



CVE Bargaining Update

August 6, 2020

CVE puts students at the center of everything we do!

#OnlyWhenItsSafe

Today our teams met to negotiate **Distance Learning Conditions** during the COVID-19 pandemic.

CVE shared our counter proposal to our Distance Learning proposal (see attached).

Key points from our proposal:

- **CVE struck through the District's proposal that would require members to return to work to address IDEA mandates.**
 - Schools are closed for in-person services without exception. Districts locally and throughout the state have found other means to accomplish assessments without putting students or members at risk.
- **CVE included language that clarifies both the Instructional and Duty Day.**
 - No district-required minimum of Daily Live Interaction. Members are expected to be available to students during instructional hours. There is no legally required time minimum for live interaction. The duty day includes expectations of interacting and monitoring students.
 - Per AB 77 regarding instruction, time value of assignments, etc., it is at the discretion of the teacher. Educators are professionals and understand the needs of their students!
 - We recognize that members' workload exceeds the workday hours in a distance learning model. We are demanding an additional thirty minutes daily to our prep time for a total of sixty minutes to recognize this increase.
 - Professional Development and/or staff meetings on Friday afternoons will adhere to article 8.13 and 8.14 of our contract. This protects our previously negotiated "Free Fridays."
- **CVE asserted that mandated District assessments need to be limited.**
 - We recognize that the Distance Learning environment creates a level of anxiety for our families and students. Arbitrary assessments add to this stress. We believe there are multiple measures of progress monitoring to guide instruction and mitigate learning loss.
- **In respect to the overwhelming feedback from members regarding a need for flexibility in platforms, CVE asserted that the District must recognize this need.**
 - The platforms we are requesting are family-friendly and typically have less tech issues than Microsoft Teams. They have been vetted and are currently in use in other districts, with some already being used in CVESD.

- **CVE returned much of the Professional Development language.**
 - We know that we cannot have a quality Distance Learning model without the necessary in-depth professional development provided in a timely manner.
 - We must have time to build relationships with our new incoming students.
 - The District must provide training for students and families, as other districts are, to facilitate and enhance the distance learning experience.
- **Social justice must be recognized as an area CVESD needs to embrace and improve upon with a strong sense of urgency.**
 - We are demanding the District be more proactive in providing quality professional development and create a plan to meet the needs of our students, families, and members.
- **Evaluations shall be conducted with a growth mindset.**
 - Evaluations have not been waived under Ed Code. However, in this unique time, we believe there must be a time of safe practice and the District must be proactive in supporting members as they navigate this new form of delivering instruction.
 - CVE asserted that all members have the right to enact Article 35.7 of the contract that allows for an Alternative Evaluation format.
- **CVE made clear that this Distance Learning MOU is separate from the multitude of areas still needing to be negotiated.**
 - We will continue to meet and negotiate on safety, leaves, and all other areas impacted by the impacts of the COVID-19 pandemic.
- **Substitutes**
 - Substitutes were removed from the MOU as they are not members of our bargaining unit. However, we made clear to the District that it is **critical** to have a plan about how they will train and integrate our substitutes into Distance Learning.

Be sure to read through the CVE counter proposal for full details!

NEXT BARGAINING DATE: August 10th

Show solidarity! Support our Bargaining Team!
Have you signed our pledge to ensure safety in CVESD?

CVE Bargaining Team: Jessica Garcia Heller (Chair), Tim Kriss, Becky Michel, Tom Perezchica, Ruby Baker, Kenda Pot, Helen Farias (CTA), Tara Covington (Nurse Advisory)