



Newport-Mesa Federation of Teachers  
2900 Bristol Street, Suite C107  
Costa Mesa, CA 92626  
(714) 754-6638



February 14, 2017

Luis Camarena, Assistant Superintendent, Chief Human Resources Officer  
Newport-Mesa Unified School District  
2985 Bear Street  
Costa Mesa, CA 92626

Dear Mr. Camarena:

This correspondence serves as notice of our intent to negotiate a successor agreement with the Newport-Mesa Unified School District. Our current collective bargaining agreement will expire on June 30, 2017. Pursuant to Article 1 of this agreement the following representatives have been appointed to our contract committee:

1. Britt Dowdy, President, Chief Negotiator
2. Jaymi Ropp, First Vice President
3. Tamara Fairbanks, Treasurer

Our committee would like to schedule our first bargaining session as soon as possible. At our first meeting, we will be prepared to negotiate ground rules, fully discuss our proposals and set dates for future sessions.

Consistent with legislative mandates, the following are our initial proposals for a successor agreement:

**Article 1 Agreement Preamble:** N-MFT proposes a three (3) year term.

**Article 2 Recognition:** N-MFT proposes including new certificated positions into our bargaining unit.

**Article 3 Days and Hours of Employment:** N-MFT proposes 1) language to provide equitable guaranteed preparation time to all Teachers, 2) language to address implementation of new curricula, 3) to provide clarifying language regarding professional development and 4) language to address concerns related to special education.

**Article 4 Federation Rights:** N-MFT proposes clarifying Federation Release time and the number of designated elected representatives.

**Article 5 Safety Conditions and Educational Environment:** N-MFT proposes language to ensure workplace environmental conditions, health, safety, emotional well-being and security.

**Article 8 Class Size: Agreement Preamble:** N-MFT proposes 1) language that clarifies Special Education caseloads 2) language that clarifies issues related to combo classes, and 3) language that governs class sizes.

**Article 9 Transfers:** N-MFT proposes 1) to eliminate the criterion list for involuntary transfer for decline in enrollment or program reduction, leaving District-wide seniority as sole criteria, 2) improve the language for voluntary transfers, and 3) eliminate language requiring interviews for the voluntary transfer process.

**Article 10 Traveling Teacher/Specialist Assignments:** N-MFT proposes enhancing language related to travel allowances, travel time, parking, and permanently assigned suitable workspaces and lockable storage.

**Article 11 Leaves:** N-MFT proposes 1) language to expand the definitions of immediate family and extended family, 2) language for catastrophic leaves and catastrophic banks, 3) to enhance language regarding personal necessity leave, and 4) language to clarify paid leaves.

**Article 12 Salaries:** N-MFT proposes 1) an across-the-board, on salary schedule increase, 2) revisions to Role and Recompense process and Appendix B, 4) language granting full compensation to unit members performing administrative duties, 5) enhance language related to National Board certifications, 6) enhance language related to the Summer School and Extended Learning Academies Salary Schedules and 7) clarify Professional Growth language

**Article 13 Benefits:** N-MFT will make a proposal on benefits following our full consideration of the Joint Benefits Committee's recommendations.

**Article 17 Grievance Procedure:** N-MFT proposes 1) to eliminate the Impartial Hearing Panel step, and 2) add binding arbitration as the final step in the grievance procedure.

**Article 20 Miscellaneous:** N-MFT proposes 1) an increase of per classroom teacher *supplemental materials* allocation, that is aligned with current market prices for such materials and 2) a Joint Committee committed to collaborating on issues related to identifying and implementing new curriculum.

**Appendix A:** N-MFT proposes 1) an across the board, on salary schedule increase, 2) the addition of Salary Schedule 41 and 3) create a separate Salary Schedule for bargaining unit members working as Licensed Clinical Social Workers.

**Appendix C:** N-MFT will make a proposal following our full consideration of the Calendar Committee's recommendations. N-MFT maintains current District and School minutes of instruction compliance, and waiver process for schedule changes.

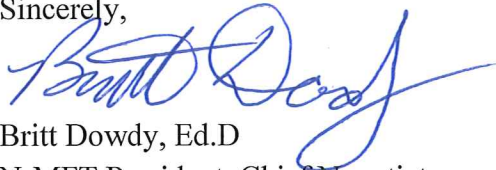
**Appendix D:** N-MFT proposes to clarify the voting procedures as defined by N-MFT voting guidelines.

The Federation proposes to maintain the language of the remaining provisions of the current collective bargaining agreement, that are not specifically addressed in this public notice.

The Federation reserves the right to add, modify, delete, or otherwise change proposals during the course of negotiations consistent with the requirements of Government Code § 3547(e).

Please provide us with the dates the District will be available to meet.

Sincerely,

A handwritten signature in blue ink, appearing to read "Britt Dowdy", with a stylized flourish extending from the end.

Britt Dowdy, Ed.D

N-MFT President, Chief Negotiator