

HAMILTON UNIFIED SCHOOL DISTRICT
 CERTIFICATED SALARY SCHEDULE
 TEACHERS
 DISTRICT COUNSELORS/DEAN OF STUDENTS
 2022-2023
 Effective July 1, 2022
 CAP \$12,370

STEP	COLUMN I Less than clear BA+	COLUMN II BA + 30	COLUMN III BA + 45	COLUMN IV MA + 12 BA + 60	COLUMN V* MA + PPS
1	46,775	52,767	55,495	58,176	73,141
2	48,172	54,350	57,070	59,924	74,888
3	49,624	55,986	58,782	61,722	76,685
4	55,435	57,663	60,544	63,571	78,535
5	57,097	59,395	62,361	65,477	80,441
6	58,811	61,175	64,230	67,448	82,409
7	60,576	63,012	66,158	69,468	84,432
8	62,392	64,901	68,143	71,550	86,513
9		66,848	70,189	73,697	88,660
10		68,853	72,291	75,909	90,871
11		70,919	74,462	78,183	93,147
12		73,046	76,697	80,535	95,498
13			78,999	82,947	97,909
14			81,369	85,439	100,400
15			83,809	87,997	102,959
16 - 19				90,647	105,612
20 - 23				93,962	108,925
24 - 27				96,156	111,120
28 - 31				99,044	114,007
32 - 35				102,015	
36				103,035	

184 days for Teachers (Columns I - IV)

*194 days for District Counselors/Dean of Students (Column V)

COLA of 5.0% effective 7/1/22 / CAP \$12,370 effective 10/1/2022 / Master's stipend \$1,200 effective 7/1/22

Effective July 1, 2022: Column I: increase from 4 to 8 years

Column II: increase from 8 to 12 years

Column III: increase from 12 to 15 years

Column IV: Step 28-31: No Change; Step 32-35: regular step increase at Step 32 with next increase at Step 36; Step 36: 1% increase

**FORMAL OFFER BETWEEN
HAMILTON UNIFIED SCHOOL DISTRICT AND
HAMILTON TEACHERS' ASSOCIATION
FOR THE 2021-22, 22-23, & 23-24 SCHOOL YEAR
February 11, 2022**

HUSD would like to formally offer the following to the Hamilton Unified Teachers Association and

The Parties have reached agreement on the following terms of the collective bargaining agreement with provisions of the 2021-2022 negotiated Agreement remaining in full force and effect except as follows:

Article XII: Work Hours/Work Year:

- 12.2.4: Delete
- 12.3.2:
 - Elementary/Middle School Prep Time will be designated Monday-Friday, following the release of students until the end of contractual time to be no less than 50 minutes unless needed to be used for instructional minutes.
- 12.4: Update title to Professional Collaboration (PC)
- 12.4.1:
 - 80 minutes each week will be allotted for Professional Collaboration. Professional Collaboration is defined as time in which Professional Learning Communities, Professional Development, and Staff Meetings will take place as determined by the Administration. It is understood that the district focus is to incorporate Professional Learning Environments as a premier focus of school improvement.
- 12.4.2, 12.4.3, 12.4.4, 12.4.5: Delete
- 12.5: Delete
- 12.6: Update to 12.5 District Directed In-service Minimum Day Fridays
- 12.7: Update to 12.6 Early Release
- 12.8: Update to 12.7 Extra Pay Positions
- 12.9: Update to 12.8 Athletic Supervision

Article XIII: Leaves:

- 13.4.3: Change Language from “mothers” to birthing parent
- 13.6: Change Language from Male teachers to non-birthing parent

Article XIV: Class Size:

- Add clarification on grade range for decreased class size:
 - 14.5.2 Change language to: Combination Classes (K-5), if necessary 27:1

Article XVII: Evaluations:

- 17.5: The documents which are in Appendix D shall be the forms used for this process.
 - D1: Certificated Probationary Evaluation Form
 - D2: Certificated Permanent Evaluation Form
- 17.6.2: Change Language:

- During the first two weeks of school each year a copy of either the Certificated Probationary Form or Certificated Permanent Evaluation Form shall be sent to each member who will be observed and evaluated that year.
- 17.6.5 Change Language:
 - A post observation shall be held within a reasonable time period, (usually within 10 days of the observation, barring unforeseen circumstances beyond the control of the unit member or the administrator). ~~The written Post Observation Conference Form, will be completed and presented to the evaluatee at this conference. The administrator and the evaluatee by mutual consent may make corrections, additions or deletions to the written observation form (see APPENDIX D-3 Post Observation Conference Form).~~
- 17.7.1 Change Language:
 - By May 1, the evaluator shall have met with each evaluated permanent unit member in a private conference, at which time evaluation of the unit member's work shall have been discussed and, if necessary, specific suggestions for improvement made. ~~The Evaluation of Teaching Performance (Appendix D-4) shall serve as a guide for the conference.~~
- 17.8.1: Change Language:
 - By March 1, the evaluator shall have met with each evaluated Probationary/ Temporary unit member in a private conference, at which time evaluation of the unit member's work shall have been discussed and, if necessary, specific suggestions for improvement made. ~~The Evaluation of Teaching Performance (Appendix D-4) shall serve as a guide for the conference.~~

Article XXI: Salary Regulations

The Parties agree to the following changes to the Salary Article of the collective bargaining agreement:

- Salary Schedule increase:
 - 2021-2022 salary increase of 4%
 - 2022-2023 salary increase of 5%
 - 2023-2024 salary to be negotiated
- 21.2 Initial Step Placement and Step Movement
 - Increase years of service from seven (7) to ten (10).
- 21.2.1: Update
 - Teachers shall be given up to ten (10) years maximum credit at the time of initial placement on the salary schedule. Assignment of the number of years awarded based on the discretion of the District.
 - Current Certificated employees this applies to will receive service credit (up to year 10) and be paid retroactively to 7/1/2021 **for the 2021-22 school year only for employees hired after 7/1/2019.**
- 21.5 Annual Advancement:
 - Extend years of credit per column as follows:
 - Column I: increase from 4 to 8 years
 - Column II: increase from 8 to 12 years
 - Column III: increase from 12 to 15 years

■ **Column IV:**

- Step 28-31: No Change
- Step 32-35: Regular step increase Step 32 with next increase at Step 36
- Step 36: 1% increase

Article XXII: Employee Benefits

- Status Quo

Article XXVII: Duration:

- Update Term Dates: July 1, 2021 - June 30, 2024

APPENDIX A: HUSD Certificated Salary Schedule Teachers & District Dean of Students:

- Effective for the 2022-2023 school year
 - Extend years of credit per column as follows:
 - Column I: increase from 4 to 8 years
 - Column II: increase from 8 to 12 years
 - Column III: increase from 12 to 15 years
 - Column IV:
 - Step 28-31: No Change
 - Step 32-35: Regular step increase Step 32 with next increase at Step 36
 - Step 36: 1% increase
 - Masters Stipend increase to \$1,200 annually
 - BCLAD Stipend increase to \$1,200 annually

APPENDIX B: Employee Benefits

- Increase Benefits Cap from \$11,370 to 12,370 beginning with the 2022-2023 school year.

APPENDIX C: Extra Duty Schedule

- Proposed Extra Duty Schedule (Effective for the 2022-2023 school year)

APPENDIX C1: Extra Duty Schedule Notes

- Eliminate and add to APPENDIX C: Extra Duty Schedule

APPENDIX D: Certificated Employee Evaluations

- See Attachment

APPENDIX E:

- Delete

APPENDIX F:

- Delete

Dated: _____

Hamilton Unified School District

Dated: _____

3/23/22

Hamilton Teachers' Association

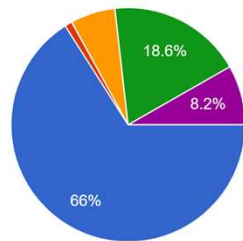
2021-2022 LCAP/STRATEGIC PLANNING SURVEY RESULTS

Presented: March 23, 2022

RESPONSE DATA

What is your relationship to Hamilton Unified?

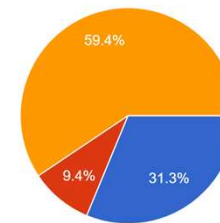
97 responses



- Parent (guardian, caregiver, or extended family of current student)
- Community Member
- Encuesta en español
- Certificated HUSD Employee (Teacher)
- Classified HUSD Employee (Bus Driver, Custodian, Secretarial Staff)

What Grade(s) are your children in? If you have more than one child, please choose your OLDEST child grade range.

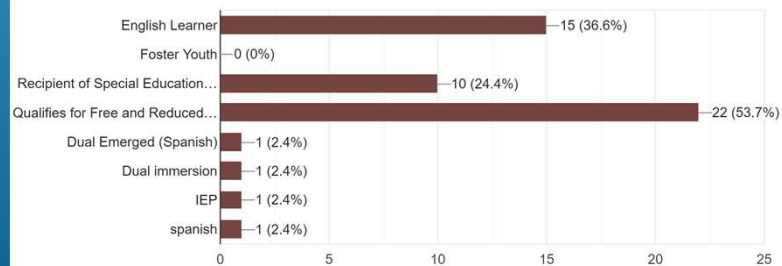
64 responses



- Kindergarten-5th Grade
- 6th-8th Grade
- 9th-12th Grade

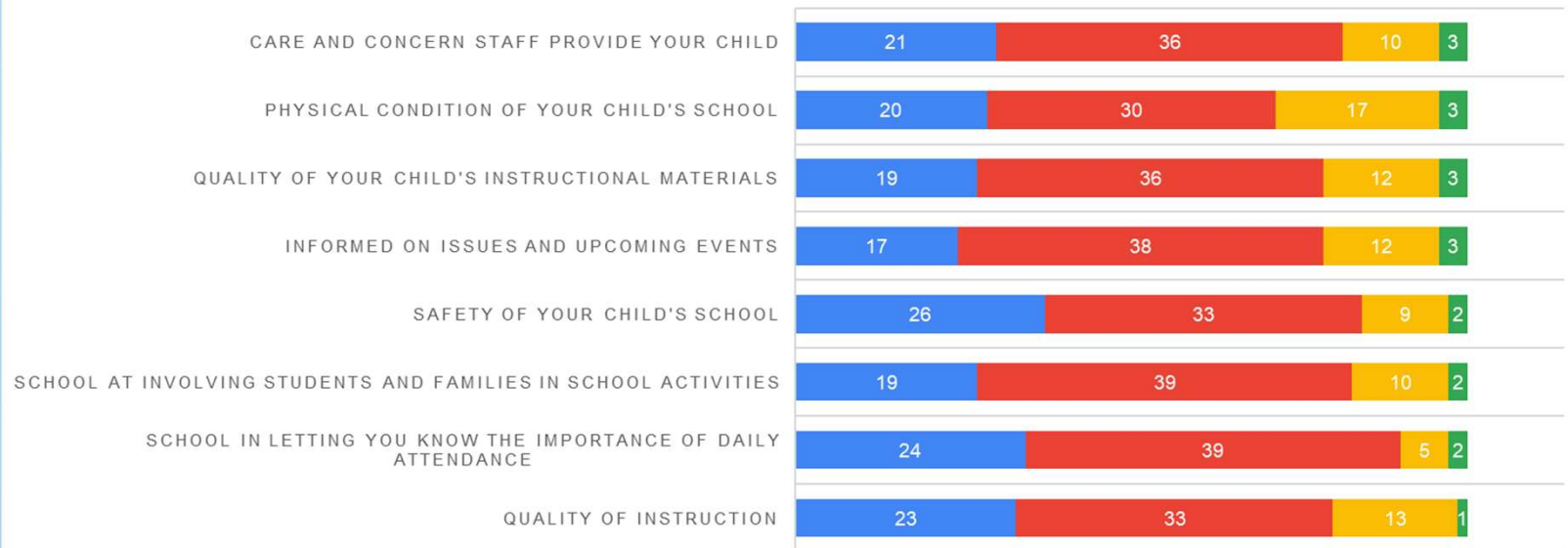
Are you the parent/guardian of a student who is a(n) (check all that apply)

41 responses



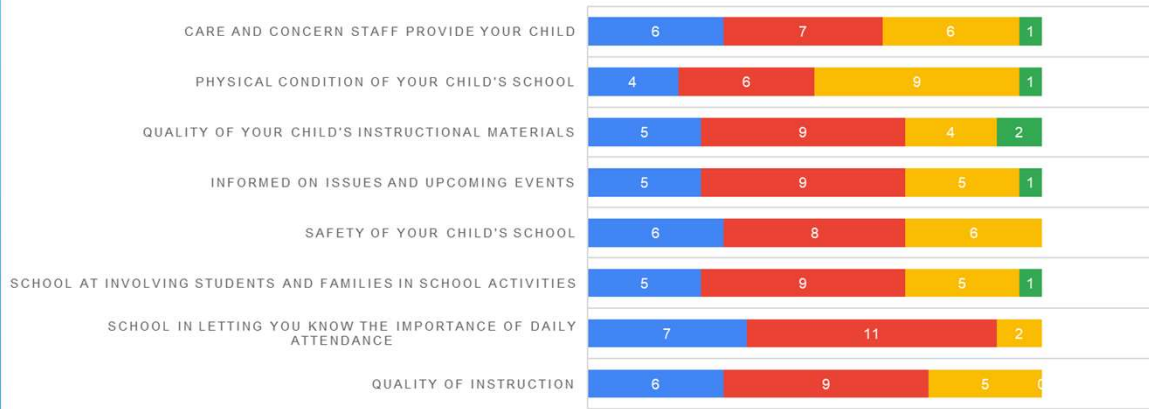
PARENT SATISFACTION: HAMILTON UNIFIED SCHOOL DISTRICT

■ Very Satisfied
 ■ Satisfied
 ■ Somewhat Satisfied
 ■ Not at all Satisfied



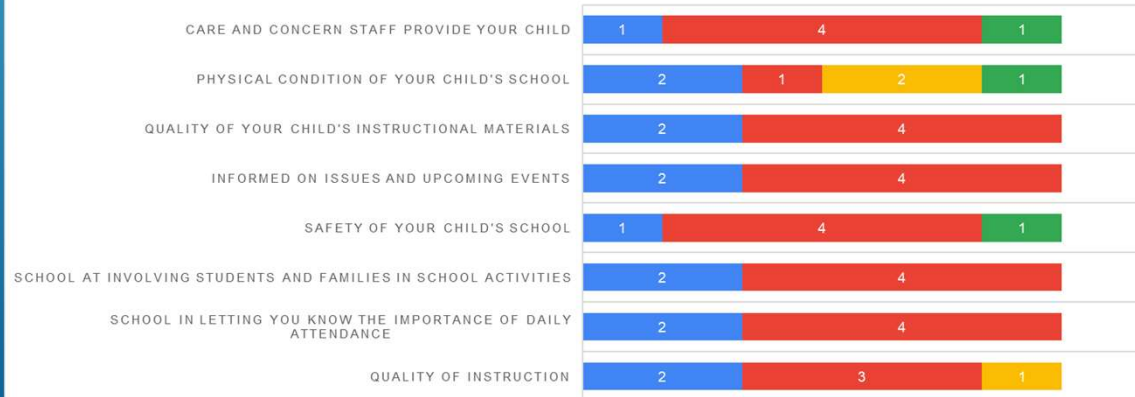
PARENT SATISFACTION: TK-5TH

■ Very Satisfied ■ Satisfied ■ Somewhat Satisfied ■ Not at all Satisfied



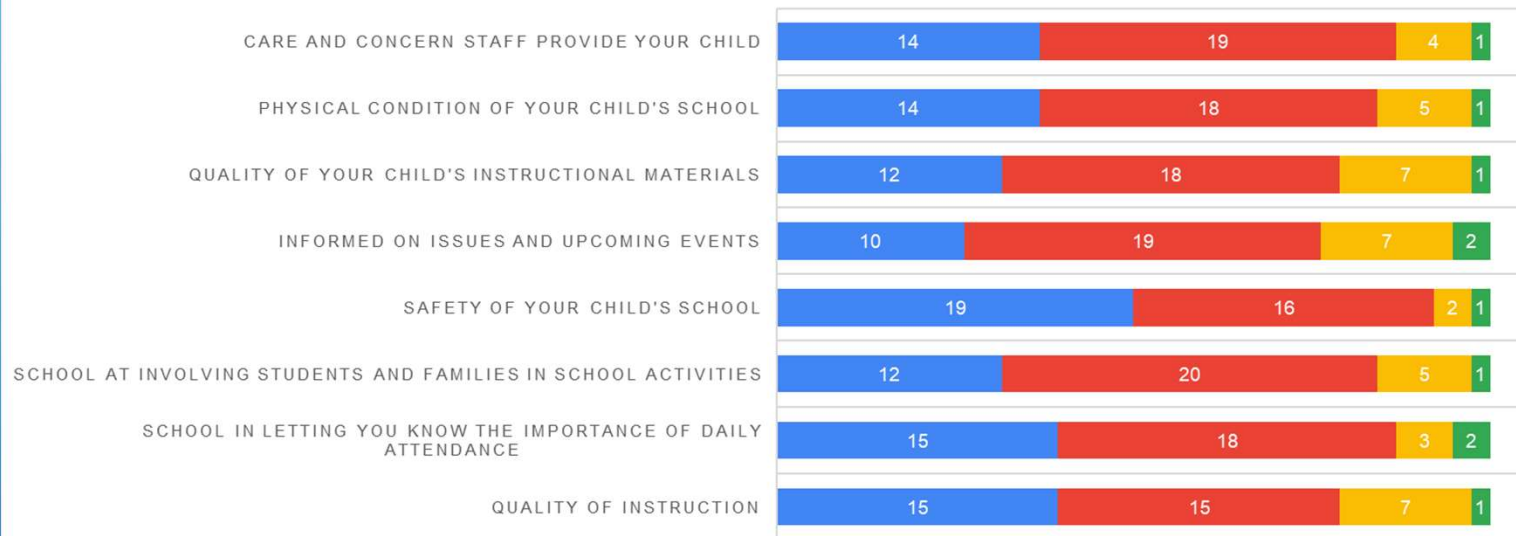
PARENT SATISFACTION: 6TH-8TH

■ Very Satisfied ■ Satisfied ■ Somewhat Satisfied ■ Not at all Satisfied



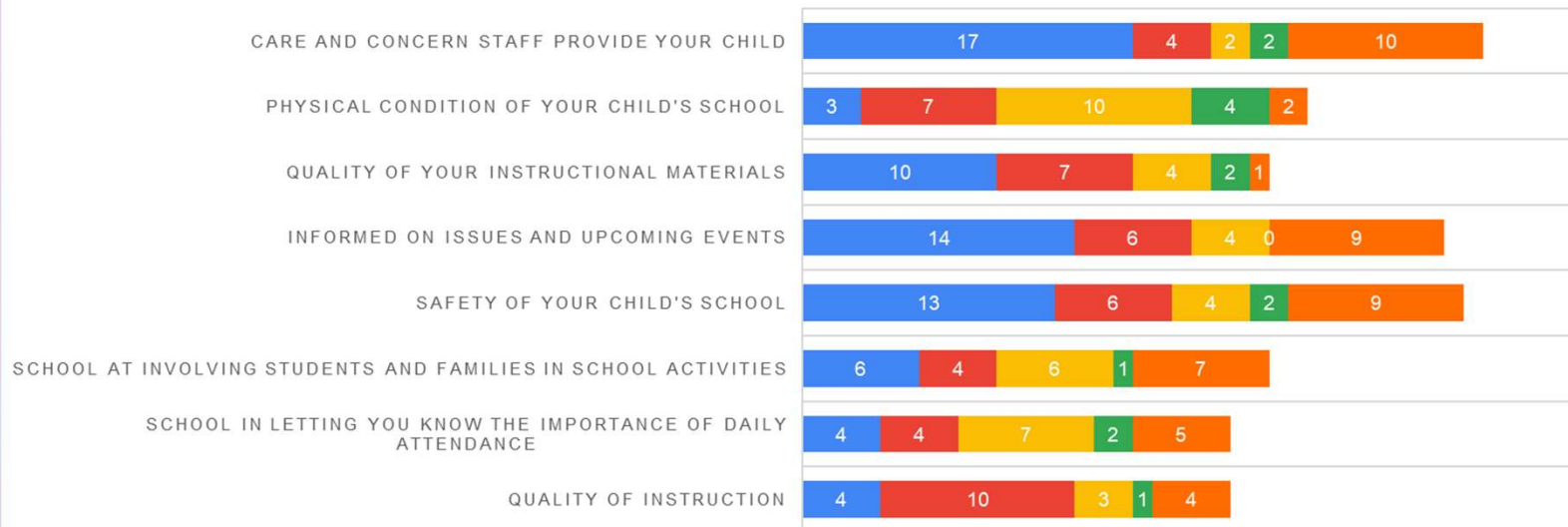
PARENT SATISFACTION: HAMILTON HIGH

■ Very Satisfied
 ■ Satisfied
 ■ Somewhat Satisfied
 ■ Not at all Satisfied



OVERALL STAFF SATISFACTION

■ Very Satisfied
 ■ Satisfied
 ■ Somewhat Satisfied
 ■ Not at all Satisfied
 ■ Do Not Know



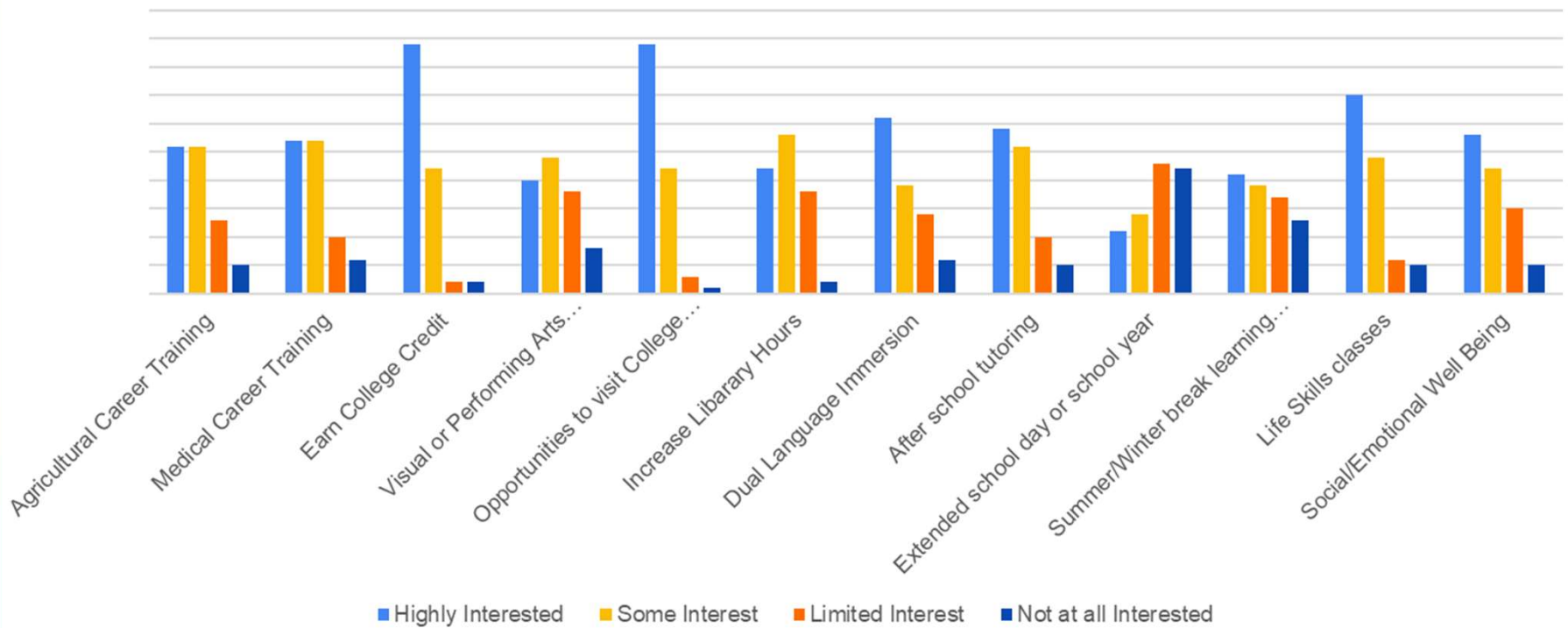
HOW CAN WE IMPROVE OUR SCHOOLS (PARENT RESPONSE)

- ▶ I hope teachers will enforce hand washing especially before lunch. Yard duty should be more attentive to the large group of kids playing because there's more likely bully happening.
- ▶ Everything is ok thank you for everything
- ▶ Individualize more for each child. Every child is unique and learn differently.
- ▶ Definitely could have more interventions for those kids struggling and not wait after they are to far behind
- ▶ Update bathrooms.
- ▶ Letting middle schoolers on the playground
- ▶ More communication with parents, meetings, progress, problems, ect..
- ▶ Communication with parents always is good
- ▶ Not sure but improvements to the schools facilities.
- ▶ Update the school condition. Gate is looking great.
- ▶ Cleaner campus, soap in bathrooms, cleaner classrooms including drinking fountains, sinks, and carpets or floor. Also healthier breakfasts and lunches.
- ▶ Actually I have been told there is a lot of bullying going around and nobody seems to do anything.
- ▶ Involve both parents, not just the one that grew up in the area and knows everyone.
- ▶ Modernize classrooms and buildings and make sure that the classrooms that have sinks or drinking fountains are maintained and function in order to keep children safe and healthy.
- ▶ Improve Communication and educate parents on Aeries and the parent portal
- ▶ My husband and I are very happy with the relationships our daughter has formed with her teachers. This has a direct impact on how well students do in school. She has always felt very connected and supported by the staff. COVID was a awful 2 years, but we fully believe you helped keep life as normal as possible for the high school students, and we thank you for that.
- ▶ Counseling department needs to be more on top of issues parents and students bring to their attention.
- ▶ Offer more electives
- ▶ Mejorando areas de la escuela por ejemplo los baños asegurarse de que las puertas esten en buen servicios para que los alumnos no se sientan intimidados y tengan su privacidad y no se esten aguantando de aser sus nesesidades.
- ▶ Asta el momento todo esta perfecto
- ▶ Buscar mas ayudas para beneficio de la escuela

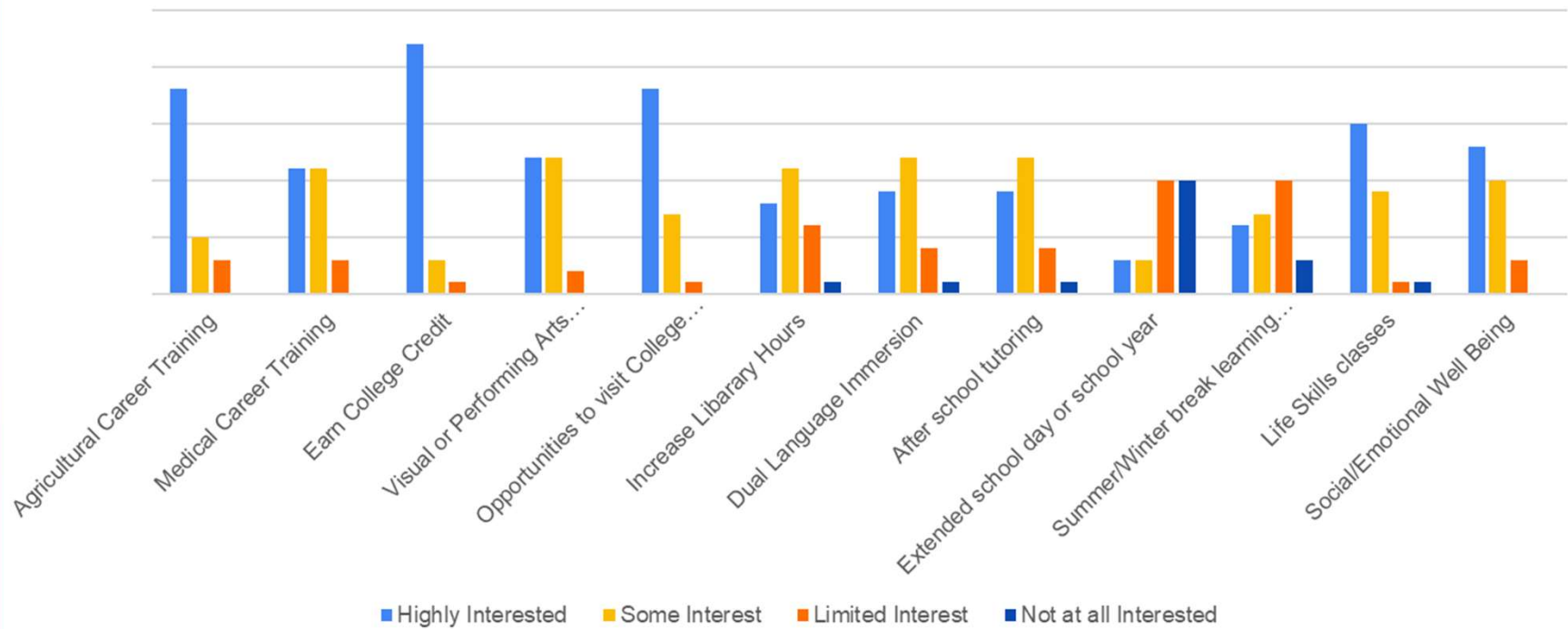
HOW CAN WE IMPROVE OUR SCHOOLS (STAFF RESPONSE)

- ▶ Review Food Services and see if it is meeting the needs of students. I would like students to have access to snacks during passing period or breakfast to be offered during a break like it is at the high school.
- ▶ Cleaner Bathrooms, hang multiple paper towel holders or blowers so when one runs out there is another option. Cut the oleanders out...kids don't realize they are poisonous if ingested. Put the TA's in a class! They are always out and about. Get a way to take credit card payments instead of always having cash or checks.
- ▶ Better upkeep of classrooms
- ▶ Start helping the WHOLE child grow, not just their data numbers.
- ▶ We need an actual full time school counselor at the elementary school. There are so many social emotional needs, always has been in HUSD, but have seen an increase since the pandemic. The school based counselor we have was full as soon as she started. We have a lot more students who need services. Adding more time for the school psychologist so we can get more behavior and social emotional support. The high turnover of teachers in the middle school greatly impacts our students. We need to find ways for people to actually enjoy working in our middle school - which would likely include more support for behavior management. We also need to bring back an intervention specialist or standardize the types of interventions the classroom teachers are giving. It's unclear what is being used and how.
- ▶ New Weight Room :)
- ▶ Given the frequency and intensity of student behaviors it would be very helpful for our students to have access to a counselor and other mental health professionals more often throughout the week. We've also lost multiple teachers at the elementary over the past 2-3 years. There needs to be more emphasis on supporting teachers and retaining them.
- ▶ Our students discuss two issues of concern, when we talk about how our school could improve. 1) The middle school bathrooms are in poor condition for both boys and girls. The boys indicate a lack of privacy and a need for soap and paper towels, in addition to cleaner conditions. 2) Many students do not eat because they do not find the food to be appealing. They have indicated that more fresh choices, such a salad bar, might encourage better eating habits and less food waste. I'd like to see more stability with behavior and discipline, campus-wide. Clear expectations and logical, restorative consequences, along with calibration around training teachers and staff to support consistent good behaviors.
- ▶ I feel more grade level observation times and time to plan and reflect on the lesson.
- ▶ Use data and teacher input to drive decisions. Decisions seem to be made without both. District/school lacks transparency & clear communication.
- ▶ Provide more after school programs to help students with homework.
- ▶ The middle schools seems to have a lot and continuous discipline problems that need to be addressed by someone other than the teacher. Perhaps the protocols need to be revisited and modified. There needs to be consequences and they need to be enforced.
- ▶ Expanding SEL resources for our students and not only having the focus be on academics, i.e. counseling services. Adding additional hours/days to our School Based counselor or School Psych at the Elm or bringing back a counselor.
- ▶ more art and culture
- ▶ I feel we need to better equipped our maintenance department to inable the department to become more efficient and effective. I also feel very strongly that we need to have an schedule for replacing carpets, floors and roofs on all our buildings


Parent Program Interest Survey



Staff Program Interest Survey



IS THERE ANOTHER PROGRAM OR INTEREST YOU MAY SUGGEST (PARENT RESPONSE)

- ▶ Drivers Education
 - ▶ Extra help for kids in dual immersion especially after distant learning year
 - ▶ More library hours like early in the morning or after school.
 - ▶ The playground with slides
 - ▶ Technical skills, auto, wood shops
 - ▶ Art in the elementary
 - ▶ Gate or Honors for Jr High
 - ▶ Computer graphics
 - ▶ Woodshop/Basic mechanic
- 

IS THERE ANOTHER PROGRAM OR INTEREST YOU MAY SUGGEST (STAFF RESPONSE)

- ▶ Strong athletic programs that include great facilities.
- ▶ Home economics and shop classes
- ▶ Not every student has the ability or drive to want to become a doctor or lawyer, so I feel we need to offer more trade school courses like, Wood Shop and Auto Shop.
- ▶ I think it would be helpful to have a life skills class. This is a wonderful time to have students learn about balancing a checkbook, how to fill out a job application, how to apply for a loan, how to create a budget, file taxes, etc
- ▶ Work Experience with Internships
- ▶ Social skills groups, drug/alcohol awareness/prevention,
- ▶ Parent Education Nights: Literacy, Science, Math Nights
- ▶ After school homework support
- ▶ Update ROP courses to CTE courses that reflect the need for this area.