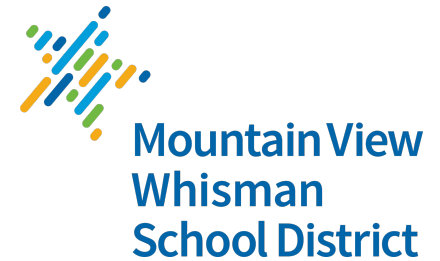


# Negotiations News

March 4, 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 Mountain View Educators Association.



The District and MVEA continue to make progress during negotiations sessions. The teams met most recently on Wednesday, February 28, 2024.

The meeting began with a review of agreed upon norms and the agenda for the day.

MVEA then shared a counter proposal for Article 3: Hours. The teams continued healthy discussions about staff time and District needs. After a few iterations, **the teams reached a tentative agreement on this article.**

MVWSD then shared a counter proposal for Article 10: Evaluation. In this proposal, the teams discussed the value of feedback, clarity of expectations, and opportunities to support staff in need. After a couple of adjustments, **the teams reached a tentative agreement on this article.** The main change included removing PAR language and replacing it with a mutually agreed upon support system for teachers who perform at an unsatisfactory level.

## Tentative Agreements Reached in Negotiations this year

Article 3 Hours (Feb. 28, 2024)

Article 10 Evaluation (Feb. 28, 2024)

Article 4: Assignments, Reassignments, Transfers and Filling of Vacancies (Jan. 11, 2024)

Article 8: Professional Growth and Development (Feb. 1, 2024)

## Bargaining Teams

### MVEA Team Members:

Michael Newman,  
Crittenden Middle School  
Jennylyn Fung,  
Castro Elementary  
Kyle Hillebrecht,  
Stevenson Elementary  
Saule Altun,  
Imai Elementary  
Demetrio Gonzalez, CTA

### 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

The MVEA team gave a brief overview of their proposal for Article 7: Class Size. They presented their main points so that MVWSD's team could spend time reviewing the proposal and return at our next meeting with a counter.

The MVWSD team then offered their counter on Article 12: Leaves. MVEA's team asked the District team to consider additional considerations for issues related to parental leave. The District team agreed to consider those issues and return with a counter at the next session.

The teams will meet again on March 6, 2024. We look forward to continued progress.