



California
School
Employees
Association

3350 Scott Blvd.
Building 18
Santa Clara, CA 95054
(408) 261-7990
(800) 487-2440
www.csea.com

Adam Weinberger
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

The nation's largest
independent classified
employee association



March 28, 2025

Via Electronic Mail:

[REDACTED]

Carol Johnson
Chapter President 527

Re: Initial Proposal for Successor Agreement

Dear President Johnson:

I have received the initial proposal for the Successor Agreement between the Mountain View-Los Altos Union High School District and California School Employees Association and its Mountain View/Los Altos 527 that will be in effect from July 1, 2024 through June 30, 2027.

It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws or Policy. **This initial proposal will need to be approved by the membership prior to starting negotiations.**

Please remember, once a tentative agreement has been reached, a signed copy of the tentative agreement must be forwarded to the field office immediately for a Policy 610 review **before** the tentative agreement may be ratified.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Debra Cole
Field Director

DC/nah

Cc: Sarah Smith, Regional Representative 43; Donnell Fassler, Area C Director;
Juan Carlos Anderson, Labor Relations Representative; Chapter 527
Contract File.

Initial proposal for successor negotiations between
The California School Employees Association and its Mountain View Los Altos Chapter
#527 (CSEA) and the Mountain View Los Altos High School District (District).

July 1, 2024 to June 30, 2027

The California School Employees Association and its Mountain-View-Los Altos Chapter #527 (CSEA) and the MVLA High School District (District) are parties to a Collective Bargaining Agreement (CBA). Pursuant to the Educational Employment Relations Act (EERA), CSEA wishes to negotiate the following changes to the existing Agreement as part of our successor agreement negotiations.

CSEA Interests include opening the following articles:

ARTICLE I - Agreement

- CSEA has an interest in establishing a new contract term of July 1st, 2024 through June 30th, 2027.

ARTICLE IV - Employer-Employee Relations

- CSEA has an interest in discussing a fair and equitable increase to the allotted release time hours and clean up language within the article.
- CSEA has an interest in discussing the creation of a committee to address workload concerns from bargaining unit members.
- CSEA has an interest in discussing changes to hiring practices to ensure equity and clarity on hiring processes.

ARTICLE VI - Wages

- CSEA has an interest in discussing the inclusion of "Me Too" language to promote equity amongst the other bargaining units.
- CSEA has an interest in discussing a fair and equitable increase to the salary of bargaining unit members.
- CSEA has an interest in amending the language of the overtime section to ensure equity in its distribution.
- CSEA has an interest in clarifying the language of the summer school section.

ARTICLE VII - Professional Growth Awards

- CSEA has an interest in discussing a fair and equitable increase to the number of allotted Continuing Education Units (CEU's).

ARTICLE VIII - Leave Policies

- CSEA has an interest in amending the language of the Personal Necessity Leave section.
- CSEA has an interest in discussing fair changes to the vacations section.

ARTICLE IX - Hours

- CSEA has an interest in continuing discussions regarding the alignment of work calendars for 10 month employees.

ARTICLE X - Health and Welfare

- CSEA has an interest in discussing retiree health benefits and to align contract language with that of other bargaining units.

ARTICLE XI - Transfer Policies

- CSEA has an interest in amending the language of the vacancies section to ensure a fair and equitable hiring process.

ARTICLE XII - Safety

- CSEA has an interest in discussing a potential reimbursement for tools and clothing necessary for some employees to perform their work duties safely.

ARTICLE XIII - Evaluation Procedures

- CSEA has an interest in continuing discussions regarding the evaluation process.
- CSEA has an interest in amending the language of the article regarding evaluation cycles for permanent employees.
- CSEA has an interest in discussing language regarding follow up from administrators after employees submit rebuttals.

ARTICLE XIV - Discipline

- CSEA has an interest in amending the language of the discipline article to provide clarity on discipline processes and ensure the rights of bargaining unit members.

ARTICLE XX - Classification Fact Finding Committee

- CSEA has an interest in continuing discussions regarding the Instructional Assistants.