

NEGOTIATION NEWS

Centinela Valley Union High School District

June 2017



CVSTA and District Openers

The Centinela Valley Secondary Teachers Association and the Centinela Valley Union High School District negotiations started October 26, 2016 to achieve improving language and additional compensation and benefits in the collective bargaining agreement. The following articles are open for negotiations; 3 - Compensation , 4 - Hours of Employment, 5 - Health and Welfare Benefits, and 9 - Evaluation.

Signed Tentative Article 4 and Memorandum of Understandings:

- 4.1.3 On minimum days, a student lunch period shall be no more than 20 minutes during the instructional day and teachers will concurrently use the time as a duty-free break. There shall be a total of seven (7) minimum days per calendar year: one in recognition of the Day of the Teacher, two in exchange for Open House and Back to School Night, and two at the conclusion of each semester to be designated as Final Exam Days.
- 4.1.4 Each site shall hold a Back to School Night and Open House (or their equivalent) to be held within the first four weeks of each semester for two (2) hours each. Teachers, counselors and other site-based unit members shall participate in both. Unit members assigned to multiple sites, with the exception of the district nurse, shall decide either to alternate attendance by site per semester, or attend the events at the site to which the member is assigned the majority of the time.
- 4.3 Work Days: The number of scheduled work days for unit members, except those in Adult Education and summer school, shall be: Omit DIS Counselor, Add Social Worker
- Memorandum of Understanding regarding compensation for teachers upon completing credential issues; SPED (VPSS) (Autism), EL Authorization and BTSA
- Memorandum of Understanding regarding El Camino Community College and dual enrollment
- Memorandum of Understanding for collaboration time
- Memorandum of Understanding for Evaluation
- Memorandum of Understanding for Zero (0) Period at Hawthorne
- Memorandum of Understanding for BTSA reimbursement upon completion

On the Table

- Article 9 Correcting Language
- Article 3 Compensation
- Article 5 Benefits
- District did not open Article 6 and 21 because the entire contract will be open 2017—2018 and Article 6 and 21 were not sunshined pursuant to government code Section 3547 for 2016—2017 negotiations.

CVUHSD Revenue is affected by increasing expenditures

Increasing expenditures in the following areas impact the District's multi-year budget:

- Declining Enrollment
- Increase in Healthcare Costs
- Increase in STRS and PERS
- Economic Uncertainty
- Operation Costs (e.g., utilities)

CVSTA combined salary of 12.1% over a three year period keeps CVSTA Teachers amongst the highest paid in surrounding Districts.

Three-year Salary Increase

2013-2014	4.1%
2014-2015	5%
2015-2016	3%
Total	12.1%

Salary Settlements of surrounding districts over last three years

Redondo	6.25%
Manhattan Beach	11.5%
Palos Verdes	6.75%
Torrance	8%

Majority of CVUHSD are near the highest paid in the area

Column I Step 1	Column III Step 6	Column V Step 10
Average	Average	Average
\$51,911	\$60,749	\$76,223
CVUHSD	CVUHSD	CVUHSD
\$54,292	\$64,449	\$81,645

Openers: Article 4 (Hours of Employment); Article 9 (Evaluation); Article 3 (Compensation) and Article 5 (Health and Welfare Benefits)