

The Morgan Hill Teacher

Morgan Hill Federation of Teachers

CFT / AFT / AFL-CIO / Local 2022

16450 South Monterey Rd., #3, Morgan Hill, CA 95037
(408) 779-2316 • FAX (408) 779-1169 • www.mhft.org

August 31, 2016

Welcome to 2016 – 2017!

As the new school year gets underway, we wish to welcome our new colleagues, and welcome back old friends. We hope you have all had refreshing summers, and are ready for the adventures ahead!

MHFT Building Rep Elections

Earlier this week, you received an email announcing that nominations are open for the positions of Building Rep and Alternate, allocated as follows:

Elementary School

1 Building Rep & 1 Alternate

K-8 School

2 Building Reps & 2 Alternates

Middle School

2 Building Reps & 2 Alternates

Alternative High School

1 Building Rep & 1 Alternate

Comprehensive High School

3 Building Reps & 3 Alternates

Elections will be held this Friday (9/2) and Tuesday (9/6). Ballots will be in your boxes. Please cast your vote by 3:30 pm on Tuesday.

Open Enrollment

Next week, you will receive benefit sign-up forms from the district. Open enrollment for benefits for all employees is September 12 through October 7. Once this period has ended, changes (other than cancellation) to your benefits can only be processed if you have a "qualifying life event." Please contact Tina Bedley at bedleyt@mhusd.org, or call her at 201-6019, if you have any questions.

Class Sizes

The District has twenty (20) days to bring all class sizes to those stated in our contract. The MHFT Class Size Committee (Theresa Colbert, Zann Yates, and Gemma Abels) is meeting with the District to address this goal.

The District is attempting to limit class size in TK - 3 to twenty-six (26).

Contractual class size maximums at this time are:

TK - 6th = 32

7th - 12th = 36

PE (7-12) = 48

After September 13, please call the MHFT Office if your class size/caseload is over the contractual or legal maximum.

Evaluation Deadlines

Please see pp. 55 - 62 of your contract for details regarding each type of evaluation.

By September 1: unit members shall be notified of and given access to district evaluation materials, including notification of primary evaluator.

By September 15: unit members meet with their primary evaluator to review continuum and to present, discuss and agree upon professional goals.

By October 1: unit members will receive notice of approval of professional goals.

MHFT Dues

Each summer, MHFT reassesses its member dues. The total dues amount covers AFT (American Federation of Teachers), CFT (California Federation of Teachers), SBLC (South Bay Labor Council), and MHFT dues. For the 2016 - 2017 school year, the dues breakdown occurs as follows:

Annual Full Dues:

AFT @ \$227.86; CFT @ \$543.30;
SBLC @ \$8.28; MHFT @ \$402.92 (0.8% of Step 1 Column 1 on Salary Schedule)
TOTAL = \$1,182.36 annual, or
\$107.49 monthly for 11 months

Annual Half Dues:

(Annual Full Time Dues divided by 2)
TOTAL = \$591.18 annual, or
\$53.74 monthly for 11 months

Annual Intern Dues:

AFT @ \$113.93; CFT @ \$271.65;
SBLC @ \$4.14; MHFT @ \$352.55 (0.8% of Step 1 Column 1 on Intern Salary Schedule)
TOTAL = \$742.27 annual, or
\$67.48 monthly for 11 months

Annual Preschool Dues:

AFT @ \$113.93; CFT @ \$271.65;
SBLC @ \$4.14; MHFT @ \$282.05 (0.8% of Step 1 Column 1 on Preschool Salary Schedule)
TOTAL = \$671.77 annual, or
\$61.07 monthly for 11 months

In addition, the current MHFT Constitution states that the MHFT dues limit is 1.89% of Step 1 Column 1 on the salary schedule. The MHFT Exec Council approved a change in the MHFT Constitution limiting dues to 1.5% of Step 1 Column 1. While this is the maximum, MHFT dues will be 0.8% of Step 1 Column 1 for the 2016 - 2017 school year.

Negotiations Update

Your Negs Team has been meeting with the District team throughout the summer. Our over-arching goal is to improve salaries as much as possible.

To date, the only items which have been agreed to are those which do not cost money:

TK - K Side Letter

Last year's letter has expired, so if we had not signed this, it would have meant a staggered day for TK-K this year. We received initial input & feedback throughout summer from TK-K teachers.

Walsh, El Toro, Barrett, and SMG will be guaranteed 1 hour of support with another adult.

PV, LP, JAMM, and Nordstrom will receive \$3000 for each TK-K class to spend on support.

TK-K had shortened days until Aug. 26.

TK-K subcommittee will recommend the District's overall TK-K program to Elementary Curriculum Council, the Board, and the Negotiations Team.

6th Grade Configuration

6th grade teachers at Britton & Murphy will follow secondary contract language. The number of curricula they must prep will be limited to 4 per year.

6th grade teachers at K-8 schools will follow the contract language for elementary schools. If their day is extended beyond 300 minutes, they will have an embedded prep period.

Article 21 - Teacher Support

The District will utilize *New Teacher Support Providers* to provide an induction program for new teachers. These providers may hold the position for 5 years. Their case load will increase from 16 to 20 (per contract with New Teacher Center).

Intern Mentors

Interns receive 7/8 of our salary schedule, and the difference pays for a district mentor to support the intern. *Intern Mentors* may work with a single intern, outside of their regular assignment, for a stipend. If released out of classroom full time, and *Intern Mentor's* caseload is 16.

Teacher Support Network (TSN)

The following language was added to teachers required to be a part of TSN:

"If a permanent or probationary teacher receives two consecutive summary evaluations of 'partially meets standards,' s/he will be required to enroll in TSN to receive support."

Articles Still Open for Negotiations

The following contract articles are still open and being negotiated:

- Federations Rights
- Class Size / Case Loads
- Hours of Employment
- Leaves
- Compensation

Important Legal Reminders

In order to protect yourself from unfounded accusations: don't block windows with coverings; keep doors open when meeting with small groups of students; and don't meet alone with students. If a student is in need of a private conference, keep your door open and ask a colleague to be nearby, or use an office conference room.

Any employee who is contacted regarding a legal case within the district should contact the MHFT office for guidance. Attorneys for victims look for evidence against individuals within the district, and if any employee states they had awareness or suspicion of criminal behavior and failed to report, they themselves can be held criminally liable.

Finally, if you find yourself accused of wrongdoing, or called into a meeting which could result in discipline, it is important that you ask for union representation BEFORE you answer questions.

MHFT Audit

The MHFT financial records for the period of July 1, 2015 through June 30, 2016 were examined by the MHFT Audit Committee, consisting of Teresa Colbert, Chris Mink, and Jen Myers, on July 7th, 2016. They were found to be in acceptable order and an accurate summary of the transactions conducted during that period. Some of the recommendations developed by the Audit Committee are:

- Update the MHFT Constitution
- Change stipended members from W-4s to W-9s
- Create a COPE Committee
- Include documentation for recurring expenditures

All the documentation associated with the MHFT Audit is available to members. If you would like to review it, please contact MHFT Treasurer Lori Shoemaker by emailing mhft@garlic.com to set up an appointment.

MHFT Budget

The 2016 - 2017 MHFT budget has been approved by the MHFT Exec Council. Income for this budget comes from member dues, staff funding through CFT, and the SCI grant through CFT.

Some large expenditure categories include AFT/CFT/SBLC per capita dues, MHFT office staff organizational leave, compensation for MHFT stipends, conventions/workshops, and community engagement events. If you would like to review the MHFT Budget, please contact MHFT Treasurer Lori Shoemaker by emailing mhft@garlic.com to set up an appointment.

SCI (Strategic Campaign Initiative) Update

Organizers for this campaign are Lori Shoemaker (lead), JoAnne Markowska (LO), Francisco Gill (Britton), and Heather Anderson (Nordstrom). We are searching for one more leader to help with the important work of this campaign, including parent engagement activities, a workshop for parents and teachers, and our 2nd Annual MHFT Festival.

School Board Update

At the first meeting since the start of school, the Board delayed a vote on President & Vice President because some members were absent.

The Board authorized the opening of a blended learning school, to be housed with Central High School at the Loritta Bonfante Johnson Learning Center, in an effort to accommodate some of the students who were displaced when Flex Academy charter school unexpectedly closed its doors this summer. The new program will serve 30 middle school students and 30 high school students. A transfer position was posted last Friday.

Teachers at the Mic

This year our theme will be "MHFT Standing Together." We will be asking groups of teachers to highlight the work they do for our students, in order to give the board and community a full picture of the impact MHFT has on our students and our district.

If you would like to participate in your site's presentation, please contact your Building Rep. Otherwise, please plan to attend and support your colleagues.

The next board meeting is next Tuesday, September 6. We have not scheduled a specific site to attend this meeting, but you are more than welcome to attend in support of our Negs Team.



2016 MHFT Friends & Family Event