



May 9, 2017



Keeping CUEA Members Informed...

CUEA BARGAINING BYTES

Diminishing priority in the budget — Health Benefits

In the last two *Bargaining Bytes*, we looked at the total funds that CUSD received since the inception of LCFF, shifting priorities in the budget and what that has done to CUEA members' salary competitiveness. In this issue of the *Bargaining Bytes* we look at the effect the shifting priorities have on health benefits, total compensation (salary and health benefits) and total take-home pay (salary minus out-of-pocket on health benefits).

Salary and benefits have dropped in priority in the district's budget in the last several years. The drop in the budgeting priority for salary and health benefits continues to put CUSD in a less competitive place.

The amount CUSD pays towards the average cost per teacher enrolled in health benefits has dropped from #11 out of 26 OC districts reporting in 2012-2013 to #16 out of 28 OC districts reporting in 2015-2016.

The chart to the right compares 27 OC districts' maximum salary plus the average amount paid by the district per teacher enrolled in health benefits. The chart is sorted from highest to lowest on the total of current maximum salary and average district health benefit payments. This chart shows that Capistrano is #20 out of 27 OC districts.

RANK	District Names	Max Earnable (MA Incl'd)	Actual (Wtd) Avg District Cost Per FTE Enrolled	Salary + Avg Wtd District Paid Benefits
1	<i>Laguna Beach</i>	\$132,147	\$17,573	\$149,720
2	<i>Huntington Beach HS</i>	\$116,909	\$18,500	\$135,409
3	Newport-Mesa	\$111,962	\$18,545	\$130,507
4	<i>Los Alamitos</i>	\$121,657	\$8,751	\$130,408
5	<i>Fullerton High School</i>	\$112,679	\$16,518	\$129,197
6	<i>Fullerton Elementary</i>	\$111,906	\$14,888	\$126,794
7	Anaheim High School	\$110,430	\$16,176	\$126,606
8	<i>Saddleback</i>	\$105,403	\$21,196	\$126,599
9	<i>Santa Ana</i>	\$110,107	\$13,363	\$123,470
10	<i>Tustin</i>	\$110,872	\$12,500	\$123,372
11	<i>Irvine</i>	\$112,879	\$10,143	\$123,022
	County Average			\$122,629
12	<i>Huntington Beach EL</i>	\$111,275	\$11,205	\$122,480
13	<i>Garden Grove</i>	\$111,243	\$10,298	\$121,541
14	<i>Centralia</i>	\$108,975	\$12,224	\$121,199
15	Anaheim Elementary	\$107,146	\$12,872	\$120,018
16	Buena Park	\$105,576	\$14,381	\$119,957
17	Savanna	\$109,224	\$10,349	\$119,573
18	Placentia-Yorba Linda	\$102,774	\$16,777	\$119,551
19	<i>Westminster</i>	\$108,563	\$10,411	\$118,974
20	Capistrano	\$104,828	\$13,139	\$117,967
21	La Habra City	\$104,807	\$12,799	\$117,606
22	Orange Unified	\$104,335	\$13,131	\$117,466
23	<i>Magnolia</i>	\$108,005	\$9,340	\$117,345
24	<i>Brea-Olinda</i>	\$104,070	\$11,240	\$115,310
25	Cypress	\$104,228	\$10,778	\$115,006
26	<i>Ocean View</i>	\$103,390	\$9,088	\$112,478
27	<i>Fountain Valley</i>	\$103,821	\$8,332	\$112,153
	BELOW COUNTY AVERAGE			\$4,662



Another way to look at comparability is to look at the take home pay of members. The chart on the right shows the current maximum salary minus the average health benefit out-of-pocket amounts among 27 OC districts. The chart is sorted on the difference of the first two columns. CUEA members rank in the bottom half of the county.

CUEA members are shouldering the burden of the shifting budgeting priorities. CUEA salaries and health benefits are diminishing in importance next to other budget items — books and supplies, professional consulting services, administration and the unrestricted ending balance.

The District's current compensation offer in negotiations provides a one-time salary increase and a one-time increase on health benefits. A one-time increase does nothing to change the downward spiral that salary and health benefits has seen in the last several years.



RANK	District Names	Max Earnble (MA Incl'd)	Actual (Wtd) Avg Out-of-pocket Cost Per FTE Enrolled	Salary minus Avg Out-of-pocket cost
1	Laguna Beach	\$132,147	\$1,717	\$130,430
2	Los Alamitos	\$121,657	\$2,375	\$119,282
3	Huntington Beach HS	\$116,909	\$0	\$116,909
4	Fullerton Joint HS	\$112,679	\$0	\$112,679
5	Newport-Mesa	\$111,962	\$270	\$111,692
6	Irvine	\$112,879	\$1,467	\$111,412
7	Anaheim High School	\$110,430	\$0	\$110,430
8	Garden Grove	\$110,690	\$500	\$110,190
9	Tustin	\$110,872	\$1,200	\$109,672
10	Fullerton Elementary	\$109,712	\$821	\$108,891
11	Huntington Beach EL	\$111,275	\$2,415	\$108,860
12	Santa Ana	\$110,107	\$2,019	\$108,088
	County Average			\$107,663
13	Anaheim Elementary	\$107,146	\$1,007	\$106,139
14	Savanna	\$109,224	\$3,769	\$105,455
15	Centralia	\$108,975	\$3,602	\$105,373
16	Magnolia	\$108,005	\$3,190	\$104,815
17	Buena Park	\$105,576	\$1,018	\$104,558
18	Westminster	\$108,563	\$4,239	\$104,324
19	Saddleback	\$105,403	\$1,232	\$104,171
20	Capistrano	\$104,828	\$1,643	\$103,185
21	La Habra	\$104,807	\$1,984	\$102,823
22	Cypress	\$104,228	\$1,471	\$102,757
23	Orange	\$104,335	\$2,496	\$101,839
24	Fountain Valley	\$103,821	\$2,159	\$101,662
25	Placentia-Yorba Linda	\$102,774	\$1,659	\$101,115
26	Brea-Olinda	\$104,070	\$3,441	\$100,629
27	Ocean View	\$103,390	\$3,858	\$99,532
	BELOW COUNTY AVG			(\$4,478)