


Tentative Agreement
between
District Teachers' Association (DTA)
and
Mountain View-Los Altos Union High School District (DISTRICT)
May 16, 2024



DTA President David Campbell
5/16/2024



Associate Superintendent Personnel Services Leyla Benson
5.16.2024

Article 3.2 - Calendar

Parties agree to the proposed calendar LINKED here for the 2025-26 school year

Article 4.0 - Compensation

Parties agree to the following salary adjustments as described:

- **Lookback Agreement** - Parties agree to a one time, off schedule, retroactive to July 1, 2023 salary-based 2% increase for all members.
- **The revised salary schedule for EPEDs**
 - Parties constructed an enhanced schedule that embeds the highest rate of pay for experience into each stipend. The objective was to enhance rates of pay for all qualified to receive an EPED payment. Moving forward, all coaches and employees receiving EPED stipends will be paid at the advertised rate and years of experience will not be accounted for.
- **EPED Enhancement/Adjustment/Calibration** - Parties met and agreed to further clarify stipends within the existing EPED schedule and worked to calibrate appropriate rates for duties performed. Adjustments and additions are noted in tables below:

Title of Position	Stipend recommended	# per site	PROPOSED	
ASB Director	A	1	AA	\$8,872
Class Advisors	D	8	A	\$7,187
Robotics	C	2	B	\$5,880
Sister School Cultural Exchange	D	2	C	\$5,230
Ambassadors/Student Community Leaders	D	2	D	\$2,500
WASC at AVHS	D	1	E	\$1,500
Dance Director	A	1		
Marching Band	A	1		
Mock Trial	C	1		
Speech and Debate	C	2		
Instructional Lifeguard	E	1 per PE teacher		
OPEN EPED	E	6		
OPEN EPED	C	1		
OPEN EPED	D	1		
MUSICAL EPED	E	5		

Baseball Assistant JV	D	EPED D: EPED Athletic
Baseball Assistant Varsity	C	EPED C: EPED Athletic

Basketball Boys Assistant Varsity	C	EPED C: EPED Athletic
Basketball Girls Assistant Varsity	C	EPED C: EPED Athletic
Basketball Boys Assistant JV	D	EPED D: EPED Athletic
Basketball Girls Assistant JV	D	EPED D: EPED Athletic

Cross Country Head Boys JV/FS	B	EPED B: EPED Athletic
Cross Country Head Girls JV/FS	B	EPED B: EPED Athletic
Cross-Country Head Varsity Boys	A	EPED A: EPED Athletic
Cross-Country Head Varsity Girls	A	EPED A: EPED Athletic

Field Hockey Assistant Varsity	C	EPED C: EPED Athletic
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Girls Flag Football	A	EPED A: EPED Athletic
Girls Flag Football Assistant JV	D	EPED D: EPED Athletic
Girls Flag Football Assistant Varsity	C	EPED C: EPED Athletic
Girls Flag Football JV	C	EPED C: EPED Athletic

Soccer Boys Assistant JV	D	EPED D: EPED Athletic
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Soccer Boys Assistant Varsity	C	EPED C: EPED Athletic
Soccer Girls Assistant JV	D	EPED D: EPED Athletic
Soccer Girls Assistant Varsity	C	EPED C: EPED Athletic

Softball Assistant JV	D	EPED C: EPED Athletic
Softball Assistant Varsity	C	EPED C: EPED Athletic

Track Head Varsity Boys	A	EPED A: EPED Athletic
Track Head Varsity Girls	A	EPED A: EPED Athletic
Track JV Head Coach Boys	B	EPED B: EPED Athletic
Track JV Head Coach Girls	B	EPED B: EPED Athletic
Volleyball Assistant Boys JV	D	EPED D: EPED Athletic
Volleyball Assistant Boys Varsity	C	EPED C: EPED Athletic
Volleyball Assistant Girls JV	D	EPED D: EPED Athletic
Volleyball Assistant Girls Varsity	C	EPED C: EPED Athletic

- **Salary schedule recalibration**

- Parties agree to redesign the salary schedule in order to afford members with years of experience, and with 60+ units, to advance annually by the below noted increments:

1.0500	A		B		C		D		E		L/T SUB RATE \$548
STEP	BA	BA 30	BA 45	BA 60	BA 75						
1	101,947	101,947	101,947	103,649	109,508						
2	101,947	101,947	103,649	109,508	115,374						
3	101,947	108,125	109,508	115,374	121,227						
4	101,947	115,374	121,227	127,083	132,938						
5	101,947	121,227	127,083	132,938	138,808						
6		127,083	132,938	138,808	144,658						
7		132,938	138,808	144,658	150,513						
8		138,808	144,658	150,513	156,461						
9		144,658	150,513	156,461	162,224						
10		150,513	156,461	162,224	167,934						
11			162,224	168,085	173,938						
12				173,938	179,794						
13				174,938	180,794						
14				175,938	181,794						
15				176,938	182,794						
16				177,938	183,794						
17				178,150	184,005						
18				179,150	185,005						
19				180,150	186,005						
20				181,150	187,005						
21				182,362	188,217						
22				183,362	189,217						
23				184,362	190,217						
24				185,362	191,217						
25				186,362	192,429						
26				187,362	193,429						
27				188,362	194,429						
28				189,362	195,429						
29				190,362	196,641						
30				191,362	197,641						
Masters Degree				3,178							
National Board Certification				3,178							
Doctorate				5,085							

Article 6 - Benefits

- Parties have convened the Cost Containment Committee in order to focus on strategic benefit decisions including but not limited to exploring dental insurance options. This committee will meet on May 30, 2024.

Article 9 - Assignments

Parties agree to follow the below written guidelines related to assignments:

Assignment Guidelines CBA 9.2

9.2 Annual Assignment of Classroom Teachers

One week prior to the end of the teacher work year, the District will make every effort to provide a tentative assignment to classroom teachers that will include classroom location, courses taught and preparations. In addition, after consultation with DTA, the District will establish written Administrative Guidelines for allocating assignments. The department coordinators will discuss these guidelines with the department members prior to making assignment recommendations for the master schedule

Summary of Existing Contract Language - not to be considered a complete list of all applicable language

- Assignments must be authorized by Ed Code
- Definition of preparations
- Split Assignments
- Teacher 6/4 course semester split
- 1, 3, 5, 7 without teacher consent
- No 120% Assignment without the teacher's consent
- Non-Permanent Teacher prohibited from a 120% Assignment
- Part-time teachers will have consecutive periods or only one prep between periods
- Every effort will be made to limit the number of preps to three
- Maximum effort will be made to assign unit members within their authorized credential
- Tentative assignments will be given to teachers
- Co-Teaching Assignments
- Three-year assignment for Department Coordinators
- Departments will make recommendations to the Administration regarding teacher assignments

The purpose of the master schedule is to provide access and inclusion of all students in a schedule of courses that best meets their needs. The construction of the master schedule is first driven by initial student enrollment and course requests. This information is then matched to the list of existing staff members along with their credentials and any other relevant and specific information related to that staff member's credentials and expertise (including but not limited to percentage FTE).

In order to cultivate an environment that promotes consistent and effective

instruction, every effort is made to take into consideration all relevant information including input from department coordinators to administration. Unit member expertise and students' needs are among the myriad factors considered in building a master schedule. The process of building the master schedule is iterative and collaborative, and assignments will not be arbitrary or capricious.

Department Guidelines to Make Recommendations for Teacher Assignment To Administration

- Adhere to the CBA on specific assignment requirements
- Account for teacher preference and content knowledge areas
- Attempt to limit the number of preparations
- Whenever possible, align course periods and block days to odd/even assignments
- Avoid consecutive years with a new preparation
- Focus on maintaining stable course teams
- Match department members with Co-Teachers
- *Other* Department specific recommendations in compliance with all CBA guidelines

Article 11 - Evaluations

Parties constructed the following MOU language in order to explore future evaluation options and to allow 2b eligible members to complete evaluations individually:

Memorandum of Understanding between The Mountain View Los Altos School District Teachers Association (DTA) and The Mountain View Los Altos School District regarding the certificated evaluation process in the 2024-25 and 2025-26 School Years

A designated portion of an Instructional Support position will be dedicated to overseeing the below initiatives along with MVLA's new teacher support program in order to ensure that any potential evaluation recommendations continue to appropriately support and provide meaningful feedback to our new and permanent members. The IST team member assigned to these initiatives will also focus on how best to support new teachers and will elicit input during this period of time. The District and DTA negotiation teams will receive annual updates regarding new member experiences and areas where the District and DTA can better implement supportive measures.

- 1) Parties agree that any member eligible to complete the 2A/2B evaluation process

may do so independently and that the forms required that indicate that partners are required will no longer be a stipulation. This decision was made in order to support members who wish to explore projects independently and/or would prefer to work independently. All current forms can be completed with one participant.

- 2) Parties agree to review student survey questions and correct any issue on ways in which questions elicit responses that are not accurate or useful.
- 3) DTA will provide pilot models for the evaluation of school psychologists, speech and language pathologists, and counselors in order to proceed with a pilot of these documents/procedures in order to determine if incorporation into the current contract would be appropriate.

Those individuals being evaluated (or electing to be evaluated) will be able to provide input as to how the model worked and provide that input directly to the DTA negotiation team prior to any incorporation. This pilot will commence in the 2024-25 school year and decisions related to process and document incorporation will be made in spring of 2026.

Only permanent members will participate in this evaluation pilot. Probationary employees will be evaluated with documents currently referenced in current contract language.

- 4) In order to build on the strong evaluation program in MVLA, unit members will be able to explore and recommend enhancements to current procedures and/or any other effective and efficient models that may be able to enhance our current processes.

Starting in the 2024-25 school year, permanent members eligible for 2A/2B evaluation may elect to review and recommend evaluation tools for their 2B project. They would provide member input as to whether or not an alternative (modern and digitized) evaluation process should be considered for incorporation into contractual language at a future date. A researched evaluation model that would be of interest to both parties is the Charlotte Danielson framework and model. Recommendations and considerations are of interest to both parties, and so any and all feedback is welcome for those looking into models as part of this project. Any member participating in this 2B option that does not satisfactorily complete the project, will default to being evaluated via the


2A/B process the following school year.

- 5) The District and the Association will meet with the IST team member quarterly to review progress and recommendations/feedback.

For the District:

Leyla Benson
Associate Superintendent
of Human Resources

For the Association:



David Campbell
DTA President

Article 12 - Class Size

Parties agree to continue to observe class size and consult as needed. Class size across the district as well as total teacher contacts were referenced in order to determine that no immediate change is needed in order to maintain appropriate student teacher ratios. The District continues to provide data to DTA for reference.

Consultation Items:

District and DTA will continue to consult regarding mandatory subjects. Items that are under consultation review will be listed, and publicized, in order that members be aware of topics currently requiring consultation. Monthly Employee-Employer relation meetings will occur throughout the 2024-2025 school year that will inform topics in need of consultation.

It is agreed that:

- mandated training is a negotiable topic
- if PD impacts terms and conditions of employment, there will be a process regarding the proposed PD then the negotiations teams will meet and confer at the negotiations table to discuss terms & conditions
- decisions impacting workload are subject to consultation