

# PALOS VERDES FACULTY ASSOCIATION

# FROM THE TABLE

SBUT office 921-2500 or [sbut@aol.com](mailto:sbut@aol.com)

AUGUST 15, 2008

The Bargaining Team met with the District fifteen times. This is the third year of a three-year contract; so we had re-openers on compensation and benefits, and two other articles.

## **WE HAVE A TENTATIVE AGREEMENT!**

for 2008-2009

### ***PVFA Members will vote to ratify or reject this agreement at the August 28<sup>th</sup> Buy-Back Day.***

The full text of the agreement is available on the website: [www.sbut.org](http://www.sbut.org), 'PVFA' link. Highlights of the agreement are:

#### Article 7- Compensation & Benefits:

- Increase all salary schedules by the state-funded COLA minus 1.5% for step and column increases. (Contingent upon the outcome of the State budget.) This cannot result in a reduction to the salary schedules.
- Increase district contribution to health benefits:
  - Employee Only = \$4430 (currently \$4265)
  - Employee + 1 = \$5900 (currently \$5750)
  - Family = \$6700 (currently \$6575)
- Buy Back Days will be considered regular work days (not subject to docked pay if missed, now considered a sick day)
- Capped district contribution to retiree health benefit @ \$3,000 (from \$3,276)

**IMPORTANT:** The long term health disability insurance will no longer be offered as a benefit by the district. This was a cost in excess of \$200,000/year and was used by only 2 people in recent history and their coverage was woefully inadequate. The district and the union are working together to provide information for obtaining better insurance at your own expense. Please see a bargaining team member or call the SBUT office for more information.

#### Article 11-Class Size Hiring Ratios:

- Kindergarten classes at all sites will be staffed @ 20:1 for the extended day of 240 minutes. (Although this cost us aides for the K teachers, it saved jobs)
- Until 2010, staffing @ grades 9-12 will be 32:1 (previously 30:1)
  - grades 6-8 will be 32:1 (previously 31:1)
  - grades 4-5 will be 32:1 (remains the same)
  - grades K-3 will be 20:1

Note: This short-term agreement to increase class size was to save jobs.

- Staffing will be based on *enrollment*, NOT *ADA*.
- In grades 6-12, class loads will be set at 170 students maximum in core subject areas.

#### Article 24-Site Based Management

This is a newly created article, based largely on language from Article 20. It recognizes the importance of teacher input to guide professional practice and establishes processes for collaboration through leadership teams such as a faculty advisory committee.

**Don't forget** about the annual attendance incentive program that will allow unit members to receive a monetary reward for limiting sick days used. See contract Article 13-2.9 for details. (Contract available at [www.sbut.org](http://www.sbut.org) under PVFA.)

Thank you for your support and involvement.

#### Bargaining Team:

Katherine Santarosa, MIS PVFA President  
Pat Smith, PHS, President PVFA (retired)  
Jeri Delatorre, Point Vicente, Bargaining Chairperson  
Rena Roberts, Miraleste Elementary  
Kathleen Sullivan, PHS  
Sandra Goins, SBUT Executive Director