



**Chula Vista Classified Employees Organization
Negotiations with the Chula Vista Elementary School District**

December 8, 2011

Dear CVCEO Members:

Your Negotiations Team is proud to announce that we have reached a Tentative Agreement with the District for a new contract! This Tentative Agreement must now be ratified by CVCEO members and the Board of Education. The CVCEO Ratification Vote shall take place at the following date, time and location:

December 16, 2011
6:30 am to 6:00 pm.
Sunshine Hall

The Negotiations Team unanimously recommends that CVCEO members ratify the Agreement. Every change to our expired Agreement contained in this Tentative Agreement represents an improvement over the status quo. **There is not a single take-away, reduction, or loss of rights, benefits or compensation in this Tentative Agreement.** Specifically, this Tentative Agreement contains the following improvements:

- Limits the District's right to make unilateral changes to the Agreement (Article 3);
- Reaffirms the right of CVCEO representatives to use District-paid release time to meet with members over workplace concerns (Article 4);
- Ensures that the District will periodically provide CVCEO with necessary information about classified employees (Article 4);
- Requires the District to provide CVCEO with Reclassification recommendations before they are given to the Board of Education (Article 5);
- Allows CVCEO to reopen negotiations over wages if CVE receives a pay increase between now and June 30, 2014 (Article 5);
- Guarantees that employees who receive a layoff notice will be given information about COBRA benefits at the time of the notice instead of having to wait until the layoff takes effect (Article 7);
- Clarifies the rights of classified employees to take meal breaks and rest breaks (Article 8);
- Prevents the District from requiring employees to serve as the "Bell Boy" more than once a quarter, and ensures that employees working as the "Bell Boy" are compensated appropriately (Article 8);
- Reaffirms that employees must be given prior notice of deficiencies before they can receive a "Needs Improvement" and/or an "Unsatisfactory" evaluation (Article 9);
- Requires that employees who receive an overall evaluation of "Does Not Meet District Standards" be given a Plan Of Assistance and adequate time to make improvements (Article 9, Appendix I);
- Provides employees who are denied a voluntary transfer the right to obtain the reasons for the denial (Article 11);
- Ensures that current employees who are requesting a transfer or a promotion are granted an interview (Amendments to Transfer and Promotion Handbook);

- Limits the District from assigning employees duties that are not reasonably related to their current position (Article 12);
- Shortens the advance notice that 12-month employees must give prior to taking vacation (Article 13);
- Creates a mechanism for employees to verify their current accrued vacation (Article 13);
- Allows employees who receive layoff notices to bump into previously held higher classifications in order to avoid layoff (Article 34); and
- Provides that employees who receive a layoff notice are entitled to use PNL or vacation leave to look for other work (Article 34).

The CVCEO Negotiations Team encourages all CVCEO employees to show your support for the Organization and this new Agreement by voting “Yes” in the ratification election on December 16.

CVCEO Negotiations Team:

Ernie Gutierrez (CVCEO President)

Pat Miller (VP of Employee/Employer Relations)

Susan Bacerra (CVCEO Secretary)

Jim Oxford (Health and Welfare Committee)

Vanessa Valdivia (Parkview Secretary)

Ricardo Ochoa (Attorney)

Executive Board Members

Ernie Gutierrez • Tamsie Pierce • Pat Miller • Dali Monroy • Susan Bacerra • Angela Reed • Mary Gantz