

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).	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	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.	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:	District Interests include discussing the following articles:	
ARTICLE I - Agreement	ARTICLE I - Agreement	
<ul style="list-style-type: none"> ● CSEA has an interest in establishing a new contract term of July 1st, 2024 through June 30th, 2027. 	<ul style="list-style-type: none"> ● District has an interest in establishing a new contract term of July 1st, 2024 through June 30th, 2027. 	
ARTICLE IV - Employer-Employee Relations	ARTICLE IV - Employer-Employee Relations	
<ul style="list-style-type: none"> ● 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. 	<ul style="list-style-type: none"> ● District has an interest in discussing an effective model for the referenced release time hours and clean up language within the article to make needed clarifications ● District has an interest in discussing the creation of a joint District/CSEA committee to address workload concerns from bargaining unit members ● District has an interest in facilitating equitable and effective hiring practices 	
ARTICLE VI - Wages	ARTICLE VI - Wages	
<ul style="list-style-type: none"> ● 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. 	<ul style="list-style-type: none"> ● District has an interest in ensuring equitable and fiscally sound salary agreements ● District has an interest in discussing a fair and equitable increase to the salary of bargaining unit members. ● District has an interest in considering language within the overtime section to ensure appropriate overtime and compensatory time opportunity, distribution, approval and use parameters ● District has an interest in clarifying the language of the summer school section and incorporating agreed upon past practice if appropriate for transparency and process clarity 	
ARTICLE VII - Professional Growth Awards	ARTICLE VII - Professional Growth Awards	
<ul style="list-style-type: none"> ● CSEA has an interest in discussing a fair and equitable increase to the number of allotted Continuing Education Units (CEU's). 	<ul style="list-style-type: none"> ● District has an interest in providing opportunity for all members interested in professional growth opportunities and corresponding Continuing Education Units (CEU's). 	
ARTICLE VIII - Leave Policies	ARTICLE VIII - Leave Policies	
<ul style="list-style-type: none"> ● 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. 	<ul style="list-style-type: none"> ● District has an interest in further clarifying language of the Personal Necessity Leave section. ● District has an interest in continuing to maintain an effective vacation allocation model. 	

ARTICLE IX - Hours	ARTICLE IX - Hours	
<ul style="list-style-type: none"> ● CSEA has an interest in continuing discussions regarding the alignment of work calendars for 10 month employees. 	<ul style="list-style-type: none"> ● District has an interest in continuing discussions regarding the alignment of work calendars for 10 month employees. 	
ARTICLE X - Health and Welfare	ARTICLE X - Health and Welfare	
<ul style="list-style-type: none"> ● CSEA has an interest in discussing retiree health benefits and to align contract language with that of other bargaining units. 	<ul style="list-style-type: none"> ● District has an interest in discussing equitable retiree health benefits 	
ARTICLE XI - Transfer Policies	ARTICLE XI - Transfer Policies	
<ul style="list-style-type: none"> ● CSEA has an interest in amending the language of the vacancies section to ensure a fair and equitable hiring process. 	<ul style="list-style-type: none"> ● District has an interest in ensuring an equitable hiring process. 	
ARTICLE XII - Safety	ARTICLE XII - Safety	
<ul style="list-style-type: none"> ● CSEA has an interest in discussing a potential reimbursement for tools and clothing necessary for some employees to perform their work duties safely. 	<ul style="list-style-type: none"> ● District has an interest in discussing work related attire language 	
ARTICLE XIII - Evaluation Procedures	ARTICLE XIII - Evaluation Procedures	
<ul style="list-style-type: none"> ● 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. 	<ul style="list-style-type: none"> ● District has an interest in continuing discussions regarding the classified evaluation process ● District has an interest in discussing permanent employee evaluations 	
ARTICLE XIV - Discipline	ARTICLE XIV - Discipline	
<ul style="list-style-type: none"> ● 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. 	<ul style="list-style-type: none"> ● District has an interest in transparent and effective employee discipline procedures 	
ARTICLE XX - Classification Fact Finding Committee	ARTICLE XX - Classification Fact Finding Committee	
<ul style="list-style-type: none"> ● CSEA has an interest in continuing discussions regarding the Instructional Assistants. 	<ul style="list-style-type: none"> ● District has an interest in clarifying fact finding language and creating clearer parameters and approval procedures for members seeking reclassification 	