102,173	\$106,569	\$111,396
10	\$99,357	\$104,777	\$110,319	\$115,022
11			\$113,558	\$118,882
12			\$115,901	\$122,302
13			\$117,993	\$125,282
14			\$120,075	\$128,078
15				\$128,806
16				\$129,534
17				\$130,265
18				\$130,989
19				\$131,720
20				\$132,448
21				\$133,087
22				\$133,790
23				\$134,429
24				\$135,129
25				\$135,768
26				\$136,464

PERRIS UNION HIGH SCHOOL DISTRICT
TEACHER
SALARY SCHEDULE #101
EFFECTIVE 07/01/2020 W/2%
186 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$61,818	\$64,569	\$67,451	\$71,874
2	\$64,045	\$67,171	\$71,540	\$73,455
3	\$66,433	\$71,117	\$73,034	\$76,374
4	\$69,002	\$72,537	\$75,863	\$79,331
5	\$71,608	\$75,287	\$78,725	\$82,329
6	\$74,272	\$78,082	\$81,706	\$85,444
7	\$76,976	\$80,920	\$84,665	\$88,542
8	\$79,719	\$83,800	\$87,664	\$91,668
9	\$82,105	\$86,984	\$90,710	\$94,833
10	\$84,135	\$89,066	\$93,987	\$97,976
11			\$96,732	\$101,364
12			\$98,537	\$104,285
13			\$100,081	\$106,751
14			\$101,606	\$109,014
15				\$109,680
16				\$110,348
17				\$111,013
18				\$111,682
19				\$112,348
20				\$113,016
21				\$113,680
22				\$114,350
23				\$115,016
24				\$115,683
25				\$116,349
26				\$117,015

PERRIS UNION HIGH SCHOOL DISTRICT
TEACHER ON SPECIAL ASSIGNMENT
SALARY SCHEDULE #102
EFFECTIVE 07/01/2020 W/2%
202 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$79,373	\$82,630	\$86,574	\$92,096
2	\$81,975	\$86,041	\$91,472	\$94,497
3	\$85,181	\$86,791	\$93,781	\$98,237
4	\$88,555	\$93,026	\$97,417	\$102,005
5	\$91,966	\$96,577	\$101,088	\$105,827
6	\$95,440	\$100,179	\$104,883	\$109,763
7	\$98,951	\$103,823	\$108,654	\$114,072
8	\$102,503	\$107,507	\$112,469	\$117,581
9	\$105,700	\$111,498	\$116,318	\$121,605
10	\$108,533	\$114,391	\$120,410	\$125,569
11			\$123,963	\$129,772
12			\$126,586	\$133,508
13			\$128,943	\$136,802
14			\$131,306	\$140,068
15				\$140,736
16				\$141,402
17				\$142,067
18				\$142,735
19				\$143,403
20				\$144,067
21				\$144,733
22				\$145,401
23				\$146,066
24				\$146,733
25				\$147,397
26				\$148,066

PERRIS UNION HIGH SCHOOL DISTRICT
SPEECH THERAPIST
SALARY SCHEDULE #116
EFFECTIVE 07/01/2020 W/2%
200 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$75,680	\$78,938	\$82,639	\$87,911
2	\$78,308	\$82,161	\$87,355	\$90,129
3	\$81,329	\$86,732	\$89,475	\$93,682
4	\$84,524	\$88,780	\$92,934	\$97,270
5	\$87,751	\$92,156	\$96,423	\$100,902
6	\$91,046	\$95,574	\$100,035	\$104,651
7	\$94,370	\$99,035	\$103,617	\$108,388
8	\$97,739	\$102,537	\$107,249	\$112,109
9	\$100,751	\$106,343	\$110,917	\$115,943
10	\$103,413	\$109,053	\$114,821	\$119,716
11			\$118,194	\$123,735
12			\$120,630	\$127,294
13			\$122,809	\$130,395
14			\$124,976	\$133,306
15				\$134,064
16				\$134,822
17				\$135,581
18				\$136,335
19				\$137,096
20				\$137,854
21				\$138,520
22				\$139,250
23				\$139,916
24				\$140,645
25				\$141,309
26				\$142,034

PERRIS UNION HIGH SCHOOL DISTRICT
SCHOOL NURSE
SALARY SCHEDULE #121
EFFECTIVE 07/01/2020 W/2%
202 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$66,798	\$69,693	\$72,879	\$77,610
2	\$69,126	\$72,521	\$77,193	\$79,421
3	\$71,749	\$76,695	\$78,919	\$82,574
4	\$74,548	\$78,350	\$81,975	\$85,761
5	\$77,380	\$81,326	\$85,069	\$88,992
6	\$80,274	\$84,351	\$88,279	\$92,340
7	\$83,208	\$87,415	\$91,464	\$95,672
8	\$86,183	\$90,525	\$94,697	\$99,021
9	\$88,799	\$93,936	\$97,967	\$102,425
10	\$91,053	\$96,248	\$101,477	\$105,803
11			\$104,451	\$109,416
12			\$106,489	\$112,571
13			\$108,266	\$115,270
14			\$110,028	\$117,940
15				\$118,609
16				\$119,273
17				\$119,940
18				\$120,605
19				\$121,273
20				\$121,938
21				\$122,606
22				\$123,270
23				\$123,939
24				\$124,604
25				\$125,272
26				\$125,936

PERRIS UNION HIGH SCHOOL DISTRICT
 PSYCHOLOGIST
 SALARY SCHEDULE #125
 EFFECTIVE 07/01/200 W/2%
 202 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$73,646	\$78,522	\$82,229	\$87,495
2	\$76,482	\$81,743	\$86,936	\$89,716
3	\$80,909	\$86,322	\$89,063	\$93,265
4	\$84,106	\$88,367	\$92,519	\$96,853
5	\$87,332	\$91,735	\$96,001	\$100,485
6	\$90,632	\$95,152	\$99,614	\$104,231
7	\$93,953	\$98,617	\$103,192	\$107,961
8	\$97,319	\$102,118	\$106,830	\$111,687
9	\$100,333	\$105,922	\$110,497	\$115,519
10	\$102,993	\$108,629	\$114,401	\$119,288
11			\$117,772	\$123,312
12			\$120,207	\$126,868
13			\$122,381	\$129,968
14			\$124,547	\$133,045
15				\$133,711
16				\$134,378
17				\$135,044
18				\$135,711
19				\$136,377
20				\$137,044
21				\$137,708
22				\$138,375
23				\$139,042
24				\$139,707
25				\$140,378
26				\$141,041

PERRIS UNION HIGH SCHOOL DISTRICT
COUNSELOR
SALARY SCHEDULE #126
EFFECTIVE 07/01/2020 W/2%
196 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$66,477	\$70,965	\$74,231	\$79,041
2	\$70,393	\$73,853	\$78,601	\$80,907
3	\$73,071	\$78,086	\$80,381	\$84,114
4	\$75,930	\$79,793	\$83,499	\$87,368
5	\$78,815	\$82,830	\$86,648	\$90,649
6	\$81,771	\$85,904	\$89,915	\$94,057
7	\$84,759	\$89,035	\$93,157	\$97,448
8	\$87,786	\$92,201	\$96,449	\$101,207
9	\$90,461	\$95,661	\$99,783	\$104,316
10	\$92,780	\$98,036	\$103,348	\$107,748
11			\$106,374	\$111,422
12			\$108,473	\$114,638
13			\$110,303	\$117,399
14			\$112,125	\$120,123
15				\$120,789
16				\$121,454
17				\$122,122
18				\$122,788
19				\$123,456
20				\$124,121
21				\$124,788
22				\$125,456
23				\$126,120
24				\$126,788
25				\$127,456
26				\$128,121

PERRIS UNION HIGH SCHOOL DISTRICT
LIBRARIAN
SALARY SCHEDULE #131
EFFECTIVE 07/01/2020 W/2%
196 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$63,499	\$67,827	\$70,901	\$75,519
2	\$67,276	\$70,574	\$75,132	\$77,252
3	\$69,810	\$74,661	\$76,770	\$80,312
4	\$72,529	\$76,233	\$79,750	\$83,421
5	\$75,278	\$79,123	\$83,148	\$86,954
6	\$78,089	\$82,065	\$85,885	\$89,825
7	\$80,935	\$85,051	\$88,987	\$93,072
8	\$83,828	\$88,075	\$92,141	\$96,062
9	\$86,362	\$91,399	\$95,328	\$99,659
10	\$88,537	\$93,630	\$98,751	\$102,947
11			\$101,638	\$106,483
12			\$103,592	\$109,553
13			\$105,287	\$112,168
14			\$106,958	\$114,751
15				\$115,416
16				\$116,085
17				\$116,746
18				\$117,415
19				\$118,081
20				\$118,747
21				\$119,415
22				\$120,082
23				\$120,747
24				\$121,415
25				\$122,081
26				\$122,749

PERRIS UNION HIGH SCHOOL DISTRICT
ADAPTIVE PHYSICAL EDUCATION TEACHER
SALARY SCHEDULE 153
EFFECTIVE 07/01/2020 W/2%
196 CONTRACT DAYS

Row	COLUMN C/3 BA up to 44 OR MA	COLUMN D/4 BA + 45 OR MA & 15	COLUMN E/5 BA + 60 OR MA & 30	COLUMN F/6 BA+75 W/MA OR MA & 45
1	\$74,167	\$77,359	\$80,987	\$86,152
2	\$76,742	\$80,520	\$85,609	\$88,326
3	\$79,702	\$84,997	\$87,687	\$91,807
4	\$82,833	\$87,005	\$91,076	\$95,325
5	\$85,995	\$90,312	\$94,495	\$98,884
6	\$89,226	\$93,664	\$98,036	\$102,559
7	\$92,482	\$97,055	\$101,544	\$106,220
8	\$95,784	\$100,487	\$105,104	\$109,867
9	\$98,735	\$104,216	\$108,700	\$113,624
10	\$101,344	\$106,873	\$112,525	\$117,322
11			\$115,829	\$121,260
12			\$118,219	\$124,748
13			\$120,353	\$127,788
14			\$122,477	\$130,640
15				\$131,382
16				\$132,125
17				\$132,870
18				\$133,609
19				\$134,354
20				\$135,097
21				\$135,749
22				\$136,466
23				\$137,118
24				\$137,832
25				\$138,483
26				\$139,193

Part IV – Extra Duty Schedule

<u>Activity</u>	<u>% of C/3-1*</u>
<u>Comprehensive High Schools Only:</u>	
Academic Coach	4.0
Academic Decathlon	7.0
A.S.B. Director, 9-12	12.0
Athletic Director (2018-19 school year only)	12.0
AVID Coordinator	4.0
Band Director	10.0
Baseball, Varsity	8.5
Baseball, Assistant	6.0
Basketball, Varsity	9.0
Basketball, Assistant	6.0
Chemical Hygiene Officer	2.0
Choral	7.0
Cross Country	6.5
Cross Country (Assistant Coach)	4.0
CSF	4.0
Dance	7.0
Drama	10.0
Drill Team Sponsor	5.0
English Language Learner Lead	3.0
Football, Varsity	11.0
Football Assistants	6.5
Freshmen Class Advisor	3.0
Friday Night Live Advisors	4.0**
Future Farmers of America	4.5
G.A.T.E.	5.0
Golf	4.5
Golf, Assistant	3.5
Interact Club	4.0
Intramural	5.0
Junior Class Advisors	3.0
JROTC	7.0
Key Club	4.0
Link Crew	6.0
Mock Trial	7.0
National Honor Society	4.5
Newspaper, 9-12	5.0
Pep Squad	10.0
Pep Squad Assistant	6.0
Peer Leaders Uniting Students (PLUS)	5.0
Senior Class Advisors	5.0

Soccer, Varsity	7.0
Soccer, Assistant	5.5
Softball, Varsity	8.5
Softball, Assistant	6.0
Solar Boat	5.0
Sophomore Class Advisor	3.0
Speech	5.0
Swim, Varsity	6.0
Swim, Assistant	5.0
Tennis, Varsity	6.0
Tennis, Assistant	3.5
Title I/Program Lead	3.0
Track, Varsity	8.5
Track, Assistant	6.0
Volleyball, Varsity	7.0
Volleyball, Assistant	5.0
Water Polo, Varsity	6.0
Water Polo, Assistant	5.0
Wrestling, Varsity	6.0
Wrestling, Assistant	5.0
Yearbook	7.0
Miscellaneous High School Club	3.0

Alternative Education Sites only

ASB Director	5.0
AVID Coordinator	4.0
Basketball	4.5
Class Advisor	5.0
English Language Learner Lead	3.0
Friday Night Live Advisor	4.0
Soccer	4.5
Softball	4.5
Title I/Program Lead	3.0
Volleyball	4.5
Yearbook	3.0

Middle School only:

A.S.B. Director, 7-8	6.0
AVID Coordinator	4.0
Athletic Director	4.5
Band Director	9.0
Basketball	3.0
Cheer	4.0
Cross Country	3.0
Dance	4.0

English Language Learner Lead	3.0
Flag Football	3.0
Friday Night Live Advisor	4.0
G.A.T.E	5.0
National Jr. Honor Society Advisor	4.5
Newspaper	5.0
Soccer	3.0
Softball	3.0
Tackle Football	4.5
Title I/Program Lead	3.0
Volleyball	3.0
Middle School Clubs	3.0
Middle School Team Leaders	3.0
Where Everybody Belongs (WEB)	4.0
Wrestling	3.0
Yearbook	5.0

* Based on Column "C/3" of step "1" of the Schedule as such schedule provides as of the first day of the applicable school year.

** These positions are contingent upon continued funding and the District has no obligation to continue any position beyond any school year for which they are fully funded by DATE funds.

1. If a new job classification is established, the District will negotiate with the Association over the appropriate salary for the classification. Said negotiations shall commence prior to the filling of the position.
2. Positions entailing administrative responsibilities may, at the discretion of the District, receive compensation in excess of the schedule provisions.
3. Extra duty assignments are determined annually.
4. Evaluations of extra duty assignments shall not be a part of unit members' evaluation of their regular assignment and shall be done on a separate form.
5. Assistant and head coaches of teams who are involved in CIF playoff competition shall receive a bonus equal to ten percent of their stipend for each week their teams are engaged in playoff competition. The determination of the number of weeks shall be made by the Superintendent or his designee.

Part V – Bargaining Unit Members' Salary Schedule Provisions

1. Initial Placement

- A. Service credit will be given for all public school experience.

- B. New personnel without previous teaching experience shall be placed at Step One of the appropriate column.
- C. Two (2) years of experience in a practical field related to the teaching assignment may be rated as equivalent to one (1) year of teaching experience. The Superintendent must approve such experience credit.

2. Step Requirements

Advancement on the salary schedule shall be at the rate of one (1) step for each year of teaching in the District. If a teacher is employed for at least one (1) semester of a school year, he/she shall be given credit for that years experience for salary schedule advancement purposes.

3. Coursework for Advancement

- A. In order that bargaining unit members may improve their salary status through academic work relating to their professional service, and without undue emphasis upon advanced degrees, bargaining unit members may take either graduate or upper division courses at an accredited college or university.
- B. Each bargaining unit member's Education Code section 44842 notice shall be drawn up in the spring on the basis of credits attained at the time the contract is awarded. Said notice or Letter of Intent shall be returned on or before June 30.
- C. It is the responsibility of each bargaining unit member to submit proof of the courses completed and courses being taken. Each bargaining unit member must present to the Human Resources office, official verification for courses completed during the previous five (5) years, prior to September 15, if such credits are to apply toward reclassification on the salary schedule for that school year. Such reclassification shall be retroactive to July 1 of that school year.
- D. Quarter units are converted to semester units by multiplying the quarter units by two thirds (2/3). This must be the exact number of units applicable in order to move across the salary schedule.
- E. Acceptability of such experience as travel, audit courses and lower division college work, shall be subject to approval by the Assistant Superintendent of Human Resources or Designee.

Part VI – Teacher Travel

Compensation for the use of a unit member's vehicle in the line of duty, and with prior administrative approval, shall be paid at the rate established by the Internal Revenue Service. Required inter site travel (as determined by the site principal) may be approved by the site principal. Reimbursement shall be one way only unless the teacher is required to return to the original site. Except as noted above, mileage reimbursement requests are subject to the approval of the Superintendent or designee prior to the trip.

Claims are to be submitted to the Business Office at the end of the month of the occurrence.

A unit member assigned to teach at more than one (1) building site shall be assured of a reasonable amount of time for travel between sites required by such assignment, and such travel shall be considered as travel required during the course and scope of such unit member's employment for the purpose of the application of the laws pertaining to employer's liability.

Part VII – Hourly Rate

Effective July 1, 2018, hourly compensation shall be paid as follows:

1. Period Subbing shall be paid at \$48.05 per period hour.
2. The hourly rate of pay for Summer school and home hospital teachers shall be paid at \$48.05 per hour.
3. The hourly rate of pay for Saturday supervision, tutorial teachers, teachers doing curriculum project preparation and work study teachers shall be \$39.00 per hour.

Effective July 1, 2019, hourly compensation shall be paid as follows:

1. Period Subbing shall be paid at \$49.05 per period hour.
2. The hourly rate of pay for Summer school and home hospital teachers shall be paid at \$49.05 per hour.
3. The hourly rate of pay for Saturday supervision, tutorial teachers, teachers doing curriculum project preparation and work-study teachers shall be \$39.80 per hour.

Effective July 1, 2020, hourly compensation shall be paid as follows:

1. Period Subbing shall be paid at \$50.05 per period hour.
2. The hourly rate of pay for Summer school and home hospital teachers shall be paid at \$50.05 per hour.
3. The hourly rate of pay for Saturday supervision, tutorial teachers, teachers doing curriculum project preparation and work-study teachers shall be \$40.60 per hour.

The above hourly compensation rates shall be increased by any overall percentage rate applied to the salary schedule, rounded up to the nearest nickel, with no retroactivity.

APPENDIX B

Part I – Health Insurance Benefits

It is the parties' shared commitment and responsibility to design and manage affordable and comprehensive health care coverage in order to equitably and collectively "reap" the benefits.

1. Medical, Dental, and Vision Care

The District will continue to offer a selection of medical, dental and vision plans available through the joint powers authority, Regional Employer Employee Partnership for benefits (REEP).

The District will pay eighty percent (80%) of the premium costs of the employee-selected medical HMO, dental HMO, and vision plan. Employees will pay the remaining twenty percent (20%) through payroll deduction. Employees selecting more expensive plans, including PPO's and HSA's, will pay the difference between eighty percent (80%) of the corresponding HMO plan and the actual cost of the plan.

Employees who provide proof of duplicate medical coverage by June 15 to the District shall be eligible to receive a \$2,000 cash-out option. Employees who take the cash-out option will pay twenty percent (20%) of the least expensive vision and dental plans offered by the District. Employees selecting more expensive plans will pay the difference between eighty percent (80%) of the corresponding least expensive vision and dental plans level and the actual cost of the plan.

Grandfathered unit members referenced in Side Letter #1 remain at the current amount and will pay twenty percent (20%) of their vision and DPO dental. Employees selecting more expensive plans will pay the difference between the eighty percent (80%) level and the actual cost of the plan.

The District will also provide an option for employees to purchase voluntary policies such as disability insurance at the employee's own expense through payroll deduction if available. The District and PSEA will work cooperatively to select a section 125 plan for employees for applicable pre-tax voluntary policies, medical and other expenses as allowable by law.

Equity rebates from REEP, if any, shall also go directly to the District and no insurance pool is maintained.

The District will not unilaterally withdraw the bargaining unit that the PSEA represents from the joint powers authority ("REEP") which currently provides medical, dental and vision insurance benefits for that unit. The unit shall only be withdrawn from REEP upon the prior written agreement of the PSEA.

2. Benefit Enrollment

All unit members shall enroll in medical, dental, and vision benefit programs within thirty (30) days of their first day of service. New employees who fail to enroll into medical, dental, and vision plans will be enrolled in the least expensive single coverage medical, dental, and vision plan. Insurance benefits shall begin on the first day of the month following their first day of service.

For the current plan year of July 1-June 30, open enrollment for active and retired employees shall occur during the month of May. The open enrollment period shall be determined by the District. Unit members must sign up for benefits for the next plan year by the end of the open enrollment and those benefits shall be effective July 1. Unit members will sign up for their benefits in a manner prescribed by the District, currently online. To the best of their ability, the District will provide information to employees a minimum of thirty (30) days in advance of the open enrollment.

Change to benefit plan selections may also be made within thirty (30) days of a qualifying change of status.

3. Eligibility

Insurance benefits provided by the District apply only to regular bargaining unit members who work a full-time contract, or prorated for unit members working less than a full-time contract.

4. Continuation of Coverage

Should a bargaining unit member's employment terminate, such bargaining unit member shall be entitled to continued coverage under any medical, dental, and vision plans until the last day of the month of termination. Thereafter, continuation coverage (commonly known as "COBRA") at unit member's expense will be offered as required by applicable law. Any voluntary policies shall terminate in accordance with the terms of such policies.

5. Retiree Benefits

Pursuant to applicable law and as permitted by REEP's memorandum of coverage, retiring unit members may continue to purchase medical, dental, and vision coverage through the District at the applicable REEP retiree group rates.

6. Insurance Committee

There shall be established an insurance committee. The committee shall be outside of negotiations, and shall consist of at least one (1) representative from the District's Risk Management Department, and a minimum of one (1) voting PSEA representative for each school site or facility where at least twelve (12) bargaining unit members are assigned. PSEA shall have the sole responsibility to recruit and maintain PSEA membership on this committee. This committee shall meet biannually or more often if necessary. The committee may also include representatives from other bargaining units as determined by the District and the respective bargaining units.

7. Health Plan Descriptions

Unit members shall receive information, in formats available to the District (copies of the descriptive pamphlets or information online) on all medical, dental, and vision policies in which they are enrolled on or before June 1 of each school year, or whenever they are available to the District from the applicable carriers if later than June 1.

Part II – Tax Sheltered Annuities

The District shall provide payroll deduction for unit members who wish to participate in a tax sheltered annuity program.

The unit member may elect to remit a salary deduction authorization to any of the insurance companies which qualify under the District-selected third party administrator. Employees may change TSA providers as allowed by applicable law and in compliance with any procedures set forth by third party administrators

Part III – Medical Examinations and Tests

Tuberculosis (T.B.) clearance will be required every four (4) years. Such clearance shall be provided by the District at a designated facility by survey or skin test based on eligibility as determined by authorized medical personnel. The District will provide, in house, T.B. tests at no cost to unit members. Unit members who are unable to utilize this service will be eligible for up to fifteen dollars (\$15) in reimbursement for the required T.B. test upon submission of an appropriate receipt.

Part IV – Early Retirement

As a matter of information, Board Policies relating to early retirement may be found at Board Policy No. 4117.2 and regulations corresponding to that policy. Unit members are encouraged to consult STRS.

APPENDIX C

BELL SCHEDULES

Bell Schedules will be approved by a majority of the site staff voting before changes are made.
Bells may be rung at any time when appropriate.

APPENDIX D

SCHOOL CALENDARS

PERRIS UNION HIGH SCHOOL DISTRICT SCHOOL CALENDAR

Calendars may be negotiated outside of regular negotiations by the negotiation team or committee as designated by the PSEA President and District Superintendent, or designee. Calendar negotiations shall commence in October of each year. The District reserves the right to unilaterally implement a calendar should the negotiation process fail to reach agreement on the next school year's calendar by February 1 of any year. Upon final agreement on the calendar, the calendar will be posted within fifteen (15) working days on the District's intranet.

In the event that an act of God causes the days and/or minutes of student attendance to fall below minimum state requirements which entitle the District to receive maximum State support, the District may take action as provided in Article V but must negotiate with the Association as provided for in Article IX, Paragraph 8.



Student/Teacher
2018-2019 Calendar
2018

Revisions Board
Approved 2/21/18

July 2018						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4 H	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August 2018						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6 SD	7 SD	8 First Day	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

September 2018						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3 H	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October 2018						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10 M	11 SD	12 SD	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November 2018						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12 H	13	14	15	16	17
18	19 NS	20 NS	21 NS	22 H	23 H	24
25	26	27	28	29	30	

December 2018						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18 M	19 M	20 M	21 SD	22
23	24 H	25 H	26 WR	27 WR	28 WR	29
30	31 H					

January 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 H	2 H	3 WR	4 WR	5
6	7 WR	8 WR	9 WR	10 WR	11 WR	12
13	14	15	16	17	18	19
20	21 H	22	23	24	25	26
27	28	29	30	31		

February 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18 H	19 NS	20 NS	21 NS	22 H	23
24	25	26	27	28		

March 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15 SB	16 SB	17 SB	18 SB	19 H	20
21	22	23	24	25	26	27
28	29	30				

May 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27 H	28	29	30	31	

June 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4 M	5 M	6 M	7 CO	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Legend

CO - Teacher Check Out Day
H - Holiday
HS/PL - High Schools
M - Minimum Day
NS - No School
- 180 Student Days

PMS - Pinacate Middle School
SB - Spring Break
SD - Staff Development
WR - Winter Recess
186 - Teacher Work Days

Holidays - 15 days

Independence Day - July 4
Labor Day - Sept. 3
Veteran's Day - Nov 12 (Observed)
Thanksgiving - Nov. 22 & 23
Christmas - Dec. 24 & 25
New Years - Dec. 31 & Jan 1

Admission Day - Jan 2
ML King Jr. Day - Jan. 21
Presidents' Day - Feb. 18 & 22
Good Friday - April 19
Memorial Day - May 27



Student/Teacher
2019-2020
2019

Revisions Board
Approved 02/21/2018

July 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4 H	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5 SD	6 SD	7 First Day	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 H	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9 M	10 SD	11 SD	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11 H	12	13	14	15	16
17	18	19	20	21	22	23
24	25 NS	26 NS	27 NS	28 H	29 H	30

December 2019						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20 SD	21
22	23 WR	24 H	25 H	26 WR	27 WR	28
29	30 WR	31 H				

January 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 H	2 H	3 WR	4
5	6 WR	7 WR	8 WR	9 WR	10 WR	11
12	13	14	15	16	17	18
19	20 H	21	22	23	24	25
26	27	28	29	30	31	

February 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17 H	18 NS	19 NS	20 NS	21 H	22
23	24	25	26	27	28	29

March 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6 SB	7 SB	8 SB	9 SB	10 H	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25 H	26	27	28	29	30

June 2020						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2 M	3 M	4 M	5 CO	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Legend

CO - Teacher Check Out Day
H - Holiday
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PMS - Pinacate Middle School
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Independence Day - July 4
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Veteran's Day - Nov 11 (Observed)
Thanksgiving - Nov. 28 & 29
Christmas - Dec. 24 & 25
New Years - Dec. 31 & Jan 1
Admission Day - Jan 2
ML King Jr. Day - Jan. 20
Presidents' Day - Feb. 17 & 21
Good Friday - April 10
Memorial Day - May 25

APPENDIX E

BARGAINING UNIT MEMBERS' EVALUATION FORM

Evaluation forms for Teacher, Counselor, Library/Media, Nurse, Psychologist, Speech/Language Pathologist and Teacher on Special Assignment (TOSA).

**PERRIS UNION HIGH SCHOOL DISTRICT
CERTIFICATED EVALUATION FORM
Teacher**

Employee Name: _____
Grades/Subject/Assignment: _____
Work Site: _____
School Year: _____

Tenured: ☐
Probationary: ☐ 1st ☐ 2nd
Emergency: ☐ (not eligible for tenure)
Intern: ☐ (not eligible for tenure)
Temporary ☐ (not eligible for tenure)
Other: ☐

Scale: **M**=Meets Standards **N**=Needs Improvement **U**=Unsatisfactory **NA**=Not Applicable

In the areas of evaluation below, check off your rating of the employee based on the above scale in the boxes provided. A Needs Improvement or Unsatisfactory rating must be accompanied by specific written suggestions to improve performance (use Improvement Plan).

AREAS OF EVALUTION: <u>CALIFORNIA STANDARDS FOR THE TEACHING PROFESSION</u>	M	N	U	NA
1. STANDARD ONE: Engaging & Supporting All Students in Learning				
1.1 Using knowledge of students to engage them in learning				
1.2 Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests				
1.3 Connecting subject matter to meaningful, real-life contexts				
1.4 Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs				
1.5 Promoting critical thinking through inquiry, problem solving, and reflection				
1.6 Monitoring student learning and adjusting instruction while teaching				
2. STANDARD TWO: Creating & Maintaining Effective Environments for Student Learning				
2.1 Promoting social development and responsibilities within a caring community where each student is treated fairly and respectfully				
2.2 Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students				
2.3 Establishing and maintaining learning environments that are physically, intellectually, and emotionally safe				
2.4 Creating a rigorous learning environment with high expectations and appropriate support for all students				
2.5 Developing, communicating, and maintaining high standards for individual and group behavior				
2.6 Employing classroom routines, procedures, norms and supports for positive behavior to ensure a climate in which all students can learn				
2.7 Using instructional time to optimize learning				
3. STANDARD THREE: Understanding & Organizing Subject Matter for Student Learning				

3.1 Demonstrating knowledge of subject matter, academic content standards, and curriculum frameworks				
3.2 Applying knowledge of student development and proficiencies to ensure student understanding of subject matter				
3.3 Organizing curriculum to facilitate student understanding of the subject matter				
3.4 Utilizing instructional strategies that are appropriate to the subject matter				
3.5 Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students				
3.6 Addressing the needs of English learners and students with special needs to provide equitable access to the content				
4. STANDARD FOUR: Planning Instruction & Designing Learning Experiences for all Students				
4.1 Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction				
4.2 Establishing and articulating goals for student learning				
4.3 Developing and sequencing long-term and short-term instructional plans to support student learning				
4.4 Planning instruction that incorporates appropriate strategies to meet the learning needs of all students				
4.5 Adapting instructional plans and curricular materials to meet the assessed learning needs of all students				
5. STANDARD FIVE: Assessing Students for Learning				
5.1 Applying knowledge of the purposes, characteristics, and uses of different types of assessments				
5.2 Collecting and analyzing assessment data from a variety of sources to inform instruction				
5.3 Reviewing data, both individually and with colleagues, to monitor student learning				
5.4 Using assessment data to establish learning goals and to plan, differentiate, and modify instruction				
5.5 Involving all students in self-assessment, goal setting, and monitoring progress				
5.6 Using available technologies to assist in assessment, analysis, and communication of student learning				
5.7 Using assessment information to share timely and comprehensible feedback with students and their families				
6. STANDARD SIX: Developing as a Professional Educator				
6.1 Reflecting on teaching practice in support of student learning				
6.2 Establishing professional goals and engaging in continuous and purposeful professional growth and development				

PERRIS UNION HIGH SCHOOL DISTRICT
CERTIFICATED EVALUATION FORM
Psychologist

Tenured: ☐
 Probationary: ☐ 1st ☐ 2nd
 Other: ☐

Employee Name:
 Work Site:
 School Year:

Scale: **M**=Meets Standards **N**=Needs Improvement **U**=Unsatisfactory **NA**=Not Applicable

In the areas of evaluation below, check off your rating of the employee based on the above scale in the boxes provided. A “Needs Improvement” or an “Unsatisfactory” rating must be accompanied by specific written suggestions to improve performance (use Improvement Plan).

Standards of Professional Performance	M	N	U	NA
Standard 1: District Based Goals				
Element 1.1 Participates in the development and support of school and district programs				
Element 1.2 Maintains professional competence through inservice education activities provided by the district, county or other professional organizations.				
Element 1.3 Maintains rapport with staff and parents.				
Element 1.4 Recommends appropriate interventions and modifications to facilitate student success.				
Element 1.5 Participates in referral processes at the school site.				
Element 1.6 Responds in a flexible and professional manner in crisis or adversarial situations.				
Element 1.7 Prioritizes duties and responsibilities in an effective manner.				
Element 1.8 Assists and provides inservice and consultation to parents and staff about Special Education and related topics.				
Standard 2: Assessment/IEP Duties				
Element 2.1 Manages cases of students referred, obtaining parent signatures, manages timelines, following mandated procedures, completes paperwork and student files.				
Element 2.2 Completes thorough evaluations using current and appropriate and non-biased assessment instruments. Reviews appropriate history and conducts teacher, student and parent interviews to gather relevant data as part of the assessment.				
Element 2.3 Provides narrative written reports and records to document the student’s handicapping condition, the need for special education, and to recommend an appropriate course of remediation.				
Element 2.4 Functions as a working member of the I.E.P. team.				
Element 2.5 Conducts required three year assessment of Special Education students and completes reports in a timely manner.				
Standard 3: Provide follow-up services for Special Education Students				
Element 3.1 Consults with administrators, parents and teachers to implement the goals and objectives of the I.E.P. including regular class placement as appropriate.				
Element 3.2 Protects confidentiality in accordance with ethical guidelines.				
Standard 4: Provide Direct Counseling and Behavior Management Services				
Element 4.1 Help develop behavior management programs for individual students.				
Element 4.2 Provide crisis counseling when requested.				
Element 4.3 Conducts evaluations of students’ behavioral and emotional functioning and provide recommendations.				

Element 4.4 Provides/coordinates inservice for staff and parents on topics such as behavior management, child development and learning.				
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5. Overall Evaluation:

a. Commendations:

b. Recommendations:

6. Employment Status Recommendation: This employee performs professional duties conducive to the academic, social, and emotional needs of all students.

☐ Yes ☐ No ☐ Needs to improve

Date scheduled to review Improvement Plan (if needed):

7. Five-Year Evaluation:

- Employee requests an initial five-year evaluation: Yes ☐ No ☐
- Evaluator approves based on established criteria in Education Code Section 44664:Yes ☐ No ☐
- Assistant Superintendent gives final approval: Yes ☐ No ☐

Signature, Assistant Superintendent, Human Resources

Evaluatee’s signature does not indicate endorsement of the evaluation but is recognition that discussion has taken place. Unit member may submit a letter of rebuttal to evaluation, if they so desire.

Psychologist’s Signature

Date

Evaluator’s Signature

Date

- White: Personnel File
- Yellow: Site Administrator
- Pink: Employee

**PERRIS UNION HIGH SCHOOL DISTRICT
CERTIFICATED EVALUATION FORM
Teacher on Special Assignment (TOSA)**

Tenured: ☐
 Probationary: ☐ 1st ☐ 2nd
 Other: ☐
☐ ☐ not eligible for

tenure

Employee Name:

Work Site:

School Year:

Scale: M=Meets Standards N=Needs Improvement U=Unsatisfactory NA=Not Applicable

In the areas of evaluation below, check off your rating of the employee based on the above scale in the boxes provided. A Needs Improvement or an "Unsatisfactory" rating must be accompanied by specific written suggestions to improve performance (use Improvement Plan).

Article I. Standards of Professional Performance	M	N	U	NA
Standard 1: Preparation and Planning				
Element 1.1 Attends workshops and conferences necessary in the preparation and planning of state and federal programs				
Element 1.2 Updates and maintains CSIS records				
Element 1.3 Coordinates state and federal testing				
Element 1.4 Works with sites to ensure that site demographics are accurate and complete				
Element 1.5 Maintains current categorical budgets				
Element 1.6 Coordinates site review processes (School Site Plan, Categorical Program Monitoring, etc.)				
Element 1.7 Provides the leadership to ensure that SSC and CPM activities occur in a timely and effective manner				
Element 1.8 Maintains ongoing communication with site categorical leads				
Element 1.9 Maintains necessary information for completion of the Consolidated Application				
Element 1.10 Attends workshops and conferences necessary in the preparation and planning of state and federal programs				
Section 1.01 Standard 2: Program Management				
Element 2.1 Coordinates Literacy and Accelerated Reader programs				
Element 2.2 Coordinates staff development opportunities which directly relate to student performance				
Element 2.3 Coordinates the CCR process at the school site				
Element 2.4 Coordinates English Language Learner and Migrant programs				
Element 2.5 Facilitates parent mailings for STAR, CAHSEE, and CELDT				
Element 2.6 Coordinates Title II and Title II technology				
Element 2.7 Coordinates LEA Plan development, monitoring, and revisions				
Element 2.8 Coordinates the CPM process at the district office				
Element 2.9 Maintains appropriate documents, reports and correspondence within the state and federal programs				
Element 2.10 Coordinates District Advisory committee activities				
Element 2.11 Coordinates district wide parent/community activities				
Element 2.13 Conducts effective program evaluation of state and federal programs				
Element 2.14 Coordinates the Academic Assessment Program and Assistive Technology				

Element 2.15 Coordinates staff development opportunities which directly relate to student performance and special education procedures				
Element 2.16 Coordinates the Collaboration/Consultation process at the school sites				
Standard 3: Program – Site/District Directed Responsibilities				
Element 3.1 Prepares and maintains required records				
Element 3.2 Keeps accurate and up to date inventories				
Element 3.3 Submits state and federal reports in a timely fashion				
Element 3.4 Keeps accurate and up to date district wide assessment data on Special Education Students				
Standard 4: Professionalism				
Element 4.1 Establishes and maintains effective communications with parents/students/staff				
Element 4.2 Provides non-classroom supervision when applicable				
Element 4.3 Maintains a professional demeanor at all times				
Element 4.4 Displays empathy and respect for students				
Element 4.5 Displays respect for staff and administration				
Element 4.6 Adheres to contractual hours of employment				
Element 4.7 Participates in professional growth and staff development activities				
Element 4.8 Establishes and maintains productive working relationships				

5. Overall Evaluation:

a. Commendations

b. Recommendations:

6. Improvement Plan: This employee performs professional duties conducive to the academic, social, and emotional needs of all students.

☐ Yes ☐ No ☐ Needs to improve Date scheduled to review Improvement Plan (if needed):

7. Employment Status Recommendation:

8. Five-Year Evaluation:

- | | | | | |
|---|-----|--------------------------|----|--------------------------|
| - Employee requests an initial five-year evaluation: | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| - Evaluator approves based on established criteria in Education Code Section 44664: | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| - Assistant Superintendent gives final approval: | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |

Signature, Assistant Superintendent, Human Resources

Evaluatee's signature does not indicate endorsement of the evaluation but is recognition that discussion has taken place. Unit member may submit a letter of rebuttal to evaluation, if they so desire.

TOSA's Signature

Date

Evaluator's Signature

Date

White: Personnel File

Yellow: Site Administrator

Pink: Employee

**PERRIS UNION HIGH SCHOOL DISTRICT
CERTIFICATED EVALUATION FORM
Counselor**

Tenured: ☐
Probationary: ☐ 1st ☐ 2nd
Other: ☐

Employee Name: _____
Work Site: _____
School Year: _____

Scale: **M**=Meets Standards **N**=Needs Improvement **U**=Unsatisfactory **NA**=Not Applicable

In the areas of evaluation below, check off your rating of the employee based on the above scale in the boxes provided. A "Needs Improvement" or "Unsatisfactory" rating must be accompanied by specific written suggestions to improve performance (use Improvement Plan).

AREAS OF EVALUATION:	M	N	U	N A
1. National Standard A Academic Development				
1.1 Maintains appointments with parents/staff/students				
1.2 Assists students/parents with goal setting/post high school plans				
1.3 Provides students with appropriate and timely feedback				
1.4 Participates in pre-registration and registration planning and processes				
2. National Standard B Career Development				
2.1 Designs four year plans and develops appropriate programs for each student				
2.2 Evaluates each student's program and make changes as needed				
2.3 Prepares credit evaluations to ensure students are meeting educational/career goals				
2.4 Provides a system to ensure dissemination of materials and information concerning colleges, jobs, scholarships, student loans and grants				
3. National Standard C Social /Personal Development				
3.1 Provides support for Special Education students and 504 participants				
3.2 Provides crisis counseling and makes referrals to appropriate support agencies				
3.3 Counsels students regarding personal and social concerns				
3.4 Provides assistance for peer tutoring and/or peer counseling programs				
3.5 Participates in Student Study Team (SST)				
3.6 Makes referrals to the Student Assistance Programs				
3.7 Participates in teacher/parent/student conferences				
3.8 Serves as a referral agent and consults with teachers to promote cooperative efforts				
4. Professional Counseling Standards				
4.1 Establishes and maintains open communications with parent/student/staff				
4.2 Provides non-classroom supervision when applicable				
4.3 Maintains a professional demeanor at all times				
4.4 Displays empathy and respect for students				
4.5 Adheres to contractual hours of employment				
4.6 Participates in building of the Master Schedule				

4.7 Participates in professional growth and staff development activities				
4.8 Establishes and maintains productive working relationships				
4.9 Prepares and maintains accurate records				
4.10 Adheres to guidelines for confidentiality issues				
4.11 Provides regular and prompt professional services				

5. Overall Evaluation:

a. Commendations:

b. Recommendations:

6. Improvement Plan: This employee performs professional duties conducive to the academic, social, and emotional needs of all students.

☐ Yes ☐ No ☐ Needs to improve

Date scheduled to review Improvement Plan (if needed):

7. Employment Status Recommendation:

8. Five-Year Evaluation:

- Employee requests an initial five-year evaluation: Yes ☐ No ☐
- Evaluator approves based on established criteria in Education Code Section 44664: Yes ☐ No ☐
- Assistant Superintendent gives final approval: Yes ☐ No ☐

Signature, Assistant Superintendent, Human Resources

Evaluatee's signature does not indicate endorsement of the evaluation but is recognition that discussion has taken place. Unit member may submit a letter of rebuttal to evaluation, if they so desire.

Counselor's Signature

Date

Evaluator's Signature

Date

White: Personnel File
Yellow: Site Administrator
Pink: Employee

**PERRIS UNION HIGH SCHOOL DISTRICT
CERTIFICATED EVALUATION FORM
Library/Media**

Tenured: ☐
 Probationary: ☐ 1st ☐ 2nd
 Other: ☐
☐ (not eligible for tenure)

Employee Name:
 Work Site:
 School Year:

Scale: **M**=Meets Standards **N**=Needs Improvement **U**=Unsatisfactory **NA**=Not Applicable

In the areas of evaluation below, check off your rating of the employee based on the above scale in the boxes provided. A Needs Improvement, or Unsatisfactory rating must be accompanied by specific written suggestions to improve performance (use Improvement Plan).

Standards of Professional Performance	M	N	U	NA
Standard 1: Collaborative Teacher				
Element 1.1 Orients students to the purposes, organization, procedures, and uses of the library				
Element 1.2 Teaches students and staff how to access, evaluate and effectively use information from a variety of print and digital resources				
Element 1.3 Designs flexible schedules for class use of the library media center				
Element 1.4 Develops and implements library media center standards for appropriate patron behavior				
Element 1.5 Creates an attractive, friendly, and stimulating library media center climate and facility for the entire learning community				
Element 1.6 Attends school library workshops and conferences				
Standard 2: Information Specialist				
Element 2.1 Manages efficient student and staff use of library print and digital information resources				
Element 2.2 Assess and develops the library media center's collection of resources to align with the needs of students, staff, community, and the curriculum				
Element 2.3 Implements information literacy standards as the basis for instruction in the school library program				
Element 2.4 Selects library books and other reading materials that support reading development for all students including those with special needs				
Element 2.5 Provides reading guidance to students and encourages independent reading for enjoyment				
Standard 3: Instructional Partner				
Element 3.1 Participates in site meetings and serves on school and district committees				
Element 3.2 Models the best uses of information and communication technologies in teaching and in present information to students, staff, and a community				
Standard 4: Program Administrator				
Element 4.1 Develops and administers policies and procedures for an effective school library media program				
Element 4.2 Develops, organizes, manages and assesses all school library media program resources				
Element 4.3 Manages library AV equipment and services.				
Element 4.4 Aligns the school library media program with the school's mission, goals and curriculum				
Element 4.5 Collaborates with other teachers to plan and evaluate the integration of reading strategies and information literacy instruction into the curriculum				

5. Non-Standard Components: Textbook Management				
Element 5.1 Develops and administers policies and procedures for effective textbook management.				
Element 5.2 Participates with other teachers and librarians in school and district curricular staff development				
Element 5.3 Selects textbook print and digital resources based on selection policies and criteria that respond to the curricular needs of students and staff.				
Element 5.4 Understands the California curriculum frameworks and content standards, instructional techniques and assessment methods				
Element 5.5 Provides for effective textbook distribution and collection in alignment with district and state requirements.				
6: Non-Standard Components: Other components				
Element 6.1 Provides non-classroom supervision when applicable.				
Element 6.2 Adheres to contractual hours of employment				

5. Overall Evaluation:

a. Commendations:

b. Recommendations:

6. Improvement Plan: This employee performs professional duties conducive to the academic, social, and emotional needs of all students.

☐ Yes ☐ No ☐ Needs to improve

Date scheduled to review Improvement Plan (if needed):

7. Employment/Status/Recommendation:

8. Five-Year Evaluation:

- Employee requests an initial five-year evaluation: Yes ☐ No ☐
- Evaluator approves based on established criteria in Education Code Section 44664: Yes ☐ No ☐
- Assistant Superintendent gives final approval: Yes ☐ No ☐

Signature, Assistant Superintendent, Human Resources

Evaluatee's signature does not indicate endorsement of the evaluation but is recognition that discussion has taken place. Unit member may submit a letter of rebuttal to evaluation, if they so desire.

Librarian's Signature

Date

Evaluator's Signature

Date

White: Personnel File
Yellow: Site Administrator
Pink: Employee

**PERRIS UNION HIGH SCHOOL DISTRICT
CERTIFICATED EVALUATION FORM
Nurse**

Tenured: ☐
Probationary: ☐ 1st ☐ 2nd
Other: ☐

Employee Name:
Work Site:
School Year:

Scale: **M**=Meets Standards **N**=Needs Improvement **U**=Unsatisfactory **NA**=Not Applicable

In the areas of evaluation below, check off your rating of the employee based on the above scale in the boxes provided. A “Needs Improvement” or an “Unsatisfactory” rating must be accompanied by specific written suggestions to improve performance (use Improvement Plan).

Standards of Professional Performance	M	N	U	NA
Standard 1: Quality of Care				
Element 1.1 Implements state mandated screening of vision, hearing, and scoliosis				
Element 1.2 Assess immunization status of all students and insure that all are in compliance				
Element 1.3 Assess tuberculosis status on all students and insure that all are in compliance				
Element 1.4 Consult with parents and agencies to acquire needed health care				
Element 1.5 Comply with state requirements to provide specialized health care				
Standard 2: Documentation and Record Keeping				
Element 2.1 Insures the continuity and completion of records and reports as required				
Element 2.2 Records findings of mandated health screenings on health insert				
Element 2.3 Records pertinent information relevant to health status				
Element 2.4 Completes and submit state and/or other reports as required				
Standard 3: Collegiality				
Element 3.1 Participates in IEP meetings for health purposes when necessary				
Element 3.2 Consults and appraises staff of current health trends				
Element 3.3 Serves as a consultant to the staff related to the students’ health needs				
Element 3.4 Serves as a liaison between school and community agencies concerning control of communicable disease				
Element 3.5 Serves as a consultant to staff on mandated reporting for suspected abuse or neglect				
Standard 4: Education				
Element 4.1 The nurse acquires and maintains current knowledge and competency in nursing practice				
Element 4.2 Maintains professional growth through seminars, classes, and individual research				
Element 4.3 Provides health inservice programs as needed				

5. Overall Evaluation:

a. Commendations:

b. Recommendations:

6. Employment Status Recommendation:

7. Five-Year Evaluation:

- | | | | | |
|---|-----|--------------------------|----|--------------------------|
| - Employee requests an initial five-year evaluation: | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| - Evaluator approves based on established criteria in Education Code Section 44664: | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| - Assistant Superintendent gives final approval: | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |

Signature, Assistant Superintendent, Human Resources

Evaluatee's signature does not indicate endorsement of the evaluation but is recognition that discussion has taken place. Unit member may submit a letter of rebuttal to evaluation, if they so desire.

Nurse's Signature

Date

Evaluator's Signature

Date

White: Personnel File
Yellow: Site Administrator
Pink: Employee

**PERRIS UNION HIGH SCHOOL DISTRICT
CERTIFICATED EVALUATION FORM
Speech/Language Pathologist**

Tenured: ☐
 Probationary: ☐ 1st ☐ 2nd
 Other: ☐
☐ (not eligible for tenure)

Employee Name:
 Work Site:
 School Year:

Scale: M=Meets Standards N=Needs Improvement U=Unsatisfactory NA=Not Applicable

In the areas of evaluation below, check off your rating of the employee based on the above scale in the boxes provided. A “Needs Improvement” or an “Unsatisfactory” rating must be accompanied by specific written suggestions to improve performance (use Improvement Plan).

Standards of Professional Performance:	M	N	U	NA
Standard 1: Preparation and Planning - Time Management				
1.1 Maintains appointments with parents/staff/students				
1.2 Presents reports to parents and staff in accordance with time lines				
1.3 Schedules pupil therapy during non-core subjects				
Standard 2: Administers Individual Assessments				
2.1 Administers appropriate assessments				
2.2 Develops written reports from assessments				
2.3 Responsible for Three (3) Year Plans for students who are DIS S/L only				
2.4 Adheres to all timelines				
Standard 3: General Speech/Language Pathology				
3.1 Maintains strong knowledge of individual assessment instruments				
3.2 Adheres to state and district eligibility criteria for all students assessed				
3.3 Participates in parent/student/staff conferences when requested				
3.4 Clearly explains the results of the evaluations to parents and staff within legal timelines				
3.5 Provides therapy as written on IEP				
3.6 Develops schedule and caseload; notifies District Office and school site of changes				
Standard 4: Professionalism				
4.1 Establishes and maintains effective communications with parents/students/staff				
4.2 Prepares and maintains accurate contact logs, registers, and reports for all students evaluated				
4.3 Maintains a professional demeanor at all times				
4.4 Displays empathy and respect for students				
4.5 Adheres to contractual hours of employment				
4.6 Keeps informed of changes in the laws affecting job performance				
4.7 Participates in professional growth and staff development activities				
4.8 Adheres to guidelines for confidentiality issues				
4.9 Establishes and maintains productive working relationships				

5. Overall Evaluation:

a. Commendations:

b. Recommendations:

6. Improvement Plan: This employee performs professional duties conducive to the academic, social, and emotional needs of all students.

☐ Yes ☐ No ☐ Needs to improve

Date scheduled to review Improvement Plan (if needed):

7. Employment Status Recommendation:

8. Five-Year Evaluation:

- | | | | | |
|---|-----|--------------------------|----|--------------------------|
| - Employee requests an initial five-year evaluation: | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| - Evaluator approves based on established criteria in Education Code Section 44664: | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |
| - Assistant Superintendent gives final approval: | Yes | <input type="checkbox"/> | No | <input type="checkbox"/> |

Signature, Assistant Superintendent, Human Resources

Evaluatee's signature does not indicate endorsement of the evaluation but is recognition that discussion has taken place. Unit member may submit a letter of rebuttal to evaluation, if they so desire.

Evaluatee's Signature

Date

Evaluator's Signature

Date

White: Personnel File
Yellow: Site Administrator
Pink: Employee

**PERRIS UNION HIGH SCHOOL DISTRICT
CERTIFICATED IMPROVEMENT PLAN**

Tenured: ☐
Probationary: ☐ 1st ☐ 2nd
Other: ☐

Employee Name: _____
Position: _____
Work Site: _____
School Year: _____

Any permanent certificated unit member who has received an unsatisfactory evaluation, shall be evaluated annually until the unit member achieves a positive Certificated Evaluation Report or is separated from the district. In the event the Certificated Evaluation Form of any unit member contains an unsatisfactory rating of the unit member's performance, the district shall require an Improvement Plan which must be in effect for a minimum of 4 weeks before a notice of unsatisfactory performance can be given. Such evaluation may also include a requirement that the unit member shall participate in a program designed to improve appropriate areas of the unit members' performance. Specific written recommendations and/or assistance shall be given for improving performance when the evaluation contains an unsatisfactory rating for any reason. When the Evaluator indicates to an Evaluatee on the Certificated Evaluation Form that overall performance needs improvement or does not meet assessment criteria, specific suggestions must be in writing on this form to include all Areas of Improvement listed below.

AREAS OF IMPROVEMENT:
1. Area where improvement is needed:
2. Specific suggestions for improvement:
3. Additional resources that will be utilized to assist with improvement:
4. Evaluator's role in assisting teacher:
5. Beginning date:
6. Completion date:

Evaluatee's Signature

Date

Evaluator's Signature

Date

White: Personnel File
Yellow: Site Administrator
Pink: Employee

PERRIS UNION HIGH SCHOOL DISTRICT
PRE-OBSERVATION FORM
Directed Teaching

Employee Name: _____
 Subject to be Observed: _____
 Date of Observation: _____
 Period to be Observed: _____

Tenured: ☐
 Probationary: ☐ 1st ☐ 2nd
 Emergency: ☐ (not eligible for tenure)
 Intern: ☐ (not eligible for tenure)
 Temporary: ☐ (not eligible for tenure)
 Other: ☐

(To be mutually agreed to by administrator & staff member)

Work Site:
 School Year:

The following standards have been mutually agreed to for the evaluation period: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ and is to be turned into the Evaluator within 5 days of the observation, but not later than 24 hours prior to the observation.

AREAS OF OBSERVATION (to be completed by Evaluatee)			
1. Explanation of lesson to be observed.			
2. What preceded this lesson?			
3. What will occur next?			
4. Objectives to be observed (relate them to the District Course of Study/State Framework).			
5. Teaching strategies to be used.			
OTHER AREAS OF OBSERVATION (to be completed by Evaluator)	Yes	No	NI *
a. Adheres to district/site/state framework			

b. Provides non-classroom support where applicable			
c. Prepares, maintains and submits attendance			
d. Maintains professional demeanor			
e. Daily, weekly lesson plans evident/available			
f. Adheres to contractual hours of employment			
g. Starts & dismisses classes on time			
h. Assigns appropriate homework			
i. Emergency lesson plans on file			
j. Has clear instructional objectives			

White: Site Administrator
Yellow: Employee

* NI = Needs Improvement

PERRIS UNION HIGH SCHOOL DISTRICT
PRE-OBSERVATION FORM
Non-Directed Teaching

Tenured: ☐
Probationary: ☐ 1st ☐ 2nd
Other: ☐
☐ (not eligible for tenure)

Employee Name: _____

Position: _____

Subject to be Observed: _____

Date of Observation/Meeting _____

Time of Observation/Meeting: _____

(Mutually agreed to by administrator & staff member)

Work Site: _____

School Year: _____

The unit member will state evidence of how they have met or will meet the areas of evaluation on their Certificated Evaluation Form. This form is to be turned into the Evaluator within 5 days of the observation/meeting, but not later than 24 hours prior to the observation/meeting.

AREAS OF EVALUATION: (to be completed by the Evaluatee)
EVALUATION AREA #1
Evidence: _____
EVALUATION AREA #2
Evidence: _____
EVALUATION AREA #3
Evidence: _____
EVALUATION AREA #4
Evidence: _____
SPECIAL SITUATIONS THAT EFFECT THE PERFORMANCE OF THIS JOB:

White: Site Administrator

Yellow: Employee

**PERRIS UNION HIGH SCHOOL DISTRICT
CERTIFICATED OBSERVATION REPORT**

Tenured: ☐
Probationary: ☐ 1st ☐ 2nd
Other: ☐ _____

Employee Name: _____
Work Site: _____
School Year: _____

Class Activity Observed: _____
Date & Period of Observation: _____
Length of Observation: _____
Date of Conference: _____

Observation:

Commendations/Recommendations:

Summary:

This report is a summary of my formal observation and has been discussed with me in conference with my Evaluator. The Evaluatee may, within 10 working days, make a written response to the observation. A signature on this observation report does not necessarily signify agreement.

Evaluatee's Signature

Date

Evaluator's Signature

Date

White: Personnel File
Yellow: Site Administrator
Pink: Employee