

FROM ^T_H^E TABLE

A NEGOTIATIONS BULLETIN TO TEACHERS

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January 21, 2022

CVSTA NEGOTIATIONS UPDATE

Your CVSTA Bargaining team met with the District for negotiations on October 5 and 19, November 8, December 7 and 15 to negotiate reopeners to the 2020-2023 contract.

As always, safety issues are a priority, and the Union is having ongoing discussions with the District about all aspects of our working environment from that standpoint.

In addition to safety, salary and benefits, class size and caseloads are of utmost concern, and we are making progress on improving contract language on those fronts.

The following are highlights of the provisions we (CVSTA) have covered to date:

- Article 3 (Compensation): Despite the bargaining team's success in achieving recent salary increases, members can expect another salary increase effective 7/1/22; additionally, we are looking for an off schedule for 2021 (similar to last year), although 2021 salary negotiations are closed. CVSTA also proposed Juneteenth federal holiday be added to CBA. For Adult Education members, CVSTA proposed the entire week of Thanksgiving be recognized as a paid holiday for Adult Education members (currently only Thanksgiving and day after Thanksgiving are recognized as a paid holiday for Adult Education members)
- Appendices: CVSTA's goal with the appendices is equity for athletic coaches (regardless of the sport), in addition to formal recognition of known positions such as Academic Decathlon.
- Article 5 (Health and Welfare Benefits): CVSTA has been successful at negotiating annual \$1,500 increases to the cap for 2023 (\$19,500), 2024 (\$21,000), and 2025 (\$22,500). Our work continues on to unpack the single benefits stipend language for more effective interpretation for members and implementation by the District.
- Article 8 (Class Size): CVSTA proposed to reduce class size, caseloads for counselors, Speech/Language Pathologists, and SPED case carrier caseloads. The District, however, was unwilling to reduce any aside from class size for those with severe health conditions. Negotiations are ongoing. CVSTA also proposed reducing the amount of time to balance classes at the beginning of each semester.

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- Negotiations in all these areas are ongoing.

MOUs:

- [0/9](#) Extra Duty Assignment opportunity for members to teach 0/9 periods for students (Independent Study or in-person option) and additional compensation for members
- [Independent study](#) courses (AB/SB 130) have been expanded to comprehensive sites for this school year; teacher extra duty assignment responsibilities are outlined in this MOU; an [addendum](#) addresses additional concerns
- [COVID](#) (including masking guidelines, daily cleaning, daily self-screening, testing, contact notification protocols, instruction/make-up work for students needing to isolate/quarantine and compensation for members, SPED stipend)
- Updated Dual enrollment language remains outstanding
- [Teacher Interns](#)
- Extra Duty/IEP: CVSTA did not agree to the terms (including workload and maximum allotted hours)
- [Wellbeing](#) Reimburse all unit members in active status up to \$50 dollars per month for District approved physical fitness-related membership/subscription fees; reimburse up to \$50 per year, for a total of up to \$100 for the duration of the program, for membership/subscription fees for any fitness or nutrition electronic application (“App”), such as MyFitnessPal.
- [Academic Decathlon Advisor Pay](#) - 3 comprehensive sites (LW, LZ, HW)

In Progress

- Work on Bell schedule proposals effective fall 2022 considering statewide implementation of late start for high school campuses
- Regarding the use of Canvas, the District has been sending communication informing teachers that the posting of course content and assignments on Canvas is highly recommended. Please note, it is NOT required for teachers at this time. Should you receive correspondence from a TOSA or administrator regarding your use of Canvas, keep in mind that any action on your part is completely voluntary; not required and/or compensated.

Our next bargaining is January 25. We will continue to work on Articles 3, 5, 8 and the appendix. Additional dialogue continues around COVID as it relates to safety and instruction.

In Solidarity,
Your CVSTA Bargaining Team:

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