

MVWSD's Negotiations News

December 1, 2021

Issue 3

District's Negotiations with
MVEA

Revised Dec 2, 2021

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.



MVWSD and MVEA met on December 1, 2021 to continue negotiations. The teams reviewed norms to set the stage for a positive working environment for the day.

The teams then reviewed the agenda. The day focused on the following contract Articles:

Article 10: Evaluation
Article 3: Hours
Article 5: Compensation
Article 7: Class Size

Article 10 (Evaluation). The teams signed off on a tentative agreement on this item to clarify when goal setting meetings are to occur.

Article 5 (Salary). The District proposed a 10% salary schedule increase as follows:

2021-22: 4% increase to Teachers' Salary Schedule, effective July 1, 2021
2022-23: 3% increase to Teachers' Salary Schedule, effective July 1, 2022
2023-24: 3% increase to Teachers' Salary Schedule, effective July 1, 2023

The District team shared that a multi-year approach would provide teachers with more security and stability. At the same time, the increase would help the District retain excellent employees.

The District provided specific examples as to how its salary proposals would positively impact employees. For example:

Teacher Column 1 Step 1
20/21 **\$68,535** (current starting salary)
21/22= 4% salary increase \$71,276
22/23= 3.2% step increase + 3% salary increase \$75,845

Bargaining Teams

MVEA Team Members:

Lisa Silberman Kafka,
Graham Middle School
Kirstin Solorzano,
Graham Middle School
Michael Newman,
Crittenden Middle School
Jennylyn Fung,
Castro Elementary
Demetrio Gonzalez, CTA

District Team Members:

Tara Vikjord,
Chief Human Relations Officer
Rebecca Westover,
Chief Business Officer
Swati Dagar,
Director of Curriculum, Instruction, and
Assessment
Heidi Galassi,
Principal, Graham Middle School
Jonathan Pearl,
District Legal Counsel

23/24= 3.2% step increase + 3% salary increase
\$80,707

Teacher Column 3 Step 6

20/21 **\$86,409** (current)

21/22= 4% salary increase \$89,865

22/23= 4.27% step increase + 3% salary increase
 \$96,511

23/24= 4.27% step increase + 3% salary increase
\$103,651

Teacher Column 5 Step 17

20/21=**\$115,304**

21/22= 4% salary increase \$119,916

22/23= 0% step increase + 3% salary increase
 \$123,514

23/24= 6.56% step increase + 3% salary increase
\$135,569

The second and third year salary schedule increase would be included in a new two-year contract (effective July 1, 2022 through June 30, 2024). There would be no reopener negotiations during the 2022-2023 or 2023-2024 school years.

The District also expressed a willingness to allocate a portion of the percentages listed above for purposes other than salary (e.g., class size reduction, additional after hours pay, etc.) For example, if MVEA wanted to use a portion of next year’s 3% to pay unit members to attend after-school IEP meetings, the District is open to such discussions and implementing such ideas.

Before presenting its salary proposal, the District shared data with MVEA about minimum and maximum salaries at MVWSD and other districts in the County:

2020-2021	Minimum Salary	Maximum Salary
MVWSD	\$68,535	\$122,872
Alum Rock	\$59,197	\$99,073
Berryessa	\$61,298	\$113,864
Cambrian	\$61,710	\$108,140
Campbell	\$63,477	\$100,004
Cupertino	\$62,533	\$116,900
Evergreen	\$59,765	\$104,951
Franklin McKinley	\$62,690	\$102,741
Los Altos Elem.	\$63,765	\$117,580
Moreland	\$60,260	\$112,530
Oak Grove	\$53,709	\$103,129
Sunnyvale	\$67,369	\$130,339

The District shared data with MVEA about salary increases at MVWSD and other districts in the County:

Salary Increases from 2014-15 to 2020-21	Minimum Salary % change	Maximum Salary % change
MVWSD	36.5%	32.6%
Alum Rock	21.6%	12%
Berryessa	20.2%	20.2%
Cambrian	11.9%	11.9%
Campbell	23.8%	8.8%
Cupertino	14.1%	25.2%
Evergreen	13.8%	6.4%
Franklin McKinley	32.6%	7.5%
Los Altos Elem.	29.3%	23.2%
Moreland	16.8%	16.8%
Oak Grove	12.5%	12.5%
Sunnyvale	27.1%	30.9%
Union	49.7%	27.7%

The District also shared data regarding MVWSD's annual monetary contribution to employee medical, dental and vision premium costs. MVWSD provides the highest contributions.

Employer Contributions to Benefits Plan	Single Plan	Two-Party Plan	Family Plan	Notes
MVWSD	\$14,839	\$29,446	\$40,389	Med+dental+vision
Berryessa	\$14,218	\$28,436	\$36,967	Medical only
Cambrian	\$14,400	\$16,675	\$21,575	Medical only
Cupertino	\$11,518	\$23,134	\$32,797	Med+dental+vision
Franklin McKinley	\$11,252	\$23,630	\$34,012	Medical only
Los Altos Elem.	\$15,655	\$29,738	\$38,188	Medical+dental
Sunnyvale	\$12,779	\$21,275	\$28,762	Med+dental+vision
Union	\$12,154	\$17,965	\$23,480	Med+dental+vision

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Article 7 (Class Size). The District shared class size data with MVEA showing how MVWSD class sizes compare with other districts in the County. The District's data also shows average class sizes at each of MVWSD's sites/grade levels.

Average Class Size throughout the County

	TK-K	1-3	4-5	6-8	SAI
MVWSD	24	24	30	33	12
Alum Rock	TK:20 K:24	24	31	31	12
Berryessa	TK: 22 K:24	24	30.5	32	Mild/Mod 13 Mod/Severe 10
Campbell	Avg 24	Avg 24	Avg 30	Avg 30	12
Cupertino	24	24	Staffing ratio 1:31	Staffing ratio 1:25 (including spEd)	10 not to exceed 15
Evergreen	Currently: 1:24	Currently 1:24	30	168 contacts	15
Franklin McKinley	24	24	32	32	10/13
Los Altos Elem.	24	24	27	27	
Moreland	24 - not to exceed 29	24 - not to exceed 29	29 - not to exceed 32	33	12 - elem 16 - MS
Oak Grove	22 not to exceed 24*	22 not to exceed 24*	29 not to exceed 31 (4-6)	31 not to exceed 33	16
Sunnyvale	24	24	32	6th: 34 7-8: 35	
Union	24	24	30	32 (31 in science lab)	

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Average Class Size within Mountain View Whisman -
Elementary

	TK/K	1	2	3	4	5
BU	24	18.67	23	22	30	29.5
CA	17.5	18.5	21	21.5	23	31
IM	19	20.67	20.67	22	26	25.33
LA	20	20.33	17	21.33	29	25.67
MI	21.67	22.33	26	19.67	24	26.5
ML	20.5	19	22	23	20	20.5
ST	24	23.67	20.67	22	28.33	27.5
TH	20.2	21.67	21	20	25	25.5
VA	17.67	21	15	25	24.5	21.5
	Math	ELA	Sci	SS	PE	Art
CR	23.2	28.7	28.3	28.3	29.1	23
GR	25.8	27.6	26.7	26.7	34.6	32
	Music	RTI	Coding/ Robotics/ Computer, etc	ELD	Spanish	Other electives
CR	23.1	17	24	17	28	24.3
GR	27.8	13.75	27	22.8	29.1	30.2

Average Class Size within Mountain View Whisman -
Middle School

	Math (33)	ELA (33)	Sci (33)	SS (33)	PE (45)	Art (33)
CR	23.2	28.7	28.3	28.3	29.1	23
GR	25.8	27.6	26.7	26.7	34.6	32
	Music (N/A)	RTI (33)	Coding/ Robotics/ Computer, etc (33)	ELD (33)	Spanish (33)	Other electives (33)
CR	23.1	17	24	17	28	24.3
GR	27.8	13.75	27	22.8	29.1	30.2

Article 3 (Hours). The teams discussed Article 3, hours. The teams continue to disagree about the right approach to reconcile concerns about time spent performing professional responsibilities. MVEA proposed a defined workday of 6 hours and 55 minutes; strict limits on the number of monthly staff meetings (one meeting per month); limits on professional development opportunities; and compensation for time spent attending certain meetings before and after school (IEP, 504, SST). The District team expressed its concern that the contractual limits proposed do not serve the best interests of employees or the students they serve. At the same time, the District continued to offer to work with MVEA to implement non-contractual solutions that would address teachers' concerns, and the existing labor shortage and challenges created by the ongoing COVID-19 pandemic.

After lunch, MVEA asked to caucus for the remainder of the day and indicated that they would share the District's economic proposal with its membership.

Next Session. The teams will meet again next Wednesday, December 8, 2021.