



# CUEA Bargaining Update



Issue 10

May 15, 2017

## CUEA-CUSD Bargaining Info.

On May 11, 2017, your bargaining team concluded the thirteenth bargaining session with the District. Progress was made at the bargaining table as a result of your efforts. The Board of Trustees has directed the district bargaining team to make a two-year proposal with ongoing salary increases. We feel that the two sides have finally started to move closer together, and that a settlement might soon be possible.

Your bargaining team proposed a one year 2% salary increase to all unit member salary schedules and a raise to each of the last three steps (15, 19, and 23) by 1-2% over the current salary schedule.

Additionally, your bargaining team proposed language to change the calculation of the Master's stipend to be a percentage of cell A1 of the certificated salary schedule. While this does not greatly increase the amount at this time, it will continually increase as the salary schedule increases over the years.



### **Article 13: (Health and Welfare)**

The District proposed to raise their health care contribution for the 2017 plan year to the no-out-of-pocket level for Kaiser and extend that same contribution for the 2018 plan year regardless of any new January 1, 2018, premium increases. This increase is set to expire December 31, 2018, reverting back to the 2016 district contribution levels. Although this was an increase on the part of the District, your bargaining team feels that this temporary increase to the health care cap remains inadequate. Your bargaining team continues to counter the District proposal with a permanent increase to the health care cap.

**Support Your CUEA  
Bargaining Team!**  
**Attend CUSD Board  
Meeting on Tuesday,  
May 23 at 4 pm.**

### **Article 14: (Wages)**

The District proposed a 1.5% ongoing wage increase for all unit members retroactive to July 1, 2016. They proposed this increase as a two-year deal and no increases to the salary schedule would take place in the 2017-18 school year. Additionally, the District proposed to investigate the possibility of an early retirement incentive at the end of the 2017-18 school year (subject to the participation of a sufficient number of unit members).

### **Article 5: (Hours) & Article 8: (Class Size)**

Continued progress was made on language issues in both of these articles. Your bargaining team believes that we have almost reached an agreement.

Both teams will meet again on May 23, 2017.

### **Support Your CUEA Bargaining Team!**

Please show support of your bargaining team by attending the Board Meeting on **Tuesday, May 23** at 4:00 pm! Hopefully, we will be celebrating a tentative agreement between CUEA and CUSD!