

Morgan Hill Unified School District
The District's Interests in the Articles to be Negotiated with
Morgan Hill Federation of Teachers (MHFT)

Article 4 – Compensation

To review a formula to be used each year for calculating funds available for negotiations; based on using the formula and agreeing on the funds available, explore improvements on the salary schedule for all certificated employees.

Article 6 - Retirement Options

To explore options for sunseting the post-retirement benefit to comply with PEPRA; to apply to active member benefits any potential savings resulting from an early sunset.

Article 9 - Health & Welfare Benefits

To review current changes in tiered benefits structure and explore any other improvements.

Article 12 – Hours of Employment

To review and clarify hours of employment for all members, especially hours for non-teaching positions; to remove permissive language that is specific to student programs, since programs may change outside negotiations but hours of employment always remain subject to bargaining; to clarify work day and instructional minutes for middle school teachers in a K-8 setting.

Article 15 - Class Size

To add language to clarify class size for a middle school teacher in a K-8 setting, related to Hours of Employment, to ensure consistency of hours and conditions for teachers at all grade spans.

Article 16 – Evaluation Procedures

To explore updating all the evaluation forms to reflect current California Standards for the Teaching Profession, which may involve setting up a separate subcommittee to complete work outside negotiations.