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A NEGOTIATIONS BULLETIN TO TEACHERS

CENTINELA VALLEY SECONDARY TEACHERS ASSOCIATION • 3551 VOYAGER ST., SUITE 105 • TORRANCE, CA 90503 • (310) 921-2500

May 31, 2019

Tentative Agreement Reached! **More Relief on Health and Welfare Benefits!**

Your CVSTA bargaining team has completed work on the CVSTA contract and is pleased to announce a Tentative Agreement for 2018-19. You are currently working under the previously settled contract that will not expire until June of next year. Salary was previously negotiated, but many other topics were hashed out this cycle.

Prior to voting, the full text of the Agreement will be available for review [Here](#)

Here are the highlights:

Article 4 – Hours

Changes include clarification on work hours for unit members, prep time, and attendance at Back-to-School and Open House.

Article 5—Health and Welfare Benefits: The cap will be increased by \$500 effective July 1, 2019 (Total increase over two years has been \$3,000!)

Article 9 – Evaluation Procedures

- Eligible bargaining unit members may have the time between evaluations extended up to five years.
- Notice of evaluation will occur no later than the fourth (4th) full week of school.
- Clarification on what happens if the process cannot be completed.
- Requirements for the duration and timing of observations have been added.
- Teachers who receive “Do Not Meet District Standards” in multiple areas will be required to participate in the Peer Assistance and Review (PAR) program.
- New evaluation forms have been created.

Article 21 – Peer Assistance Review (PAR)

PAR will provide assistance to strengthen participating teachers’ skills in the six (6) domains of the California Standards for the Teaching Profession. Program specifics were agreed to—including how one enters and exists and the criteria for PAR Panelists and Consulting Teachers.

Article 22 – Unit Member Discipline: Changes were made to alert members to the Ed Code related to discipline/suspension.

Articles 20 and 23—Complaints and Personnel Files: Changes were made regarding what can be included in personnel files and the process used.

(over)

Article 24—Postsecondary Education Courses (NEW ARTICLE)

This new article provides assurances regarding bargaining unit member participation and student credit.

2019-2022 Calendars

Members' surveys were the driving force behind the calendars agreed upon. One additional OPTIONAL Professional Learning/Development Day (for a total of 3) was added. Optional days are paid at the per diem rate (your daily rate).

Ratification voting for CVSTA members will take place next week at school sites. Your rep will keep you updated about the logistics. Members at the Adult School, CVISS and the District Office will receive ballot packets in their mailbox.

Review the tentative agreement text carefully next week, and then plan to vote.

Your CVSTA Bargaining Team,

Race Headen
Yury Navarro
Lorraine Parsons
Gilbert Saldivar
Morgan Schroeder
Daniel Swearingen
Tali Sherman, Chair
Temisha Brame, CVSTA President
Sandra Goins, SBUT Executive Director