

# Table Talk



Collective Bargaining Issues

Affiliated with CTA and NEA

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Written by your Negotiations Team

[www.MontereyBayTeachersAssociation.org](http://www.MontereyBayTeachersAssociation.org)

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The negotiations team met with the district on January 26, 2017.

**Article XVII: Professional Development:** (“Back to School Professional Development”) Last year the District and MBTA jointly agreed upon how that day would play out. We felt that it was very successful and overall, the feedback from that day was very positive. The Association was supportive of the positive partnership moving forward with the District with the joint planning and implementation of the Back to School Professional Development Day. This year the District presented a proposal that did not match that which was used last year. The District proposed the first half of the day be used for curriculum adoption training (except for those subject areas not adopting new curriculum) for those who chose not to take the training during their summer break. MBTA countered the proposal, maintaining the Association’s desire to replicate the success of the opening day of this school year by allowing teachers to present and/or choose their sessions. One of the concerns is that not all will need to attend curriculum training so the day will not be used equitably for all members.

Your Association maintains the desire to move forward in a collaborative manner. However, at our last session, the District proposed information indicating they have the right to determine how the first day back will be run and were not as open to our previous suggestions as we would have liked. They will use the idea we created together last year and change it to fit their needs. The District’s stance is that those who decide not to attend training during the summer, should be mandated to attend the half-day training on our first day back, while others will get to choose their sessions. The Association understands that the District has a need to ensure training for our teachers, but instead of keeping the integrity of the day that we worked together to implement, they are choosing to modify the PD day to fit their needs. We are hoping that when we meet again in March, there will be concerted effort to work together to ensure the success of the day.

School Calendar: Agreement to the 2017-2018 calendar. MBTA presented the 2018-2019 calendar voted by membership (option 1).

Evaluations Academic Coaches: MBTA counter-proposed the evaluation form for Academic Coaches.

Article XII: Retirement: The District proposed a change to the requirement for **Medical Benefit Walk-Away** article. They have rescinded their proposal so no changes will be made to this article.

Article VII: Class Size: MBTA proposed to lower class size in TK and student contacts at the secondary levels. The District rejected MBTA’s proposals and provided no counter-proposals citing lack of money.

JROTC: The District and MBTA came to an agreement to a Salary Schedule placement for ROTC to be put in the contract.

Our next negotiations session is March 14th.

Respectfully submitted by,  
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