

**Initial Proposal of the Milpitas Teachers Association  
To the  
Milpitas Unified School District  
For the 2017-2018 School Year**

**Articles 1-4 Preamble, Recognition, Definitions Association Rights  
Status Quo**

**Article 5- Compensation**

The Association wishes to discuss Salary, Health Benefits, Stipends for Masters and Doctorates, Stipends, Adding steps 32 and 35 to Salary Schedule, 6<sup>th</sup> period pay, Science camp coordinators

**Article 6- Hours**

The Association wishes to discuss adjunct duties, meetings, testing requirements, length and number of IEPS

**Article 7- Transfers**

Status quo

**Article 8- Class Size**

The Association wishes to discuss class sizes, class make up, workload/caseload for Special education as well as the return of Paraprofessionals in the Kindergarten classrooms.

**Article 9 –Evaluations**

The Association wishes to discuss the timeliness of evaluations and the removal of student input at the high Level.

**Article 10 –Grievance**

Status Quo

**Article 11- Discipline**

Status Quo

**Article 12- Dismissal**

Status Quo

**Article 13- Leaves**

The Association wishes to discuss personal necessity.

**Article 14- Safety**

The Association wishes to discuss teacher's access to student files and discipline reports.

## Article 15- Inter-District Transfer Request

Status Quo

## Article 16- Contract Options

Status Quo

## Article 17- Releases from Contract

Status Quo

## Article 18- Retirement

Status Quo

## Article 19- Organizational Security and Employee rights

Status Quo

## Article 20-23 Management rights, Negotiations Process, No Strike, No Lock Out, Completion and Duration of Agreement

Status Quo

## Appendix A-B Salary Schedule and School Calendar

Add current ones

## Appendix C- Student Discipline

The Association wishes to discuss teacher's right to view a student's discipline record.

## Appendix D- Definitions

Status Quo

## Appendix E –K-8 Conferences

Status Quo

## Appendix F- Catastrophic Leave

Status Quo

## Appendix G- Implementation of the California Peer Assistance and Review Program

Status Quo

## Appendix H- New Program and Assessment Training Time

Status Quo

## Appendix I- Program Improvement Protocol

Status Quo

## Appendix J- Elementary Combination and Science Specialist Support

Status Quo

The Association wishes to implement a new Article Titled Special Education.

### Adult Education

The Association wishes to discuss safety of unit members, hours, prep time, compensation, and paid holidays.

The Association looks forward to continuing the mutually respectful and collaborative relationship it has had with the District as we enter negotiations.