

CVE Gains on Contract Proposal

August 29, 2018

- Article 52 Wages
 - 3% salary increase on schedule, active January 1, 2019
 - The district tried to lock us in to a substandard financial package for 3 years. We were able to negotiate reopeners thereby ensuring our ability to achieve a fair return for our work (see duration).
- Article 51 Health
 - \$1,000 added to Health Cap
- Article 47 Special Ed
 - 4 IEP release days for all case managers
- Article 8 Hours
 - No staff meetings on the 1st day of school year
 - 3 additional prep days (1st day back plus additional day in 2nd and 3rd quarters)
- Article 10.7 Upper Grade Support **and Dual Immersion Support**
 - *At each school site, a committee, which includes a CVE representative along with other staff members, shall generate a plan to address upper grade **and Dual Immersion** working condition issues related to class size and inherent workload. The plan generated by the committee shall be documented in the single site plan.*
- Article 33 Transfers
 - Displaced teachers ensure a clear and transparent process
 - Limited job postings to 15 specifications
- Article 36 Complaint Procedure
 - Established more consistent complaint procedures to ensure due process for members
- Article 38 Employee Discipline
 - More thoroughly defined progressive discipline
- Article 59 Duration
 - 3 year contract
 - Reopeners ensure CVE's ability to negotiate higher salary and benefits in 19-20 and 20-21

