

CUEA

Parent Information

March 2010



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Meeting Agenda

- Introductions
- Bargaining Process
- Factfinding Report
Recommendations
- Factfinding Panel Concurrence
- School Board budget priorities
- What happens next?



Bargaining Process

- June 8, 2009 – Started bargaining
- June 17, 2009 – CUSD declared impasse
- July to October – Mediation
- January 25-26 – Factfinding Hearing
- March 15 – Received Factfinding report

- CUEA is committed to the Bargaining process. We have honored the process through each of the steps.

CUEA's Proposal in Factfinding

In an effort to reach a settlement, CUEA presented a proposal to the district in Factfinding

- **Two year agreement**
- **Combination of furlough days, health benefit reductions, and increase by one student**
(Accept District Proposal)
- **Language to restore salary schedule and work year to current status at end of term of agreement**

CUSD Formal Proposal

This proposal has not changed since June 2009.

...the district proposes that CUEA consider the options set forth below.

- **An “across the board” reduction in all certificated salary schedules of up to 10% effective 7/1/09;**
- **Freeze “step and column” movement effective 7/1/09;**
- **Effective 7/1/09, implement reduction in work year of up to five days with corresponding reduction in pay;**
- **Freeze the District contribution for health insurance premiums;**
- **Purchase insurance coverage and health insurance plans effective 1/1/2010 through alternative medical insurance providers;**
- **Effective 6/30/2010, eliminate retiree health benefits.**

Factfinding Panel Neutral Chair

The Neutral Factfinder, that ultimately wrote the report recommendations, was selected by both parties.

The Neutral was selected because of her experience, training, and knowledge regarding school budgets and programs.

The Neutral does not have an interest in either side of the issue. Looks at the facts and recommends a settlement.

Factfinding Report Recommendations

Three year agreement – All wage and health benefit provisions would go back to current levels at end of three years. Class Size increases would decrease when state funding level increased.

2009/10

Work Year reduction 3 days

Restoration language if additional revenue is received

2010/11 and 2011/12

Work Year reduction 5 days

Wage reduction of 1%

Restoration language if additional revenue is received

Health Benefit changes

Increase class size by 2 students grades 4-12

Factfinding Panel Concurrence

District and Association panel members then go on record on whether they concur, dissent, concur in part or dissent in part.

Association concurred with the report

This means that we agree to the findings and the recommendations in the report as a basis for a settlement.

District responded with a qualified concurrence

This means that they agree with the findings on the fiscal amount needed, but not the Neutral's Recommendations on how to structure the settlement.

Factfinding Panel Concurrence

The School Board concurs with:

- **Inability to pay status quo**
- **Who comparison districts are**
- **An overall cut of 10.32% over a three year-agreement**

The School Board disagrees with:

- **Cuts being temporary, must be long-term**
- **Furlough days (District original proposal)**
- **Changing budget priorities in order to offset employee cuts**
- **Temporarily increasing class size (District proposed in Factfinding)**

Comparison Districts

Comp Districts	09/10 % Layoff	2009/10	2010/11	2011/12
Brea Olinda	6%	2 FD, HB maintain	8 FD, HB maintain	2 FD, reopen
Capistrano	4%	3 FD	5 FD, -1%, HB reductions	5 FD, -1%, HB reductions
Garden Grove	.1%	0%, HB plan changes	Not Settled	Not Settled
Los Alamitos	0%	2 FD., HB maintain	6 FD, HB maintain	reopen
Orange	2%	4 FD, HB maintain	4 FD, Reopen	4 FD, Reopen
Placentia	.3%	4 FD, HB maintain	6 FD, HB maintain	Not settled
Saddleback	8%	Impasse		
Santa Ana	5%	0%, HB maintain	Not Settled	Not Settled
Tustin	4%	0%, HB increased	Not settled	Not settled

****Factfinder's recommendations**

School Board Budget Priorities

...“There are several additional cost savings options available to the District such as closing small schools, reorganizing programs which may be considered by the Board...The Chair realizes that all these choices are difficult, but maintaining a motivated workforce is essential to teaching children in our public schools.”

Excerpt is a quote made by the Neutral Factfinder in the Factfinding report.



School Board Budget Priorities

The School Board has the ability to set the budgeting priorities of the district.



The District could offset the increase to class size proposed by the factfinder by:

- Cutting back on legal costs - The School Board has hired 11 different law firms to represent the District in a variety of lawsuits. Millions of dollars have been expended on non-education issues.
- Budget growth in enrollment – CUSD is a steadily growing district, but the District has not budgeted for any growth for the next two years. This represents millions of dollars that has not been appropriately budgeted for.
- Use the flexibility provisions provided by the state to help offset the cuts.

What Happens Next?

District and Association can go back to the bargaining table

District can impose their last, best and final

Exhaustion of the bargaining process occurs after the issuance of the report and the parties failure to reach a settlement – It is now legal to participate in protected work stoppages.

We need your help!

Teachers have agreed with the Factfinder's report and are willing to settle with reasonable reductions.

This board is trying to force a strike on teachers by refusing to come to a settlement.

If the board imposes their last "only" offer, then teachers have no choice but to strike.

We do not want to strike.

We need your help!



Thank you!