

**Tentative Agreement
Between
District Teachers' Association and
Mountain View-Los Altos Union High School District**

The below listed parties have reached the following tentative agreement over the successor collective agreement's terms and conditions. The terms of the existing collective agreement will continue without change except for the revisions, additions, or modifications described in the tentative agreement.

The negotiating parties will recommend this tentative agreement to their respective authorizing bodies.

DocuSigned by:
David Campbell

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For the DTA, David. A. Campbell
5/10/2020

Date

DocuSigned by:
Leyla Benson

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For the District, Leyla E. Benson
5/11/2020

Date

1. Total Compensation

Increase in the District's STRS payment for 2019-20	0.82%
Increase in medical insurance premiums as percent of salary	0.77%
Non-recurring, lump-sum payment based on salary schedule, retroactive to July 1, 2019	2.0%
Total	3.59%

The above salary schedule increase for 2019-20 shall not waive the right of the DTA to negotiate an agreement on an additional salary schedule increase for 2019-2020. Such negotiations shall include both the "Look Back" process and the regular salary negotiations for 2020-2021.

The "Look Back" Provisions listed in Appendix J will have all the dates adjusted appropriately to apply to the succeeding school and fiscal years.

- 2. Bell Schedule and Calendar for 2020-2021
 - a. Attachments A ([bell schedule](#)) and B (2020 - 2021 [calendar](#))

If conditions related to the Covid-19 pandemic change after the signing of this agreement, and as a result the implementation of the teacher work hours and schedule and/or the teacher work calendar will be administratively or educationally impractical, the parties will reopen negotiations upon request.

The District and the DTA will meet and complete the 2021-2022 work calendar during June and July of 2020.

3. Part-Time Teacher Hours and Duties Under the Revised 2020-21 Bell Schedule

The hours and duties for part-time teaching positions shall continue as defined by Section 7.7 and Appendix D of the current Negotiated Agreement. Part-time teachers will undertake a prorated share of non-classroom duties under the new bell schedule for 2020-2021. The details of these prorations are to be determined once the bell schedule and year school calendar are confirmed. Confirmation means approved by DTA and MVLA School Board as well as once we are firm on Phase III return to work guidelines. The site administrators will attempt to reasonably accommodate an individual teacher's limitations in fulfilling those duties. The Association and the District are currently working on an MOU that will clarify the work hours for staff that will complement the new Bell Schedule.

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DC

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LB