

Table Talk



Collective Bargaining Issues

Affiliated with CTA and NEA

March 13, 2015

Volume 25 Number 8

Written by your Negotiations Team

www.MontereyBayTeachersAssociation.org

Negotiations have concluded for the 2014/15 academic year. A ratification vote for the following items will be sent out on Monday, March 16th. Please watch your **personal email address** for the ratification vote or come to the MBTA office for a paper ballot Monday (3/16)-Wednesday 3/18) between 1:00-5:30PM. All the agreed to language is posted on our website www.MontereyBayTeachersAssociation.org.

The following items have been tentatively agreed to for this contract year:

1. AGREEMENT: Strike paragraph C. and replace with:

The term of this agreement shall be for a period of three years, 2014- 15, 2015- 16 and 2016-17. For 2015-16, openers shall be Health and Welfare, Salary (hourly rate only), and PAR, plus up to two articles per party. For 2016-17, Salary shall be closed and openers shall be Health and Welfare and up to two articles per party.

2. ARTICLE X WORKDAY: Add new section I. and adjust lettering for the rest of the article.

I. Professional Learning Communities (PLCs)

- A. The weekly school schedule will provide an extended period of time for teachers to meet collaboratively in Professional Learning Communities. This time is intended for teachers to grow professionally, build a collaborative, student focused culture, study data and improve outcomes for all students. PLC's will regularly engage in collective inquiry, problem solving and reflection about teaching and learning. Research based and observable best practices will be used to create learning experiences so that all students learn at a high level. Teaching and learning will be viewed as a collective responsibility built on shared knowledge and common assessments with vertical and horizontal articulations between and among grade levels. Leadership is shared between administration and teachers.
- B. Annually the Superintendent or Designee shall provide areas of focus appropriate for PLC time. The site Instructional Leadership Team (ILT) shall determine the schedule of these topics based on the need of the staff and students at each site.
- C. PLC's may be organized as site level, district wide, content specific, interdisciplinary, vertical and or grade level teams. Meetings may be held at other sites or locations.

D. PLC time is NOT for activities such as staff meetings or department meetings.

Schedule should be reviewed monthly by the Principal and ILT to ensure that subject matter has been presented and staff has the opportunity to review and revise as needed.

3. The Parties agree that "Instructional Leadership Team" shall be added to the Co- Curricular Salary Schedule, Exhibit D. The annual stipend shall be \$2000.

4. The Parties agree to the changes contained in the attached Table Agreements: Articles IV (Salary), V (Health and Welfare) and XVII (Professional Development) (February 27, 2015); Article XXV (Adult Education) (October 1, 2014); SLP Evaluation Forms; LCFF and CSR MOU (March 13, 2015); and 2015-16 Calendars.

Respectfully submitted by,

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