

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

## A NEGOTIATIONS BULLETIN TO TEACHERS

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

September 27, 2018

### **CVSTA – Tentative Agreement Reached!**

**TA covers 2017-18 and salary for 2018-19**

BECAUSE OPEN ENROLLMENT ENDS NEXT FRIDAY AND THE BENEFITS AGREEMENT MAY INFLUENCE YOUR DECISION-MAKING, AND THE AGREEMENT WILL GO TO THE BOARD FOR APPROVAL AT THEIR NEXT MEETING, **VOTING WILL TAKE PLACE NEXT WEEK BY WEDNESDAY AT SCHOOL SITES, SO PLEASE READ THIS CAREFULLY AND TAKE THE OPPORTUNITY TO REVIEW THE FULL TEXT OF THE AGREEMENT AT [WWW.SBUT.ORG/CVSTA](http://WWW.SBUT.ORG/CVSTA)**

Your CVSTA bargaining team has been bargaining diligently over the last year, working to clean up the entire collective bargaining agreement and to secure increased benefits for members. We are pleased to announce a tentative agreement!

Here are the highlights:

- All CVSTA Salary Schedules will be increased by 2.5%, effective 7/1/18, and unit members on active status on 7/1/18 will receive a one-time, off schedule bonus of 1% (Article 3)
- CTE teachers hired effective 7/1/18 are added to Salary Schedule A.
- The District health benefits contribution will be increased by \$3000, effective 7/1/18, to \$14,500 (Article 5)
- Unit members who waive their health benefits will receive a stipend equal to 15% of the current health benefits cap (Article 5)
- Unit members with single coverage medical plans may apply the health benefits cap to dental and vision coverage and will receive a stipend of 7.5% of the current health benefits cap (Article 5)
- Summer school online courses not requiring a specific credential will be open to all credentialed teachers. Special Ed summer school courses will be staffed with unit members possessing the appropriate special ed credential (Article 3)
- Special Ed teachers with caseloads up to 12 students will receive an \$800 stipend for preparation and presentation of IEPs. Special Ed teachers with caseloads of more than 12 will receive 10 on-campus release days for IEP-related duties (Article 3)
- Language added for class size limits for Special Education and caseload limits for Speech & Language Pathologists (Article 8)
- Increased stipends for Department Chairs (Article 3)
- Prep time language for unit members who teach fewer than 5 instructional periods (Article 4)
- Increased sick days for unit members who work more than 189 days. (11 sick days for 190-199 work days; 12 sick days for 200-209 work days) (Article 6)

(over)

- Parental leave language to comply with the law; 12 weeks of leave (in addition to pregnancy disability) during which a member (male or female) may use accumulated sick days and, if sick days are exhausted, receive differential pay (Article 6)
- New language for Military Leave (Article 6)
- Cleaned up language regarding notification of intent to return to work following a leave (Article 6)
- Language clarifying when an involuntary transfer can occur (Article 7)
- Association Rights have been revised to comply with the recent Supreme Court decision that removed agency fees (Article 12)
- Expanded the antidiscrimination language (Article 18)
- Cleaned up Stipend Table, effective 7/1/19. All stipends in Appendix A are increased to be based on Step 10, Col II (no longer Step 5, Col II). New language regarding requirements of Culinary Advisor, Robotics Advisor, Speech & Debate Advisor, Department Chairs, Drama Production Advisor, Journalism Advisor, Work Experience Coordinator and Yearbook Advisor
- Updated Memorandum of Understanding (MOU) regarding dual enrollment with El Camino College
- Updated MOU regarding ELD Coordinators
- Cleaned up language in all of the above articles, as well as Articles 10, 16, 17 & 19
- Term of the agreement is from July 1, 2017 – June 30, 2020. In order to complete the review of the entire contract, each party may reopen 9 agreed-upon items for 2018-19. Article 3 (Salaries) will not be re-opened before July 1, 2019.

**Ratification voting for CVSTA members will take place next week at school sites:**

**Hawthorne:** Monday 8-9:20am and lunch, Tuesday & Wednesday at lunch in the Teacher workroom

**Lawndale:** Monday and Tuesday at lunch and after school until 3:30, and Wednesday at lunch only in Room T6 (Harbison)

**Leuzinger:** Monday during collaboration. Monday, Tuesday and Wednesday at lunch and after school in room G-106 (Thayer)

**Lloyde:** Wednesday, after collaboration – see Morgan Schroeder (rm 11)

**Larch campus:** Tuesday, 2:00pm in Jennifer Llaneras' room

Members at the **Adult School, CVISS** and the **District Office** will receive ballot packets in their mailbox.

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

Your Bargaining Team,

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