

# MVWSD's Negotiations News

October 25, 2018

District's Negotiations  
with CSEA  
Volume 1, Issue 1

## First session – October 22, 2018

To promote transparency and open communication with the community, employees and other interested individuals, 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 CSEA soon after each session.



This is the District's first Negotiations News on 2018-2019 negotiations.

### **First Session— October 22, 2018**

The teams met at the District Office for a short session. These negotiations are limited to compensation and benefits and two other issues per team. The District opened Transfers/Promotions and Leaves. The CSEA's team did not open articles other than compensation.

### **Team Introductions**

The session began with welcomes and team introductions. There are new members on each team.

The District's bargaining team members and the CSEA's team members are listed at the right.

### **District to Regularly Communicate with Stakeholders about Negotiations**

As the District has done in the past, the District team will publish factual written updates about District-CSEA negotiations with employees, community members and other interested individuals. The written updates will be made available on the District's website soon after each session. Through this effort, the District team intends to promote transparency and open communication.

## **Bargaining Teams**

*The District's team members are:*

Carmen Ghysels, Chief Human Relations Officer

Rebecca Westover, Principal Stevenson Elementary

Arianna Mayes, Program Coordinator Special Education

Jonathan Pearl, District's Legal Counsel

*CSEA's team members are:*

Manny Velasco, CSEA President

Veronica Del Rio, Special Education Department Secretary, CSEA Secretary

Kathy Cooper, Instructional Assistant Special Education

Elizabeth Reeves, Transportation Dispatcher

Janell Hampton, CSEA Representative

## **Initial Proposals Reviewed and Discussed**

The teams reviewed their initial proposals (follow as pgs. 3-5) asked numerous questions and shared various options and next steps. The parties discussed a number of issues, including:

- The opening of the new Vargas Elementary School in 2019-2020;
- The possibility of a new charter school; and
- Options for employee compensation.

At the next session, CSEA will present a proposal related to compensation, specifically stipends.

## **Next Session— October 29, 2018**

The teams scheduled the next session for October 29, 2018.

October 08, 2018

Ayinde Rudolph  
Superintendent  
Mountain View Whisman School District  
750-B San Pierre Way  
Mountain View, Ca 94043

RE: Initial Proposal

Dear Superintendent Rudolph:

The California School Employees Association (CSEA) and its local Chapter #812 are submitting its initial bargaining proposal in accordance with Section §3547 of the Government Code for the upcoming “reopener” negotiations for the 2018/2019 school year.

CSEA respectfully submits the following bargaining proposal:

- Article 14 – Compensation and Benefits: Interest is in fair pay and benefits and rectifying the salary

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Janell Hampton, Labor Relations Representative

Cc: Chapter President  
Cc: Field Director SBFO  
Cs: Area Director

**Initial Proposal of the  
Mountain View Whisman School District to the  
California School Employees Association Chapter 812  
2018-2019 Reopener Negotiations**

October 9, 2018

This is the Mountain View Whisman School District's (District) initial proposal to the California School Employees Association Chapter 812 (CSEA).

As required by Government Code section 3547, the District is presenting these initial proposals to the Board of Trustees at a public meeting to enable the public to become informed and for the public to have an opportunity to express itself regarding the initial proposals. This is commonly referred to as the sunshining process.

As set forth in Article 21 of the current Agreement between the District and CSEA, these 2018-2019 reopener negotiations are limited to Article 14 (Compensation and Benefits) plus two additional articles selected by each party.

**Core Principles for Negotiations**

The Board of Trustees and its team will be guided by the following core principles for negotiations that it believes are of crucial importance to students, the Board, the District, employees and the community. Development of District proposals and consideration of and responses to CSEA proposals will be guided by these principles:

1. **Focus on Student Success and Educational Mission.** Engage in good faith, respectful, open and efficient negotiations with employee groups that further the District's ongoing, relentless commitment to the success of every student, and the Board's short-term and long-term educational mission.
2. **Fiscal Responsibility.** Maintain short-term and long-term fiscal solvency and act in a financially responsible manner with regard to each education dollar entrusted to the District.
3. **Employee Excellence and Development.** Attract and retain diverse, talented, and caring employees committed to student success and continuous professional learning.
4. **Community Engagement.** Participate in a negotiations process that stimulates positive community interest, excitement and involvement in the District's educational mission.
5. **Communication.** Cultivate mutual respect, trust and deeper understanding among all District stakeholders through honest, clear and factual communication.

**Initial Proposals**

The District's initial proposals are as follows:

**Article 9 – Transfers/Promotions**

The District proposes to explore and amend this Article as necessary to provide greater flexibility to serve student and operational needs, including operational needs created by the opening of a new school.

**Article 12 – Leaves**

The District proposes to explore current leave language and best practices, and to ensure compliance and consistency with applicable law.

**Article 14 – Compensation and Benefits (and Appendices)**

The District proposes to explore fair and equitable improvements and adjustments to total compensation consistent with the core principles above.

The District also proposes to review existing MOUs and Side Letters to determine relevance, continuation, expiration and/or need for amendment.

The District reserves the right to introduce new subjects of negotiation during the course of bargaining in conformance with the notice requirements of Government Code section 3547(d).

The District values its positive relationship with CSEA and looks forward to professional and constructive negotiations with CSEA.