

**CHULA VISTA ELEMENTARY SCHOOL DISTRICT
BARGAINING UPDATE
DISTRICT NEGOTIATIONS WITH
CHULA VISTA CLASSIFIED EMPLOYEES ORGANIZATION**

No. 1

CVCEO BARGAINING UPDATE

April 30, 2010

The negotiations teams:

CVCEO

Kenneth Binder
Ernie Gutierrez
Juan Marin
Pat Miller
Jim Oxford
Barbara Uribe

CVESD

Debbie Allen
Oscar Esquivel
Peter Fagen
Fran Lebron
Sandra Villegas-Zúñiga
Dan Winters

The agenda consisted of:

1. Welcome
2. Norms
 - A. Be prompt; start and end on time.
 - B. Treat each other professionally and with respect.
 - C. Place cell phone on silent or vibrate mode.
 - D. Speak in turn; one person at a time.
 - E. Avoid personal attacks.
 - F. Bargaining Update is agreed upon by both sides.
3. Position reduction discussion

The following discussion ensued:

- CVCEO informed the District of its preference to layoff employees in lieu of reduction in hours.
- CVESD presented its lists of eliminations and reductions in positions provided by schools and departments.
- CVESD asked CVCEO if its intent was to convert the total number of hours per classification into full-time equivalent (FTE) and eliminate this number of positions.
- CVESD requested to know how CVCEO anticipated the work being done at sites left with unfilled positions due to eliminations.
- Both parties discussed multiple site assignments, travel between sites, and hours assigned.
- CVESD shared the Board's and Superintendent's interest to try and save as many jobs as possible.
- CVESD provided an overview of the School Site Council's discretion in determining the use of site monies and funding classified positions and the decentralized model.
- CVCEO presented the substitute list and requested clarification on each position to define its status. CVCEO requested that these long-term substitute employees become permanent employees and be placed on the seniority list.
- CVESD agreed to review the list and verify that each position is either a substitute or a vacancy.
- CVESD proposed forming a joint subcommittee to discuss the reduction list.
- Subcommittee will present its findings to the negotiations team.
- Subcommittee will meet on May 5 and 6.
- Next negotiations session is scheduled for May 6.

Bargaining Team Members in Attendance

CVCEO Bargaining Team

Kenneth Binder
Ernie Gutierrez
Pat Miller

Jim Oxford
Barbara Uribe
Douglas Kessler, Labor Consultant

CVESD Bargaining Team

Debbie Allen
Oscar Esquivel
Peter Fagen

Sandra Villegas-Zúñiga
Dan Winters

Prepared by CVCEO and Human Resources Services and Support

April 30, 2010