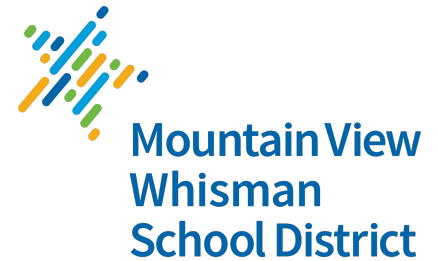


Negotiations News

January 11, 2024

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.



The District is happy to begin the negotiation process with MVEA. The teams are negotiating a successor contract to replace the current agreement which will expire on June 30, 2024.

The District's Core Principles for Negotiations

MVWSD and MVEA presented their initial proposals for successor contract negotiations at the Board of Trustees meeting on November 2, 2023.

As shared with the MVEA, the Board's and District's core principles for negotiations include:

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.

Bargaining Teams

MVEA Team Members:

Michael Newman,
Crittenden Middle School
Jennylyn Fung,
Castro Elementary
Kyle Hillebrecht,
Stevenson Elementary
Saule Altun,
Imai 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
Annie Flores-Aikey,
Principal, Crittenden Middle School
Theresa Lambert,
Principal, Stevenson Elementary
Vernorris Taylor
Principal, Vargas Elementary
Jonathan Pearl,
District Legal Counsel

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.

The District will use these core principles to develop its proposals and respond to MVEA proposals.

Articles to be Addressed and Negotiated by MVWSD and MVEA Teams

The District's initial proposals include:

Article 3- Hours

Article 8 – Professional Growth and Development

Article 10. Evaluation

Article 12 - Leaves

Article 5. Compensation and Benefits

MVEA's initial proposals include:

Article 3- Hours

Article 4. Assignments, Reassignments, Transfers and Filling of Vacancies

Article 5- Compensation and benefits

Article 7- Class Size

Article 10. Evaluation

Article 12 - Leaves

Article 23 - Term and Reopening of Negotiations

First Session – January 11, 2024

During the first negotiation session, the MVWSD and MVEA teams agreed to specific norms to be followed during negotiation sessions. The teams' norms are as follows:

Group Norms

- Assume best intentions of all parties.
- Interact with each other respectfully.
- Attack the issues, not the people.
- All interests are important and will be considered by each side.
- Seek to understand proposals (underlying issues and interests) and to develop options and to solve problems
- Creative ideas and suggestions are welcome.
- Strive to use our time together productively, not punitively
- Individual breaks are permissible

Procedural Norms

- Caucus or a break may be called at any time ("Guilt free caucus")
- Requests for information will be delivered to each side in writing in a timely fashion
- Meeting schedules will be respected and scheduled as far away as possible.
- A summary of each meeting will be reviewed and agreed to and at the end or beginning of each meeting.
- An agenda for the upcoming session will be created at the end of each meeting.
- Use and refer to these norms throughout all sessions

MVEA then provided a helpful slide deck that identified the issues they hoped to address during these negotiations and possible solutions.

The teams then created a a roadmap that set forth the order or sequence of articles to be negotiated. The sequence will be as follows:

Article 4 - Assignments, Reassignments, Transfers and Filling of Vacancies
Article 8 - Professional Growth and Development
Article 12 - Leaves
Article 10 – Evaluation
Article 3 - Hours
Article 7 - Class Size
Article 23 - Term of Agreement
Article 5 – Compensation and Benefits

Tentative Agreement Reached On Article 4 And Other Proposals Exchanged

The team then went to work on Article 4 - Assignments, Reassignments, Transfers, and filling of vacancies.

After productive and respectful conversation, a tentative agreement was reached that included added requirements to promote transparency and proactive communication when someone is involuntarily transferred.

The teams then went on to exchange proposals about Leaves (Article 12) and Professional Growth (Article 8). The teams look forward to making more progress on these articles at the next session.

At the end of the session, the parties reviewed the norms for negotiations. Both teams expressed that the norms positively impacted the day and the teams' productivity. We look forward to using the norms at future sessions and throughout these negotiations.

Next Sessions:

The teams also confirmed dates for upcoming sessions.

Dates are as follows:

January 31
February 6
February 28