



Date: 03/12/2021

MUSD proposes for bargaining year 2019-20 and 2020-21 the following changes:

ARTICLE-AGREEMENT

This agreement shall remain in full force and effect until August 1, 2022 or until a successor agreement is reached.

ARTICLE XVII-COMPENSATION

The District proposes adjustments in employee compensation that will provide compensation commensurate with the District's obligation to maintain fiscal stability, while balancing the interest of a competitive workforce. In FY 20-21 District had a decline in enrollment of 61 students, which is the equivalent of an estimated \$600,000 less in funding.

- 1.25% increase off certificated salary schedule for FY 2019-20, District cost \$20,947
- 1.25% increase off certificated salary schedule for FY 2020-21, District cost \$21,683
- Restructure certificated salary schedule effective FY 21-22, to equally increase step and column of all MUTA members, District cost \$60,116 (see attachment)
 - Total District Cost of Proposed Compensation **\$102,746**

ARTICLE XIII-WORKING HOURS

13.1

All teachers will be assigned appropriate working hours provided that their total workday will be no longer than 7 hours. The work-day for certificated teachers will be from ~~8:10am (2018)~~ and 8:00am (2019) to 3:00pm (on site) on regular days and ~~8:10am (2018) / 8:00am (2019)~~ to 12:45pm on minimum days. On the **24 (16)** advance schedule staff days teachers shall not be required to remain past 4:15pm. On staff days designated for teachers preparation, teachers shall not be required to remain past 3:00pm. Teachers will be provided a duty-free lunch period of at least 45 minutes (~~45 minutes beginning July 1st, 2019~~).

Current working hours 8:00-3:00pm with 45min lunch (6hr 15min)

MUTA proposes working hours 8:15-3:00pm with 45min lunch (6hrs), which is a **4%** decrease in working hours.

13.8

Remove from language (key was given to staff that opens library, lounge, restroom)

13.16

The District cannot agree to the proposals for Article 13.16, because instruction must be provided by a teacher who holds an appropriate credential which permits him or her to deliver PE instruction. Instructional aides may only assist the credentialed teacher. (EC sections 45340 through 45349). Additionally, MUTA cannot negotiate working assignments for CSEA members.

Currently there are 24 PD days and 10 prep days, which is an equivalent of 85min of prep a week (85x10=850min)

District proposes 16 PD days and 16 prep days, which is an equivalent of 85min of prep a week (85x16=1,360min)

Governing Board

Roberto
Garcia

Margo
Lamoreaux

Ernesto
Pinedo

Beatriz
Rodriguez

Rochelle
Rolfe



MEADOWS UNION SCHOOL DISTRICT

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

District Proposes:

District is willing to grant Teachers in grades 6th-8th preparation and planning time (8:00am-8:55am). Students in 6th-8th will have PE during this time (this will impact the 6th grade bell schedule). This will be piloted for the 20-21 school year and is subject to change at the discretion of administration and teachers.

13.17

The District cannot agree to the proposal but agrees to work on a policy to include a rainy day schedule

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Contract Days
Working Hours
Lunch Break
Insurance Cap
Yard, Bus, Carline duty

Meadows
 185
 8:00-3:00 (6hr 15min)
 45 minutes
 80/20
 No

COMPARABLE DISTRICTS		MIDSIZE DISTRICTS		LARGER DISTRICTS		
Seeley	Westmorland	Heber	Mccabe	EI Centro	Holtville	Imperial
187	185	186	185	187	185	185
7:45-3:15 (7)	8:00-3:30 (7)	8:00-3:00(6.5)	8:00-3:30 (6.75)	6hrs	7:45-3:15 (7)	8:00-3:20 (6.75)
30 minutes	30 minutes	30 minutes	45 minutes	30 minutes	30 minutes	30 minutes
\$ 9,200	\$ 12,000.00	\$ 12,536	\$ 9,909.00	EO-\$7,400 E1-\$12,541 EF \$15,630	Employee Only	EO-No Cap E1-\$13,726 EF \$17,891
Yes	No	Yes	Yes	No	Yes	Yes
19-20	19-20	19-20	20-21	19-20	18-19	19-20

RRENT SAL/ PROPOSED RESTRUCTURE

ED	21/22	21/22	new step	% increase	DIFF \$	Seeley	Westmorland	Heber	Mccabe	EI Centro	Holtville	Imperial
BA+35+MA	95,605	95,783	D/20	0.19%	178	83,121	75,550	88,597	90,147	91,413	92,691	97,058
BA+45+MA	100,288	100,572	D/25	0.28%	284	89,284	81,711	91,256	94,710	96,890	97,690	99,093
BA+40+MA	90,925	91,221	D/15	0.33%	296	81,426	81,711	86,022	85,803	85,933	88,297	94,081
BA+67	86,240	87,293	D/14	1.22%	1,053	79,131	81,711	87,903	85,803	85,933	84,876	94,081
BA+81	97,946	100,572	D/23	2.68%	2,626	86,205	81,711	99,791	92,400	94,146	94,108	99,093
BA+63	97,946	100,572	D/25	2.68%	2,626	89,284	81,711	96,984	94,710	96,890	94,845	99,093
BA+60	97,946	100,572	D/26	2.68%	2,626	89,284	81,711	96,984	94,710	96,890	95,794	99,093
BA+65	93,266	95,783	D/21	2.70%	2,517	86,205	81,711	94,159	92,400	91,413	90,891	97,058
BA+77	93,266	95,783	D/21	2.70%	2,517	86,205	81,711	99,791	98,529	91,413	92,254	97,058
BA+61	88,583	91,221	D/15	2.98%	2,638	81,426	81,711	91,418	85,803	85,933	85,726	94,081
BA+62	88,583	91,221	D/17	2.98%	2,638	81,426	81,711	91,418	87,947	88,673	87,813	94,081
BA+45	93,266	96,703	C/25	3.69%	3,437	89,284	75,550	91,256	94,710	96,890	92,549	99,093
BA+46	88,583	92,099	C/18	3.97%	3,516	83,121	75,550	86,022	90,147	88,673	86,431	97,058
BA+54	83,901	87,293	D/13	4.04%	3,392	79,131	81,711	87,903	85,803	85,933	84,036	94,081
BA+65+MA+61	95,605	99,614	E/20	4.19%	4,009	86,980	99,415	99,791	104,658	104,782	92,691	110,251
BA+61+MA	72,196	75,705	D/7	4.86%	3,509	72,159	67,164	75,782	78,497	81,630	74,818	86,252
BA+46	86,240	92,099	C/18	6.79%	5,859	83,121	75,550	86,022	90,147	88,673	86,431	97,058
BA+72+MA	81,559	87,293	D/12	7.03%	5,734	83,613	75,550	87,903	89,327	92,617	85,700	99,199
BA+57	69,855	74,979	B/9	7.34%	5,124	74,117	72,644	77,649	79,183	83,183	74,679	85,241
BA+23	51,128	56,666	A/2	10.83%	5,538	57,142	53,081	54,789	-	60,032	55,628	59,342