

# FROM <sup>T</sup>HE <sup>H</sup>E <sup>E</sup>TABLE

A NEGOTIATIONS BULLETIN TO EDUCATORS

CENTINELA VALLEY SECONDARY TEACHERS ASSOCIATION 2627 Manhattan Beach Blvd., SUITE 212

Redondo Beach, CA 90278 (310) 921-2500 [cvstabut.org](http://cvstabut.org)

May 20, 2026

Greetings CVSTA Unit Members!

Your CVSTA Bargaining team met with CVUHSD Bargaining Team, Tuesday, May 19, 2026, for our seventh session of contract negotiations.

CVUHSD and CVSTA reached tentative agreements on the following articles:

- Article 3 (Compensation)- **Tentative Agreement (TA) reached!**
  - CVSTA accepted a **salary scale redesign with 30 unique steps for each column**, an **off-schedule one-time \$2,000** payment for 25-26 school year, and an **additional 1% increase**, effective July 1, 2027- for the 27-28 school year. This will remove the “frozen years” in the schedule AND give us a raise. → [Proposed Salary Schedule](#)
  - Effective July 1, 2026 Participants at Professional Development/ Curriculum Development or other Workshops outside of the work day, shall be compensated at the rate of **\$45.00** per hour (an increase of five dollars).
  - Effective July 1, 2026 Presenters at Professional Development, Curriculum Development, or other Workshops shall be compensated at the rate of **\$60.00** per hour (an increase of five dollars) when preparing for and presenting at workshops outside the duty day.
  - “Other hourly work” is compensated at the rate of **\$55.00** per hour (an increase of five dollars), with the exception of period substitution which will be paid at the rate of **\$60** per hour (making the current rate permanent, the one year MOU was set to expire at the end 25-26 school year) .
  - Any teacher required to participate in an IEP during their preparation period or outside the normal work day more than three (3) times per semester shall be paid at their hourly rate or **\$60.00** per hour, whichever is greater.
  - Effective July 1, 2026 Lunch Supervision increased to **\$35.00** per lunch period (an increase of five dollars).
  - Speech and Language Pathologists and Social Workers reached a **mutual agreement** for any additional days worked.
  - An annual Attendance Incentive shall be awarded as follows:  
Unit members absent 0-1 days: **\$650.00** effective July 1, 2027  
Unit members absent 2 days: **\$450.00** effective July 1, 2027  
Unit members absent 3 days: **\$350.00** effective July 1, 2027
  - CVSTA accepted a new language for salary-schedule placement- maximum of ten verified years- for all new hires.
  - Farmworkers Day will be the holiday update on calendars in March.
- Article 4 (Hours of Employment)-**TA reached!**
  - Agreed to move date of Open House- can now be held within the first 12 weeks of Semester 2.
- Article 5 (Health and Welfare Benefits)- **TA reached!**
  - CVSTA accepted CVUHSDs proposal of a health benefits increase of **\$1,500** for January 1, 2028, increasing the cap to **\$24,000**.
- Article 6 (Leave Provisions)- **TA reached!**
  - CVUHSD accepted a proposal awarding Adult Education their full annual leave at the beginning of the school year (10.25 days).
- Article 7 (Transfers) -**TA reached!** (on 5/12)
  - Involuntarily transferred members now have access to three (3) per diem release days to pack, move, prep, and set up at their new work site.

These Tentative Agreements require your **vote** to be ratified!

Ballots will be sent out **Thursday, May 21st** and voting will close Thursday, May 28th. CVSTA Representatives will host information sessions at each site on the following dates:

Hawthorne	Lawndale	Alt. Ed (Lloyde, Village, CVISS)	Leuzinger
Thursday 5/21 3:15- D202	Friday 5/22 3:15- A201	Tuesday 5/26 3:15- D112	Wednesday 5/27 3:15- E101

Warmly,

The CVSTA Bargaining Team

Lisa Bennett  
Elissa Finch  
Katie Frank  
Race Headen  
JJ Oberg  
Lorraine Parsons  
Daniel Swearingen  
Angelia Tsing-Perry