



MEADOWS UNION SCHOOL DISTRICT

Keila Rodriguez, Superintendent | Veronica Hernandez, Principal | Daniela Tabarez, Chief Business Officer

**MEADOWS UNION SCHOOL DISTRICT (MUSD)
PROPOSAL# 2 FOR
FISCAL YEARS 2021-22 & 2022-23**

Date: 04/29/2021

CHAPTER VIII

ARTICLE 17- COMPENSATION

Proposed:

- 1.75% increase on restructured certificated salary schedule for FY 2021-22, salary cost \$30,898/benefits cost \$6,880=total cost of increase \$37,777
- 1.50% increase on restructured certificated salary schedule for FY 2022-23, salary cost \$28,820/benefits cost \$6,417=total cost \$35,237

Total District Cost of Proposed Compensation \$73,014

17.3.1

Current: Extra duty hourly rate for instructional time to be paid at a rate of \$45 per hour.

Proposed: No Change

District's Position: District goal is to remain competitive with surrounding Districts, while still remaining fiscally solvent.

DISTRICT	HOURLY RATE	SUMMER SCHOOL RATE	NOTES
Imperial Unified	\$ 40.00	Same	
Calipatria	\$ 37.00	Same	
Heber	\$ 40.00	Same	
McCabe	\$ 45.00	Hourly Rate	
Holtville	\$ 41.00	Same	Hour rate based on Step 1 / Column 1
El Centro Elementary	\$ 55.54	\$90	Summer School Rate this year only
Seeley	\$ 36.00	Same	
San Pasqual	\$ 37.30	Same	Based on Step1 / Column 1
Brawley Elementary	\$ 40.00	Same	
Calexico	\$ 40.67	Same	
Westmorland	\$ 36.78	Same	Based on Step1 / Column 1
Brawley High School	\$ 44.07	Same	

17.3.2

Current: Non-Instructional extra duty events (after school and Saturday activities with prior approval) to be paid at a rate of \$45 per hours with a minimum of 4 hours and a maximum of 8 hours per day.

Proposed: No Change

Governing Board

Roberto Garcia

Margo Lamoreaux

Ernesto Pinedo

Beatriz Rodriguez

Rochelle Rolfe



17.3.4

MUTA Proposed: Add language: \$50 cell phone stipend per month that includes instructional days

Proposed: Language not to be added

District's Position: District has provided unit members with a laptop, email account and classroom phones, use of cell phone is at unit members discretion/preference.

17.3.5

MUTA Proposed: Add language: 40 hours per school year beyond the contract day will be offered to prepare classrooms and lessons for instruction. This will be paid at the hourly rate.

Proposed: Language not to be added

District's Position: Classroom prep and lesson planning is an essential component of teacher duties in preparation for engaging and supporting all students in learning, which is included in teachers' salary. Every year administration provides teachers with time for classroom preparation in addition to already established planning time throughout the year. In the event that a special need/circumstance arises and funding is available District is willing to compensate teachers for work hours beyond contract.

CHAPTER IX

ARTICLE 18- EMPLOYEE BENEFITS

18.1

Current: HEALTH INSURANCE

~~18.1.1~~ The District will pay for family, double, or single health insurance coverage on a health insurance plan mutually agreed upon by the parties of this contract at the following rates:

~~18.1.1.1~~ A percentage basis of 100% (EE only); 80% (EE+spouse/family); 80%(EE+children) Of comprehensive annual costs. Cap at SIMNSA employee+fam

18.2

VISION AND DENTAL CARE INSURANCE

~~18.2.1~~ The District will pay 100% of vision and dental insurance premiums. The plans are to be mutually agreed upon by the parties of this contract.

18.3

EMPLOYEE ASSISTANCE PROGRAM

~~18.3.1~~ The District will pay 100% of the employee assistance program.

18.1

**Proposed: replace with
EMPLOYEE BENEFITS**

Employee and dependent health care insurance (including pharmaceutical coverage). The District will contribute no more than "Employee Only: Comprehensive Medical and Premier Dental/Vision and Life" (Equivalent to the Highest Coverage Level offered by the District) coverage per employee towards the purchase of such insurance.

District's Position: Currently the District pays different benefit compensation to unit members based on their selected plan. The District proposal would offer equitable compensation pay to all unit members (EE equivalent to the highest coverage level offered by District), additionally the District would increase an **additional 1.5% on salary schedule.**

Governing Board

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CHAPTER II

ARTICLE 8- EVALUATION PROCEDURE

8.4

~~Current:~~ Permanent unit members with prior evaluation that meets standards shall be evaluated every other school year. Evaluation and assessment shall be at least every five (5) years for personnel with permanent status who have been employed at least ten (10) years with the school district, are highly qualified as defined, and whose previous evaluation rated the employee as meeting or exceeding standards. The certificated employee or the evaluator may withdraw consent at anytime. In such cases, the evaluation cycle shall revert to a two (2) year cycle.

~~Proposed:~~ Evaluation and assessment of the performance of each certificated employee will be made on a continuing basis, at least once each school year for probationary personnel, and at least every other year for personnel with permanent status.

No Change

8.6.4

~~Current:~~ The first observation shall after October 1. The yearly evaluation will occur prior to April 15th.

~~Agreed:~~ The first observations shall be after October 1st. The yearly evaluation will occur prior to April 15th.

ARTICLE 9- PUBLIC COMPLAIN PROCEDURE

No Changes

ARTICLE 10- PERSONNEL FILES

No Changes

CHAPTER V

ARTICLE 13-WORKING HOURS

13.3

~~Current:~~ Teachers are encouraged to devote such time as needed to counsel with parents and students and participate in other activities inherent in their professional responsibilities to the District. As part of their regular workload, teachers shall attend Open House, Back to School Night and the Fall Festival. It is further agreed that teachers shall attend up to ~~three~~ other activities as part of their regular workload upon mutual agreement of the Superintendent and the Association. Teachers are further encouraged to attend such other activities as may be required to discharge their duties in a professional manner.

~~Proposed:~~ Teachers are encouraged to devote such time as needed to counsel with parents and students and participate in other activities inherent in their professional responsibilities to the District. As part of their regular workload, teachers shall attend Open House, Back to School Night and the Fall Festival. It is further agreed that teachers shall attend up to two other activities as part of their regular workload upon mutual consultation of the Superintendent and the Association. Teachers are further encouraged to attend such other activities as may be required to discharge their duties in a professional manner.

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13.5

Current: Sick leave and personal necessity leave will be charged by the ¼ hour starting at no less than 30 minutes.

Agreed: Sick leave and personal necessity leave will be charged by the ¼ hour starting at 15 minutes.

13.6

Current: Teachers who are excused from duty at any time during the workday shall have such time charged to sick leave, personal necessity leave or bereavement leave as appropriate to Chapter 7, Article 1, Section 1-4 of this contract.

Agreed: Teachers who are absent from duty will complete an absence form specifying reason for leave, to properly deduct their time.

13.12

Current: Summer school shall be paid at a daily rate of \$270 or the hourly rate for instructional extra-duty whichever is greater. All other extra instructional duties such as voluntary staff development planning sessions, curriculum development, and the like, are to be paid at the hourly rate.

Proposed: No Change

District's Position: District is willing to offer an hourly rate of \$55 on a separate one-time MOU for 20-21 summer learning program, paid through one-time funds to address student learning loss.

ARTICLE 14-CONTRACT DAYS

14.2

Current: There will be at least five (5) minimum days to include the first day of school, the teaching days before Winter and Spring breaks, ~~Fall Festival/ Carnival~~, and the last teaching day of school.

Proposed: There will be at least five (5) minimum days to include the first day of school, the teaching days before Winter and Spring breaks, Fall Dress-up day, and the last teaching day of school.

District's Position: In response to MUTA proposal of designating the last week of school as minimum days for teachers, the District is cautious in designating all of a week as minimum days for either students or staff, due to the following reasons:

- as seen in the table below, instructional minutes are low, and it is not in the students' best interest to further reduce instructional time.
- In the event that designating the last week/days of school as minimum days for students does not further impact instructional time, teachers benefit from utilizing the afternoon to close out the current school year (examples; report cards, cum files, classroom, etc).

2021-2022 Instructional Minutes

	Regular Days	Minutes / Day	Minimum Days	Minutes / Day	Staff Days	Minutes / Day	Total Minutes	Minimum	Difference	Difference / Day Min
TK	168	275	12	160	0	N/A	48,120	36,000	12,120	67
Kindergarten	168	275	12	160	0	N/A	48,120	36,000	12,120	67
Grade 1	168	290	12	165	0	N/A	50,700	50,400	300	2
Grade 2	168	290	12	165	0	N/A	50,700	50,400	300	2
Grade 3	168	290	12	165	0	N/A	50,700	50,400	300	2
Grade 4	134	325	12	200	34	260	54,790	54,000	790	4
Grade 5	134	325	12	200	34	260	54,790	54,000	790	4
Grade 6	134	325	12	200	34	260	54,790	54,000	790	4
Grade 7	134	330	12	195	34	260	55,400	54,000	1,400	8
Grade 8	134	330	12	195	34	260	55,400	54,000	1,400	8

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- each minimum day reduces instructional time by grade level as follows:

GRADE LEVEL	REDUCED MIN
TK	115
Kindergarten	115
Grade 1	125
Grade 2	125
Grade 3	125
Grade 4	125
Grade 5	125
Grade 6	125
Grade 7	135
Grade 8	135

14.4

Current: The school calendar will be a consultation item between the Administration and the Association and mutually agreed upon ~~before the last contract day of the school year.~~

Agreed: The school calendar will be a consultation item between the Administration and the Association and mutually agreed upon by February of each calendar year.

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