

Tentative Agreement Reached on 2016-2018 Contract!!

After a long day with the state appointed Mediator, your Bargaining Team is thrilled to report that a two-year Successor Contract has been reached with the District.

Highlights of the T.A. include the following:

- Salary schedule compressed to 25 years, effective July 1, 2016
- 5% salary increase applied to compressed schedule effective July 1, 2016
- 1% off-schedule payment calculated on the compressed schedule with 5% increase, also effective July 1, 2016
- 3% salary increase effective July 1, 2017
- Uncapped Kaiser CalPERS Medical premiums split 80% District, 20% MDEA (amounts in excess of a 4% annual premium increase subject to negotiations between the parties)
- Medical in-lieu increased to \$1,400 per year (\$1,400 / 11 paychecks)
- District to provide non-prorated medical benefits and in-lieu payments for bargaining unit members whose assignments are .5 FTE or more
- All stipends & hourly rates increased by same percentage increase applied to salary schedule moving forward
- Joint MDEA/MDUSD committee formed to establish limits on the length and frequency of meetings which exceed site time by the end of 2016-17 school year
- Dramatic increase in rates paid to elementary teachers when they must distribute students to other classes due to the lack of a sub
- Increase in all hourly rates and stipends, indexed to salary increases moving forward
- Agreement to conclude negotiations for Bargaining Unit sub groups (SLPs, Counselors and Nurses) by December 31, 2016
- A new "Self Evaluation" option for teachers who have an "ME" evaluation rating
- Additionally, there are many improvements and/or clarifications to contract language that has proven to be problematic in the past for both MDEA and the District.

The complete list of T.A.s and all attendant contract language will be posted on the MDEA website shortly.

Your Team believes that this is a fair settlement that represents the best deal we could get without engaging in a protracted battle with the Board, and which will allow us to continue to work collaboratively with the District moving forward.

We would not have been able to secure this deal without the outstanding support and encouragement we have received from our membership. We sincerely thank each of you who attended a rally, spoke at a Board meeting or wrote the Board about your circumstances. The deal is the net result of our collective efforts.

Your MDEA Bargaining Team,

Debbi LaDue – Chair Eric Clifton Dan Reynolds Anita Johnson Mark York