



Mountain View
Whisman
School District

MVWSD and MVEA Negotiations 2021-22





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Article 3: Hours

Hours Throughout the County

Contractually, the working day is listed as follows

- 4 districts: Professional Day
 - 1 district: professional day - average 6.5 hours (excluding lunch) to be on campus
 - MVWSD currently includes a professional workday
- 2 districts: 7 ¼ hours/day
- 1 district: 7.5 hours
- 1 district: 8 hours
- 1 district: 6.75 hours (with stipulations)
- Menlo Park - not in our county - 7 hours/day (not including a 30 minute lunch) or 30 after school meetings

MVEA has proposed a 6 hour 55 minute workday

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Article 7: Class Size

Class Size throughout the County

	TK-K	1-3	4-5	6-8	SAI
MVWSD	24	24	30	33	12
Alum Rock	TK:20 K:24	24	31	31	12
Berryessa	TK: 22 K:24	24	30.5	32	Mild/Mod 13 Mod/Severe 10
Campbell	Avg 24	Avg 24	Avg 30	Avg 30	12
Cupertino	24	24	Staffing ratio 1:31	Staffing ratio 1:25 (including spEd)	10 not to exceed 15
Evergreen	Currently: 1:24	Currently 1:24	30	168 contacts	15
Franklin McKinley	24	24	32	32	10/13
Los Altos Elem.	24	24	27	27	
Moreland	24 - not to exceed 29	24 - not to exceed 29	29 - not to exceed 32	33	12 - elem 16 - MS
Oak Grove	22 not to exceed 24*	22 not to exceed 24*	29 not to exceed 31 (4-6)	31 not to exceed 33	16
Sunnyvale	24	24	32	6th: 34 7-8: 35	
Union	24	24	30	32 (31 in science lab)	

Average Class Size in MVWSD (2021-22)

	TK/K	1 (24)	2 (24)	3 (24)	4 (30)	5 (30)
BU	24	18.67	23	22	30	29.5
CA	17.50	18.5	21	21.5	23	31
IM	19	20.67	20.67	22	26	25.33
LA	20	20.33	17	21.33	29	25.67
MI	21.67	22.33	26	19.67	24	26.5
ML	20.5	19	22	23	20	20.5
ST	24	23.67	20.67	22	28.33	27.5
TH	20.2	21.67	21	20	25	25.5
VA	17.67	21	15	25	24.5	21.5

Average Class Size in MVWSD (2021-22)

	Math (33)	ELA (33)	Sci (33)	SS (33)	PE (45)	Art (33)
CR	23.2	28.7	28.3	28.3	29.1	23
GR	25.8	27.6	26.7	26.7	34.6	32
	Music (N/A)	RTI (33)	Coding/ Robotics/ Computer, etc (33)	ELD (33)	Spanish (33)	Other electives (33)
CR	23.1	17	24	17	28	24.3
GR	27.8	13.75	27	22.8	29.1	30.2



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Article 5: Compensation and Benefits

Where do our teachers live?

- Santa Clara County: 81%
- San Mateo County: 12%
- Alameda County: 4%
- Santa Cruz County: 1%
- Contra Costa, San Francisco, Stanislaus: Less than 1% each

Salaries throughout the County

2020-2021	County	Minimum Salary	Maximum Salary
MVWSD	Santa Clara	\$68,535 <i>(Including current proposal \$71,276)</i>	\$122,872 <i>(Including current proposal \$127,787)</i>
Alum Rock	Santa Clara	\$59,197	\$99,073
Berryessa	Santa Clara	\$61,298	\$113,864
Cambrian	Santa Clara	\$61,710	\$108,140
Campbell	Santa Clara	\$63,477	\$100,004
Cupertino	Santa Clara	\$62,533	\$116,900
Evergreen	Santa Clara	\$59,765	\$104,951
Franklin McKinley	Santa Clara	\$62,690	\$102,741
Los Altos Elem.	Santa Clara	\$63,765	\$117,580
Moreland	Santa Clara	\$60,260	\$112,530
Oak Grove	Santa Clara	\$53,709	\$103,129
Sunnyvale	Santa Clara	\$69,338	\$130,339
Union	Santa Clara	\$66,503	\$115,932

Salary Increases throughout the County

Salary Increases from 2014-15 to 2020-21	Minimum Salary % change	Maximum Salary % change
MVWSD	36.5%	32.6%
Alum Rock	21.6%	12%
Berryessa	20.2%	20.2%
Cambrian	11.9%	11.9%
Campbell	23.8%	8.8%
Cupertino	14.1%	25.2%
Evergreen	13.8%	6.4%
Franklin McKinley	32.6%	7.5%
Los Altos Elem.	29.3%	23.2%
Moreland	16.8%	16.8%
Oak Grove	12.5%	12.5%
Sunnyvale	27.1%	30.9%
Union	49.7%	27.7%

Benefits Contributions throughout the County

Employer Contributions to Benefits Plan	Single Plan	Two-Party Plan	Family Plan	Notes
MVWSD	\$14,839	\$29,446	\$40,389	Med+dental+vision
Berryessa	\$14,218	\$28,436	\$36,967	Medical only
Cambrian	\$14,400	\$16,675	\$21,575	Medical only
Cupertino	\$11,518	\$23,134	\$32,797	Med+dental+vision
Franklin McKinley	\$11,252	\$23,630	\$34,012	Medical only
Los Altos Elem.	\$15,655	\$29,738	\$38,188	Medical+dental
Sunnyvale	\$12,779	\$21,275	\$28,762	Med+dental+vision
Union	\$12,154	\$17,965	\$23,480	Med+dental+vision

Contract Language to be Discussed

Medical Coverage Opt Out Language

Employees' spouses or domestic partners ~~eligible for full-time medical coverage who provide proof of comparable medical coverage through a non-District health benefits plan~~ may choose to decline District medical coverage and the employee may opt (during open enrollment) to receive an annualized reimbursement payment of up to \$2,000, less applicable tax and other deductions, for medical reimbursement (upon proof of valid expenses and adequate comparable alternative coverage). This payment shall only be available to employees hired before September 1, 2020 and employees that have used this benefit in the past.



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Teacher Retention

Teacher Retention

Year	Total Teachers Retained	New Teacher Retention
2018-19	83%	82%
2019-20	85%	74%
2020-21	86%	80%

Reasons Teachers Leave (2020-21)

Accepted job elsewhere	10%
Moved out of the area	22.5%
Moved out of state	5%
End of contract	12.5%
Resignation	7.5%
Resignation in lieu of non-reelect	12.5%
Retired	12.5%
Health	7.5%
Pursue different opportunities	5%
Other	5%

High Teacher Turnover is Not Inevitable

High teacher turnover is not inevitable: U.S. rates were once much lower when salaries were more competitive and working conditions were stronger. Teacher attrition rates are also much lower in high-achieving jurisdictions like Finland, Singapore, and Ontario, Canada, where attrition averages 3% to 4% per year, and where studies show that teachers are well-trained, supported, and compensated.

There is no denying that there is a teacher turnover problem in many communities and that it is harming hundreds of thousands of students daily. Policymakers and practitioners can work together to improve the key factors associated with teacher turnover through stronger teacher preparation and support, competitive and equitable compensation, and supportive teaching conditions.

Factors Associated with Teacher Retention

- Teacher Preparation and Support
 - Professional Development
 - Preparation time
 - Collaboration
- Competitive compensation
 - Salary
 - Benefits
- Supportive Teaching Conditions
 - Hiring permanent subs and added time for noon duty supervisors
 - Coaching support at each site and RTI structure
 - Staff meeting adjustments