

Palos Verdes Peninsula USD / Palos Verdes Faculty Association (PVFA)
Tentative Contract Agreement ~ 2010-2011

Where no changes are indicated, the District and PVFA intend that all existing contract provisions and agreements shall remain in effect. Changes are in **bold**.

AGREEMENT

THIS AGREEMENT is effective the 1st day of July, ~~2010~~ **2009**, by and between the Board of Education of the PALOS VERDES PENINSULA UNIFIED SCHOOL DISTRICT, hereinafter referred to as the "District" and the PALOS VERDES FACULTY ASSOCIATION/CTA/NEA, hereinafter referred to as the "Association."

ARTICLE 2 – TERM

2-1 This Agreement shall remain in force and effect up to and including June 30, ~~2011~~ **2010**, and thereafter shall continue in effect year-by-year unless one of the parties notifies the other in writing of its request to modify, amend, or terminate the Agreement.

ARTICLE 6 – HOURS OF EMPLOYMENT

6-1 The number of required work days for unit members shall be as follows:

6-1.1	Regular classroom teachers	179	183
6-1.2	Librarians	184	188
6-1.3	Nurses	184	188
6-1.4	Psychologists	184	188
6-1.5	Counselors:		
	High School	189	193
	Intermediate	184	188
6-1.6	Speech Therapists	179	183
6-1.7	Program Specialists	194	

ARTICLE 7 - COMPENSATION AND BENEFITS

7-1 Unit members will be paid according to the attached Appendices ~~C D~~ through K, as appropriate according to assignment.

7-2 Work Days / Calendar:

See Article 6-1 for ~~other~~ unit members' required number of work days.

For 2010-11, the school work year calendar (Appendix L) designates November 12 as a non-instructional day / non-work day. It will be an "optional staff development" day and certificated bargaining unit members participating in staff development activities on that day will be paid at the contract hourly rate (\$34) for hours worked to a maximum of six (6) hours (\$204).

All compensation for a paid task outside the normal assignment shall be paid within one pay cycle.

As with past practice, the District and Association agree to form a committee to begin discussions on a work calendar for 2011-12.

~~Beginning in 2009-10, the teacher work year will be 183 days of which one (1) Staff Development day will be designated on the 2009-10 school calendar in Appendix L and shall be considered a regular work day.~~

~~Beginning in 2009-10, the District will offer two other optional, site-developed Staff Development days for unit member participation at the contract hourly rate for up to 6 hours per day (refer to Article 24-3).~~

~~Should the final state budget reflect an option to reduce the instructional days below 180 days for 2009-10, the District and Association agree to reopen negotiations to address this issue.~~

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7-3 Effective July 1, ~~2010~~ 2009, certificated salary schedules in Appendices C – J shall be adjusted for the **four (4) day** reduction in work days (as indicated in 7-2 above and Article 6-1). Normal step and column advancement shall occur for ~~2010-11~~ 2009-10.
The District shall offer both 403(b) and 457(b) voluntary Deferred Compensation Plans.

ARTICLE 13 – LEAVE PROVISIONS

The following provision will be suspended for 2010-11 and no incentive shall be paid:

13-2.9 Effective at the beginning of the 2007-08 school year, an annual attendance incentive program shall be initiated for unit members. In regard to the 10 days of sick leave accrued for 2007-08, unit members shall receive a monetary award for limiting sick days used according to the following: 0-1 days used = \$300.00; 2 days used = \$250.00; 3 days used = \$200.00; 4 days used = \$150.00; 5 days used = \$100.00; 6 days used = \$ 50.00; and 7-10 days used = \$0.

APPENDIX L – CALENDARS


Insert Calendar Draft H (5/10/10).



PVPUSD Representative



PVFA Bargaining Chair



PVFA President

May 11, 2010