

FROM ^THE ^H ^E TABLE

A NEGOTIATIONS BULLETIN TO EDUCATORS

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CVSTA will return to the table on February 2, 2024

December 8, 2023

Greetings CVSTA Unit Members!

CVSTA met with the district today.

The following items were discussed:

- Demand to Bargain Discussion: SPED Hiring Bonus follow-up
 - The district rejected CVSTA's proposal to pay the 6 SPED teachers who were hired over the summer the same bonus/hiring incentive that those that were hired on or after August 14th.
 - CVSTA countered that this bonus constitutes a salary increase and should have been negotiated and that this needs to be rectified or we will move forward to legal action VIA PERB. CVSTA emphasized with the District that we are coming to them in good faith to resolve this matter.
 - Waiting for response/counter.
- Nutrition/Breakfast Discussion - follow-up
 - Being offered at all sites now (before school)
 - CVSTA suggested last year at the table that pick-up breakfast be offered before school and were emphatically told that was not an option as students won't take advantage of breakfast vs. nutrition--CVSTA is asking for why the sudden shift in policy. District responded that both breakfast and nutrition meal counts are able to be used for student meal counts (\$\$). No additional staff required, so financial benefit (not a cost).
 - CVSTA asked to see the data on paper for the number of students that get Breakfast vs nutrition and the rationale for serving breakfast now.
 - District shared 2 month average of the sights: breakfast, lunch
 - HW- more than LW, 1200
 - LW- 55, 1100
 - LZ- "really low" no specific number, 1200
 - LI- 7, 75-120
- Article 4 Hours of Employment: (CVSTA Counter)
 - CVSTA would like extra duty teaching assignments outside of the regular work day (online or direct-instruction) be available for Schedule A teachers.
 - The District shared concerns that the Extra duty teaching opportunities outside of the regular work day (before school -or- after school) shall only be open to educators compensated on Salary Schedule A. The District mentioned that this will exclude some of our members on other salary schedules (TOSA, Counselor, SSW, Psychologists, SLP, etc) if they have a teaching credential.
 - CVSTA expressed in the spirit of pay difference equity between our Schedule A teachers and those members on 7-hour work day (Schedules D, F, G), we would like such extra duty opportunities for our Schedule A, classroom teachers.
- MOU regarding article 12 President Release Time (CVSTA)
 - CVSTA proposed an additional 40% President release time for second semester of the 23-24 school year (No teaching periods, 100% release) due to CVSTA receiving CTA Grant that funds this.
 - Waiting for response...
- Article 12 Association Rights: (CVUHSD counter)
 - CVSTA proposed 50% Presidential release time (current language is 40% release time)
 - The district countered with status quo 40% presidential release time and rejected CVSTA's proposal of 50%.
- Article 3 and additional compensation: (CVUHSD counter)
 - The district rejected CVSTA's proposal to not count Covid related absences against the perfect attendance bonus purpose.
 - The district rejected CVSTA's proposal for equity between head coaches of all sports.
 - The district **accepted** CVSTA's proposal for the Spanish Dual Language Immersion Program Coordinator salary and work day.
 - The district **accepted** CVSTA's language related to the the CVISS Teacher of Record Language, although rejected proposal that the class could be facilitated virtually.
 - The district proposed a very low salary increase (1%) despite waiting over a year to put forth a proposal. COLA is 8%+ for 23-24.
 - Advancement on the salary schedule- The district did not agree with CVSTA's proposal to notify all members, at the start of each work year, of the number of days needed to work to advance on the salary schedule or to notify all members on the last day of the contractual year, of their progress in advancement on the salary schedule (steps and columns). Members need to work 75% of their work year to move up on salary schedule. Currently, members need to request on the first day of the new work year if additional days (up to 12) are needed to advance on salary schedule.
 - The District rejected CVSTA's proposal to increase compensation for workshop/presenter rate, sub rate, lunch duty rate, monthly doctoral degree increase (CVSTA proposed \$250 monthly from the current \$100 monthly for members with their doctorate)
- Article 25: Community Schools (CVSTA will counter at the next meeting)

Next Thursday we are having a virtual, meeting all sites at lunch. The zoom link can be accessed by [clicking here](#).

Also come celebrate the holidays Friday Dec. 15th at Sauced in El Segundo right after school.

Please attend one or both of these meetings. Your attendance is very important to increase communication and solidarity across CVSTA as we look forward to winning a new and fair contract in 2024.

We will continue to provide updates as we make progress in negotiations. Be sure that the SBUT Office has your most current contact information-including a non-district email address so we can stay connected.

In Solidarity,

CVSTA Bargaining Team:

Tali Sherman, Chair

Temesha Brame Carter

Race Headen

Yury Najarro

Lorraine Parsons

Daneil Swearingen