HAWTHORNE SCHOOL DISTRICT
HAWTHORNE EDUCATORS AND TEACHERS ASSOCIATION
TENTATIVE AGREEMENT AND
MEDICAL PLANS CHANGES MEMORANDUM OF UNDERSTANDING
July 31, 2020
(Amended August 24, 2020)

The Hawthorne School District (DISTRICT) and the Hawthorne Educators and Teachers Association (HETA) have completed negotiations for the 2019-2020 school year. The Tentative Agreement and the companion Medical Plans Changes Memorandum of Understanding form a two-part agreement and are not mutually exclusive.

TENTATIVE AGREEMENT

The District and HETA agree to maintain the provisions of the current certificated collective bargaining agreement, except as modified below:

ARTICLE IX. SALARIES

Unit members covered by this Agreement shall be granted a 3% increase on the master salary schedule in the attached Exhibit "A's", effective July 1, 2019.

ARTICLE X. HEALTH AND WELFARE INSURANCE BENEFITS

Effective October 1, 2020, the annual bargaining unit member contribution towards the health benefits package will be based on the tiered subscription level of each individual employee: Employee-Only (Six Hundred Dollars, $600.00), Two-Party or Employee + Family (Nine Hundred Dollars, $900.00). Deductions will be equally divided among the individual's annual pay periods.

The amounts established to begin in the 2020-2021 school year will remain in effect for future years unless further modifications are implemented through the meet and negotiations process.

MEDICAL PLANS CHANGES MEMORANDUM OF UNDERSTANDING

The District and HETA enter into this Memorandum of Understanding in acknowledgement of changes to the medical plans provided by the District. Effective November 1, 2020, the District will offer the following four plans, Anthem Blue Cross Select Classic HMO, Anthem Blue Cross Vivity Classic HMO, Kaiser Permanente HMO and Anthem Premier PPO. The new plan benefits and provisions are summarized in a separate attachment.

Helen E. Morgan

For the DISTRICT

9/1/2020

Date

For the ASSOCIATION

9/1/2020

Date