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A NEGOTIATIONS BULLETIN TO TEACHERS

CENTINELA VALLEY SECONDARY TEACHERS ASSOCIATION • 3551 VOYAGER ST., SUITE 105 • TORRANCE, CA 90503 • (310) 921-2500

November 16, 2011

Late Thursday afternoon, November 10, 2011, your CVSTA Bargaining Team reached a tentative agreement with the District for the 2011-2014 contract. This was a culmination of many days of tense negotiations and many planning meetings that led up to a final six hour day of bargaining on Thursday. The deal is not perfect, but under the circumstances I believe that it is about the best we can get.

Here are some highlights:

- 1.75% raise for all bargaining unit members retroactive to July 1, 2011.
- \$450 increase in our medical benefits cap effective January 2012.
- \$800 settlement to all active members of the bargaining unit who were transferred involuntarily in 2010 and 2011.
- \$2000 settlement to all active members who were department chairs when they were transferred in 2010.
- Counselor maximum caseload reduced from 550 to 500 students.
- Counselors work 12 days in the summer (up from 10).
- Department chairs of small departments (6-20 teaching periods) receive a 4% stipend (up from 3%). Large department chairs (21-39 teaching periods) receive 7% (up from 6%) Department chairs with 40 or more teaching periods shall also receive one additional period of release time for department management.
- Increases in stipends for members who perform extra duties such as ELD coordinators, Academic Coordinators, Academic Leadership Team Members, AVID coordinators, Yearbook teachers, and other similar positions (See chart on back).
- Department chairs may no longer be transferred during their terms.
- In the future, involuntarily transferred teachers will receive one day's pay and the District will be required to provide assistance with moving.
- No class size increase anywhere in the District.
- CVSTA wanted a cap on class size at Loyde, but we were only able to get the District to agree to a very high class size limit which works out to about 45 students. The District contended that attendance at Loyde is well below that at the major schools and they were absolutely unwilling to go any lower. They have committed to monitoring daily attendance and to make adjustments to control class size of any class that is large.

Here are some of the things we gave up:

- The District will have the right to one hour of after school meetings per month.
- The schedule is back to 388 minutes just like it was during the past two school years. This will mean a slightly longer work day, but we will regain our collaboration time.
- Most articles of the former contract are back in place. This is a three year deal, with yearly reopeners for salary and benefits plus one item each of our choice and the District's choice.

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- I am aware that there are those who are not completely happy with everything in this tentative agreement, but, please remember that all contractual agreements must be ratified by the membership. We can debate and discuss the pros and cons in the coming days. We are planning a series of site meetings during the week after Thanksgiving vacation.
- One thing that I was very sad that we could not get written into the contract for now was a contractual increase in the hours for our adult school members. The District was willing to raise the minimum number of hours to be a full time member from 20 to 30 hours, but they said that they would simply add the additional hours onto the assignments of those with most seniority and eliminate the jobs of members with less seniority. There is nothing in the current contract to keep the District from giving adult school teachers more hours. We simply could not agree to an arrangement that would cost people their jobs. We will keep trying to get the District to increase hours for all adult school members who want to work more. In the meantime, everyone in adult ed. will benefit modestly from the salary increase we have negotiated for all members.

I am generally feeling very positive about this agreement. We are the only district that I know of that is getting a raise. Almost all of the others are getting furlough days instead.

The complete agreement can be found on the CVSTA web page which can be accessed through www.sbut.org.

Jack Foreman, CVSTA President

District Proposal: Appendix A

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT

EXTRA COMPENSATION SCHEDULE

Jobs	Old	Actual	New	New Actual
Athletic Director and Activities Director (Equal) (Teach 3 periods)	10.3% of S-5,C-II	\$5203	11.3%	\$5711
Head FB Coach (Teach 5)	7.3%	\$3690	8.3%	\$4195
Head Coach (Teach 5)	6.3%	\$3184	7.3%	\$3690
Band Director (Teach 5, inc at least 1 band)	5.5%	\$2780	7.0%	\$3538
All Other Asst coaches (Teach 5)	5.3%	\$2679	6.3%	\$3184
Journalism (Teach 5, inc Subject)	4.8%	\$2426	6.3%	\$3184
Yearbook (Teach 5, inc Subject)	4.8%	\$2426	6.3%	\$3184
Drama (Teach 5, inc Subject)	6.0%	\$3033	6.3%	\$3184
Choral (Teach 5, inc Subject)	5.5%	\$2780	6.3%	\$3184
Dance (Teach 5, inc Subject)	4.8%	\$2426	6.3%	\$3184

Notes:

- Cheer, Pep Squad or Drill team: all covered under "Head Coach" above
- Equal: Drama, Choral, Dance, Yearbook, Journalism