



Counter #1

2021-2022 & 2022-2023

Meadows Union Teachers Association

April 21 , 2021

In accordance of Chapter 1, Article 4, MUTA proposes for bargaining year 2021-2022/2022-2023 the following changes:

This agreement shall remain in full force and effect until August 1, 2025 or until a successor agreement is reached.

## **Chapter VIII**

### **Article XVII-Compensation**

#### **Appendix A-**

Restructured certificated salary schedule effective FY 21-22 , with the following adjustments to the Proposed Salary:

Include Steps 11, 13, and 14

Recalculate Step 27 to a 7% increase, due to the fact that the current salary schedule includes a 4.78% increase from Step 23-27

Revise Column F to MA+15

Additionally, any agreed upon salary schedule shall increase by 5%, effective July 1, 2021.

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#### **17.3.1**

Extra duty hourly rate for instructional time to be paid at a rate of **\$55.00** per hour effective July 1, 2021.

### **17.3.2**

Non-Instructional extra duty events (after school and Saturday activities with prior approval) to be paid at a rate of **\$55.00** per hour with a minimum of 4 hours and a maximum of 8 hours per day.

### **17.3.4**

**\$50.00 cell phone stipend per month that includes instructional days.**

### **17.3.5**

**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.**

## **Chapter IX**

### **Article 18 - Employee Benefits**

No change

## **Chapter II**

### **Article 8-Evaluation Procedure**

#### **8.4**

No Change

#### **8.6.4**

The first observation shall be after October 1st. The yearly evaluation will occur prior to April 15th.

## **Chapter V**

### **Article XIII-Working Hours**

#### **13.3**

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 **paid at**

**the hourly rate** 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.

### **13.5**

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

### **13.6**

Teachers who are absent from duty will complete an absence form indicating the type of leave.

### **13.13**

Summer school shall be paid at the daily rate of **\$325 or the minimum daily rate of current certificated employees, 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.

## **Article XIV**

### **14.2**

**The minimum days for teachers** will include the first day of school, the teaching days before Winter and Spring breaks, **Fall Dress-Up Day, and the last teaching week of school**.

### **14.4**

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