



CUEA

Bargaining Update



O.C. Unified School Districts Salary Comparisons

The next bargaining meeting with CUSD will be on Monday, March 23. We thought we would show members a comparison chart of current salary schedules of all of the unified school districts in the county in alphabetical order, along with the current contract settlements. The chart also shows at what step maximum salaries are reached. For Garden Grove, Los Alamitos, and Newport Mesa, we have included additional information about earlier steps that outdistance CUSD. The highlighted districts are those which have comparable percentages of unduplicated students (English Learners, those receiving free and reduced lunch, and those who are foster children within the district) according to the Local Control Funding Formula (LCFF).

Currently CUSD is 9th out of the 12 unified school districts in both starting salaries and top salaries.

Santa Ana and Garden Grove receive far better funding than we do, based on their unduplicated count, so it makes sense that their salary schedules would look better. However, a new hire will only care WHAT the schedule is, not WHY it is that way. With a large teacher shortage looming in the state (in CUSD, alone, about 10% of our teachers are 55 years or older), there will be a need to attract the brightest and the best. **How will we do that?**

Salary Schedules Unified School Districts

District	Unduplicated %	Salary Increase	Step 1 (BA/Cred)	Maximum/Step
Brea-Olinda	31.50%	0%	\$47,146	\$96,218/26
Capistrano	25.70%	--	\$48,899 (2013-14)	\$98,931/23
Garden Grove	78.40%	6%	\$53,207	\$103,935/27 (\$101K/20)
Irvine	25.30%	4.8% + 1% off-sched	\$52,261	\$101,821/27
Laguna Beach		--	\$52,329	\$107,028/23
Los Alamitos	14.00%	4%	\$56,838	\$110,437/27 (\$108K/24)
Newport Mesa	47.80%	6%	\$52,164	\$109,231/28 (\$101K/23)
Orange	51%	5%	\$49,154	\$100,322/28
Placentia-Yorba Linda	31.20%	2% + 1% mid yr	\$47,061	\$97,416/30
Saddleback	28.80%	impasse**	\$47,111	\$96,903/24
Santa Ana	91.40%	2%	\$51,618	\$100,016/26
Tustin	46.90%	3.5% + 1% off-sched	\$49,333	\$103,485/25

** Saddleback's last offer to teachers: 2% to salary schedule (effective 7/1/14) + 3% one-time bonus + \$600 per FTE for instructional material costs. SVEA is proposing 2% salary increase effective 7/1/14 + 5% one-time bonus + \$600 per FTE for instructional materials

Many of these districts offer extra stipends for doctorate, National Board Cert.