

February 2, 2022 (HUSD Counter #2))

COUNTER PROPOSAL FROM THE HEMET TEACHERS ASSOCIATION TO THE HEMET  
UNIFIED SCHOOL DISTRICT

ARTICLE 9: SALARIES

ARTICLE 8: HEALTH AND WELFARE BENEFITS

**2021-22**


- Effective July 1, 2021, all certificated 2021-22 salary schedules shall be increased by four percent (4%); any retroactive payments will be on base salaries only.
- Upon Board approval, a one-time off-schedule payment of three percent (3%) shall be made to all certificated bargaining unit members who are in paid status as of the date of the Tentative Agreement. This payment shall be based on their new 2021-22 salary schedule placement. The payment shall be made on the February pay warrant. The payment shall be prorated for partial year service.
- This resolves negotiations for Article 8 and Article 9 for the 2021-22 school year with one exception. The parties agree to continue to negotiate a new Designated Subjects CTE salary schedule.

**2022-23**

- Effective July 1, 2022, all certificated 2022-23 salary schedules shall be increased by three percent (3%). HTA shall notify the District prior to April 1, 2022 whether it intends to place any of the 3% towards benefits.
- For Summer 2022 and Summer 2023, the summer school rate of pay reflected in Appendix C-4 shall be paid a percentage of .080% of Column E Step 5. After Summer 2023, the rate of pay shall revert to the summer school rate of pay in appendix C-4, which parties have agreed will be increased to (\$56.92) for Summer, 2023.
- A one-time off-schedule payment of four percent (4%) shall be made to all bargaining unit members in paid status as of the day after the first workday for their position in the 2022-23 school year, based on their 2022-23 salary schedule placement. The payment shall be made on the August pay warrant. Certificated bargaining unit members hired after the first workday for their position for the 2022-23 school year shall receive a prorated payment due to partial year service. Certificated bargaining unit members hired

after the first workday for their position for the 2022-23 school year shall receive the off-schedule payment within two (2) pay periods.

- This resolves negotiations concerning Article 9 and for any cost items related to Article 8 for the 2022-23 school year. HTA may make cost neutral proposals concerning Article 8.

  
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Dr. Derek Jindra  
Assistant Superintendent

2/2/22  
Date

  
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Tamara Jaimez  
HTA Lead Negotiator

2/2/22  
Date