

MVWSD's Negotiations News

January 18, 2022

Issue 5

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.



JANUARY 18, 2022 SESSION. This was the first session after the teams' last meeting on December 8, 2021, and after the winter break.

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DISTRICT SHARED ADDITIONAL DATA WITH MVEA On January 18, the District shared additional data (presentation attached) from comparable Santa Clara County districts that demonstrates the following:

- **Work Day.** As proposed, MVEA's work day proposal (6 hours and 55 minutes) would be the shortest work day in the County. MVEA also proposed that unit members be compensated for many professional responsibilities that occur or extend beyond that work day, including parent meetings and special education meetings.
- **Class Size.** The class sizes in the current Agreement set maximums, but current class sizes are well below those maximum numbers at all grade levels.
- **Salary.** The District shared information demonstrating that starting salary and maximum salary for teachers are currently among the highest in the County.
- **Salary and Benefits (Total Compensation).** The District shared information demonstrating that total compensation (salary plus benefits) are also among the highest in the County. For example, one district has a maximum salary of \$130,339 but its contribution to employee health benefits is only \$28,762, which is approximately \$12,000 less than what MVWSD provides.

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

- MVWSD's maximum salary and contribution to benefits is one of the highest in the County.
- **Retention.** The District shared information demonstrating that the retention data shared by MVEA was outdated, lacking in context and incomplete. Most unit members who have left the District over the past several years have left for reasons unrelated to working conditions.

MVEA NOT INTERESTED IN MULTI-YEAR

PROPOSALS. At previous sessions, the District proposed multi-year proposals to MVEA which included a 12% multi-year ongoing salary schedule increase. As repeatedly explained to MVEA, the multi-year package proposals would have allowed the District to plan and budget accordingly based on certain known contract considerations and assumptions for a three (3) year period including a closed contract for the second and third year. The one year option, as requested by MVEA, would render the out years (2022-23 and 2023-24) more tenuous and uncertain. For these reasons, the District's one year salary proposal would be less than the first year of a multi-year proposal. The District expressed that it remains willing to explore multi-year options equal to 12% over three years.

THE DISTRICT PRESENTS ONE-YEAR PROPOSAL.

MVEA stated it was only interested in negotiating for 2021-2022. In response to MVEA's request, the District proposed the following for 2021-2022 only:

ARTICLE 3: HOURS. Maintain current contract language for duration of current Agreement, through June 30, 2022. District will continue to implement previously discussed interim measures:

- Hiring additional permanent substitutes
- 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 the work day

The District hopes that these targeted and short-term actions can make a meaningful difference.

ARTICLE 5: COMPENSATION. The District proposed the following, effective July 1, 2021:

- 4% ongoing increase to Teachers' Salary Schedule, effective July 1, 2021

- Increase rate from \$45.00 to \$55.00 per hour, rounded off to the next quarter hour for providing supplemental instruction to students outside the workday
- Increase rate from \$35.00 to \$45.00 per hour, rounded off to the next quarter hour for all other service
- Increase annual stipend to \$2,500 for National Board Certification
- Increase annual stipend to \$2,500.00 for a Master's degree; \$2700 for Doctorate (current)
- Increase annual stipend to \$2,500 for unit member who holds a Special Education credential and is assigned to a position requiring the use of the Special Education credential throughout the particular year
- Increase annual stipend to \$2,500 for unit member who holds a BCLAD credential and is assigned to a position requiring the use of the BCLAD credential throughout the particular year
- Changes to medical coverage opt-out provisions as provided by applicable law.

ARTICLE 7: CLASS SIZE. Maintain current contract language for duration of current Agreement, through June 30, 2022.

ARTICLE 10: EVALUATION. The parties previously reached a tentative agreement to clarify certain provisions in this Article.

MVEA COUNTER PROPOSAL. MVEA responded with a 5% on schedule increase and a 3% off schedule payment for 2021-2022, AND all of their prior proposals related to Class Size and Hours.

MVWSD RESPONDS. The District responded that it would not increase its 2021-2022 proposal (4% on schedule) and that it continues to disagree with MVEA's Hours and Class Size Proposals. The District provided further information regarding medical coverage opt-out language.

MVEA ANNOUNCES ITS INTENTION TO FILE FOR IMPASSE. At the end of today's session, MVEA announced that it planned to file for impasse with the Public Employment Relations Board (PERB). MVEA invited the District to jointly file for impasse. If PERB agrees that the parties are at impasse (that further negotiations would be futile), then PERB will dispatch a mediator to work with both teams.

The District indicated that it would get back to MVEA soon about the invitation to jointly file for impasse.

The District will continue to negotiate in good faith with MVEA during direct negotiations and/or during impasse mediation.