



Capistrano Unified Education Association

27422 Aliso Creek Road, Ste 100 • Aliso Viejo, CA 92656 • 949-900-2280 • www.cuea.org

Tentative Agreement between CUEA / CUSD

March 22, 2016

Article 1: Length of Agreement

- TWO-YEAR AGREEMENT
- July 1, 2015 - June 30, 2017
- Wages, Health & Welfare (Articles 13, 14), and two additional articles each, for 2016-2017

Article 3: Definitions

- Definition of “immediate family” to include domestic partners

Article 5: Hours of Employment

- Certificated unit members are to use the District-approved Learning Management System (LMS) to communicate with secondary (Gr. 6 -12) students and parents
- In accordance with board policy and Ed Code, dependent children of unit members may be enrolled at the unit member’s assigned work location. 2-year MOU 2016-2018
- College and Career Counselor Position (New position/ job description)
- Grades 4-5: 292 minutes, daily average per week
- Teachers who have fourth and fifth grade students (including any 3/4 and 4/5 combination classes) will receive 80 minutes of weekly instructional planning time
- Teachers will be paid 6/5ths rates for 185 work days, not just student days
- Utilize campus supervisors/other staff to reduce middle school duties. 2-year MOU ’16-’18

Article 8: Class Size

- At the secondary level, these maximums apply only to core academic classes (English, Math, Science, Social Studies, and Foreign Language)
- Addition of one additional nurse to the bargaining unit
- Middle school PE class size -- Six pilot schools CUEA/CUSD agree to meet through EERC & otherwise as necessary to discuss MOU pilot program for the 2016/17 school year to maintain 6th, 7th, 8th grade PE classes (periods 1-6) at 50 students or lower. (Marco Forster, Don Juan Avila, Newhart, Aliso Viejo, Niguel Hills, Las Flores)

Article 10: Leaves

- CALIFORNIA FAMILY RIGHTS ACT. Extended to 12 weeks of differential pay following the exhaustion of member’s sick/vacation leave

Article 13: Health & Welfare

- Kaiser will remain NO COST to members
- Increase given to Kaiser members will be applied to HMO/PPO policies equally

Article 14: Wages

- 4% increase to salary schedule (RETROACTIVE STARTING JULY 1, 2015)
- OFF SCHEDULE, ONE-TIME BONUS OF 4% (Prior to the application of the salary schedule increase)
- Amend appendix D, group O -- include 10% stipend for lead counselor, effective July 1, 2016 (College & Career Counselor position)

OVER