

TENTATIVE AGREEMENT
Mountain View Whisman School District and CSEA
July 1, 2019 through June 30, 2022
Successor Contract Negotiations
April 8, 2020

The collective bargaining agreement between the District and CSEA, which expired on June 30, 2019, shall remain in full force and effect, except as amended in this document, and as provided in the attached tentative agreements reached during these negotiation (Article 2 Organizational Security, Article 3 Evaluation, and Article 8 Retirement). The District and CSEA agree as follows:

- Amend Cover Page to reform the term of the contract and reflect a new term commencing July 1, 2019 through June 30, 2022.
- Amend Article 21.1 to incorporate the new term of contract and replace dates as appropriate.
- Amend Article 21.2 to reflect that request to reopen shall be received by the other no later than October 1ST
- Amend Article 14 regarding salary as follows:
 - Amend 14.1 to include a salary schedule increase of 3.0%, effective July 1, 2019.
 - In addition, each unit member shall receive a one-time off-schedule payment of \$1,300.00, less applicable taxes and deductions. The gross sum amount is equivalent to two and one-half percent (2.5%) with 287 eligible unit members, including 6 eligible retirees.
 - To be eligible for the compensation increases described above (on schedule and off), the unit member must be employed by the District and in paid status as of the date the Governing Board approves this Tentative Agreement.
- Add 14.1.1.4 as follows:
 - Effective July 1, 2020, employees who have earned the following degrees or certifications, shall receive an additional annual payment as follows:
 - Trades certification: \$500 (up to 1 certification)
 - AA Degree: \$750 (not available if employee has earned a BA)
 - BA: \$1500
 - In the event that the total amount of additional payments is to exceed \$40,000 in any given year, the individual amounts shall be reduced so as not to exceed a \$40,000 annual cap.

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- Establish joint CSEA-District committee to consider and recommend to the bargaining teams additional career paths eligible for education premiums.
- Omit the following from 14.3.1: "Effective March 1, 2010"
- Create Task Force to discuss current salary schedule and possible range adjustments/eliminations. The Task Force shall be comprised of an equal number of CSEA and Management employees (approximately 6 total) with the addition of a payroll department representative. The responsibility of the Task Force shall be to discuss current salary schedules, possible ranges adjustments/eliminations and to codify the process of creating, reviewing and changing job descriptions. The Task Force shall make recommendation to the bargaining teams by December 1, 2021. Any proposed changes are subject to formal negotiations between the District and CSEA.
- Parties agree to explore the possibility of participating in the Classified Employee Summer Assistance Program, in the event it is prospectively enacted again, during the 2020-2021 school year.

Dated: 4/1/20

By: *[Signature]*
Mountain View Whisman School District

Dated: 4/9/20

By: *[Signature]*
California School Employees Association

Dated: 4/9/2020

By: *[Signature]*
MVWSD CSEA President Chapter 812