

# MVWSD's Negotiations News

November 18, 2019

District's Negotiations  
with MVEA

To promote transparency and open communication with the community, employees and other stakeholders, 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 Mountain View Educators Association soon after each session.



This is the District's fourth negotiations update regarding 2019-2020 bargaining. The teams last met on November 13, 2019.

## **Tentative agreements reached on Professional Growth and Development and Organizational Security articles**

The teams reached a tentative agreement on Organizational Security (Article 6). The organizational security provisions address union member authorization for dues deductions, and how dues deductions are processed and handled by the District and MVEA.

The teams also reached agreement on Professional Growth and Development (Article 8). The new language clarifies that professional growth and development include, but are not limited to college or university coursework, leadership roles, such as National Board Certification, and other activities.

## **District proposes more recess time for youngest students.**

Relying on educational research and best practices, the District team shared a proposal to increase recess time for students at grades K through 3. More discussion will follow depending upon how such an increase would impact the work day, if at all.

## **Negotiations continue regarding Student Behavior Concerns, Evaluation, Assignments and Transfer, Class Size and Resignation.**

## **Bargaining Teams**

### MVEA Team Members:

Lisa Silberman Kafka,  
Graham Middle School  
Kirstin Solorzano,  
Graham Middle School  
Teresa Coughlan,  
Stevenson Elementary  
Nate Williams,  
CTA

### District Team Members:

Swati Dagar,  
Principal, Theuerkauf Elementary  
Ryan Santiago,  
Principal, Stevenson Elementary  
Acantha Ellard,  
Coordinator, Special Education  
Carmen Ghysels,  
Chief Human Relations Officer  
Jon Pearl,  
District Legal Counsel

Negotiations continued on these topics with a particular focus on protocols to address student behavior concerns. The teams had a very constructive discussion about the need for employee training and assistance and opportunities for employees to share concerns.

The District explained how such issues are currently addressed, and both teams will continue discussions on this important issue at the next session. Both teams are committed to inclusion and addressing student behavior concerns.

**Next Session— November 25, 2019**

The next session is set for November 25, 2019.