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**JOINT NEGOTATIONS UPDATE**

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TO: All Staff

FROM: Dr. John Lovato, Assistant Superintendent of Personnel Services

 Elena Caballero, MVTA Negotiations Chair

 Laura Gaber, MVTA President

SUBJECT: Tentative Agreement Reached

DATE: December 4, 2019

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MVTA and the District met on Tuesday, December 3, 2019 for the second negotiations session. MVTA and MVSD came to the table with a positive and collaborative mindset, which led to a productive day.

The two groups worked diligently to produce a tentative agreement that was “Fair for All.” A tentative agreement was reached on Total Compensation. The highlights from the tentative agreement are as follows:

1. The Mountain View School District will offer a Supplemental Retirement Plan (SRP) incentive of 37.5% of an employee’s final year’s salary. 30 certificated employees must submit irrevocable letters of resignation no later than January 27, 2020 in order for the plan to go into effect. The plan would eliminate the need for teacher layoffs over the next two to three years and the plan must pay for itself. There will be no impact to the General Fund.
2. The parties agree to a 1.75% salary schedule increase.
	* 1.25% is on-going on the salary schedule increase, retroactive to July 1, 2019.
	* 0.5% to all members for the addition of 15 minutes to all Tuesday School Site Staff meetings contingent on the following, 5 minutes shall be used at the discretion of the Site Administrator and 10 minutes shall be designated as MVTA Association time. Staff meeting time will be a total of 90 minutes, with the last 10 minutes dedicated to MVTA association time. The 0.5% would go into effect upon final ratification by the MVTA and MVSD School Board.
3. The parties agree to the placement of all certificated 12-month Children Center members from the Children Center salary schedule to the 12-month Head Start salary schedule.
4. The parties agree that 16.1.1 shall remain in effect. Additionally, the parties agree to the following language:

16.1.2 Starting in the 2019-2020 school year, members who possess a BCC or BCLAD credential and are teaching in or providing direct bilingual instructional support in a Dual Immersion or Bilingual/Biliteracy Program Classroom, which requires a BCC or BCLAD credential, shall receive a stipend of $1,500 annually. Members covered under 16.1.1 who move into a Dual Immersion and/or Bilingual/Biliteracy Program Classroom will receive the $1,500 stipend instead of the $1,100 stipend mentioned in 16.1.1.

1. Additionally, the parties agree to reduce the work year for all Bargaining Unit Members by 2 days. For the 2019-2020 school year, one day shall be removed off the calendar, which shall be the teacher check out day. Beginning the 2020-2021 school year and ongoing, the work year shall be reduced by 2 days, which shall be the teacher prep day, and the teacher last work day. For CC/HS members who are 12 months, the 2 days reduced from the work year shall be the day before Christmas Day and the day before New Years Day – unless they fall on a weekend, and then the days shall be on the Fridays prior. For HS 10 month employees, the work year will be shortened by 2 days at the end of the year (one student day and teacher last work day).

K - 8 Certificated: from 187 to 185

Counselors and Nurses: from 188 to 186

Psychologists and Program Specialists: from 197 to 195

Headstart 10 months: from 186 to 184

CC/HS 12 months: from 243 to 241

1. Items 2-5 shall not be contingent on the passing of the SRP.

It is important that we recognize the hard work of the members from both negotiations teams.

MVTA

Elena Caballero

Leticia Urias

Jackie Trejo

Maria Aguilar

Lena Solis

Laura Gaber

Christian Lozano – CTA Labor Representative

District

Dr. John Lovato

Donelle Soto

Dr. Margarita Gonzalez-Amador

Darin DeKnikker

Ray Andry

Peter Fagen – Attorney

Both teams look forward to the tentative agreement moving forward to the ratification and board approval processes. Additionally, the teams look forward to future collaboration.