



Mountain View
Whisman
School District

MVWSD MVEA and CSEA Negotiations





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Alignment to Strategic Plan 2027

Strategic Plan 2027

Goal 4: Effective and engaged employees

4a: Attract and retain diverse, quality employees



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Upcoming Negotiations

Negotiations

As we begin planning for the upcoming negotiations sessions, we want to be thoughtful, proactive, and collaborative in our approach



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Comparable Districts

Compensation Study

In 2016, we conducted a study that utilized a cost of living adjustment formula

- Districts from Northern California and Southern California were used
- Some concerns were raised about the geographical and demographic differences of the selected districts

Comparable Districts

Beginning in 2017, the District compared school districts within Santa Clara County

	Size	SED	EL
MVWSD	4522	27.2%	21.6%
Alum Rock	7590	78.3%	42%
Berryessa	6258	30.2%	27.3%
Cambrian	945	7.2%	10.4%
Cupertino	14,084	13.1%	17.5%
Evergreen	9165	28.9%	26.1%
Franklin McKinley	6196	72.1%	47.4%
Los Altos	3347	7%	10.2%
Moreland	4043	32.3%	27.1%
Oak Grove	8860	28.5%	23.9%
Sunnyvale	5480	30.3%	29.5%

Comparable Districts - Santa Clara County

During our last session of negotiations, MVEA was interested in comparing our district to basic aid districts near Mountain View.

	Size	SED	EL
MVWSD	4522	27.2%	21.6%
Hillsborough	1260	2.3%	2%
Los Lomas	6258	30.2%	27.3%
*Cupertino	14,084	13.1%	17.5%
Los Gatos	2618	4.6%	6.5%
Menlo Park	2710	9.6%	6.8%
*Los Altos	3347	7%	10.2%
Woodside	365	10.1%	7.4%
Saratoga	1596	2.8%	7.1%
*Sunnyvale	5480	30.3%	29.5%

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*These districts are also captured on the original comparison list

Comparable Districts

As we prepare to enter into negotiations in the upcoming year, we would like to think about how we look at comparable Districts



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Guidance and Next Steps

Comparable Districts - Guidance

As we move forward, staff is seeking guidance as to how we prioritize comparable districts.

Is the Board of Trustees interested in focusing on Districts who are

- within the county?
- within the similar geographic location?
- basic aid?
- similar in demographic composition?
- similar per pupil expenditures?
- other

Next Steps

- Staff will take feedback from the Board of Trustees and prepare a list of comparable districts along with MVEA
- Staff will update the Board prior to the beginning of negotiations
- Using the agreed upon list, we will do a compensation study prior to beginning negotiations