

# MVWSD's Negotiations News

October 6, 2017

District's Negotiations  
with CSEA  
Volume 2, Issue 1

## First session – October 2, 2017

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 CSEA soon after each session.



This is the District's first Negotiations News regarding 2017-2018 bargaining.

### **First Session— October 2, 2017**

The teams met at the District Office. The District team and CSEA team are negotiating for 2017-2018. The negotiations are limited to compensation and benefits and two other issues per team.

### **Team Introductions**

The session began with welcomes and team introductions. There are a number of new members on each team.

### **District to Regularly Communicate with Stakeholders about Negotiations**

The District team shared that it will publish factual written updates about these negotiations with employees, community members and other interested individuals. The written updates will be made available on the District's website soon after each session. Through this effort, the District team intends to promote transparency and open communication. Both teams expressed support for increased communication and transparency. Both teams believe that factual communications will be helpful to employees, the District and the community.

### **Initial Proposals Reviewed and Discussed**

The teams reviewed their initial proposals, asked numerous questions and shared various options and next steps. The parties discussed a number of issues, including:

## **Bargaining Teams**

*The District's team members are:*

Carmen Ghysels, Chief Human Relations Officer

Gary Johnson, Director of Special Education

Geoff Chang, Principal Huff Elementary

Jonathan Pearl, District's Legal Counsel

*CSEA's team members are:*

Manny Velasco, CSEA President

Veronica Del Rio

Gladys Semaan

Janell Hampton, CSEA representative

- Vacation accrual, unpaid leaves and proper entries on AESOP;
- The current probationary period (9 months);
- Inclusion of leave language in order to comply with recently enacted law; and
- Total compensation increases as provided to other employee groups.

Some preliminary tentative agreements have been reached and the teams are exchanging written proposals in advance of the next session.

#### **Next Session— October 10, 2017**

The teams have scheduled a number of sessions. The next session is set for October 10, 2017.

#### **Mountain View Whisman School District**

Initial Proposal to the California School Employees Association Chapter 812 for the Collective Bargaining Agreement

July 1, 2016, through June 30, 2019

Submitted September 21, 2017

The District values a positive working relationship with CSEA and wants to focus on an interest-based, problem-solving approach to revise the three-year collective bargaining agreement for July 1, 2016, through June 30, 2019.

The District proposes to reopen the Collective Bargaining Agreement in the following areas:

**Article 7 Vacations** The District is interested in examining, clarifying, and further detailing language regarding vacations, vacation accrual and vacation compensation. In addition, the District is interested in updating language regarding the absence approval process.

**Article 12 Leaves** The District is interested in clarifying language regarding leaves, including Judicial Leave. In addition, the District is interested in aligning language regarding

Pregnancy Related Disability Leave with new state laws.

#### **Article 14 Compensation and Benefits**

The District is interested in exploring fair and equitable total compensation, including, but not limited to, adjustments in total compensation. In addition, the District is interested in clarify language regarding prorated benefits.

September 15, 2017

Ayinde Rudolph  
Superintendent  
Mountain View Whisman School District  
750 San Pierre Way  
Mountain View, Ca 94043

RE: Initial Proposal

Dear Superintendent Rudolph:

The California School Employees Association (CSEA) and its local Chapter #812 are submitting the initial bargaining proposal in accordance with Section §3547 of the Government Code for the “reopener” negotiations for the 2016/2017 school year.

CSEA respectfully submits the following bargaining proposals:

- Article 3- Evaluation: Interest in adjusting the terms of probation
- Article 14 – Compensation and Benefits: Interest is in fair pay and benefits

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES  
ASSOCIATION

Janell Hampton, Labor Relations