

PALOS VERDES FACULTY ASSOCIATION

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FROM THE TABLE

TENTATIVE AGREEMENT REACHED!

PVFA and PVPUSD met on Wednesday, June 6, 2012. **After eighteen months of negotiations** and countless hours, a Tentative Agreement was reached for the 2011-2012 and the 2012-2013 school years. While this Agreement is by no means perfect, your PVFA Bargaining Team feels that **this is the best agreement possible with this school board and this administration in this bargaining climate at this time.**

The Bargaining Team recognizes the support we have received from the membership and we urge you to stay connected as this is **essentially a one-year agreement** on the calendar now which is directly connected to salary. In addition, we all must do everything we can to ensure the passage of the Governor's Tax Initiative and the defeat of the so-called "Paycheck Protection" Initiative which could lead us on a path to eliminate collective bargaining in California. Your continued support is needed if we are going to turn things around locally and statewide.

The PVFA Bargaining Team believes the District used counterproductive bargaining measures such as posting their proposals; sending out bargaining positions to our members and being unwilling to commit to full restoration and "take days off" as opposed to "putting days back" when certain funding levels were hit. A great deal of work has to take place to restore the trust between PVFA and the District.

Nonetheless, the Bargaining Team recommends you approve this agreement when the membership vote comes up on Monday, June 11, 2012.

The Negotiated Agreement includes:

A Memorandum of Understanding for 2011-2012 and 2012-2013 with the following provisions:

2011-12

- Friday, June 8, 2012, will be the post service day. (This is still a floating workday.)
- Monday, June 11, 2012, will be an optional Staff Development Day as previously planned, but participants will be compensated at their professional daily rate of pay

This is restoration of 1 day of the 6 furlough/no pay days that were given up by PVFA in good faith two years ago to save member jobs. The District has been adamant that days not be added unless specific levels of funding are received. Since we have now run out of opportunities to add any more days this year, it was important to the team to guarantee some form of restoration for 2011-2012.

2012-13

- The 2012-13 work year calendar will have 180 total days. This is continued restoration from the 2011-2012 work year calendar. These days will be paid on schedule.
- There will be the potential of full restoration—185 work days if the Governor's Tax Initiatives pass and there are no further cuts to California K-12 education funding as described herein.

	Increase / Reduction in per student funding compared to 2011-12	Days reinstated and designated on calendar / (total work year)
A	+\$51 or more Increase	5 Days / (185 Total)
B.	+\$1 to +\$50 Increase	4 Days / (184 Total)
C.	\$0 to -\$26	3 Days / (183 Total)
D.	-\$27 to -\$52 Decrease	2 Days / (182 Total)
E.	-\$53 to -\$78 Decrease	1 Days / (181 Total)
F.	-\$79 or more Decrease	0 Days / (180 Total)

- Reinstated days beyond 180 will be paid off schedule
- PVFA and the District will decide which days are the “potential” workdays
- Members of classifications other than teachers will also have restoration of day(s)
- If the District receives more Federal revenue in 2012-13, the District and PVFA will meet to negotiate regarding the use of those funds

For the Contract Agreement:

- Term July 1, 2011 - June 30, 2013
- Hourly rate increased from \$34/hour to \$35/hour
- Release time used for K student assessment and for 4th & 5th grade teachers during parent conference time and as needed for K and 4th & 5th grade report card preparation
- Elementary School Outdoor Education program rate increased from \$100/night duty to \$150/night duty
- Grievance language changes
- New language for salary placement: Teaching experience in PVPUSD or elsewhere equal to 75 percent of the teaching days of any school year is credited as one year
- Staff Development Days shall be paid at individual regular daily rate
- Transfer and Reassignment language changes
- Paternity Leave changed to Parental Leave
- Retiree benefit clarification

As mentioned in the last *From the Table*, the District wanted very much to have all members bank minutes for staff development. We reported that every year, each elementary school site has the option to vote on how they plan to use their staff development minutes. The agreement reached still provides that autonomy. Some sites vote to bank minutes for early student release on Mondays. Others do not. If a plan is in place already for next year, it can still be followed. The “one size fits all” proposal that the District began with has been changed to permit sites to determine what works best for them.

Bargaining Unit Members should be cognizant of the extra time they work without compensation and determine if it is in their best interest to continue donating time to the District—at least while we continue in the current economic climate.

Ratification for the Agreement will be in person on Monday, June 11, 2012 at the optional staff development day. For those not in attendance, ballots will be mailed and must be returned to the PVFA office by Wednesday, June 20, 2012.

Again, thank you for your support through this arduous process and have a wonderful summer.

Your PVFA Bargaining Team:

Renae Roberts, Chair
 Tim Coleman
 Anne Keller
 Kathleen Sullivan
 Kathy Santarosa, PVFA President
 Sandra Goins, SBUT Executive Director