



District Issues and Interests for Negotiations

May 2020

Mountain View Los Altos Union High School District Public Proposal reopener to the 2018-21 CSEA Agreement

MVLA and CSEA met to discuss potential topics for 2019-2020 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.

A: Article VI:Wages

Wages and compensation for unit members

District Interest:

- ✓ Providing compensation that supports the District's goals of attracting and retaining outstanding employees to assist in carrying out the District's educational mission.
- ✓ Balance increases in compensation against the District's need for a structurally balanced budget for increased program costs

B: Article IX Hours: Employee Workday, Work year, and Work Schedule

How should the work hours, the workday/ instructional day, the school calendar, and teacher work year be redesigned to enhance teacher and student wellness, workload and workflow?

District Interest:

- Align appropriate CSEA workday to comply with newly adopted bell schedule
- Create a calendar that provides compensation for days in between start of school and end of school year either by redesigning work year calendar or by adjust vacation accrual
- Assess whether current vacation accrual system is effective for employees
- Maintain equity and accountability in relation to teacher work schedule

C: By mutual agreement open Article V C Probationary employees proposal to bring this section in conformity