

**TENTATIVE AGREEMENT BETWEEN
THE HESPERIA UNIFIED SCHOOL DISTRICT
AND
THE HESPERIA TEACHERS ASSOCIATION**

May 6, 2015

ARTICLE 9. SALARY

- A2: For the 2015-2016 school year, the salary schedule will be increased by 4.5%.
- a. 2016-2017: Salary will be reopened.
 - b. 2017-2018: Salary will be reopened.
- B3: Allowable credit for years of teaching experience outside (prior to) employment in the Hesperia Unified School District shall be one (1) step for each year of credentialed service experience to a maximum of ten (10) steps.
- C7:
- A Class “E” shall be added to the stipend schedule.
 - a. Class “E” shall be equal to 1.6% of Column 1, Step 1.
 - b. Elementary Grade Leads (one per grade level and one Special Education teacher per school site) will be listed under Class “E”.
 - Continuation High School Athletic Coaches (up to three stipends per site) shall be added to Class “D” stipend schedule.

ARTICLE 10. HEALTH AND WELFARE

- A1: For the 2015-2016 school year, the District’s maximum contribution for Health and Welfare benefits shall be \$12,016.
- a. 2016-2017: Health and Welfare will be reopened.
 - b. 2017-2018: Health and Welfare will be reopened.
- D-F:
- The Coordination of Benefits (COB) program and corresponding reimbursements, as well as the payment for opting out of the District Health and Welfare benefits, shall be discontinued. Each eligible unit member may elect his/her own benefits package and be responsible for the corresponding premium. Eligible Unit Members may opt out of District insurance programs once per year during the open enrollment period, subject to providing the District with written proof of alternate group medical insurance.

- The District shall continue to pay for Unit Member life insurance with an initial face value of \$50,000.

ARTICLE 14. CLASS SIZE

**A. Grade Span Adjustment
Grades K-3**

- a. A site average of no more than 26:1 for the 2015/2016 school year
- b. A site average of no more than 25:1 for the 2016/2017 school year
- c. A site average of no more than 24:1 for the 2017-2018 school year

B. Class Size Maximums

Although the maximums are intended to be limits, the District and Association agree to work together to develop creative solutions if and when classes exceed these limits. In the event that, after three (3) weeks of school, a class exceeds the maximum, the teacher, department chair/grade level lead, HTA representative (i.e., negotiator) and site administrator will meet to discuss possible remedies.

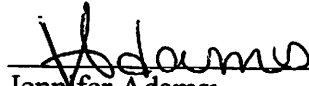
- 1. Grades 4, 5, & 6 - 33
- 2. Grades 7 – 12 - 37
The class size limit applies only to core academic classes (Math, English/Language Arts, Science, Social Studies).

C. FTEs will be established in grades 4 – 12 by applying a staffing ratio of 30:1.


Term

This Agreement constitutes a full and final settlement of Salary and Health and Welfare for the 2015 – 2016 school year and Class Size for the 2015 – 2016, 2016 – 2017 and 2017 – 2018 school years. The Agreement is effective July 1, 2015 for three years through June 30, 2018 upon ratification by the HTA membership and the Governing Board. This language will become part of the Collective Bargaining Agreement upon completion of negotiations.

Hesperia Unified School District



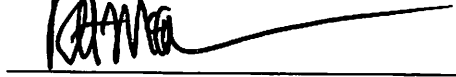
Jennifer Adams



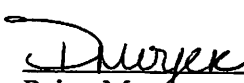
Michelle Estrada



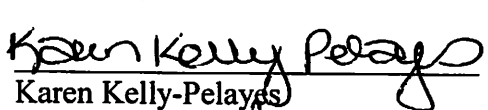
Alan Giles



Robert McCollum



Paige Moyer

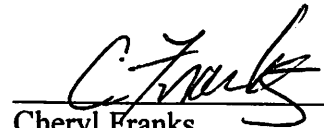


Karen Kelly-Pelayas




Daniel Polmounter

Hesperia Teachers Association




Cheryl Franks



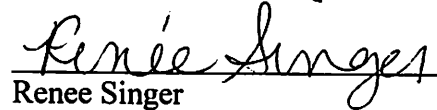
Jim Garrett



Phoebe Gutierrez



Jim Resvaloso



Renee Singer