

MDUSD – MDEA Mediation Agreement

July 9, 2020

Time 3:45 PM

Article 1 – Agreement – General Terms:

Agree to January 17, 2019 Article 1 TA language.

Article 2 – Organization Security/Association Rights:

Agree to January 27, 2020 Article 2 TA language.

Article 6 – Class Size:

Agree to December 18, 2019 Article 6 TA language except for section 6.1.1, which shall remain current contract language, and the included changes to 6.6.2. Article 6.1.1 will only be changed to include the addition of the following language:

	“Maximum Class Size”
TK-K (All Day- 360 minutes)	27
*Elementary Physical Education	45

Article 6.6.2 to read: **General Education teachers in grades TK through 5 may volunteer for up to five (5) additional students and shall receive pay for each additional student up to five (5) for each day these additional student(s) are enrolled in an affected teacher’s class, whether or not the student(s) are present.**

Article 7 – Work Year:

Agree to October 29, 2019 Article 7 TA language.

Article 9 – Hours

Agree to December 18, 2019 Article 9 TA language.

Article 11 - Evaluation:

Agree to October 12, 2018 Article 11 TA language.

Article 13 - PARS:

Agree to October 12, 2018 Article 13 TA language.

Article 14 - Salaries:

Agree to December 18, 2019 Article 14 TA language except for sections 14.1.3.1 through 14.1.3.4, which are changed below.

14.1 Salary Increases

14.1.1 FY 2018-19

Status Quo.

14.1.2 FY 2019-2020

Status Quo

14.1.3 FY 2020-2021

14.1.3.1 All MDEA unit members shall receive a one-time, off schedule payment of one-and-a-half percent (1.5%) effective July 1, 2020, provided each of the following occur:

14.1.3.1.1 The MDUSD Adopted FY 2020-2021 Budget combined revenue increases and expenditure reductions result in at least a \$17 million positive change

in the District's 2020-2021 fiscal position, measured by the MDUSD FY 2020-2021 "Form MYP – Unrestricted/Restricted" - Row C – "Net Increase (Decrease) In Fund Balance" as of the FY 2020-2021 second interim; and

14.1.3.1.2 For FY 2020-2021, the February, March, April, and May 2021 State revenue apportionment deferrals are rescinded by the State before the first or second interim; and

14.1.3.1.3 The District submits to the County Office of Education, and has obtained, a statutory positive budget certification for the second interim MYP; and

14.1.3.1.4 The County Office of Education approves the increase pursuant to the statutory AB1200 process.

14.1.3.2 If each of the contingencies set forth in Sections 14.1.3.1.1 through 14.1.3.1.4 above occur, the retroactive increase agreed to by the parties will be paid by April 15, 2021, or 45 days after the contingencies above are met, whichever is later.

Article 16 - Employee Benefits:

Agree to December 3, 2019 Article 16 TA language.

Article 19 - Leaves of Absence:

Agree to January 31, 2019 Article 19 TA language.

Article 20 – Special Education:

Agree to October 29, 2019 Article 20 TA language.

Appendix A

Agree to December 18, 2019 Appendix A TA language except July 1, 2020 shall be the effective date of the changes and there is no other retroactive effect.

The parties agree that the MDUSD Board will ratify this agreement first, and then MDEA will ratify.

For MDEA

Date

For MDUSD

7/13/2020

Date

Wendi Aguirre, Ed.D.

Jennifer Sachs

Lisa Gonzales, Ed.D.