Summary of Tentative Agreement
MDEA / MDUSD Successor Contract 2019 – 2021

Salary:
- 2018 – 2019: 1.5% increase to salary schedule effective July 30, 2018
- 2019 – 2020: 2.0% increase to salary schedule effective July 30, 2019
- 2020 – 2021: 1.5% increase to salary schedule effective July 30, 2020
  0.5% increase to salary schedule effective January 1, 2021

Article 6 – Class size
6.1.1 Established maximum for full-day TK/K classes at 27 students
6.1.1 Reduced Elementary Class Sizes as follows:
   - TK: 31
   - K: 31
   - 1-3: 30
   - TK – 3 Combination: 28
   - 4-5: 33

6.1.1 Established maximum for elementary PE classes at 45 students
6.1.6 Any secondary teacher who volunteers to take an additional class by forgoing
   their prep time for a year will be paid at 120% of salary. (This change primarily
   impacts middle school teachers, who are currently paid 117% of their salary in
   such situations).
6.5.1.1 Reduced Nurse caseloads from 2700 to 2400.
6.5 Included as contract language agreements regarding counselors, nurses, and
   speech therapists which were previously in Memorandums of Understanding.
6.6 Included as contract language agreements regarding class size and caseload
   overage compensation which were previously in Memorandums of Understanding
   with one major change:
   In grades TK – 5, teachers can be assigned up to one additional student and
   may volunteer for up to four additional students.

Article 7 – Work year
7.1.6.1 Increased from two to three hours of time provided on one of the principal or
   District-controlled workdays at beginning of each year in order to accommodate
   the all online mandatory including the new Anti-Harassment Training.
Article 9 – Hours

9.1.2 Changed the start time for teachers to 15 minutes before instruction and include 15 minutes of non-student time before the end of site time (where possible) to match existing site schedules.

9.1.3.1 At sites where teachers have more than a 30-minute lunch, the administrator may assign supervision duties during the portion of the lunch exceeding 30 minutes in cases of extreme weather, smoke days, or a Superintendent-declared emergencies. (similar to current provision for rainy day recesses).

9.2 Incorporated as contract language agreements regarding site meetings which were previously in Memorandums of Understanding.

9.2.1.5 Limits principal-called emergency meetings to 60-minute meeting.

9.2.1.6 Limited total yard duty for members at elementary sites to 120 minutes in a two-week period.

9.2.3 Added payment at the certificated hourly rate for time spent more than 75 minutes beyond site time in 504 meetings (similar to existing provision for IEP meetings).

9.8.1.1 Memorialized assessment periods for secondary Resource Specialists

9.8.1.2 Memorialized assessment periods for secondary SDC teachers in Departmental Model.

Article 11 – Evaluation

11.8 Self-evaluation option no longer a pilot program – will continue as a permanent option going forward with no other changes.

Article 13 – PAR

13.7.2.1 TOSA candidates will be provided a District-paid substitute for their interview.

Article 19 – Leaves

19.6.1 Increased the number of Discretionary Days from three to four.

19.24 Members with permanent status can now qualify for Catastrophic Sick Leave even if they have no remaining sick days at the end of the previous year.

Article 20 – Special Education

20.2.3.2 Special Education teachers with less than two years of service will receive District-provided training on writing IEPs, conducting IEP meetings, and the use of SEIS. This training will be during a regular workday within required site time.

In addition, the parties agreed to establish a task force to study Special Education issues.
Appendix A

- Added a stipend for dual immersion teachers equal to the stipend for advanced degrees.
- Added a stipend for nurses equal to the stipend for advanced degrees.
- Added stipends for Cross Country Assistant Coach, Cheer Coach, High School Dance Director, Middle School Athletic Coaches and Middle School Sports Coordinator
- Increased stipend for Cross Country Coach, High School Drama Director, and High School Choral Director
- Added longevity stipends for High School Dance Director and High School Drama Director
- Clarified longevity stipends by listing an explicit schedule
- All stipends will increase by the same percentage increase applied to the salary schedule
- Listed all hourly rates and overage rates on the same page as the salary schedule for easy reference.

Notes regarding salary increases:

- We do not yet have an established date on which retroactive salary increases will be paid or when salary increases will be implemented.
- Retroactive payments will be paid only to members who are currently employed by the District.