

Milpitas Teachers Association  
Initial Proposal  
To  
Milpitas Unified School District

Collective Bargaining Agreement Renewal  
September 1, 2020-August 31, 2021

Article 5-Compensation

The Association wishes to discuss salary, stipends, extra duty pay, compensation for advanced degrees or certifications, fringe benefits and compensation for teaching an extra period.

Article 6-Hours

The Association wishes to discuss staff meetings, adjunct duties, the bell schedule at MHS, prep time, TK, Kinder and SDC preschool schedules.

Article 7-Transfers

The Association wishes to discuss the transfer process.

Article 8- Class Size

The Association wishes to discuss Science and SDC class sizes as well as Psychologist's and Speech therapist's case loads/work loads.

## Article 9-Evaluation

The Association wishes to discuss possible changes to the evaluation forms.

## Article 13-Leaves

The Association wishes to discuss the use of Personal Necessity Days.

## Article 18 –Retirement

The Association wishes to discuss retirement benefits for teachers hired in 2006.

In addition the Association would like to look at incorporating any side letters in to the appropriate section of the contract.

The Association would also like to discuss and reopen any section of the contract that is impacted by the budget crisis, Covid-19 and/or a change in the length of the school year.

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

