

**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD  
An Agency of the State of California**



After a hearing in Unfair Practice Case No. LA-CE-5606-E, *Centinela Valley Secondary Teachers Association v. Centinela Valley Union High School District* in which all parties had the right to participate, it has been found that the Centinela Valley Union High School District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq. by implementing a unilateral change in policy and by failing to provide to the Centinela Valley Secondary Teachers Association (CVSTA) adequate notice and the opportunity to bargain.

As a result of this conduct, we have been ordered to post this Notice and we will:

**A. CEASE AND DESIST FROM:**

1. Failing to negotiate in good faith by unilaterally implementing policy changes concerning matters within the scope of representation.
2. Interfering with the rights of bargaining unit employees to be represented by CVSTA.
3. Denying CVSTA its right to represent bargaining unit employees.

**B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF EERA:**

1. Rescind the policy change terminating 40 percent release time for the CVSTA president and return to the status quo ante as it was prior to April 18, 2011.
2. Return bargaining unit employees to their status prior to the April 18, 2011, unilateral change in policy and make them whole for any losses suffered, if any, as a result of the District's unlawful action. Back pay shall be based on actual time spent outside of the CVSTA president's work-hours performing duties which normally would have been performed during their section 12.19 release time. Any financial losses should be augmented by interest at the rate of 7 percent per annum. In the event the parties cannot reach an agreement on back pay, the dispute shall be submitted to PERB's Office of the General Counsel for compliance proceedings.
3. Within ten (10) workdays of the service of a final decision in this matter, post at all work locations where notices to employees in the CVSTA bargaining unit customarily are posted, copies of the Notice attached hereto as an Appendix. The Notice must be signed by an authorized agent of the District, indicating that it will comply with the terms of this Order. Such posting shall be maintained for a period of thirty (30) consecutive workdays. Reasonable steps shall be taken to ensure that the Notice is not reduced in size, altered, defaced or covered with any other material. In addition to physical posting of paper notices, the Notice

shall be posted by electronic message, intranet, internet site, and other electronic means customarily used by the District to communicate with its employees in the bargaining unit represented by CVSTA.

Dated: 6/30/14

CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT

By:   
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST THIRTY (30) CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.