

2022-2023
Huntington Beach City School District
and
Huntington Beach Elementary Teachers Association

Date: May 17, 2023

Time: 2:30pm

RE: Tentative Agreement Article XIV: Salary

The Huntington Beach City School District (District) and Huntington Beach Elementary Teachers Association (HBETA) have reached a Tentative Agreement for 2022-23 regarding Article XIV: Salary and Article XXII: Summer School.

ARTICLE XIV: SALARY Section 14.1 through 14.7

14.1 Basic Salary

14.1.1 The salary schedules for ~~2021-22~~ **2022-23** and salary classification requirements of unit members are set forth in attached Appendix A **and A1**.

14.1.1.1 ~~2021-22~~ **2022-23**

1. **Effective July 1, 2021 July 1, 2022 increase the current salary schedule by three point five percent (3.5%). six percent (6.0%).**

2. CONTINGENCY LANGUAGE:

In addition to the permanent six percent (6.0%) salary schedule increase, effective October 1, 2023, if the District's 2022-23 Unaudited Actuals Budget Report Form 01 Section F2 Ending Fund Balance amount increases by at least the cost of 1% for all employees, which as of May 2023 is projected at \$509,528, from the amount reported in the District's Second Interim Budget Report Budget Report Form 01 Section F2 Ending Fund Balance, then active full time Unit Members shall receive an off-schedule one-time payment of a half percent (0.5%). This amount shall be pro-rated for part-time unit

members. (The chart below provides the formula for this calculation.)

Budget Report	Date	Unrestricted Ending Balance Form 01 Section F. FUND BALANCE, RESERVES 2) a-e Ending Balance
2022-23 HBCSD Budget	June 14, 2022	\$19,597,605 (minus Object Code 9711 \$15,000 Object Code 9712 \$20,000 Object Code 9740 \$7,168,343 plus Reserve for Economic Uncertainties Object Code 9789 \$2,111,403) Total: 10,282,589
2022-23 HBCSD First Interim Budget Report Summary - Unrestricted/Restricted	December 13, 2022	\$26,348,924 (minus Object Code 9711 \$15,000 Object Code 9712 \$20,000 Object Code 9740 \$11,581,453 plus Reserve for Economic Uncertainties Object Code 9789 \$2,274,991) Total: \$12,457,480
2022-23 HBCSD Second Interim Budget Report Summary - Unrestricted/Restricted	March 7, 2023	\$26,355,759 (minus Object Code 9711 \$15,000 Object Code 9712 \$20,000 Object Code 9740 \$11,357,526 plus Reserve for Economic Uncertainties Object Code 9789 \$2,293,904 plus 2022-23 6% Salary Increase for all employees \$3,057,168) Total: \$9,612,161
2022-23 HBCSD Unaudited Actuals	September 2023	If Section F2 Ending Fund Balance as of June 30, 2023, minus Object Codes 9711, 9712, 9740 and 9789 equals \$10,121,689 or more, all bargaining unit members employed on the date this agreement is ratified by both parties shall receive a one-time, off-schedule payment of their base salary then in effect equal to a half percent (0.50%). This amount shall be pro-rated for part-time unit members. NOTE: Base salary would include the 6% effective July 1, 2022.

HBETA and HBCSD:

- 2022-23 projected cost of 1% for HBETA is \$318,030 - including statutory benefits of 23.482%
- The cost of 1% for CSEA and Management is \$191,498.
- Cost of 1% for all Employees including Statutory Benefits Total: \$509,528
- Cost of 6% for all Employees including Statutory Benefits Total: \$3,057,168

14.1.2 through 14.1.15 (*Maintain Current Contract Language*)

14.2 Summer School Pay

14.2.1 Summer school pay shall be the number of summer school duty hours multiplied by the teacher's hourly rate of pay up to the maximum amount of Column V, ~~Step 5~~ **Step 11** on the Teacher's Salary Schedule. By the end of the second week of summer school, maximum class sizes for general education remedial classes shall be twenty (20) contingent upon funding under the state Hourly Program received by the District remaining at least at the 2004-05 level.

14.3 After-School Hourly Pay

14.3.1 (*Maintain Current Contract Language*)

14.3.2 Unit members shall receive an hourly rate of pay equivalent to Column III, Step 1 of the certificated salary schedule for District approved activities and/or staff development which occur outside the instructional day. Examples include, but are not limited to, the following:

- 14.3.2.1 Curriculum development.
- 14.3.2.2 Supervising student programs.
- 14.3.2.3 Providing assigned direct instruction to students in the "at risk of retention" program.
- 14.3.2.4 Providing or attending in-service identified as "Approved for Stipend" by the District.

14.3.3 **Effective July 1, 2023**, the stipend for unit members supervising the middle school after-school sports program shall be **in accordance with the amounts listed below in Section 14.3.3.1**. The maximum District contribution shall be ~~\$10,000~~ **\$30,000** per middle school per

year. This section may be reopened for negotiations at any time at the written request of either party.

14.3.3.1 To ensure access and equity at both middle schools, the positions and stipends at each site shall be as follows:

	Months	Current Stipend	Eff. 7/1/2023 Stipend
Athletic Director	10	\$1,800	\$1,800
Facilities Manager	10	1,800	\$1,800
Volleyball- 7th Grade Girls Team	2.5	\$900	\$1,075
Volleyball- 8th Grade Girls Team	2.5	\$900	\$1,075
Volleyball- 7th Grade Boys Team	2.5	\$900	\$1,075
Volleyball- 8th Grade Boys Team	2.5	\$900	\$1,075
Basketball- 7th Grade Girls Team	2.5	\$900	\$1,075
Basketball- 8th Grade Girls Team	2.5	\$900	\$1,075
Basketball- 7th Grade Boys Team	2.5	\$900	\$1,075
Basketball- 8th Grade Boys Team	2.5	\$900	\$1,075
Cross Country- 7th & 8th Girls Team	2.5	\$900	\$1,075
Cross Country- 7th & 8th Boys Team	2.5	\$900	\$1,075
Soccer- 7th Grade Girls Team	2.5	\$900	\$1,075
Soccer- 8th Grade Girls Team	2.5	\$900	\$1,075
Soccer- 7th Grade Boys Team	2.5	\$900	\$1,075
Soccer- 8th Grade Boys Team	2.5	\$900	\$1,075
Track & Field- 7th Grade Girls Team	2.5	\$900	\$1,075
Track & Field- 7th Grade Boys Team	2.5	\$900	\$1,075
Track & Field- 8th Grade Girls Team	2.5	\$900	\$1,075
Track & Field- 8th Grade Boys Team	2.5	\$900	\$1,075
Surf- 7th & 8th Boys Team	8	\$900	\$1,250
Surf- 7th & 8th Girls Team	8	\$900	\$1,250

14.4 (Maintain Current Contract Language)

14.5 (Maintain Current Contract Language)

14.6 (*Maintain Current Contract Language*) Full time Speech and Language Pathologists and School Nurses shall receive an annual stipend of \$2,500, which shall be prorated for part-time employment.

14.7 Effective July 1, 2023, all full time Special Education Teachers with the exception of Speech and Language Pathologists shall receive an annual stipend of \$2,500, which shall be prorated for part-time Special Education Teachers.

ARTICLE XXII: SUMMER SCHOOL

22.1 Summer school positions shall be posted five (5) days before the initial application deadline.

22.2 Summer school positions shall be filled by the most qualified certificated applicants as determined by the District. **Qualifications shall include credentials held, recent grade-level experience, and seniority in the District.** Where applicants are equal in qualifications, first consideration shall be given to the ~~teacher~~ **unit member** who has not taught during the previous summer session.

~~22.3 Interviews shall be conducted for applicants who have not previously worked for the summer school administrator.~~

~~22.3~~ A preparation day shall be allowed for ~~teachers~~ **unit members**. The preparation day shall consist of the assigned hours per day of the summer school assignment.

~~22.4~~ ~~Teachers~~ **Unit members** working summer school shall be paid according to procedures established by the **District, following** Orange County Department of Education **payroll deadlines**. ~~These procedures shall be defined in writing prior to the posting of vacancies.~~

~~22.5~~ ~~Teachers~~ **Unit members** shall be paid for the entire summer session unless their classes are cancelled within the first ten (10) days of the session.

~~22.6~~ Summer school sessions shall be stipulated by the Board of Trustees prior to the posting of vacancies.

- 22.7 Summer school pay shall be the number of summer school duty hours multiplied by the teacher's hourly rate of pay ~~up to the maximum amount of Column V, Step 5~~ up to the maximum hourly rate amount of Column V, Step 11 on the Teacher's Salary Schedule.
- 22.8 A ~~teacher~~ **unit member** who teaches summer school shall accrue and may use sick leave during summer school in proportion to the number of hours worked per day.

Date: 5.17.2023

Date: 5-17-2023



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



Don Gray
Negotiations Chairperson
Huntington Beach Elementary
Teachers Association