



March 12, 2019

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 negotiations 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,

A handwritten signature in cursive script that reads 'Gemma Abels'.

Gemma Abels

President, Morgan Hill Federation of Teachers

cc: Steve Betando, Superintendent

Fawn Myers, Assistant Superintendent of Human Resources

**Article 4 – Compensation**

To improve salary in order to attract and retain high quality, well trained teachers, counselors, librarians, nurses, and speech language pathologists to serve our students and families.

**Article 6 - Retirement Options**

To explore retirement options for members who, because they entered CALSTRS after January 1, 2013, cannot participate in Retirement Option IV.

**Article 9 - Health & Welfare Benefits**

To provide options that meet the differing health & welfare needs of our members and their families.

**Article 12 – Hours of Employment**

To clarify and add language to ensure that work requirements for all members are represented in contract language.

**Article 15 - Class Size**

To modify and add class size/case load language to ensure that every student and their needs are known and met in our schools.