Sunshine Proposal
Chula Vista Classified Employees Organization
Classified Unit

This initial proposal is submitted by the Chula Vista Classified Employees Organization to the Chula Vista Elementary School District for a successor Agreement to the one expiring June 30, 2026. CVCEO will propose:

Article 2 – Recognition
- Update reallocation groups
- Add New Job Descriptions

Article 4 – Organizational Security and Organization Rights
- Ensure employees are provided information about their union and their rights.

Article 5 – Wages
- To the extent not already addressed by existing MOUs, wage adjustments reflect the sacrifices made by classified employees and their contribution to the educational mission of the District.
- Revise provisions regarding reclassifications and incorporate provisions regarding reallocation process.

Article 6 – Professional Growth
- Update the Professional Growth Handbook.
- Update article to reflect improved professional growth and educational incentive opportunities

Article 7 – Health and Welfare Benefits
- To the extent not already addressed by existing MOUs, benefit adjustments reflect the sacrifices made by classified employees and their contribution to the educational mission of the District.
- Add me-too language to this article

Article 8 – Hours
- Review provisions regarding hours of employment.
- Review provisions regarding days of employment.

Article 9 – Evaluation Procedures
- Update language regarding probationary employees.

Article 10 – Safety
- Update terms to reflect current practice.
- Update language regarding PPE
- Add language regarding safety equipment for Custodial Classification

Article 11 – Transfer and Promotion

- Update Transfer and Promotion Handbook and add to contract.

Article 12 – Job Descriptions
- Incorporate statutory language regarding working out of classification.
- Add language in regards to current practices with job descriptions.

Article 30 – Uniforms
- Update amounts for uniform allowances.

Article 34 – Layoffs
- Update provisions to conform to existing law.

Leaves (Articles 14-26, 40, 43)
- Update language of Article to reflect changes in relevant laws and provide equity.

Article 38 – Meeting and Negotiating
- Include additional dates to update the language to

Article 41 – Discipline Procedure
- Update provisions to conform to existing law.

Transportation Handbook
- Update handbook.

Article 44 – Duration of Agreement
- A multi-year agreement.

Appendix
- Update Eligible Employees for Indexed Benefit.

Throughout The Agreement
- Harmonize any inconsistencies between different provisions of the Agreement.
- Ensure use of gender-neutral language.
- Correct any typos.

CVCEO reserves the right to add, modify, delete, or otherwise change proposals during the course of negotiations.