

**CHULA VISTA ELEMENTARY SCHOOL DISTRICT  
BARGAINING UPDATE  
DISTRICT NEGOTIATIONS WITH CHULA VISTA EDUCATORS**

**No. 5**

**October 11, 2016**

**CVE NEGOTIATIONS UPDATE**

The parties met on October 11, 2016, and agreed upon a two-year Memorandum of Understanding regarding Wages and Benefits (see attached). The parties will meet again on October 19, November 3, and November 16.

Please note that all negotiation updates are available on the District website at: <http://www.cvesd.org/DISTRICT/Pages/Negotiations.aspx> (On the District webpage, click on District and then click on Negotiations.)

**Bargaining Team Members in Attendance**

**CVE BARGAINING TEAM**

Chris Fite	Susan Skala
Michelle Harms	Manuel Yvellez
Elizabeth Hutson	
Carla Kriss	

**DISTRICT BARGAINING TEAM**

Anthony Carlton	Peter Fagen
Gloria Ciriza	Jorge Mora
Carmen Emery	Peg Myers
Oscar Esquivel	Matt Tessier

**Prepared by Human Resources Services & Support**

**October 11, 2016**

**Memorandum of Understanding  
Chula Vista Elementary School District's Proposal to Chula Vista Educators**

**October 11, 2016**

Chula Vista Educators (CVE) and the Chula Vista Elementary School District (District) agree as follows:

1. The parties agree that the total compensation of employees (wages, health and any other monetary items) shall increase by an equivalent of an 8.5% salary schedule increase (1% equals \$1,114,350) over the 2016-17 and 2017-18 school years.
2. The Parties further agree that they will consider implementing an adjustment to the total compensation of employees for the 2018-19 school year. The determination of the specific salary and health benefits adjustment for employees for the 2018-19 school year may be completed through a collaborative process. Pursuant to this process, the parties will consider budgetary information including but not limited to; total District expenditures, revenue, reserve, and ending budget balances for the 2016-17 and 2017-18 school years, as well as average salary and health benefits adjustments provided to school districts within the County of San Diego during the 2016-17 and 2017-18 school years.
3. The Parties agree that CVE will have the authority to determine the specific allocation of the total compensation increase for its employees for 2016-17 and 2017-18. For the 2016-17 school year, CVE allocates 6% to the salary schedule and 1.1% to increase the health cap effective July 1, 2016 to \$12,000 for active employees and \$6,000 for retired employees, under the age of 65. Through 2017-18 the cost of raising the health cap \$1,000 for all certificated bargaining unit members will be \$403,000, and the cost for raising the health cap \$500 for all retired employees under the age of 65 will be \$49,500. For the 2017-18 school year, CVE will notify the District no later than September 1, 2017 of the specific allocation of the remaining 1.4% of the 8.5% two year total.
4. The Parties agree to a two year contract that expires June 30, 2018.

Agreed:

CHULA VISTA EDUCATORS



Chris Fite  
Lead Negotiator

CHULA VISTA ELEMENTARY SCHOOL DISTRICT



Oscar Esquivel  
Assistant Superintendent  
Business Services and Support

Date: 10/11/16

Date: 10/11/2016