

**Tentative Agreement Between  
The Hesperia Unified School District  
And  
Hesperia Teachers Association (HTA)  
April 20, 2018**

**7.92% Compensation Package for 2017/2018 – 2018/2019**

On April 20, 2018, HUSD and HTA met to discuss salary and benefits for the 2017/18 and 2018/19 school years. As a result of this meeting, both parties agree to the following:

**2017/2018**

**Salary and Benefits**

- Effective July 1, 2017, an increase of 4.0% will be applied to the 2016/17 salary schedule.
  - This adjustment will be paid on June 1, 2018.
- HTA and the District will meet to explore scenarios regarding health and welfare to meet the interests of both parties.

**2018/2019**

**Salary and Benefits**

- Effective July 1, 2018, an increase of 3.0% will be applied to the 2017/18 salary schedule.
  - **Trigger Language**
    - If the Base for the Local Control Funding Formula (LCFF) is funded greater than 100% in the 2018/2019 State Approved Budget, both the District and Association agree to come back to the table to negotiate additional compensation for 2018/2019.
      - The current projected LCFF Base Grade Span funding levels for 2018/2019 are:
        - TK-3 = \$8,141.00
        - 4-6 = \$7,484.00
        - 7-8 = \$7,707.00
        - 9-12 = \$9,163.00
    - If one-time funding is greater than \$295 per ADA in the 2018/2019 State Approved Budget, both the District and Association agree to come back to the table to negotiate additional compensation for 2018/2019.
- Effective July 1, 2018, an increase of \$1,000 will be added to the Health and Welfare Cap of \$13,516. The new Cap amount for 2018/2019 will be \$14,516. [Article 10(A)(1)(a)]

**Personal Necessity**

- Effective July 1, 2018, additional reasons for Personal Necessity shall be added to Article 12(8)(b) as follows:
  - 5. Weddings (one day if the event is on a weekday – one day if travel is required [250 miles or more] - maximum of two days total for event and travel)
  - 6. Presenter at an educational conference (maximum of two days per conference - PN will not be necessary when presenting at a

- conference as “school business” or “district business”)
- 7. Attendance at an educational conference (maximum of two days – PN will not be necessary when attending a conference as “school business” or “district business”)
- 8. Religious holiday (day of holiday only)
- 9. Child’s college graduation, orientation, moving (one day if the event is on a weekday – one day if travel is required [250 miles or more] – maximum of two days total for event and travel)
- 10. Child’s military graduation or deployment (one day if the event is on a weekday – one day if travel is required [250 miles or more] – maximum of two days total for event and travel)
- 11. Funerals (one day if the event is on a weekday - one day if travel is required [250 miles or more] - maximum of two days total for event and travel; may be used for leave that does not qualify as bereavement)
- 12. Birth of a grandchild (one day if the event is on a weekday - one day if travel is required [250 miles or more] - maximum of two days total for event and travel)
- NQA language remains as currently in contract [Article 12(E)(8)(b)(5) becomes Article 12(E)(8)(b)(13)]

**Class Size**

- Effective July 1, 2018, Article 14(B)(3) becomes:
  - All secondary elective class sizes will be capped at 40:1 (except band, choir, drama). PE will be capped at 50:1 (except sports PE).
  - Current Article 14, Section B Class Size Maximums language also applies to electives.
- Site administration, HTA site representatives, and PE department will work together on mutually agreed upon solutions to ensure the safety of all students in locker rooms at secondary schools.

This Agreement between HUSD and HTA will settle salary and benefits for 2017/2018 and 2018/2019, unless the triggers for 2018/2019 are realized.

**Hesperia Unified School District**

**Hesperia Teachers Association**

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