

MDEA Bargaining Update

Negotiations Session #7

12-2-2011

Your MDEA Bargaining Team and the District's team met on Friday, December 2, 2011 for our 7th Negotiations Session.

MDEA presented a formal counter proposal to the District team's conceptual proposal for Article 7 – Work Year and Article 14 – Salary, which they presented on November 2, 2011. Our counter proposal is based on the premise that we acknowledge there is uncertainty around the potential negative impact on education funding which may result from revenue cuts built into the 2011-12 California State budget. At the same time, however, we also acknowledge the District's unrestricted ending balance for the 2010-11 school year far exceeded projections and there is currently a reserve of \$43 million dollars in the unrestricted balance.

MDEA's compensation proposal is:

Article 14 – Salary

- 3% salary increase retroactive to July 1 of the 2011-2012 school year. Teacher stipends for special certifications and licenses would be increased proportionally.
- An off-schedule payment equivalent to up to three (3) work days, calculated on each member's percent of employment during last school year.
- Increase in the Certificated Hourly Rate from \$20 to \$26 per hour.
- Increase Summer School and Standard Based Intervention hourly rates from \$25 to \$33 per hour.
- In the event that the state revenue cuts are implemented, for each forty-two dollar (\$42.00) drop below the funded 2011-12 BRL/ADA of \$5,207.18, MDEA's compensation proposal will decrease by an amount proportional to that revenue reduction, beginning with the off-schedule payment. If the revenue cuts offset the cost of MDEA's compensation proposal completely, there would be no increase in on- or off-schedule compensation for the 2011-12 school year. **There would be no furlough days scheduled for the current school year.** The increases in hourly rates proposed would still apply.

Article 7 – Work Year

- No mandatory meetings on one of the three non-student days to allow members to work in their classrooms on individual planning or preparation.
- No furlough days for the 2011-2012 school year.

MDEA's proposal represents a one-time cost of \$1.7 million for the off-schedule payment and \$3.8 million in on-going costs for the salary increase. In view of the current reserve of \$43 million, your Team feels this proposal is reasonable.

MDUSD presented a counter proposal for Articles 7 and 14. The District's proposals are as follows:

Article 14:

- A one-time off-schedule payment of 1.5% of salaries. The amount due would be proportional to each unit member's percentage of employment with the district, if any, during the 2010-2011 school year.
- In the event that the state revenue cuts are implemented, for each \$42 drop below the funded 2011-2012 BRL/ADA of \$5,207.18, the off-schedule payment would be reduced 0.5% until the drop reaches \$126 or three \$42 reductions. If the BRL/ADA drops more than \$126, then one furlough day would be taken for each additional \$42 decrease up to a maximum of 4 furlough days for the 2011-2012 school year. For the 2012-2013 school year, for each \$42 drop below the 2011-2012 funded BRL/ADA, one furlough day would be implemented up to a maximum of 7 furlough days for the 2012-2013 school year.
- Increase in the Certificated Hourly Rate from \$20 to \$25 per hour.
- Increase Summer School and Standard Based Intervention hourly rates from \$25 to \$30 per hour.

Article 7:

- Principals shall not schedule any mandatory meetings for 3½ hours on one of the three non-student days within the work year, which is current practice.
- 4 furlough days for the 2011-2012 school year, and up to 7 furlough days for the 2012-2013 school year.

MDEA will consider the District's proposal and will present a counter at the next session on January 11, 2012.

MDUSD also presented a counter to Article 9 – Hours. The District proposed that in years that furlough days are taken, meetings and trainings held outside of site time would be limited to an average of 3 hours per week with 54 available hours for sites that bank time and 90 hours for sites that do not bank time. They also propose an increase in the rate paid for covering a class to \$31 for traditional periods (\$62 for block periods). The additional prep for 4th and 5th grade teachers would not be eliminated.

MDEA countered the Article 9 - Hours proposal asking for a 24 hour annual limit in meetings/trainings beyond site time for all teachers, and an increase of pay to \$32 per period for teachers asked to cover classes for a regular secondary period and \$64 per block period.

The District presented a counter to MDEA's proposal for Article 19 – Catastrophic Sick Leave Bank. MDEA will present a counter to the proposal at our next session.