



## CUEA-CUSD Bargaining Info.

CUEA and the District concluded their eleventh bargaining session. The District presented a comprehensive counter proposal in response to the original proposals presented by CUEA back on March 20. In an effort to keep the process moving forward, CUEA then provided a counter-proposal to the District before the end of the session. Progress has been made on contractual language issues. Unfortunately, at this point, the two parties remain a significant distance apart on financial issues.

### **Article 13 (Health and Welfare)**

The District proposed a one-time increase to the HMO medical cap. This would make the health care option no-cost to members for the current (2016-2017) insurance year. Rather than a one-time occurrence, CUEA proposed a permanent increase to the current cap, returning Kaiser to a zero out-of-pocket employee cost.

### **Article 14 (Wages)**

The District again offered a 0% ongoing increase to the salary schedule but a one-time, off-schedule salary bonus of 3%.

CUEA counter proposed a two-part salary increase. CUEA proposed a 2% salary increase to all unit member salary schedules. In addition, CUEA also proposed an increase to the percentage increases of the final three longevity steps of the teacher salary schedule. Our current proposal is to raise each of the last three steps (15, 19, and 23) by 1-2% over the current salary schedule.

The CUEA proposal to the District was necessary. Capistrano Unified teachers currently rank 8th out of 28 Orange County school districts in starting salary, but 21st out of the 28 in maximum salary. CUEA believes that our ability to attract and retain high quality teachers, counselors, psychologists, nurses, and speech pathologists is directly impacted by our uncompetitive earnings. If we wish to remain a top performing district, it is necessary to prioritize the people who directly interact with our students.

The CUEA proposal to the District is sustainable. The most recent district budget projected an ending balance of more than \$57 million! CUEA's proposed increase represents less than a third of the District's unspent dollars.

### **Article 5 (Hours of Employment)**

Both parties have agreed that the current contract language for most sub-sections in this area will remain status quo. The District proposed a change to our current ACE/Late Start schedule in which they would take back our individual reflection and replace it with more collaboration, articulation, and training. CUEA rejected this proposal and countered with at least one hour per month of individual reflection. CUEA also proposed language targeted at identifying and creating combination classes to ensure that it is a collaborative process between teachers and site administration.

### **Article 8 (Class size)**

In 2016, the District hired a third party, the Fiscal Crisis & Management Assistance Team (FCMAT), to perform an audit of the special education department. This team was charged to identify financial, human resource, and data management challenges. Based on their recommendation, we have proposed adding caseload caps to the contract for all Education Specialist caseloads. The District continued to ignore this proposal.

Our next bargaining session has been scheduled for April 24, 2017.

