TENTATIVE AGREEMENT

General Membership Meeting
Monday, June 26th
11am & 4pm
HTA'S 2023-2024 BARGAINING TEAM

- Danelle Gheen- Secondary Agriculture Teacher, Negotiating Lead
- Rozalyn Hovivian- Middle School Teacher
- Denise Newberry- Elementary Reading Specialist
- Dan Paight- Elementary Special Education Teacher
- Kelly Ramirez- Secondary Psychologist
- Shannon Vargas- High School Counselor
- Tamara Jaimez- Interim Negotiating Lead
- Courtney Green- CTA Staff
What were HTA’s Bargaining Team goals?

**What guided HTA’s Bargaining Team?**
- Listening Tours
- Bargaining Survey
- Member Conversations

**Salary**
Move above the median in salary comps in the area.

**Class Size**
Decrease class size across all grade levels.

**Special Education**
- Change co-teaching language to better support educators.
- Address workload concerns.

**Special Groups**
- Gain specific language in CBA that addresses workload of counselors, psychologists, SLPS, & nurses.
SALARY & BENEFITS

ARTICLES 8 & 9

2023-2024

- 13% Total Compensation-
  - 12.03% on schedule increase starting July 1, 2023.
  - 0.84% - Health and Welfare Cap increase of $1,000.
  - 0.13% - Retiree Health and Welfare Cap increase of $1,500.
- One time bonus equal to 3.56% of 2022-2023 salary.
- Optional 2 days of PD, plus 2 additional optional days for SPED.

2024-2025

- Ongoing compensation increase equivalent to the funded statutory COLA. (Estimated to be 3.94%)
- Optional 2 days of PD, plus 2 additional optional days for SPED.
- Other articles remain open.
- The whole Collective Bargaining Agreement (CBA) expires in June 2025, and we will have the opportunity to negotiate everything at that time.
CLASS SIZE

ARTICLE 14

SECONDARY
Secondary teachers 6th-12th- no more than 190 student contacts in a 5 period day or 230 student contacts in a 6 period day.

VISUAL ART
Secondary Visual Arts class- no more than 195 student contacts in a 5 period day and 235 students in a 6 period day.

ELEMENTARY PE
The District wanted to increase class sizes for Elementary PE. HTA held firm against this and the District ultimately dropped their proposal.
**SPECIAL EDUCATION**

**ARTICLE 19**

**CO-TEACHING**
- Participation in Co-Teaching shall be voluntary.
- Students with IEPs in Co-Teaching class shall not exceed 12 whose goals are tied to that specific content area.
- Other language to support unit members in Co-Teaching.
- Preschool-20
- Mild/Mod- 28
- Mod/Severe/BESTT- 14
- Caseload does not include pending students.
- After the 15th day, caseload overage compensation $10 per student, per day.

**CASELOAD CAP**

**STIPEND MOU**
- In order to recruit & retain for hard to fill positions, an MOU was signed to allow for a BESTT/Autism educator stipend.
- BESTT/Autism educators will be paid their stipend monthly.
- MOU expires June 2025.
SPECIAL GROUPS

ARTICLE 14 & 19

COUNSELORS
- Middle School- Two counselors per site.
- Comprehensive High School- Site average one caseload counselor for every 500 students.
- 9th grade BARR- one counselor per site (excluding Hamilton and Alt Ed.)

PSYCHOLOGISTS
- District average of no less than one psych to every 1,000 students.

SLPS
- TK-12th Ratio 1:55, Preschool Ratio 1:40
- When serving preschool & school age, preschool students will count as 1.25 students.

NURSES
- Nurse Caseload- 1: 3,300
ARTICLE 7 HOURS
- Agriculture Teachers extended calendar 225 days with compensation for farm management, field trips outside of contract hours, etc.
- Added CTSO Stipend.

ARTICLE 9 SALARY
- Transcripts may be submitted an additional two times throughout the school year to be eligible for salary schedule advancement.
- Starting July 1, 2023, HUSD will accept all verified years of teaching experience.

ARTICLE 12 LEAVES
- Educators who work longer than the teacher school year will receive 2 hours of sick time for every 5 days worked.
- Bereavement Leave- Members entitled to no less than 5 days (updated CA law).

APPENDIX C
- Any secondary teacher who provides class coverage during prep period will receive $75 flat rate paid at end of month.
- If a teacher in a self-contained classroom takes extra students due to lack of subs, the teacher will get $75 flat rate per day paid at end of month.
- "R & D" changed to "Extra Duty".
VOTE: IT'S UP TO YOU

A "Yes" Vote Means:
- Members see improvement in working conditions in August.
- Members see significant improvement to financial position.
- HTA gains power when members support other members.

A "No" Vote Means:
- Reject all language of TA.
- Both teams return to table.
- Impasse, Mediation, and possible Fact-finding/or unilateral implementation. No strike possible at this time.
- No guarantee of a better deal.
TA
NEXT STEPS

- Be informed! Read the Tentative Agreement.
- Vote by electronic ballot in your school email Tuesday June 27th- Friday June 30th.
- If passed, the TA will go to the next HUSD school board meeting for final approval.