

Appendix C 2023-2025

Appendix C-1

HEMET UNIFIED SCHOOL DISTRICT
 2024-2025 EXTRA PAY SCHEDULE

Except as otherwise noted, **extra pay** for extra services will be computed on a percentage of **Classification E, Step 6**. Amounts will be rounded off to the nearest \$1.00.

I. Ratio of Teaching Salary:

		Work Year Responsibility			
		Work Year	Factor	Factor	Ratio
A.	*Counselors	Teacher Work Year Plus 10 days	.050	.050	1.100
B.	Additional Summer work (Upon approval in advance by the Superintendent)	Per Week	.025	1.025	
C.	Extra Period Assignment	Extra period assignments shall be compensated at 1/6 of the Bargaining Unit Member’s regular salary for the period during which the teacher performs the extra period assignment. Compensation for extra period assignments commences the first contract day the teacher receives the assignment.			
D.	Elementary Functional Skills, BESTT (ED), and Autism Moderate-Severe Classroom Teacher Stipend.				

This elementary stipend calculates the amount to be paid to elementary teachers in this category who forgo 120 minutes per week of preparation time (excluding Late Start/Early Release Days) to remain with and instruct their students. The formula is based upon the Extra Period Assignment, described above, and shall be calculated using the following methodology.

1. Annual Salary divided by number of teacher work days (currently 186) to get the daily rate.
 2. Daily rate divided by 6 to determine a “period ratio.”
 3. Period Ratio multiplied by 2 then multiplied by 36 to determine the value of two periods per week over the course of the 36 week school year.
- Formula: **$((\text{Annual Salary}/186)/6)*2*36$**

Hemet Unified School District & Hemet Teachers Association, CTA-NEA
Collective Bargaining Agreement
 July 1, 2022 to June 30, 2025

Appendix C-2*

HEMET UNIFIED SCHOOL DISTRICT
 2024-2025 EXTRA PAY SCHEDULE

I. Fixed Amounts Per Assignment:

High School	Percentage	Salary
Academic Coach	5% per year	\$ 4,473.00
Athletics		\$
Director of Athletics (Hamilton 6-12 Only)	8% per year	\$ 7,157.00
Head Varsity Football Coach	8% per assignment	\$ 7,157.00
All other Head Varsity Coaches	7% per assignment	\$ 6,262.00
All Assistant Coaches	5% per assignment	\$ 4,473.00
Band Advisor	8% per year	\$ 7,157.00
BARR Advisor	6% per year	\$ 5,368.00
Career Technical Student Organizations (CTSO) Advisor	4% per year	\$ 3,578.00
Chorus Advisor	6% per year	\$ 5,368.00
Dance Team Advisor	3% per year	\$ 2,684.00
Debate Coach	3% per year	\$ 2,684.00
Department Chairperson		
Department with 7 or more members	5% per year	\$ 4,473.00
Department with 4-6 members	4% per year	\$ 3,578.00
Department with 3 or less members	3% per year	\$ 2,684.00
Drama Advisor	6% per year	\$ 5,368.00
Driver Training	per pupil trained	\$ 106.94
Driver Training Coordinator	5% per year	\$ 4,473.00
Flag & Banner Advisor	4% per year	\$ 3,578.00
Journalism Advisor	7% per year	\$ 6,262.00
Pep Squad Advisor	4% per year	\$ 3,578.00
Pep Squad Assistant Advisor	3% per year	\$ 2,684.00
Scholarship Advisor	3% per year	\$ 2,684.00
Speech Coach	3% per year	\$ 2,684.00
*Student Activities Director	12% per year	\$ 10,735.00
*Hamilton 6-12	8% per year	\$ 7,157.00
Yearbook Advisor	7% per year	\$ 6,262.00
Continuation High School	Percentage	
Sports Coordinator	3% per year	\$ 2,684.00
Yearbook Advisor	5% per year	\$ 4,473.00

*STRS creditable/non-creditable based on STRS determination letters. Adopted: 07/16/24

Hemet Unified School District & Hemet Teachers Association, CTA-NEA
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Appendix C-3*

HEMET UNIFIED SCHOOL DISTRICT
 2024-2025 EXTRA PAY SCHEDULE

Middle School (Excluding Hamilton 6-12)			Percentage	
Academic Coach	5%	per year		\$ 4,473.00
Athletics				
Director of Athletics [no release time]	3%	per year		\$ 2,684.00
Head Coach	2%	per assignment		\$ 1,789.00
Band Advisor	5%	per year		\$ 4,473.00
Chorus Advisor	5%	per year		\$ 4,473.00
Department Chairperson				
Department with 7 or more members	5%	per year		\$ 4,473.00
Department with 4-6 members	4%	per year		\$ 3,578.00
Department with 3 or less members	3%	per year		\$ 2,684.00
Drama Advisor	3%	per year		\$ 2,684.00
Flag and Banner Advisor	3%	per year		\$ 2,684.00
Journalism Advisor	3%	per year		\$ 2,684.00
Pep Squad Advisor	3%	per year		\$ 2,684.00
Student Council/Activities Advisor	5%	per year		\$ 4,473.00
Yearbook Advisor	3%	per year with class		\$ 2,684.00
	6%	per year without class		\$ 5,368.00
Elementary Schools Grades TK-5		Percentage		
Band Advisor	4%	per year		\$ 3,578.00
Chorus Advisor	4%	per year		\$ 3,578.00
General Ed. With Combo Classes		Per year		\$ 1,500.00

* STRS creditable/non-creditable based on STRS determination letters.
 Adopted: 07/16/24

Hemet Unified School District & Hemet Teachers Association, CTA-NEA
Collective Bargaining Agreement
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Appendix C-4*

HEMET UNIFIED SCHOOL DISTRICT
 2024-2025 EXTRA PAY SCHEDULE

Elementary Schools Grades K-8	Percentage	
Refer to Elementary Schools Grades K-5 above		
6-8 Grades		
Refer to Middle School section above		
School Psychologists, SLP's, and Counselors, Behavior Specialist		
National Board Certified	per year	\$750
Special Education Teachers		
Caseload Management	per year	\$1,500

Stipends may be split between or among Unit Members if agreed to by the Unit Members and if approved by the principal and Governing Board.

I. Hourly Wage:

Adult Education/Independent Study	.058%	\$51.89 per hour
Detention Duty / Saturday School	.055%	\$49.20 per hour
New Teacher Orientation	.055%	\$49.20 per hour
Home & Hospital	.080%	\$71.57 per hour
Extra Duty Rate	.080%	\$71.57 per hour
Summer School at Extra Duty Rate	.080%	\$71.57 per hour

STIPENDS & HOURLY WAGES

SALARY SCHEDULE: 105, 107, 109, 112, 117, 119, 140, 150, 209, 211

EFFECTIVE: 7/1/24

BOARD APPROVED: 07/16/24

* STRS creditable/non-creditable based on STRS determination letters.

Adopted: 07/16/24

Appendix C-5*

HEMET UNIFIED SCHOOL DISTRICT
2024-2025 EXTRA PAY SCHEDULE

I. An isolation factor will be paid to teachers assigned to Cottonwood School in the following manner:

Teachers assigned to Cottonwood School during the 1997-98 school year who received an isolation factor during that year of \$400 or \$500 shall continue to receive that sum in the future if assigned to Cottonwood School. The isolation factor shall be paid in the last pay warrant of the school year. A year of service is defined as teaching 75% of the school year.

Teachers assigned to Cottonwood School during the 1997-98 school year who received an isolation factor during that year of less than \$400, or first assigned to Cottonwood School during the 1998-99 school year or later, shall receive an isolation factor of \$300 per year while assigned to Cottonwood School. The isolation factor shall be paid in the last pay warrant of the school year. A year of service is defined as teaching 75% of the school year.

II. Compensation For Involuntary Transfers

Shall remain for the duration for the involuntary transfer (Article 10.6.11 Collective Bargaining Agreement)

Cottonwood	\$1500.00
Hamilton	\$1500.00
Idyllwild	\$1500.00

III. Mileage Reimbursement

Mileage shall be compensated according to the IRS rate but is limited to the cost of public transportation using “coach” or “economy” rates or actual mileage expense, whichever is lower in accordance with Board Policy and Administrative Regulation 3350.

IV. *Stipend for Bilingual, Cross-Cultural, Language, & Academic Development (BCLAD).

Stipend for BCLAD - \$750 per year.

V. *Stipend for Earned Doctorate

Stipend for Ph.D. or Ed.D. from an accredited institution - \$750 per year.

VI. *Stipend for NBPTS Certification

Stipend for obtaining certification from the National Board for Professional Teaching Standards (NBPTS) -\$750 per year.

* STRS creditable/non-creditable based on STRS determination letters.
Adopted: 07/16/24

Appendix C-6*

HEMET UNIFIED SCHOOL DISTRICT
2023-2025 EXTRA PAY SCHEDULE

I. Substitute Service Compensation

Teachers who substitute for teachers who are absent due to scheduled school business, illness, or emergencies shall be covered by the following provisions:

- a) Beginning the 2023-2024 school year, secondary teachers who provide substitute coverage for another employee during his/her assigned preparation period shall be paid at a \$75 flat rate per coverage on the next pay warrant.
- b) On those occasions when a teacher in a self-contained class takes students from another class because a substitute has not been provided for an absent teacher, the teacher shall be paid at a \$75 flat rate per day on the next pay warrant.
- c) Such service shall first be solicited on a voluntary basis. In the event that no volunteer can be obtained, employees may be assigned on an occasional basis.
- d) For 2022-2023 only, for secondary teachers' who have accrued compensatory time off may be granted in portions of one (1) period or more upon prior approval by the principal or designee. Under normal circumstances, employees may be permitted to take no more than two (2) consecutive days of compensatory time off. Under unusual circumstances and upon written application, a principal may authorize up to three (3) consecutive days of compensatory time off.

For 2022-2023 only, for elementary teachers, compensatory time may be taken in half or full day increments, subject to the same restrictions for secondary teachers.

- e) No compensation time may be taken the last two (2) weeks of each semester except upon prior approval by the principal.
- f) At the end of the 2022-2023 school year, remaining compensatory time shall be paid out at the flat rate of \$75 per compensatory period and sections (d) and (e) of this Appendix shall be removed. Furthermore, all references to "comp time" or "compensatory time" shall be removed entirely from the Collective Bargaining Agreement.

* STRS creditable/non-creditable based on STRS determination letters.
Adopted: 07/18/23

Appendix C-7

HEMET UNIFIED SCHOOL DISTRICT
MEMORANDUM OF UNDERSTANDING
between
HEMET UNIFIED SCHOOL DISTRICT and HEMET TEACHERS ASSOCIATION

Dual Language Immersion Program
Recruiting and Retention
Effective July 1, 2017

The Hemet Unified School District (HUSD) and the Hemet Teachers Association (HTA) have a mutual interest in the recruitment and retention of teachers for the Dual Language Immersion (DLI) Program offered within the district.

Therefore, HUSD and HTA enter into the following agreement to recruit and retain teachers for the District's DLI Program by providing the following incentive payment and program stipend:

1.0 Eligibility

1.1 Teachers who hold a Bilingual, Cross-cultural, Language, and Academic Development (BCLAD) Certificate and:

- (a) Who are actively teaching in the DLI program OR
- (b) Are hired for a future assignment in the DLI program shall be eligible for the incentive.

2.0 Incentive Payment

2.1 Eligible teachers new to HUSD shall receive a one-time signing incentive of \$1,000 to be paid in their second pay warrant after hire OR

2.2 Eligible teachers currently employed by HUSD shall receive a one-time transfer incentive of \$1,000 to be paid in their second pay warrant after being assigned to the program.

3.0 Program Stipend

3.1 Eligible teachers who are currently teaching in a designated DLI classroom shall receive a program stipend of \$1,500 annually.

3.2 Eligible teachers who are hired for the DLI program and are preparing to teach in a designated DLI classroom within one (1) year shall receive a program stipend of \$1,500 annually.

- (a) During this one (1) year time frame, this teacher shall actively prepare to implement the DLI program.

3.3 Eligible teachers who are hired for the DLI program, but are not currently teaching or preparing to teach in a DLI classroom within one (1) year, shall receive a program stipend of \$500 annually.

- (a) These teachers shall actively participate in the implementation of the schoolwide DLI program.

3.4 All participating teachers in the DLI program shall also receive the annual BCLAD stipend of \$750 as outlined in Appendix C-5 of the Collective Bargaining Agreement.

3.5 Annual program stipends shall be distributed in equal monthly payments.



6/21/2023

Derek Jindra, Ed.D.
Asst. Supt. of HR

Date



6/21/2023

Tamara Jaimez
Interim Lead Negotiator, HTA

Date