

MVWSD's Negotiations News

May 4, 2018

District's Negotiations
with MVEA
Volume 1, Issue 3

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 negotiations with MVEA.



This is the District's third Negotiations News regarding 2018-2019 bargaining, ***April 23 and May 2, 2018 Sessions.***

MVEA AND DISTRICT PUT NEGOTIATIONS ON HOLD UNTIL JUNE 5, 2018

Hours, Transfer and Class Size

On April 23, 2018, the teams reached a Tentative Agreement on Article 3 (Hours). Full-time teachers at the middle schools serving an eight-period day will have two preparation periods-- one for preparation purposes and the other primarily for Collaboration Time with co-teachers and other instructional staff.

As for class size, MVEA proposed lower maximum class sizes and loads for different grade levels and particular courses/activities. More specifically, MVEA proposed:

- 27 maximum class size at grades 4-5
- 40 maximum class size at PE grades 6-8
- 24 maximum class size for K-3 combos
- 24 maximum number of active IEPs for Resource Specialists

The District agreed to clarify contract language to reflect that 24 is the maximum class size for K-3 combination class sizes.

Bargaining Teams

The District

Heidi Smith, Director of State and Federal Programs

Angela Dillman, Principal of Crittenden Middle School

Mariko Kobata, Special Ed Coordinator

Heidi Galassi, Assistant Principal Graham Middle School

Carmen Ghysels, Chief Human Relations Officer

Jon Pearl, Attorney, Dannis Woliver Kelley

The Association

Joe Rogove, Teacher, Graham Middle School

Teresa Coughlan, Teacher, Stevenson School

Melanie Hibbs, Speech Language Pathologist, Crittenden School

Christina Valentine, Teacher, Monta Loma

As for MVEA's other class size proposals, the District shared data confirming that current class sizes and loads do not necessitate the proposed changes. Moreover, the proposed changes would result in a significant cost to the District; limit district staffing flexibility, limit availability of certain classes for students; and, result in more combination classes.

The District and MVEA reviewed the District's Transfer proposal which clarifies that the opening of a new school is another reason for an involuntary transfer. The proposal also addresses the applicability of seniority. The Association raised concerns about any changes to the current application of seniority.

Salary Discussions and Negotiations

As shared with MVEA, since the 2013-2014 school year unit member salary has increased by more than 25%. Last year alone salary increased by more than 6.7%.

In 2017 the District retained Hanover Research to perform a salary study. The comparable districts used for the study were *selected* by MVEA and *agreed to* by MVEA and the District.

Findings from the study were shared during negotiations and are available to the public [at this link on mvwsd.org](#). The study demonstrates that the District is very competitive relative to salary (and total compensation). Relevant key findings include:

- MVW's minimum and maximum schedule salaries are higher than peer district averages;

- Between 2013-14 and 2017-18, MVW increased teacher salaries by over 10% more than peer districts;
- MVW is the only district among its peers that does not offer bonuses for master's degrees, and one of three districts that do not offer bonuses for doctorates; and
- Administrator salaries at MVW are lower than average compared to peer school districts.

District's April 23 Salary Proposal. At the April 23 session, the District proposed:

- a two percent (2%) ongoing salary schedule increase, effective July 1, 2018; and,
- beginning with the 2018-2019 school year, as part of annual salary, pay two thousand dollars (\$2,000.00) each for no more than two (2) of the following degrees or certification:
 - Master's Degree
 - Doctorate Degree
 - National Board Certification for Teachers

The District team shared that the proposed salary increase would keep the District in a leading position amongst the comparable districts. The increase would also help the District maintain a healthy reserve to address

ever-increasing expenditures, potential downturns in property values and the economy, and other fiscal challenges.

The District team also shared that its \$2,000 degree stipends proposal would make the District even more competitive when compared to other peer districts.

MVEA's April 23 Salary Proposal. On April 23, 2018, MVEA proposed the following:

- 8.5% salary increase
- Adjustments to hourly rates
- Advanced degree stipends (similar to District proposal, but \$1,500 for each (up to two))
- Performing Arts Teacher Stipend (\$1,000)
- Middle School Teaching Load Stipend (\$500 for each course taught in excess of three, not applicable to teachers who only teach electives)

Surprisingly, the MVEA team distanced itself from the Hanover study and the previously agreed to list of comparable districts.

May 2, 2018 Proposals. On May 2, 2018, the District presented a 4% package proposal: 3% salary increase plus the advanced degree stipends (valued at 1.02%). The Association countered with a 6.75% salary schedule increase plus some or all of its other economic proposals. MVEA's current economic proposal

is approximately 8%, which would draw down the District's reserves substantially.

Teams Agree to Put Negotiations on Hold until June 5, 2018

The teams' are far apart with respect to their economic proposals. By June, more economic data will be available including assessed value information. For this reason, the teams agreed to put negotiations on hold until June. At that time, the teams will revisit their economic proposals and continue negotiations.