



CUEA-CUSD Bargaining Info.

On April 24 CUEA concluded its twelfth bargaining session with the District. Progress was made on language in Articles 5 and 8. After the exchange of proposals, the parties remained far apart on financial priorities. The District dug in their heels and decided that they cannot make any ongoing increases and expenditures to the salary schedule for at least the next five years, even though other districts have offered on-going salary schedule increases. CUSD continues to slide in the rankings as a result.

Article 13 (Health and Welfare):

No progress was made on this article. The District maintained a one-time increase to the HMO medical cap, which would make Kaiser a no-out-of-pocket expense for the 2017 calendar year. CUEA has maintained that this must be an on-going expenditure in the district budget.

Article 14 (Wages):

CUEA and CUSD continued to have very different perspectives on the affordability of an on-going salary increase. CUEA has proposed that all salary increases must be ongoing (a permanent part of the salary schedule). The District opened today's meeting with a 0% ongoing salary increase, and a one-time, off schedule salary bonus of 3.5% (which is a minuscule increase of .5% from our previous meeting). CUEA maintains that our proposed two-part increase is affordable to the District and a reasonable request to make our salary competitive across the county. Our current proposal includes a 2% salary increase to all unit member salary schedules and raise to each of the last three steps (15, 19, and 23) by 1-2% over the current salary schedule.

Article 5 (Hours):

The remaining issues in Article 5 are elementary combination class language and the structure of ACE/PLC (late start/early out days) in the contract. CUEA proposed adding compensation for elementary combo classes, and thus far the District has ignored this proposal.

However, there was agreement about combination class language. The District has proposed to modify individual reflection time in the ACE/PLC calendar, making it optional. CUEA stood firm in preserving individual reflection time as a guarantee to our members.

Article 8 (Class Size):

CUEA and CUSD have come to agreement regarding caseload limits for Education Specialists. The caseload limit will reflect language from Ed Code that caps Resource Specialist caseloads at 28. We will be applying this to limit the caseloads of our mild/mod Ed Specialists for SAI. Both sides will be working together to create an MOU to pilot caseload caps for our specialized programs (i.e., STEPs, SAC, ATP). This caseload cap would also allow for Ed Specialists whose caseload is over 28 to be compensated as all other teachers in the District are if their class sizes exceed the caps set in article 8.5.

The CUEA Bargaining Team believes that the District's proposals have shown significant disregard for the contributions each of our members make on a daily basis. The District must show through their proposals that they **VALUE OUR EDUCATORS** and that **YOU ARE A PRIORITY!**

Both teams will meet again on May 11.

