2025-2026
HAWTHORNE SCHOOL DISTRICT
HAWTHORNE EDUCATORS AND TEACHERS ASSOCIATION
TENTATIVE AGREEMENT
May 13, 2026

The Hawthorne School District (District) and the Hawthorne Educators and Teachers Association (HETA) have completed negotiations for the 2025-2026 school year and 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, effective July 1, 2025.

Effective July 1, 2026, the negotiated daily stipend rate for teachers will increase from $225.00 to $250.00.

Effective July 1, 2026, the hourly stipend rate for teaching an after-school class will increase from $50.00 to $60.00 per hour.

ARTICLE X. HEALTH AND WELFARE INSURANCE BENEFITS

Retiree Medical Insurance Coverage (Employees Hired On or After July 1, 2026): Qualified employees who retire from the District and who meet the STRS or PERS minimum retirement age qualifications or who qualify for a disability retirement through STRS or PERS and who have completed at least 10 years of service with the District prior to retirement shall be eligible to continue to receive District-sponsored health insurance, for the retiree only, through the age of 65. An eligible year of service is one in which the retiree was in paid status for at least 75% of their contracted work days for the school year. Medical insurance eligibility for the retiree will extend through the last day of the month in which the retiree turns 65. The retiree may pay for continuous medical insurance coverage for their spouse until the last day of the month in which the spouse turns 65.

ARTICLE III. EMPLOYEE ORGANIZATIONAL ACTIVITIES

Release for Union Meetings: The District and HETA acknowledge that certain bargaining unit members, such as School Psychologists, Deans, Learning Loss Mitigation Teachers, and Community School TOSAs, have unique professional responsibilities and work schedules that may fall outside of the standard workday. The District and the Union agree that these employees may be released to attend union meetings during their scheduled work time, provided there is no conflict with their professional responsibilities, appointments, or scheduled duties.

ARTICLE XIV. TERM OF THE AGREEMENT

This agreement shall remain in full force and effect up to and including June 30, 2028, and thereafter shall continue in effect year-by-year, unless one of the parties notifies the other in writing, no later than April 1st, of its request to modify, amend, or terminate the Agreement.

Angela Ortiz, HETA President

5/13/26
Date

Dr. Brian Markarian, Superintendent

5/13/26
Date

2025-2026
HAWTHORNE SCHOOL DISTRICT
HAWTHORNE EDUCATORS AND TEACHERS ASSOCIATION (HETA)
MEMORANDUM OF UNDERSTANDING
May 13, 2026

The District and HETA enter into this Memorandum of Understanding in acknowledgment of the following:

Professional Development and Pre-Service Days for 2026–2027 and 2027–2028

The District will schedule six (6) professional development days for the 2026–2027 and 2027–2028 school years.

For each school year, three (3) pre-service professional development days will take place during the three days immediately preceding the teacher preparation day. In order to maintain continuity, support effective planning, and ensure successful implementation of District initiatives, two of these three days will require mandatory attendance for all unit members. The first of the three pre-service days will be optional and will consist of a half day of professional development and a half day designated for teacher planning/preparation. Unit members serving in grades PreK through 12 will be compensated at their per diem rate for participation in the required or optional pre-service professional development days described above.

Following the start of the instructional year, the District will offer three (3) optional professional development days during each school year. Each of these days will consist of one half-day of professional development and one half-day designated for teacher planning/preparation. Unit members serving in grades PreK through 12 will be compensated at the negotiated daily stipend rate for participation in any of these three (3) optional professional development days.

Special Education Advisory Group (SEAG)

The District and HETA agree to extend the work of the Special Education Advisory Group (SEAG) for an additional year. SEAG meetings will be convened as-needed to allow the committee to effectively address emerging topics and priorities related to special education supports, services, and staff needs.

Unit Member Evaluation Procedures (EXHIBIT E)

In an effort to ensure evaluation timelines are clear, the following procedures will apply:
All tenured unit members will be notified no later than September 30 of each school year if they will be evaluated during that school year. All non-tenured unit members shall be evaluated annually. The established evaluation cycles based on tenure status and years of service with the District (annual, every two (2) years, and every five (5) years) shall remain unchanged and will continue as currently outlined in Exhibit E.

Independent Study Stipend

Staff members shall receive a stipend for completion of an ADA-eligible independent study packet at the conclusion of the independent study assignment. Compensation shall be paid at the negotiated hourly stipend rate. Staff members shall receive one hour of compensation per student for each week of

ADA-eligible independent study completed. If more than one teacher is assigned to the same independent study student during the assignment period, the stipend shall be prorated.

Stipend for Co-Teaching Assignment Supporting Special Education

Effective July 1, 2026, in recognition of the additional responsibilities and changes to instructional practice associated with the initial implementation of co-teaching, and for the 2026–2027 and 2027–2028 school years, unit members assigned as part of a co-teaching team supporting special education, including both the general education teacher and the RSP teacher, shall receive a stipend in the amount of $2,000.

HMSA Advanced Placement Stipends

HMSA teachers assigned to Advanced Placement (AP) classes may receive up to 10 hours of planning time per semester, compensated at the negotiated hourly stipend rate. The HMSA Advanced Placement Test Site Coordinator may receive up to 20 hours of preparation time per school year, also compensated at the negotiated hourly stipend rate.

HMSA Stipends, Grades 9–12

The following yearly stipends will continue at the increased rate of $500 above their original amounts: Department Chairperson, Athletic Director, Head Coach, Assistant Coach I, and Assistant Coach II. In addition, for any team that qualifies for recognized CIF postseason play, coaches will receive an additional $150 per week for each week their team competes beyond the regular season.

Language Essentials for Teachers of Reading and Spelling (LETRS)

Teachers participating in Lexia LETRS training cohorts will be compensated for participation in required components of the program, including online coursework, live sessions, and bridge-to-practice activities, not to exceed a total of 96 hours ($4,800). Compensation will be provided at the negotiated hourly stipend rate.

Targeted Early Release for Planning Time Aligned with Existing Collaboration Days

For grades TK–8, the District will provide three early release days during the 2026–2027 school year to support increased teacher planning and preparation time. These days will coincide with existing minimum day extended collaboration meetings, which take place once per trimester. On each of these three days, students will be dismissed at 1:00 p.m., allowing teachers one additional hour of dedicated planning and preparation time prior to the extended collaboration sessions, during which teachers are already scheduled to remain on site until 4:15 p.m.

In recognition that grades 9–12 are unable to implement an equivalent early student release, HMSA will offer three optional one-hour planning opportunities aligned with their extended collaboration schedule. These opportunities will occur immediately following the extended collaboration day. Participating teachers may work one additional hour, from 3:30 p.m. to 4:30 p.m., at the negotiated hourly rate.

Optional Compensated Planning Opportunities

To ensure consistent opportunities for extended planning time across all sites during the 2026-2027 school year , each school shall schedule and offer a minimum of nine (9) structured planning days per year. At TK–8 sites, three planning days per trimester will be scheduled from 3:15 p.m. to 4:15 p.m. At

the high school, five planning days will be scheduled during the first semester and four planning days during the second semester, from 3:30 p.m. to 4:30 p.m.

Site administrators will collaborate with support staff and site leadership teams to arrange site-based planning and collaboration opportunities consistent with the structure outlined above. A central planning location will be available for staff who prefer independent planning based on classroom needs. For six of the nine planning days, staff electing independent planning shall remain at the central location for the full session. For the remaining three designated days, staff may sign in at the central location and then return to their classrooms for the remainder of the planning time. The three days permitting a return to classrooms (one per trimester) will be identified in advance by the site administrator.

Parent Teacher Conference Periods TK-8 Planning Time

During designated teacher planning Wednesdays for winter and spring conference periods, classroom teachers required to conduct parent-teacher conferences may choose to extend their workday by one hour. By opting to remain an additional hour after school on these designated Wednesdays, teachers will receive a one-hour stipend for planning purposes. To take advantage of this option, teachers must submit their 10-day conference schedule to the site administrator at the beginning of the conference period to confirm full booking. Timesheets for the additional hour(s) worked, from 3:15 p.m. to 4:15 p.m., will be submitted to the site administrator following the Wednesday planning day.

Class Size Alternative Ratio K–3

In order to address student enrollment uncertainties, delays in student enrollment throughout the year, and anticipated declining enrollment factors, school class size averages in grades K–3 may fluctuate throughout the year but will not exceed 27 in the designated grade span. This provision will remain in place through June 30, 2030. This serves to extend the existing MOU for grades K–3 for an additional three school years.

Early Notification of Intent to Retire

Unit members that formally submit binding notification of their intent to retire from the District to Human Resources by December 1st shall receive a one-time stipend of $2,000 in their final pay cycle. In the event that the District offers a retirement incentive for which the unit member is eligible, the unit member may forgo the one-time stipend in lieu of the retirement incentive offered.

This Memorandum of Understanding expires on June 30, 2027, unless expressly noted in item language.

Angela Ortiz, HETA President — 5/13/26 Date

Dr. Brian Markarian, Superintendent — 5/13/26 Date

MEMORANDUM OF UNDERSTANDING
Between the Hawthorne School District and the Hawthorne Educators and Teachers Association
Regarding Special Education Instructional Aide Employee Referral Bonus
March 4, 2026

This Memorandum of Understanding ("MOU") is entered into by and between the Hawthorne School District ("District") and the Hawthorne Educators and Teachers Association ("HETA") (collectively referred to as "the Parties").

The Parties recognize that the District continues to experience difficulty recruiting and filling vacant Special Education Instructional Aide positions. In an effort to support recruitment and increase applicant interest, the District and HETA agree to establish a temporary referral bonus program for current District employees who refer qualified candidates for employment.

This agreement applies only to referrals resulting in the hiring of new Special Education Instructional Aides. To qualify for the referral bonus:

- The referring individual must be a current Hawthorne School District employee at the time the referral is made and at the time of payout.
- The referred candidate must be hired into a Special Education Instructional Aide position.
- The referred candidate must not be currently employed by the District in any capacity at the time of referral, including as a substitute, temporary employee, contracted worker, non-public agency worker, or other District worker.
- The referral must be formally disclosed at the time the candidate submits their employment application. Referrals submitted after the application has been filed will not be considered.
- The referring employee must have direct professional or personal knowledge of the candidate and must be identified as a reference for the applicant. No referral bonus will be paid for a candidate who was previously employed by the District.
- General solicitation, canvassing, or referral of individuals unknown to the referring employee solely for purposes of obtaining the bonus shall not qualify for payment. The referred candidate must complete their probationary period and be granted permanent status.
- Employees directly involved in the hiring decision, recommendation for hire, or supervision of the position may not be eligible to receive the referral bonus.

Referral Bonus - The District shall provide a one-time referral bonus of one thousand dollars ($1,000.00) to the referring District employee for each eligible referral. The referral bonus shall be paid only after the referred Special Education Instructional Aide completes the probationary period and is granted permanent status. The referral bonus shall be paid through regular payroll and is subject to all applicable taxes and withholdings. No bonus shall be paid if the referred employee resigns, is terminated, or otherwise fails to achieve permanent status. Only one referral bonus shall be paid per newly hired employee, regardless of the number of employees claiming to have referred the same candidate.

Administrative Procedures - The Human Resources Department shall implement procedures necessary to administer this referral bonus program, including required PAR forms and verification processes.

Human Resources shall verify:

1. That the referral was disclosed at the time of application.
2. That the referring employee meets eligibility requirements.

3. That the referred candidate was not previously employed by the District or serving as a substitute at the time of referral.
4. That the referring employee had a bona fide professional or personal relationship with the candidate and was listed as a reference.

Human Resources shall have the authority to determine eligibility for payment consistent with this agreement. Decisions regarding eligibility and verification shall be final and not subject to grievance. The District reserves the right to deny payment in cases of misrepresentation, failure to disclose required information, or abuse of the program.

Term - This agreement shall remain in effect from **March 12, 2026 through June 30, 2027**, unless extended by mutual written agreement of the Parties. This MOU shall expire automatically on June 30, 2027.

To qualify for payment, the referred candidate must be initially hired into the eligible position on or before June 30, 2027. Referrals made during the term of this MOU that do not result in an eligible hire prior to the expiration date shall not qualify for payment. If the referred candidate is hired on or before June 30, 2027, the referral bonus may be paid after the expiration of this MOU upon the candidate's successful completion of the probationary period and attainment of permanent status.

This agreement is non-precedent-setting and shall not establish a past practice. It is limited to Special Education Instructional Aides and applies only for the term stated above.

Angela Ortiz, HETA President — Date: 3|4|26

Dr. Brian Markarian, Superintendent — Date: 3|4|26

HAWTHORNE SCHOOL DISTRICT
HAWTHORNE EDUCATORS AND TEACHERS ASSOCIATION (HETA)
MEDICAL PLANS CHANGES MEMORANDUM OF UNDERSTANDING
June 16, 2025

The Hawthorne School District (HSD) and the Hawthorne Educators and Teachers Association (HETA) enter into this Memorandum of Understanding in acknowledgment of changes to the medical plans provided by the District.

Effective October 1, 2025, the District will transition its medical plan offerings from a direct contract with Anthem to participation in the ASCIP health benefits pool. As a result of this transition, the District will offer the following four plans:

- **ASCIP/SISC Anthem Blue Cross Custom Premier Vivity HMO 10**
- **ASCIP/SISC Anthem Blue Cross Custom Premier Select HMO 10**
- **ASCIP/SISC Anthem Blue Cross 90-70 Optional PPO**
- **ASCIP Kaiser Permanente HMO $10**

The plan benefits and provisions are summarized in a separate attachment. Both parties agree to work collaboratively to ensure a smooth transition and clear communication to all impacted employees.

Signed:

Dr. Brian Markarian, Superintendent
Date: 6/30/25

Angela Ortiz, HETA President
Date: 6/30/25

Benefits Comparison by Plan (Kaiser)

Carrier / Plan	Kaiser Permanente Traditional HMO $15	ASCIP Kaiser Permanente HMO $10
Annual Deductible	**HMO**	**HMO**
Individual	$0	$0
Family	$0	$0
Out of Pocket Maximum - Medical		
Individual	$1,500	$1,500
Family	$3,000	$3,000
Out of Pocket Maximum - Rx		
Individual	N/A	N/A
Family	N/A	N/A
Office Visits		
Primary Care Physician	$15/visit	$10/visit
Specialist	$15/visit	$10/visit
Lab & Imaging		
Complex Imaging (CT, MRI, PET scans)	No Charge	No Charge
Diagnostic Lab / X-Ray	No Charge	No Charge
Hospital & Emergency Services		
Inpatient Hospital	$250/admission	No Charge
Outpatient Surgery	$15/procedure	$15/procedure
Emergency Room	$100/visit (copay waived if admitted)	$35/visit (copay waived if admitted)
Retail Rx	**Up to 30-day supply**	**Up to 30-day supply**
Tier 1 - Generic	$10	$5
Tier 2 - Brand Preferred	$30	$10
Tier 3 - Brand Non-Preferred	$30	$10
Tier 4 - Specialty	20% (not to exceed $250) for up to a 30-day suppl	20% (not to exceed $250) for up to a 30-day supply
Mail Order Rx	**Up to 100-day supply**	**Up to 100-day supply**
Tier 1 - Generic	$20	$5
Tier 2 - Brand Preferred	$60	$10
Tier 3 - Brand Non-Preferred	$60	$10

Benefits Comparison by Plan (HMO)

Carrier / Plan	Anthem Blue Cross Custom Select and Vivity Premier HMO 15/250 admit	ASCIP/SISC Anthem Blue Cross Custom Premier Select and Vivity HMO 10
Annual Deductible	**HMO**	**HMO**
Individual	$0	$0
Family	$0	$0
Out of Pocket Maximum – Medical		
Individual	$2,000	$1,000
Family	$4,000	$2,000
Out of Pocket Maximum – Rx		
Individual	N/A	$2,500
Family	N/A	$3,500
Office Visits		
Primary Care Physician	$15/visit	$10/visit
Specialist	$15/visit	$10/visit
Lab & Imaging		
Complex Imaging (CT, MRI, PET scans)	$100/service	$100/service
Diagnostic Lab / X-Ray	No Charge	No Charge
Hospital & Emergency Services		
Inpatient Hospital	$250/admission	No Charge
Outpatient Surgery	No Charge	No Charge
Emergency Room	$100/visit (copay waived if admitted)	$100/visit (copay waived if admitted)
Retail Rx	Up to 30-day supply	Up to 30-day supply
Tier 1 - Generic	$5/$15	$0/$15
Tier 2 - Brand Preferred	$30	$30
Tier 3 - Brand Non-Preferred	$50	$45
Tier 4 - Specialty	30% up to $250/Rx (retail and home delivery)	Copays range from $5 - $35
Mail Order Rx	Up to 90-day supply	Up to 90-day supply
Tier 1 - Generic	$10/$30	$40
Tier 2 - Brand Preferred	$60	$75
Tier 3 - Brand Non-Preferred	$100	$120

Benefits Comparison by Plan (PPO)

Carrier / Plan	Anthem Blue Cross Custom Premier PPO 250/15/20		ASCIP/SISC - Anthem Blue Cross 90-70 Optional PPO	
Annual Deductible	**In Network**	**Out-of-Network**	**In Network**	**Out-of-Network**
Individual	$250	$250	$250	$250
Family	$500	$500	$500	$500
Out of Pocket Maximum - Medical				
Individual	$1,200	$1,200	$1,000	$3,000
Family	$2,400	$2,400	$2,000	$6,000
Out of Pocket Maximum - Rx				
Individual	N/A	N/A	$2,500	
Family	N/A	N/A	$3,500	
Office Visits				
Primary Care Physician	$15/visit	30%	$0 1st 3 visits, $20/visit thereafter	30%
Specialist	$15/visit	30%	$20/visit	30%
Lab & Imaging				
Complex Imaging (CT, MRI, PET scans)	20%	30%	10%	30%
Diagnostic Lab / X-Ray	20%	30%	10%	30%
Hospital & Emergency Services				
Inpatient Hospital	20%	30%	10%	$250 copay then 30%
Outpatient Surgery	20%	30%	10%	30%
Emergency Room	$100/visit + 20% (copay waived if admitted)		$50 copay + 10% (copay is waived if admitted)	
Retail Rx	Up to 30-day supply		Up to 30-day supply	
Tier 1 - Generic	$5/$15	50% up to $250	$0/$5	Not Covered
Tier 2 - Brand Preferred	$25	50% up to $250	$15	Not Covered
Tier 3 - Brand Non-Preferred	$45	50% up to $250	$30	Not Covered
Tier 4 - Specialty	20% up to $250/Rx (retail and home delivery)	50% up to $250/Rx (retail home delivery not covered)	Copays range from $5 $35	Not Covered
Mail Order Rx	Up to 90-day supply		Up to 90-day supply	
Tier 1 - Generic	$10/$30	Not Covered	$10	Not Covered
Tier 2 - Brand Preferred	$50	Not Covered	$30	Not Covered
Tier 3 - Brand Non-Preferred	$90	Not Covered	$75	Not Covered

2024-2025
HAWTHORNE SCHOOL DISTRICT
HAWTHORNE EDUCATORS AND TEACHERS ASSOCIATION
TENTATIVE AGREEMENT
April 23, 2025

The Hawthorne School District (District) and the Hawthorne Educators and Teachers Association (HETA) have completed negotiations for the 2024-2025 school year and 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 2% increase on the master salary schedule in the attached Exhibit A, effective July 1, 2024.

ARTICLE VI. TERMS AND CONDITIONS OF EMPLOYMENT

Beginning in the 2025–2026 school year, the workday for all Deans will be extended by one hour, with the workday starting at 8:15 a.m. and concluding at 4:15 p.m. This adjustment is intended to better support site-level needs and the broader responsibilities of the Dean role. In addition, to ensure consistency across school sites, Administrative Designee responsibilities will be formally incorporated into the Dean position.

In the event of a vacancy at a school site, the Administrative Designee stipend may be offered temporarily until the Dean position is filled. As Hawthorne Math and Science Academy (HMSA) does not have a Dean position, the Administrative Designee stipend shall continue to be offered at HMSA in recognition of the ongoing need to fulfill these responsibilities.

Language to Article VI.I will be modified as follows:

Article VI.I. Terms and Conditions of Employment – Regular Hours of Employment:
Each unit member in preschool through grade 8 shall report for duty on each regular school day at 8:15 a.m. and remain on duty until 3:15 p.m., with the exception of teacher planning days (kindergarten schedules may vary slightly). Each School Psychologist shall report for duty on each scheduled day at 8:00 a.m. and remain on duty until 4:00 p.m. Beginning in the 2022–2023 school year, unit members assigned to grades 9 through 12 shall report for duty on each regular school day at 8:30 a.m. and remain on duty until 3:30 p.m. The District may establish unique positions with modified duty hours and schedules to support extended year or extended day programs, as needed.

ADD Dean Language: *Beginning in the 2025–2026 school year, the workday for all Deans will be extended by one hour, with the workday starting at 8:15 a.m. and concluding at 4:15 p.m. Administrative Designee responsibilities will be formally incorporated into the Dean position.*

These regular hours of employment do not include time required for extra-curricular activities, Back to School Night, Open House, professional responsibilities, etc.

Article VI.XX. Terms and Conditions of Employment – Minimum Day Schedule:
TK-8 schools shall adjust their schedules to accommodate 2:00 p.m. dismissal, in accordance with minimum instructional minutes, each Wednesday, to be used as planning periods and in-services for unit members.

The scheduling of Wednesdays shall be as follows:

- One site meeting
- One staff development meeting

- One teacher planning day
- One collaboration* planning day meeting based on site needs
- Any 5th Wednesday in a month in which all five Wednesdays are working days will be a collaboration planning meeting day with the exception of the month of May in which the District Employee Recognition Ceremony occurs.

Students in grades TK through 8 shall be dismissed at 1:30 p.m. on the last day of the school year.
The District shall not require attendance at District-level meetings on the last two Wednesdays of each school year.

Extended Site-Based Collaboration:
To enhance opportunities for professional collaboration, each school year will include three extended collaboration planning sessions aligned with the minimum day schedule. These sessions will take place from 3:15 p.m. to 4:15 p.m. at K–8 sites and from 3:30 p.m. to 4:30 p.m. at 9–12 sites. Participation will be mandatory, and all sessions will be clearly designated prior to the start of the school year. Staff will be compensated at the negotiated hourly stipend rate for their participation.

*Collaboration Defined: For the purposes of this agreement, and to ensure a shared understanding, collaboration refers to a structured and purposeful process in which educators work together in planning, analyzing, and improving instructional practices to support student learning and address site-specific goals. Collaboration is grounded in mutual respect, shared responsibility, and the collective expertise of the staff. It is designed to provide educators with dedicated time to reflect on teaching and learning, identify student needs, and align strategies for greater instructional impact.

Examples of collaborative activities include, but are not limited to:

- Grade-level or content-area team planning
- Professional Learning Communities (PLCs) focused on student learning
- Analysis of student work and assessment data
- Development of common lesson plans, instructional strategies, or pacing guide implementation
- Peer observation, feedback, and coaching cycles
- Cross-grade or interdisciplinary planning
- Collaborative efforts to support inclusive practices and differentiated instruction
- Action research or inquiry groups investigating specific instructional challenges
- Problem-solving teams addressing school-wide priorities such as:
    - Chronic absenteeism
    - Behavioral and engagement trends
    - Social-emotional learning and student wellness
    - Equity in instructional access and support
    - School climate and culture improvement efforts

Collaboration may involve certificated staff, administrators, specialists, support staff, content experts and other relevant team members, as appropriate. Collaborative planning is intended to empower educators to improve outcomes for all students through shared practice and problem-solving.

Dress Code/Professional Dress
Business casual denim jeans will be included in the allowable standards of professional dress for the District.

Angela Ortiz, HETA President — Date: 5/5/25

Dr. Brian Markarian, Superintendent — Date: 5/5/25

2024-2025
HAWTHORNE SCHOOL DISTRICT
HAWTHORNE EDUCATORS AND TEACHERS ASSOCIATION (HETA)
MEMORANDUM OF UNDERSTANDING
April 22, 2025

The District and HETA enter into this Memorandum of Understanding in acknowledgment of the following:

Professional Development and Pre-Service Days for 2025-2026
The District will schedule three pre-service/professional development days for the 2025–2026 school year, which will take place during the three days immediately preceding the teacher preparation day. As previously noted in the 2023–2024 MOU, and in order to maintain consistency, support effective planning, and ensure the successful implementation of District training initiatives, two of these days will require mandatory attendance for all unit members. Unit members serving in grades PreK through 12 will be compensated at their per diem rate for participation in the two required days, and will also have the opportunity to attend a third professional development day compensated at the per diem rate.

Targeted Early Release for Planning Time Aligned with Existing Collaboration Days
For grades TK–8, the District will provide three early release days during the 2025–2026 school year to support increased teacher planning and preparation time. These days will coincide with existing minimum day extended collaboration meetings, which take place once per trimester. On each of these three days, students will be dismissed at 1:00 p.m., allowing teachers one additional hour of dedicated planning and preparation time prior to the extended collaboration sessions, during which teachers are already scheduled to remain on site until 4:15 p.m.

Release for Union Meetings
The District and HETA acknowledge that certain bargaining unit members—such as School Psychologists, Deans, Learning Loss Mitigation Teachers, and Community School TOSAs—have unique professional responsibilities and work schedules that may fall outside of the standard workday. The District and the Union agree that these employees may be released to attend union meetings during their scheduled work time, provided there is no conflict with their professional responsibilities, appointments, or scheduled duties.

Health Benefits
The District remains concerned about the rising cost of health benefits. However, it will maintain the current employee contribution rate and schedule for health benefits for the next two school years, through June 30, 2027.

Negotiated Teacher Stipend Rate
Effective July 1, 2025, the negotiated daily stipend rate for teachers will increase from $225.00 to $250.00.

Hourly Stipend for Teaching Afterschool Classes
The hourly stipend rate for teaching an after-school class will remain at $60.00 per hour through the 2025–2026 school year.

Parent Teacher Conference Periods TK-8 Planning Time
During designated teacher planning Wednesdays for winter and spring conference periods, classroom teachers required to conduct parent-teacher conferences may choose to extend their workday by one hour. By opting to remain an additional hour after school on these designated Wednesdays, teachers will receive a one-hour stipend for planning purposes. To take advantage of this option, teachers must submit their 10-day conference schedule to the site administrator at the beginning of the conference period to confirm full booking. Timesheets for the additional hour(s) worked, from 3:15 p.m. to 4:15 p.m., will be submitted to the site administrator following the Wednesday planning day.

Special Education Advisory Group (SEAG)
The District and HETA agree to extend the work of the Special Education Advisory Group (SEAG) for an additional year. The frequency of SEAG meetings may be increased, as needed, to allow the committee to effectively address emerging topics and priorities related to special education supports, services, and staff needs.

Language Essentials for Teachers of Reading and Spelling (LETRS)
Teachers participating in Lexia LETRS training cohorts will be compensated for participation in required components of the program, including online coursework, live sessions, and bridge-to-practice activities, not to exceed a total of 96 hours ($4,800). Compensation will be provided at the negotiated hourly stipend rate.

HMSA Advanced Placement Stipends
HMSA teachers assigned to Advanced Placement (AP) classes may receive up to 10 hours of planning time per semester, compensated at the negotiated hourly stipend rate. The HMSA Advanced Placement Test Site Coordinator may receive up to 20 hours of preparation time per school year, also compensated at the negotiated hourly stipend rate.

HMSA Stipends, Grades 9–12
The following yearly stipends will continue at the increased rate of $500 above their original amounts: Department Chairperson, Athletic Director, Head Coach, Assistant Coach I, and Assistant Coach II.

In addition, for any team that qualifies for recognized CIF postseason play, coaches will receive an additional $150 per week for each week their team competes beyond the regular season.

Early Notification of Intent to Retire
Unit members that formally submit binding notification of their intent to retire from the District to Human Resources by December 1st shall receive a one-time stipend of $2,000 in their final pay cycle. In the event that the District offers a retirement incentive for which the unit member is eligible, the unit member may forgo the one-time stipend in lieu of the retirement incentive offered.

Signing Bonus
The District and the HETA recognize the critical need in the current employment market and the mutual benefit of offering incentives to attract new employees to the District. In light of this, the parties agree to extend the MOU on Signing Bonuses, originally set to expire on June 30, 2026, for an additional one-year period. Certificated staff members who are newly hired by the District will receive a signing bonus of $5,000. Staff members who do not complete at least six months of service with the District will be required to repay the signing bonus. This MOU extension shall remain in effect through June 30, 2027.

Health Insurance – Cash in Lieu
The District shall extend the cash in lieu option to eligible unit members enrolled in the District's health benefits program through September 30, 2027. Eligible unit members include those who are married or registered domestic partners, where both individuals are employed by the District. The cash in lieu amount shall be $5,000 per insurance year.

This Memorandum of Understanding expires on June 30, 2026, unless expressly noted in item language.

Angela Ortiz, HETA President — 5/5/25 Date

Dr. Brian Markarian, Superintendent — 5/5/25 Date

2023-2024
HAWTHORNE SCHOOL DISTRICT
HAWTHORNE EDUCATORS AND TEACHERS ASSOCIATION (HETA)
MEMORANDUM OF UNDERSTANDING
April 19, 2024

The District and HETA enter into this Memorandum of Understanding in acknowledgment of the following:

Professional Development and Pre-Service Per Diem Days
To maintain consistency, enable effective planning, and ensure the successful implementation of District training initiatives, two of the per diem professional development or pre-service days agreed upon in the Memorandum of Understanding for the 2024-25 and 2025-26 school years will require mandatory attendance for all unit members.

Per Diem Days for 2024-2025
Unit members in Preschool through grade 12 will participate in two pre-service/professional development days at their per diem rate during the 2024-2025 school year. Unit members will have the opportunity to participate in a third, optional, preservice day at their per diem rate.

Signing Bonus:
The District and HETA agree that there is a critical need in this employment market and a clear benefit to both parties in attracting new employees to our district. The District and Association agree to extend the Memorandum of Understanding which expires on June 30, 2024, for an additional two-year period. The following will apply: Certificated staff members who are newly hired by the District will receive a signing bonus of five thousand dollars ($5,000). Staff members who do not complete at least six months of service to the District will be responsible for repayment of the signing bonus. The terms of this Memorandum of Understanding will expire on June 30, 2026.

Optional Compensated Planning Opportunities for 2024-2025 and 2025-2026 school years:
To ensure consistent opportunities for extended planning time across all sites, each school will schedule and offer a minimum of nine days of structured planning sessions (three days per trimester from 3:15 p.m. to 4:15 p.m. at TK-8 sites, and five days first semester/four days second semester from 3:30 p.m. to 4:30 p.m. at the high school.) Administrators will collaborate with their support staff members and leadership teams to arrange for a variety of site-specific planning and collaboration sessions. These sessions will occur as outlined previously. A central planning location will also be provided for staff who prefer independent planning based on class needs. The provision will remain in place through June 30, 2026.

Minimum Day Schedule:
Extend the existing Memorandum of Understanding for the minimum day schedule for an additional school year. The schedule will remain in place through June 30, 2026. The schedule is as follows:

TK-8 schools shall adjust their schedules to accommodate 2:00 p.m. dismissal, in accordance with minimum instructional minutes, each Wednesday, to be used as planning periods and in-services for unit members. The scheduling of Wednesdays shall be as follows:

- One site meeting
- One staff development meeting
- One teacher planning day
- One collaboration planning day meeting based on site needs

- Any 5th Wednesday in a month in which all five Wednesdays are working days will be a collaboration planning meeting day with the exception of the month of May in which the District Employee Recognition Ceremony occurs.

Extended Site-Based Collaboration:
Extend the existing Memorandum of Understanding for the extended site-based collaboration for an additional school year. The provision will remain in place through June 30, 2026, as follows:

> In order to increase professional collaboration opportunities, extended periods for collaboration planning will be added a total of three times per school year (from 3:15 p.m. - 4:15 p.m. at K-8 sites and 3:30 p.m. - 4:30 p.m. at 9-12 sites) in concert with the minimum day schedule. The extended collaboration planning meetings will be mandatory, clearly designated prior to the commencement of the school year, and paid at the negotiated hourly stipend rate.

Hourly Stipend for Teaching Afterschool Classes:
The negotiated stipend rate for teaching an after-school class will be increased from $50.00 per hour to $60.00 per hour.

HMSA Stipends (Grades 9-12):
Effective July 1, 2024, the following yearly stipend rates will be increased by $500.00: Department Chairperson, Athletic Director, Head Coach, Assistant Coach I, and Assistant Coach II.

Special Education Advisory Group (SEAG):
The District will establish an advisory group composed of one representative from each of the following areas including Resource Specialist, Mild/Moderate Special Day Class Teacher, Moderate/Severe Special Day Class Teacher, Early Childhood Special Education Teacher, Adapted Physical Education Teacher, Speech and Language Pathologist). This group will meet with the Special Education administrators two times (winter and spring) within the school year to collaborate on addressing the evolving needs of special education within the district.

Parent Teacher Conference Periods TK-8 Planning Time:
During designated teacher planning Wednesdays for winter and spring conference periods, classroom teachers required to conduct parent-teacher conferences may choose to extend their workday by one hour. By opting to remain an additional hour after school on these designated Wednesdays, teachers will receive a one-hour stipend for planning purposes. To take advantage of this option, teachers must submit their 10-day conference schedule to the site administrator at the beginning of the conference period to confirm full booking. Timesheets for the additional hour(s) worked, from 3:15 p.m. to 4:15 p.m., will be submitted to the site administrator following the Wednesday planning day.

Language Essentials for Teachers of Reading and Spelling (Lexia LETRS):
Effective July 1, 2024, teachers participating in new cohorts of LETRS training will receive a third hour of compensation per session for program-required collaboration (not to exceed 32 hours).

This Memorandum of Understanding expires on June 30, 2025, unless expressly noted in item language.

Angela Ortiz, HETA President — 4-23-24 Date

Dr. Brian Markarian, Superintendent — 4/23/24 Date

2023-2024
HAWTHORNE SCHOOL DISTRICT
HAWTHORNE EDUCATORS AND TEACHERS ASSOCIATION
TENTATIVE AGREEMENT
April 19, 2024

The Hawthorne School District (District) and the Hawthorne Educators and Teachers Association (HETA) have completed negotiations for the 2023-2024 school year and 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 5% increase on the master salary schedule in the attached Exhibit "A's", effective July 1, 2023.

ARTICLE XII. TRANSFERS

Amend transfer language as follows:

12. TRANSFER

The District may involuntarily transfer or reassign unit employees at any time when in the best interest of the District.

12.1 Voluntary Transfer

Unit members wishing to be considered for a transfer to another school site, grade level, or subject change must do so by completing a PAR and obtaining the signature of their immediate supervisor. The unit member then submits the PAR to the Human Resources Office. PARs shall remain on file through September 30th of the following school year.

Unit members wishing to be considered for non-posted positions that have been filled between July 1st through June 30th must have a PAR on file prior to June 1st. As vacancies occur within the District, unit members who have submitted a transfer request shall be given consideration and shall be interviewed for such positions. The criteria as mentioned below shall be used in making decisions as to selection for available positions.

Transfer or reassignment shall be based on the following criteria:

- Legal requirements of the District
- Educational needs of the school to which the unit member is transferred or reassigned, as determined by a school site committee composed of administration and a cross-section of unit members at the school site for each position where a transfer request PAR form has been submitted.
- Preference of the unit member.
- Length of service rendered to the District by the unit member (when the other criteria are equal, length of service rendered to the District shall be the controlling factor).

When legally qualified unit members who have seniority (seniority is defined as the unit member's hire date in the District as a full-time unit member, not as a substitute) are not granted their transfer request, a written summary outlining the specific reasons based on the above criteria shall be provided to the unit member and the Association upon request. A conference shall be held at the request of either the unit member and/or the Association.

12.2 ~~Involuntary~~Transfer Due to Reduction in Force

The District shall use the following criteria when ~~necessary for involuntary transfers~~ it becomes necessary to transfer or reassign unit members as a result of a Reduction in Force:

- Volunteers
- Non-credentialed teachers (lowest seniority date first)
- Probationary I teachers (lowest seniority date first)
- Probationary II teachers (lowest seniority date first)
- Tenured, ~~non-NCLB compliant~~ without CLAD teachers (lowest seniority date first)
- ~~Tenured, non-NCLB compliant with CLAD teachers (lowest seniority date first)~~
- ~~Tenured, NCLB compliant without CLAD teachers (lowest seniority date first)~~
- ~~Tenured, NCLB compliant without CLAD, NBCT teachers (lowest seniority date first)~~
- Tenured, ~~NCLB compliant~~ with CLAD (lowest seniority date first)
- Tenured, ~~NCLB compliant~~ with CLAD, NBCT (lowest seniority date first)

Lowest seniority date is defined as the unit member's hire date for a full-time position within the District. If there is a tie on the hire date then the date the unit member signed the contract with the District shall be used. If there is a tie on the date the unit member signed the contract then the date the unit member was hired as a substitute teacher shall be used.

ARTICLE VI. TERMS AND CONDITIONS OF EMPLOYMENT

Effective July 1, 2024, the following yearly stipend rates will be increased by $500.00:

Resource Specialist (RSP), Mild/Moderate Special Day Class Teacher, Moderate/Severe Special Day Class Teacher, Early Childhood Special Education Teacher, Adapted Physical EducationTeacher, Speech and Language Pathologist (SLP), National Board Certified Teacher (NBCT), Bilingual, Crosscultural, Language and Academic Development (BCLAD), Gifted and Talented Education (GATE), and Doctoral Degree (Ph.D, Ed.D, PsyD).

17. Administrative Designee:

Effective July 1, 2024, the Administrative Designee monthly stipend will be increased to $200.00 per month, not to exceed $2,000.00 in any school year.

Angela Ortiz, HETA President — Date: 4-23-24

Dr. Brian Markarian, Superintendent — Date: 4/23/24