

MDEA Bargaining Update

Session #2 - (2013-14) Contract

Your Bargaining Team met with the Board's representatives for our second negotiation session towards reaching a 2013-14 Successor Agreement with MDUSD.

The District's Team made a proposal on Article 9 around their desire to "articulate the clarification" that one (1) weekly preparation period at all levels being set aside for "collaboration," the agenda for which would be directed by site principals. We were told repeatedly that "teachers are asking for this" and that student achievement gains achieved through collaboration (PLCs) are "well documented" and "steeped in research."

We explained the difficulty of convincing members to give up control of additional self-directed time, given the ever increasing workload expectations members continue to experience. We also discussed the fact that K-3 teachers have the least amount of prep time of teachers at any level and that further reducing that time would be a "difficult sell." Bryan Richards, MDUSD Chief Financial Officer calculated that increasing prep time in grades K-3 to equalize prep time in grades 4-5 would cost @ \$2.4 million, or roughly the equivalent of a 2% raise for the bargaining unit.

MDEA presented proposals on Articles 1, 4, 5, & 18 as follows:

- Article 1- Recognition - **The parties reached a Tentative Agreement (T.A.)** on adding Home and Hospital and Transitional Kindergarten teachers to the list of employees represented by MDEA.
- Article 4 – Assignment/Reassignment – **The parties reached a T.A.** on providing up to one (1) day free of students when an administrator initiates a move to a different classroom at the same school site, or up to eight (8) hours pay at the Certificated Hourly Rate (\$25.00 per hour) if a teacher moves their classroom on their own time.
- Article 5 – Transfer – **The parties reached a T.A.** on providing up to two days free of responsibility for students to teachers who are involuntarily transferred, or the option of being paid for up to sixteen (16) hours at the Certificated Hourly Rate (\$25.00 per hour), if the involuntarily transferred employee makes the move to their new school site on non-work time.
- Article 18 – Travel – We proposed that the District establish a fund to ensure that mileage reimbursement when teachers are required to travel to a school site, other than their normal assignment, is not taken out of their site budget. Alternatively, we requested that mileage reimbursement be part of the annual site/district budget development process, so that unit members may receive the reimbursement to which they are entitled, without feeling like they are taking money from their school site. The District is working on their response, which is on the agenda for our May 16th session.

The tone at the table has been collaborative to date. We are continuing to receive indications that the Board's primary focus is on increasing salary and health benefits, toward making the compensation MDUSD offers employees more competitive with surrounding districts.

Generally, Session #2 was very productive. Due to the progress being made, the Teams decided to work through lunch and completed the agenda by 2:00 P.M.

Negotiations session #3 is scheduled for May 16th. MDEA will be presenting proposals on Articles 9, 12, 13, & 19.

MDUSD will present a counterproposal to MDEA's proposal on Article 18, and will also present a proposal on Article 7 – Work Year.

We should have a somewhat better picture of the state budget by our May 16th session and expect that the Board will be making a financial offer prior to the end of the 2012-13 school year.