

**TENTATIVE AGREEMENT**  
**BETWEEN**  
**PALISADES CHARTER HIGH SCHOOL**  
**AND**

**UNITED TEACHERS LOS ANGELES-PALISADES CHARTER HIGH SCHOOL**

This Tentative Agreement is executed by and between Palisades Charter High School (“PCHS”) and United Teachers Los Angeles–Palisades Charter High School (“UTLA-PCHS”), subject to the ratification process.

**Salaries and Stipends (Article XV)**

- 1) The 2014-15 salary schedule will be increased by five percent (5%), retroactive to July 1, 2014.
- 2) Within thirty (30) calendar days of ratification of this Tentative Agreement, unit members employed at the time of ratification will receive retroactive compensation arising from Section 1, above.
- 3) Effective July 1, 2015:
  - a. The salary schedule will be increased by three percent (3%)
  - b. The MA stipend will be increased from \$1,000 to \$2,000, and the Doctoral stipend will be increased from \$1,500 to \$3,000.
  - c. Counselors required to work additional time beyond their contractual work year will be compensated at their per diem rate of pay.

**Academic Accountability Committee**

- 1) The Academic Accountability Committee, identified in the PCHS Charter, is charged with focusing on student achievement and examining quantitative and qualitative academic data to ensure that PCHS is complying with state and charter accountability measures and fulfilling PCHS’s mission. Through this Agreement, and consistent with the Committee’s charge, PCHS and UTLA-PCHS agree that immediately following ratification of this Agreement the Committee will be charged with gathering and analyzing information and research regarding assessing student needs, and considering recommendations based on those needs.
- 2) One teacher seat on the Committee will be vacant at the end of the current school year, and that seat will be filled by a UTLA-PCHS Chapter Chair. Any future vacancies on the Committee will be filled in accordance with the current process, i.e. recommendation by the Committee, followed by approval by the Board.
- 3) Under the PCHS Charter, the Committee is to provide a detailed, written report to the Board at least once a semester regarding its findings, per PCHS Charter language. The Committee’s report after the fall semester, 2015-16 will include recommendations, if any, regarding student schedule alternatives and other potential changes at PCHS that will better serve the needs and interests of PCHS students. The Committee is without restraints regarding its recommendations.

- 4) Any recommendations within the scope of representation will be subject to bargaining and the rights guaranteed under the collective bargaining agreement, and the parties agree to commence negotiations immediately following the recommendations.

### **Traveling Teachers**

- 1) Effective July 1, 2014, a teacher who travels, on both 1-3-5 and 2-4-6 days will receive a stipend of \$800 per semester (i.e. \$1,600 for the year if the teacher travels both semesters), to cover unique costs related to this assignment, and a teacher who travels, on either 1-3-5 or 2-4-6 days will receive a stipend of \$400 per semester (i.e. \$800 for the year if the teacher travels both semesters), to cover unique costs related to this assignment.
- 2) This agreement resolves any and all claims related to or arising from the grievance filed by UTLA-PCHS on March 11, 2015, regarding stipends for traveling teachers.

### **Final Completion of "Pali-Only" Collective Bargaining Agreement**


The parties agree to continue the review and revision of the "Pali-Only" collective bargaining agreement beginning the first semester of the 2015-16 school year, with the goal of distributing a final, printed copy of the 2015-2018 collective bargaining agreement to unit members as soon as reasonably possible.

### **Term of Agreement and Re-Negotiation (Article XXV)**

- 1) This agreement closes bargaining for the 2014-15 school year.
- 2) The parties agree to a three-year collective bargaining agreement, from July 1, 2015 through June 30, 2018.
- 3) Re-openers for bargaining will consist of the following:
  - a. There will be no reopeners in the 2015-16 school year, unless there are recommendations from the Academic Accountability Committee that are within the scope of bargaining. If so, the recommendations will be subject to reopeners as described above. This will have no impact on the reopeners referenced in (b) below.
  - b. For the 2016-17 school year there will be reopeners on compensation and up to two (2) additional articles for each party.
  - c. For the 2017-18 school year there will be reopeners on compensation and up to two (2) additional articles for each party.

### **AUTHORIZED SIGNATURES:**

  
UTLA-PCHS Representative

  
PCHS Representative

Date: 6-1-15

Date: 6-1-2015