

Tentative Agreement: HRUSD - HRTA

Pending ratification by the association membership and the Board of Trustees.

4/25/2016 10:00 AM

Article 16 - Salaries and Benefits

Salary Schedule Increase

7.4% total increase to the salary schedule, retroactive to July 1, 2015 (retroactively effective starting with each employee's first paycheck of the current school year), as detailed below:

- 5% general increase to the salary schedule
- 2.4% targeted increase to the salary schedule to be funded using LCFF Targeted Funds (supplemental and concentration grant funds) in consideration of the additional benefits that students will receive through the implementation of weekly staff meetings from 3:00 to 5:00 PM, to include (in order of priority, but not necessarily in order of occurrence): team collaboration, professional development, and school/district business. (The current intention is to implement staff meetings on Wednesday afternoons beginning in the 2016-2017 school year.)

Additional notes regarding the total proposed compensation increase:

- The increase to the benefit cap as outlined below represents the equivalent of a **0.81%** increase to the salary schedule
- The additions and increases to the stipend schedule as outlined below represent the equivalent of a **0.098%** increase to the salary schedule
- As described above, the overall total proposed increase in compensation to the Association members in this package proposal is the equivalent of a **8.3%** increase to the salary schedule

Benefit Cap

Increase the annual benefit cap from \$8,400 to **\$9,000**, retroactive to July 1, 2015, over and above the negotiated salary schedule increase, to be applied in the same manner as it would have been if it had actually been in place starting July 1, 2015.

Salary Schedule Structure - Upper-Right Corner & Removal of Obsolete Language

Extend the patterned salary schedule placement figures into the upper-right corner of the certificated salary schedule. Eliminate obsolete language at the bottom of the salary schedule that says, "Longevity pay through professional growth units." (See attached example.)

Article 16.1.2 - Salary Schedule

A maximum of ~~(6) six years service credit in a public school setting~~ **ten (10) years of successful and related prior teaching experience** will be allowed for initial placement on the salary schedule. **for a maximum placement of step 11 for newly hired teachers.**

Additional Notes (Not for inclusion as contract language)

A one-time only salary schedule placement adjustment to be made starting in the 2016-2017 school year for the following two employees only:

- **[REDACTED]**: *Advance by four additional steps in the same column, from F12 to F16*
- **[REDACTED]**: *Advance by four additional steps in the same column, from D9 to D13*

Article 16.6.7 - Benefits

Those employees receiving benefits as of June 30, 2005 may elect to receive the cash back at the frozen cap of \$4,400 per year instead of benefits. **Those employees receiving cash back may elect to take benefits at the current capped rate, but will not subsequently be able to revert to taking cash back once they have elected to take benefits at the current capped rate.** ~~Likewise, those receiving cash may elect to take benefits at the current capped rate.~~

Article 8 - Teaching Conditions

Article 8.2 - Work Day

The teacher's work day is to be considered a **professional day, meaning that in addition to the time spent in the classroom during the student day, teachers spend such additional time as is necessary to fulfill their professional responsibilities.** ~~(instructional time and preparation period)~~ ~~with the provision that the following are included in a professional teacher's obligations.~~ **A teacher's professional responsibilities may include, but are not limited to the following:**

- Attendance and participation at weekly staff meetings. One afternoon per week will be set aside for regularly scheduled staff meetings, including collaboration time. Emergency staff meetings may be called at other times if necessary. Regularly scheduled staff meetings will begin at 3:00 p.m. and will conclude at 5:00 p.m. The primary use of staff meeting time is intended for team collaboration and professional development that is meaningful, appropriate, and relevant to the teachers' professional responsibilities.** ~~a maximum of three meetings per month unless there is an emergency shall be from 3-4 p.m.~~
- Each teacher shall have a ten (10) consecutive minute daily yard duty assignment to be determined by the principal or designee.** ~~(See new MOU dated 5/20/14)~~
- Before-school rainy day supervision of students**

- (d) Formal parent conferences, as well as being available for informal parent meetings and other communications with parents
- (e) Back to School Night and Open House
- (f) Professional collaboration team meetings ~~Attendance at collegiality meetings shall be held from 1:10 p.m. — 2:40 p.m.~~
- (g) IEP meetings, SST meetings, 504 meetings, and other meetings relating to student needs and performance
- (h) Professional development and other in-service training
- (i) Voluntary participation on school and district committees and leadership teams
- (j) Voluntary participation at graduation ceremonies, awards events, and other school- and district-sponsored activities

Article 8.3 - Minimum Days *(Move language from Article 15 to Article 8)*

Article 15 — Minimum Days

8.3 Number of Minimum Days

The District agrees to provide minimum days on the day prior to Thanksgiving Break, Winter Break ~~Vacation~~, and Spring Break ~~Vacation~~, on the day of Open House, and on the last two days of school. ~~In addition, there will be one (1) floating minimum day each calendar year. The teachers may leave campus ten (10) minutes after students have been dismissed on these days.~~ In addition, at least five (5) minimum days for parent/student/teacher conferences will be provided.

15.2 ~~The District will provide eight student attendance minimum days. These days are to be full workdays with time at the end of the day for staff planning and/or training.~~

15.3 ~~On student attendance minimum days, two (2) roving subs, if needed, will be hired to provide classroom coverage for a prep period for teachers in grades K-3.~~

Note: The subsequent paragraphs of Article 8 will be renumbered as “8.4 - Work Breaks,” “8.5 - Enrichment Periods,” and “8.6 - Participation on Committees.” Additionally, the subsequent articles of the contract will be renumbered accordingly.

Article 19 - Stipends

Article 19.1 - Stipends

The list of stipend positions will be made available at the end of the current school year for placement in the next school year. If needed, the list will be revised at the beginning of the next school year. In the event that circumstances arise which might warrant an additional stipend, the

superintendent and the association president may discuss the possibility of an additional stipend. If the two parties agree on the addition and amount of the stipend, the new stipend will be added by written agreement and recorded in the contract during the next round of contract negotiations if it remains applicable.

If there is more than one person interested in one position, there will be an application and interview process. If there is no person on staff who is interested in a particular athletic coaching position, the district will seek to secure the services of a qualified walk-on coach for that position. Unless a qualified individual is found for a specific position in a timely manner, that activity will be eliminated for that school year.


Payment for stipends will be made according to Article 16.4.

Appendix C - Stipend Schedule *(only changes to the stipend schedule are noted below)*

- Add one (1) "Track Coach" stipend at \$700
- Add one (1) Volleyball Coach stipend, for a total of three (3) stipends
- Add one (1) Boys' Basketball Coach stipend, for a total of three (3) stipends
- Add one (1) Girls' Basketball Coach stipend, for a total of three (3) stipends
- Retitle "Yearbook" to "Yearbook Coordinator"
- Retitle "Graduation" to "Graduation Coordinator"
- Retitle "Student Council" to "Student Council Coordinator"
- Retitle "Science Olympiad" to "Science Olympiad Coach"
- Retitle "Spelling Bee" to "Spelling Bee Coordinator"
- Retitle "Speech Contest" to "Speech Contest Coordinator"
- Retitle "Talent Show" to "Talent Show Coordinator"
- Retitle "Character Program" to "Character Program Coordinator"
- Increase Volleyball Coach stipend from \$600.00 to \$700.00
- Increase Soccer Coach stipend from \$600.00 to \$700.00
- Increase Boys' Basketball Coach stipend from \$825.00 to \$925.00
- Increase Girls' Basketball Coach stipend from \$825.00 to \$925.00
- Increase Outdoor Education stipend from \$400.00 to \$500.00 per teacher (3 stipends)
- Increase Yearbook Coordinator stipend from \$500.00 to \$600.00 per stipend (2 stipends = \$1,200)
- Increase Student Council Coordinator stipend from \$500.00 to \$750.00 (1 stipend)
- Increase Dance Coordinator stipend from \$200.00 to \$300.00 (for 3 dances per year)
- Increase Athletic Director stipend from \$850.00 to \$1,650.00
- Increase Science Olympiad Coach stipend from \$400.00 to \$500.00 per team for local competition, and from \$400.00 to \$500.00 per team for state competition (for a maximum of four (4) stipends)
- Increase Spelling Bee Coordinator stipend from \$100.00 to \$150.00 (1 stipend)
- Increase Speech Contest Coordinator stipend from \$100.00 to \$150.00 (1 stipend)
- Increase Talent Show Coordinator stipend from \$100.00 to \$250.00 (1 stipend)
- Increase Character Program Coordinator stipend from \$100.00 to \$200.00 (1 stipend)

Additional Note: The numbering of all articles in the contract will be converted from the roman numeral system to the arabic numbering system.

Signatures of Tentative Agreement



HRTA Lead Negotiator



Date



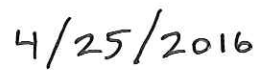
HRTA President



Date



HRUSD Superintendent/Lead Negotiator



Date

HART-RANSOM UNION SCHOOL DISTRICT

2015-2016 CERTIFICATED SALARY SCHEDULE (Tentative, pending ratification)

	BASE BA		A BA+12	B BA+24	C BA+36	D BA+48	E BA+60	F BA+72
1	48,050	1	49,535	51,024	52,551	54,129	55,756	57,428
			50,535	52,024	53,551	55,129	56,756	58,428
2	49,496	2	51,024	52,551	54,129	55,756	57,428	59,149
			52,024	53,551	55,129	56,756	58,428	60,149
3	50,978	3	52,551	54,129	55,756	57,428	59,149	60,924
			53,551	55,129	56,756	58,428	60,149	61,924
4	52,509	4	54,129	55,756	57,428	59,149	60,924	62,751
			55,129	56,756	58,428	60,149	61,924	63,751
5		5	55,756	57,428	59,149	60,924	62,751	64,634
			56,756	58,428	60,149	61,924	63,751	65,634
6		6	57,428	59,149	60,924	62,751	64,634	66,572
			58,428	60,149	61,924	63,751	65,634	67,572
7		7	59,149	60,924	62,751	64,634	66,572	68,572
			60,149	61,924	63,751	65,634	67,572	69,572
8		8	60,924	62,751	64,634	66,572	68,572	70,628
			61,924	63,751	65,634	67,572	69,572	71,628
9		9	62,751	64,634	66,572	68,572	70,628	72,746
			63,751	65,634	67,572	69,572	71,628	73,746
10		10	64,634	66,572	68,572	70,628	72,746	74,930
			65,634	67,572	69,572	71,628	73,746	75,930
11		11		68,572	70,628	72,746	74,930	77,175
				69,572	71,628	73,746	75,930	78,175
12		12			72,746	74,930	77,175	79,098
					73,746	75,930	78,175	80,098
13		13				77,175	79,098	81,875
						78,175	80,098	82,875
14		14					81,875	84,322
							82,875	85,322
15		15						86,762
								87,762
16		16						89,203
								90,203
18		18						91,644
								92,644
20		20						94,086
								95,086
25		25						96,529
								97,529

Reflects TENTATIVE 7.4% Increase for FY15-16 PENDING NEGOTIATION RATIFICATION

TENTATIVE: \$9,000 Annual Benefit Cap (Reflects \$600 increase PENDING NEGOTIATION RATIFICATION)