CVCEO Negotiations FAQs

Current Negotiations

What is currently being negotiated?

A total of 26 contract articles and the Transportation Handbook are open for negotiations. The articles are discussed individually throughout the bargaining process, not all at once.

When did negotiations begin?

CVCEO began negotiations with the District on May 22, 2026.

Have wages and health benefits been negotiated yet?

No. Wages and health benefits are open for negotiations, but they have not yet been discussed at the bargaining table.

Why haven't wages and health benefits been discussed yet?

The parties must work through many contract articles. Wages and health benefits are often discussed later in the bargaining process.

How long do negotiations usually take?

There is no set timeline. Negotiations can take several months or longer, depending on the number and complexity of the issues**.**

Is there a deadline to reach an agreement?

No. There is no automatic deadline. Negotiations continue until the parties reach a tentative agreement or move into the legal impasse process.

Why isn't more information being shared?

Proposals and discussions change throughout negotiations. Sharing every unfinished discussion can create confusion and make bargaining more difficult. The negotiations team will provide updates when there is clear and meaningful information to report.

Will members receive updates?

Yes. The negotiations team updates the Executive Board as negotiations progress. The Executive Board will continue sharing meaningful updates with members.

The Teachers' Settlement and Classified Compensation

Do classified employees automatically receive the teachers' one-time payment?

No. The teachers' payment was an off-schedule payment, which means it was not added to their salary schedule.

Why doesn't the teachers' payment trigger the CVCEO salary reopener?

The salary reopener in the current CVCEO contract applies when another bargaining unit receives an increase on its salary schedule. The teachers' one-time payment was not added to their salary schedule.

What happened with the proposed MOU?

The proposed MOU would have done two things:

- Provided classified employees with the wage and health benefit improvements negotiated by the teachers.
- Extended the CVCEO contract for one additional year.

The membership did not approve the MOU, so neither provision took effect.

Why don't classified employees automatically receive what the teachers receive?

Teachers and classified employees are in separate bargaining units and have separate contracts. Each union must negotiate its own wages, benefits, and working conditions.

Can the CVCEO Board give classified employees the same payment?

No. The District pays employee wages and benefits. The CVCEO Board cannot grant employees a payment. Any payment for classified employees must be negotiated and agreed to by the District.

Does the teachers' settlement matter to classified negotiations?

The teachers' settlement can provide useful information and context during bargaining. However, it does not require the District to provide classified employees with the same settlement.

Does the state COLA automatically become an employee raise?

No. The state COLA affects school funding. It is not an automatic raise for employees. Any salary increase must be negotiated with the District.

Will a salary increase be retroactive?

Not automatically. The amount of any increase and its effective date, including whether it will be retroactive, must be negotiated.

How Negotiations Work

What does "sunshined" mean?

Sunshining provides public notice of the contract articles and issues that may be discussed in negotiations. It does not mean the parties have reached an agreement on those articles.

Is a proposal the same as an agreement?

No. A proposal is a suggested change. Either side can accept it, reject it, or respond with a counterproposal.

What is a counterproposal?

A counterproposal is a response that suggests different language or terms. Proposals and counterproposals may be exchanged several times before an agreement is reached.

What is a tentative agreement?

A tentative agreement is an agreement reached by the negotiations teams. It is not final until it is approved through the required ratification and District approval processes.

What happens to our wages and working conditions while negotiations continue?

Generally, existing wages, hours, and other negotiable working conditions remain in place while bargaining continues. Changes to those terms must generally be negotiated.

Can members attend negotiations?

Negotiations are conducted by the District and CVCEO's designated negotiations teams. They are not general membership meetings. Members provide input through surveys, questions, and other opportunities offered by CVCEO.

Can the negotiations team promise a raise or benefit increase?

No. The negotiations team can make proposals, but the District must agree. Any tentative agreement must then be approved through the ratification process.

Impasse and Strikes

What happens if the District and CVCEO cannot reach an agreement?

If both sides are unable to reach an agreement after bargaining in good faith, they may reach impasse. The next steps can include mediation and fact-finding.

What is impasse?

Impasse means the parties have reached a point where further negotiations are not likely to produce an agreement at that time. Impasse does not automatically mean there will be a strike.

What are mediation and fact-finding?

Mediation uses a neutral person to help both sides try to reach an agreement.

If mediation is unsuccessful, a fact-finding panel reviews the issues and makes recommendations. Those recommendations do not automatically become the contract.

When could a strike occur?

There is no strike date. Generally, a strike could only be considered after negotiations reach impasse and the required mediation and fact-finding processes are completed. Members would then have to authorize a strike. We are still negotiating and have not reached that stage.

Does voting no on a tentative agreement automatically mean a strike?

No. If members do not approve a tentative agreement, the parties may return to negotiations. A no vote does not automatically authorize or begin a strike.

Member Participation and Contract Approval

Will members vote on the contract?

Yes. If a tentative agreement is reached, CVCEO members will have an opportunity to review it before voting on whether to approve it.

What happens if members vote no on a tentative agreement?

The tentative agreement is not approved. The parties may return to negotiations to determine what happens next.

Can members provide input during negotiations?

Yes. Member feedback is important. The negotiations team will continue sending surveys and providing opportunities for members to share their priorities and concerns.

Who is covered by the final contract?

The final contract covers all employees in the CVCEO bargaining unit. Only eligible CVCEO members may vote on whether to ratify it.