

# The Morgan Hill Teacher

Morgan Hill Federation of Teachers

CFT / AFT / AFL-CIO / Local 2022

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## **Your MHFT negotiations team urges a YES vote on the Tentative Agreement!**

The Morgan Hill Federation of Teachers negotiations team and the MHUSD administration team met over the summer to negotiate a revision to our current 3-year contract (2012-2015). We have reached a tentative agreement, and all MHFT members will vote to ratify the tentative agreement. The ratification vote will be held from Wednesday, August 14 through Friday, August 16 at 3:30 p.m. The MHFT negotiations team strongly urges you to vote YES on the tentative agreement.

We appreciate all of the time and effort that was expended by the MHFT negotiations team. Our team included Gemma Abels, Jeff Bernstein, Mary Alice Callahan, Chris Mink, Andrea Pecsok, Theresa Sage, Lindy Wisotsky, and Zann Yates.

Below is a summary of the proposed contract changes. In addition, you can find the full language for the tentative agreements at our website, [mhft.org](http://mhft.org). We urge all of you to actively participate by voting in the ratification election. Make your voice be heard!

### **Article 4: Compensation**

During the 2013 – 2014 school year the Union worked locally and state-wide to improve the overall financial state of our schools. CFT was a major force in passing Proposition 30 which increased state tax revenues that will be channeled into local districts. In Morgan Hill, the Federation worked with the District and other groups to pass Measure G. As the economy begins to improve, the Federation has reminded the District and school board that teachers have sacrificed to keep Morgan Hill Unified solvent. In the spring 2013 semester, we began to recover some of the ground by eliminating a furlough day and seeing a one-time increase. The Negotiations team continued to work toward improving teacher salaries. The Federation and the District agree that improving our salary schedule not only rewards our teachers but also helps to attract and retain highly qualified teachers to Morgan Hill.

All MHFT members will receive a 2% increase on the 2013-2014 salary schedule. For the 2014-2015 school year, MHFT members will receive an additional 1% increase. In addition, there will be no furlough days, therefore the .5% reduction will be restored to the basic salary schedule. **If**

**the contract is ratified, you will see the 3.5% increase (from the 2012 salary schedule) in your August paycheck.**

For 2014 – 2015, Step 1, Column I will increase from \$42,659 to \$43,939. The revised basic salary schedule and the 2014-2015 salary schedule are available on the MHFT website and on the district intranet.

#### **Article 7: Layoffs**

While the Federation cannot stop layoffs from happening, we do hope to make this stressful process as fair as possible. The Federation always advocates that the district find positions for excellent teachers that have been working in Morgan Hill. In the past few years, many of our newer teachers have been forced to work in temporary positions. A teacher's seniority status is based on the first paid day in probationary status. This means that a teacher might work for several years on a temporary contract in our district and not get credit on the seniority list. **Upon ratification, teachers will be able to use their years of service under a temporary contract as the first tie-breaker when seniority hire dates are the same. In addition, The District has agreed to meet with the Federation before any layoffs occur in order to set parameters for certificated layoffs.** Both of these agreements will enable the Federation to represent members throughout the process and make sure the process is fair.

#### **Article 9: Health And Welfare Benefits**

Changes in Article 9 were based on current CALPERS regulations. In addition, outdated language was deleted from the contract. **Members will not see a change in benefits, unless they separate from the district.**

CALPERS regulations state that a unit member shall only receive medical coverage for sixty days after they leave the district. This only pertains to medical coverage. Unit members who leave the district at the end of the school year will receive a rebate for their August medical coverage in their June pay check. Medical benefits will terminate on July 31. These members will be entitled to COBRA their medical benefits beginning August 1<sup>st</sup>.

#### **Article 12: Hours of Employment**

Unit members were thankful that the 2012-2015 contract included three years of calendars. This helps members plan not only curriculum but vacation time! **The Negotiations team felt strongly that adding an additional year of calendar (2015 – 2016) would allow members this planning time.** The 2013 – 2014 and 2014 – 2015 school year calendars are available on the intranet and the MHFT website.

For the 2015 – 2016 school year, teachers will report on August 11, 2015. The first semester will end on December 21, 2015 and the second semester will begin on January 4, 2016. There

will be a traditional week off in February. We will have a four day Easter break March 25 – 28, 2016 and then a one week Spring break will occur April 11 – 15, 2016.

In addition, it has been a district practice for secondary teachers to substitute for other teachers during their prep when there is a substitute shortage. **Teachers were able to be paid the sub rate, or accumulate five hours to be used as an in-lieu of day later in the school year.** This will be added to contract language as Article 12.1.14. This eliminates the need for secondary sites to create and sign a Trust Agreement each year for this purpose. Substituting for another teacher is always voluntary.

### **Article 13: Leaves**

Many teachers access our maternity and parenthood leave options. Each year we find that parents struggle with leaving their child earlier than they wish. The Federation believes that improving this option will help attract and retain young teachers.

**A mother will now be able to take up to six weeks (30 days) of accrued sick leave in addition to her disability leave. In addition, non-birthing parents or adoptive parents can take up to six weeks (30 days) of parenthood leave and use his or her accrued sick leave for this purpose.**

### **Article 16: Evaluation**

Two side-letters were agreed to in the 2012-2015 contract under Article 16: the Evaluation Committee Side Letter and the Teacher Support Network Side Letter. **Both of these side letters will continue for the 2013 – 2014 school year with minor updates.**

### **Article 22 Contract Exceptions**

**As the Jackson Academy for Math and Music (JAMM) expands to include eighth grade, the side letter governing this process will be updated and several minor changes will be made.**

**Once again, your MHFT negotiations team urges a YES vote!**

**Thank you in advance for taking the time to participate in this process.**



**The Tentative Agreement was presented to members at our first general meeting at Castillo Winery, Tuesday, August 13, 2013.**