

TENTATIVE AGREEMENT
between the
Mountain View School District
and the
Mountain View Teachers Association

December 3, 2019

Time: 4:43

1. The Mountain View School District shall provide a Supplemental Retirement Plan (SRP) incentive of 37.5% of an employee's final year's salary. In order for the SRP to go into effect, a minimum of 30 certificated employees must submit irrevocable letters of resignation no later than January 27, 2020.

Items 2-6 shall not be contingent on the passing of the SRP:

2. The parties agree to a 1.25% on-going on the salary schedule increase, retroactive to July 1, 2019.

3. The parties agree to an increase of 0.5% to all members for the addition of 15 minutes to all Tuesday School Site Staff meetings contingent on the following, 5 minutes shall be used at the discretion of the Site Administrator and 10 minutes shall be designated as MVTA Association time. Staff meeting time will be a total of 90 minutes, with the last 10 minutes dedicated to MVTA association time.

4. The parties agree to the placement of all certificated 12-month Children Center members from the Children Center salary schedule to the 12-month Head Start salary schedule.

5. The parties agree that 16.1.1 shall remain in effect.

Additionally, the parties agree to the following language:

16.1.2 Starting in the 2019-2020 school year, members who possess a BCC or BCLAD credential and are teaching in or providing direct bilingual instructional support in a Dual Immersion or Bilingual/Biliteracy Program Classroom, which requires a BCC or BCLAD credential, shall receive a stipend of \$1,500 annually. Members covered under 16.1.1 who move into a Dual Immersion and/or Bilingual/Biliteracy Program Classroom will receive the \$1,500 stipend instead of the \$1,100 stipend mentioned in 16.1.1.

6. Additionally, the parties agree to reduce the work year for all Bargaining Unit Members by 2 days. For the 2019-2020 school year, one day shall be removed off the calendar, which shall be the teacher check out day. Beginning the 2020-2021 school year and ongoing, the work year shall be reduced by 2 days, which shall be the teacher prep day, and the teacher last work day. For CC/HS members who are 12 months, the 2 days reduced from the work year shall be the day before Christmas Day and the day before New Years Day – unless they fall on a weekend, and then the days shall be on the Fridays prior. For HS 10 month employees, the work year will be shortened by 2 days at the end of the year (one

student day and teacher last work day).

K - 8 Certificated: from 187 to 185

Counselors and Nurses: from 188 to 186

Psychologists: from 197 to 195 ← Program Specialists

Headstart 10 months: from 186 to 184

CC/HS 12 months: from 243 to 241

JU 12-5-19
UMEC 12-5-19
ED 12-5-19

- All items mentioned in this proposal are retroactive to July 1, 2019 with the exception of item #6.
- Item #3 would go into effect upon final ratification by the MVTA and MVSD School Board.

For the Association:

For the District:

Maria Elena Caldeira

Date: 12-3-19

[Signature]

Date: 12-3-19

James EK Parker

Date: 12-3-19