

**Tentative Agreement**  
**between**  
**District Teachers' Association (DTA)**  
**and**  
**Mountain View-Los Altos Union High School District**  
**(DISTRICT)**  
February 7, 2022

The DTA and the District have completed the salary portion of negotiations for the 2021-2024 school years (see below for details regarding salary agreement reached), and parties have reached the following tentative agreement for the 2021-24 school years.

I. Total Compensation

Salary Schedule Increase effective to July 1, 2021 .....	5.0%
Net Increase (decrease) in District's medical insurance and STRS payment .....	.88%
Total Compensation Increase for 2021-22	5.88%

Salary Schedule Increase effective July 1, 2022 .....	5.0%
Net Increase (decrease) in District's medical insurance and STRS payment	(to be included when available)

Salary Schedule Increase effective July 1, 2023 .....	5.0%
Net Increase (decrease) in District's medical insurance and STRS payment	(to be included when available)

**Addition to DTA Contract Lookback Language**

The following language will be added to the current "lookback provision" of the Existing DTA/District Collective Agreement as part of the compensation settlement for Fiscal Years 2021-22, 2022-23 and 2023-24:

Additional Lookback Process for September 2024

*When the negotiating parties meet in September of 2024 to review the lookback data for the third year of the agreement, they will add to their discussions the following process that could result in an additional District obligation to the customary lookback process described above.*

*If the Consumer Price Index (BLS Bay Area CPI-U for August) increases over the prior 12 (24) months by more than 4.2% (8.4 % over 24 mos); and  
if the District has met or exceeded each of its projected growth targets in total income and property tax for the past 12 (24) months as measured against the February, 2022 First Interim Report;*

*Then the District will be obligated to provide a retroactive salary increase for FY 2023-24 of 0.25% for every full 0.25% percent that the CPI exceeds 4.2% (8.4%), unless District faces a fiscal factor(s) that could not have been reasonably predicted at the time of this agreement, and that would result in such salary schedule increases being fiscally imprudent.*

*At the end of the lookback process, if the District does not increase the salary schedule because of such fiscal factor(s) that would make it fiscally imprudent to implement an additional salary schedule increase, the District will submit to the Association a formal written analysis for its fiscal conclusions, including an analysis of how the above CPI and Revenue factors are outweighed by the fiscal factor(s) that could not reasonably be predicted at the time of this agreement.*

II. Issues Deferred to the 2021-22 Cycle of Negotiations

The parties have agreed to continue discussing other (non salary related) sunshined topics through the 2021-22 negotiations.



For the DTA

February 7, 2022

AGREED



For the District

February 7, 2022