

**Initial Proposal of the
Mountain View School District
to the Mountain View Educators Association
Successor Contract Negotiations**

October 12, 2023

This document includes the Mountain View Whisman School District's (District) initial proposals to the Mountain View Educators Association (Association). The District and Association's current Collective Bargaining Agreement expires June 30, 2024.

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.

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 Association 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 is interested in a multi-year contract with the Association with limited reopeners the second and/or third year. The District's other initial proposals are as follows:

Article 3. Hours

Consistent with the core principles above, the District has an interest in clarifying and streamlining this Article.

Article 5. Compensation and Benefits

Consistent with the core principles above, the District has an interest in exploring fair and equitable total compensation adjustments.

Article 8. Professional Growth and Development

Consistent with the core principles above, the District has an interest in clarifying and streamlining this Article and to ensure that professional growth opportunities serve the needs of both the District and employees.

Article 10. Evaluation

Consistent with the core principles above, the District has an interest in clarifying and streamlining this Article.

Article 12. Leaves

Consistent with the core principles above, the District has an interest in clarifying and streamlining this Article.

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 negotiations during the course of bargaining in conformance with the notice requirements of Government Code section 3547(d).

The District values its positive relationship with the Association and looks forward to collaborative and constructive negotiations with the Association using an Interest Based Bargaining approach