



December 14, 2023

Perris Elementary School District Negotiations Update

Over the course of seven months, PESD and PETA have exchanged proposals concerning Article 18—Compensation and Benefits, Stipends and Extra Duty seven (7) times. On November 27, 2023, PESD exchanged its Last, Best, and Final proposal, signifying that there will not be another proposal from PESD at this stage in the process. PESD’s proposal included language that was tentatively agreed upon previously, and it included a final salary proposal as follows: *“Effective July 1, 2023, all certificated salary schedules shall be increased by 6.69%, with an extra duty rate increase to \$60 per hour,”* for a total compensation package of 6.85%.

Since 2020, PESD has made it a top priority to compensate our PETA members by supporting the increase in salary schedules resulting in a 4.59% differential that is above California’s Cost-Of-Living-Adjustment (COLA).

Here are the numbers dating back to 2020:

Year	State COLA	PETA Increase on Salary Schedule	Difference between COLA and PETA salaries
2020/2021	0%	2%	+2%
2021/2022	5.07%	4.50%	-0.57%
2022/2023	6.56%	11.25%	+4.69%
2023/2024	8.22%	6.69% proposed offer	-1.53%
Totals	19.85%	24.44%	+4.59%

In addition to increasing PETA salary schedules since 2020, PESD has also supported PETA by:

- Increasing the SDC, RSP and SDC Preschool salary schedule by 1%
- Adding dental for retirees
- Adding a one time bonus of \$1,450 off the salary schedule for all employees
- Increasing the extra duty rate from \$48/hr to \$60/hr.
- Increasing Health & Welfare from \$10,001/year to \$13,000/yr
- Increasing 1.5% stipend to 2% for SST
- Increasing 1.5% stipend to 3% for MTSS Academic Team
- Adding a 2% stipend for MTSS Student Support Lead
- Adding a 5% stipend for DLI Teachers

On December 12, 2023, we were informed that PETA filed a Request for Impasse Determination with the Public Employment Relations Board (PERB). Our next step is mediation, for which we will be notified of the date.