

**MEMORANDUM OF UNDERSTANDING BETWEEN  
WILLIAM S. HART UNION HIGH SCHOOL DISTRICT AND  
HART DISTRICT TEACHERS ASSOCIATION  
REGARDING YEARS OF EXPERIENCE**

This Memorandum of Understanding ("MOU") is entered into this 13th day of July 2017, by and between William S. Hart Union High School District ("District") and Hart District Teachers Association ("HDTA") (collectively referred to herein as the "Parties") regarding Article XIX, and Appendix A (A.1.6, A.2.6 and A.3.2) of the Collective Bargaining Agreement ("CBA") between the parties.

Whereas, Article XIX, and Appendix A, sets forth and lists the Salary Schedules for Teachers, Librarians, Counselors, Nurses, Psychologist and Speech Language Pathologists; and

Whereas, the Parties agree that there is a need to increase the years of experience granted to new unit members on the salary schedule.

IT IS, THEREFORE, NOW AGREED BY AND BETWEEN THE PARTIES THAT:

1. This MOU shall become effective on the date of its execution and approval by each party.
2. The District may grant up to ten (10) years of experience for placement of new unit members on the salary schedule.
3. The Parties agree the terms of this MOU will be included into the CBA. Specifically, Appendix A, sections A.1.6, A.2.6, and A.3.2 will be revised as follows:

The District may grant up to ~~nine (9)~~ ten (10) years of experience for placement of new unit members on the salary schedule.

4. This MOU is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.

**WILLIAM S. HART UNION HIGH SCHOOL DISTRICT**

By: Michael Vierra  
Michael Vierra, Ph.D.

Date: 7-13-17

**HART DISTRICT TEACHERS ASSOCIATION**

By: John E. Ahart  
John Ahart, Chief Negotiator

Date: 7/13/17