

**Tentative Agreement Between
The Hesperia Unified School District
And
Hesperia Teachers Association (HTA)**

On October 19, 2016, HUSD and HTA met to discuss salary and benefits for the 2016-17 school year. As a result of this meeting, both parties agree to the following:

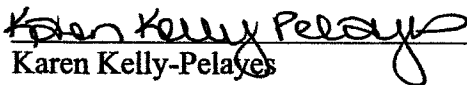
1. Salary Adjustments
 - a. Effective July 1, 2016, an increase of 3.25% will be applied to the 2015-16 salary schedule and paid December 1, 2016;
 - b. Effective January 1, 2017, an increase of .25% will be applied to the adjusted 2016/2017 salary schedule and paid February 1, 2017;
 - c. Effective July 1, 2016, the health and welfare benefits cap shall be increased by \$1,500, from \$12,016 to \$13,516, for all certificated employees; adjustment will occur on the December 1, 2016 paycheck.
 - d. Each Unit Member shall receive a one-time, off-schedule payment equivalent to 2.00% of his/her salary. Payment will be made in a lump sum payment on December 1, 2016. This payment will be calculated on the 3.25% salary increase effective July 1, 2016.
 - i. Adjustment of the one-time payment will be based on the employee's start and end date of employment during the 2016/2017 school year.
2. HTA hourly rate of \$30.00 is currently in effect.
 - a. Upon ratification, this rate will be \$34.25.
 - b. This hourly rate shall be adjusted by the same percentage as applied to any future across the board salary adjustments to the certificated salary schedule.
 - c. The rate of \$34.25 will be adjusted by 3.25%, equaling \$35.36, effective upon ratification.
 - d. This hourly rate will be increased by .25%, effective January 1, 2017, equaling \$35.45, plus an additional \$1.55 for a new rate of \$37.00. The rate of \$37.00 will be effective January 1, 2017.
 - e. Increasing this rate will have a significant impact to school site budgets. This will limit a site administrator's ability to continue to offer extra duty assignments on an ongoing basis.
3. HTA daily rate of \$130.00 is currently in effect.
 - a. Upon ratification this rate will be \$148.35.
 - b. This daily rate shall be adjusted by the same percentage as applied to any future across the board salary adjustments to the certificated salary schedule
 - c. The rate of \$148.35 will be increased by 3.25%, equaling \$153.17, effective upon ratification.

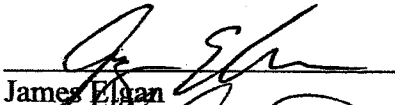
- d. This daily rate will be increased by .25%, effective January 1, 2017, equaling \$153.77, plus an additional \$6.23 for a new rate of \$160.00. The rate of \$160.00 will be effective January 1, 2017.
- e. Increasing this rate will have a significant impact to school site budgets. This will limit a site administrator's ability to continue to offer extra duty assignments on an ongoing basis.

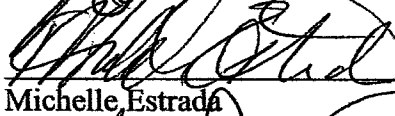
4. All varsity coaches will receive "A" stipend.

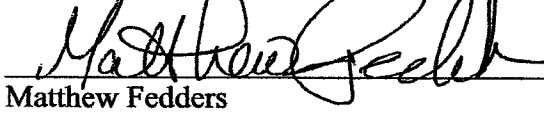
5. Effective July 1, 2016, released time will be increased from 15 to 30 days. Plus the District will waive 2015/2016 invoice for released days that went over the negotiated 15 days (\$7,020).


Hesperia Unified School District


Karen Kelly-Pelayes



James Elgan

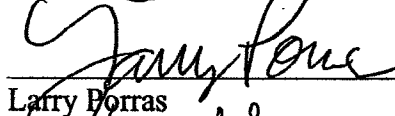

Michelle Estrada

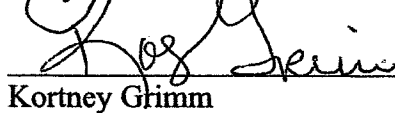

Matthew Fedders


Dr. George Landon


Paige Moyer


Daniel Polmounter



Larry Porras

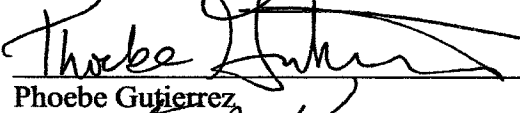

Kortney Grimm

Hesperia Teachers Association

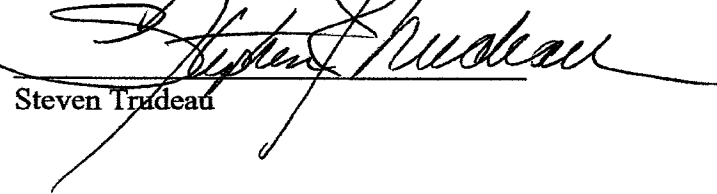

James Resvaloso


Cheryl Franks


James Garrett


Phoebe Gutierrez


Thomas Kerman


Steven Trudeau

December 1, 2016 payment is dependent upon this Agreement being ratified by HTA and the Governing Board on November 7, 2016