

Portola Valley School District

Ormondale School (K-3) • Corte Madera School (4-8)

Board of Trustees: Aimee Armsby, Robert Bauer, Anne Fazioli-Khiari, Gary Hanning, Kimberley Morris Rosen

Roberta Zarea, Superintendent

October 28, 2022

An Update on Negotiations between PVSD & PVTA

Dear Parents,

The District would like to provide an update on ongoing negotiations between the Portola Valley School District (District) and Portola Valley Teachers Association (PVTA). Our most recent bargaining session took place this week on October 26 and we have not yet reached an agreement for the 2022-2023 school year. We'd like to provide some background information so you have a better understanding of the process and where things currently stand.

History: Since the beginning of the 2013-14 school year, the District and PVTA have agreed to use a compensation system for teachers based on a "pay for performance" structure that is completely different from a traditional "step and column" salary schedule used in almost all districts. Under PVSD's "pay for performance" pay structure, teachers were compensated based on student achievement, positive evaluation, professional development, and advanced degree stipends.

Negotiating the Transition to a New Pay Structure: The District and PVTA bargaining teams held nine collaborative negotiation sessions between January and May 2022 to agree upon a new collective bargaining agreement to replace the one that was set to expire in June 2022.

Both parties submitted initial proposals to increase salaries under the existing "pay for performance" structure; however, midway through negotiations, PVTA proposed an overhaul of the pay structure to move all employees onto a traditional "step and column" salary schedule. Although the "pay for performance" system had many strengths that enhanced teaching and learning, faced with PVTA's opposition and in a good faith effort to reach agreement, the District developed proposals to transition to the "step and column" salary schedule with a robust evaluation process beginning in 2022-2023.

Reaching a Tentative Agreement: The negotiations teams reached a tentative agreement on all articles of the collective bargaining agreement, including the new salary structure, in May 2022. That agreement was presented to the full PVTA membership, and it was voted down.

Change of PVTA Leadership: In June 2022, PVTA changed leadership and a new PVTA negotiations team resumed discussions with the District in late September. Counterproposals were shared in October.

As of today, no agreement has been reached between PVSD and PVTA. The District will continue to negotiate in good faith in an effort to reach a settlement that is fair to the teachers, while remaining fiscally prudent.

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The following is a summary of where things stand following the most recent negotiations session held on October 26, 2022.

The most recent proposal from the District:

- As we transition to this new salary structure requested by PVTAs, teachers will realize different levels of salary increases in order to provide all teachers with pay comparable to that offered by neighboring Districts. Some teachers will receive up to a 50.69% increase over the prior year, but no teacher will receive less than a 7.90% increase, for 2022-2023 depending on what their salary was under the prior compensation system. Extensive benchmarking established that every teacher, no matter their tenure, will be competitively compensated.
 - An average increase to the unit of 20% in 2022-2023 retroactive to July 1, 2022.
- A 3% increase to the 2022-2023 salary schedule for the 2023-2024 school year.
- The District currently contributes \$8,628 to medical benefits and proposes to increase its contribution to medical benefits to \$11,000 effective January 1, 2023, which is comparable to neighboring districts. The District also proposes to increase it again, effective January 1, 2024, to \$12,000.
 - The District will continue to pay the full cost of dental and vision benefits. Together with the medical benefit contribution, an employee's own health and welfare benefits premiums are fully paid by the District (Kaiser High Plan).
- Under new legislation, districts are required to provide extended learning opportunities (ELOP) for students. The District proposes to add 30 minutes to the teachers' workday, which currently comprises 7 hours of work time and a ½ hour duty-free lunch. This proposal not only addresses this need, but also promotes student safety and supervision before and after the instructional day. The additional time also increases opportunities for staff collaboration around curriculum and instruction. The proposed salary increase over two years includes compensation for this increased time and therefore is contingent upon the additional 30 minutes to the workday.

The most recent counterproposal from PVTAs:

- A new salary schedule proposal for 2022-2023, fully retroactive to July 1, 2022, which is more expensive to implement than its prior proposal (September 2022) to the District.
- An additional 10% salary schedule increase for 2023-2024.
- New hires who join with previous experience receive credit for all prior years of teaching experience for initial placement on the salary schedule (the current cap is 12 years).
- Increase \$2,000 Wellness bonus offered by the District (and received by all other District employees) to \$4,000.
- Lift the cap on overnight supervision for educational field trips (currently \$60/hour up to \$300 per night).
- Increase the current stipends from \$2,000 to \$2,750 for Master's degrees, and from \$2,000 to \$3,000 for Doctorate/National Boards. Automatically increase this amount by the same percentage as future salary increases.
- Remove the current standard for what counts as a year for purposes of advancing a step on the salary schedule. Currently, the District counts a year of service based on 75% of the days

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in which school is in session (which is used by most districts based on the Education Code standard for achieving tenure). PVTA proposes changing this to 75% of days in paid status (i.e., including days on a paid leave of absence).

- Increase the District's contribution to uncapped medical benefits for employees (100% of premiums for employee-only coverage, 95% of premiums for employee plus one dependent coverage, and 90% of premiums for full family coverage - all based on the District's Kaiser High Plan).
- Increase the "cash in lieu of health benefits" annual payment from \$4,314 to \$5,000.
- Maintain the current contractual workday of 7:45am to 3:15pm, with 7 hours of teaching duty and a 30 minute duty-free lunch.

Over the past ten months, the District has worked diligently and in good faith to come to an agreement with PVTA, with the goal of paying teachers fairly and within the range of comparable districts' salary schedules. All of this work has been in furtherance of meeting PVTA's proposal to move away from the "pay for performance" system and transition to a traditional salary structure. The District will continue to negotiate in good faith in an effort to reach a settlement that is fair to teachers, while remaining fiscally responsible to maintain comprehensive program offerings.

PVSD Board President, Kimberley Morris Rosen, stated, *"The PVSD Board has been thoroughly involved in negotiations throughout the process as we identified priorities, provided guidance and set fiscally responsible parameters for the District's negotiations team. During this complex process, we are fully supportive and appreciative of the diligent efforts of the District's negotiations team to meet the needs of our students while establishing and maintaining fair, competitive teacher compensation and ensuring our District is financially sound."*

Sincerely,

PVSD Governance Team:

Roberta Zarea, Superintendent

Kimberley Morris Rosen, Board President

Anne Fazioli-Khiari, Board Clerk

Aimee Armsby, Board Trustee

Robert Bauer, Board Trustee

Gary Hanning, Board Trustee