CUEA BARGAINING TEAM

- Joy Schnapper, Chair, Arroyo Vista Elementary
- Mike Hulse, Dana Hills High School
- Carter Johnson, Ladera Ranch Middle School
- Angela Rinke, Dana Hills High School
- Jenn Vega, Las Flores Middle School
- Fernanda Villalba, San Juan Hills High School
- Greg Young, San Clemente High School
- Christine Balentine, CUEA Executive Director
MEETING AGENDA

- Bargaining Timeline & Priorities
- Bargaining Issues
  - Tentatively agreed to items
  - Items still in dispute
- Effect of Bargaining Proposals on Members
- CUSD Budget and Spending Priorities
- Next steps
BARGAINING TIMELINE

▪ Started bargaining in August 2016
▪ Bargained 16 sessions
▪ Reached impasse on June 29, 2017 on Articles 1, 5, 13 and 14
▪ First mediation session on August 14, 2017
▪ Second session scheduled for September 19, 2017
▪ If no settlement reached in mediation, parties may be certified to fact-finding
CUEA BARGAINING PRIORITIES

- Permanent increases to the certificated salary schedule
  - Attracting and retaining high quality teachers is of paramount importance to the quality of the instructional program.
- Additional permanent increases to the top end of the teacher salary schedule (longevity steps 15, 19, & 23)
  - CUSD currently ranks #11 out of 12 in salary when compared to unified districts in Orange County.
- A sustainable plan to minimize employee health and welfare contributions.
- No contractual increases to mandatory duties or meetings/trainings.
OVERVIEW - TENTATIVELY AGREED TO ITEMS

- Article 5 – Hours of Employment
  - Change the word “teacher” to “unit member”
  - Change job title from “Special Education Teacher” to “Education Specialist”
  - Addition of combination class guidelines
  - Addition of K-8 minimum day on first and last student day
  - Amend language to monthly staff meetings – they are not required monthly and are focused on professional development
  - Change to Psychologist duty day - inclusive 35 minute duty free lunch
TENTATIVELY AGREED TO ITEMS, CONT’D

- Article 5 – Hours of Employment, Cont’d
  - Addition to Speech Pathologists and Psychologists work year of the word “consecutive” when scheduling duty days.
  - Addition of Speech Pathologists, psychologists, and nurses have input on the scheduling of days.
  - Change wording in K-5 spring conferences from “underperforming” to at-risk”.
  - Change to Special Education Assessment release time to reflect change in job titles, and add an additional day of release for pre-school through 5 Education Specialists
TENTATIVELY AGREED TO ITEMS, CONT’D

- Article 8 – Class Size
  - Amend the exclusions to the class size ratios and equitable distribution of students with special needs within general education classes
  - Add language to reflect the Education Specialist Specialized Academic Instruction (SAI) to be 28 to 1 at all grade levels
TENTATIVELY AGREED TO ITEMS, CONT’D

- Add MOU that address the caseload ratio of;
  - SAI Self-contained 15 to 1
  - Structured Autism, Preschool to elementary 10 to 1
  - STEPS, Preschool to Adult Transition 12 to 1
  - After 15th student day, if caseloads are exceeded, teacher shall receive equivalent of full day sub pay for each month caseload exceeds maximum.
TENTATIVELY AGREED TO ITEMS, CONT’D

- Article 9 – Transfers
  - Withdrawn by District

- Article 10 – Leaves
  - Insert new term, “Pregnancy Disability Leave”, to reflect change in the law
TENTATIVELY AGREED TO
ITEMS, CONT’D

▪ Article 13 – Health and Welfare Benefits
  ▪ Increase Health and welfare contribution to HMO plans for 2017 benefit year
  ▪ Fully pays Kaiser plan
  ▪ New health benefit cap amounts
    ▪ Employee only $5544.00
    ▪ Employee + One $11,352.00
    ▪ Employee + two or more $16,080
  ▪ Add language regarding intent of District Insurance Committee
TENTATIVELY AGREED TO ITEMS, CONT’D

- Article 14 – Wages
  - Change salary warrants to an 11-month basis
  - Add language that Psychologists serving in a severely handicapped program during ESY are paid their hourly per diem prorated to the number of hours worked
  - Early retirement incentive for 2017-18, subject to sufficient participation of unit members
  - Amend language that department chair selection does not imply preference for 6/5’s assignments
  - Add language that summer school substituting will be paid at the sub rate
TENTATIVELY AGREED TO ITEMS, CONT’D

- Memoranda of Understanding
  - Extension of PE Pilot Initiative
  - Extension of Elementary Supervision Responsibilities
  - Summer Professional Learning
ITEMS STILL IN DISPUTE

<table>
<thead>
<tr>
<th>Article</th>
<th>Association – Last Proposal</th>
<th>District – Last Proposal</th>
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<tr>
<td>Article 1 – Term of Agreement</td>
<td>1 year agreement – 7/1/2016 - 6/30/2017 (bargaining would re-open immediately for 2017-18)</td>
<td>2 year agreement – 7/1/2016 – 6/30/2018</td>
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<tr>
<td>Article 5 – Hours of Employment</td>
<td>Ace Days/Late Start schedule will be made with input from all impacted unit members and principals</td>
<td>ACE day/Late Start schedules will be created with the expectation that principals and unit members will have a voice</td>
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<tr>
<td></td>
<td>Maintain at least one hour a month dedicated to individualized reflection</td>
<td>Delete requirement for at least one hour a month dedicated to individualized reflection</td>
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# ITEMS STILL IN DISPUTE, CONT’D

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<td>2018 Plan year, Jan 1, 2018 – Employees and District share benefit costs as follows:</td>
<td>2018 plan year, Jan 1, 2018 – Same contribution as 2017 plan year</td>
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<td>Kaiser 95% Dist/ 5% Emp</td>
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<td>UHC Tier 1 HMO: 90% Dist/ 10% Emp</td>
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<td>(Tier 1 cap applies to Tier 2, 3, and Alliance plan rates)</td>
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<td>UHC PPO: 60% Dist/ 40% Emp</td>
<td>2019 Plan year, Jan 1, 2019 – contribution shall revert to the 2016 plan year levels with expectation that the Health Benefits Committee will actively contain costs</td>
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ISSUES STILL IN DISPUTE, CONT’D

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<tr>
<td>Article 14 - Wages</td>
<td>2% Salary increase on all salary schedules as of July 1, 2016</td>
<td>1.5% salary increase, effective July 1, 2016 (no additional salary increase for 2017-18)</td>
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<td>Restructure longevity percentages as of January 1, 2017</td>
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<td>Step 15 increased from 5% to 7%</td>
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<td>Step 19 increased from 6% to 7%</td>
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<td>Step 23 increased from 6% to 7%</td>
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<td>Appendices A,B,C, E – Increase Masters stipend by a percentage of Cell A-1</td>
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### ISSUES STILL IN DISPUTE, CONT’D

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<td>New Language – Preschool Summer Assessment language</td>
<td>14.10.3 – status quo on language</td>
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<td>14.10.3 – New Language – Selection of department chairs does not supersede a site administrator’s responsibility for site-based decision-making and consensus building</td>
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<td>New stipend for Psychologist holding certification in LEP and/or NCSP</td>
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EFFECT OF CUEA PROPOSAL

Average Teacher Scenario

▪ Average Salary at C-11 $80,672 (No Masters stipend)
▪ Add 2% salary increase $82,285
  $1,613 increase to salary July 1, 2016

Employee pays

▪ Kaiser Family 2017 $0.00 (Current Tentative Agreement)
▪ Kaiser Family 2018 $876.00 yearly, $87.60 tenthly (95/5)
▪ Kaiser Family 2019* $ 920.00 yearly, $92.00 tenthly (95/5)

Total take home in 2018 = $737

*Assumes 5% increase in premium in 2019
EFFECT OF CUEA PROPOSAL

Longevity Step Teacher Scenario

- Average Salary at D-15 $93,506 ($91,606 + MA $1900 = $93,506)
- Add 2% salary increase plus $97,118 ($95,218 + MA $1900 = $97,118)
  Longevity of 7% $3,612 increase to salary July 1, 2016

Employee pays

- UHC HMO Family 2017 $5,220 yearly, tenthly $522 (Current TA)
- UHC HMO Family 2018 $2,252 yearly, $225.20 tenthly (90/10)
- UHC HMO Family 2019* $2,365 yearly, $236.50 tenthly (90/10)

Total take home in 2018 = $1,360

*Assumes 5% increase in premium in 2019
EFFECT OF DISTRICT PROPOSAL

Average Teacher Scenario
- Average Salary at C-11 $80,672 (No Masters stipend)
- Add 1.5% salary increase $81,882
- 0% salary increase in 17/18 $81,882
  $1,210 increase to salary July 1, 2016

Employee pays
- Kaiser Family 2017 $0.00 (Current Tentative Agreement)
- Kaiser Family 2018 $1,440 yearly, $144.40 tenthly (2017 cap)
- Kaiser Family 2019* $3,192 yearly, $319.20 tenthly (2016 cap)

Total take home in 2018 = -$230.00

*Assumes 5% increase in premium in 2019
EFFECT OF DISTRICT PROPOSAL

Longevity Step Teacher Scenario

▪ Average Salary at D-15 $93,506 ($91,606 + MA $1,900 = 93,506)
▪ Add 1.5% salary increase $94,880 ($92,980 + MA $1,900 = 94,880)
▪ 0% salary increase in 17/18 $94,880 ($92,980 + MA $1,900 = 94,880)
  $1,374 increase to salary July 1, 2016

Employee pays

▪ UHC HMO Family 2017 $5,220 yearly, $522 tenthly (Current TA)
▪ UHC HMO Family 2018 $6,444 yearly, $644.40 tenthly (2017 cap)
▪ UHC HMO Family 2019* $8,446 yearly, $844.60 tenthly (2016 cap)

  Total take home in 2018 = -$5,070

*Assumes 5% increase in premium in 2019
## EFFECT OF HEALTH BENEFIT PROPOSALS

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<td>2019* $2,365 yearly</td>
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<td><strong>Kaiser HMO</strong></td>
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<td>Family OOP</td>
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<td>2018 $876 yearly</td>
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<td>2019* $920 yearly</td>
<td>2019* $3,192 yearly</td>
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*Assumes 5% increase in premium in 2019
DISTRICT SAYS THEY CANNOT AFFORD CUEA’S OFFER
IS IT BECAUSE CUSD HAS NOT RECEIVED FUNDING INCREASES? IS IT THAT CUEA MEMBERS HAVE RECEIVED HIGH SALARY INCREASES?

Since 2012-13, CUSD has seen a 34% increase to LCFF funds
CUEa members have seen 6.08% in salary increases
OC School districts have seen an average of 11.50% in salary increases
## IS IT BECAUSE CUEA MEMBERS EARN HIGH SALARIES?

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IS IT THAT THE DISTRICT DOES NOT HAVE MONEY IN THEIR RESERVE?
IS IT BECAUSE CUSD IS DECLINING IN ENROLLMENT AND EARNING LESS $ PER STUDENT?
IS IT BECAUSE THE DISTRICT IS SPENDING MONEY ON OTHER THINGS?

2008-09

- CUEA: 49.09
- Employee Benefits: 7.08
- Services & Other OE: 10.56
- Capital Outlay: 2.99
- Health Benefits only: 6.58
- Books and supplies: 3.26
- Other Outgo: 4.76
- Unrest. Ending Bal.: 2.96

2017-18 projected

- CUEA: 40.98
- Employee Benefits: 11.86
- Services & Other OE: 9.13
- Capital Outlay: 13.14
- Health Benefits only: 15.29
- Books and supplies: 3.93
- Other Outgo: 4.68
- Unrest. Ending Bal.: 1.31
CUSD BUDGET PRIORITIES

- **Unrestricted Reserve**
  - Since 2008-09, the unrestricted reserve has grown by 80% in priority of spending.

- **Books and Supplies**
  - Materials and Supplies occupy the bulk of increased spending in this category
  - Increased 31% in priority of spending since 2008-09

- **Services & Other Operating Expenditures**
  - Costs for Professional/Consulting Services are slated to continue to increase another $1 million in 2017-18
  - Increased 29% in priority of spending since 2008-09
CUSD BUDGET PRIORITIES

- **Capital Outlay**
  - Increased 450% since 2008-09
  - Furniture and Equipment has increased approximately $13 million due to purchases in furniture, cars, vans, buses and computer/tech equipment since 2014-15
  - 65 new vans, cars, buses have been purchased with one-time money since 2014-15
  - District was asked to provide the vehicle replacement plan - Which vehicles were being replaced? Why were they being replaced? What was being done with the surplus vehicles? Who are authorized to drive the cars?
  - CUEA was told that there was not vehicle replacement plan.
## CUSD Budget Priorities

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- **CUEA** is projected to maintain same ADA/FTE ratio as number of students decline – CUEA is decreased to meet lower enrollment projections.

- **District & Site Level Administration** is projected to drop in ADA/FTE ratio – Admin has been increased beyond 2007-08 levels even though CUSD is projected to lose close to 5,000 students and have closed three schools since 2007-08.
CUSD BUDGET PRIORITIES

- District budget priorities over the last several years have shifted away from the employees who do the A+ work of educating Capistrano’s students.
- Competition between local school districts to recruit and retain the best educators is getting more difficult.

- CUSD needs to re-focus their budget priorities back to the classroom in order to recruit and retain high quality teachers for our students.
WHAT’S NEXT

▪ Bargaining Support Team has been formed and will be planning activities to support negotiations and secure a fair settlement
  ▪ Bargaining Support Team is a group of CUEA members selected from each of the High School feeder group families

▪ Attend meetings that your CUEA site reps call in order to hear the latest on bargaining and upcoming activities
  ▪ Your CUEA site reps should be setting up their first meetings next week
  ▪ Upcoming bargaining support activities during elementary Back-to-School week – more information to follow

▪ Make sure you are signed up for the CUEA updates through our website at cuea.org