

PALOS VERDES FACULTY ASSOCIATION

FROM THE TABLE

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March 19, 2009

Your bargaining team met with the district on February 25 and March 18th. On the back of this page is a copy of PVFA's proposal to the District.

Background: Certificated employees make-up 55% of the salary budget. The District is looking for PVFA to come up with 55% of the \$6 million shortfall, which is \$3.3 million.

Your Bargaining Team does not agree with this premise. Nor do we agree that cuts of this magnitude are the responsible approach to take at this time. Please see your site rep for our rationale.

Briefly, the District is asking us to delay step and column increases for 2 years; your increase would be given to you for only the last month, on the last paycheck of the school year. In addition, we are being asked to take 3 furlough days (a loss of 1.5%). Consider the following example:

	2008-09	2009-10	2010-11
	Class VI		
Step 8 (current)	67,933	70,453	72,976
Step 8 (minus 1.5%)	66,914	69,396	71,881
Step 8 net pay w/ freeze	$(6691.40 \times 9) + 6939.60 =$	67,162	69,644
Loss of income		3291	3332

In two years this employee will have lost \$6,623 of income .

So ask yourself...how many teachers do you know who could give up a mortgage payment or two each year? How many teachers could use this money to repair a car, pay for childcare or the **increased cost of health care?**

Other District proposals include:

- Reduction in 6th period compensation from 20% to 16.6%
- Removal of the counselor stipend (for 205 hours)
- 24:1 in grades K-3
- 34:1 in grades 6-12

As much as we want to protect jobs, we also must protect our profession.

It is not okay to increase our workload at the same time that salaries are being decreased. Especially when the District has 5.7% (over \$5 million) in reserves!

It is not okay to say that teachers should bear 55% of the burden, but hand out RIFs that represent 85% of the budget solution.

It is not okay to pay the teachers who make this school district a part of the top 10% in API scores year after year, with two high schools that are in the top 100 nationwide, salaries that are just above average for this state.

It is okay to wait until more information is available before we make any decisions. The ballot initiatives in May will affect education funding. The possibility of a parcel tax exists. Federal stimulus money is yet to be determined. **Good decisions are made in good time and with good information.**

PVFA strongly believes that the cuts being proposed will be detrimental to education in Palos Verdes. They are unnecessary and, in the worst case scenario, premature. The District could maintain the high quality programs that it has for the coming year and still maintain the required reserves.

Thanks for your wonderful support of PINK FRIDAY!

Your PVFA Bargaining Team,

Jeri Delatorre, Chairperson
Kathy Santarosa, Renae Roberts, Kathleen Sullivan, Kisha Williams, Kurt Hay,
Sandra Goins, Executive Director - SBUT

**Palos Verdes Faculty Association
(SBUT/CTA/NEA)
Initial Proposal
January 30, 2009**

PVFA proposes to add, modify, or delete language in the following areas:

Article 1 – Recognition

- (1-1.15) Add speech and language specialists
- (1-1.16) Add Teacher on special assignment (TOSA)

Article 2 – Term

- (2-4) – Notwithstanding the above, the District and the Association agree not to reopen negotiations for 2009-2010 and 2010 – 2011; this shall include compensation and benefits and any other articles.

Article 7 Compensation and Benefits

- (7-3) Effective July 1, 2009, certificated salary schedules in Appendices D – K shall reflect a zero percent (0%) salary increase.

Article 25 – Summer School Language

- See attachment

Appendix A

- Master's barrier to be moved from BA plus 45 to BA plus 60
- Strike last two lines in Article A-2.1 Evaluation form should read - Satisfactory, Needs Improvement, Unsatisfactory