

MVWSD's Negotiations News

December 8, 2021

Issue 4

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.



DECEMBER 8 SESSION. The teams met again on December 8, 2021. At the December 1 session, the District team provided MVEA with a comprehensive proposal that included a 10% salary schedule increase over three (3) years retroactive to the start of this school year.

At the start of the December 8 session, MVEA recognized that it was MVEA's turn to respond to the District's December 1 proposals.

MVEA REJECTED THE DISTRICT'S 10% MULTI-YEAR SALARY SCHEDULE INCREASE PROPOSAL. Today, MVEA rejected the District's proposed 10% multi-year salary schedule increase.

MVEA's counter-proposal (bold added), includes the following:

"MVEA appreciates the district's willingness to increase compensation for MVEA members as shown in the initial counter proposal from MVWSD. **We reject the package proposal** regarding a multiyear agreement that extends and closes the contract for an additional two years. MVEA wants to resolve other issues in the negotiations process that are affecting MVWSD students and educators outside of just salary."

In response, the District team again shared that a multi-year approach would provide teachers with more security and stability, and help the District retain excellent employees. The District indicated that it would provide a counter-proposal in response to MVEA's latest proposals.

THE DISTRICT SHARES A NEW COUNTER-PROPOSAL, AND REMAINS FOCUSED ON A MULTI-YEAR AGREEMENT that is guaranteed over the next three years. After a lengthy caucus, the District returned with a

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

revised multi-year counter-proposal, which would span the 2021-22, 2022-23 and 2023-24 school years. There would be no reopener negotiations during the second and third years.

Most significantly, the District increased its multi-year salary schedule increase as follows:

2021-22: 5% increase to Teachers' Salary Schedule, effective July 1, 2021

2022-23: 4% increase to Teachers' Salary Schedule, effective July 1, 2022

2023-24: 3% increase to Teachers' Salary Schedule, effective July 1, 2023

The District again expressed its willingness to allocate a portion of the percentages listed above for purposes other than salary (e.g., class size, additional after hours pay, etc.)

The District also proposed, for 2021-2022 only, a one-time off-schedule payment of three percent (3%).

The District also proposed to increase hourly rates and to increase certain stipend amounts.

MVEA REJECTED THE DISTRICT'S 12%

PROPOSAL. At the end of the session, MVEA rejected the District's proposed 12% multi-year salary schedule increase. MVEA stated it was not interested in a multi-year agreement. MVEA will provide a written response.

DISTRICT ACTIONS TO ADDRESS IMMEDIATE

CONCERNS. At prior sessions, the District proposed to work with MVEA on a 2021-2022 MOU to implement immediate and short-term responses to some of the concerns raised by MVEA. MVEA rejected the creation of an MOU to address some of the concerns raised by the negotiations team.

As shared today, the District is moving forward with the following non-negotiable action items to help address previously discussed concerns:

- Hiring additional permanent substitutes to be assigned to sites
- Designating one staff meeting per month for additional collaboration/planning time
- Hiring additional noon duty supervisors to serve students and free up additional time for unit members
- Scheduling more IEPs, 504s and SSTs during work day hours.

The District hopes that these targeted and short-term actions can make a meaningful difference, but the District remains opposed to MVEA's permanent contract language proposals (e.g., class size and hours). In addition, the District believes that providing additional salary (\$12,000+ to \$20,000+) to every new teacher over the next two years would significantly enhance the District's ability to attract and retain excellent employees.

NO NEXT DATE SCHEDULED YET.