

Tentative Agreement
Between
Hollister School District
Hollister Elementary School Teachers Association

May 26, 2021

Both parties agree to the following:

Contingency language: Contingency language:

~~Ongoing salary increases will be implemented if the district's ending fund balance exceeds 12% 10% 11% 10.5% as of unaudited actuals (October 1, 2021). On or about November 30, 2021 all HESTA members will receive the equivalent of a 1.16% 1.25% salary increase.~~ **Ongoing salary increases will be implemented if the district's ending fund balance exceeds 10.5% as of unaudited actuals (October 1, 2021). On or about November 30, 2021 all HESTA members will receive 1% 1.5% 1% salary increase.**

~~Ongoing salary increases will be implemented if the district's ending fund balance exceeds 12% 10% 11% 10.5% as of unaudited actuals (October 1, 2022). On or about November 30, 2022 all HESTA members will receive the equivalent of a 1% salary increase.~~

Article 11: Certificated Salary

Article 11.2 Compensation

For the 2020-2021 school year, the District proposes to increase the certificated salary schedules will increase by ~~3.25% 6% 3.5% 6% 3.84% 5.75% 3.84%~~ **4.5% 4%** **4.5%** effective July 1, 2020.

For the 2020-2021 school year, the District will provide a one-time bonus of 2% to each HESTA member based on the member's base salary. The payment will be made as a supplemental paycheck in the 10th of the month July 2021 supplemental pay period.

For the ~~2020-2021~~ ~~2021-2022~~ school year, certificated salary schedules will increase by ~~6%~~ ~~2.25%~~ ~~3%~~ ~~2.75%~~ 3% effective July 1, ~~2020~~2021.

Article 11.3 Extra Pay and Stipends

The District proposes to:

1. ~~Reduce ASB Advisor Stipend to \$2,500 \$4000 \$3,250 \$3800 \$3,375~~ for middle school advisors and \$2500 for TK-8 advisors, effective July 1, 2021. ~~Advisors who serve schools with more than 300 6-8 graders will be on the middle school scale. Create new ASB Advisor Lead stipend for \$1500 to ensure equity in ASB programs across the district. Create new ASB Advisor Lead stipend for \$1350 \$750 to ensure equity in ASB programs across the district.~~

The District proposes to:

1. Reduce ASB Advisor Stipend to \$2,500 \$4000 ~~\$3,250~~ \$3800 ~~\$3,375~~ **\$3800** for middle school advisors and \$2500 for TK-8 advisors, effective July 1, 2021. ~~Advisors who serve schools with more than 300 6-8 graders will be on the middle school scale. Create new ASB Advisor Lead stipend for \$1500 to ensure equity in ASB programs across the district. Create new ASB Advisor Lead stipend for \$1350 \$750~~ **\$1350** to ensure equity in ASB programs across the district.
2. Eliminate “Athletic Director” stipend. We ask to keep this stipend in the event there is no Commissioner. ~~District athletics will continue to be able to be organized.~~ Both parties agree to retain this stipend in the event there is no Commissioner, so that District athletics will continue to be able to be organized.
3. Create new “District Athletics ~~Coordinator~~ Commissioner” stipend for \$10,000.
4. Create a Social Emotional Learning Lead stipend for \$5,000. The stipend is for the purpose of working on the capacity-building, analysis and organizational structure of the Social Emotional Team. The Social Emotional Team Leader will also work on professional development of the entire District Social Emotional Team (for more information, see attachment).

Hollister School District
Teachers Association
5/26/2021









Christal Hall-Kelly

Hollister Elementary School
5/26/2021



Erika Sanchez