

**TENTATIVE AGREEMENT CONTRACT LANGUAGE CHANGES TO THE HERMOSA BEACH
EDUCATORS' ASSOCIATION, CERTIFICATED UNIT AND
THE HERMOSA BEACH CITY SCHOOL DISTRICT
June 16, 2011**

As part of the Negotiations Session on June 13, 2011, the following changes to the Agreement between the Hermosa Beach City School District and the Hermosa Beach Educators' Association, Certificated Unit to Article 8 on Compensation and Benefits, Article 9 on Workdays and Hours of Employment, Article 10 on Class Size and Article 19 on Term of Agreement and Reopener were made:

CERTIFICATED ARTICLE 8: COMPENSATION AND BENEFITS

8.1 Salaries

For 2006-2007: 4% salary increase to all certificated salary schedules retroactive to July 1, 2006.

For 2007-2008: 3% salary increase to all certificated salary schedules retroactive to July 1, 2007.

8.1.1 Increase to the District maximum annual health benefit contribution by \$500 effective October 1, 2007.

8.2 Effective September 1, 2001, step and column movement shall be implemented.

8.3 1998/99 step and column movement, if any, shall be subject to meeting and negotiating before such movement.

8.4 The salary schedules and salary classification requirements of all unit members are set forth in Appendix B, attached.

8.4.1 There shall be increment steps of \$700 awarded at years 13, 15 and 17.

8.4.2 There shall be an annual bonus of \$750 awarded to unit members who hold a Master's Degree.

8.5 Each unit member's position on the salary schedule shall be advanced one (1) vertical step for each year of service except those whose placement is at the maximum step for the class (group).

8.5.1 A unit member who serves less than the required seventy-five percent (75%) of the number of work days set forth in this Agreement shall not advance to the next step on the salary schedule. When part-time employees have served seventy-five percent (75%) of two (2) consecutive semesters, they shall advance to the next increment step.

8.6 All courses for column advancement must be approved in advance by the Superintendent and must meet at least one of the following criteria:

8.6.1 Courses taken to specifically meet the requirements of an appropriate advanced degree or credential.

8.6.2 Courses selected to specifically improve performance of the unit member.

8.6.3 Courses that will prepare the unit member to specifically achieve a District instructional goal or objective.

8.6.4 Courses recommended by the administration as part of an inservice training design.

8.7 A maximum of fifteen (15) semester units shall be applied in any one school year for purposes of column advancement, except for unit members on an approved leave of absence for six (6) months or longer or unit members employed fifty percent (50%) or less. Verification of work affecting salary status must be received by the District by August 31 with official transcripts on file by October 9. To be eligible for column advancement under this section, unit members must notify the District in writing, if possible, by March 1, but no event later than April 15, of their intent to advance on the salary schedule in the succeeding school year.

8.8 All unit members who serve on a regular basis less than the required number of work days for their job classification shall receive a salary which is not less than that which bears the same ratio to the established annual salary for their position as the number of days they serve bears to the number of working days required by this Agreement.

8.9 Notwithstanding paragraph 8 above, unit members who serve for one full school semester, shall receive not less than one-half the annual salary for their position.

8.10 The payroll period shall be defined as monthly, beginning September 1. Salary payment shall be made in ten (10) equal installments no later than the first workday of the subsequent calendar month insofar as this is within the control of the District.

8.10.1 Mandatory deductions from gross earnings shall be those required by law and those specified in this agreement.

8.10.2 Optional deductions will be those the unit member elects to have taken from his/her gross earnings. This must be initiated in writing by the unit member and shall remain in effect until the District receives a written notice withdrawing the authorization for particular deduction.

8.11 Health and Welfare Benefits

8.11.1 Effective with October 1, 2007, the District shall contribute up to \$5,500.00 (to be applied monthly or tenthly as carriers require) toward the payment of premiums for eligible unit members and dependents for group health, dental, and vision insurance.

Unit members whose spouses' employers provide family coverage may enroll only in the employee-only plan.

8.11.2 Any difference between the cost of the unit member's plan or plans and \$5,500.00 shall be deducted from the unit member's salary warrant regardless of whether the difference currently exists or results from a future increase unless and until otherwise negotiated.

8.11.3 The 2002-03 benefits shall be determined pursuant to reopener for health and welfare benefits.