
**PERSONNEL SERVICES DEPARTMENT
MOUNTAIN VIEW SCHOOL DISTRICT**

TO: ALL STAFF
FROM: MVSD NEGOTIATIONS TEAM (PRESENT: JOHN LOVATO, DARIN DE
KNIKKER, MARGARITA GONZALEZ-AMADOR, DONELLE SOTO, AND
ATTORNEY PETER FAGEN)

SUBJECT: MVSD NEGOTIATIONS UPDATES

DATE: NOVEMBER 13, 2019

MVTA and the District met on Tuesday, November 5, 2019, to begin negotiations. MVTA and MVSD came to the table with a positive and collaborative mindset.

Negotiations began with a budget presentation presented by the Fiscal Services team. Highlights of the budget presentation were as follows:

- The District is deficit spending due to declining enrollment and is experiencing increases in costs associated with PERS and STRS. The loss of students and the increased cost of STRS and PERS cost the district over \$5,000,000.
- The District received a Cost of Living Adjustment of 3.26% (\$2,334,189) this year.

The District shared a Retirement Incentive Plan presentation. The purpose of the presentation was to share how the plan could eliminate the need for layoffs over the next couple of years. Highlights of the Retirement Incentive Plan presentation were as follows:

- The plan would eliminate the need for teacher layoffs over the next two to three years.
- In order for the District to implement this retirement plan, the plan must pay for itself. In other words, funding for this plan would be generated by either replacing retirees with a lower-paid employee or not replacing the retirees' position. There will be no impact to the General Fund.

The District and MVTA shared proposals for increases in total compensation (Retirement Incentive Plan and salary increases).

The District looks forward to our next negotiations session.