The District is happy to begin the negotiation process with MVEA. The teams are negotiating a successor contract to replace the current agreement which will expire on June 30, 2024.

**The District’s Core Principles for Negotiations**

MVWSD and MVEA presented their initial proposals for successor contract negotiations at the Board of Trustees meeting on November 2, 2023.

As shared with the MVEA, the Board's and District's core principles for negotiations include:

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.

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**Negotiations News**

January 11, 2024

To promote transparency and open communication with the community, employees and other stakeholders, the Board of Trustees of the Mountain View Whisman School District has asked its team to provide accurate, factual and timely updates about its negotiations with the Mountain View Educators Association.

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**Bargaining Teams**

**MVEA Team Members:**
- Michael Newman, Crittenden Middle School
- Jennylyn Fung, Castro Elementary
- Kyle Hillebrecht, Stevenson Elementary
- Saule Altun, Imai Elementary
- Demetrio Gonzalez, CTA

**District Team Members:**
- Tara Vikjord, Chief Human Relations Officer
- Rebecca Westover, Chief Business Officer
- Swati Dagar, Director of Curriculum, Instruction, and Assessment
- Annie Flores-Aikey, Principal, Crittenden Middle School
- Theresa Lambert, Principal, Stevenson Elementary
- Vernorris Taylor, Principal, Vargas Elementary
- Jonathan Pearl, District Legal Counsel
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.

The District will use these core principles to develop its proposals and respond to MVEA proposals.

**Articles to be Addressed and Negotiated by MVWSD and MVEA Teams**

The District’s initial proposals include:
- Article 3 - Hours
- Article 8 – Professional Growth and Development
- Article 10. Evaluation
- Article 12 - Leaves
- Article 5. Compensation and Benefits

MVEA’s initial proposals include:
- Article 3- Hours
- Article 4. Assignments, Reassignments, Transfers and Filling of Vacancies
- Article 5- Compensation and benefits
- Article 7- Class Size
- Article 10. Evaluation
- Article 12 - Leaves
- Article 23 - Term and Reopening of Negotiations

**First Session – January 11, 2024**

During the first negotiation session, the MVWSD and MVEA teams agreed to specific norms to be followed during negotiation sessions. The teams’ norms are as follows:

**Group Norms**
- Assume best intentions of all parties.
- Interact with each other respectfully.
- Attack the issues, not the people.
- All interests are important and will be considered by each side.
- Seek to understand proposals (underlying issues and interests) and to develop options and to solve problems
- Creative ideas and suggestions are welcome.
- Strive to use our time together productively, not punitively
- Individual breaks are permissible

**Procedural Norms**
- Caucus or a break may be called at any time (“Guilt free caucus”)
- Requests for information will be delivered to each side in writing in a timely fashion
- Meeting schedules will be respected and scheduled as far away as possible.
- A summary of each meeting will be reviewed and agreed to and at the end or beginning of each meeting.
- An agenda for the upcoming session will be created at the end of each meeting.
- Use and refer to these norms throughout all sessions
MVEA then provided a helpful slide deck that identified the issues they hoped to address during these negotiations and possible solutions.

The teams then created a roadmap that set forth the order or sequence of articles to be negotiated. The sequence will be as follows:

Article 4 - Assignments, Reassignments, Transfers and Filling of Vacancies  
Article 8 - Professional Growth and Development  
Article 12 - Leaves  
Article 10 – Evaluation  
Article 3 - Hours  
Article 7 - Class Size  
Article 23 - Term of Agreement  
Article 5 – Compensation and Benefits

**Tentative Agreement Reached On Article 4 And Other Proposals Exchanged**

The team then went to work on Article 4 - Assignments, Reassignments, Transfers, and filling of vacancies.

After productive and respectful conversation, a tentative agreement was reached that included added requirements to promote transparency and proactive communication when someone is involuntarily transferred.

The teams then went on to exchange proposals about Leaves (Article 12) and Professional Growth (Article 8). The teams look forward to making more progress on these articles at the next session.

At the end of the session, the parties reviewed the norms for negotiations. Both teams expressed that the norms positively impacted the day and the teams' productivity. We look forward to using the norms at future sessions and throughout these negotiations.

**Next Sessions:**

The teams also confirmed dates for upcoming sessions.

Dates are as follows:  
January 31  
February 6  
February 28