

MVWSD's Negotiations News

November 2, 2021 (Issue
2)

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.



October 29:

MVWSD and MVEA negotiating teams met on October 29.

The meeting began with a review of agreed upon norms.

MVWSD shared a proposal for Article 10 - Evaluation

The District proposed language to clarify timelines for goal setting for permanent and non-permanent teachers.

The MVEA team did not have any concern with the additional language added. We expect that a tentative agreement will be signed at the next negotiations session.

MVEA shared a proposal for Article 7 – Class Size.

MVEA proposed class size reductions for all grades TK-8 and a reduction in SDC caseloads at K-5. In addition, the team proposed additional pay for substitute coverage.

The District presented information about current class size at grades TK-8 and SDC case loads. At most grades, class size and caseloads are not at the maximums. In light of the substitute shortage, there is a need for more unit members to cover for absent unit members. In response to this immediate concern, the District proposed to increase teacher pay for substitute coverage. The District also proposed language to clarify the process for substitute coverage at the middle school.

MVEA countered with a new proposal for an “in lieu” program for middle school substitute coverage. After considerable discussion by and between both teams, the District agreed to respond to the new proposal at one of the next scheduled sessions.

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

MVEA's Hours (Article 3) Proposal

MVEA proposed to limit the work day to set hours; mandate extra pay for any meeting that lasts more than 15 minutes outside the regular work day; eliminate any and all yard duty responsibilities; and cut staff meetings to 2 per month in elementary school and 1 per month in middle school.

The District expressed some of its concerns about MVEA's proposals. For example, the District does not agree that cutting staff meetings to bare minimums serves the best interests of the schools, employees, students or the community. As shared with MVEA, the District is 100% committed to making improvements to staff meetings, but simply eliminating them is not the answer.

Similarly, the District is also committed to working with unit members to better manage the frequency and duration of before or after school responsibilities (e.g. IEP meetings, SSTs, 504 meetings). When necessary, such meetings should be most effective and efficient but certificated employees are professional employees (not hourly workers) and professional responsibility sometimes requires work and attendance at meetings before or after school. Such professional responsibilities should not be relegated to 15 minute increments as proposed by MVEA.

Middle School Schedule

Both teams expressed interest in working together to discuss the schedule at the middle schools. Options were discussed and this important issue will continue to be addressed at future sessions.

- proposal and the potential implications of the remaining proposals in Article 3 should a new schedule be agreed upon.

The teams reviewed a summary of the day's discussions and agreed to end the session early to give both parties time to review and prepare additional information for the upcoming session on November 3.

Upcoming dates are as follows:

November 3

November 4