



HACIENDA LA PUENTE UNIFIED SCHOOL DISTRICT Office of Human Resources

15959 E. GALE AVE. HACIENDA HEIGHTS, CA 9745 (626) 933-3831 FAX (626) 855-3594

*Hacienda La Puente Teachers Association
And
Hacienda La Puente Unified School District*

Tentative Agreement

The following tentative agreement to the contract between the Hacienda La Puente Unified School District and the Hacienda La Puente Teachers Association are to take effect for the 2023-2024 term:

- Article IV - Work Year - Working Hours- Duties
- Article XXIV - Salary Compensation
- Article XXV - Health/ Dental/ Vision Insurance Benefits
- Certificated Extra- Pay Schedule
- Certificated Hourly Rates - Additional Assignments

Tentative Agreement: May 1, 2023

For the Association

For the District

ARTICLE IX
Work Year - Working Hours – Duties

2. MIDDLE SCHOOL – Grades 6-8 or 7-8

b. Unless stipulated differently by an individual's contract, teachers at the middle school level shall not teach more than the equivalent of five (5) fifty-six minute periods per day or twenty-five (25) fifty-six minute periods per week, exclusive of the preparation period. All full-time middle school teachers will be provided a preparation time during their workday. When the school day is on a regular schedule, this preparation time shall be the equivalent of 56 consecutive minutes a day. This planning period is to be used for activities directly related to a teacher's teaching assignment. Any other school-related use of this time is to be voluntary. Schools will provide suitable workspace for those teachers who are unable to plan in their assigned classroom(s). An individual's contract may allow teaching a sixth period assignment on a voluntary basis at the ~~special~~ sixth period assignment rate, **as per Certificated Extra-Pay Schedule.**

3. HIGH SCHOOL – Grades 9-12

a. Unless stipulated differently by an individual's contract, teachers at the high school level shall not teach more than five (5) fifty-six minute periods per day, exclusive of the preparation period. ~~An individual's contract may allow teaching a sixth period in the regular block.~~ **An individual's contract may allow teaching a sixth period assignment on a voluntary basis at the sixth period assignment rate, as per Certificated Extra-Pay Schedule.** All full time senior high school teachers will be provided a preparation time during their workday. When the school day is on a regular schedule, this preparation time shall be 56 consecutive minutes a day for the high school.

ARTICLE XXIV
Salary Compensation

Effective July 1, ~~2023~~ 2022, a ~~four percent (4.0%)~~ **an eight percent (8%)** salary increase shall be applied to the following schedules:

- UPK-12 Teachers
- Psychologist/Speech and Language Pathologists
- District Program Specialist
- Adult School Teachers
- Adult Education Hourly Rate
- Child Development Teachers
- Career Technical Education

Early Childhood Education: Effective July 1, 2017 the Early Childhood Education Salary Schedule shall include a Step Six (6). For the 2017-2018 school year, all teachers on steps one through five shall be advanced one additional step. These changes shall occur prior to the application of the annual salary increase. Employees will continue to move one-step annually.

Employees will be paid according to the salary schedules attached as Appendix A.

An additional stipend of \$1000.00 is paid for a Doctorate of Education or a Doctorate of Philosophy degree.

Effective July 1, 2015, an annual stipend of \$1000.00 shall be paid for National Board Certification. When the National Board Certified teacher serves in a high need school, as determined by the District, the teacher shall receive an additional \$1000.00 for a total stipend of \$2000.00.

Eight (8) years of experience credit on K-12 schedule effective 2000-2001; nine years, 2001-02; ten years, 2002-03; and eleven years, 2003-04. Employees will be paid according to the attached salary schedules.

Effective the 2006-07 school year placement on Column III will require a Bachelor's Degree plus 30 semester units; or upon verified completion of a CCTC Induction Program, a Bachelor's Degree and a Preliminary or Professional Clear Credential.

Educational Credit: Effective 2012-2013: Employees planning to make a salary classification change must turn in official transcripts to warrant this change to the Human Resources Office no later than the 10th of the month. Column changes shall become effective on the first of the month following receipt of the transcripts and shall be reflected in the next payroll warrant issued subsequent to the effective date. Transcripts submitted after the 10th of the month will not apply to the following month's classification change.

ARTICLE XXV
Health/Dental/Vision Insurance Benefits

Health, dental, and vision insurance coverage is available through the District. The District shall make contributions, as approved each year, on behalf of an employee whose assignment is fifteen (15) or more hours per week on a regular continuous basis and enrolled in the

health/dental/vision insurance program. The employee may enroll for coverage during his/her first month of employment or during the first month he/she qualifies for coverage. Upon resignation from the District, an employee's health/dental/vision insurance will terminate at the end of the month during which the employee's resignation was effective, unless the resignation is in lieu of Education Code 44929.21 or when the employee worked the entire school year, and chooses to resign effective the end of the school year, the employee shall maintain health benefits for two (2) additional months. Open enrollment shall be during the last two (2) months of each enrollment year.

The District shall notify all employees, prior to the open enrollment period, of all changes in the health/dental/vision insurance coverage and costs offered by the District.

Employees on an unpaid leave of absence of more than one (1) pay period may continue to participate in the District health and dental programs, subject to the carrier's rules and regulations, by remitting in advance the total remaining cost of such benefit program for the period of the unpaid leave.

When an employee retires after fifteen (15) or more years of service in the District at age 55 or over, the District shall pay fifty percent (50%) health insurance coverage for retiree and dependents up to age sixty-five (65). Employees retiring prior to July 1, 1996, shall have ten (10) or more years of service in the District in order to qualify for the fifty percent (50%) health insurance coverage for retiree and dependents up to age sixty-five (65). The age referred to herein applies to the age of the retiree. Any employee who retires after June 30, 2006, under the provisions of this article, may not also participate in the health insurance coverage for retirees and dependents delineated in Article XXIII—Early Retirement.

Health benefits for survivors of a bargaining unit member who had been with the District for a minimum of five (5) years and who had health benefits shall be provided by the District at the rate of one (1) month for each three (3) years of service, limited to a maximum of six (6) months.

Effective January 1, 2005, the District will offer the option for employees to enroll dependents in Delta Dental (including orthodontia for children only) with the premium costs paid by the employee.

The president of the Hacienda La Puente Teachers Association will appoint members to serve on the District Insurance Committee. The number of voting representatives on the committee from each employee group will be in proportion to the percentage of that employee group's benefit eligible members. Release-time will be provided for committee meetings. The District Insurance Committee shall:

- Review utilization data
- Monitor the benefits plans and their cost
- Be responsible for the communication and dissemination of health benefit information to district benefit-eligible employees
- Recommend to the Board of Education the health, dental and vision plans for all benefit-eligible employees.

Effective July 1, ~~2014~~ **2023**, the district's contribution toward health/dental/vision benefits offered by the district for eligible employees shall be increased by ~~\$900~~ **\$1000** bringing the district's annual contribution to a total of ~~\$11,900~~ **\$12,900**.

If during any year the cost of the HLPTA health/dental/vision coverage is less than the total district and employee/retiree contributions, the excess amount will remain in the insurance fund to absorb future health plan costs and/or reduce future employee/retiree contributions. If during any year the cost of HLPTA health/dental/vision coverage exceeds the total of the District's contribution and the balance in the insurance fund account, the amount of any shortfall will be paid by the employee/retiree. *(The parties agree that at the time of the ratification of this Contract, this language is not in practice, but the language remains until successor language can be negotiated.)*

After the first two years of joining Riverside Employer/Employee Partnership for Benefits (REEP), the District and HLPTA will negotiate how any future equity surplus or deficit funds generated by the HLPTA bargaining unit shall be used.

The district and HLPTA have agreed through a separate Memorandum of Understanding to explore the impact of the Affordable Care Act Excise Tax ("Cadillac Tax") and a two-tiered rate structure and to begin to capture unexpended health and welfare funds in 2016-2017.

HACIENDA LA PUENTE UNIFIED SCHOOL DISTRICT
 Certificated Extra-Pay Schedule

<u>CONTRACT</u>	<u>PER YEAR</u>
Department Chairpersons	
7 – 15 Sections	\$1,512
16 – 30 Sections	\$2,116
31+ Sections	\$2,538
OTHER ASSIGNMENTS	
Elementary Bilingual Teachers** in training	
Teaching classes:	
In progress	\$726
Passed 1 exam	\$1,089
Passed 2 exams	\$1,452
Certificated Bilingual Teachers**	\$2,117
Bilingual Translation (BCLAD required)	\$864
Dual Immersion Classroom Teacher	\$2,250
Combination Classroom Teacher	\$2,250
Counselor	\$4,232
Asst. Director, Instrumental Music	\$2,116
Director, Choral Music	\$3,023
Director, Instrumental Music	\$4,232
Instrumental Music Teacher/Middle School	\$1,814
Librarian	\$2,116
Lead Speech Teacher	\$2,538
Lead Nurse	\$2,538
Lead Psychologist	\$2,538
Lead Counselor (high school)	\$2,538
Special Ed. Teacher (Full credential)	\$1,797
Special Ed. Teacher (Credential in progress)	\$1,452
Elementary Bilingual Resource Teacher	\$2,177
Athletic Director	\$4,232
6th Period Assignment	1/6th salary

**Elementary Teachers in designated bilingual classrooms.

Tentative Agreement
May 1, 2023

HACIENDA LA PUENTE UNIFIED SCHOOL DISTRICT
~~Other Certificated Salary Schedule~~ **Hourly Rates – Additional Assignments**
Effective July 1, 2023

Counseling/Nursing/Speech/District Program Specialist/Psychologists	\$32.00
Work Experience Supervisor	\$32.00
Saturday School	\$27.99
Period Substitutes (Grades 6-12)	\$50.00
Inservice Adult	\$32.00
Inservice ECD	\$32.00
Curriculum Development Adult	\$25.00
Curriculum Development ECD	\$21.27
Special 6th Period Assignment	1/6th per diem
Supplemental Instruction (UPK-12)	\$32.00
Early Childhood Education Substitute (contract)	\$32.00
Adult Education Substitute	Step 1 Column 1 prorated hourly
In-service (UPK-12)	\$25.00
Curriculum/Professional Development (UPK-12)	\$32.00
Home Teaching (UPK-12 members)	\$32.00



HACIENDA LA PUENTE UNIFIED SCHOOL DISTRICT

OFFICE OF HUMAN RESOURCES

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Memorandum of Understanding

Hacienda La Puente Unified School District

And

Hacienda La Puente Teachers Association

Regarding: Health and Welfare increase of \$1000.00 to the District's contribution

WHEREAS, the Hacienda La Puente Unified School District, hereafter referred to as "HLPUSD", and the Hacienda La Puente Teachers Association, hereafter referred to as "HLPTA", enter into this Memorandum of Understanding of an additional one thousand dollars (\$1000.00) on the health and welfare contribution of \$11,900 making it \$12,900 for all eligible covered employees retroactive to July 1, 2022.

The elements of the Memorandum regarding the increase in the health and welfare contribution is enforceable through the collective Bargaining Agreement.

The parties agree that this agreement shall not, and cannot, be evidence of any practice or procedure of the District. This specific Memorandum shall be non-precedential, non-prejudicial, and is inadmissible and irrelevant in any forum as to evidence of practice or procedure of the District. This increase will be reflected in the Collective Bargaining Agreement for 2023-2024.

This MOU is contingent upon the ratification of the HLPTA bargaining unit.

In WITNESS OF, the Hacienda La Puente Unified School District and the Hacienda La Puente Teachers Association have executed said Memorandum of Understanding on the 26 day of October, 2022.

Danielle Tucker

HLPTA Bargaining Chair

Jill Rojas

District Chief Negotiator