

**HAWTHORNE FEDERATION OF CLASSIFIED EMPLOYEES and
HAWTHORNE SCHOOL DISTRICT
TENTATIVE AGREEMENT
AUGUST 21, 2020**

The Hawthorne School District (DISTRICT) and the Hawthorne Federation of Classified Employees (HFCE) have completed negotiations for the 2019-2020 school year. The District and HFCE agree to maintain the provisions of the current collective bargaining agreement, except as modified below:

Article 7. Pay and Allowances

Maintain Article 7.7 contract language in the collective bargaining agreement (CBA).

Per the provision in Article 7.7 indicating members of the classified bargaining unit shall receive the same percentage of increase in salary that is received by other employees and bargaining units in the District: Unit members covered by this Agreement shall be granted a 3% increase on the master salary schedules for classified employees in the attached appendices exhibits, retroactive to July 1, 2019.

Article 18. Health and Welfare Benefits

Maintain 18.6 contract language in the collective bargaining agreement (CBA).

Per Article 18.6 classified bargaining unit members shall receive health and welfare benefits (medical, dental and vision) and the same District health and welfare benefit contribution as received by other bargaining units in the District, as follows:

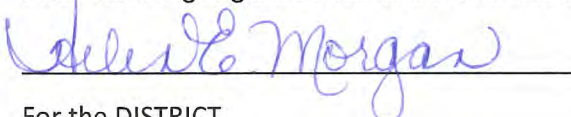
Effective November 1, 2020, the District will offer the following four plans, Anthem Blue Cross Select Classic HMO, Anthem Blue Cross Vivity Classic HMO, Kaiser Permanente HMO and Anthem Premier PPO. The new plan benefits and provisions are summarized in a separate attachment.

18.1 Beginning ~~December 1, 2014~~, October 1, 2020, the annual bargaining unit member contribution towards the ~~District health benefits package shall be twenty-five (\$25) per month through payroll deduction~~ 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.

~~Any bargaining unit member currently paying a portion of their health and welfare benefits per Article 18.2 shall be exempt from paying this additional twenty-five (\$25) per month employee contribution. This unit member contribution shall remain in effect for future years unless further modifications are implemented through the meet and negotiations process.~~


~~In order to recover the contributions for December 1, 2014, through February 28, 2015 the monthly payroll deduction for full-time bargaining unit members shall be \$43.75 for the months of March, April, May and June 2015.~~

Maintain language on 18.2 in the collective bargaining agreement (CBA).



For the DISTRICT

8/21/2020
Date



For the ASSOCIATION

8/21/2020
Date