



# Morgan Hill Federation of Teachers

*We teach the future*

AFL-CIO/AFT/CFT Local 2022

408-779-2316 president@mhft-aft2022.org 16450 Monterey Road, Suite 3, Morgan Hill, CA 95037

January 27, 2021

Dear Trustees:

Upon your receipt of this letter, the Morgan Hill Federation of Teachers formally begins the process of negotiating modifications of the articles delineated in this letter as specified in article 24.8 of the contract.

Our highest objective for every negotiation is to provide every student in the Morgan Hill Unified School District a school where they can thrive academically, emotionally, and socially.

To achieve this objective, we know that we must provide every student with high-quality, well trained teachers, counselors, nurses, librarians, and speech language pathologists who have the time and opportunity to know their students well and the access to the resources to meet their students' needs.

Attached is the list of our interests regarding contract articles for which we intend to negotiate modifications. The interests attached represent our starting point for negotiations and will become more detailed as the process continues.

We look forward to a positive and mutually beneficial negotiating process.

Sincerely,

Jim Levis  
President, Morgan Hill Federation of Teachers

cc: Steve Betando, Superintendent  
Fawn Myers, Assistant Superintendent of Human Resources

**Article 3 – Rights**

To include but not limited to clarifying language and increasing Federation rights.

**Article 4 – Compensation**

To include but not limited to clarifying language and improving salary for all certificated members who serve our students and families - especially during a pandemic. Additionally, we help to attract and retain high quality, well trained professionals to join our service for the students and families in our community.

**Article 5 – Additional Compensation**

To include but not limited to clarifying language and ensuring that our members are paid respectfully and equitably for their dedication and their work for the students of Morgan Hill.

**Article 6 - Retirement Options**

To include but not limited to clarifying language.

**Article 7 – Layoffs**

To include but not limited to clarifying language.

**Article 8 - Shared Contract**

To include but not limited to clarifying language and ensuring that the responsibilities shared among these professionals are of value and importance to the students they serve.

**Article 9 - Health & Welfare Benefits**

To include but not limited to clarifying language and providing options that meet the differing health and welfare needs of our members and their families. We know that, as our members are planning to have families, they often make the difficult decision to leave their colleagues and community because other districts provide much greater health benefits.

**Article 12 – Hours of Employment**

To include but not limited to clarifying and adding language to ensure that work requirements for all members are clearly defined and elaborated upon in the contract.

**Article 13 – Leaves**

To include but not limited to clarifying language, ensuring that current federal and state guidelines are represented in the contract, and adding language that demonstrates equality and respect for our members.

**Article 14 – Transfers**

To include but not limited to clarifying language.

**Article 15 - Class Size**

To include but not limited to clarifying language, modifying class sizes/caseloads to ensure every student and their needs are known and met in our schools, and ensuring equity among members working at various worksites or in varying grade spans in order to provide students with comparable educational opportunities.

**Article 16 – Evaluation Procedures**

To include but not limited to clarifying language and exploring the possibility of increasing the evaluation cycle for permanent employees who meet or exceed standards in order to allow both the member and their administrator to focus on the growth of their students.

**Article 18 – Grievance Procedures**

To include but not limited to clarifying language.

**Article 19 – Preschool Teachers**

To include but not limited to clarifying language.

**Article 20 – Professional Accountability**

To include but not limited to clarifying language.

**Article 21 – Teacher Support**

To include but not limited to clarifying language.

**Article 23 – Work Stoppage**

To include but not limited to clarifying language.