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A PVFA NEGOTIATIONS BULLETIN TO TEACHERS

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February 25, 2026

Dear PVFA Bargaining Unit Members,

Our PVFA Bargaining Team met Monday with the District Bargaining Team. The District was to begin with their Initial Proposal for Article 7 Compensation and Benefits followed by their Counterproposals for Article 6 Hours of Employment, Article 11 Class Size, and Article 18 Retirement.

Article 7 was not presented. The District didn't provide substantive language in their counters for Articles 6, 11, and 18. Their rationale is that language that has a financial impact would not have a counter until an Article 7 was on the table. Therefore, our suggested language was struck.

In order for negotiations to progress, PVFA presented Article 7. We now have provided the District with all of our Articles and "the ball is in their court" to give us an idea of where their numbers lie for a single or multiyear package. Remember this bargaining cycle is only for the Articles mentioned above that have been reopened for 2025-26.

Here is a summary of where we stand:

- Article 6 Hours of Employment – We previously reached an agreement to an increase of elementary teachers' report card/assessment optional compensation. The number of days and who receives these days is still being negotiated.
- Article 7 Compensation and Benefits - PVFA presented an Initial Proposal that focuses on bringing up our salary and being comparable in all steps and columns to surrounding districts. Our benefits need to improve-period. We are working on options that hopefully get us to a point where our district contributions reflect their desire to have our district be "number one", and that includes compensation and benefits for our members.
- Article 11 Class Size - All over class size is being addressed. The District has been misusing the intention of the Class Size Abrogation language by looking at additional numbers beyond class size limits as being more cost effective than hiring additional teachers. The District can't possibly think this provides teachers the opportunity to provide their best program nor students to receive the best education possible. Kindergarten remains a priority.
- Article 18 Retirement - We have to move beyond 2010 numbers for benefits contributions for early retirees. Current language offers \$3,000 annually. In the last 15 years, CalPERS has increased their contribution annually while the district supplemental contribution has decreased, keeping us stagnant at \$3,000.
- Calendar 2026-27 - Thank you for your calendar survey input. The District needs to bring it back to the School Board, but we are in agreement with the starting date, breaks, minimum days, local holidays, conference days, ending date, etc. We will be able to bring it to you after our next session.

We will meet again on March 18th at the District Office. We are hoping to make progress. As always, we will keep you informed.

Your Bargaining Team,

Becky Gallagher, Chair

Kelly Baranick

Nic Anikouchine

Anita Oudega

Megan Ross