Chula Vista Classified Employees Organization
P.O. Box 7036
Chula Vista, CA 91912
619-207-7662
WWW.CVCEO.ORG

# CVCEO GENERAL MEETING

Thursday, January 30, 2025
Location: Virtual (Teams) - 6:00 PM

## AGENDA

Call to Order 6:03 pm

1. Greetings
2. Approval of Agenda – Lety Real, 2nd Rosie Alonso –AIFMA
3. Approval Of December 19, 2024, Meeting Minutes – Noemi Cordero, 2nd Patricia Casas AIFMA
4. 2024 Budget Actuals– Income $146,332.74 – Expenses $204,859.49. From Savings ($58,526.75)
5. 2025 Operating Budget – 01-01-2025 / 12-31-2025 – We expect to have an income of $162, 000.00 based on 13,500 p/moth on membership income. We would like to start exploring different ways to increase participation in the union. More information will come up, something like incentives for site reps to attend, gift cards giveaways, rallies at school boards mtgs. – President explain the different expenses, also we might have negotiation expenses this year, we might negotiate a few articles. Health and welfare, wages and 3 other articles.

   Total expenses $236, 750.00 deficit spending that will be pull out of our savings ($74,750.00). That is the proposed budget that the executive board has created as the amount of money we need to run the union. President asked if there were any discussion or questions from union members about the budget? A union member asked about the president's salary, and asked if other members get paid? President explains that she is the only one with full time release to support all union members.

   Motion to approve the budget – Rosie Alonso 2nd Jennifer Espinoza. AIFMA
6. President's Report. – President is working with attorney to update some of the practices and provide more information to the members he suggested that the president's report is a good way to do that. She explained how she attended the different events in support of the union, this month, she presided at a speech contest at a school, volunteered on a toy drive. She is working on updating job descriptions, ELL, Bus attendant. She has meetings with the district on a regular basis, she is part of the budget advisory committee. Participate in the new hire orientation.

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7. Old Business
    a. Grievance. We will be talking about this in new business.

    b. Reallocation

8. New Business
    a. Grievance – Angela met with Jason Romero and the attorneys on the 23rd and presented a memo of what CVCEO would like to be send out to principals, HR was a little hesitant about sending out something that was so legal and formal, we have the next meeting schedule for the 20th and still arguing the grievance. Since HR did not toss out the ideas, it feels like we are going in the right direction for classified school staff, better understanding and better support.

    b. Reallocation – Still stuck in the executive cabinet, will be meeting with HR next week.

    c. Deficit Spending – We as a union have the ability to deficit spend for a few years but it does cut into the savings account that we have available for litigation or a grievance. If we were to take a grievance to arbitration, that would cost the union anywhere from $25 to $40,000, plus the lawyer's fees. This ability to deficit spend will only last a couple of years. We need to start thinking about how we spend money and how we earn income.

9. Open Communications
    a. Limited to 2 minutes per speaker.

Q – Asking about the budget spending/earning/deficit?
A – The deficit came out of our savings account.

Q – What actions can we take to mobilize or educate our site reps about the rights we have so we can help and assist our members at schools.
A – Dianna Lopez is our mobile site rep chair she could modify her schedule a little so she can reach out to the site reps, we don't have site reps mtgs, we would love to have site reps mtgs, so that we can have trainings provided by our union attorney, that is our goal.

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Q - No question, but comments by Ernie, Vice President Employee/Employer Relations, about the duties of the Union President, supporting the fact of having a full-time release Union President to better support the employees.

Q – Current list of union members.
A – Email Dianna Lopez and she will be able to provide you with the list of active members

Q – A union member looked at her paystub and the $10.00 union membership were not deducted.
A – Once we get the membership forms we submit the forms to Payroll, and it depends on when payroll receives the forms. As soon as you submit your membership forms, you are an acting member whether the money gets deducted from your paystub. But it takes time for payroll.

Q – What article are we sunshining for the next bargaining?
A – Our agreement is good until 2026. Between April 15 and May 15, 2025, if there is a desire to open negotiations, we can open Article 5, wages, Article 7, health and welfare, and 3 additional articles. We haven't discussed this with the executive board, they will make the decision if we want to sunshine and what article we want to sunshine.

10. Announcements -
    Dianna Lopez if you have membership forms to send them to Rogers, that is where she works. If you signed a membership form and dues are not reflected on your paystub, go ahead and sign another one, because sometimes they get misplaced in the district mail, they will not double charge you.

Adjourn: 7:05

Next general meeting: February 20, 2025 – Virtual Teams – 6:00 pm

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Executive Board Members
*Angela Reed ◆ Ernesto Gutierrez ◆ Barbara Poukkula ◆ Rosie Alonzo ◆ Leticia Real ◆ Maria Martinez-Ponce ◆ Dianna Lopez*