

MDEA Proposal

One Year 2010-11 Successor Contact

3/4/11

(Amended to Incorporate 2010-11 & 2011-12 Calendar Changes, per Agreement on 3/4/11)

Rationale:

The parties acknowledge that negotiating from a position of what "might happen" around the outcome of the proposed special election is not moving MDUSD and MDEA closer to settlement of a three-year successor Agreement. Given this uncertainty, and the County Office's recent requirement that MDUSD fund a special reserve of \$300 per ADA for 2011-12 to bring revenues into alignment with expenditures, the parties realize that waiting to see what "actually happens" with the special election better serves our mutual interests. Therefore, the parties agree to a one-year successor Agreement, covering the 2010-11 school year only, as outlined below.

2010-11 Settlement Proposal:

In exchange for three (3) pay-cut days for the 2010-11 school year, the deductions and scheduling for which shall be mutually determined, the parties agree as follows:

- Incorporate all T.A.s signed to date as ongoing contract language, with the exception of Article 13 – Peer Assistance and Review, which shall remain a "pilot program" for the 2011-12 school year, in addition to the following terms and conditions:

All other Articles shall remain status quo (per the expired 2007-10 Agreement) unless and until the parties agree to changes during 2011-12 – 2012-13, successor contract negotiations. The parties further agree to delay 2011-12 – 2012-13 successor contract negotiations until September of 2011, so that proposals made during these negotiations may be reflective of the district's actual financial position at that time.

To ensure that any agreement the parties may reach through 2011-12 - 2012-13 successor contract negotiations could include the maximum number of furlough days allowable under current law, the parties agree to reschedule two of the three pre-service days for the 2011-12 school year. If the parties reach agreement on a two (2) year successor contract, the rescheduling of 2012-13 pre-service days shall be incorporated in that agreement, if applicable. The scheduling of furlough days for 2010-11, and the rescheduling of pre-service days for the 2011-12 school year shall be tentatively agreed to at the parties' March 11, 2011 bargaining session, pending member input and approval.

Corston Dillon 3/11/2011 John Sam Hart 3/11/2011
For MDEA Date For the District Date