

# MVWSD's Negotiations News

May 28, 2021

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.



We have been bargaining with MVEA for months. Both teams have repeatedly expressed an interest in completing these negotiations before the end of the school year, but an overall agreement has not yet been reached.

## **Agreement on Leaves and Class Size.**

The teams have reached tentative agreements on Class Size (Article 7) and Leaves (Article 12). The teams updated the Leaves Article to address recent changes to state law. The teams agreed to amend the Class Size Article to include:

- Opportunity for teachers to request a meeting to discuss student distribution and support staff to help
- Increased overload payments from \$45 to \$50
- Increased payments for class coverage due to substitute shortages at both elementary and middle school levels

## **Agreement on \$2,000 Payment in Recognition of Employees' Incredible Efforts during Unimaginable Year.**

At the request of the Board, the District team proposed that each unit member receive a one-time payment of \$2,000 in recognition of the incredible commitment and effort that all unit members put forth this year to provide instruction to students while facing unimaginable challenges related to the COVID-19 pandemic.

The teams agreed to a Memorandum of Understanding (subsequently ratified by MVEA members and approved by the Board) providing each eligible unit member with a one-time payment of two thousand dollars (\$2,000).

## **What remains?**

Two articles remain (Compensation and Hours), but the two teams have spent little time on the Compensation Article because negotiations have been subsumed by MVEA's focus on middle school schedules; specifically, MVEA's stated desire to decrease middle school staff meeting time.

## **Why So Much Time on Middle School Schedules?**

## **Bargaining Teams**

### MVEA Team Members:

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

### District Team Members:

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

MVEA did not sunshine Article 3 (Hours). The District opened this Article because for years the chart at the beginning of the Article has been out of date and inaccurate relative to instructional minutes and student contact time. Over the years, language was included in Article 3 to add more prep and planning time and add more collaboration time for unit members, but the chart never got updated. Both teams have recognized from the start of these negotiations that the chart is out of date and inaccurate. The teams have devoted several sessions to this issue.

**Staff Meeting Time.** Currently, MVEA is requesting staff meeting time be cut in half. For several sessions, and just this past Wednesday, MVEA has continued to propose that staff meeting time be cut in half (no more than 15 hours per year).

At the May 27 negotiations, MVEA slightly tweaked its proposal: cut each staff meeting by 15 minutes (60 to 45 minutes) and eliminate one staff meeting per month (4 to 3). MVEA has characterized such time as “less important” to its members.

#### **Staff Meeting Time Should Not be Reduced.**

The District has responded that staff meetings and professional development are crucial, especially in light of the pandemic and the challenges students and education will face next year and beyond. Maintaining sufficient professional development time and staff meeting time are necessary for all of the District’s schools, elementary *and middle* schools.

The District has proposed a number of different options to address middle school minutes concerns: adjust starting and ending times; reduce the morning break by five minutes; adjust first period; adjust passing periods; and even a modest reduction of staff meeting time.

The District’s proposals address the concerns MVEA has raised about middle school minutes, but MVEA continues to insist upon deep cuts to middle school staff meetings.

**Compensation (Article 5).** MVEA’s latest proposal is for a 6% increase for 2020-21 (4.5% on-schedule and 1.5% off-schedule). As explained during negotiations, MVEA’s proposal would deplete reserves well below the Board’s required minimum of 17%.

The District has proposed a 3% salary schedule increase, retroactive to July 1, 2020. As agreed upon on the onset of negotiations, MVEA and the District must resolve all pending items prior to moving on to compensation. With that said, the District team has repeatedly stated that it wishes to increase its compensation proposal, but the middle school schedule continues to dominate the agenda.

The District team remains hopeful that the teams can complete negotiations before the end of the school year.