



Keeping CUEA Members Informed...

Diminishing Priority in CUSD Budget Equals Diminishing Competitiveness with OC Districts

Over the last several years, CUEA salaries have diminished in priority in the CUSD budget. In 2011-12, CUEA salaries were 47.53% of all expenditures. This year CUEA salaries are 41.69% of all expenditures. When the District does not maintain the priority for CUEA salaries from year to year, the competitiveness with the other OC districts diminishes. CUEA salaries are below county average and are continuing to fall in the salary rankings.

The District has taken a budget position that no new, ongoing increases in expenditures can occur for the next five years. This means that there cannot be any ongoing salary or health benefit increases for five years. Beyond the obvious ramifications of falling salary and benefit rankings, the District received an additional \$12 million in 2016-17 in unrestricted LCFF funds and should be able to afford a fair ongoing increase to salary and health benefits.

While this *Bargaining Bytes* is focusing on the decrease in CUEA's maximum salary ranking across Orange County, the same thing is happening to the entire CUEA salary schedule. Beginning teacher salary, BA + 30, step 1, was #4 out of 27 OC districts in 2012-13 and has fallen to #18 out of 27 in 2016-17. Newer teacher salary, BA + 45, Step 5, was #15 out of 27 OC districts in 2012-13 and has fallen to #24 out of 27 in 2016-17. Mid-career salary, BA + 60, step 10, was #22 out of 27 OC districts in 2012-13 and has fallen to #26 out of 27 in 2016-17.

The chart on the back shows the downward slide of CUEA members' salaries in comparison to maximum salaries for all Orange County districts from the year 2012-13 to the current maximum salaries for 2016-17. In the column for current 2016-17 maximum salaries, the bold, italic print shows districts that have settled for 2016-17. At the bottom of the chart, the average maximum salary has been calculated.

(see reverse chart)



CUEA MEMBERS DROP IN OC SALARY RANKINGS IN MAXIMUM SALARY

2012/13 - 2016/17

	<u>2012-13</u>		<u>2013-14</u>		<u>2014-15</u>		<u>2015-16</u>		<u>2016-17</u>
Fullerton HS	\$106,159	Laguna Beach	\$115,326	Laguna Beach	\$117,968	Laguna Beach	\$127,686	Laguna Beach	132,147
Newport-Mesa	\$103,052	Los Alamitos	\$106,189	Huntington Beach HS	\$110,499	Los Alamitos	\$119,272	Los Alamitos	121,657
Los Alamitos	\$102,105	Huntington Beach HS	\$105,488	Los Alamitos	\$110,437	Newport-Mesa	\$116,440	Huntington Beach HS	116,909
Huntington Beach HS	\$101,188	Fullerton HS	\$104,458	Newport-Mesa	\$109,231	Huntington Beach HS	\$115,748	Irvine	112,879
Savanna	\$99,865	Newport-Mesa	\$103,052	Fullerton HS	\$106,734	Fullerton HS	\$112,679	Fullerton HS	112,679
Capistrano	\$99,666	Savanna	\$102,954	Savanna	\$106,043	Garden Grove	\$111,886	Newport-Mesa	111,962
Tustin	\$99,078	Tustin	\$102,050	Tustin	\$105,621	Huntington Beach El	\$110,675	Huntington Beach El	111,275
Anaheim Union HS	\$98,662	Anaheim Union HS	\$101,623	Anaheim Union HS	\$104,163	Anaheim Union HS	\$110,430	Garden Grove	111,243
Irvine	\$96,358	Capistrano	\$100,831	Irvine	\$104,104	Tustin	\$109,865	Tustin	110,872
Saddleback	\$96,093	Magnolia	\$99,828	Garden Grove	\$103,935	Fullerton El	\$109,712	Anaheim Union HS	110,430
Magnolia	\$95,988	Fullerton El	\$99,437	Centralia	\$103,834	Savanna	\$109,224	Santa Ana	110,107
Buena Park	\$95,418	Anaheim El	\$98,950	Fullerton El	\$103,414	Santa Ana	\$109,017	Fullerton El	109,712
Garden Grove	\$94,571	Huntington Beach El	\$98,852	Anaheim El	\$103,026	Irvine	\$108,268	Savanna	109,224
Santa Ana	\$94,284	Irvine	\$98,285	Magnolia	\$102,823	Westminster	\$108,023	Centralia	108,975
Huntington Beach El	\$94,135	Saddleback	\$98,251	Capistrano	\$102,774	Magnolia	\$106,936	Westminster	108,563
Fullerton El	\$93,946	Buena Park	\$98,068	Buena Park	\$102,501	Centralia	\$106,838	Magnolia	108,005
Cypress	\$93,093	Santa Ana	\$98,055	Saddleback	\$101,318	Anaheim El	\$105,996	Anaheim El	107,146
Centralia	\$92,852	Garden Grove	\$98,053	La Habra	\$100,776	Buena Park	\$105,576	Buena Park	105,576
Anaheim El	\$92,792	Centralia	\$97,740	Orange	\$100,322	Capistrano	\$104,828	Saddleback	105,403
Ocean View	\$92,722	Cypress	\$95,885	Santa Ana	\$100,016	La Habra	\$104,807	Capistrano	104,828
Placentia-Yorba Linda	\$92,007	Ocean View	\$93,741	Cypress	\$99,721	Saddleback	\$104,358	La Habra	104,807
Orange	\$91,564	La Habra	\$93,596	Huntington Beach El	\$98,852	Orange	\$104,334	Orange	104,335
Brea Olinda	\$91,017	Orange	\$93,479	Placentia-Yorba Linda	\$97,416	Cypress	\$103,710	Cypress	104,228
La Habra	\$91,013	Fountain Valley	\$93,423	Fountain Valley	\$97,160	Placentia-Yorba Linda	\$102,774	Brea Olinda	104,070
Fountain Valley	\$90,898	Placentia-Yorba Linda	\$93,027	Brea Olinda	\$96,218	Fountain Valley	\$101,289	Fountain Valley	103,821
Westminster	\$88,223	Westminster	\$92,211	Westminster	\$95,899	Ocean View	\$100,359	Ocean View	103,390
Laguna Beach	No data	Brea Olinda	\$91,537	Ocean View	\$93,741	Brea Olinda	\$100,067	Placentia-Yorba Linda	102,774
Average Salary	\$95,644		\$99,051		\$102,909		\$108,548		109,519

Source: 2012/13 to 2015/16 J-90s, 2016/17 salary settlement reports