



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

Update #4

July 12, 2011

The CVCEO Negotiations Team met with the District on Sunday, July 10, 2011 to continue negotiations toward a new Agreement.

CVCEO and the District reached a Tentative Agreement on four (4) additional Articles:

- Article 7 (Health and Welfare Benefits)
- Article 9 (Evaluation Procedures)
- Article 13 (Vacations)
- Article 26 (Sabbatical Leave)

CVCEO and the District had previously reached agreement on Article 34 (Layoffs and Effects of Layoffs). And both CVCEO and the District have reached a conceptual agreement on Article 44 (Duration of Agreement), leaving nine (9) Articles to resolve.

CVCEO also presented the District with two (2) Package Proposals:

- an Economic Package Proposal consisting of Article 5 (Wages), Article 24 (Sick leave) and an Early Retirement Incentive Program (ERIP); and
- an Arbitration Package Proposal consisting of Article 31 (Procedures for Processing Grievances) and Article 41 (Discipline Procedure).

In addition, CVCEO and the District also had extensive discussions regarding, and exchanged proposals on, the following articles:

- Article 3 (District Rights)
- Article 4 (Organization Rights)
- Article 8 (Hours)
- Article 12 (Job Descriptions)

On June 29, CVCEO and the District agreed to extend the current Agreement until July 15, 2011. The parties are scheduled to negotiate on July 13, 14 and 15, with the goal of reaching a Tentative Agreement on all Articles by July 15, so that CVCEO members can ratify the Agreement shortly after school resumes on July 20.

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 • Kathy Martinson • Susan Bacerra • Mike Martensen • Mary Gantz