
HLPUSD/HLPTA Tentative Agreement 2024-2025

— Member Presentation —

ARTICLE I - Agreement

This is an agreement made and entered into this, **1st day of May, 2023**, between the Board of Education of the Hacienda La Puente Unified School District (hereinafter referred to as "Board") and the Hacienda La Puente Teachers Association/California Teachers/National Teachers Association (hereinafter referred to as "Association", an employee organization.)

This Agreement is the product of an “interest based” bargaining process. Interest Based Bargaining (hereinafter referred to as “IBB”) is based on the following assumptions: bargaining enhances the relationship between parties; both parties can win in bargaining and they can help each other to win; open and honest discussions expands the areas of mutual interests and expands the options available to parties in negotiations; and, while power exists in any bargaining relationship, mutually developed standards move decision-making away from reliance on power and toward satisfying the interests of both parties. The Board and the Association are committed to using the interest-based bargaining process in future negotiations to identify and resolve issues of interest to each party.

ARTICLE IV - Shared Decision Making

~~Shared Decision Making~~ Collaborative Processes

~~Shared Decision Making is suspended, although~~ The District and Association share a strong commitment to Labor/Management collaboration throughout the organization. **In the following areas:**

Interest Based Bargaining

Labor Management Initiative

~~Shared Decision Making is suspended, although~~ The District and Association share a strong commitment to Labor/Management collaboration throughout the organization.

- A. The Board and the Association agree to cooperatively participate in the development of **collaborative** site- based decision making at each school location.

- E. **Interest Based Bargaining**

ARTICLE IX - Work year - Working Hours - Work Duties

Instructional responsibilities include parent ~~and student school~~ teacher conferences once during fall semester and once during spring semester, Back to School Night (if applicable), up to one night during spring semester for an Open House/Showcase/Community Evening; conferences with administrators and other staff regarding students; professional development; service on building and/or district committees; attendance at faculty meetings; Professional Learning Community (PLC) meetings; IEP meetings; attendance at graduation, ~~PTA~~, and/or parent meetings and activities when the employee has a responsibility at the activity. Bargaining Unit Members shall maintain student records (including but not limited to attendance, grades, IEPs, etc.) using the student information system/s as determined by the District.

~~Principals will consult with their staffs to insure that staff meetings be reasonable in length and frequency to allow adequate planning and preparation time. After school meetings shall be limited when possible to 1.5 hours, and shall not exceed five (5) hours per month.~~

Meetings outside the instructional day shall be limited, when possible, to 1.5 hours per meeting, and not exceed five (5) hours per month. Staff will be given ample notice, when possible, if any meeting may exceed 1.5 hours. Meetings outside the instructional day [not to exceed five (5) hours per month] may include Staff Meetings, Professional Development (PD), Professional Learning Communities (PLC), and Individual/Team Planning.

ARTICLE IX continued

C. WORK DAY

1. ELEMENTARY – Grades K-5 or K-6 at stand-alone K-6 sites, including Transitional Kindergarten

a. Teachers at the elementary level are to be assigned according to the following teaching schedule, exclusive of planning time:

TK/Kinder/Primary: 283 minutes

Intermediate: 303 minutes

b. All full-time elementary 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 20 consecutive minutes a day.

c. Employees assigned at the elementary level are to be at school fifteen (15) minutes prior to the commencement of the highest grades students' regular day and continue until the conclusion of the preparation period after the conclusion of the highest grades students' regular school day.

ARTICLE IX continued

Same language for:

Middle School : Article IX C.2.d

High School : Article IX C. 3.b

ARTICLE IX continued

2. MODIFICATIONS TO THE WORK DAY

- ~~a. Employees assigned at the elementary level (C.1) are to be at school fifteen (15) minutes prior to the commencement of the highest grades students' regular day and continue until the conclusion of the preparation period after the conclusion of the highest grades students' regular school day.~~
- ~~b. Employees assigned to Middle School (C.2) or High School (C.3) are to be at school fifteen (15) minutes prior to the commencement of the first period class at the school and continuing until the conclusion of their last period class or after the employee's preparation period, whichever is later.~~
- c. **a.** Modifications to the teaching or workday that alter the teacher work week as measured in minutes shall require a Memorandum of Understanding (MOU) to be executed between the District and the Association. Proposed schedules shall be presented to the Association for review/consultation prior to the vote of the faculty. The modified schedule shall:
 - 1. have the approval of the ~~modification by the principal~~ **and the District.**
 - 2. have the approval of ~~the modification by the majority~~ **≥70% of** the certificated staff affected.

~~All such modified schedules and MOUs will be forwarded 30 days prior to the end of the previous school year to the Teachers Association by the Assistant Superintendent, Human Resources.~~

ARTICLE IX continued

- a. ~~b.~~ Teaching day or work day modifications - Any decision to modify the teaching day or work day that does not alter the teacher work week as measured in minutes shall:
 1. have the approval of the ~~modification by the principal~~ and the District.
 2. have the approval of ~~the modification by the majority of~~ >50% of the certificated staff affected.

- ~~b.~~ Accumulated time at the elementary and middle school level will be used as follows:
 - ~~1.~~ one day a month for grade or subject level planning
 - ~~2.~~ one day a month for professional development or grade level planning
 - ~~3.~~ two days a month for individual planning, or three days a month when a fifth early release day occurs during any month

~~In months where three (3) or fewer early release days occur, at least one day shall be used for individual planning.~~ The schedule, and any such modifications, shall be reviewed and voted on no less than annually. The vote will be by written ballot and conducted by each site representative and one other association member. ~~Prior to conducting a vote, the District and the Association will review the ballot.~~ The site representative will provide a copy of the voting results to the principal and the Association president.

ARTICLE IX continued

- G. All full-time employees, working at the same location and grade level, will be treated equitably with respect to preparation time and duty-free lunchtime. Elementary, middle school, and ~~middle~~ high school teachers will not be required to supervise students (yard duty, bus duty, parking lot duty, etc.) before school, after school or during recess and/or nutrition break, except when there is a school wide situation which may affect the safety of students and staff, or when a regular noon-aide is occasionally absent and the school is unable to obtain a substitute. When necessary, duty assignments shall be determined by the principal and distributed in an equitable manner. A consecutive thirty-minute duty-free lunch, exclusive of passing periods, shall be provided for each employee.

ARTICLE IX continued

- P. Employees incurring costs while performing duties for the District shall be reimbursed in a reasonable time frame, assuming properly completed forms and documentation have been submitted.

ARTICLE XVIII - Leaves of Absence

- c. Length of Leave – Leave may be granted up to 12 workweeks during any 12-month period to eligible employees.

Leave related to the serious health condition of the employee or his/her child; parent or spouse may be taken intermittently or on a reduced leave schedule when medically necessary.

~~Spouses, that both work for HLPUSD are limited in the amount of family leave they may take for the birth and care of a newborn child, placement of a child for adoption or foster care, or to care for a parent who has a serious health condition to a combined total of 12 work-weeks (or 26 work-weeks if leave to care for a covered service member with a serious injury or illness is also used).~~ Leave for birth and care, or placement for adoption or foster care, must conclude within 12 months of the birth or placement.

ARTICLE XXIV - Salary Compensation

ARTICLE XXV - Health/Dental/Insurance Benefits

If per-pupil funding amounts are increased and funded for the 2024-2025 (fiscal year) at 1.75% or higher Statuary COLA either party may reopen negotiations discussions on total compensation only.

Non-Contract Schedule (athletic coaching stipends)

The District and Association have a shared commitment to increasing coaching stipends to be competitive with surrounding districts.

Athletic Trainer	\$2,538	\$2,855.25
Badminton	\$2,660	\$2,992.50
JV Badminton Assistant	\$2,116	\$2,380.50
Varsity Baseball	\$3,446	\$4,049.05
Baseball Assistant	\$2,538	\$2,855.25
Varsity Basketball	\$3,627	\$4,261.73
Basketball Assistant	\$2,538	\$2,855.25
Cross Country	\$2,660	\$2,992.50
Dance	\$1,149	\$1,292.63
Drill Team	\$2,901	\$3,263.63
Drill Team Assistant	\$2,116	\$2,380.50
Elementary School League Sports		\$1,225.13

Varsity Football Football	\$3,990	\$4,688.25
Football Assistant (in charge of a team)	\$2,904	\$3,263.63
Football Assistant	\$2,538	\$2,855.25
Golf	\$2,660	\$2,992.50
Golf Assistant	\$2,116	\$2,380.50
Middle School League Sports	\$1,571	\$1,767.38
Middle School Tournament Sports	\$ 605	\$ 680.63
Pep	\$2,660	\$2,992.50
Assistant Pep Assistant	\$1,934	\$2,175.75
Soccer	\$2,660	\$3,125.50
Soccer Assistant	\$2,116	\$2,380.50
Softball	\$3,446	\$4,049.05
Softball Assistant	\$2,538	\$2,855.25
Swimming	\$3,446	\$3,876.75
Swimming Assistant	\$2,538	\$2,855.25
Tennis	\$2,660	\$2,992.50
Tennis Assistant	\$2,116	\$2,380.50
Track	\$3,446	\$3,876.75
Track Assistant	\$2,538	\$2,855.25

Volleyball	\$2,660	\$2,992.50
Volleyball Assistant	\$2,116	\$2,380.50
Water Polo	\$3,446	\$3,876.75
Water Polo Assistant	\$2,538	\$2,855.25
Wrestling	\$3,446	\$3,876.75
Wrestling Assistant	\$2,538	\$2,855.25

Comparison to Neighboring Districts

	Current HLPUSD	Proposed HLPUSD	Nearby - Low	Nearby - High
Football	\$3,990.00	\$4,688.00	\$4,676.00	\$8,600.00
Basketball	\$3,627.00	\$4,261.00	\$4,266.00	\$6,280.00
Soccer	\$2,660.00	\$3,125.00	\$4,266.00	\$6,280.00
Baseball/Softball	\$3,446.00	\$4,049.00	\$4,266.00	\$6,280.00

Classification of Coaches

	LAHS	LPHS	WIHS	WOHS	Total
Number of Certificated	23	4	6	4	37
Number of Walk-on	32	27	49	40	148
Number of Classified	1	0	4	0	5
	56	31	59	44	190

District-wide Coaching Stipend Increase Analysis

	Current	Proposed
District High School Costs	\$588,617.00	\$666,885.33
District Middle School Costs	\$87,976.00	\$98,973.00
District Elementary Costs	\$47,916.00	\$53,905.50
	\$724,509.00	\$819,763.83

Side Letter

Hacienda La Puente Unified School District

And

Hacienda La Puente Teachers Association

6 –12 Itinerant Visual And Performing Arts Program Teachers

April 11, 2024

Workday, travel, assigned administrator/evaluator, professional responsibilities, extra duties, extra assignments rate/refusal beyond extra duties

Side Letter

Hacienda La Puente Unified School District

And

Hacienda La Puente Teachers Association

TK-5 Elementary Visual And Performing Arts Program

March 28, 2024

Workday, travel, assigned administrator/evaluator, professional responsibilities, extra duties, extra assignments rate/refusal beyond extra duties