

**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, 6th 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.