
Mountain View School District

DATE: January 25, 2022
TO: All MVSD
FROM: John Lovato, Ed.D, Assistant Superintendent of Personnel Services
RE: MVSD and MVTA Negotiations Update - 1/24/2022

The Mountain View School District and the Mountain View Teachers Association met on Monday, January 24, 2022, for our second negotiations session. MVSD and MVTA came to the table with a positive mindset.

The District and MVTA spent the entire day sharing several proposals that focused on ongoing salary increases, one-time off-schedule payments, and other incentives. Despite the district facing serious financial issues tied to declining enrollment and STRS & PERS increases, the District offered MVTA increases to total compensation.

Unfortunately, the District and MVTA could not reach an agreement after a long day of negotiations. The District's final offer of the day included the following:

1. A 5.07% salary increase applied to the Certificated salary schedule retroactive to July 1, 2021 for current MVTA members.
2. Affording MVTA members the opportunity to work from home on March 7, 2022 in lieu of attending the professional development session. MVTA members would not be assigned any professional duties to complete during this day so that members can focus on their personal well-being.
3. A 1% one time off-schedule payment for the 2021-2022 school year retroactive to July 1, 2021.

The District recognizes and appreciates the work of the MVTA members. The District will continue to work in collaboration at our next negotiations session on items including finalizing a total compensation package, setting the 2022-2023 calendar, and updating contract language. The District looks forward to our next negotiation session on Monday, January 31, 2022.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is essential for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent and reliable data collection processes to support effective decision-making.

3. The third part of the document focuses on the role of technology in data management and analysis. It discusses how modern software solutions can streamline data collection, storage, and reporting, thereby improving efficiency and accuracy.

4. The fourth part of the document addresses the challenges associated with data management, such as data quality, security, and privacy. It provides strategies to mitigate these risks and ensure that data is used responsibly and ethically.

5. The fifth part of the document discusses the importance of data governance and the establishment of clear policies and procedures. It emphasizes that a strong data governance framework is necessary to ensure that data is managed consistently and in compliance with relevant regulations.

6. The sixth part of the document explores the role of data in strategic planning and performance management. It explains how data-driven insights can help organizations identify trends, opportunities, and areas for improvement, leading to more informed strategic decisions.

7. The seventh part of the document discusses the importance of data literacy and training for all employees. It emphasizes that having a data-literate workforce is crucial for maximizing the value of data and driving organizational success.

8. The eighth part of the document provides a summary of the key points discussed and offers final thoughts on the importance of data in the modern business environment. It concludes by encouraging organizations to embrace data as a strategic asset and to invest in the necessary resources to manage it effectively.