

**Proposed Tentative Agreement
Between
Mountain View Teachers Association
and
Mountain View School District**

September 28, 2012

As of July 1, 2012, all MVTA salary schedules have been restored to the 2007-2008 salary levels. In addition, members have been placed at the appropriate step and column so as to include full credit for the last two years.

- 1) The two parties shall agree upon the 2012-2013 official calendar as attached (Calendar A).
- 2) In 2012-2013, the MVTA salary schedules shall be modified (by furlough days) if Proposition 30, the Governor's tax initiative, is not approved by the electorate. Furthermore, reduction in pay (furlough days) shall be postponed until it is determined that the reductions are necessary. Therefore, certificated paychecks prior to December 1, 2012, shall be paid in full based on a 187-day contract year.
 - a) If Proposition 30, the Governor's tax initiative, is approved by the electorate, then there shall be no reduction in pay (no furlough days).
 - b) If Proposition 38, the Molly Munger/PTA tax initiative, is approved by the electorate over the Governor's tax initiative, then the two parties shall re-open negotiations on November 13, 2012, for the sole purpose of determining whether reductions (furlough days) are necessary.
- 3) If Proposition 30, the Governor's tax initiative, is not approved by the electorate, the 2012-2013 work year for MVTA bargaining unit members shall be temporarily reduced by seven (7) days. The furlough days would be placed as noted on the 2012-2013 calendar attached (Calendar B). The loss in salary would be deducted in 7 equal pay periods beginning in December: December 31, 2012, January 31, February 28, March 31, April 30, May 31, and June 30, 2013.
- 4) In the 2012-13 school year, the following accommodations shall be in effect beginning November 7, 2012 if furlough days are implemented:
 - a) There shall be no meetings of any type on Thursdays.
 - b) One staff meeting per trimester shall be reserved for report cards.
- 5) Teachers shall not be responsible for student cumulative records except what is required by statute.
- 6) Formal evaluations will be suspended for the 2012-2013 school year for all Bargaining Unit Members with the exception of those who received a rating of "Needs to Improve" or "Unsatisfactory" in the overall rating of the summative evaluation at the end of the 2011-2012 school year.
- 7) The two parties shall agree upon the change to an 11-month pay cycle (Attachment C).

- 8) When an extra student or students are placed in an elementary teacher's class and no substitute is assigned, the teacher shall be compensated at the rate of \$4.00 per student per day.
- 9) The term of this Agreement shall be in effect from July 1, 2012 through June 30, 2015. In 2013-2014, the parties may reopen Article XII Evaluation Procedures. In addition, the parties may reopen Article XVI Salary and Article XVII Health and Welfare Benefits in 2013-2014 and 2014-2015.

For the Association:

For the District:

Susan Dluhy, Bargaining Chair

Gloria Diaz, Assistant Superintendent,
Personnel Services

Date: _____

Date: _____