



The District came yesterday with a comprehensive package deal. They proposed:

- Article 52 Wages: 1.5% on-going salary increase over three years,
 - 2% off schedule bonus for 2019-2020 with contingency language that could lead to an ongoing increase in 2020-2021 IF CVESD's financial estimates are accurate
- Article 51: \$500 increase to our health benefits which does not adequately address rising costs or make us competitive with surrounding Districts
- No reopeners on wages or benefits for 2019-2020, reopeners on wages and benefits for 2020-2021
- Article 8: the first day of school free from meetings & PD plus
 - 2 more teacher preparation minimum days for the year.
- Article 47: 4 IEP Days for case managers
- Article 33: 15 specifications for postings plus
 - add the language from the transfer MOU into the contract (For displaced teachers)

CVE demands include:

- 3% on schedule salary increase, effective January 1, 2019
- 2% off schedule without contingency effective June 30st, 2019
- \$1000 to Health Cap
- specifics on when the teacher preparation minimum days can be scheduled
- case managers to be provided a place to work during IEP days
- limit grade level movement on reassignments
- 1 year deal

CVESD's package deal is unacceptable. While we are making progress on some of our non-monetary issues, CVE will not accept a 3-year contract that provides a substandard, uncompetitive wage agreement! The District CAN and MUST do better! If the District will not prioritize us by committing to a realistic compensation package, we will not accept a multi-year deal!

CVE's bargaining team has power at the table because of you! Continued support is needed. Wear your buttons daily. Wear black & your buttons when you attend functions at the district office. Do not attend any committee meetings or PD after your duty day unless compensated at your per diem. (We are not working to rule at this time).

[Click here for the district's proposal.](#)

[Click here for the district's proposal on collaboration.](#)

[Click here for CVE's counter package proposal.](#)

[Click here for CVE's counter for collaboration.](#)

Future bargaining dates:
Wednesday, August 22 at CVESD
Thursday, September 13 at CVE
Wednesday, October 17 at CVESD

CVE's exec board meets this Monday & we will be discussing next steps. Our Organizing Team meets August 31 to plan our next steps.

In Unity,

Susan Skala
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When we stand together, we win together!

***Chula Vista Educators is dedicated to empower members,
improve working and learning conditions for students and educators, and
advocate for equity and justice.***

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