MDEA Bargaining Update  
October 28, 2021  
District Dismally Counts Salary

On Thursday, October 28th, the MDUSD and OurMDEA bargaining teams met to continue bargaining the successor contract.

Over the course of the day MDUSD presented counterproposals on the following Articles:
Article 4 - Assignment / Reassignment  
Article 5 - Transfer  
Article 14 - Salaries  
Article 16 - Employee Benefits  
A new article for Department Chair Selection

The District was not ready to make a counterproposal on Article 6 - Class Size.

OurMDEA team presented counterproposals on the following Articles:
Article 7 - Work Year  
Article 9 - Hours  
Article 23 - Personnel Files  
Article 25 - Professional Development Advisory Committee  
Article 26 - Summer School  
Article 4 - Assignment / Reassignment  
Article 14 - Salaries  
Article 16 - Employee Benefits

For this successor contract negotiation a total of sixteen articles were opened: 1, 4, 5, 6, 7, 8, 9, 11, 13, 14, 16, 22, 23, 25, 26, and the new article, which would be “30.”

During the day, the Parties reached tentative agreement on three articles: Article 23 - Personnel Files, Article 25 - Professional Development Advisory Committee, and Article 26 - Summer School. After repeated rejection by the District, OurMDEA withdrew our proposal for a new Article 30 regarding selection of department chairs. Thus far we have reached agreement on seven articles.

In several articles the Parties are closer in their positions, but we are still some distance apart on other items. The articles where we remain some distance apart are ones where the District is still refusing to value the work of our educators, and where the District is still attacking educators’ workload, involuntary transfer rights, return rights, and prep time. Read on for more specific info on some of these articles.

Article 4: Assignment/Reassignment, the district continues to attack our members’ return rights to their previous assignment at their current site. This is the current contract language they want to eliminate!

Article 6: Class Size, the District was not prepared to present a counter. They said they will have something at the next negotiation session.

Article 7: Work Year - The Parties have agreed in concept to a new “Title I
Professional Development Academy” (required for new hires and optional for continuing employees at Title I sites). We continue to push the District to value the work our members do by paying people their full daily rate of pay (rather than hourly) for the additional two work days our new members work at the start of their career, and for the Title I PD Academy mentioned above. The District continually refuses.

Article 9: Hours, the district continues to attack our members’ workload by seeking to eliminate prep time for our Secondary SDC teachers, imposing more work on our kindergarten teachers, and eliminating 4th/5th grade prep. As a union we support our members in all grades and eliminating prep for one group would open an opportunity for the district to chip away at all our member’s prep time. Also in Article 9 we are seeking an increase in the amount our educators get paid when they have to cover a class or absorb students from another class whenever there is no substitute.

Article 14- Salary
After a six week delay, the District finally presented a counterproposal on salary, (which they said was a “stretch”). They started by saying that they are interested in giving our members ongoing salary increases over three years. They offered 3% effective January 1, 2022, for the first year (which would mean no retroactive pay). They offered 2% effective July 1, 2022 for the second year and 1% effective July 1, 2023 for the third year. For a total of 6% over three years. This is only a half percent increase over what the District had already agreed to in December of 2019 for the 2018-2021 years (which the Board voted down in May 2021 - even though they made budget cuts to pay for it!). The district did not share how they came to these numbers nor did they share how their financials support their proposal.

What we did learn was that the School Services representative will continue to work with the district throughout the year. We find it unacceptable that the Board made cuts to pay for a 5.5% raise, then refused to ratify that raise, then got a COLA of 5.07% this year, is expecting a COLA of 2.48% next year, and 3.11% in the third year, yet they’ve only offered us 6%. They should be starting with the 5.5% they already made the cuts to pay for, and then increase it with the COLA from this year, next year, and the third year!

Article 16 - Benefits, the district made a proposal to keep benefits at the same level, MDEA accepted this proposal, choosing to focus high cost items on salary, which benefits every member. Then, the District decided to take it back! They said they needed more time to review their own offer.

Upcoming Bargaining
Our next bargaining sessions have been scheduled for
Wednesday, November 17; Friday, December 10; and Thursday, December 16.

In solidarity,
OurMDEA Bargaining Team
Rosa Garcia
Julia Jameyson
Linda Ortega
Laura Quinn
Sharon Simone
Kathleen Strange