

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

After considering all priorities of the bargaining team and the available funds to be negotiated, the District has an interest to enhance the salary schedule for all MHFT members.

Article 6 - Retirement Options

In order to make available additional funds to further increase health and welfare benefits for active employees, the District has an interest in exploring options that would redefine or grandfather all current early retirement options to be in better alignment with neighboring districts.

Article 9 - Health & Welfare Benefits

Since the current benefits package is often stated by MHFT employees as not meeting their needs, and in order for the District to attract and retain top talent, the District has an interest in increasing the employer contribution to be used toward medical, dental, and vision benefits; the District also has an interest in continuing to offer a menu of other voluntary, employee-paid benefit options.

Article 12 - Hours of Employment

In order to resolve questions that arise about the expectation for the length of a workday for all MHFT employees, the District has an interest in creating language that clearly defines the length of a professional workday across all grade levels and all MHFT positions.

Article 15 - Class Size

In order to ensure hiring and placement of appropriately credentialed staff in all classrooms and in all MHFT positions, the District has an interest in continuing the implementation of the newly bargained class size caps for elementary, including the identified compensation for exceeding the caps. The District also has an interest in maintaining identified class sizes and staffing ratios in light of the facilities availability (or lack thereof), unique geographic constraints of the District where schools are not located in the same city, and operational challenges such as increased number of combination classes inherent with different class size cohorts between grade levels.