

FROM ^T_H^E TABLE

A PVFA NEGOTIATIONS BULLETIN TO TEACHERS

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

March 13, 2025

Dear PVFA Bargaining Unit Members,

Your Bargaining Team met with the District Team on Tuesday, March 11th. Our question for the day was “Where is the District’s proposal for Article 7?”

Below is a summary of what we addressed in the open Articles for 2024-25, yet until we receive a proposal for Article 7 Compensation and Benefits from the District, PVFA is on hold as far as presenting our next counter proposals on Article 11 Class Size and Article 18 Retirement.

- Article 6 Hours of Employment PVFA countered by sharing that the District suggested language does not align with other sections within the article as written. Bargaining Unit Members on-site regular working day includes 30 minutes before or after the student day. A unit member shall arrive at school a sufficient time before school begins and remain a sufficient time after the end of the student day to take care of professional responsibilities and obligations.
- Article 7 Compensation and Benefits We are waiting for a proposal from the District. We would be happy to have an initial or counter proposal.
- Article 9 Evaluation Procedures We asked, again, for the District to include the Appendices at the end of our 2023-2026 Collective Bargaining Agreement. The District posted CBA and the one provided to PVFA do not have these Appendices. The missing Salary Schedule Appendices are C, D, E, F, G, H, I, J, K. Appendix L is our Evaluation forms. We constantly have to refer back to our 2020-23 expired contract in order to speak to these forms when at the table. The only part of the Evaluation process that we are currently looking at has to do with the District’s desire to address the observation process, what would be included in it, frequency, and follow up. We feel current language allows for the steps that the District wants to add, therefore making new language not necessary. We are still working to reach an agreement.
- Article 11 Class Size PVFA continues to work toward improving caseloads for SLPs, Psychologists, and Counselors. We want class sizes to be safe for our P.E. Teachers, appropriate for our TK Teachers, and we want our Kindergarten Teachers to have the support they need. We need to see a counter proposal from the District that acknowledges these needs without responding to them as if a cost issue is an appropriate answer.
- Article 18 Retirement PVFA has to see a District proposal on Article 7 in order for us to present our counter proposal on Retirement Employee Benefits. Both sides see the need for a Health Insurance Advisory Committee.

Our next Bargaining session is scheduled for March 24th. We will continue to keep you updated on our current negotiation process, and any progress toward a hopeful Tentative Agreement on the open Articles.

Your Bargaining Team,

Becky Gallagher, Chair
Kelly Baranick
Nic Anikouchine
Anita Oudega
Christina Varela