

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

## A NEGOTIATIONS BULLETIN TO TEACHERS

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

April 6, 2016

Your CVSTA Bargaining Team has been negotiating with the District since last fall, yet we have made minimal progress on salary and benefits.

On April 5, 2016 we received the district's latest offer of a 1.5% one time (off salary schedule) bonus. The district is offering nothing on benefits (even though rates for most plans increased on January 1, 2016.)

Centinela Valley has received a windfall of funding during the last two years because of our large number of students who qualify for extra support under the Local Control Funding Formula (LCFF). We also have a parcel tax that most districts do not have that brings in between 3 and 4 million dollars annually.

Almost all districts in our area have settled for raises this year in the 3-6% range. Examples include Lennox-5%; Lawndale Elementary-4%; Redondo Beach-6%; and Palos Verdes-4.75%.

In Centinela Valley, however, the district insists that we need to amass a large reserve to deal with any hard times that they believe could be right around the corner. They point to uncertain enrollment numbers and increased district contributions to STRS and PERS.

At the same time that the district complains of their dire financial picture, the number of positions being created to support administration goes through the roof. It seems like another new district office position is being flown every week.

Under LCFF, money cannot be used to expand administration, but apparently the loophole around this is to create jobs that help administration.

In the meantime, CVSTA Bargaining Unit Members are being shortchanged. And some of us have observed that the big spending seems to be away from the classroom and the counseling office.

A 1.5% off schedule bonus proposal is an insult to the hardworking Centinela Valley educators. If we were to accept this offer, our salaries would revert back to 2014-15 levels at the beginning of the 2016-17 school year.

Please support your CVSTA Bargaining Team in our effort to persuade the district to offer a salary and benefit package that our hard working members deserve.

**PLEASE JOIN US AT THE SCHOOL BOARD MEETING ON  
TUESDAY, APRIL 12, 2016 at 5:45pm  
in the District Office Board Room  
in a show of support for CVSTA**

*For the CVSTA Bargaining Team,  
Jack Foreman, CVSTA President*