

**TENTATIVE AGREEMENT**

**Mountain View Whisman School District and  
California School Employees Association, Chapter 812  
2018-2019 Reopener Negotiations**

December 5, 2018

The Parties have complete negotiations for the 2018-2018 Reopener Negotiations. The current Collective Bargaining Agreement (2017-2019) between the District and CSEA shall remain in full force and effect, except as provided in this proposal:

**Article 14. Compensation and Benefits**

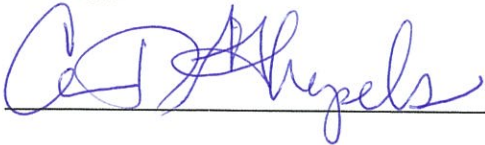
- o Amend Article and applicable salary schedules to provide a five percent (5%) ongoing salary schedule increase, effective July 1, 2018.
- o Amend Article to provide a one percent (1%) off schedule, one time payment (for 2018-2019, calculated after the 5% increase above is applied) for each unit member currently employed as of the date of approval/ratification of this tentative agreement, whichever is later.
- o Parties agree to immediately form a skills/education stipend task force this school year (2018-2019) to explore and develop an educational stipends framework that incentivizes classified unit members to obtain additional education and skills. The agreed-to framework shall be implemented beginning with the 2019-2020 school year. As part of that agreed-to framework, all Classified employees, in good standing, will be guaranteed an interview to any and all open position for which they meet minimum qualifications. Employees must follow application process.

**Article 9. Transfers/Promotion** (withdrawn by District)






**Article 12. Leaves** (withdrawn by District)

Dated: December 5, 2018

District:

  
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CSEA:

 (CSEA Pres.)  
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 (CSEA LRR)