

**Initial Proposal of the
Mountain View Whisman School District to the
Mountain View Educators Association
Successor Contract Negotiations
May 2, 2019**

The Mountain View Whisman School District ("District") values the positive working relationship it has with the Mountain View Whisman Educators Association ("Association"). The District hopes to continue to use an interest-based and problem-solving approach with the Association during negotiations for a multi-year successor agreement to the current Agreement that will expire on June 30, 2019.

This is the District's initial proposal to the Association. As required by Government Code section 3547, the District is submitting its initial proposal to the Board of Trustees for public hearing and adoption (the sunshining process).

Core Principles for Negotiations

During these negotiations, the Board of Trustees and its team will be guided by Core Principles. The Board of Trustees believes its Core Principles are of crucial importance to students, the Board, the District, employees and the community. Development of District proposals and consideration of and responses to Association proposals will be guided by these Core 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 and improve the District's fiscal health (short-term and long-term), 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/Interests

The District's initial proposals for a multi-year successor agreement are guided by the Core Principles above and are as follows:

Article 1. Preamble

The District is interested in updating this Article to state the Agreement's effective date, the names of Association and District bargaining team members, and the names of current Trustees.

Article 2. Recognition

The District is interested in reviewing and possibly updating the list of certificated employees excluded from the bargaining unit.

Article 3. Hours

The District is interested in revisiting and amending language regarding unit members' professional responsibilities in order to increase options and flexibility relative to the professional work day.

Article 5. Compensation and Benefits (and applicable appendices)

The District is interested in exploring fair and equitable total compensation adjustments.

Article 6. Organizational Security

The District is interested in amending this Article to comply with recent changes to state and federal law.

Article 7. Class Size

The District is interested in amending current language to allow for greater flexibility and improved options relative to class size.

Article 10. Evaluation

The District is interested in updating and refining evaluation language, including the language for Peer Assistance and Review.

Article 12. Leaves

The District is interested in updating this Article based on recent changes to applicable law.

Article 14. Resignations

The District is interested in omitting this Article and to instead follow applicable law and best practices relative to resignations.

Article 23. Term and Reopening of Negotiations

The District is interested in negotiating a multi-year agreement and amending the Article to reflect the agreed upon term and limit reopeners during the second and/or third years of the Agreement.

Other

The District is interested in reviewing, updating and amending, as necessary, any current and/or expiring MOUs and side letters.

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

The Board of Trustees and its negotiations team look forward to professional and positive negotiations with the Association.