March 12, 2026

MCS-MTA Contract Negotiations

Detailed Summary of the District's Proposal

The District presented proposals on the following Articles:

- **Article V – Leaves of Absence**

  - The District accepted a proposal to increase personal necessity from seven (7) to ten (10) days annually.

  - Enhancements to the sick leave bank proposal, allowing a bank of donated sick leave to help members in need based on unique circumstances.

  - Addition of statutory leaves of absence:

    Reproductive Loss Leave

    Leave for Victims of Violence

  - Change to the requirement for an employee to provide medical verification after 16 days of absence

- **Article VI – Class Size**

  - The District withdrew its proposal in favor of maintaining the status quo to make a good faith effort to balance classes by the end of the third week of the school year.

  - The District withdrew its proposals to decrease the threshold for a vote to become an MTSS site, and to revert to the allowance of up to four optional periods per department at the 7-12 level before the requirement to attempt to hire a teacher in the affected department.

- **Article VII – Staffing Ratios**

  - The District proposed the addition of positions listed that are both funded by Base dollars and Supplemental/Concentration funding, with the condition that the District may adjust staffing in these areas based on reductions in Supplemental/Concentration funding or in District priorities as determined by the LCAP process. This was in response to a previous proposal by MTA to capture current staffing levels.

- **Article IX – Salary**

    - The District increased its salary proposal to a 2.0% ongoing increase to certificated salary schedules, retroactive to July 1, 2025. This was a .5% increase from the prior proposal.

    - The District proposed revised language related to the District Professional Development Initiative so that the initiative can be included in the Collective Bargaining Agreement as opposed to the parties having to revise and reactivate an MOU each school year

    - Allowance for identified CTE teachers hired between 2015-16 through 2023-24 to submit evidence of previous industry experience for consideration of increased placement on the salary schedule

    - The District proposed language to clearly describe how longevity is applied for stipend positions.

    - The District maintained its proposal to establish and make permanent a two-tiered daily compensation rate for certificated substitutes.

- **Article X – Health & Welfare**

    - The District significantly increased its proposal to mitigate costs of health and welfare benefits.

    - The District proposed an additional $250 per month to certificated employees enrolled in a District offered Employee +1 plan.

    - This is in addition to the additional $250 per month to certificated employees enrolled in a District offered Employee + Family plan the District previously proposed.

    - The District currently covers 94% of the cost of the lowest cost Employee-only medical plan. Certificated employees electing the lowest cost Employee-only plan currently pay approximately $70 per month for medical insurance.

- **Article XXII – Additional Programs**

    - The District accepted MTA's proposal to add virtual Home & Hospital instruction for MVA teachers who have small MVA student case loads.

    - The District maintained its proposal for certificated employees at the 7-12 level to participate in a variety of non-classroom based student activities (known as adjunct duty) not to exceed 18 hours in the school year. The increase of three (3)

hours is based on a calculation of needs for event and activity coverage during the school year.