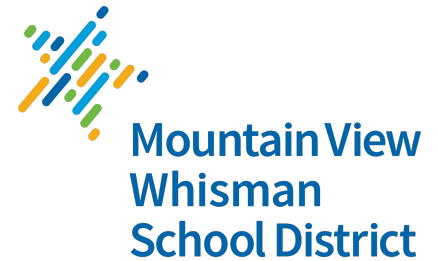


Negotiations News

March 28, 2024

To promote transparency and open communication with the community, employees and other stakeholders, 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 CSEA (California School Employees Association)



CSEA-MVWSD's First Session Held on March 21, 2024

The District is pleased to be negotiating with CSEA. The teams are bargaining for a successor agreement to replace the current collective bargaining agreement that expires on June 30, 2024.

The District's Core Principles for Negotiations

As shared with CSEA, the Board's and District's core principles for negotiations include:

Focus on Student Success and Educational Mission:

Engage in good faith, respectful, open and efficient negotiations with employee groups that further the District's ongoing, relentless commitment to the success of every student, and the Board's short-term and long-term educational mission.

Fiscal Responsibility: Maintain short-term and long-term fiscal solvency and act in a financially responsible manner with regard to each education dollar entrusted to the District.

Employee Excellence and Development: Attract and retain diverse, talented, and caring employees committed to student success and continuous professional learning.

Community Engagement: Participate in a negotiations process that stimulates positive community interest, excitement and involvement in the District's educational mission.

Bargaining Teams

CSEA Team Members:

Veronica Del Rio, CSEA president

Maria Ayala

Miguel Meza

Anne Jennings

Robin James-Utigaard, Labor Relations Representative, CSEA

District Team Members:

Tara Vikjord,

Chief Human Relations Officer

Rebecca Westover,

Chief Business Officer

Swati Dagar,

Director of Curriculum, Instruction, and Assessment

Annie Flores-Aikey,

Principal, Crittenden Middle School

Theresa Lambert,

Principal, Stevenson Elementary

Vernorris Taylor

Principal, Vargas Elementary

Jonathan Pearl,

District Legal Counsel

Communication: Cultivate mutual respect, trust and deeper understanding among all District stakeholders through honest, clear and factual communication.

The District will use these Core Principles to develop its proposals and respond to CSEA proposals.

Articles to be Addressed During These Negotiations

For the District: Compensation and Benefits; Transfer/Promotions; Professional Growth

For CSEA: Compensation and Benefits; Hours; Leaves; and, Term of Contract

At the first session, the District presented to CSEA a Transfers/Promotion (Article 9) proposal. The District shared its interests which include streamlining the process, minimizing delays in hiring, and selecting the most qualified individual for the position.

Norms for Negotiations Reviewed and Discussed

The teams discussed specific norms to be followed during each bargaining session. Highlights include:

Group Norms:

- Assume best intentions of all parties
- Interact with each other respectfully
- Attack the issues, not the people
- All interests are important and will be considered by each side
- Seek to understand proposals (underlying issues and interests) and to develop options and to solve problems
- Creative ideas and suggestions are welcome

Bargaining Procedure Norms:

- Caucus or a break may be called at any time (“Guilt free caucus”)
- Requests for information will be delivered to each side in writing in a timely fashion
- An agenda for the next session will be created at the end of each meeting.

We look forward to using the norms at future sessions and throughout these negotiations.

Next Session:

April 19, 2024