

**TENTATIVE AGREEMENT
BETWEEN THE
HOLTVILLE UNIFIED SCHOOL DISTRICT
AND THE
HOLTVILLE TEACHERS ASSOCIATION
TO FULLY SETTLE REOPENER NEGOTIATIONS
FOR THE 2017-18 SCHOOL YEAR,
TO RESOLVE NEGOTIATIONS FOR THE 2018-19 SCHOOL YEAR,
AND TO ESTABLISH A NEW THREE YEAR AGREEMENT
April 25, 2018**

The Holtville Unified School District (District) and the Holtville Teachers Association (Association) agree to the tentative agreement set forth below to fully settle reopener negotiations for the 2017-18 school year, to settle negotiations for the 2018-19 school year, and to establish a new three year agreement to remain in effect until June 30, 2021.

ARTICLE 1

AGREEMENT

1.1 The District and the Association agree that the articles contained in this Collective Bargaining Agreement between the District and the Association (“Agreement”) constitute a bilateral and binding agreement between the parties pursuant to the Educational Employment Relations Act (“EERA”) (Government Code Section 3540 *et seq.*).

This Agreement shall be continued in full force and effect from final ratification by the District Governing Board until June 30, 2021. Unless mutually agreed otherwise in writing, this Agreement shall expire on June 30, 2021. The parties agree that during the term of this Agreement, except for the limited reopeners identified in this Article, neither party may reopen new or proposed additional articles for negotiations unless mutually agreed by the parties in writing or expressly set forth in this Agreement.

1.2 During the 2019-20 school year, this Article shall reopen automatically, and either party may reopen Article 20 (Employee Benefits), Article 21 (Salaries), and three existing or new articles of each party’s choice by submitting a written proposal to reopen negotiations on or before December 15th of 2019. If neither party submits a written proposal on or before December 15th of 2019, this Agreement shall remain in full force and effect on the same terms and conditions without change for the 2019-20 school year only.

1.3 During the 2020-21 school year, this Article shall reopen automatically, and either party may reopen Article 20 (Employee Benefits), Article 21 (Salaries), and three existing or new articles of each party’s choice by submitting a written proposal to reopen negotiations on or before December 15th of 2020. If neither party submits a written proposal on or before December 15, 2020, this Agreement shall remain in full force and effect on the same terms and conditions without change for

the 2020-21 school year only.

1.4 Unless previously extended by a written mutual agreement between the parties, the Agreement shall expire on June 30, 2021.

ARTICLE 20

EMPLOYEE BENEFITS

No changes to current contract.

ARTICLE 21

SALARIES

21.3 Salary *(Eliminate existing and replace with the following)*

There shall be a one-time, this year only, five percent (5.00%) off-schedule bonus payment calculated based on the 2017-18 salary schedule, paid to unit members who are in employed status on July 10, 2018.

There shall be a five percent (5.00%) on-schedule salary increase applied to the 2017-18 salary schedule effective July 1, 2018 (see Appendix A-2).

21.4 *(Add the following)*

For so long as the District has access to the Escape Financial System, and that system possesses a mechanism to provide a twelfth month of deferred salary pay, unit members will be provided the option to defer 1/12 of each month's salary to the July 31st payroll that immediately follows the end of any given school year. To be eligible for this option, unit members must notify the District payroll department on or before July 15th of the preceding school year, utilizing the District's 12-Month Pay Form.

This Agreement resolves 2017-2018 reopener negotiations, also settles negotiations for the 2018-2019 school year, and establishes a new three year agreement expiring on June 30, 2021. The new Agreement shall include the same provisions as the current collective bargaining agreement between the parties and shall be updated to reflect current dates.



For the District

Date: 5-3-2018



For the HTA

Date: 5/7/2018

HOLTVILLE UNIFIED SCHOOL DISTRICT
2018-19 HTA SALARY SCHEDULE

APPENDIX A-1
EFFECTIVE: 7/1/2018

	BA	BA+30	BA+45	BA+60	BA+75	BA+MA
	1	2	3	4	5	6
1	53,550	55,628	57,741	59,934	60,834	61,733
2	55,628	57,741	59,856	62,048	62,978	63,907
3	57,741	59,856	61,976	64,173	65,136	66,099
4	59,856	61,976	64,093	66,278	67,274	68,267
5	61,976	64,093	66,209	68,395	69,420	70,447
6	64,093	66,209	68,329	70,519	71,576	72,635
7	66,209	68,329	70,452	72,639	73,730	74,818
8		70,452	72,562	74,737	75,857	76,979
9		72,562	74,679	76,857	78,009	79,163
10		74,679	76,802	78,988	80,173	81,358
11		76,802	78,913	81,081	82,296	83,512
12		78,913	81,031	83,204	84,453	85,700
13		79,701	81,841	84,036	85,296	86,558
14		80,498	82,660	84,876	86,149	87,423
15		81,303	83,484	85,726	87,010	88,297
16		82,116	84,321	86,582	87,882	89,179
17		82,936	85,575	87,813	89,130	90,448
18		83,767	86,431	88,691	90,022	91,352
19		84,604	87,295	89,579	90,922	92,266
20		85,450	87,755	89,990	91,340	92,691
21		86,305	88,634	90,891	92,254	93,618
22		87,168	89,520	91,798	93,177	94,554
23		88,039	90,413	92,718	94,108	95,500
24		88,920	91,634	93,907	95,315	96,724
25		89,810	92,549	94,845	96,268	97,690
26		90,707	93,474	95,794	97,231	98,669
27		91,615	94,411	96,752	98,203	99,656
28		92,530	95,353	97,720	99,185	100,652

Teachers with experience coming into the District will receive credit for prior service up to ten years on the basis of one step for each year of teaching experience. Three-fourths of a year or more will be credited as one step.

All teachers will be required to submit official transcripts of all training and letters verifying experience which they desire to have count toward placement on the salary schedule. Work must be completed before the beginning of the school year in order to be given credit for an advance on the salary schedule.

All unit members hired after July 1, 2009 must hold at least a preliminary credential to be initially placed or advanced beyond Group 2.

In order to advance to either Group 5 or 6 during the 2008-09 school year, official transcripts from accredited colleges or universities must be submitted no later than 90 days following final ratification of this agreement.

Placement in Group 6 requires a Master's Degree in Education or a related field (Article 21.3).

Transcripts will be retained in the teacher's personnel folder during the time of employment.

To be placed on Step 20, a teacher must have at least 19 years of service, with 13 years being in the Holtville Unified School District, and a minimum of 30 graduate hours.

A teacher who resigns for the purpose of retiring, shall receive a 10% retirement increment if he/she submits the resignation by June 20, 1987 for the 1986-87 year and in subsequent years by February 28.

The 10% increment shall be equal to 10% of the teacher's annual salary placement. Payment of the increment shall be made by June 30, 1987 and in subsequent years in three payments (April, May, June) or in one lump sum payment in June.

**HOLTVILLE UNIFIED SCHOOL DISTRICT
EXTRA DUTY PAY SCHEDULE**

POSITIONS***	SCHOOL SITE	SALARY
VARSITY HEAD FOOTBALL COACH	HIGH SCHOOL	9.00%
VARSITY HEAD COACH (EXCEPT FOOTBALL AND EXCEPTIONS AS NOTED BELOW).	HIGH SCHOOL	8.00%
ASSISTANT COACH - ANY SPORT	HIGH SCHOOL	5.00%
MUSIC	HIGH SCHOOL	7.50%
CHORAL DIRECTOR	HIGH SCHOOL	1.50%
SPEECH	HIGH SCHOOL	3.00%
YEARBOOK	HIGH SCHOOL	4.50%
STUDENT COUNCIL ADVISOR	HIGH SCHOOL	7.50%
CHEERLEADING ADVISOR	HIGH SCHOOL	7.50%
WRESTLING TOURNAMENT DIRECTOR	HIGH SCHOOL	1.00%
SPEECH TOURNAMENT DIRECTOR	HIGH SCHOOL	1.00%
ACADEMIC DECATHLON COACH	HIGH SCHOOL	3.00%
MOCK TRIAL COACH	HIGH SCHOOL	3.00%
BOYS SPORTS (PER SPORT)	MIDDLE SCHOOL	1.75%
GIRLS SPORTS (PER SPORT)	MIDDLE SCHOOL	1.75%
ASSISTANT COACH - ANY SPORT	MIDDLE SCHOOL	1.00%
DRILL TEAM	MIDDLE SCHOOL	3.50%
MUSIC	MIDDLE SCHOOL	7.50%
CHORAL DIRECTOR	MIDDLE SCHOOL	1.50%
STUDENT COUNCIL ADVISOR	MIDDLE SCHOOL	7.00%
YEARBOOK	MIDDLE SCHOOL	2.75%
BOYS SPORTS (PER SPORT)	PINE SCHOOL	1.75%
GIRLS SPORTS (PER SPORT)	PINE SCHOOL	1.75%
STUDENT COUNCIL ADVISOR	PINE SCHOOL	5.00%
MUSIC	PINE SCHOOL	3.00%
YEARBOOK	PINE SCHOOL	1.75%
FINLEY SPORTS	FINLEY SCHOOL	2.37%
STUDENT COUNCIL ADVISOR	FINLEY SCHOOL	5.00%
YEARBOOK	FINLEY SCHOOL	2.75%

EXTRA DUTY PAY WILL BE PAID ACCORDING TO THE ABOVE PERCENTAGES MULTIPLIED BY STEP1, GROUP 1 OF THE SALARY SCHEDULE AND WILL BE PAID BY THE DISTRICT WITHIN ONE MONTH OF THE COMPLETION OF THE ASSIGNMENT FOR ALL SHORT TERM ASSIGNMENTS.

YEARLY EXTRA DUTY ASSIGNMENTS SHALL BE PAID IN EQUAL PAYMENTS IN DECEMBER AND AT THE END OF THE ASSIGNMENT OR MAY 31, WHICHEVER IS LATER.

SHORT-TERM ASSIGNMENTS THAT EXTEND PAST THE NORMAL DURATION OF SEASON SHALL BE COMPENSATED AT A PRO-RATA SHARE OF THE REGULAR EXTRA DUTY STIPEND.

THE HOURLY RATE WILL BE DETERMINED AS DESCRIBED IN ARTICLE 21.2

***Positions determined on an annual basis.

Inclusion of position on salary schedule does not necessarily indicate position will be filled.