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A PVFA NEGOTIATIONS BULLETIN TO BARGAINING UNIT MEMBERS

PALOS VERDES FACULTY ASSOCIATION | 3551 VOYAGER ST SUITE 105 TORRANCE, CALIFORNIA 90503 | WEAREPVFA.ORG

NO WORKING ON SPRING BREAK!

PRINCIPALS ARE MAKING SUGGESTIONS THAT YOU DO NOT HAVE TO IMPLEMENT; NEGOTIATIONS WILL TAKE PLACE AFTER BREAK

March 27, 2020

Dear PVFA Bargaining Unit Members:

Your Officers and Bargaining Team have been working to reach agreement with the District on the changes that have been made to your working conditions because of the COVID-19 coronavirus-related school closures.

We presented the District with an MOU-Memorandum of Understanding early in the week. Instead of responding to it, principals began issuing directives; PVFA was forced to respond with a Demand to Bargain-a letter demanding that the District meet to discuss negotiable and consultable matters related to your work.

PVFA, your exclusive representative, has the right to bargain the impacts and effects of changes to your working conditions. That right is guaranteed under EERA-the Educational Employment Relations Act of 1976. There has never been a greater change in working conditions for teachers than what you are experiencing right now. The respectful, professional thing to do would have been to respond to the proposed MOU. The District chose instead to skirt the edges of an Unfair Labor Practice Charge by ignoring our initial proposal for an agreement to cover these unprecedented times. We won't be ignored.

Here are some things you should know:

- Your principal should have sought the input of your school's Faculty Advisory Committee before creating a schedule/calendar, duties and responsibilities. Principals who did not do so are in violation of the contract (See Article 24 <http://sbut.org/PVFAContract2018-2020.pdf>)
- Teachers should continue to deliver relevant curriculum in a manner that they see is most appropriate for their specific discipline and grade level
- You are the expert for your students and you know that a cookie-cutter approach to the delivery of instruction is not what is best for PV students. What works for one grade level or subject area may not work for another
- While school schedules are a necessary part of education when hundreds or thousands of students are on a campus at the same time, regimenting uniform periods of study/instruction/office hours and breaks presents an artificial and cumbersome layer of management that doesn't serve the needs of students nor take into account the needs of the teacher's own school-aged children
- In the current teaching environment, the teacher has a unique set of circumstances to factor in and you have used the last two weeks to design a program that is working for you and your students. Do not spend your break redoing this
- Counselors, speech and language therapists, nurses, psychologists and librarians let us hear from you regarding how you are working with students. Reply to this email.

You should KNOW that CTA members in other districts have agreements that allow them to choose when to deliver instruction; the content and by what means it is presented.

At this time, there is NO Memorandum of Understanding (agreement) between the district and YOUR union on these issues. Don't give away your rights. Wait to hear from your PVFA leadership. Do not agree to any schedule, calendar or delivery platform until you have heard from YOUR union.

Please WAIT for an email from YOUR union. We are working for you.

Your PVFA Bargaining Team,

Becky Gallagher, Chair
Kathleen Sullivan
Kelly Baranick
Nic Anikouchine
Jenny Rooney
Anita Oudega