

Initial proposal for reopener 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).

04/05/2023

The California School Employees Association and its Mtn-View-Los Altos Chapter #527 (CSEA) and the MVLA High School District (District) are parties to a Collective Bargaining Agreement (CBA) which remains in full effect until a new contract is reached. Pursuant to the Educational Employment Relations Act (EERA), the CSEA wishes to negotiate changes to the existing Agreement.

Articles to be opened are the following:

Article II Unit Recognition and appendix A or Article XX Reclassification

- To mutually reconsider job titles and job duties of Instructional Aide's

Article VI Wages

New: Bilingual Stipend: How to acknowledge bilingual speaker skills and services differently.

E. Working out of class: discuss changing job descriptions from "other duties as assigned" to something more specific within classification.

- I. Compensatory time: employee choice of pay or comp. time; add 1 ½ pay if hours worked exceeds hourly contract
- II. Total hourly paid vs. base hourly when working OT/extra

Technical clean up:

"Notify CSEA"

- Where in the contract it says "Notify CSEA" shall be changed to "Notify CSEA President and Labor Relations Representative."

Clarify Job Rights

- Elaborate on transfer process (demotion, promotion, voluntary vs. administrative)
- Rehired within 39 months of resigning
- Question where issue lies in getting a good review but not getting the position
- Look over other language, discuss and mutually agree on areas that need change.

Aspirations discussions

Article XIII Evaluations:

- Over the next year, CSEA and the District will collaborate in forming a more dynamic review process that can be fairly processed by all administrators.

Best regards,

Chapter 527 Negotiations Team

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Ratified by CSEA Chapter 527