

TENTATIVE AGREEMENT

BETWEEN

SAN MATEO UNION HIGH SCHOOL DISTRICT

AND

SAN MATEO UNION HIGH SCHOOL DISTRICT TEACHERS ASSOCIATION

The District and the Teachers Association agree to resolve all issues in negotiations for the 2022-2023 school year on the following terms:

1. Except as expressly stated herein all terms of the current collective bargaining agreement shall continue without modification.
2. ARTICLE 8—STAFFING RATIOS—no change in the current collective bargaining agreement.

Counselors: The District and Association recognize the recommendation of the American School Counselors Association of a counselor/student ratio of 1:250 and the challenges that arise from a ratio of 1:450. For the 2022-2023 school year, the District is staffing counselors at a ratio of 1:370. Hillsdale High School will convene an internal school committee to assess their counselor loads and consider alternatives and improvements.

EL Teachers: For the 2022-2023 school year, the District agrees to a maximum load for ELD teachers as follows:

- For teachers with five ELD classes: 125:1
- For teachers with four ELD classes: 133:1
- For teachers with three ELD classes: 142:1
- For teachers with two ELD classes: 150:1
- For teachers with one ELD class: 159:1

The purpose for these load changes is to ensure that EL classes stay at a manageable average class size.

The District increased ELD sections by 4.0 FTE for 2022-2023 as compared with 2021-22.

The District will recruit ELD teachers as needed. The District commits to collaborating with ELD teachers and staff to engage in solution-oriented discussions regarding increases to ELD student enrollment that occurs during the school year.

3. ARTICLE 10—SALARY COMPENSATION

- a. The District will give a total compensation increase (salary and health benefits) equivalent to the cost of a 4.5% salary schedule increase. The Association chooses

to apply this total amount to the salary schedule. In addition, the District will make a one-time payment of \$2,500 to all members of the bargaining unit prorated for part-time members in recognition of their work in the 2021-2022 school year. This payment will be made only to persons who are employed by the District on the date this Agreement is signed.

- b. Bargaining unit members who are initially hired by the District for the 2022-2023 school year or thereafter, shall be given up to a maximum of eight (8) years prior service credit for teaching experience under a full credential.
4. The District and Association agree to the attached MOU regarding teaching classes outside of the normal workday.
5. The District and Association agree to the attached MOU regarding hybrid and online classes for the 2022-2023 school year.
6. For the 2022-2023 school year, the District will continue its practices from the 2021-2022 school year regarding Special Education student assessments, acknowledging that current practices vary at the different schools.
7. ARTICLE 9—HOURS OF EMPLOYMENT. The District proposes to amend Section 9.1.5.2.1 as provided below:

9.1.5.1.2 PRP will be used for duties related to other school assignments and for meeting professional responsibilities, including, but not limited to:

- Emergency procedures training
- Sexual harassment prevention training
- Cultural proficiency training
- Restorative justice training
- Sexual exploitation of children awareness training
- Mandated reporting responsibilities training
- On-site preparation for classroom instruction
- Grade level and/or subject area collaboration on a reasonable basis
- Responding to emails on a reasonable basis
- Posting grades, homework assignments, and test dates online in a timely manner.
- Attending IEP meetings and monitoring AP and state-mandated tests for no more than ten (10) periods on an equitable and rotating basis. IEP meetings that Education Specialists choose to schedule during their PRP do not count toward this 10 period limit.
- Education Specialists may be required to administer or proctor student academic achievement assessments in lieu of state mandated test administration for ten (10) periods.

Dated: _____, 2022

DISTRICT

ASSOCIATION
