

**Initial Proposal of the  
Mountain View Whisman School District to the  
Mountain View Educators Association  
2020-2021 Reopener Contract Negotiations  
June 18, 2020**

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).

The current COVID-19 health crisis and resulting economic crisis have created unique challenges for school districts across the state, including our District. The District is committed to working together with the Association to address these challenges head on, and to promote the best interests of students, employees and our community.

**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 these 2020-2021 reopener negotiations are guided by the unique challenges and Core Principles identified above. They are as follows:

**Article 3. Hours**

The District is interested in exploring hours issues with the Association that meaningfully prioritize instructional minutes within the professional work day, especially in light of the current COVID-19 pandemic.

**Article 7. Class Size**

The District is interested in exploring options to provide for greater class size flexibility (short-term and/or long-term), especially in light of COVID-19 social distancing requirements.

**Article 10. Evaluation**

The District is interested in completing negotiations relative to this Article and providing all unit members with a meaningful evaluation process that serves the best interests of educators and students.

**Article 12. Leaves**

The District is interested in updating this Article based on recent changes to applicable law including the recently enacted Families First Coronavirus Response Act.

**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.h