FROM THE TABLE

A PVFA NEGOTIATIONS BULLETIN TO TEACHERS

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

March 20, 2026

Dear PVFA Bargaining Unit Members,

Our PVFA Bargaining Team met Wednesday with the District Bargaining Team. Our hope was that the District would counter on all Articles. This was where we hoped to see what the district would be offering in all areas that have a financial impact; where we would see how we are prioritized in allocation of funds. Would it be Salary and Benefits or building a Reserve?

Here is where we are regarding open Articles:

- Article 6-Hours of Employment – We reached tentative agreement on who receives release time for report cards/assessment. PVFA countered and held on Kindergarten language. We have not reached a tentative agreement when it pertains to Kindergarten.
- Article 7-Compensation and Benefits – The District offer must be their basement offer. This was an offer for salary yet there wasn't an offer for benefits. We countered in all areas of Article 7 including laying out clear benefits numbers that deserve a counter. Other areas where we were looking for small hourly increases in Other Compensation categories also didn't have district offers. We countered in the spirit of negotiations and are looking for a financial offer that addresses more of Article 7.
- Article 11-Class Size – We appear to be moving in a positive direction concerning our class size averages. When it comes to our class size limits with abrogation, there is work to be done. The District has been continually increasing class size numbers and we need to continue to let them know that enough is enough. One area we are holding firm on in Article 11 is all language pertaining to Kindergarten.
- Article 18 Retirement – We are trying to message that the 2010 numbers for early retiree benefits contribution needs to be updated to 2026 numbers as it should be. If CalPERS increases their minimum base rate contribution annually shouldn't the District? Instead, the District lowers their supplemental contribution to keep us down at 2010 numbers. It must change.

We are in a window of time where the financial component of the SRP early retirees plan and the district's decision regarding number of classes is being decided. The vast majority of the counters from the District were strikes on proposed language. PVFA, on the other hand, worked within our caucuses to address each point within the Articles to counter. We do not want a process where we counter, the District strikes language, and we are expected to continually counter with adjusted language. They have to bring something more to the table that shows their prioritization of you. The District didn't provide substantive language in their counters for Articles 6, 7, and 18. We are looking forward to our next session to see what their counters will include. Will they show that we are a priority more so than aiming for a double-digit reserve? It's all about how and where they choose to allocate funds.

Our next bargaining session will be on Tuesday March 24th. We'll keep you informed.

Your Bargaining Team,

Becky Gallagher, Chair

Kelly Baranick

Nic Anikouchine

Anita Oudega

Megan Ross