

## **Mountain View Los Altos Union High School District Public Proposal reopener to the CSEA Agreement**

MVLA and CSEA met to discuss potential topics for 2024 negotiations. As required by California Government Code Section 3547, MVLA and CSEA 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 CSEA.

### ***District and CSEA Topic***

#### **Article XI Wages**

- Salary schedule calibration

#### CSEA Interest

- Ensure salary schedule is appropriately updated and calibrated in order that CSEA employees are appropriately compensated

#### District Interest

- Ensure salary schedule is appropriately updated and calibrated in order that CSEA employees are appropriately compensated

### ***CSEA Topic***

#### **Article IX Work hour adjustment**

- Food Service Workers - adjust schedule
  1. Increase from 4 hours to 6 hours per day

#### CSEA Interest:

- Increase production, productivity and food distribution options
- Adjust hours based on past practice

#### District Interest:

- Ensure that food services is able to produce quality and variety of food options in the quantity and quality required

### ***CSEA Topic***

#### **Article VI Overtime Implementation**

- Overtime opportunities equally applied

#### CSEA Interest

- Create equitable plan for assigning overtime
- Ensure eligible employees are given opportunities for access to overtime in an equitable manner

#### District Interest

- Ensure equitable implementation of all assignments and provisions

### **CSEA and District Topic** **Article V Calendar alignment**

- Classified staff calendar alignment

#### CSEA Interest

- Adjust the calendar of 10 month employees in order to complete tasks and participate in opening and closing activities
  - BTS Kickoff/Stu Orientation Prep/Keenan training time/prep classrooms-kitchen-emergency classroom items)
  - Open school/Get ready for first days/weeks before it starts
- Investigate ratio between 11 and 12 month employees and allotted vacation days

#### District Interest

- Consider appropriate calendar adjustments in order to create more uniform calendar schedules amongst different 10 month classifications
- Ensure appropriate amount of vacation days are afforded to eligible employees

### **CSEA Topic** **Mandated Training Requirement**

- Mandated training requirement not always able to be completed during assigned work hours and days

#### CSEA Interest

- Create options for employees not able to complete mandated training during workday and year
- Compensate employees as appropriate when not completing during workday

#### District Interest

- Ensure all employees are able to complete all assigned mandated training

### **CSEA Topic** **Article XIII Evaluation Procedures**

#### CSEA Interest

- Evaluations MUST be given 3 days prior to in person meeting

- Employees need to see the evaluation prior to meeting in order to be prepared

#### District Interest

- Ensure evaluation process is effective and informative and allows employees, along with supervisor, opportunity to reflect upon their professional practice and performance

#### **Language cleanup**

- Clarify as needed use of workday, contractual workday and calendar day in contract and what the terms specifically refer to

#### **Article VIII Leaves**

- Clean up/ Clarify sick leave and long term illness - language
  - How deductions for long term leaves occur and the progression for deductions
  - How accruals occur and when you accrue
  - Parameters on donations
- Correct bereavement leave to current legislative standards