

PALOS VERDES FACULTY ASSOCIATION

**FROM THE TABLE**

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**July 3, 2009**

After a series of recent meetings we are moving closer to an agreement. The District has proposed and we are seriously considering:

- Taking two days from our “Buy Back” days. The district has proposed to pay members who attend two optional in-service days prior to the start of school at the hourly rate of \$34/hour. PVFA proposed that all in-service meetings be site-based.
- Class size ratios of 34:1 in grades 6-12 and 24:1 in grades K-3. Note: as we look at current class size configurations in K-3 it seems that most principals are working hard to keep Kindergarten classes down to 20 students. The 24:1 ratio allows enough flexibility to prevent combination classes at most sites. (Under the budget passed in February, school districts can take on increased penalties, but still receive funding for CSR in K-3 if they do not exceed 25 students.)
- No freeze in step and column advancement.
- No reduction in the district contribution to retiree health benefits.
- Teacher workday to be changed for elementary and high school teachers to match that of the middle schools: 30 minutes before OR after school to meet professional obligations. (Elementary and high school teachers previously had a total of 45 minutes beyond the teaching day.)
- The District stated that these changes will allow them to bring back at least 50 classroom teachers (out of the 72 originally laid off). The District could still rescind those lay-offs, but they are worried about the state still not passing a budget and the potential for more cuts when they do.

Taking a reduction of any kind is not easy. We recognize the actions by all but one of the administrators (superintendent to associate principals) in taking up to 3 furlough days in addition to a freeze in their step and column advancement. We feel that it is appropriate for cuts to start as far away from the classroom as possible.

The next Board meeting is on July 6<sup>th</sup>. Please attend!

Your PVFA Bargaining Team:

Jeri Delatorre, Chair

Kathy Santarosa

Renae Roberts

Kathleen Sullivan

Kisha Williams

Kurt Hay

Sandra Goins, Executive Director