



Accomplishments

2022 - 2023



With strong member support, our union achieved tremendous successes this past year!

- ✓ Negotiated a 1.5% increase over and above the increase won in contract negotiations.
- ✓ Negotiated hiring bonuses for new hires in Special Education, Math, and Science as well as new hires with a BCLAD credential and those who are graduates of MDUSD schools.
- ✓ Negotiated expanded initial placement on the salary schedule.
- ✓ Negotiated a greater district contribution to medical benefits costs (all plans).
- ✓ Successfully advocated for a significant increase in the daily rate for substitutes with a higher premium for work at Title I schools.
- ✓ Protected members and our contract by assisting members in filing grievances and pursuing positive resolution through arbitration when necessary.
- ✓ Brought grievances regarding long-lasting class size overages to arbitration, winning a significant award and correction of the problem.
- ✓ Conducted Listening Sessions at all 45 school sites and with members in 14 special job-alike groups to identify demands for our upcoming contract negotiations and to build power.
- ✓ Advocated for additional student supports at Title I schools.
- ✓ Lobbied the school board to fill vacant positions and improve services to students.
- ✓ Advocated for racial justice and provided input into the District's equity initiatives.
- ✓ Provided monthly presentations regarding Equity to Site Representatives.
- ✓ Protected preparation time for Fourth and Fifth Grade Teachers from a District proposal to reduce this time.
- ✓ Protected members from district proposals to increase involuntary transfers.
- ✓ Informed members regarding district procedures related to violent student behavior, advised members assigned to aggressively violent students, and advocated for improved services for these students.
- ✓ Protected members from harassment for valid absences.
- ✓ Supported actions of the East Bay Coalition related to improving compensation and working conditions for teachers in Alameda and Contra Costa County.
- ✓ Lobbied elected officials for long-term solutions to the teacher shortage.
- ✓ Expanded our Community Information Network to improve our communication with families, community leaders, and other community members.
- ✓ Helped establish Oak Grove Families and Educators United, a community advocacy group at Oak Grove Middle School.
- ✓ Expanded our Community Engagement Team and improved understanding of community engagement.
- ✓ Strengthened our permanent, ongoing Organizing Team.
- ✓ Established a permanent, ongoing Grievance Committee.
- ✓ Provided a voice for members who felt unheard by management (62% of member participated in our annual Site Climate Survey).
- ✓ Hosted annual Awards of Excellence event to honor community members who serve MDSUD students.
- ✓ Hosted several social events for members, including a Merrymaking party in December and three events over the summer.