

FROM ^TH _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 25, 2025

Dear PVFA Bargaining Unit Members,

Your Bargaining Team met with the District Team yesterday, Monday March 24th. Some progress was made, but we are hoping to reach agreement on more Articles at our next session.

- Article 6 Hours of Employment-Though we were told throughout the day that the District was working on a counter for Article 6, a District counter never was presented. This doesn't make sense. The bell schedule common release time for grades 1-5 was already dismissed by Dr. Serrano. The language from her letter dated 2/24 was "...we have made the decision to keep the current bell schedule as is, with 1st and 2nd-grade students dismissing at 2:35 p.m. and 3rd-5th grade students dismissing at 3:00 p.m." Dr. Serrano further stated that "A key factor in our decision was the strong feedback regarding learning fatigue for our youngest students with an extended day, as well as the impact on traffic congestion, particularly given that many public and private schools in our area already have similar dismissal times."
- Article 7 Compensation and Benefits-The District provided a counter proposal that has now allowed us the ability to enter into a discussion at the table. It is a starting point. We will work with our Executive Board on our next counter.
- Article 9 Evaluation Procedures-We reached a Tentative Agreement on Article 9. If a unit member may not appear to meet district standards after a first observation, an additional observation or two may include a pre and post meeting to summarize progress. During this process, we need to provide information of how using a Peer Assistance and Review program (Article 8 PAR) can be offered. Our Peer Assistance and Review Program is one where the District and Association desire to establish and maintain a program to provide assistance to teachers employed by the District who are in need of or desire peer support and professional growth in subject matter knowledge or teaching methods. We provide support to each other.
- Article 11 Class Size-Current caseloads for many of our members are satisfactory while others are not. We feel the need to have language to support these members where language currently doesn't exist. We are hoping to find language that we can agree on that takes into account state and national association recommendations.
- Article 18 Retirement-We are looking to increase the District retirement benefits contribution. Example(s) were provided that show this could save the District money when looking at the total compensation (salary and benefits) of a new employee with a Master's degree and adding retiree additional benefits contribution compared to the total compensation cost of that early retiree employee continuing to teach until 65.
- Calendar 2025-26-We are tentatively agreeing to some calendar date changes that would address our intermediate school members' request to have conference days earlier.

Our next bargaining date is scheduled for Tuesday April 29th.

Your Bargaining Team

Becky Gallagher, Chair

Kelly Baranick

Nic Anikouchine

Anita Oudega

Christina Varela