

Bargaining Proposal
From
Hart District Teachers Association
To
William S. Hart Union High School District

For the Academic Year 2018-2019

The agreement shall remain the same except for the items and/or sections below that are to be changed as stated.

ARTICLE VIII	TEACHING HOURS
ARTICLE XIX	SALARIES
ARTICLE XX	ORGANIZATIONAL SECURITY: PROFESSIONAL DUES AND PAYROLL DEDUCTIONS
ARTICLE XXI	UNIT MEMBER BENEFITS
ARTICLE XXV	SPECIAL EDUCATION
ARTICLE XXIX	REASSIGNMENT
APPENDIX A	TEACHER, COUNSELOR, TEACHER/LIBRARIAN, NURSE SALARY SCHEDULE
APPENDIX A	PSYCHOLOGISTS SALARY SCHEDULE
	SPEECH & LANGUAGE PATHOLOGISTS

CONTRACT AGREEMENT

WILLIAM S. HART
UNION HIGH SCHOOL
DISTRICT

and

HART DISTRICT
TEACHERS ASSOCIATION

July 1, 2017 through June 30, 2020

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ARTICLE VIII - TEACHING HOURS

8.1 Teachers teaching full time at schools other than continuation high school shall teach not more than five (5) regularly assigned classes of students per quarter; such teachers shall have no more than twenty-five (25) teaching periods per week computed on a two (2) week basis. The length of such periods shall be in accordance with past practice, except that, following a proposal of the site principal and a majority vote of the teaching unit members, including the teacher/librarian, at a school, one (1) class period in each instructional day may be lengthened to a maximum of fifteen (15) minutes for a sustained reading time. Time for the reading period shall be taken from other time in the daily schedule.

Sustained reading time of a lengthened regular class period or of an added class period shall require no evaluation of students by the teacher.

The proposal of the site principal and the majority vote of the teaching unit members, including the teacher/librarian, shall take place at least two (2) weeks before the end of one (1) school year. The reading time or period, once begun at a school site, shall continue indefinitely unless the site principal shall discontinue it or unless a petition of the majority of the teaching unit members, including the teacher/librarian, shall call for a revote.

8.1.1 In the event that an overestimation of or a decline in enrollment results in staffing District-wide whereby one or more unit members may be released from regular assignment without exceeding the staffing ratios prescribed in Article XII, the District may transfer unit members to full-time substitute positions in lieu of being assigned as provided in Section 8.1. Such transfer shall not affect the annual salary or the temporary/probationary/tenured status of unit member(s) so transferred.

8.1.2 Whenever possible, the District shall limit such transfer to long-term, in the unit member's

major/minor, and infrequent changes in worksite. Unit members so transferred shall be given preference in transfer rights at the earliest opportunity.

- 8.1.3 The District shall seek volunteers for transfer to full-time substitute positions. Should a District-initiated transfer become necessary under this section, criteria for transfer shall be least training for the present assignment, least experience for the present assignment, and least seniority with the District.

No District-initiated transfer under the provisions of this section shall affect a particular unit member for longer than one (1) full school year without voluntary consent and will not affect a particular unit member in successive years.

- 8.2 Teachers at schools other than continuation high school shall have five (5) assigned periods per week on campus set aside primarily for preparation and planning. These periods may also be used for referral conferences and parent conferences. These periods shall normally be duty free with the following exceptions:

- 8.2.1 Emergencies not related to class coverage

- 8.2.2 Class coverage only in cases of extreme necessity -- an extreme necessity shall be defined as a need prompted by an unplanned, unscheduled, or unforeseen event or circumstance.

- 8.2.3 Occasional meetings

- 8.3 Class coverage may be required in cases of emergencies or extreme necessity under the following conditions:

- 8.3.1 Class coverage shall not be required duty where one-half (1/2) day or more of coverage is required for the individual unit member who is absent, except in cases where the District is unable to obtain a qualified substitute. The District shall keep a record of all such cases and provide, upon request by the Association, verification of such case to the Association.

- 8.3.2 Class coverage shall be assigned in advance when possible, taking into consideration the need for the preparation period by individual unit members, and the special qualifications, if any, required for the particular class coverage involved.
- 8.3.3 Class coverage shall be assigned as equitably as possible among unit members. An on-deck system by which a unit member is assigned coverage for a set time period (e.g., one week) shall not be considered equitable. No unit member shall be required to cover more than one (1) class per school week unless all other available unit members have covered a class that week.
- 8.3.4 Records of class coverage shall be kept by the principal or designee and readily available for inspection by any affected unit member regularly assigned to that school site.
- 8.4 Teachers, counselors and teacher/librarians shall be compensated for class coverage at the hourly rate of pay for no less than a minimum of one (1) hour for each class covered.
- 8.4.1 Class coverage bank hours
- 8.4.1.1** For class coverages, a unit member shall be offered a choice of compensation: one hour of professional pay or "bank" hours. For each six (6) hours "banked," one (1) "comp" day up to four (4) per year, ~~not to~~ **two days that can** be carried over from year to year, shall be granted the unit member.
- 8.4.1.2 Unit members shall declare, one year at a time, whether to receive class coverage payment in professional pay or "banked" hours.
- 8.4.1.3 Unit members who are absent using a "banked" comp day shall take any combination of comp time up to a full comp day (that is, 6 hours) at a time. Prior clearance from a unit member's immediate supervisor shall be obtained for any comp absences. The supervisors' approval will not be unreasonably withheld. Unit members are responsible for securing a substitute prior to comp absences.

- 8.4.1.4 Unused "bank" hours left over at the end of a school year shall be converted to hourly professional pay and paid to the member on the next pay cycle.
- 8.5 Class coverage shall be assigned among unit members as equitably as practicable in an established selection procedure as follows:
- 8.5.1 First, Teachers when available
- Second, Counselors when available
- Third, Teacher/Librarians when available.
- 8.5.2 The Alpha List (or other organizational structure) shall be reversed each semester to ensure that equal opportunities are afforded all staff.
- 8.6 A unit member shall not be required to cover more than one (1) class except in extreme emergencies. If such coverage is required, the unit member shall be compensated at the hourly rate of pay for no less than a minimum of one (1) hour for each period covered. A block period is defined as two periods and compensated as such.
- 8.7 Every unit member shall be entitled to one (1) duty-free, uninterrupted lunch period each day of at least forty (40) consecutive minutes, inclusive of passing periods. Every unit member shall be entitled to at least one (1) duty-free, uninterrupted relief period each day of at least twenty (20) minutes, inclusive of passing periods.
- 8.8 It is the mutual goal of the Association and the District to enable the District to qualify for, apply for, and receive all available incentive funds for the longer day (E.C. Section 46201-46204).
- 8.8.1 Regular class periods may be increased to a maximum of sixty (60) minutes at the senior high schools and a maximum of fifty-five (55) minutes at the junior high schools, except that one (1) class period in each instructional day may be lengthened by a maximum of fifteen (15) minutes for a sustained reading time in accordance with Section 8.1. Class periods for block schedules shall not exceed 120

minutes at the senior high schools or 110 minutes at the junior high schools.

- 8.8.2 Classroom enrollment maximums may be exceeded at a school site in case of natural disaster, utility failure, public disorder, semester final examinations at the senior high schools, District testing programs, pre-registration done in the classroom, or other special activities as approved by the principal.
- 8.8.3 Extended day
 - 8.8.3.1 At each school site, a Unit member may be assigned a work schedule within six contiguous periods, although the school day may extend up to ten periods unless mutually agreed upon. For example, a unit member may be assigned a schedule (including a preparation period) during periods, 1-6,2-7,3-8,4-9,or 5-10.
 - 8.8.3.2 Unit members who are assigned schedules that include periods 1,8,9, or 10 shall be selected from volunteers first. If schedule needs cannot be met with volunteers, a Unit member may be assigned to a schedule that includes 1,8,9,or 10. The selection of such assignments shall be determined by lottery from the existing pool of properly credentialed and qualified Unit members at the site, as determined by the principal and the department chair.
 - 8.8.3.3 A Unit member may also request to work a split schedule, although the assignment shall not total more than the maximum five-period, plus preparation period, assignment.
- 8.8.4 Scheduling for new schools
 - 8.8.4.1 New schools in their first year of operation may implement a block or alternative schedule without a site-based decision. To continue the block or alternative schedule at the school, a site-based vote must be conducted in the fourth quarter. The length of the working day at new schools will be consistent with the parameters in the Contract Agreement for other unit members, with the understanding that start and finish times may be varied to accommodate student needs.

8.9 Teaching Daily 6th Period

8.9.1 The Association and the District stipulate that full time permanent unit members may teach a daily 6th period class with the following exceptions:

8.9.1.1 Unit members currently participating in PAR, Induction or who have not achieved permanent status in the District may not teach a daily 6th period.

8.9.1.2 Unit members who receive a compensation period for other duties including, but not limited to, coaching, advising, planning, etc. may not teach a daily 6th period.

8.9.1.3 Unit members receiving a district stipend will have eligibility based on the following list:

Category A (Not eligible to accept a Daily 6th Period Assignment at any time)

- Band Director
- Instrumental Music Director
- Choir Director
- Pep Advisor
- Drill Team Advisor
- Flag Team Advisor
- Yearbook Advisor
- Newspaper Advisor
- Drama Advisor
- Dance Production Advisor
- ASB Advisor
- Professional Development Coach
- English Language Development Coordinator
- Athletic Director
- Any "Head Coaching" Position

Category B (Eligible to accept a Daily 6th period assignment during off-season)

- Any non-Head Coaching Position

Category C (Eligible to accept a Daily 6th period assignment).

- All other stipend positions not already in category A or B.

Any unit member who has 2 or more stipend positions in total from any of the three categories during any academic year is ineligible to accept a daily 6th period teaching assignment.

Note: a position that is paid on an hourly basis (i.e. Saturday School, Home Study, etc.) does not make the unit member ineligible to accept a daily 6th period teaching assignment.

The restrictions set forth in sections 8.9.1.1 regarding those who have achieved permanent status, 8.9.1.2 and 8.9.1.3 will not apply for year 2 probationary teachers with previous teaching experience if the District needs to create a Daily 6th period and no other eligible unit members are willing or able to teach a Daily 6th period.

- 8.9.1.4 Unit members who do not possess a valid credential for the designated additional teaching period may not teach a daily 6th period.
- 8.9.2 Site Restrictions for Daily 6th Period:
 - 8.9.2.1 During any single semester no comprehensive high school may have more than six (6) periods being taught by a unit member(s) as a daily 6th period.
 - 8.9.2.2 During any single semester no junior high school may have more than four (4) periods being taught by a unit member(s) as a daily 6th period.
 - 8.9.2.3 During any single semester no alternative school may have more than four (4) periods being taught by a unit member(s) as a daily 6th period.
- 8.9.3 District Responsibilities for Daily 6th Period
 - 8.9.3.1 The District must notify the Association of all Daily 6th Period assignments in a timely manner. This may happen three times for each academic year. The first instance of notification must occur after the initial staffing period in the Spring for the following school year. The District must notify the Association by May 1st that there have been Daily 6th period assignments for the following school year. The second and third instances of notification must occur within 15 school days of the first day of

classes of each semester. For the May 1st notification only, the assignments may be eliminated if summer scheduling determines that the assignments are no longer necessary.

- 8.9.3.2 If the District assigns any Daily 6th Period classes taught without proper notification to the Association, the District will be prohibited from assigning any Daily 6th Period classes taught for the two semesters following the failure of notification at the respective school site. This remedy will not apply if due to an emergency and/or unforeseen circumstances the District assigns a Daily 6th period class without proper notification.
- 8.9.4 Teaching a Daily 6th Period is strictly voluntary for all unit members.
- 8.9.5 This program does not relieve the district from awarding compensation periods as described in 12.8.1.2.
- 8.9.6 Selection Criteria for Unit Members to Teach a Daily 6th Period:
 - 8.9.6.1 All positions must be posted through district HR.
 - 8.9.6.2 When multiple qualified candidates apply for the same position, the assignment will go to the most senior unit member at that particular site in the department in which the Daily 6th Period will be taught. Unit members may hold the position for two (2 consecutive) semesters and then other qualified unit members must be given the opportunity to teach that particular assignment. If there are still multiple qualified candidates, the next most senior unit member shall receive the assignment.
 - 8.9.6.3 When all qualified unit members have had the opportunity to teach a daily 6th period the unit member who has had the longest time since their most recent daily 6th period assignment shall receive the assignment.
 - 8.9.6.4 No unit member may teach a daily 6th period for more than four (4) consecutive semesters.
- 8.9.7 Compensation for Teaching a Daily 6th Period

- 8.9.7.1 For each semester a Daily 6th Period class is taught by a unit member they will receive a factor of .083 of their current year's placement on the salary schedule.
- 8.9.7.2 Payment for Daily 6th Period classes taught in the Fall semester must be paid in equal monthly installments from July through December. Payment for Daily 6th Period classes taught in the Spring semester must be paid in equal monthly installments from January through June. If the assignment is not received in time to receive 6 monthly installments, the compensation is to be equally divided between the remaining months of that semester.

ARTICLE XIX - SALARIES

- 19.1 The Teacher, Counselor, Teacher/Librarian, Nurse Salary Schedule, Psychologists Salary Schedule, and Speech Language Pathologists Salary Schedule, attached as Appendix A, shall increase ~~one~~ **two** percent (~~1~~**2**%) retroactive to July 1, 2017**18**. ~~Each unit member will also receive a one-time, off-schedule payment equal to two (2.0%) of the unit members' 2017-2018 placement on the salary schedule. Payment will be made to each unit member employed by the District on June 1, 2018.~~
- The salary schedules and salary classifications requirements of all unit members are set forth in Appendices A, B and C attached.
- 19.2 All unit members who serve other than the required number of days as set forth in Appendices A and B and Article VI for their job classification shall receive salary which is not less than that which bears the same ratio to the established annual salary for their position as the number of days they serve bears to the number of working days required for their job classification.
- 19.3 Notwithstanding Section 19.2 above, unit members under contract of employment who serve for one (1) full school semester shall receive not less than one-half (1/2) the annual salary for their position.
- 19.4 The payroll period of unit members for regular service shall be monthly, beginning with the first

day of the calendar month. Salary payments shall be made not later than the last workday of each calendar month. The "last workday" shall be defined as the last workday of the Los Angeles County Office of Education, Payroll Department. The payroll period for services in addition to the unit member's regular assignment shall be in accordance with past practice. Salary payments for these services shall be made not later than ten (10) working days after the payroll period in which the service was performed.

19.5 Salary payments for unit members employed for the full school year shall be made in eleven (11) equal payments. The first payment shall be on the last workday in August. Returning unit members shall have the option of receiving salary payments in twelve (12) equal payments beginning with payment on the last workday in July. Unit members who wish to change status (from eleven to twelve payments or from twelve to eleven payments) must notify the District by June 1 of the change year. Unit members employed for less than the full school year shall be paid monthly.

19.6 The District shall make available to all unit members the opportunity to participate in the Los Angeles County program for Direct Deposit of regular payroll warrants.

ARTICLE XX - ORGANIZATIONAL SECURITY: PROFESSIONAL DUES AND PAYROLL DEDUCTIONS Need to make this agree with the Supreme Court decision.

20.1 Any unit member who is a member of the Association, or who has applied for membership, may sign and deliver to the District an assignment authorizing deduction of unified membership dues. Such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 15 of any year. Pursuant to such authorization, the District shall deduct one-tenth (1/10) of such dues from the regular salary check of the unit member each month for ten (10) months. Deductions for new unit members who sign such authorization after the commencement of the school year shall be made retroactively to the date of the commencement of duties.

- 20.2 With respect to all sums deducted by the District pursuant to authorization of the unit member, for membership dues, the District agrees promptly to remit such monies to the Association accompanied by an alphabetical list of unit members for whom such deductions have been made, and indicating any changes in personnel from the list previously furnished.
- 20.3 The Association agrees to furnish any information needed by the District to fulfill the provisions of this Article.
- 20.4 Upon appropriate written authorization from the unit member, the District shall deduct from the salary of the unit member and make appropriate remittance for annuities, credit unions, savings bonds, charitable donations, or any other plans or programs jointly approved by the District and the Association.
- 20.5 The Association and the District agree that any unit member who is a member of the Association at the time this Agreement becomes effective or who enrolls during the term of the Agreement shall maintain such membership until the window period established for revocation in Section 20.1. The District shall guarantee said maintenance of membership to the Association by enforcing payment of dues by member payroll deduction required under the terms set forth above and provisions of the Education Code and Government Code Section 3540.1 (i) (1).
- 20.6 Any unit member who chooses not to be a member of the Hart District Teachers Association, CTA/NEA, or who does not make application for membership within thirty (30) days of the effective date of this Agreement, or within thirty (30) days from the date of commencement of assigned duties within the bargaining unit, shall pay to the Association a fee in an amount to be calculated by the Association under Section 20.11. The fees shall be payable to the Association in one lump sum cash payment in the same manner as required for the payment of membership dues, provided, however, that the unit member may authorize payroll deduction for such fee in the same manner as provided in Section 20.1 of this Article. In the event that a unit member shall

not pay such fee directly to the Association, or authorize payment through payroll deduction as provided in Section 20.1, the Association shall so inform the District, and the District shall immediately begin automatic payroll deduction as provided in E.C. Section 45061 and in the same manner as set forth in Section 20.1 of this Article. The unit member shall have the automatic payroll deduction take effect retroactively to the date of commencement of duties. There shall be no charge to the Association for such mandatory fair share service fee deductions.

20.7

Any unit member who is a member of a religious body whose traditional tenets include objections to joining or financially supporting employee organizations shall not be required to join or financially support HDTA, CTA/NEA as a condition of employment; except that such unit member shall, on or before the fifth (5th) workday of the second month of employment authorize for payroll deductions or pay in either case in lieu of a service fee, sums equal to such service fee to one of the following non-religious, non-labor organizations, charitable funds exempt from taxation under Section 501 (c) (3) of Title 26 of the Internal Revenue Code:

- (1) Foundation to Assist California Teachers
- (2) American Red Cross
- (3) American Cancer Society
- (4) American Heart Association
- (5) Any other charity, approved in advance by both the Association and the District.

20.8

Such payroll deductions or in lieu payments shall be retroactive to the date of commencement of duties. Proof of payment and a written statement of objection along with verifiable evidence of membership in a religious body whose traditional tenets or teachings object to joining or financially supporting employee organizations, pursuant to Section 20.7 above, shall be made on an annual basis to the Association and the District as a condition of continued exemption from the provisions of Sections 20.1 and 20.6 above. Proof of payment shall be in the form of receipts and/or cancelled checks indicating the amount paid, date of payment, and to whom payment in lieu of the service fee has been

made. Such proof shall be presented to the Association on or before the fifth (5th) workday of the second month of employment.

20.9 Any unit member making payments as set forth in Sections 20.7 and 20.8 above, and who requests that the arbitration provisions of the Agreement be used in his or her behalf, shall be responsible for paying the Association reasonable costs of using said arbitration procedures.

20.10 With respect to all sums deducted by the District pursuant to Section 20.6 above, the District agrees to remit promptly such monies to the Association accompanied by an alphabetical list of unit members for whom such deductions have been made.

20.11 The Association/CTA bears the burden of proving to unit members described in Section 20.6 what proportion of expenditures goes to activities that could be charged to dissenting unit members as a service fee in Section 20.6. The dissenting unit member bears the burden of proof on all other issues, including that he/she made a proper objection to the use of the service fees.

Permissible expenditures that may be charged to dissenting unit member include the costs of collective bargaining, contract administration, and grievance adjustment. Impermissible expenditures include funds used to support candidates for office or political parties.

20.12 A dissenting unit member objecting to the amount of the fee collected or the use of such service fees collected shall be notified early in the school year by the Association and/or CTA of his/her rights to object to and/or challenge the amount or use of the fee. The Association/CTA shall provide dissenting unit members of specific time lines for objections and/or challenges. A copy of the above information shall be provided to the District.

20.13 During the first semester of each school year, there shall be one or more general or regional arbitration hearings to consider the fee challenges. Anyone who has met the time lines that year shall have his/her challenge considered by an impartial arbitrator. The

unit member may provide written or oral testimony or evidence. Cost of the arbitrator shall be borne by the CTA.

20.14 The arbitrator shall render a written decision within forty-five (45) days. If the arbitrator determines that some portion of the fee should be returned to the dissenting unit member, the funds with interest shall be returned expeditiously by the CTA.

20.15 During any challenge over fees, the CTA shall deposit the fees in an interest-bearing, escrow account.

20.16 At the commencement of each school year, the Association shall provide the District with the amount of the service fee. This information shall be made available upon request to all unit members by the Association.

20.17 The Association agrees to hold harmless and indemnify the District and pay all legal fees and legal costs incurred in defending against any court action, grievance procedure, and/or administrative action before the Public Employment Relations Board challenging the application, legality or constitutionality of the agency fee provisions of this Agreement or their implementation.

The Association/CTA shall have the right to consult in good faith with the District regarding whether any such action or proceeding shall or shall not be compromised, resisted, defended, tried, or appealed.

ARTICLE XXI - UNIT MEMBER BENEFITS

HDTA would like to add a health saving account for the members who have other healthcare coverage through a spouse.

21.1 Health Insurance - The District shall provide unit members and their dependents with a choice of service health insurance plans for the current school year to be selected from the plans available from the Self Insured Schools of California (SISC) health benefits program.

- 21.1.1 Health Care Premiums will be paid at the following levels:
- 21.1.1.1 Employee Only: District pays 100% of premiums for member selected health plan up to the cost of Anthem Blue Cross PPO Full Network (80/20) for one party. Member pays 100% of the difference for any premiums above the cost of Anthem Blue Cross PPO Full Network (80/20).
- 21.1.1.2 Member Plus One Dependent: District pays 100% of premiums for member selected health plan up to the cost of Anthem Blue Cross PPO Full Network (80/20) for one party. District pays 90% of the cost for difference between one party premiums of members chosen plan and the cost of that same two-party plan up to Anthem Blue Cross PPO Full Network (80/20). Member pays 10% of the difference between one party premiums of members chosen plan and the cost of that same two-party plan up to Anthem Blue Cross PPO Full Network (80/20). Member pays 100% of the total difference above Anthem Blue Cross PPO Full Network (80/20).
- 21.1.1.3 Member Plus Two or More Dependents: Members must choose between one of the following two options:
- 1) District pays 100% of premiums for member selected health plan up to the cost of Anthem Blue Cross PPO Full Network (80/20) for one party. District pays 80% of the cost for difference between one party premiums of members chosen plan and the cost of that same three-party plan up to Anthem Blue Cross PPO Full Network (80/20). Member pays 20% of the difference between one party premiums of members chosen plan and the cost of that same three-party plan up to Anthem Blue Cross PPO Full Network (80/20). Member pays 100% of the total difference above Anthem Blue Cross PPO Full Network (80/20).
 - 2) Full time unit members with a spouse employed elsewhere and who prior to January 1, 2017 opted not to take health benefits from the District and who can provide evidence of coverage elsewhere shall be provided the option of receiving \$2,500 in lieu of receiving his/her own single coverage. Part-time members with a spouse employed elsewhere and who opt not to take health benefits from the District and

who can provide evidence of coverage elsewhere shall receive a pro-rated amount of the \$2,500 equal to their part time status.

21.1.1.4 Both Spouses/Partners Employed by the District and enrolled in a Family Coverage plan Prior to January 1, 2017: District pays 100% of premiums of member selected health plan up to and including the cost of Anthem Blue Cross PPO Full Network Family Coverage. If one or both spouses/partners are employed less than full-time, the amount will be prorated according to the percentage of level of employment. Member is responsible for 100% of the cost above Anthem Blue Cross PPO Full Network Family Coverage.

21.1.1.5 Members on FMLA will continue to be responsible for their portion of health insurance premium payments. General practice will be for members to make these payments upon return from FMLA in the form of one additional payment per month (in the form of payroll deduction) until their premiums are brought up to date. This paragraph does not prohibit a member from seeking an alternative payment agreement with the district. All alternative payment plans must receive both Association and District approval.

21.2 Dental Insurance

21.2.1 The District shall provide all unit members and their dependents with the following dental insurance plans for the current school year:

21.2.1.1 Delta Dental 7079-1609

21.3 Vision Insurance

21.3.1 The District shall provide all unit members and their dependents with a vision insurance plan as follows:

21.3.1.1 Vision Service Plan (VSP) B, \$25 deductible, effective July 1, 2003

21.3.1.2 The allowance for eye care benefits will be increased as a cost not to exceed \$30/year per unit member. Application of said benefit to be jointly determined by the District and the Association.

21.4 Life Insurance

21.4.1 The District shall provide all unit members with a life insurance program of ten thousand dollars (\$10,000) insuring the employee only as follows:

21.4.1.1 Blue Shield of California Group Policy No. 038013

21.5 District Obligation

21.5.1 Full-Time Unit Members:

21.5.1.1 Flex 125 Plan

21.5.1.1.1 The District shall provide the opportunity for all bargaining unit members to participate in a Section 125 plan through the Security Benefits Group of Companies.

21.5.2 Part-time Unit Members:

21.5.2.1 Part-time Unit Members refers to those members assigned to teach less than a full schedule as described in Sections 8.1 (e.g., one (1) through four (4) classes daily).

21.5.2.2 The District shall provide for each part-time unit member a supplement for fringe benefits equal to the cost of insurance programs specified in 21.1, 21.2, 21.3, and 21.4. Such supplement shall be for purchase of District fringe benefits programs only. The District contribution toward the unit members health benefits and supplemental fringe benefits for part-time unit members shall be shown in Article 21.5.2.3.

21.5.2.3

Number of Periods Assigned	Maximum District Contribution
-----	-----
--	
4	Up to 80% of full time maximum*
3	Up to 60% of full time maximum*
2	Up to 40% of full time maximum*
1	-0-

* Maximum allowable is defined as the cost of the Anthem Blue Cross PPO Full Network (80/20)+ Delta Dental + Vision Service Plan + Blue Shield of California.

21.5.2.4 Any combination of dental, health, vision and life insurance plans which results in a cost greater than the maximum allowable in Section 21.5.2.3 shall require payroll deductions of the affected unit member for the excess cost over and above the maximum allowable. Such deductions shall be made in equal monthly amounts to the extent possible with the unit member agreeing in writing to such deductions.

21.6 Health Benefits for Retirees:

Retirees receiving health benefits shall notify the District of their current address and status of any dependent. This notification shall be done by May 1 of each year. Failure to notify the District shall relieve the District of its obligation under this contract. The District shall notify in writing past retirees of this section before termination of the District obligation.

21.6.1 The District shall provide full health insurance coverage for the retiree and one (1) eligible dependent, if any, under the conditions following. The selection of the health plan shall be from among those specified in Section 21.1.

21.6.1.1 The District shall provide for each retiree, a supplement for fringe benefits equal to the cost of Kaiser Permanente single party program, plus 90% of the cost of one dependent, if any. Such supplement shall be for purchase of district fringe benefit program only.

21.6.1.1.2 Retirees shall have been employed full time by the District for a minimum of ten (10) years.

21.6.1.1.3 The retiree shall have reached the age of fifty-five (55) at the time of retirement.

- 21.6.1.1.4 The District shall terminate its contribution when the retiree—reaches the age of sixty-five (65) or is eligible for Medicare, whichever occurs earlier.
- 21.6.1.1.5 If a Unit member becomes disabled and unable to work and chooses to retire between age 50 and 55, and if the retiree has served the district for 15 years or more, the retiree shall be eligible for a supplement for fringe benefits equal to the cost of Kaiser Permanente one-party coverage.
- 21.6.1.2 Should the retiree choose one of the other plans in Section 21.1 and/or wish to subscribe to dental or vision insurance and/or enroll additional dependents other than the maximum of one (1) specified, the retiree must pay the additional premium costs to SISC.
- 21.6.1.3 The retiree shall make payments to the SISC prior to the 20th of each month for the excess costs of the health, dental and/or vision insurance plans selected. Excess costs refer to the costs, if any, above the amount of the District contribution, which will be equivalent to the actual costs of the retiree and one (1) dependent plan chosen by the District.
- 21.6.1.4 Retirees are not eligible for life insurance.
- 21.6.1.5 Those intending to retire and who plan to change health insurance carriers should notify the payroll office of the new selection by the open enrollment deadline prior to the retirement. In no case will the District contribution exceed the cost of Kaiser Permanente 2-party coverage for any length of time after retirement.
- 21.7 Leaves of Absence
- 21.7.1 Unit members on paid leaves of absence shall be treated the same as unit members not on leave.
- 21.7.2 Unit members on board-approved unpaid leaves of absence shall be able to retain their benefits as provided for in Article XXI for the period of the leave at their own expense.
- 21.8 Duration of Benefits

- 21.8.1 The benefits provided for in Sections 21.1 through 21.5 above shall remain in effect from January 1, through December 31, for all covered individuals except for those terminated prior to the end of this period.
- 21.8.2 All medical examinations and tests required by the District shall be paid for by the District. This includes the test for tuberculosis at District-approved facilities.
- 21.8.3 The District shall reimburse all unit members up to one hundred dollars (\$100) per incident for damage to or destruction of personal property as a result of battery upon the unit member during the performance of service to the District.
- 21.8.4 Personal property is defined as clothing, eye glasses, hearing aids and other personal items normally carried or worn during the performance of service to the District.
- 21.8.5 Unit members shall notify the Payroll office within ten (10) days of a change in the eligibility of dependents.
- 21.9 Vehicle Damage
- 21.9.1 The District shall reimburse a unit member for damage to or theft of parts from the unit member's personal and private vehicle while said vehicle is on District property, subject to all of the following:
- 21.9.1.1 The financial limit of the District's responsibilities shall be \$400 or the amount of the unit member's deductible portion of his/her comprehensive insurance, whichever is less.
- 21.9.1.2 The damage must have occurred while the vehicle was parked and unattended by the unit member on District property and in the parking area assigned by the site administrator.
- 21.9.1.3 The damage must have occurred during the unit member's professional day or during the time the unit member was providing assigned or approved

voluntary supervision for the District and outside of the professional day of the unit member.

- 21.9.1.4 The unit member must file an official report with the local Office of the Los Angeles County Sheriff within ten (10) working days of the incident. The report must describe the actual damage.
- 21.9.1.5 The unit member must secure two (2) estimates of repair and the work described on the repair estimates must correspond to the description in the report to the sheriff.
- 21.9.1.6 The unit member must supply the District with a copy of the report to the sheriff and the two (2) estimates within twenty (20) working days of the incident. The District's responsibility shall not exceed the lower of the two (2) estimates.
- 21.9.1.7 The unit member must provide the District with a signed affidavit stating that the damage occurred as specified in Section 21.10.1.3 above within twenty (20) working days of the incident.
- 21.9.1.8 The unit member must sign an agreement with the District to file charges against those persons causing the damage and to recover damage in court should those causing the damage be identified. The unit member must reimburse to the District any damages recovered, to the extent of payment made by the District.
- 21.9.1.9 The unit member must agree to return any reimbursement paid by the District should the unit member fail to fully and faithfully comply with any of the above.

21.10 Personal Property

The District shall reimburse a unit member for damage to or theft of a unit member's personal property which is housed in the unit member's room or work space and is used primarily to support the unit member's teaching or interaction with students.

- 21.10.1 Permission to have such personal property at the school site must be secured in writing from the site

administrator, and a written inventory must be presented to the site administrator.

21.10.2 The financial limit of the District's responsibilities shall be \$400 or the amount of the unit member's deductible portion of his/her personal property insurance, whichever is less.

21.10.3 The District's total liability for reimbursement for vehicle or personal property damage or theft shall not exceed \$10,000 in any school year. Reimbursements will be made at the end of the semester. Expenditures shall not exceed \$5,000 in the first semester.

21.11 Options

21.11.1 Unit members may participate in tax sheltered annuities, life insurance plans, and salary protection insurance plans of their own choosing with the District providing payroll deduction at no cost for this purpose.

ARTICLE XXV - SPECIAL EDUCATION

25.1 The Association and District agree to establish and implement a Special Education Task Force for the 2018-19 school year to research and design special education program(s) for implementation in the 2019-20 school year that best meet the needs of special education students. Once the Task Force has concluded the article will be written to reflect the findings of the Task Force and the practice of the district.

25.2 The District shall provide a substitute at a school on the day(s) that required special education meetings are scheduled when a need for a substitute exists as determined by the school administration.

25.3 The Association and the District recognize and mutually agree that individuals with exceptional needs (IWENs) require special attention. This paragraph is expressly excluded from Article XV, Grievance Procedure.

25.3.1 When mainstreamed, IWEN's shall be scheduled into

appropriate classes as equitably as reasonably possible, and class sizes shall be adjusted appropriately whenever practicable, taking composition into consideration.

- 25.3.2 The District and the Association agree to form a work group to study the impact of IWEN's on the master schedule and develop recommendations to adequately distribute IWEN's throughout the schedule.
- 25.4 Special Day Testing Period
 - 25.4.1 Each Special Day program at the comprehensive junior high schools and high schools shall be allotted staffing for one testing period.
 - 25.4.2 This period shall be assigned to one teacher, but the use of the testing period shall be scheduled within the department on an as needed basis.
- 25.5 All full time SC2, SC5 and TLC teachers that are not assigned a daily conference period shall receive an additional 1/6 pay for each semester without a conference period due to participating in Community Based Instruction (CBI). This 1/6 assignment shall not count against the total permissible 1/6 assignments at any school site as outlined in Article 8.9.
- 25.6 When determining the number of class preps for SC2, SC3, SC5, SC6, SC7 and SC8 teachers Article 7.13 will not apply. The District will attempt to limit the number of preps for unit members and maintain a reasonable distribution in these categories.

ARTICLE XXIX - REASSIGNMENT

- 29.1 A reassignment includes the following changes in a unit member's job assignment. Notification of reassignment shall occur as early as practicable.
- 29.2 Change to a teacher/librarian, counselor, psychologist, speech and language pathologist, or school district nurse position from a different position:

- 29.2.1 All applicable clauses of the transfer policy shall be followed in accomplishing such a change.
- 29.3 Change from a teacher/librarian, counselor, psychologist or school district nurse position:
- 29.3.1 Due to a reduction in service: reassignment necessitated by board action to reduce or eliminate services shall be accomplished by taking into consideration the educational needs of the District, which shall include but not be limited to, and without order or preference: training, major and/or minor fields, credentials, degrees, evaluations, health, co-curricular and other special competencies, personality factors, experience in and outside the District, District affirmative action goals, particular educational needs of a school or department or the District, and, where practicable, advice and counsel of appropriate faculty personnel and/or departments.
- 29.3.1.1 A unit member who has been tentatively selected for reassignment under Section 29.3.1 shall be notified as soon as possible, and shall be granted an interview with the appropriate administrator within five (5) workdays of receiving such notification. The final decision of reassignment shall not be made prior to the expiration of the five (5) workdays, and shall take into consideration any expressed concerns or preference of the unit member.
- 29.3.1.2 Upon the unit member's request, a unit member who is reassigned under Section 29.3.1 shall be given the specific reasons for the reassignment. The reasons shall be given in writing if the unit member so requests in writing.
- 29.3.1.3 All other factors being essentially equal, reassignment shall occur based upon reverse seniority. Should the position(s) later be restored, the person(s) earlier affected shall have preferential rights to the former position(s).
- 29.3.2 For Cause: Reassignment may occur for the subsequent school year whenever a unit member is evaluated with an overall unsatisfactory rating for one (1) year or below District standards for two (2) years.

29.3.3 Unit Member Initiated: A unit member assigned as a teacher/librarian, counselor, psychologist, speech and language pathologist, or school district nurse may request reassignment to teaching. Such reassignment shall be accomplished for the first semester in which a suitable vacancy in the unit member's major or minor occurs, and for which the unit member is properly certified.

29.4 Department/Area Chairpersons
HDTA would like to discuss the current role of department chairs and put in writing a better description of their duties.

29.4.1 No later than two (2) weeks prior to the end of the second semester, the unit members of a department/area shall recommend one (1) of their members as department/area chairperson by a majority vote. The department chair nomination process shall be uniform between departments and between schools. The number of votes cast by each unit member shall equal the number of periods in the department/area. Voting shall be by secret ballot and votes counted by a non-nominated department member. Nominees may be present for the vote counting if they so desire. The outcomes of department chair elections shall be made public. Should the unit members fail to hold an election, or make no recommendation, the principal shall make the assignment. The recommendation by unit members and the assignment by the principal shall be tentative until the second week of the first semester of the subsequent school year. Assignment as department/area chairperson commences with the start of the first semester of the school year and ends with the start of the first semester of the succeeding school year. The principal may ask the department members to make a new recommendation.

29.4.2 In any event, the final assignment of department/area chairpersons shall be made by the principal.

29.4.3 There shall be a minimum of ten (10) department/area chairpersons at the comprehensive high schools, and each department shall be represented. There shall be a minimum of six (6) department/area chairpersons at the junior high schools, and each department shall be represented.

APPENDIX A
William S. Hart Union High School District
21380 Centre Pointe Parkway
Santa Clarita, CA 91350

Teacher, Counselor, Teacher/Librarian-, Nurse Salary Schedule
Effective 7/1/17 through 6/30/18

A.1.1	COLUMN I B.A. TO 29 SEMESTER UNITS	COLUMN II B.A. + 30-44 SEMESTER UNITS	COLUMN III B.A. + 45-59 SEMESTER UNITS OR M.A. +5	COLUMN IV B.A. + 60-74 SEMESTER UNITS OR M.A. + 20	COLUMN V B.A. + 75 SEMESTER UNITS INCL. M.A. OR M.A. + 35 OR B.A. + 84 (See A.1.14)
Step 1	47874	47874	49598	52802	56006
Step 2	47874	48795	51999	55203	58407
Step 3	47992	51196	54400	57604	60808
Step 4	50393	53597	56801	60005	63209
Step 5	52794	55998	59202	62406	65610
Step 6	55195	58399	61603	64807	68011
Step 7	57596	60800	64004	67208	70412
Step 8		63201	66405	69609	72813
Step 9		65602	68806	72010	75214
Step 10			71207	74411	77615
Step 11			73608	76812	80016
Step 12			76009	79213	82417
Step 13			78410	81614	84818

*Per EC 45023.4

A.1.2 Increment \$2,401

A.1.3 Step \$2,401

A.1.4 Column \$3,204

- A.1.5 Anniversary increment of \$2,401 ~~\$2,377~~ for subsequent service shall be granted at the completion of ten (10), fifteen (15), twenty (20), twenty-five (25), thirty (30), and thirty-five (35), **forty (40)** years of service to the District, upon meeting District standards and fulfilling professional growth requirements. Such service need not be continuous.
- A.1.6 The District may grant up to ~~eleven (11)~~ **twelve (12)** years of experience for placement of new unit members on the salary schedule.
- A.1.7 Possession of an earned master's degree from an accredited college or university shall add \$2,401 to all steps in Columns III, IV, and V.
- A.1.8 Possession of an earned doctorate from an accredited college or university shall add \$2,401 to all steps in Columns III, IV, and V.
- A.1.9 Hourly salary for unit members shall be ~~\$34~~ **36**.00 per hour.
- A.1.10 Home study teachers shall receive payment for one (1) hour of preparation for each five (5) full hours of home study teaching completed.
- A.1.11 Alternative Day Program teachers shall receive one (1) additional increment if the majority of their assignment is outside the regular school day.
- A.1.12 Any credentialed special education teacher who is assigned to sC3, SC5, or Transition Learning Charter programs shall receive one (1) additional increment. Any credentialed special education teacher who has taught SC3, SC5, or SC6 for one full year in this District in a; prior year shall receive two (2) additional increments for this assignment. Beginning the fifth year of consecutive service at Sequoia,

SC6 teachers at Sequoia only shall receive one (1) additional increment for this assignment.

Any credentialed special education teacher, who is assigned SC7 students during the day, shall receive a stipend as follows:

5-19 students	\$500/year the first year and \$1,000/year the second year
20-38 students	\$1,000/year the first year and \$2,000/year the second year
39 and above	\$2,000/year the first year and \$4,000/year the second year

A.1.12.1 A unit member designated as "Site chairperson" of Learning Post High School shall receive a stipend of \$5,000 per year.

A.1.12.2 Responsibilities of the "Site Chairperson" shall include

- a. Scheduling and conducting intakes
- b. Coordination of schedules
- c. Gathering of ordering information
- d. Answering procedural questions related to the daily operation
- e. Student programs
- f. Explanations related to proper student profiles for admission
- g. Completion of forms with the administrator
- h. Other non-administrative tasks that might arise

A.1.13 For a unit member to qualify for placement in Column V, with the BA + 84 option, the following apply:

a) Unit member must have a total of 84 semester units with a minimum of fifteen (15) semester units in courses at the 500 level or above in the area(s) of credential authorization or in a classroom education focused program.

b) if the unit member has been actively employed in the District for ten (10) years or more as of September 1, 1997, he/she must have a total of 84 semester units beyond the bachelor's degree, with a minimum of nine (9) semester units in courses at the 500 level or above in the area(s) of credential

authorization. Courses must be completed by June 30, 2000.

For courses with unusual numbering designation, the Assistant Superintendent, Human Resources, shall make the final determination.

A.1.14

Unit members shall advance horizontally on the Teacher-Teacher/Librarian-Counselor-Nurse Salary Schedules when unit and credit requirements for advancement in column as specified in this appendix are met. In order for unit member to advance columns on the salary schedule, official transcripts must be received in the personnel office by October 15. That salary increase will be effective at the first end of the month pay period within 15 business days of submission of transcripts to the District office, but no earlier than July 1. Unit members earning units during the fall semester must submit transcripts to the personnel office by February 15 of the school year. That salary increase will be effective at the first end of the month pay period within 15 business days of submission of transcripts to the District office, but no earlier than

January 1. Notice of intent of movement on the salary schedule must be communicate to the District by October 15 for units being earned in the fall semester.

A.1.14.1

Newly hired unit members must present verification of academic transcripts and years of past certificated employment within sixty (60) days of the initial hire date.

**William S. Hart Union High School District
21380 Centre Pointe Parkway
Santa Clarita, CA 91350**

PSYCHOLOGISTS SALARY SCHEDULE

Effective 7/1/17 through 6/30/18

A.2.1	COLUMN I M.A.	COLUMN II 60 Semester Graduate Units Incl. M.A.	COLUMN III B.A. +75 Graduate Units Incl. M.A. or M.A. +35 Graduate Units
Step 1	65383	67840	70297
Step 2	67840	70297	72754
Step 3	70297	72754	75211
Step 4	72754	75211	77668
Step 5	75211	77668	80125
Step 6	77668	80125	82582
Step 7	80125	82582	85039
Step 8	82582	85039	87496
Step 9	85039	87496	89953
Step 10	87496	89953	92410
Step 11	89953	92410	94867
Step 12	92410	94867	97324
Step 13	94867	97324	99781

A.2.2 Increment \$2,457

A.2.3 Step \$2,457

A.2.4 Column \$2,457

- A.2.5 Anniversary increment of \$2,433 for subsequent service shall be granted at the completion of ten (10), fifteen (15), twenty (20), twenty-five (25), thirty (30), thirty-five (35) and forty (40) years of service to the District, upon meeting District standards and fulfilling professional growth requirements. Such service need not be continuous.
- A.2.6 The District may grant up to ~~eleven (11)~~ twelve (12) years of experience for placement of new unit members on the salary schedule.
- A.2.7 Possession of an earned master's degree from an accredited college or university shall add \$2,457 to all steps in Columns II and III.
- A.2.8 Possession of an earned doctorate from an accredited college or university shall add \$2,457 to all steps in Columns II and III.
- A.2.9 Hourly salary for unit members shall be \$~~34~~36.00 ~~in 2007/08 (effective 2/1/08)~~.
- A.2.10 195 Workdays
- A.2.11 Department chairperson Factor will be comparable to Department Chair factor based on Teacher, Counselor, Teacher/Librarian, Nurse salary schedule (B.2.4) except that the current Psychologist Chairperson (1997/98) shall continue to receive a factor of .045 of Column I Step I plus .0055 per FTE member in the department, excluding the chairperson, until that person relinquishes or is removed from that assignment.
- A.2.12 A unit member transferred from placement on the Teacher-Teacher/Librarian-Counselor-Nurse Salary Schedule to placement on the Psychologist Salary Schedule shall be assigned the appropriate column placement and be placed on the step that will result in a base per diem salary not less than the base per diem salary which would otherwise be earned in the previous assignment on the current Teacher-Librarian-Counselor-Nurse Salary

Schedule. For purposes of this section, base per diem salary excludes per diem compensation for anniversary increment(s) and/or for M.A./and/or Doctorate degrees.

**William S. Hart Union High School District
21380 Centre Pointe Parkway
Santa Clarita, CA 91350**

Speech Language Pathologists

District Certificated Calendar + 5 Days

Effective 7/1/17 through 6/30/18

A.3.1

Step	BA/BS + 30 Units Or CTC Waiver Column 1	BA/BS + 60 Units or MA/MS or C.F.Y + CTC Credential Column 2	MA/MS SLP + 15 Graduate Units + CTC Credential Column 3	PhD or Ed. or MS/MA CCC SLP Column 4
1	51,256	56,453	58,146	59,898
2	56,453	61,649	63,550	65,418
3	58,146	66,693	68,702	70,769
4	59,839	73,600	76,432	79,261
5	61,532	80,677	87,048	90,816
10	N/A	82,291	88,787	92,633
15	N/A	85,789	92,560	96,572
20	N/A	91,163	98,346	102,605

- A.3.2 The District may grant up to ~~eleven (11)~~ twelve (12) years of experience for placement of new unit members on the salary schedule.
- A.3.3 Additional Stipends/Increments comparable to the Teacher-Counselor-Teacher/Librarian-Nurse Salary Schedule (\$2,401) are eligible for Mod-Severe Stipend (two beginning second consecutive year), Clinical Rehabilitative Services Credential or equivalent, California Speech Pathology License, Certificate of Clinical Competence (ASHA national Board Certification)
- A.3.4 Hourly salary for unit members shall be \$3436.00.
- A.3.5 190 Workdays
- A.3.6 Department chairperson Factor will be comparable to Department Chair factor based on Teacher, Counselor, Teacher/Librarian, Nurse salary schedule (B.2.4).
- A.4 Salary Advancement - Steps :
- A.4.1 Unit members may advance vertically on the Teacher-Teacher/Librarian-Counselor-Nurse-Psychologists, Speech and Language Pathologists Salary Schedules, one step for each year of service. All step (vertical) changes in salary status of unit members are dependent on verification of satisfactory service "Meets District Standards" as reflected in the composite section of the most recent evaluation.
- A.4.2 Unit members shall be advanced one (1) step on the salary schedule provided they have been under contract with the District for 75% of the days in the prior school year. Unit members on sabbatical or military leave are considered under contract with the District.
- A.4.3 A unit member who has been "frozen" on the salary schedule due to not meeting a professional growth or semester units requirement will begin to recover their appropriate position on the salary schedule in increments, that is, not more than one increment per year.
- A.5 Salary Advancement - Columns:
- A.5.1 Verification of the completion of course work must be filed with the Personnel Office prior to granting

a column advancement. Verification shall be by means of official transcripts or other equivalent official documentation.

A.5.2 All credit for salary advancement will be computed on the basis of semester units. One quarter unit is equal to two-thirds (2/3) of one semester unit. Fractions of one-half (1/2) or more shall be rounded upward.

A.6 Academic Work, Placement and Progress on the Salary Schedule:

A.6.1 One or more of the following guidelines for acceptable unit credit shall be used:

A.6.1.1 Courses which enhance and enrich the unit member's contribution to the educational program. Such courses should serve to update the unit member's knowledge or to reinforce areas of professional need.

A.6.1.2 Courses taken from an accredited four year college or university which fulfill the requirements for a credential or for an advanced degree.

A.6.2 Courses for unit credit may be achieved in any of the following ways:

A.6.2.1 Attendance at an accredited four-year college or university (Regional Accrediting Association and/or State Board of Education).

A.6.2.2 Attendance at an extension session of an accredited four-year college or university. (Regional Accrediting Association and/or State Board of Education.)

A.6.2.3 Completion of any course work taken at the District's request.

A.6.2.4 Any exception to the above must have the prior approval of the District administrator in charge of personnel.

A.6.3 Unit members on unpaid leaves of absence upon reemployment by the District shall be reinstated on the step and column of the salary schedule which

they had previously attained providing they return to the District within 39 months. Column advancement shall be granted upon verification of required units.

- A.7 CTE, Vocational, Trade and Industrial Credentials/Teacher, Counselor, Teacher/Librarian, Nurse Salary Schedule
- A.7.1 Column I - Five (5) years' full-time paid work experience (part-time work pro-rated) or forty-eight (48) semester units from an accredited college of vocational training plus three (3) years' work experience within three (3) years preceding credential issuance plus high school diploma.
- A.7.2 Column II - Designated subject credential with five (5)-year renewal plus U.S. Constitution course. Require A.A. or B.A. degree.
- A.7.3 Column III - Clear designated subject credential in vocational area of assignment plus two (2) years of full-time teaching plus nine (9) semester units in a Commission-approved program that includes completion of Phase I and Phase II Core Programs in vocational education; health education (1.5 units) requirements for clear credential. Require B.A. degree.
- A.7.4 Column IV - Clear designated subject credential plus fifteen (15) semester units that include Phase I and Phase II. Require B.A. degree plus fifteen (15) semester units.
- A.7.5 Column V - B.A. plus clear designated subject credential. Require B.A. plus thirty (30) semester units.
- A.8 National Board Certification
- A.8.1 All Unit members who successfully fulfill the requirements of the National Board for Professional Teaching Standards (NBPTS), pass the exam, and receive National Board Certification from the NBPTS and maintain current certification, shall receive an ongoing salary increase equal to one increment for the duration of the certification.



**William S. Hart Union High School District
2018 – 2019**

July 2018						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2019						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2018						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2019						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

July

January

August

14 Start Semester 2
21 Martin Luther King Day/Holiday

February

8 3rd Progress Report
15 Non Student Day
18 Presidents Day/Holiday

September

March

14 District Wide Min Day
19 Open House – Hart HS
19 Open House – Bowman HS
21 Open House – Canyon HS
21 Open House – Valencia HS
21 Open House – Saugus HS
21 Open House – West Ranch HS

22 End 3rd Quarter
28 Open House – Arroyo Seco JH
28 Open House – Golden Oak
28 Open House – Golden Valley HS
28 Open House – Sierra Vista JH

September 2018						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

March 2019						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

October 2018						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April 2019						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October

April

1-2 Fall Break
19 End 1st Quarter

1 Spring Break through 4/5
8-12 Open House – Learning Post
11 Open House – La Mesa JH
11 Open House – Rio Norte JH
18 Open House – Placerita JH
25 Open House – Rancho Pico JH
26 4th Progress Report

November 2018						
S	M	T	W	T	F	S
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2019						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November

May

12 Veterans Day
16 2nd Progress Report
22-23 Thanksgiving Break

9 Open House – AOC
27 Memorial Day
29 Bowman Graduation
30 Golden Valley Graduation
31 Valencia Graduation

December 2018						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2019						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December

June

18-20 Finals
20 End 1st Semester
21 Teacher Work Day
24 Winter Break through 1/11

3 Hart Graduation
4 Saugus Graduation
4-6 Finals
5 Canyon Graduation
6 West Ranch Graduation
6 End 4th Quarter
7 Teacher Work Day
7 Golden Oak Graduation

June 14, 2018

85 Student Days 4 Work/PD days for Semester 1

95 Student Days 1 Work Day for Semester 2



**William S. Hart Union High School District
2019 – 2020**

July 2019						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2019						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

July

January

February 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

September 2019						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

August

February

March 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September

March

October 2019						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

October

April

April 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

November 2019						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

November

May

May 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

December 2019						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

December

June

June 2020						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

- 5 New Teacher Tech Training
- 6 New Teacher – PAR
- 7 New Teacher Lunch & Orientation
- 8 Start Date for Returning Staff
- 9 Staff Development
- 12 Work Day – No Meetings
- 13 **Classes Start for All Students**

- 13 Start Semester 2
- 20 Martin Luther King Day/Holiday

- 7 3rd Progress Report
- 14 Non Student Day
- 17 Presidents Day/Holiday

- 2 Labor Day
- 3 **Back to School – All High Schools**
- 5 **Back to School – All Junior Highs**
- 13 1st Progress Report

- 20 End 3rd Quarter

- 7 Fall Break
- 18 End 1st Quarter

- 6 Spring Break through 4/10
- 24 4th Progress Report

- 11 Veterans Day
- 15 2nd Progress Report
- 25-29 Thanksgiving Break

- 25 Memorial Day

- 17-19 Finals
- 19 End 1st Semester
- 20 Teacher Work Day
- 23 Winter Break through 1/10

- 2-4 Finals
- 4 End 4th Quarter
- 5 Teacher Work Day

11.7.18

85 Student Days 4 Work/PD days for Semester 1

95 Student Days 1 Work Day for Semester 2



**William S. Hart Union High School District
2020 – 2021**

July 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

January 2021						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

July
August

- 3 New Teacher Tech Training
- 4 New Teacher – PAR
- 5 New Teacher Lunch & Orientation
- 6 Start Date for Returning Staff
- 7 Staff Development
- 10 Work Day – No Meetings
- 11 **Classes Start for All Students**

January

- 11 Start Semester 2
- 18 Martin Luther King Day/Holiday

February

- 5 3rd Progress Report
- 12 Non Student Day
- 15 Presidents Day/Holiday

February 2021						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

September 2020						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

September

- 1 **Back to School – All High Schools**
- 3 **Back to School – All Junior Highs**
- 7 Labor Day
- 11 1st Progress Report

March

- 19 End of 3rd Quarter

March 2021						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

October 2020						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

October

- 5 Fall Break
- 16 End of 1st Quarter

April

- 5 Spring Break through 4/9
- 23 4th Progress Report

April 2021						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

November 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

November

- 11 Veterans Day
- 13 2nd Progress Report
- 23-27 Thanksgiving Break

May

- 31 Memorial Day

May 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

December 2020						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

December

- 15-18 Finals
- 18 End 1st Semester
- 19 Teacher Work Day
- 21 Winter Break through 1/11

June

- 1-3 Finals
- 3 End Second Semester
- 4 Teacher Work Day

June 2021						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

10.8.18

85 Student Days 4 Work/PD days for Semester 1

95 Student Days 1 Work Day for Semester 2



**William S. Hart Union High School District
2021 – 2022**

July 2021						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2022						
S	M	T	W	T	F	S
						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August 2021						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

July

August

- 2 New Teacher Tech Training
- 3 New Teacher – PAR
- 4 New Teacher Lunch & Orientation
- 5 Start Date for Returning Staff
- 6 Staff Development
- 9 Work Day – No Meetings
- 10 **Classes Start for All Students**
- 31 **Back to School – All HS**

January

- 10 Start Semester 2
- 17 Martin Luther King Day/Holiday

February

- 11 3rd Progress Report
- 18 Non Student Day
- 21 Presidents Day/Holiday

February 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

September 2021						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

September

- 2 **Back to School – All JHS**
- 6 Labor Day
- 10 1st Progress Report

March

- 18 End of 3rd Quarter

March 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

October 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

October

- 4 Fall Break
- 15 End of 1st Quarter

April

- 4 Spring Break through 4/8
- 22 4th Progress Report

April 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2021						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November

- 11 Veterans Day
- 12 2nd Progress Report
- 22-26 Thanksgiving Break

May

- 30 Memorial Day
- 31 Finals

May 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

December 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

December

- 14-16 Finals
- 16 End 1st Semester
- 17 Teacher Work Day
- 20 Winter Break through 1/7

June

- 1-2 Finals
- 2 End of 2nd Semester
- 3 Teacher Work Day

June 2022						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

10.8.18

85 Student Days 4 Work/PD days for Semester 1

95 Student Days 1 Work Day for Semester 2

PERSONAL NECESSITY LEAVE
Designed for Short-term Incidences

Generally Accepted Reasons for Personal Necessity Leave

Unit members are entitled to take paid leave for reasons of personal necessity. The process for the details of this leave is spelled out in the Contract Agreement (section 15.3 CSEA; section 13.5 HDTA).

All Personal Necessity Leaves must conform to generally approved reasons. Three days may be taken without having to provide the administration with specific reasons, but even these three must conform to the generally approved reasons. If a unit member is unsure if something qualified for this leave, he/she should contact the Assistant Superintendent for Personnel for a definitive answer.

The District reserves the right to require the unit member to submit an affidavit or other appropriate verification of the specific nature of the personal necessity in cases of evident abuse.

The reasons listed below are only generally approved and final determination depends on the actual circumstances in each case:

1. Bereavement that is not elsewhere provided in the collective bargaining agreement.
2. Home emergency to which the unit member must respond.
3. Accident involving the unit member or property of the unit member.
4. Transportation failure with no available alternate transportation.
5. Impassable roads and no other available route.
6. Designated participant in a marriage ceremony.
7. Scheduled graduate comprehensive or final exams during work hours.
8. Graduation from high school or college of immediate member of family during work hours.
9. Emergency personal or legal business which can only be accomplished during work hours.
10. Accident to or illness of a family member or another for which the unit member assumes important responsibilities.
11. Moving one's residence (limited to one day).
12. Emergency childcare which cannot be provided by other reasonable means.
13. Religious holidays of significant importance.
14. Adoption or Paternity (3 days)

Reasons that are generally not approved include:

1. Family or class reunions.
2. Attending a conference or event with a spouse.
3. Recreational activities.
4. Any absence due to activities for which the unit member is paid by another organization, including coaching for schools outside the District.
5. Wedding/Honeymoon
6. Vacation

TENTATIVE AGREEMENT

William S. Hart Union High School District
And
Hart District Teachers Association

September 27, 2018

WM. S. HART UNION
HIGH SCHOOL DISTRICT


Michael Vierra, Ph.D.
Chief Negotiator For the District


Mike Kuhlman


Greg Lee


Vince Ferry

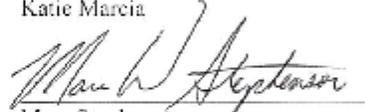

Erum Velek


Ralph Peschek

HART DISTRICT TEACHERS
ASSOCIATION


John Ahar
Chief Negotiator For the Association


Katie Marcia


Marc Stephenson


Laura Erickson


Edward Carr