

MVLA and DTA Initial Public Proposals
Required by Government Code Section 3547

Proposed 2021-22 Revisions to the Parties' Collective Agreement

MVLA and DTA met to discuss potential topics for 2021-22 negotiations. As required by California Government Code Section 3547, MVLA and DTA 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 DTA.

I. Workday/Work Year

District Issue:

1. Need to provide clarification regarding dates and time and to set new calendar/bell schedule plan

DTA Issues:

1. The teacher work year and student school year were not aligned in 2020/2021 and are not aligned in 2021/2022.
2. There are increases in workload outside the hours of employment
3. Appendix D in the contract needs to be formally adjusted to match the new bell schedule
4. There is an imbalance between the required on campus work time and the work hours performed each day by teachers.

District Interests:

- Ensure current contract language supports ongoing site staffing needs by defining on-site hours and expectations
- Clarify protocols for when partial period absences occur
- Support part-time employees by defining work hours related to the new bell schedule
- Continue to encourage and support professional growth in MVLA by offering professional development opportunities and time

DTA Interests:

- Aligned the student instruction day calendar with the teacher work year
- Update Appendix D in relation to the new Bell Schedule
- Reduce the amount of work hours teachers are doing outside of the school day

II. Additional Support for Regular Classroom Teachers Assigned Special Pupil Populations

Issue: What additional support can be provided for classroom teachers who are serving students with special needs in the least restrictive environment and other special pupil populations?

District Interests:

- Assuring District compliance with legal requirements for placement in the least restrictive environment and providing all legally required services;
- Allowing flexibility when providing support for regular classroom teachers assigned with pupils in the least restrictive environment.
- Revise, review, and incorporate the existing MOU on Co-Teaching

DTA Interests:

- Providing additional instructional support for regular classroom teachers assigned with pupils in the least restrictive environment and other special pupil populations.
- Create a process that allocates resources and support to teachers with high needs students.
- Involving regular classroom teachers in the IEP process to discuss supplemental instructional services for students assigned to the least restrictive environment.
- To the extent reasonable, providing an equitable distribution of instructional workload resulting from students being placed in the least restrictive environment.

III. Class Size and Staffing Ratios

Issue: To what extent should the class sizes be reduced and balanced among teachers?

District Interests:

- Maintain current contract staffing ratio to assure a consistent and predictable budget expenditure;
- Allowing for current flexibility in staffing to maximize student instructional needs and choices.

DTA Interests:

- Providing equity among teachers in the assignment of pupils, including identified as high needs students;
- Avoiding [disproportionately] larger class sizes that will increase teacher workload and negatively impact student services

IV. Compensation

Issue: To what extent should the compensation for DTA unit members be increased for the 2020-21 school year?

District Interests:

- Maintain the District's sound fiscal status;
- Provide a reasonable increase* in total compensation that may include changes in salary and contributions to medical, health, and retirement benefits.
- Assess the current EPED list and adjust as necessary to ensure the list of positions is accurate and compensation is appropriate.

DTA Interests:

- Provide incentives to take additional university credits for professional growth;

- Provide a reasonable increase* in total compensation on the salary schedule.
- Assess the current EPED list and adjust as necessary to ensure the list of positions is accurate and compensation is appropriate.
- Clarify contract language 4.8.1 on consecutive terms for coordinators.

**Note: The District and the DTA will continue to utilize objective criteria in an attempt to arrive at an understanding of what constitutes a “reasonable increase.” This will include applying data to three major standards: (1) inflation as measured by the Bay Area Consumer Price Index; (2) the fiscal ability of the District to pay an increase in compensation; and (3) the total compensation paid by comparable school districts.*