

**Initial Proposal of the
Mountain View Whisman School District to the
California School Employees Association Chapter 812
2018-2019 Reopener Negotiations**

October 9, 2018

This is the Mountain View Whisman School District's (District) initial proposal to the California School Employees Association Chapter 812 (CSEA).

As required by Government Code section 3547, the District is presenting these initial proposals to the Board of Trustees at a public meeting to enable the public to become informed and for the public to have an opportunity to express itself regarding the initial proposals. This is commonly referred to as the sunshining process.

As set forth in Article 21 of the current Agreement between the District and CSEA, these 2018-2019 reopener negotiations are limited to Article 14 (Compensation and Benefits) plus two additional articles selected by each party.

Core Principles for Negotiations

The Board of Trustees and its team will be guided by the following core principles for negotiations that it believes are of crucial importance to students, the Board, the District, employees and the community. Development of District proposals and consideration of and responses to CSEA proposals will be guided by these principles:

1. **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.
2. **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.
3. **Employee Excellence and Development.** Attract and retain diverse, talented, and caring employees committed to student success and continuous professional learning.
4. **Community Engagement.** Participate in a negotiations process that stimulates positive community interest, excitement and involvement in the District's educational mission.
5. **Communication.** Cultivate mutual respect, trust and deeper understanding among all District stakeholders through honest, clear and factual communication.

Initial Proposals

The District's initial proposals are as follows:

Article 9 – Transfers/Promotions

The District proposes to explore and amend this Article as necessary to provide greater flexibility to serve student and operational needs, including operational needs created by the opening of a new school.

Article 12 – Leaves

The District proposes to explore current leave language and best practices, and to ensure compliance and consistency with applicable law.

Article 14 – Compensation and Benefits (and Appendices)

The District proposes to explore fair and equitable improvements and adjustments to total compensation consistent with the core principles above.

The District also proposes to review existing MOUs and Side Letters to determine relevance, continuation, expiration and/or need for amendment.

The District reserves the right to introduce new subjects of negotiation during the course of bargaining in conformance with the notice requirements of Government Code section 3547(d).

The District values its positive relationship with CSEA and looks forward to professional and constructive negotiations with CSEA.