

MVWSD's Negotiations News

December 4, 2018

District's Negotiations
with CSEA
Volume 1, Issue 3

Third and fourth sessions – Nov. 5 and 27, 2018

To promote transparency and open communication with the community, employees and other interested individuals, the Board of Trustees of the Mountain View Whisman School District has asked its team to provide accurate, factual and timely updates about its negotiations with the California School Employees Association (CSEA) soon after each session.



This is the District's third update regarding 2018-2019 bargaining, and it addresses issues discussed by the teams during November 5 and 27, 2018 sessions.

The Remaining Issue

The teams have met four times to complete negotiations for 2018-2019. There has been no disagreement about the five percent (5%) ongoing salary schedule increase the District proposed for all unit members, effective July 1, 2018. Also, the District withdrew its initial proposals related to Transfers/Promotions (Article 9) and Leaves (Article 12).

The remaining issue relates to an additional amount (approximately 1% or \$122,000) and how to use that amount for unit members.

From the beginning of these negotiations, the District team has expressed its support for education stipends for classified employees who have earned or who one day attain certain degrees (e.g., associate and bachelor degrees).

The District has proposed a 1% one-time payment to each unit member currently employed as of the date of approval/ratification of this tentative agreement, whichever is later, and the immediate formation of a skills/education stipend task force (this school year) to explore and develop an educational stipends framework that incentivizes classified unit members to obtain additional education and skills. The educational stipends are to be implemented beginning with the 2019-2020 school year.

Bargaining Teams

The District's team members are:

Carmen Ghysels, Chief Human Relations Officer

Rebecca Westover, Principal
Stevenson Elementary

Arianna Mayes, Interim Director,
Special Education

Jonathan Pearl, District's Legal
Counsel

CSEA's team members are:

Manny Velasco, CSEA President

Veronica Del Rio, Special Education
Department Secretary, CSEA
Secretary

Kathy Cooper, Instructional Assistant
Special Education

Elizabeth Reeves, Transportation
Dispatcher

Janell Hampton, CSEA
Representative

Significantly, the District has been focused on options related to education stipends because education stipends were recently negotiated with the certificated bargaining unit, and incentivizing classified employees to pursue more education and skills would result in a comparable concept for both classified and certificated employees.

CSEA has offered a number of ideas and proposals relative to the additional 1%: a Medical Benefits Stipend to provide further assistance to unit members with the cost of benefits; a 6% ongoing salary schedule increase (rather than 5%); and an annual 1% off schedule increase (indefinitely) until the Education Stipend framework addressed above is implemented.

Both teams seem committed to creating the task force and implementing the education stipends framework at the start of the 2019-2020 school year.

The District remains hopeful that negotiations will be completed soon so that it may begin to implement the 5% salary schedule increase (fully retro to July 1, 2018) and the 1% one-time payment for 2018-2019, and to move forward with the work of the task force to implement education stipends for 2019-2020 and thereafter.

Next Session— December 5, 2018

The teams will meet again on December 5, 2018.