

**TENTATIVE AGREEMENT BETWEEN
PARAMOUNT UNIFIED SCHOOL DISTRICT
AND CSEA AND ITS CHAPTER 447**

June 17, 2021

This Tentative Agreement (“Agreement”) is entered into between the Paramount Unified School District (hereafter “District”) and CSEA and its Chapter 447 (hereafter “CSEA”). This Agreement represents all subjects agreed to by the parties during negotiations over 2019-2020 and 2020-2021 contract years.

2020-2021

- Increase base salary schedules by 3.0 percent effective July 1, 2020.
- District will assume increased cost of the fringe benefit program for 2020-21, which represents an approximate increase of 5.2 percent in costs.
- Increase to the sixth step by 1.50 percent effective July 1, 2020.
- End of Year bonus for 20-21 equal to \$1,000 for employees who were employed as of June 30, 2021 or if they have completed their entire work calendar for the year. Any employee hired during the 20-21 school year will be eligible for the End of Year Bonus prorated to match the period of time they worked that year.
- Should the teachers bargaining unit negotiate a base salary increase of more than 3.0 percent for 20-21, classified salary schedules will be adjusted accordingly.

2021-2022

- Increase base salary schedules by 3 percent effective July 1, 2021.
- District will assume increased cost of the fringe benefit program for 2021-22.
- Increase to the sixth step by 1.25 percent effective July 1, 2021.
- End of Year bonus for 21-22 equal to \$1,000 for employees who were employed as of June 30, 2022 or if they have completed their entire work calendar for the year. Any employee hired during the 21-22 school year will be eligible for the End of Year Bonus prorated to match the period of time they worked that year.

- Should the teachers bargaining unit negotiate a base salary increase of more than 3.0 percent for 21-22, classified salary schedules will be adjusted accordingly.

For all other items not included in this Agreement but which were discussed by the District and CSEA in bargaining, such matters are considered withdrawn and given no effect.

Because this Agreement was made as a package settlement proposal, rejection of any part of it is a rejection of the entire Agreement.

Based on the above terms, the successor agreement between CSEA and the District shall expire on June 30, 2022.


CSEA Representative

6-21-21
Date


District Representative

6.21.21
Date


CSEA Representative

06/21/2021
Date