

# SAN MATEO UNION HIGH SCHOOL DISTRICT

## Initial Contract Proposal to San Mateo Union High School District Teachers' Association

### Successor Contract for 2021-2023

The following is the San Mateo Union High School District's initial contract proposal for negotiations for the successor contract for 2021-2023. Although the entire contract is open, the District lists specific sections below for the following articles:

#### 1. Article 2 Recognition

- a. Update positions in the bargaining unit.
- b. District proposes to remove the program specialist position out of the unit and into management.

#### 2. Article 7 Work Year

- a. Section 7.2. District proposes to review and possibly make modifications to the District annual calendar.

#### 3. Article 8 Staffing Ratio

- a. District will propose teacher:student ratios for independent study and virtual courses.

#### 4. Article 9 Hours of Employment

- a. Section 9.1.1. District proposes to review and possibly make modifications to the school work day and site instructional schedules. District proposed the creation of language permitting alternate work day start and end times to accommodate twilight and virtual course offerings.
- b. Section 9.1.5.1.2. The District proposes a timeline for the posting of grades and updating course work and assignments at least every two weeks on the District's learning management system during the Professional Responsibility Periods (PRP).
- c. Section 9.1.5.1.4. District proposes to discuss and clarify the expectations for ed specialists administering academic achievement assessments as part of PRP responsibilities.
- d. District proposes to create language guiding the process for teachers to offer virtual courses across multiple schools sites both during the school day and as twilight course offerings.
- e. Review part-time teachers' compensation for attending Professional Development outside of their work hours.

#### 5. Article 10 Salary Compensation

- a. Section 10.2. The District proposes to review and possibly make changes to the Salary Schedule, consider recruitment/retention incentives, and incorporate moving reimbursements.

#### 6. Article 11 Health And Welfare Benefits

- a. Section 11.1. The District proposes to discuss health and welfare incentives and benefits.

#### 7. Article 12 Leaves

- a. Section 12.19.1. Expand use of catastrophic provisions to include bereavement.
- b. Discuss and address leave deductions for partial absences.

#### 8. Article 14 Evaluation

- a. The District proposes to replace this article with language similar to the current pilot evaluation system.
- 9. Article 19 Department Chairpersons**
  - a. The District proposes a discussion and review of department chair expectations
- 10. Article 20 Peer Assistance And Review**
  - a. Delete this Article.