



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

February 24, 2022

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 24.7.1 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, speech language pathologists, social workers, and behavior analysts who have the time and opportunity to know their students well and access to the resources needed 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,

James Levis

President, Morgan Hill Federation of Teachers

cc: Carmen Garcia, Superintendent

Fawn Myers, Assistant Superintendent of Human Resources

ARTICLE 4 – COMPENSATION

Interest: To include but not limited to clarifying language and improving salary for all certificated members who serve our students and families while returning to in-person instruction during a pandemic, as well as to attempt to attract and retain high quality professionals during the nation-wide teacher shortage.

ARTICLE 5 – ADDITIONAL COMPENSATION

Interest: 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 and families of Morgan Hill.

ARTICLE 6 - RETIREMENT OPTIONS

Interest: To include but not limited to clarifying language.

ARTICLE 9 – HEALTH AND WELFARE

Interest: 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 15 – CLASS SIZE

Interest: 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.