

MVWSD's Negotiations News

December 2, 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 fifth negotiations update regarding 2019-2020 bargaining. The teams last met on November 25, 2019.

Numerous Proposals Exchanged, Progress Made

The District presented several written proposals, counter proposals and a Memorandum of Understanding to MVEA:

Article 3 (Hours)

- Update agreement to include current instructional minutes provided at each grade level
- Maintain status quo on K instructional minutes
- Provide more recess time for younger students at grades K through 3
- Increase prep time for co-teaching RSPs with caseloads in excess of 28

Article 4 (Transfer)

- Consider multiple factors in the event of involuntary transfers
- Increase moving stipend for certain transfers/reassignments

Article 7 (Class Size)

- Consider options for large group classes (music, computer, art) if class size becomes detrimental to instruction

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

- Pilot MOU addressing student behavioral concerns

Article 10 (Evaluations)

- Update language to reflect current and best practices related to evaluation

Article 12 (Leaves)

- Add flexibility for use of personal necessity days (verbal response only)

Article 14 (Resignation)

- Clarify that submitted resignation is irrevocable upon receipt

MVEA Proposes a 10% Compensation Proposal for 2019-2020

At the very end of the session MVEA shared its economic proposal, which included a ten percent (10%) salary schedule increase for all unit members, effective July 1, 2019.

When the District asked about the percentage, MVEA said that this is our proposal “for now.”

The District remains committed to providing competitive salary and benefits, but this proposal raises many questions, concerns and issues that the District will raise at the next session. Some of the comparable districts that MVEA identified are not on the list of districts previously agreed to by the teams. Also, unlike MVWSD, some of the comparable districts offer no contribution to employee health benefits.

In addition to asking questions, the District will present its own economic proposal at the next session.

Next Session— December 17, 2019

The next negotiations session is scheduled for December 17th.