

**CHULA VISTA ELEMENTARY SCHOOL DISTRICT
BARGAINING UPDATE
DISTRICT NEGOTIATIONS WITH
CHULA VISTA CLASSIFIED EMPLOYEES ORGANIZATION**

No. 1

October 14, 2016

The parties met and negotiated regarding salary and health and welfare benefits on October 14, 2016, and agreed to the following terms:

2016-17 School Year

- 6% salary increase effective July 1, 2016, with retroactive pay issued on or after April 2017
- Health and welfare benefit cap increase to \$12,000
- Retiree health and welfare benefit cap increase to \$6,000 for all those whose cap is set below \$6,000 (all other caps remain unchanged)

2017-18 School Year

- Increase total CVCEO member compensation by 1.4%. CVCEO will determine the distribution of that 1.4% among salary and health and welfare benefits no later than September 15, 2017, or 15 days following CVE's decision related to the distribution of its 1.4% increase, whichever comes first.

2018-19 School Year

- Implementation of a collaborative process to determine salaries and a health and welfare benefits for the 2018-19 school year.

Please note that all negotiation updates are available on the District website at: <http://www.cvesd.org/DISTRICT/Pages/Negotiations.aspx> (On the District webpage, click on District and then click on Negotiations.)

Bargaining Team Members in Attendance

CVCEO BARGAINING TEAM

George Flores Jim Oxford
Laura Miller-Casas Peter Zeitler
Katie Morris
Ricardo Ochoa

DISTRICT BARGAINING TEAM

Dean Adams Theron Neal
Erin Dare
Oscar Esquivel
Peg Myers

Prepared by Human Resources Services & Support

October 14, 2016

Memorandum of Understanding
Between Chula Vista Elementary School District and Chula Vista Classified Employees Organization

October 14, 2016

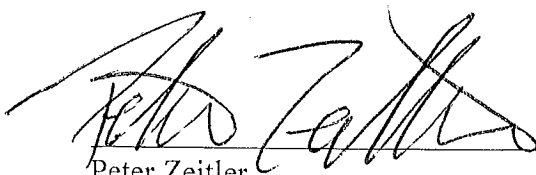
Chula Vista Classified Employees Organization (CVCEO) and the Chula Vista Elementary School District (District) agree as follows:

1. For the 2016-17 school year, the District agrees to increase all cells on the Classified Employees' salary schedule by 6%. The District shall issue retroactive pay no earlier than April, 2017.
2. For the 2016-17 school year, the District agrees to increase the health benefits cap described in Article 7.1.1 to \$12,000 per year, payable monthly at one-thousand dollars per month.
3. The District agrees to increase the retiree health benefit cap described in Article 7.1.5.1 to \$6,000 effective July 1, 2016.
4. The District agrees to increase the retiree health benefit cap described in 7.1.5.2 and Attachment G for those retirees whose cap is set below \$6,000. For those employees whose cap is set below \$6,000, the District shall increase that cap to \$6,000. All other retiree health benefit caps described in Attachment G shall remain unchanged.
5. For the 2017-18 school year, the District shall increase CVCEO member total compensation by 1.4%. CVCEO will determine the distribution of this increase among its salary schedule and health benefits cap. CVCEO may implement the same salary percentage increase and health and welfare dollar increase adopted by the Chula Vista Educators ("CVE"). Alternatively, CVCEO may depart from CVE and implement its own distribution of the 1.4 % between salary and health and welfare benefits. CVCEO must make its election and provide notification of that election to the District no later than September 1, 2017, or 15 calendar days after CVE's election, whichever comes first.
6. The determination of the specific salary and health benefits adjustment for employees for the 2018-19 school year may be completed through a collaborative process. Pursuant to this process, the parties will consider budgetary information including but not limited to: total District expenditures, revenue, reserve, and ending budget balances for the 2016-17 and 2017-18 school years, as well as average salary and health benefits adjustments provided to school districts within the County of San Diego during the 2016-17 and 2017-18 school years

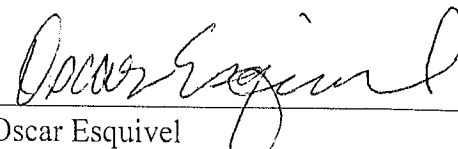
Agreed:

Chula Vista Classified Employees Organization

Chula Vista Elementary School District



Peter Zeitler
CVCEO President



Oscar Esquivel
Assistant Superintendent
Business Services and Support