

MVWSD's Negotiations News

January 14, 2022

District's Negotiations
with CSEA
Volume 1, Issue 1

To promote transparency and open communication with the community, employees and other interested individuals, the Board of Trustees of the Mountain View Whisman School District has asked its team to provide accurate, factual and timely updates about its negotiations with the California School Employees Association (CSEA) soon after each session.



This is the District's first Negotiations News regarding current 2021-2022 negotiations with CSEA.

Professional, Collaborative and Constructive Negotiations with CSEA

The District and CSEA negotiating teams have met a number of times for negotiations, most recently on December 15, 2021 and January 7 and January 13, 2022. The teams have agreed on certain issues and disagreed on others, but each session has been productive, professional and respectful.

The teams have reached tentative agreements on a number of issues including:

- a double-digit percentage increase to longevity payment amounts in recognition of employees' years of service in the District (Article 14.3);
- the addition of Juneteenth as a paid District holiday, beginning June 2022 (Article 6.1); and,
- additional updates and clarifications of current contract language (Article 6 and Article 14).

District's Multi-Year Salary Proposal: 12% On-Schedule and 3% One-Time

12% Ongoing. The District has proposed a 12% ongoing salary schedule increase over a three-year period. At the January 13, 2022 session, the District proposed the following:

- 2021-22: 4% increase to the Classified Salary Schedule, effective July 1, 2021
- 2022-23: 4% increase to the Classified Salary Schedule, effective July 1, 2022
- 2023-24: 4% increase to the Classified Salary Schedule, effective July 1, 2023

The District has expressed its willingness and openness to allocate a portion of the percentages listed above for purposes other than salary schedule increases. The teams continue to brainstorm and discuss a variety of salary-related options.

Bargaining Teams

The District's team members are:

Tara Vikjord, Chief Human Relations Officer

Rebecca Westover, Chief Business Officer

Swati Dagar, Director, Curriculum and Instruction

Heidi Galassi, Graham Middle School Principal

Jonathan Pearl, District's Legal Counsel

CSEA's team members are:

Veronica del Rio, President

Kathleen Cooper, Instructional Assistant

Anne Jennings, Library Technician

Jerry Fillingim, CSEA Labor Representative

3% Off-Schedule, One-Time. For the current school year (2021-2022), the District has proposed a one-time off-schedule payment of three percent (3%). This payment would be in addition to the ongoing salary schedule increases described above.

COVID-19 Updates and Concerns Addressed

The teams have been discussing health and safety concerns related to COVID-19. In response to the omicron surge, federal, state and county guidance continues to change related to vaccination status, testing, masking and isolation requirements. The District team shared that information will continue to be provided to employees to keep them updated on changing requirements.

The teams also discussed testing protocols. The District will continue its COVID pooled testing program for students and employees. Those efforts will continue to keep employees, students and the community safe.

Both CSEA and the District expressed their shared commitment to do everything possible to protect employees and students. The District and CSEA will continue to work together.

Next Session

The teams are in the process of scheduling future dates.