

# CVE/CVESD Tentative Agreement



What's the Deal?

# CVE's Goals for Bargaining based on member's values

## *Our Values...*

- *CVE values being trusted and treated as professionals.*
- *CVE values perfecting our craft through additional time for teacher-directed collaboration and planning, and the flexibility to be creative.*

# and needs

## Our Needs...

- *CVE needs a balanced workload.*
- *CVE needs time to prepare, plan, implement, collaborate and reflect on quality instruction to ensure student success.*
- *In order to be respected as professionals, CVE needs competitive compensation, timely and effective communications and the ability to make decisions that impact our work.*

\* excerpts from listening tour, survey results 2017-2018 bargaining prep

# Definitions to some technical terms:

- Tentative agreement -- an agreement signed by the district and union that includes all proposed changes to the contract
- Ratification -- the act of members voting and agreeing on the tentative agreement
- Reopeners -- parts of the contract that can be negotiated before the contract expires
- MOU -- Memorandum of Understanding -- an agreement signed by both sides that is not included in the contract
- Due Process -- a guaranteed set of steps that must be taken in discipline

# How does TA address our values and needs

## *Workload, Time, and Collaboration*

- Provides 3 additional teacher planning/prep minimum days
- Provides 1st day back minimum day without staff meetings
- Provides 4 release days for SPED teachers to work on IEPs/case management
- Establishes committee at Dual Language sites to address workload/class size issues and create plan
- Extends MOU guaranteeing teachers directed time to collaborate and plan
- Calendar agreed upon for 19-20 & 20-21

## *Professional Respect*

- **Secures fair process for displaced teachers**
- **Strengthens transfer rights for all members by limiting specifications (limits “designer postings”)**
- **Secures fair process for complaints and ability for redress**
- **Defines progressive discipline with due process outlined**
- **Creates a committee to address resource teacher program**
  - Will ensure resource teacher employment rights are respected
  - Provides CVE’s voice in decision that impacts all members
  - The committee’s recommendation must be ready by 2/1/19

## *Compensation*

- **Advances us 3% on salary schedule, effective 1/19**
  - Ongoing salary increase that compounds
  - Applies equally to all unit members
  - Competitive with other settlements for 18-19
  - Reopeners for 19-20, 20-21 secure our ability to fight for MORE with NO contingency language!
  - Starting salary raises from \$49,472 to \$50,956
  - Class VI Step 14 raises from \$88,497 to \$91,497
  - Class VI Step 23 raises from \$94,249 to 97,076
  - Top Salary raises from \$99,421 to \$102,404

Per Diem rate for mandated district PD outside of contract hours (MOU  
-- the signed agreement)

# HEALTH BENEFITS

- Increases benefits cap by \$1000, effective 1/19
- District contribution up to \$13,000
- Improvements to retiree cap from \$6,000 to \$6,500
- Gives Employee + 1 & Families an additional \$83.33 for health benefit
- Give CVE the opportunity to negotiate a higher cap in the following 2 years



## A Yes Vote Means:

- Members see immediate improvement in working conditions
- Members see significant improvement to financial position effective 1/19
- Members retain ability to fight for more in 19-20, 20-21 - no shady contingency language, no settling for less than we deserve in outlier years

## A No Vote Means

- Reject all language of TA
- Both teams return to table
- Impasse, Mediation, and possible Fact-finding/Strike and/or unilateral implementation
- No guarantee of a better deal

# FAQs

- **Do we lose our ability to strike in reopeners?**
  - Reopener strikes are rare in public sector, but have occurred in private sector. The NLRB has ruled that strikes over reopeners are permissible, and we have a legal opinion from CTA supporting that ruling for public sector. National City teachers nearly went on strike last year over reopeners, and there have been other strike build ups over reopeners throughout the state.
- **Do we lose power at the table in reopeners?**
  - Not necessarily. Power at the table comes from members willingness to organize and participate. We have a plan in place to build our capacity so that by next spring we have a super majority of all members participating and engaged in support of bargaining!
- **Why didn't our team hold out for more?**
  - Our team fought hard for every single gain we made. In the end, our team determined this deal is the best possible, and that members will make the ultimate decision to accept or reject.
- **Why can't we go on strike?**
  - The goal is NEVER to strike. A strike is a last resort to secure the best deal possible. Our bargaining team believes this TA is the best deal possible at this time.

**YOUR UNION. YOUR CONTRACT.  
YOUR DECISION.**

**General Membership Meeting:**

Wednesday, September 5th

4-6 pm

Hilltop Elementary, 30 Murray St., CV, 91910

**Ballot Information**

# Next steps:

## Pro/Con Statements:

No later than the 2nd week those wishing to write pro or con statements concerning the ratification of the contract, may submit, with signature, up to 200 words per article to the CVE office by 5 p.m. the second day following the general meeting. The pro/con statements must be uniform in size and font use (Times Roman 12 pt.). Statements shall not exceed 200 words. If the statement exceeds 200 words only the first 200 words will be printed. No pictures/graphics will be allowed. Copies of these comments shall be distributed as submitted to all school sites and off-track members prior to the vote on contract ratification.

**Pro/Con Statements are due no later than Friday, September 7 at 5:00pm to the SCTU Office, 1061 Tierra Del Rey #100. OR...you may email them as an attachment by the deadline to: Danessa Lederer at [danesessalederer@sctuedu.org](mailto:danesessalederer@sctuedu.org)**

## Next Steps (cont'd):

- Pro/Con Statements will be delivered via email to all members and hard copy to site reps to post on their CVE bulletin board no later than September 17.
- Voting will begin on Wednesday, October 10.
- Ratification ballots are due in the SCTU Office no later than 5:00 on Wednesday, October 17.
- Ballots will be counted by the Elections Committee on Thursday, October, 18, 2018.
- The CVESD School Board must also approve the tentative agreement.