

MOUNTAIN VIEW SCHOOL DISTRICT
Personnel Services

To: Mountain View School District Certificated Employees

From: Gloria Diaz, Assistant Superintendent

Laura Gaber, MVTA Bargaining Chair

Date: December 10, 2013

Re.: Negotiations Update - Tentative Agreement

Through the on-going collaborative efforts of the MVSD and MVTA Negotiation Teams a Tentative Agreement (TA) has been reached for the 2013-2014 school year.

We are pleased to announce the following agreement:

- The (6) 2013-2014 Furlough Days are rescinded
- Revision of the 2013-2014 school year, calendar (attached)
- (5) Staff Development Days added after the close of the 2013-2014 work year to be paid at the employee's per diem daily rate of pay (must attend to be paid)
- Lottery funds reinstated
- \$50,000 returned to MVTA Insurance Fund
- Evaluation process for the 2014-2015 school year will be governed by the collective bargaining agreement.
- The previous accommodations regarding Thursday and report card meetings are rescinded
- Formation of an Ad Hoc committee to review streamlining of cumulative records duties

In addition, the parties have agreed to invite Ron Bennett and Vern Gates, finance specialists, to meet with the bargaining teams to discuss the implications of the change from the Base Revenue Limit system to the LCFF system.

This agreement resolves all outstanding restoration and re-opener obligations set forth in the December 2012 Agreement and concludes bargaining for the 2013-2014 school year.

We are very pleased with the efforts of the negotiation teams and look forward to continued collaborative interest based negotiations. Additional information will follow shortly regarding the ratification date and retro checks.

Best wishes for a happy happy holiday season.

Attachments: Tentative Agreement
School Calendar
Certificated Salary Schedules

TENTATIVE AGREEMENT

This Agreement is entered into by and between the Mountain View School District ("District") and the Mountain View Teachers Association ("Association") on December 9, 2013.

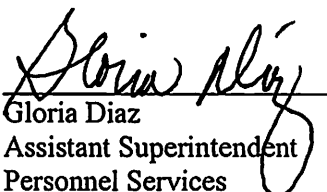
RECITALS

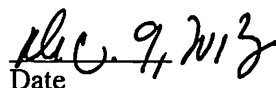
- A) The District and Association are parties to an agreement dated December 18, 2012 (the "December 2012 Agreement").
- B) The State Budget Act for 2013-2014, among other things, dramatically changed the mechanism for the funding of public education. The new methodology is referred to as the Local Control Funding Formula ("LCFF").
- C) The December 2012 Agreement contained provisions for restoring compensation reductions based upon the old Base Revenue Limit formula for the funding of public education. Even though much uncertainty remains regarding the implementation of the LCFF, the parties desire to honor the spirit of the restoration provisions set forth in the December 2012 Agreement.

WHEREFORE, the parties agree as set forth below.


- 1) The six "furlough days" for 2013-2014 set forth in the December 2012 Agreement are hereby rescinded. The restoration of salary reductions associated with the "furlough days" shall be paid to unit members on January 31, 2014 if possible, but no later than February 28, 2014. The restoration will be paid retroactively to July 1, 2013. The new work calendar and salary schedules for 2013-2014 are attached hereto as Exhibit A and B.
- 2) The "accommodations" associated with the "furlough days" set forth in paragraph 7 of the December 2012 Agreement are also hereby rescinded (such subjects shall be governed by the Collective Bargaining Agreement). Further, the lottery fund provision referred to in paragraph 3 of the December 2012 Agreement is hereby reinstated. Finally, \$50,000.00 shall be returned to the MVTA health benefits fund. The certificated evaluation process for the 2014-2015 school year shall be governed by the Collective Bargaining Agreement.
- 3) In addition to the foregoing, this agreement shall serve to memorialize the District's commitment to offer five additional non-recurring staff development days in 2013-2014 (except for Head Start and Children's Center). Attendance at these staff development days is voluntary and will be paid "off schedule" at the unit member's per diem daily rate of pay. The staff development days for 2013-2014 are scheduled for June 17, 18, 19, 20 and 23. The five staff development days for Head Start/Children's Center, will be scheduled as mutually agreed and will be completed no later than August 15, 2014.
- 4) For the 2013-2014 school year, the District and the Association shall establish an ad hoc committee of teachers (5 selected by MVTA) and administrators (5 selected by the District) to address the streamlining of Cumulative Record duties for certificated staff members. This ad hoc committee will make recommendations to the Association and the District bargaining teams by April 1, 2014.
- 5) MVTA and MVSD will invite finance specialists, Vern Gates and Ron Bennett, by February 28, 2014, to facilitate a discussion with the bargaining teams involving the implications of the change from the Base Revenue Limit system to the LCFF system.
- 6) This agreement resolves all outstanding restoration and re-opener obligations set forth in the December 2012 Agreement and concludes bargaining for the 2013-2014 school year.

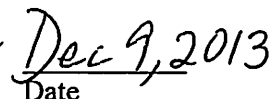
FOR THE DISTRICT:


Gloria Diaz
Assistant Superintendent
Personnel Services


Date

FOR THE ASSOCIATION:


Laura Gaber
Mountain View Teachers Association
Bargaining Chair


Date

**MOUNTAIN VIEW SCHOOL DISTRICT
2013-2014 SCHOOL CALENDAR**

EXHIBIT A

	First Week					Second Week					Third Week					Fourth Week					Days Taught	Local or Legal Holiday	Student Free Day or SBCP
	Mon	Tue	Wed	Thu	Fri	Mon	Tue	Wed	Thu	Fri	Mon	Tue	Wed	Thu	Fri	Mon	Tue	Wed	Thu	Fri			
First School Month Aug. 19-Sept. 13	19	20	T 21	% 22	* 23	** 26	27	28	29	30	Sept. 2	3	4	5	6	9	10	11	12	13	14	1	1
Second School Month Sept. 16-Oct. 11	16	17	18	19	20	23	24	25	26	27	30	Oct. 1	2	3	4	7	8	9	10	11	20	0	0
Third School Month Oct. 14-Nov. 8	14	15	P 16	17	18	21	22	23	24	25	28	29	30	Nov. 31	1	4	5	6	7	8	19	0	1
Fourth School Month Nov. 11-Dec. 6	11	12	13	14	15	18	19	20	21	22	X 25	X 26	• 27	• 28	• 29	Dec. 2	3	4	5	6	14	4	2
Fifth School Month Dec. 9-Jan. 3	9	10	11	12	13	16	17	18	19	20	X 23	• 24	• 25	X 26	X 27	X 30	• 31	Jan. 1	X 2	X 3	10	4	6
Sixth School Month Jan. 6-Jan. 31	6	7	8	9	10	13	14	15	16	17	• 20	21	22	23	24	27	28	29	30	31	19	1	0
Seventh School Month Feb. 3-Feb. 28	Feb. 3	4	5	6	7	• 10	11	12	13	14	• 17	18	19	20	21	24	25	26	27	28	18	2	0
Eighth School Month March 3-March 28	Mar. 3	4	5	6	7	% 10	11	12	13	14	17	18	19	20	21	24	25	26	27	28	19	0	1
Ninth School Month March 31-April 25	31	Apr. 1	2	3	4	7	8	9	10	11	X 14	X 15	X 16	X 17	X 18	• 21	22	23	24	25	14	1	5
Tenth School Month April 28-May 23	28	29	30	May 1	2	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	20	0	0
Eleventh School Month May 26-June 13	• 26	% 27	28	29	30	June 2	3	4	5	6	9	10	11	12	13	16	@ 17	@ 18	@ 19	@ 20/23	13	1	1
Totals																			180	14	17		

DISTRICT OFFICE CLOSED

- July 4 Independence Day
- Sept. 2 Labor Day
- Nov. 11 Veteran's Day
- Nov. 27 Local Holiday
- Nov. 28 Thanksgiving Day
- Nov. 29 Local Holiday
- Dec. 24 Admissions Day
- Dec. 25 Christmas Day
- Dec. 31 Local Holiday
- Jan. 1 New Year's Day
- Jan. 20 Martin Luther King's Day
- Feb. 10 Lincoln's Birthday
- Feb. 17 Washington's Birthday
- Apr. 21 Local Holiday
- May 26 Memorial Day

TOTAL NUMBER OF DAYS

For Students: 180
For Teachers: 187

STARTING & ENDING DATES

Teachers' Start Date: Aug. 21
Students Return: Aug. 26
School Ends: June 13
Teachers' Last Work Day: June 16

*In lieu of working on Aug. 23, teachers have the option of working one day during the week of Aug. 19, in addition to Aug. 21 and 22, with the approval of the site administrator.

The four modified days for Kranz and Madrid will be determined at a later date.

KEY

- Local or Legal Holiday (Schools and District Closed)
- X Student Free Day
- Modified Day K-6 Teachers
- Modified Day K-8 Teachers
- P Parent Conference - Student Free Day
- + End of Trimester
- T Teacher Start Date
- ** Student Start Date
- % Staff Development Day/Student Free Day
- @ Staff Development Day per T.A. December 2013 (voluntary)

The District shall implement a modified day at a school site when such site holds a Back to School Night or an Open House Night.

End of Trimester
Nov. 15 (57 days)
March 7 (61 days)
June 13 (62 days)

Student Report Cards
Dec. 3
March 18
June 13

Elementary Parent Teacher Conferencing
October 14, 15, 16, February 11

Middle/Intermediate Parent Teacher Conferencing
October 16, February 11

Board Approved:

Schedule: CT

**MOUNTAIN VIEW SCHOOL DISTRICT
EL MONTE, CA - LOS ANGELES COUNTY
CERTIFICATED SALARY SCHEDULE
2013-2014**

**Based on 2007-2008 Salary Schedule
Effective July 1, 2013**

Board Approved: PENDING

STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5
	BA	BA + 15	BA + 30	BA + 45 OR MA	BA + 60 INC. MA OR MA + 15
1	47,025	47,025	50,005	53,621	57,240
2	47,025	48,370	52,209	56,043	59,879
3	47,025	50,373	54,426	58,497	62,572
4	48,118	52,390	56,648	60,838	65,211
5	49,919	54,375	58,870	63,380	67,854
6	51,720	56,413	61,108	65,802	70,492
7	53,503	58,401	63,345	68,240	73,155
8		60,414	65,549	70,680	75,794
9		62,436	67,770	73,105	78,454
10			69,990	75,541	81,114
11			72,214	77,968	83,738
12				80,423	86,416
13				82,860	89,052
16				85,284	91,695
19				87,722	94,352
22				90,148	96,994

COMMUNITY DAY SCHOOL + 7.5%

COUNSELORS & NURSES + 10 %

**MOUNTAIN VIEW SCHOOL DISTRICT
CHILDREN CENTER CERTIFICATED SALARY SCHEDULE
2013-2014**

Based on 07-08 Salary Schedule

Effective July 1, 2013

Based on 12 months/8 hour work day/245 Duty Days

Board Approved: PENDING

Step	Class 1 Associate Teacher 12 Units ECE/CD	Class 2 Teacher/Master Teacher 12 Units ECE/CD	Class 3 Master Teacher (BA)	Class 4 Master Teacher BA + 15 Units
1	42,690	44,092	45,369	46,746
2	44,819	46,178	47,457	49,099
3	46,930	48,349	49,567	51,168
4	49,016	50,374	51,674	52,547
5	51,106	52,485	53,784	55,162
6		55,871	57,252	58,527
7			59,359	60,617

REGULATIONS

1. A maximum of two years of experience credit shall be allowed. No credit shall be allowed for parts of a year amounting to less than 75% of a year.
2. One step in the schedule shall be granted for each year of satisfactory service. A year of service is defined as 75% of a year or longer.
3. Adjustments for class placement on the Salary Schedule will be made throughout the year. Credit will be effective on the first day of the month following the month that transcripts are received by the Personnel Office. Requests for adjustments must be followed by official transcripts.
4. Assignment to the Childrens' Center is subject to funding.
5. Fifteen (15) upper division college or university semester units are needed for movement to Class 4. Upper division or graduate units taken concurrently while completing the Bachelor's Degree will not be allowed.

MOUNTAIN VIEW SCHOOL DISTRICT HEAD START CERTIFICATED SALARY SCHEDULE

2013-2014

Based on 2007-2008 Salary Schedule
12 months/8 hour work day/245 Duty Days

Effective July 1, 2013

Board/Approved: PENDING

Step	Class 1 Associate Teacher 12 Units ECE/CD	Class 2 Teacher/Master Teacher 12 Units ECE/CD	Class 3 Master Teacher (BA)	Class 4 Master Teacher BA + 15 Units
1	44,943	46,423	47,768	49,223
2	47,193	48,605	49,973	51,696
3	49,401	50,923	52,181	53,860
4	51,609	53,045	54,412	55,317
5	53,818	55,250	56,619	59,467
6		58,827	60,241	61,630
7			62,469	63,816
* Head Start Teacher/State Preschool Teacher II				+ 3%
* Head Start Teacher/State Preschool Teacher II - Program Facilitator				+ 8%

REGULATIONS

1. A maximum of two years of experience credit shall be allowed. No credit shall be allowed for parts of a year amounting to less than 75% of a year.
2. One step in the schedule shall be granted for each year of satisfactory service. A year of service is defined as 75% of a year or longer.
3. Adjustments for class placement on the Salary Schedule will be made throughout the year. Credit will be effective on the first day of the month following the month that transcripts are received by the Personnel Office. Requests for adjustments must be followed by official transcripts.
4. Assignment to the Head Start Program is subject to funding.
5. Fifteen (15) upper division college or university semester units are needed for movement to Class 4. Upper division or graduate units taken concurrently while completing Degree will not be allowed.

**MOUNTAIN VIEW SCHOOL DISTRICT
HEAD START CERTIFICATED SALARY SCHEDULE
2013-2014**

**Based on 2007-2008 Salary Schedule
10 months/8 hour work day/186 Duty Days**

Effective July 1, 2013

Board Approved: PENDING

Step	Class 1 Associate Teacher 12 Units ECE/CD	Class 2 Teacher/Master Teacher 12 Units ECE/CD	Class 3 Master Teacher (BA)	Class 4 Master Teacher BA + 15 Units
1	33,982	35,100	36,117	37,217
2	35,682	36,750	37,783	39,088
3	37,352	38,502	39,455	40,724
4	39,021	40,108	41,142	41,825
5	40,692	41,775	42,809	44,961
6		44,479	45,548	46,598
7			47,232	48,252
* Head Start Teacher/State Preschool Teacher II				+ 3%
* Head Start Teacher/State Preschool Teacher II - Program Facilitator				+ 8%

1. A maximum of two years of experience credit shall be allowed. No credit shall be allowed for parts of a year amounting to less than 75% of a year.
2. One step in the schedule shall be granted for each year of satisfactory service. A year of service is defined as 75% of a year or longer.
3. Adjustments for class placement on the Salary Schedule will be made throughout the year. Credit will be effective on the first day of the month following the month that transcripts are received by the Personnel Office. Requests for adjustments must be followed by official transcripts.
4. Assignment to the Head Start Program is subject to funding.
5. Fifteen (15) upper division college or university semester units are needed for movement to Class 4. Upper division or graduate units taken concurrently while completing the Bachelor's Degree will not be allowed.

**MOUNTAIN VIEW SCHOOL DISTRICT
HEAD START CERTIFICATED SALARY SCHEDULE
2013-2014**

**Based on 2007-2008 Salary Schedule
10 months/6 hour work day/186 Duty Days**

Effective July 1, 2013

Board Approved: PENDING

Step	Class 1 Associate Teacher 12 Units ECE/CD	Class 2 Teacher/Master Teacher 12 Units ECE/CD	Class 3 Master Teacher (BA)	Class 4 Master Teacher BA + 15 Units
1	25,487	26,325	27,088	27,913
2	26,762	27,563	28,337	29,316
3	28,014	28,877	29,591	30,543
4	29,266	30,081	30,857	31,369
5	30,519	31,331	32,107	33,721
6		33,359	34,161	34,949
7			35,424	36,189
* Head Start Teacher/State Preschool Teacher II				+ 3%
* Head Start Teacher/State Preschool Teacher II - Program Facilitator				+ 8%

1. A maximum of two years of experience credit shall be allowed. No credit shall be allowed for parts of a year amounting to less than 75% of a year.
2. One step in the schedule shall be granted for each year of satisfactory service. A year of service is defined as 75% of a year or longer.
3. Adjustments for class placement on the Salary Schedule will be made throughout the year. Credit will be effective on the first day of the month following the month that transcripts are received by the Personnel Office. Requests for adjustments must be followed by official transcripts.
4. Assignment to the Head Start Program is subject to funding.
5. Fifteen (15) upper division college or university semester units are needed for movement to Class 4. Upper division or graduate units taken concurrently while completing the Bachelor's Degree will not be allowed.

MOUNTAIN VIEW SCHOOL DISTRICT

PSYCHOLOGIST SALARY SCHEDULE

2013-2014

Based on 2007-2008 Salary Schedule
10 months/197 duty days

Board Approved: PENDING

Effective July 1, 2013

STEP	Column 4 BA + 45 Units	Column 5 BA + 60 Units Inc. MA or MA + 15
1	83,799	90,721
2	86,503	93,775
3	89,193	96,829
4	91,882	99,852
5	94,590	102,905
16	96,822	105,411
19	99,049	107,932
22	101,282	110,443