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A PVFA NEGOTIATIONS BULLETIN TO TEACHERS

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May 7, 2026

PVFA Bargaining Unit Members,

Let me start by saying that we had to end the bargaining session early due to the shocking behavior and language from the District's lead counsel. We were nearing the end of the session and were awaiting their final counterproposals of the day. We persisted in asking for some kind of rationale for the strike of dual immersion language anywhere in our contract right after we had thoroughly discussed before caucusing. District lead counsel tried to cut us off and demanded we stop talking and followed this with an expletive. It was completely unacceptable, inappropriate, and unprofessional.

We have clear Ground Rules. We signed this document where each party and each person has committed to use a bargaining approach that is efficient and effective and reflects their intent to reach an agreement. Continually striking language without a clear rationale doesn't support this. Neither does offering NOTHING towards benefits. Our Ground Rules also state that the Parties commit to open, honest, respectful communication, and a sincere effort to understand each other's point of view about issues that must be resolved. We will strive to achieve creative solutions to issues that are mutually satisfactory to both of our interests. Our PVFA Bargaining Team works toward resolving issues, providing current data from surveys and reports, referencing current contract language, and providing historical information. We do the research; we draft language. It is not reciprocated.

We still haven't reached a tentative agreement on the three remaining open Articles. The District has to actually negotiate. This means to provide a reason or rationale. Instead, they continue to strike almost everything and do so without providing a reason except for the occasional "financial impact/cost" that is overused.

Here's a summary of open Articles:

- Article 7 Compensation and Benefits-District went up .25% on Salary. Lowest offer in the area. NOTHING on Benefits. NOTHING. The sky is *not* falling! The District started to imply that they have more money to offer, but their lead counsel told us that the small offer in salary was the total compensation offer confirming no benefits. I asked him again to be sure that was the District's offer. He confirmed. Rationale? "Financial impact/cost".
- Article 11 Class Size- We have a tentative agreement on some language support for Kindergarten, yet every attempt to address class size in grades 1-12 is struck every time by the District. Rationale? "Financial impact/cost". Unable to receive their last counter due to lead counsel's behavior.
- Article 18-Retirement-District keeps striking language options that would take us past the 2010 \$3,000 Early Retiree Benefits contribution. CalPERS increases their annual contribution as the District decreases theirs. Rationale? "Financial impact/cost". Unable to receive their last counter due to lead counsel's behavior.

Come to the May 13th School Board Meeting. The District needs to hear that the lowest compensation offer in the area, specifically NOTHING on benefits is unacceptable.

We will bargain again on May 14th.

Your Bargaining Team,

Becky Gallagher, Chair
Kelly Baranick
Nic Anikouchine
Anita Oudega
Megan Ross