

**TENTATIVE AGREEMENT**

**BETWEEN**

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

**TO SETTLE 2011-2012 NEGOTIATIONS**

**OCTOBER 7, 2011**

The following terms are to fully settle negotiations between Palisades Charter High School ("PCHS") and PCHS-UTLA through June 30, 2012 as follows:

1. To effectuate restoration of the frozen salary schedule during the 2010-11 school year, affected and continuing unit members employed as of July 1, 2011, shall be advanced to the 2011-2012 salary schedule. This advancement ensures that affected and continuing unit members are placed on the schedule where they would have been placed had there not been a frozen salary schedule for the 2010-2011 school year.
2. Retroactive to July 1, 2011, unit members shall receive a one-time payment representing wages in the payroll periods of August, September and October, 2011, which they would have received had their placement on the salary schedule been advanced to the 2011-2012 school year on July 1, 2011.
3. There shall be no furlough days for the 2011-2012 school year.
4. The parties agree to meet during the 2011-2012 school year to reopen negotiation of a leave article.

SUBJECT TO FINAL RATIFICATION OF THE PARTIES:

Timothy W. Henderson  
UTLA Representative

October 31, 2011  
Date

Ram Napee  
PCHS Representative

October 31, 2011  
Date