

The Morgan Hill Teacher

Morgan Hill Federation of Teachers

CFT / AFT / AFL-CIO / Local 2022

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March 30, 2017

Tentative Contract Agreement Reached

After seventeen meetings, the Morgan Hill Federation of Teachers reached a Tentative Agreement with the Morgan Hill Unified School District for the 2016-2017 and 2017-2018 school years. The Negotiations Team believes that all members should have the chance to evaluate the proposed changes and ask questions before the ratification vote. Therefore, the timeline for ratification will be:

April 10 - Special Executive Council Meeting

April 11 - Summary of Tentative Agreement to all Members

April 12 - General Meeting

April 13 & 14 - Ratification Vote

April 18 - Board Meeting

As noted on the timeline, all members will receive a summary of all contract changes on April 11. At the April 12 General Meeting, you will be able to ask questions about any of these changes. The ratification vote will take place on April 13 - 14; votes will need to be counted by 4:00 pm on April 14. If the membership ratifies the contract, the Board will vote to approve the contract changes on April 18.

Salary Settlement:

Although we began negotiations on April 22, 2016, the District did not present a formal compensation offer until August 2nd. That first offer was 8% over two years. The District improved this offer, after the Unaudited Actuals were released and members spoke at a board meeting, to 9% over two years.

The final settlement that was reached is:

1. All MHFT members will receive a 6% increase in salary retroactive to July 1, 2016.

*Other district pay, including stipends, is not included in this pay increase.

2. After the first full pay period after ratification of the settlement, every MHFT member will receive a one-time payment of \$726.00. This payment will be pro-rated for members working less than 1.0 FTE.

3. All MHFT members will receive a 3% increase on the salary schedule effective July 1, 2017.

4. If the 2017-2018 Base Local Control Funding Formula Revenue is increased by more than 3% from the current projections as determined by the *2017-2018 Enacted Budget*, the District will increase salaries for all MHFT members by an additional 1%. This will not be compounded with the 3% raise.

Tentative Salary Schedules

The District has posted proposed Salary Schedules here:

<http://mhusd.org/human-resources/certificated-personnel/>.

The \$726 payment is not reflected in the salary schedule. As noted in the timeline, you will receive a detailed summary of all proposed contract changes on April 11.

The Negotiations Team believes strongly that this compensation increase (in addition to the other tentative agreements) represents the best settlement for our members at this time.

The MHFT Office Staff, Negotiations Team, and leadership thank all of our members for their patience in this process. We appreciate all of our members who participated in our contract actions throughout the past year.

MHFT General Meeting & Social

Wednesday, April 12

3:45pm - 5:30pm @ Mama Mia's

Please come and enjoy hors d'oeuvres, drinks, good company, and contract talk.

This will be the last MHFT General Meeting of the 2016-2017 school year. At this meeting, the Negotiations Team will answer questions about contract changes in the Tentative Agreement.

We will also hold nominations for the following MHFT Offices: President, Secondary Vice President, Elementary Vice President, Vice President At-Large, Treasurer, and Secretary. Officers serve 2-year terms.

LCAP Input

Please open Glen Webb's email with the subject "LCAP documents and meetings." It is important that we, the ones delivering services to our students, have input into the LCAP process. Please comment on at least five actions that affect your work and your students.

ELA/ELD Adoption

The teachers participating in the Elementary ELA/ELD pilot voted unanimously to recommend adoption of McGraw-Hill *Wonders*. This recommendation was presented and approved by the Elementary Curriculum Council on March 6. The Board adopted the recommendation on March 21.

On March 15, the teachers participating in the pilot voted to recommend adoption of McGraw-Hill *Study Sinc*. They did not present this recommendation to Secondary Curriculum Council, but the District did include a recommendation for adoption in the agenda. We were able to pull this item from consent. The Board then adopted *Study Sinc* pending an email vote from the Secondary Curriculum Council. The vote by Curriculum Council was completed last Thursday by email.

Thank you to all the teachers who participated in the pilot.

May Day March & Rally

Thursday, May 1

Unions & community organizations across the country are organizing for May Day with marches and rallies, with working class people and supporters expected to turn out in numbers that may rival the Women's Marches.

Protecting public education will be a major theme at this year's May Day celebrations. MHFT is helping to organize May Day volunteers & teach-ins at public schools throughout the Bay Area.

Locally, there will be a **May Day March** beginning at **2:00pm** at the **Mexican Heritage Museum** in San Jose.

This will be followed by a **May Day Rally, 4:00pm - 6:00pm**, at **Guadalupe Meadows** (near SAP Center). We would love to have you join the festivities after school! If you do, please take pictures and forward them to us for inclusion in the next newsletter.

Friends & Family Festival

Saturday, April 22

This second annual festival will be held at Live Oak High School, 11am – 3pm.

It is hoped that each site will participate by performing and/or hosting a booth.

Site Teachers of the Year will be recognized at this event, and the MHFT/MHUSD Teacher of the Year will be announced. MHFT will also recognize our retirees.

We wish you all a restful and sunny break.