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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

December 9, 2020

Contract Agreement Reached!

CVSTA is pleased to announce a settlement for a successor to our Collective Bargaining Agreement. This agreement will be in effect through June 2023. While we know your priority right now is for the safety and well-being of your family and students, we have bargained for several months to improve your salary, benefits and working conditions as well. We want to thank the District for hearing us regarding the need for these improvements and the need to reach agreement as soon as possible.

Highlights of the Agreement:

- 2.5% increase to all salary schedules retro to July 1, 2020
- A 10% increase to the Adult Ed Salary Schedule
- An increase to extra duty work from \$40/hour to \$50/ hour
- An increase to workshop rate from \$35/hour to \$40/hour
- Summer school assignments shall be compensated at **your** hourly rate
- Special Education teachers will receive a stipend of \$1600 for the 2020-21 school year through a Memorandum of Understanding (MOU)
- Lunch supervision has been increased from \$20/lunch to \$25/lunch
- The District has doubled employees' life insurance from a \$50,000 policy to \$100,000 (this has a slight tax implication-**see your tax specialist**. The additional cost of the policy will be reported to the IRS as income to you—may be an additional \$100 or so in income)
- Effective January 1, 2021, your health benefits cap will go from \$15,000 to \$16,500
- Effective January 1, 2022, your benefits cap will go from \$16,500 to \$18,000
- Clarifications were made to the Single Coverage Health Benefits Stipend
- The District no longer has to notify unit members on Schedule D that they will have a change in assignment by June 1
- Department chair vote timelines have changed
- Clarification was made on when doctoral stipends will be paid
- Stipend for National Board Certified teachers has been eliminated—anyone in the process now will still receive the stipend
- The Attendance Incentive was increased and criteria clarified

You will receive information on voting on this agreement and you will be able to review the changes in contract language prior to voting.

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Stay well.

Your CVSTA Bargaining Team

Tali Sherman, Chair
Temisha Brame Carter
Daniel Swearingen
Lorraine Parsons
Race Headen
Yury Najarro