

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

## A PVFA NEGOTIATIONS BULLETIN TO TEACHERS

PALOS VERDES FACULTY ASSOCIATION • 2627 Manhattan Beach Blvd, SUITE 212 • Redondo Beach, CA • (310) 921-2500

March 3, 2025

Dear PVFA bargaining Unit Members,

Your Bargaining team met with the District Team Thursday, February 27th to continue negotiations for 2024-25 reopeners.

We began the session with a request from the District to revisit the Ground Rules. We declined stating that we spent the morning of our first session reviewing, improving them, with both sides signing the document.

Our agenda continued with both teams presenting counter proposals for the following Articles.

- Article 6 Hours of Employment: The proposed bell schedule for 1<sup>st</sup>-5<sup>th</sup> grade dismissal times was struck and removed from the table due to the district's decision to do so via an email from Dr. Serrano. This decision was made after we supported a letter from our PVFA leadership, wrote emails to our school board members, spoke at a school board meeting, and met with our site administrators regarding our multiple concerns regarding this issue. The District also sent out a survey, and the decision was made to not pursue the bell schedule change.  
The District surprisingly presented a counterproposal for Article 6 that included new language regarding consistent elementary dismissal times **for teachers**. PVFA wanted to know the intention and meaning of this language. After a lengthy discussion, PVFA will counter at our next session.
- Article 7 Compensation and Benefits: The District did not have a proposal on Article 7. PVFA presented our initial proposal. For Compensation we proposed a restricted salary schedule that not only would result in a salary increase for all members, but also address the challenges of our current schedule that causes many members to be at a flat salary for multiple year. For Benefits we proposed a significant increase in what the district pays to help our members keep up with rising health care costs. The district will counter at our next session.
- Article 9 Evaluation Procedures: PVFA received some clarification from the District regarding their intention behind previously proposed language. We then requested that they rewrite their proposal in a way then embedded their suggestions within existing contract language, which they did. The District is proposing language in regards to observations, conferences, and documentation in certain stages of the evaluation process. PVFA will counter at our next session.

- Article 11 Class Size Hiring Ratios: Both sides made proposals that looked at the caseloads for certain jobs such as counselors, psychologists, and PE Teachers. We are continuing to address the need for instructional aide support for Kindergarten teachers.
- Article 18 Retirement: We tentatively agree to the formation of a Health Insurance Advisory Committee that has PVFA representation. PVFA is still in the process of exploring and presenting options for benefits for retired employees. We will present our counter at our next session.

The next bargaining session will be Tuesday, March 11<sup>th</sup>. As always, we will keep you updated on our progress.

Your Bargaining Team,

Becky Gallagher, Chair

Kelly Baranick

Nic Anikouchine

Anita Oudega

Christina Varela