

Timeline for Ratification Vote

- Mon. Dec. 9** 5 Informational Packets of the Tentative Agreement will be delivered to School Site Representatives. Packets are to be placed on staff room tables for general review.
- Tues. Dec. 10** School Site Representatives will hold a 10-minute meeting at the Tuesday Staff meeting and record all questions.
- Wed. Dec. 11** Rep Council will be open to all members, 3:00 p.m. at Madrid. Bargaining Team members will present the Tentative Agreement and Reps will have a Question and Answer session.
- Wed. Dec. 18** One-Site Voting – there is an early release make-up day for Elementary Schools. Voting is from 2:00 to 5:00 p.m. at Kranz School. There will also be a General Membership meeting (at the same site) that will run concurrently for those who have additional questions. That meeting will begin at 3:00 p.m.

To all MVTA Members,

The MVTA Bargaining Team is please to present the enclosed Tentative Agreement. It is composed of two components: the SRP (the Supplemental Retirement Plan) offered by the District, and Items that have been negotiated as a result of Collective Bargaining. The SRP is included in our Tentative Agreement because the number of retirees is a matter that is contractually stipulated (Article XXIII, Early Retirement) and its acceptance will constitute a change in our Collective Bargaining Agreement for this year. The highlights of the Tentative Agreement are as follows:

- The Mountain View School District shall provide a Supplemental Retirement Plan (SRP) incentive of 37.5% of an employee's final year's salary. This is a one-time offer- next year's incentive will be offered to Administrators and Classified personnel. In order for SRP to go into effect, a minimum of 30 certificated non-management employees must participate and submit their letters of resignation by February 3, 2020. For more information, please see the accompanying letter by MVTA President, Laura Gaber.

The following are not contingent on the passage of the SRP –

- The parties agree to a 1.25% ongoing on the salary schedule increase, retroactive to July 1, 2019.
- The parties agree to an increase of 0.5% retro to July 1, to all members for the addition of 15 minutes to all Tuesday School Site Staff meetings. Please note that this does not pertain to District meetings and Tuesday Professional Development day meeting, which will continue to be 75 minutes. Of the additional 15 minutes, 5 minutes shall be used at the discretion of the Site Administrator, and the remaining time shall be designated as MVTA association time. This provision of the Tentative Agreement will take effect immediately upon ratification - for the remaining meetings of this school year.
- 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.
- The parties agree that Article 16.1.1 shall remain in effect. Additionally, the parties agree to the following changes – members who possess a BCC or BCLAD credential and are teaching in or providing direct bilingual

instructional support in a Dual Immersion or Bilingual/Bi-literacy Program classroom, shall receive a stipend of \$1,500 annually. To members already covered by 16.1.1, the original stipend of \$1,100 will remain.

- The parties agree to reduce the work year for all Bargaining Unit Members by 2 days, without affecting your annual salary. In addition, your per diem rate will also increase. For this year, 2019-20, only one day will be reduced, June 12, 2020 teacher last work day (check out day). For all subsequent years, the work days will be reduced two days – the beginning of the year teacher prep day and the teacher last day (teacher check out day).

On behalf of the Bargaining Team, and myself as Chair, I highly urge a **YES** vote on the Tentative Agreement. For a district that has so many issues, such as declining enrollment and the future closure of schools, I believe it is a good and fair agreement.

For those who are eligible for retirement, I hope you will seriously consider the offer made by the District. I know that there are many financial and personal issues that need to be considered prior to retirement, so I truly hope that you will talk to all the experts, financial counselors, and, most importantly, your spouse or family, before making a decision. It is a personal decision that only you can make. But one thing I am nearly sure about - it is not an offer that is likely to be made again soon; the last one, of this magnitude, was made eight years ago.

Respectfully submitted,



Elena Caballero

MVTA Bargaining Chair

Letter from Laura Gaber, President, MVTA

The District is offering an incentive of 37.5% of a member's final year salary to be deposited into a Supplemental Retirement Plan (SRP) account. This incentive is being offered only to Certificated Non-Management staff this year. Next year, the same plan will be offered only to Classified and Management staff. The company designing and managing these SRP accounts is called Public Agency Retirement Services (PARS). Informational packets will be mailed to your home address, by PARS, to all members who are eligible to consider this offer. If you will be 53 years or older by June 30, 2020, you should be receiving a packet soon.

Because a Supplemental Retirement Plan account is essentially an additional retirement savings account, members do NOT necessarily have to **retire** to qualify for this incentive. However, members will have to **resign** from the Mountain View School District, but may continue to work elsewhere.

Therefore, eligible members must be at least **53 years old by June 30, 2020** and must have **10 or more years of service with the Mountain View School District**. Members who choose to accept this offer must submit a letter of resignation to the District by **February 3, 2020**, effective on or before June 30, 2020. This letter of resignation is irrevocable by the member. However, should the District determine that not a sufficient number of members are participating in this offer, the **District will then rescind all letters of resignation, and those letters will be null and void**.

In addition to the incentive of 37.5% of a member's final year salary, members who are **resigning for the purposes of retirement**, may also be eligible for Early Retirement Health Benefits. On December 6, 2019, the District and the Association signed an agreement that "lifts" the 7% cap for Early Retirement Health Benefits. This will allow members who are **resigning for the purposes of retirement**, to continue to participate in the MVSD Health and Benefits plans at the level that they are currently enrolled. To qualify, members **must be resigning for the purposes of retirement**, and **must be between 55 and 65 years old**. Please see Article 23 of the MVTA/MVSD Contract for other provisions of this agreement.

Finally, as with the incentive of 37.5% of a member's final year salary, if the District determines that not a sufficient number of members are participating in this offer, the District will rescind all letters of resignation and the agreement that "lifts" the 7% cap will also be null and void.

TENTATIVE AGREEMENT
between the
Mountain View School District
and the
Mountain View Teachers Association

December 3, 2019

Time: 4:43 pm

1. The Mountain View School District shall provide a Supplemental Retirement Plan (SRP) incentive of 37.5% of an employee's final year's salary. In order for the SRP to go into effect, a minimum of 30 certificated employees must submit irrevocable letters of resignation no later than January 27, 2020.

Items 2-6 shall not be contingent on the passing of the SRP:

2. The parties agree to a 1.25% on-going on the salary schedule increase, retroactive to July 1, 2019.

3. The parties agree to an increase of 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.

4. 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.

5. 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.

6. 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: from 197 to 195 ← Program Specialists

Headstart 10 months: from 186 to 184

CC/HS 12 months: from 243 to 241

JD 12-5-19
MEC 12-5-19
12-5-19

- All items mentioned in this proposal are retroactive to July 1, 2019 with the exception of item #6.
- Item #3 would go into effect upon final ratification by the MVTA and MVSD School Board.

For the Association:

For the District:

Maria E. Castellano

Date: 12-3-19

[Signature]

Date: 12-3-19

Jama Elkins

Date: 12-3-19



Mountain View School District - 2019-2020 K - 8 Teachers School Calendar

	First Week					Second Week					Third Week					Fourth Week					Days Taught	Local or Legal Holiday	SBCP or Student Free Day	Work Days		
	Mon	Tue	Wed	Thu	Fri	Mon	Tue	Wed	Thu	Fri	Mon	Tue	Wed	Thu	Fri	Mon	Tue	Wed	Thu	Fri						
First School Month Aug. 19 – Sept. 13	N	T%	M/P	%	*	**					Sept. 2	3	4	5	6	9	10	11	12	13	14	1	2	18		
Second School Month Sept. 16 – Oct. 11	16	17	18	19	20	23	24	25	26	27	30	1	2	3	4	7	8	9	10	11	20	0	0	20		
Third School Month Oct. 14 – Nov. 8	14	15	P	17	18	21	22	23	24	25	28	29	30	31	1	4	5	6	7	8	18	0	2	20		
Fourth School Month Nov. 11 – Dec. 6	•	11	12	13	14	15	18	19	20	21	22	X	X	•	•	•	Dec.	2	3	4	5	6	14	4	2	14
Fifth School Month Dec. 9 – Jan. 3	9	10	11	12	13	16	17	18	19	20	X	•	•	X	X	X	•	Jan•	X	X	10	4	6	10		
Sixth School Month Jan. 6 – Jan. 31	6	7	8	9	10	13	14	15	16	17	•	20	21	22	23	24	27	28	29	30	31	19	1	0	19	
Seventh School Month Feb. 3 – Feb. 28	3	4	5	6	7	•	10	11	12	13	14	•	17	18	19	20	21	24	25	26	27	28	18	2	0	18
Eighth School Month March 2 – March 27	2	3	4	5	6	9	10	11	12	13	+	16	17	18	19	20	23	24	25	26	27	20	0	0	20	
Ninth School Month March 30 – April 24	30	31	April	2	3	6	7	8	9	10	•	X	X	X	X	X	20	21	22	23	24	14	1	5	14	
Tenth School Month April 27 – May 22	27	28	29	30	1	May	4	5	6	7	8	11	12	13	14	15	18	19	20	21	22	20	0	0	20	
Eleventh School Month May 25 – June 19	•	25	26	27	28	29	June	1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	13	1	0	14
Totals																			180	14	17	187				

DISTRICT OFFICE CLOSED

- Sept. 2 Labor Day
- Nov. 11 Veteran's Day
- Nov. 27 Local Holiday
- Nov. 28 Thanksgiving Day
- Nov. 29 Local Holiday
- Dec. 24 Admissions Day
- Dec. 25 Christmas Day
- Dec. 31 Local Holiday
- Jan. 1 New Year's Day
- Jan. 20 Martin Luther King's Day
- Feb. 10 Lincoln's Birthday
- Feb. 17 Washington's Birthday
- April 10 Local Holiday
- May 25 Memorial Day

TOTAL NUMBER OF DAYS

For Students: 180
 For Teachers: ~~187~~ 186
 For New Teachers: ~~188~~ 187

STARTING & ENDING DATES

New Teachers' Start Date: August 19
 Teachers' Start Date: August 20
 Students Return: August 26
 School Ends: June 11
 Teachers' Last Work Day: June 11

The District shall implement a modified day at a school site when such site holds a Back to School Night or an Open House Night.

The four modified days for Kranz and Madrid will be determined at a later date.

KEY

- Local or Legal Holiday (Schools & District Closed)
- X Student Free Day
- Modified Day K-6 Teachers
- Modified Day K-8 Teachers
- P Parent Conference – Student Free Day
- End of Trimester
- T Teacher Start Day
- N New Teacher Start Day
- ** Student Start Day
- ◊ Teacher Last Work Day
- ^ Student Last Day
- M/P Meeting/Prep Day
- % Staff Development Day/Student Free Day (August 20, 22, November 4)

* In lieu of working on August 23, experienced teachers have the option of working on August 19 with the approval of the site administrator. August 20, 21 and 22 are required work days for teachers.

End of Trimester

- Nov. 22 (61 days)
- March 13 (62 days)
- June 11 (57 days)

Elementary Parent Teacher Conferencing

October 14, 15, 16, February 4

Middle/Intermediate Parent Teacher Conferencing

October 16, February 4

Student Report Cards

- Dec. 17, 2019
- March 31, 2020
- June 11, 2020

Board
Approved: 2/6/2019

PERSONNEL SERVICES

TO: All Non-Management Certificated Staff
FROM: Dr. John Lovato, Assistant Superintendent of Personnel Services
Laura Gaber, MVTA President

SUBJECT: Supplemental Retirement Plan with PARS and Early Retirement
Health Benefits Overview

DATE: December 6, 2019

Eligibility for Supplemental Retirement Plan with PARS

Non-Management Certificated employees must:

- Be employed by the District as of November 6, 2019.
- Be at least fifty-three (53) years of age with ten (10) or more years of District service as of June 30, 2020.
- Submit letter of resignation by **February 3, 2020**, with an effective date on or before June 30, 2020.

Supplemental Retirement Plan Participation Requirements

- The plan must have sufficient plan participation to meet the District's fiscal and operational objectives by the enrollment deadline of 5:00 PM on **February 3, 2020**, in order for the incentive to go into effect. *This offer to all Non-Management Certificated employees is a one-time offer only for the 2019-2020 school year.*
- Participating employees shall submit all required enrollment materials and District Letter of Resignation to PARS on or before this deadline.
- As of the enrollment deadline, resignations of participants are irrevocable and may not be rescinded unless the District withdraws the PARS incentive.
- **If a level of participation acceptable to the District has not been reached as of the enrollment deadline, the District may withdraw the incentive, provided it notifies enrolled employees of the withdrawal no later than February 7, 2020. If the District withdraws the incentive, resignations will be automatically rescinded.**

Eligibility for Health Benefits (Article XXIII)

- Are at least 55 years of age and no more than 65 years of age
- Worked for the MVSD for 15 years
- At the time of retirement, the retiree must be enrolled in District approved insurance plans in which continued coverage is desired after retirement.

- If a level of participation in the Supplemental Retirement Program is unacceptable to the District at the time of the enrollment deadline, the District will withdraw its waiver of the 7% cap for the Early Retirement Health Benefits incentive.
- See Article XXIII of the MVTA / MVSD Agreement.

Upcoming Important Dates

- Monday, December 9, 2020 at 3:00: CalSTRS Workshop #1
- Early December 2019: PARS mails packets to eligible employees (**If you believe you qualify and do not receive an informational packet, please contact Personnel Services**)
- Monday, December 16, 2019 at 3:30 pm: PARS Orientation Meeting
- Thursday, January 23, 2020 at 3:30 pm: PARS Workshop Meeting
- Wednesday, January 29, 2020 at 3:00: CalSTRS Workshop #2
- Monday, February 3, 2020: Deadline to submit irrevocable letter of resignation
- Monday, February 3, 2020: PARS Enrollment Window Closes
- Friday, February 7, 2020: District Notifies Employees if Plan is going forward
- Tuesday, June 30, 2020: Resignation from District employment becomes effective
- August 1, 2020: PARS benefits commence

Note: CSEA and Management employees were also included in the same resolution approved by the Board of Education, and this SRP will be offered to management and CSEA employees during the 2020-2021 school year to prevent layoffs.