FactFinding Mediated Tentative Agreement
District Educators Association
Huntington Beach Union High School District

November 3, 2022

Article 14: SALARIES

A. The Teacher salary schedule will be distributed annually upon implementation, related extra pay factors are contained in Appendix B; Summer School compensation is provided for in Article XXX.

1. For 2021-22, the Certificated salary schedule shall be increased by four point five percent (4.5%) retroactive July 1, 2021. Additionally, unit members will receive an off-schedule payment of one point five percent (1.5% to be calculated on base pay only). See Appendix A-1.

2. For 2022-23, the Certificated salary schedule shall be increased by six percent (6.0%) effective July 1, 2022. See Appendix A-2.

3. For 2022-23, the Certificated salary schedule shall be increased by an additional one point five percent (1.5%) effective February 1, 2023. See Appendix A-3.

B. (Maintain current contract language)

C. (Maintain current contract language)

D. For 2021-22, the Home Teacher salary schedule shall be increased by four point five percent (4.5%) retroactive July 1, 2021. Additionally, unit members will receive an off-schedule payment of one point five percent (1.5% to be calculated on the 2021-2022 earnings). See Appendix A-1.

For 2022-23, the Home Teacher salary schedule shall be increased by six percent (6.0%) effective July 1, 2022. See Appendix A-2.
For 2022-23, the Home Teacher Certificated salary schedule shall be increased by an additional one point five percent (1.5%) effective February 1, 2023. See Appendix A-3.

E. (Maintain current contract language)
F. (Maintain current contract language)

ARTICLE XV: FRINGE BENEFITS

A. A brief summary of the voluntary fringe benefit coverage for the term of this agreement is contained in Appendix D.

B. Fringe benefit coverage shall be provided through September 30 of the following school year for those unit members working a full school year.

C. The health and welfare plan shall be maintained and fully funded by the District through December 31, 2023 fiscal year for benefit-eligible unit members and their eligible dependents. The health and welfare plans include a United Healthcare PPO, United Healthcare HMO, and Kaiser HMO medical plans administered through the VEBA trust, dental, vision, life, accidental death dismemberment, and long term disability (LTD).

D. (Maintain Current Contract Language)
E. (Maintain Current Contract Language)
F. (Maintain Current Contract Language)
G. (Maintain Current Contract Language)
Article XXV: TERM OF AGREEMENT

A. This agreement shall remain in full force and effect for two years, July 1, 2021 to June 30, 2023; and thereafter shall continue in effect year by year unless one of the parties notifies the other in writing of their intent to request modification amendment or termination of the Agreement. Notification must be made no later than the last regularly scheduled Board meeting of the January preceding the expiration of the current Agreement.

B. (Maintain Current Contract Language)

C. (Maintain Current Contract Language)

Appendix B – ADDITIONAL PAY

1. Athletic Coordinator (Maintain current contract language)
2. Department Coordinator
   a. Maintain current contract language
   b. Maintain current contract language
   c. Effective July 1, 2021, compensation for expertise and recommendations (on Teachers' Salary Schedule) shall be as follows:
      
      1-25 sections: 5.0 percent of Class V, Step 11
      26-50 sections: 6.0 percent of Class V, Step 11
      51-75 sections: 6.75 percent of Class V, Step 11
      76 & over sections: 8.25 percent of Class V, Step 11

      Valley Vista and Coast shall be compensated at the rate of two point five percent (2.5%) of Class V, Step 11.
3. School Media Coordinator  (Maintain current contract language)

4. Traffic and Safety Education Campus Coordinator  
   (Maintain current contract language)

5. Master Teacher  (Maintain current contract language)

6. APA Facilitator, District Facilitators, Coordinators  
   (Maintain current contract language)

7. Site Program Coordinators

   One release period to attend to duties required for MERITS, IB. and Title I.

8. WASC Coordinators  (Maintain current contract language)

9. Technology Resource Teachers  (Maintain current contract language)

10. School Site Webmaster  (Maintain current contract language)

11. New Teacher Induction

    New Teacher Induction Coaches will receive a stipend of one point seven five percent (1.75%) of 
    Column V, Step 11 per Beginning Teacher they coach per year.

12. Title I Coordinators

    a. Effective July 1, 2021, if a school site employs a Title I Coordinator, the Coordinator may 
       receive one period of release time or a stipend of seven point five four percent (7.54%) 
       of Class V, Step 11 at the discretion of the site administrator.
Appendix C: VOLUNTARY EXTRA ASSIGNMENT PAY

NEW Contract Language – Add NEW Section A.5.d.

A.5.d. In the event any established sports team enters into CIF playoffs, the coach(es) of the team shall be paid an additional eight percent (8%) of his/her stipend per week as the team continues to participate in CIF.

A.5.d. Effective July 1, 2022, Athletic coaches whose teams reach the CIF playoffs will be compensated eight percent (8%) of their season coaching stipend per CIF playoff week. A “week” of CIF shall be considered to begin and count as a full additional week every Monday. Only varsity and assistant varsity positions listed in Appendix C: Voluntary Extra Assignment Pay shall be eligible for the eight percent (8%) per week increase. Individual competitor’s coaches in CIF playoffs will be eligible for the 8% stipend per week similar to coaches of teams.

Date: _________________ Time: _____

Date: _________________ Time: _____

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District Educators Association
Don Hume, Ph.D.
Bargaining Chair

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Huntington Beach Union High School District
Carolee Ogata, Ed.D.
Deputy Superintendent, Human Resources