

2023-24 Tentative Agreement
Huntington Beach Elementary Teachers Association
and
Huntington Beach City School District

Date: April 4, 2023

RE: Tentative Agreement ARTICLE X: LEAVES

The Huntington Beach City School District (District) and Huntington Beach Elementary Teachers Association (HBETA) have reached a Tentative Agreement for 2022-23 regarding Article X: Leaves. 2022-23 negotiations continue, however the parties agree to maintain the provisions of the current certificated collective bargaining agreement except as follows:

- 10.1 *(Maintain Current Contract Language)*
 - 10.1.1 *(Maintain Current Contract Language)*
 - 10.1.2 *(Maintain Current Contract Language)*
 - 10.1.3 *(Maintain Current Contract Language)*

10.2 Sick Leave

Eligibility

Sick leave benefits enable a Unit Member to receive all or a portion of his/~~her~~ **their** regular pay during instances of absence from duty when the Unit Member is ill or injured. In addition to instances of personal disabling illness or injury, the following circumstances shall also qualify for sick leave benefits:

- 10.2.1 *(Delete old 10.2.1 contract language and replace with this new revised contract language)* Absences directly related to the Unit Member’s health, such as treatments and diagnostic physical examinations, and prenatal appointments

when such treatments and examinations must be made during school time, shall qualify for sick leave benefits.

10.2.1.1 (Maintain Current Contract Language) Absences directly related to the Unit Member's family member's health, such as treatments and diagnostic physical examinations when such treatments and examinations must be made during school time, shall qualify for sick leave benefits. Applicable to this section only, a Unit Member may use up to fifteen (15) days of his/her accrued paid sick leave allotment to attend to an ill family member as defined in section "a" and "b" below. These fifteen (15) days shall not accrue from year to year.

(a) Family member is defined as those listed below and pertains to both the Unit Member and their spouse and/or significant other of the Unit Member:

- Spouse
- Significant Other
- Child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the Unit Member stands in loco parentis. This definition of a child is applicable regardless of age or dependency status.
- Parent, which for purposes of this article means a biological, adopted, or foster parent, stepparent, or legal guardian, or a person who stood in loco parentis when the Unit Member was a minor child.
- Sibling
- Niece/Nephew
- Grandparent/Grandchild
- Or other relative singular individual living in the immediate household of the Unit Member

(b) Expansion of the definition of family for other persons because of extenuating circumstances may be granted by the Assistant Superintendent, Human Resources or their designee.

The remainder of Article X: Leaves, specifically Sections 10.2.2 through 10.14.12 shall be maintained and remained unchanged from the current contract language.

Date: 4/4/2023 Time: 11:20

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Robert Miller
Assistant Superintendent, Human Resources
Huntington Beach City School District



Don Gray
Negotiations Chairperson
Huntington Beach Elementary
Teachers Association