

**CHULA VISTA ELEMENTARY SCHOOL DISTRICT  
BARGAINING UPDATE  
DISTRICT NEGOTIATIONS WITH CHULA VISTA EDUCATORS**

**No. 6**

**February 8, 2012**

**CVE NEGOTIATIONS UPDATE**

CVESD and CVE met on February 8, 2012, at the CVE Office and discussed the following: Article 51 Health, Calendar for the 2012-13 School Year, Autism Authorization, Article 47 Special Education, and the draft of the CVESD Wellness Policy. The following proposals were exchanged:

CVESD Counter Proposal to CVE  
February 8, 2012

The purpose of this agreement is to modify the May 22, 2009, Agreement. Any terms of the May 22, 2009, Agreement that are not modified remain in full force and effect.

**Article 51 Health**

51.1.1 For each eligible employee, effective January 1, 2008, the District agrees to provide a maximum total contribution annually of seven thousand five hundred nine dollars and seventy cents (\$7,509.70) in twelfthly increments of six hundred twenty-five dollars and eighty cents (\$625.808333) minus the twelfthly premium costs of employee only dental insurance, employee only vision insurance, life insurance and group salary protection to be applied to the voluntary District group medical insurance program for employees and dependents for the duration of this Agreement. Effective January 1, 2012, medical insurance benefits shall be Kaiser and Aetna Limited Network HMO, Full Network HMO and PPO plans as recommended by the Health Benefits Committee.

The District proposes:

- To remain with the health benefit programs currently in place.
- Maintain the Health Benefits Committee (HBC) and its role as specified in the current agreement with the following modifications designed to improve overall function of the HBC.
- CVE will select **their** HBC members to attend meetings to ensure consistent participation.
- The HBC will establish standing rules, which determine how the committee will conduct business and specify a timeline for broker and medical insurance provider selection.
- The HBC will reach a consensus and make recommendations in a timely manner so that the bargaining groups have reasonable time to communicate these recommendations to their respective constituents.
- At District cost, HBC members will receive initial training on the first module by CECHCR and yearly training by a HBC agreed upon trainer on the following:
  - Practical information on health care related topics and trends.
  - Comparative data on costs and quality.
  - How to negotiate the best coverage at the lowest cost for all District employees.
  - Other HBC related topics agreed upon by the HBC.
  - Initiate the bidding process for a possible new broker for the 2012-13 school year.
  - All providers, brokers, and trusts that submit a proposal to the District for health benefits will be given the opportunity to make presentations to the HBC.

# CVE Counter Proposal to CVESD

February 8, 2012

## Article 51 Health

51.1.1 For each eligible employee, effective January 1, 2008, the District agrees to provide a maximum total contribution annually of seven thousand five hundred nine dollars and seventy cents (\$7,509.70) in twelfthly increments of six hundred twenty-five dollars and eighty-one cents (\$625.808333) minus the twelfthly premium costs of employee medical and dental insurance to be applied to the voluntary District group medical insurance program for employees and dependents for the duration of this Agreement. The district will cover the cost of employee only vision insurance, life insurance and group salary protection. For the 2012 benefit year, medical insurance benefits will be provided through Kaiser, Aetna Limited Network HMO, Full Network HMO and PPO plans.

### CVE proposes:

- To remain with the current health benefit programs for the 2012 benefit year.
- The HBC shall have presentations from VEBA, SCEET and other trusts selected by the HBC by July 1, 2012.
- The HBC shall reach consensus and make recommendations to their respective constituents no later than August 7th of every year.
- The HBC shall be provided annual training at the cost of the district. The initial training will be the first module of CECHCR and yearly training will take place by an HBC agreed upon provider.
  1. Practical information on healthcare related topics and trends
  2. Comparative data on costs and quality
  3. How to negotiate the best coverage at the lowest cost
  4. Other topics are to be agreed upon by the HBC.
- CVE HBC members shall be given 6 half-day releases to attend meetings to insure consistent participation.
- The HBC shall develop standing rules for procedures and processes to fulfill their responsibilities and make recommendations to their constituents in accordance with the CVE contract language.

# CVE Counter Proposal to CVESD

February 8, 2012 (revised)

## Article 51 Health

51.1.1 For each eligible employee, effective January 1, 2008, the District agrees to provide a maximum total contribution annually of seven thousand five hundred nine dollars and seventy cents (\$7,509.70) in twelfthly increments of six hundred twenty-five dollars and eighty-one cents (\$625.808333) minus the twelfthly premium costs of employee only dental insurance, employee only vision insurance, life insurance and group salary protection to be applied to the voluntary District group medical insurance program for employees and dependents for the duration of this Agreement. For the 2012 benefit year, medical insurance benefits will be provided through Kaiser, Aetna Limited Network HMO, Full Network HMO and PPO plans.

### CVE proposes:

- To remain with the current health benefit programs for the 2012 benefit year.
- The HBC shall have presentations from VEBA, SCEET and other trusts selected by the HBC by July 1, 2012.
- The HBC shall reach consensus and make recommendations to their respective constituents no later than August 7<sup>th</sup> of every year.
- The HBC shall be provided annual training at the cost of the district. The initial training will be the first module of CECHCR and yearly training will take place by an HBC agreed upon provider.
  1. Practical information on healthcare related topics and trends
  2. Comparative data on costs and quality
  3. How to negotiate the best coverage at the lowest cost
  4. Other topics are to be agreed upon by the HBC.
- CVE HBC members shall be given 6 half-day releases to attend meetings to insure consistent participation.
- The HBC shall develop standing rules for procedures and processes to fulfill their responsibilities and make recommendations to their constituents in accordance with the CVE contract language.

Memorandum of Understanding  
CVE between CVESD

February 8, 2012

This agreement is in regards for the need to have special authorization to teach students with autism after October 1, 2013.

CVESD will pay up to \$1,000.00 for CVE bargaining unit members to complete accredited programs for the added autism authorization. Each member will apply to CVESD for payment of program in writing. CVESD will pay directly to the program at the time of admission or reimburse the unit member upon receiving receipts from the accredited program. Unit members must finish the program by October, 2013.

CVE bargaining unit members who are working toward completion of the added autism authorization will be given release time of 10 full working days, which may be taken as half days, to work on course requirements.

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CVE

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CVESD

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Date

\_\_\_\_\_  
Date

# CVE proposal to CVESD

February 8, 2012

## **Addition to Article 47. Special Education**

47.4 Any regular education teacher who will be providing services to students identified with special needs through the IEP process will be invited to the IEP meeting prior to the student being placed in their classroom.

47.5 Special education teachers who have placed students with special needs identified through the IEP process in regular education classrooms will have weekly collaboration time with the regular education teacher.

The following items were also discussed:

- Calendar for 2012-13 school year: The District informed CVE of its intent to offer a 180 student calendar and a 185-work year calendar for certificated teachers. The final proposed calendar will be presented to CVE prior to the March 6 negotiations date.
- CVESD Wellness Policy: There was discussion on the District's Wellness Policy draft. Both parties expressed concerns and clarifications regarding this document. CVE will review the revised Wellness Policy and discussion will continue at next negotiations sessions.

Both parties will meet on the following dates to continue negotiations: March 6, March 13, and April 18, 2012.

### **Bargaining Team Members in Attendance**

#### **CVE BARGAINING TEAM**

Mary Ellen Berumen      Becky Michel  
Chris Fite                  Peg Myers  
Carla Kriss                 Susan Skala

#### **DISTRICT BARGAINING TEAM**

Gloria Ciriza                John Nelson  
Oscar Esquivel             Janet Uson  
Peter Fagen                 Sandra Villegas-Zúñiga  
Leonard Hernandez