

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

No. 6

October 19, 2016

CVE NEGOTIATIONS UPDATE

The Districts' negotiation team and CVE's negotiation team met on October 19, 2016.

We reached tentative agreements on Article 2 Recognition, Article 4 Organizational Security, Article 17 Personal Necessity/Compelling Personal Importance Leave, and Article 33 Transfer, with no change to current contract language in any of these articles. (See attached)

Proposals were exchanged on Article 51 Health and Article 52 Wages to change contract language to reflect terms of the MOU signed on Oct. 11, 2016. (See attached)

CVE presented proposals on Article 13 Peer Assistance and Peer Review (PAR) and Article 55 BTSA.

The District presented a proposal to CVE on Article 59 Duration.

Remaining articles include:

- Article 8 Hours (CVE)
- Article 10 Class Size (CVE)
- Article 13 Peer Assistance and Peer Review (PAR) (CVESD)
- Article 16 Health Rehabilitation Leave (CVE)
- Article 18 Bereavement Leave (CVE)
- Article 45 Camp (CVE)
- Article 51 Health (CVESD)
- Article 52 Wages (CVE)
- Article 55 BTSA (CVESD)
- Article 59 Duration (CVE)

In order to facilitate a timely resolution to these negotiations and allow implementation of the wages and benefits MOU referred to above, the District has proposed to maintain current contract language on all remaining articles in which no proposals have been exchanged.

Additional meeting dates are October 26, 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
Elizabeth Hutson
Carla Kriss

DISTRICT BARGAINING TEAM

Gloria Ciriza Jorge Mora
Carmen Emery Matt Tessier
Oscar Esquivel Jeff Thiel
Peter Fagen

Prepared by Human Resources Services & Support

October 19, 2016

Tentative Agreement between CVESD and CVE
October 19, 2016

Current Contract Language

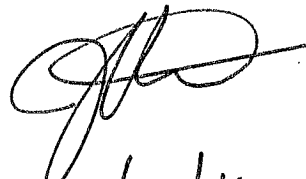
- Article 2 Recognition
- Article 4 Organizational Security
- Article 17 Personal Necessity/Compelling Personal Importance Leave
- Article 33 Transfer

For CVE



10/19/16

For CVESD



10/19/16

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