

SUBJECT: Public hearing on the Tentative Agreements between:

- CSEA and MVLA
- DTA and MVLA, and
- Unrepresented and MVLA

BACKGROUND INFORMATION: The District has recently concluded discussion with its employee units regarding negotiations for the 2019-20 school year.

The district concluded negotiations with our bargaining units in June, 2020 for the 2019-20 school year. Both the Board and the association ratified agreements at that time. One clause of those agreements states, "The negotiating parties reserve the right to improve the salary schedule for 2019-20, even if agreement on the amount of the increase, if any, is reached after July 1, 2020." The degree of uncertainty surrounding the district's income due to our reliance on property taxes made it prudent to postpone additional compensation consideration until now. After closing the books on the 2019-2020 fiscal year, the District and the Associations met in October to discuss the possibility of improving salary schedules retroactive to July 1, 2020.

The District and the Associations concluded a tentative agreement to close salary negotiations for 2019-20. That agreement specifies that the 2019-20 DTA and CSEA will receive compensation at the rate of 1.5% off the salary Schedule. Member of both Associations have met and ratified this change. The practice in our district has been to include Confidential, Supervisory, Management, Adult Education and Superintendent by the same percentage.

REPORT/PROPOSAL: That Administration recommends that Board approve the 1.5% off the salary schedule compensation DTA, CSEA, Confidential, Supervisory, Adult Ed, Management and Superintendent for the time period of July 1, 2019 – June 30, 2020.

FINANCIAL IMPACT: The financial impact of the proposed revisions is presented in the Disclosure of Collective Bargaining Agreement on the following pages. This report meets the AB1200 and AB 2756 requirements that the cost of implementing a collective bargaining agreement be disclosed at a public meeting. The administration has determined that there are sufficient dollars in the General Fund's undesignated ending balance to cover the changes in all salary schedules and maintain the three (3%) percent reserve level required by the state. In addition, the County Office of Education has reviewed the proposed settlement and approved it.

SUPERINTENDENT'S RECOMMENDATION: The Superintendent recommends that the Board of Trustees approve the proposal noted above.