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## A NEGOTIATIONS BULLETIN TO TEACHERS

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January 25, 2022

### CVSTA NEGOTIATIONS UPDATE

CVSTA met to negotiate with District representatives on Tuesday, January 25, 2022. Here are the updates.

Article 3 (Salary)- CVSTA countered the District salary proposal with the goal of both an on salary schedule increase in addition to a bonus for continuing to manage a global pandemic. The District expressed a desire to have all salary increases on the salary schedule to remain marketable and have longevity and proposed a multiple year deal.

CVSTA also proposed the addition of Indigenous Peoples Day, Juneteenth, and the Thanksgiving Week as Holidays for all bargaining unit members. The District, in its commitment to equity, inclusion and diversity declined. First stating that they would consider Juneteenth when it's a holiday; when reminded that Juneteenth is a Federal holiday, the District responded with consideration when Juneteenth is a California holiday. No consideration was given for Indigenous People or Thanksgiving Week (which only impact 2 Adult School Educators).

Article 5 (Benefits) - Both CVSTA and CVUHSD have agreed to a multi-year gradual increase to benefits through the 2025 benefit year. Both parties are still working on when we will begin negotiations on Benefits in the future.

Article 8 (Class Size) - CVSTA continues to implement language on caseloads for SPED teachers and modification of the timeline for balancing classes.

Appendix - CVSTA continues to counter with proposals to establish equity for head and assistant athletic coaches, regardless of the sport.

Other topics discussed during bargaining:

- Risk Management
- COVID protocols
- COVID Leaves

CVSTA expressed a collective and ongoing concern that the notifications, now being sent, lack critical information (when did the student test positive, what class period) and the assumption that educators were not close contacts. Additionally, CVSTA communicated the unresponsiveness expressed by many when attempting to get feedback, next steps and/or follow up from Risk Management. Lastly, CVSTA encouraged, again, to consider COVID pay for educators who use Canvas (optional) to continue instruction while on leave and to mitigate the potential financial loss of using personal/sick days while employees deal with COVID.

The District responded to Ron Hacker requesting to be notified if there are responses by Risk Management as he expects staff members to respond within 24 hours of inquiry; even if to acknowledge receipt and notify the requestor of the intent to follow up. Mr. Hacker also shared that he is available to communicate with staff members as the pandemic is multifaceted.

The District acknowledged the request for consideration for COVID pay and confirmed that all bargaining unit members who have tested positive for COVID who had also had students on their rosters/caseload had been afforded exclusionary pay. [Please see the announcement from CTA earlier this week regarding a COVID Leave agreement at the state level. You may view it [HERE](#)]

- Professional Development on 1/31

In light of the COVID 19 surge, CVSTA requested insight on why the upcoming PD day was still being planned for in person. Dr. Kelly Santos shared the plan for and in-person PD has not changed and that the virtual session will be utilized due to participant demand where there are not enough facilitators. The 1/31 PD day is scheduled to be facilitated as communicated in previous emails but concerns were heard.

- Work orders

CVSTA made the District aware of reports that work orders are being closed but not completed. Mr. Hacker committed to checking with the site administrator for details and has since followed up that site reported one outstanding work order due to a mix up and that the site administrator along with maintenance will handle.

- Independent Study

CVSTA expressed inappropriate changes in non-COVID related short term independent study (number of days allowed, the possibility to extend). Dr. Vanessa Landesfeind shared being in contact with site administration to clarify any mixed information. She also confirmed that short term independent study is limited to 15 days and that there are 5 days to comply with the request which leads to 20 days. Dr. Landesfeind also shared her desire to update the related forms.

- Bell schedules/Collaboration

CVSTA shared the results of the Collaboration survey and expressed the priority of the membership. CVSTA also asked the District to provide feedback on the upcoming January 31<sup>st</sup> contractual deadline for a CVSTA approved Bell Schedule. CVSTA expressed the desire for flexibility as Bell Schedules have become less of a priority for those on the front lines of COVID and that the expectation appears for educators to keep going, providing everything that the District needs and requests; while our needs are going unanswered.

The District expressed the desire to be flexible, that all staff are impacted by COVID, that educators are appreciated and need to have a determination of whether we will utilize a 6 period day or 8 period day by February 16<sup>th</sup>.

Next bargain is scheduled for Tuesday, February 22, 2022.

In Solidarity,  
Your CVSTA Bargaining Team:

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