



# Harmony

Union School District

1935 Bohemian Highway  
 Occidental, California, 95465  
 Phone (707) 874-1205 • Fax (707) 874-1226  
[www.harmonyusd.org](http://www.harmonyusd.org)

## Negotiations Bulletin #2

Harmony Union School District (District) continues the negotiations process with Harmony Union Teachers Association (HUTA). At this point in time, the District and HUTA will be declaring impasse.

### State Average Comparisons:

- Total State Average in 2016-2017= \$79,128 (Original number HUTA used to compare salaries)
- Total State Average in 2017-2018 = \$80,860 (HUTA began using this number in January 2019)
- State data has not been released for 2018-2019. This data will be available in 2019-2020.
- HUSD teachers are currently above both state average numbers with total compensation. If the District did not pay for Health/Welfare this would be an additional cost to the employee.
- The District's certificated 10-month employees receive Health/Welfare coverage for 12 months.

### HUSD Total Compensation 2016-2017 Comparable to the State Average \$79,128

Health/Welfare	Cost of Health/Welfare	Average Salary HUSD	Total	Above the Average By
Single Kaiser High	\$9,972	\$69,801	\$79,773	\$645
Double Kaiser Mid	\$15,860	\$69,801	\$85,661	\$6,533
Family Kaiser Mid	\$20,123	\$69,801	\$89,924	\$10,796

### HUSD Total Compensation 2017-2018 Comparable to the State Average \$80,860

Health/Welfare	Cost of Health/Welfare	Average Salary HUSD	Total	Above the Average By
Single Kaiser High	\$10,200	\$71,542	\$81,742	\$882
Double Kaiser Mid	\$16,306	\$71,542	\$87,848	\$6,988
Family Kaiser Mid	\$20,794	\$71,542	\$92,337	\$11,477

- Plus \$100 per year additional for Vision
- Any teacher who selects HSA coverage receives cash in-lieu for the difference of Single High Kaiser (\$852/per month)

### State Average Comparisons to Elementary School Districts:

- The State breaks down average salaries by elementary school districts, high school districts, and unified school districts. Within these comparisons it is further broken down by size of school. The State average salaries for similarly sized school districts (under 1,000 ADA) is a more realistic comparison, but the state averages do not take into consideration Health/Welfare and the many other nuances that make up a school district (i.e. prep time, work day, class sizes, instructional aides, etc.)
- HUSD's ADA is 238. As such, the elementary small school averages are the closest "state" comparable to HUSD, not the "state average" that includes high school districts, unified districts, and districts that have a considerably higher Average Daily Attendance (ADA).
- Full Data regarding state averages from the California Department of Education can be found here:  
<https://www.cde.ca.gov/fq/fr/sa/cefavg salaries.asp>



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**2017-2018 State Comparison of Salaries without including Health/Welfare**

Average Daily Attendance <1,000	Beginning Teacher	Midrange Teacher	Top Teacher
State Average Annual Salary	\$44,375	\$65,926	\$82,489
HUSD Annual Salary	\$49,364	\$69,846	\$88,985

**2017-2018 State Comparison of Midrange Salary including Health/Welfare (Total Compensation)**

Average Daily Attendance <1,000	Midrange Teacher	Cost of Health/Welfare Double	Total
State Average Annual Salary	\$65,926	Varies by district state can't quantify	N/A
HUSD Annual Salary	\$69,846	\$16,568	\$86,414

-HUSD is above the state average for comparable smaller school districts with and without Health/Welfare added in.

**Definitions:**

***Impasse:*** A bargaining impasse occurs when the two sides negotiating an agreement are unable to reach an agreement and become deadlocked.

**Current Status of Negotiations:**

The parties met for five sessions and declared impasse on March 12, 2019. The parties will meet with a mediator appointed by the state to attempt to reach a settlement on April 9, 2019.