



MEADOWS UNION SCHOOL DISTRICT

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

MEADOWS UNION SCHOOL DISTRICT (MUSD) PROPOSAL# 1 FOR FISCAL YEARS 2021-22 & 2022-23

Date: 04/21/2021

CHAPTER VIII **ARTICLE 17- COMPENSATION**

The District proposes:

- Restructure certificated salary schedule effective FY 21-22, to equally increase step and column of all MUTA members, salary cost \$37,003/benefits cost \$7,682-total district \$44,685 (see attachment)
- 1% increase on restructured certificated salary schedule for FY 2021-22, salary cost \$18,026/benefits cost \$4,407=total cost of increase \$22,433
- 1.25% increase on restructured certificated salary schedule for FY 2022-23, salary cost \$22,836/benefits cost \$5,582-total cost \$28,418

Total District Cost of Proposed Compensation \$95,536

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.

Governing Board

Roberto Garcia	Margo Lamoreaux	Ernesto Pinedo	Beatriz Rodriguez	Rochelle Rolfe
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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.

8.6.4

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

Proposed: The final 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 three 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.

Proposed: 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.

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

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, Halloween, and the last teaching day of school.

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.

Proposed: 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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