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A NEGOTIATIONS BULLETIN TO EDUCATORS

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November 19, 2025

Greetings CVSTA Unit Members!

CVSTA is entering a critical year of bargaining, in which our contract is open for proposed negotiations and accepted proposals will be set in place until 2028. **Your engagement and presence is not only critical, but necessary to enact change!**

Of the 24 articles; 15 articles, appendices, and Memorandums of Understanding (MOUs) will be proposed by CVSTA for negotiations.

The next board meeting is on Friday, November 21, 2025 @ 4:00 PM. Please wear your red shirts this Friday!

This fall, the CVSTA Bargaining Team met to discuss and prepare a number of articles in our CBA to sunshine for the 2025-2026 bargaining cycle happening in December 2025. The following articles in the Collective Bargaining Agreement (CBA) will be negotiated on:

- ARTICLE 2:** Term of the Agreement
- ARTICLE 3:** Compensation
- ARTICLE 4:** Hours of Employment
- ARTICLE 5:** Health and Welfare Benefits
- ARTICLE 6:** Leave Provisions
- ARTICLE 7:** Transfers and Reassignments
- ARTICLE 8:** Class Size
- ARTICLE 9:** Evaluation Procedures
- ARTICLE 10:** Grievance Procedure
- ARTICLE 12:** Association Rights
- ARTICLE 13:** No Concerted Activities
- ARTICLE 19:** Health and Safety Conditions
- ARTICLE 20:** Complaints Against Unit Members
- ARTICLE 22:** Unit Member Discipline
- ARTICLE 24:** Postsecondary Education Courses
- APPENDIX A:** Salary Schedules
- APPENDIX B:** Calendars
- APPENDIX C:** Memoranda of Understanding

Warmly,
The CVSTA Bargaining Team

Lisa Bennett
Dayne Contarsy
Elissa Finch
Katie Frank
Race Headen
JJ Oberg
Lorraine Parsons
Daneil Swearingen
Angelia Tsing-Perry