NEGOTIATIONS UPDATE

Yesterday, your CVCEO Negotiations Team met with CVESD for another bargaining session.

We had a candid discussion with the District regarding the lack of a reallocation process, ongoing staffing shortages, and the District's continued inability to fill vacant positions. These issues continue to impact our members' workloads and the services we provide to students.

We also shared the overwhelming concerns members have brought forward regarding trainings on medical procedures and potty training. We made it clear that employees deserve clear direction from the District about what is and is not required of classified staff. We urged the District to communicate directly with employees to eliminate confusion and ensure expectations are clearly defined.

Transportation staffing also remained a major concern. We addressed the District's continued staffing shortages and discussed the practice of assigning mechanics to drive bus routes to cover vacancies. While this may provide a temporary solution, it leaves fewer mechanics available to repair and maintain District vehicles, creating an increasing backlog of needed maintenance.

Exchanged Proposals:

Article 6 – Professional Growth & Advanced Training Incentives
CVCEO proposed improvements to expand professional growth opportunities and advanced training incentives for classified employees. Our goal is to create meaningful opportunities for employees to develop professionally, enhance their skills, and be recognized for continued learning.

Article 15 – Childbearing Leave
The District repeatedly resisted incorporating Pregnancy Disability Leave protections into our contract. Throughout the discussion, the District stated they were not interested in providing anything beyond the minimum required by law for pregnancy-related leave. Our bargaining team believes our members deserve stronger contractual protections—not simply the minimum standards required by law.

Article 22 – Military Leave
CVCEO proposed updating the Military Leave article to expand leave protections by recognizing additional forms of national service. This proposal reflects our commitment to ensuring members who serve their communities and country receive equitable leave protections under our contract.

Tentative Agreement Made:

Article 21 – Leave Without Pay
We reached a Tentative Agreement updating the language to allow employees to choose whether they would like official notices delivered by email.



Next Bargaining Session: July 31st
Upcoming negotiations will continue on: Articles:
6: Professional Growth
15: Childbearing Leave
16: Childrearing Leave
18: Judicial Leave
22: Military Leave
34: Layoff and Effects of Layoff

While progress continues in some areas, today's session reinforced that there is still significant work ahead. We continue to encounter resistance from management across the bargaining table, and your continued support and solidarity strengthens our position.

Stand With Your Negotiations Team

❤️ Wear Red Wednesday to show your support for CVCEO.

🖤 Wear Black on July 31 to stand in solidarity with your CVCEO Negotiations Team during bargaining.







In Solidarity,
CVCEO Negotiations Committee
Ruby Wiliams- Sarah Ramos- Kaitlyn Lyons- Juan Herrera- Jessica Gutierrez- Michelle Arroyo- Ricardo Ochoa