

# FROM <sup>T</sup>H <sub>E</sub> TABLE

## A PVFA NEGOTIATIONS BULLETIN TO TEACHERS

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May 24<sup>th</sup>, 2012

### **District Throws in Last Minute Deal Breaker: THREATENS TO IMPOSE 2012-2013 CALENDAR!**

The PVFA Bargaining Team and PVPUSD met with good intentions hoping to finalize a deal on May 15<sup>th</sup>. Rather PVFA had good intentions—**THE DISTRICT IS NOT BARGAINING IN GOOD FAITH.** Unfortunately, what we thought was about to be a deal was thwarted at the last minute because of the District's sudden urgent demand to change a fundamental right guaranteed by our contract. Before last Friday afternoon, the primary focus of bargaining was on the number of instructional days for students and work days for PVFA Bargaining Unit Members.

#### PVFA's Position:

Set aside for a moment the issues of the budget, the District's growing reserves, and an obvious unwillingness of the District to fiscally prioritize the number of instructional days. PVFA cannot help but question why in the world the District would ask for MORE concessions from the teachers. Specifically, the District has asked PVFA to change contract language that would affect the professional development time for many elementary teachers. To agree to this would be to give up members' rights.

#### HERE ARE THE FACTS:

1. Every year, each elementary school site has the option to vote on how they plan to use their staff development minutes.
2. Some sites vote to bank minutes for early student release on Mondays. Others do not.
3. At each site, the principal currently has the ability to foster leadership, collaboration, and articulation by informing teachers of Pros and Cons for each way of planning professional development.
4. The District is demanding that PVFA agree to their "one size fits all" contract language which would essentially strip the rights of those teachers to choose what works best for their students at their individual site.

#### The District's "Final" Offer:

PVPUSD's most recent proposal shows very little willingness to permanently restore days of school. Some offers made by district:

- \$1 raise for hourly rate from \$34 to \$35; more money for overnight science camp (\$50); **off-schedule** full day's pay for a staff development day
- The amount the District currently has in the budget for BOOKS and SUPPLIES this year continues to grow. This is money that can restore 4 instructional days: PVFA questions why the District is prioritizing technology purchases over days of school for students.
- The District has been paying retirement benefits from the general fund and not using the reserves earmarked for this purpose. Starting this year the District will use the funds that they have been stockpiling for this purpose instead of general fund.
- The District was awarded \$1.5 million for the sale of lots C & D on May 8<sup>th</sup>, 2012. This money will contribute to District's bottom line reserves. They have failed to acknowledge these funds can have a positive effect on their ability to restore days.

#### **Proposed CONTRACT LANGUAGE change:**

##### Staff Development:

*All elementary schools will have a weekly schedule which includes four days of "banked minutes" and one day early release of students to provide teachers time for site based collaboration among grade level teams, cross level articulation between grades, collaboration between schools and staff development.*

Your PVFA Bargaining Team,  
Rena Roberts, Chair  
Anne Keller

Kathy Santarosa  
Tim Coleman

Kathleen Sullivan  
Sandra Goins, SBUT Executive Director