



**California School Employees Association  
and its  
Perris Elementary Chapter 489  
2024-2027 Successor Initial Proposal  
To Perris Elementary School District**

In accordance with Article 26 (Subsequent Negotiations) and Article 28 (Length of Agreement), of the current (July 1, 2021- June 30- 2024) Collective Bargaining Agreement, (CBA) The California School Employees Association and its Perris Elementary Chapter #489 (CSEA) hereby propose the following articles of the Collective Bargaining Agreement.

**ARTICLE XV. COMPENSATION AND BENEFITS**

CSEA proposes to increase the wages and benefits of classified employees, to increase recruitment and retention. This proposal shall not be less than the statutory Cost of Living Adjustment (COLA).

Additionally, CSEA shall propose language to allow more bargaining unit members to benefit from health insurance benefits, both during employment and retirement.

CSEA shall also propose updates and modifications to Article 15.9 of the CBA

**ARTICLE IV. ORGANIZATIONAL RIGHTS**

CSEA proposes to strengthen efficient Labor-Management collaboration, through introducing full release time for the CSEA Chapter President.

**ARTICLE VI. HOURS**

CSEA proposes to make modifications to Article 6, including but not limited to “Article 6.18 Hours.”

**ARTICLE X. EVALUATION PROCEDURES**

CSEA proposes to modify and update provisions related to the evaluation process.

**ARTICLE XI. LEAVES**

CSEA proposes to make modifications to Article 11 Leaves, including but not limited to provisions related to Catastrophic leave procedures.

**ARTICLE XVII. VACATION PLAN**

CSEA proposes to modify and update provisions related to vacation accrual and vacation scheduling.

**ARTICLE XXVIII. LENGTH OF AGREEMENT**

CSEA will propose a three (3) year agreement from July 1, 2024 through June 30, 2027. This agreement will include reopeners for Article XV Compensation & Benefits and additional articles for each contract year.

CSEA reserves the right to add to, delete from, or modify any proposals until such time a tentative agreement is reached, subject to the appropriate notice requirements under the law and CSEA policies.