CUEA Bargaining Goals

Our bargaining goal remains the same as it have been since bargaining started in August of 2016: recruit and retain excellent educators for CUSD. Therefore, we have maintained two bargaining priorities:

1. Permanent increases to the salary schedule.
   - Providing the children an excellent education is important to CUEA and should be to the District, as well.
   - To maintain the highest level of educational excellence, it is critical that we retain the best!
   - This includes improving the longevity steps on the salary schedule in order to maintain competitiveness with other districts in the county.
   - CUSD currently ranks #11 out of 12 when compared to unified school districts in Orange County.

2. A sustainable plan to mitigate the negative impact of increasing employee health and welfare contributions.
   - The District’s unwillingness to share the cost of the increases undermines any improvements to the salary schedule, taking the very modest increases out of the pockets of our educators.
   - Again, this destroys the ability of the District to be competitive when looking for new educators at a time when teacher shortages are looming nationwide.

The District can afford to pay competitive salary and benefits if they reprioritize their resources back to the classroom so we can continue to attract and retain excellent teachers, psychologists, speech pathologists, counselors, nurses, and intervention specialists.

CUEA Bargaining Team

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