



## District Issues and Interests for Negotiations

### Mountain View Los Altos Union High School District Public Proposal reopener to the 2021-22 CSEA Agreement

MVLA and CSEA met to discuss potential topics for 2021-22 negotiations. As required by California Government Code Section 3547, MVLA and CSEA provide public notice of these initial proposals and offer the public an opportunity to comment on these initial proposals at a public Board meeting. The negotiating parties intend to utilize an interests-based process that is expected to result in amendments to the current Collective Agreement between the District and the CSEA.

#### **A: Article VI: Wages**

Wages and compensation for unit members

##### **District Interest:**

- Provide compensation that supports the District's goals of attracting and retaining outstanding employees to assist in carrying out the District's educational mission.
- Balance increases in compensation against the District's need for a structurally balanced budget for increased program costs
- Remedy error on salary schedule in relation to the Therapists by adjusting the columns to reflect the actual initial no harm placement of Therapists (previously professional experts now CSEA unit members). Remove current column A salary within table so that former F column salary will fit into current column E. Clarify that longevity is incorporated into the Therapists compensation and has been since Therapists joined CSEA.

#### **B: Article IX Hours: Employee Workday, Work year, and Work Schedule**

How should the work hours, the workday/ instructional day, the school calendar, and teacher work year be redesigned to enhance teacher and student wellness, workload and workflow?

##### **District Interest:**

- Maintain equity and accountability in relation to teacher work schedule
- Simplify charts created in 2019-20, as well as corresponding language regarding vacation accrual, in order that ALL District scheduled recess days are covered and so that long term employees have opportunity to accrue additional vacation days as previously allowed - see below charts
- Discuss incorporating Juneteenth (June 19) as a District approved Holiday
- Agree to payout accrued vacation in excess of 40 days so as not to allow employees to accrue vacation in excess of what could reasonably be taken. No employee could maintain a balance over 40 days and payouts will occur periodically throughout the year



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### For 10 month employees:

Recess days and vacation accrual to be determined on an annual basis. See chart below

10 months

YEARS	Allocation
Year 1 - 5	Number of Recess Days District Schedules
Year 6 -9	Number of Recess Days District Schedules
Year 10 - 15	NRDDS + 4
Year 16+	NRDDS + 9

### For 11 month employees:

Recess and vacation accrual to be determined on an annual basis. See chart below

YEARS	2020/21
Year 1 - 5	Number of Recess Days District Schedules + 1
Year 6 -9	Number of Recess Days District Schedules +1
Year 10 - 15	NRDDS +5
Year 16+	NRDDS + 9

### For 12 month employees

Recess and vacation accrual to be determined on an annual basis. See chart below

YEARS	2020/21
Year 1 - 5	Number of Recess Days District Schedules +2
Year 6 -9	Number of Recess Days District Schedules +2
Year 10 - 15	NRDDSs +6
Year 16+	NRDDS + 10



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**C: By mutual agreement open MOU regarding District Therapists and incorporate language as appropriate and agreed to via the negotiations process. This will include an evaluation template and procedure.**

**D: Create a plan, via mutual agreement, regarding how annual reclassification can be more appropriately reviewed. Classification study has been historically behind schedule and has not yielded any reclassifications for a number of years. The full review is time intensive and inefficient. A review panel based on application will focus on members interested in a reclassification review.**

- review via member initiated application
- panel of District and CSEA representatives
- Possible outcomes:
  - New title and/or
  - New classification/ revised compensation and/or
  - Change in duties on job description and/or
  - No change

**E. Eliminate language that describes salary agreements from text of contract and insert a salary table for ease of reference and clarity**

<b>YEARS</b>	<b>On Schedule</b>	<b>Off Schedule</b>	<b>Look Back</b>	<b>Benefits (med + PERS)</b>
2019-20	---	2.00%	1.5%	2.429%
2020-21	4.25%	2.00%	---	1.229%
2021-22				

## Mountain View Los Altos Union High School District Public Proposal CSEA Proposed Changes for successor to the 2018-21 CSEA Agreement.

Article VI (Wages): CSEA Proposes: In each year of the agreement, a fair and equitable salary increase commensurate with community standards and the amount of the CPI increase and a merit stipend.

Article XIII (leaves): CSEA proposes to bring the sick leave donation provision into alignment with District standards.

Article I (Agreement) Upon ratification and approval of both parties, this Agreement shall become effective July 1, 2021 and continue until June 30, 2024.