Update from September 17, 2026 Negotiations Session

NEGOTIATIONS UPDATE

On Thursday, September 17, your CVCEO-CSEA Chapter 66 Negotiations Team met with CVESD for another bargaining session to continue advocating for the priorities that matter most to our members. We were also joined by Michael Breyette, CSEA Field Director, who was present to support our team throughout the session.

Tentative Agreement Reached!

CVCEO Proposed Healthcare MOU

CVCEO proposed a Memorandum of Understanding (MOU) addressing District contributions toward healthcare costs. We advocated for increased healthcare contributions to help address the rising cost of coverage for our members.

As a result of negotiations, we secured a tiered healthcare contribution model:

- Single Party Plan: $15,500 annually
- Two-Party Plan: $18,000 annually
- Family Plan: $23,200 annually



These healthcare contributions are effective January 31, 2026.

In addition, CVCEO requested a 1.5% off-schedule bonus, matching the current agreed-upon contribution for CVE. The 1.5% bonus will be based on each employee's 2025–2026 contracted school-year salary earnings.

These proposals represent our continued effort to address the rising cost of healthcare while ensuring CVCEO members receive meaningful compensation improvements.

Exchanged Proposals

CVCEO proposed a Memorandum of Understanding (MOU) to provide a stipend for Heavy Equipment Mechanics and Lead Mechanics who obtain and maintain Smog Certification. This proposal recognizes the additional training, certification requirements, and specialized skills needed to perform smog inspections and related duties, while supporting the District's operational needs.

Article 16- Childrearing Leave

CVCEO proposed a change in title to Parental Leave because "Childrearing" is outdated terminology. "Parental Leave" is the term used in the California Family Rights Act, Ed Code, and most school district CBA's. It is also inclusive of birth parents, adoptive parents, foster parents, and other eligible caregivers.

Article 10- Safety

CVCEO's position is clear: workplace cameras should not be used as a tool to search for reasons to discipline employees. We are also advocating for meaningful protections for employees who experience workplace violence, including clear processes and support for classified staff.

This article remains under negotiation, and there is still work to be done. CVCEO is focused on ensuring that any final language protects our members, respects their rights, and promotes a safe and fair workplace. We will continue advocating strongly for classified employees as discussions move forward.

Article 22- Military Leave

CVESD counterproposed that the leave reamin voluntary and will allow for unpaid leave. They do not want to grant paid leave for any voluntary branches.



Next Bargaining Session: October 8, 2026

CVESD plans on giving proposals on the following articles:

CALPERS MOU

18: Judicial Leave

22: Military Leave

24: Sick Leave

34: Layoff & Effects of Layoff

Counter Proposal on 16: Childrearing Leave

CVCEO plans on giving proposals on the following articles:

Counter proposal on 9: Evaluation Procedures

Counter proposal on 14: Bereavement Leave

- Look out for a survery on Safety Soon!

Stand With Your Negotiations Team

🖤Wear Black or CSEA blue on October 8 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- Claudia Perezchica