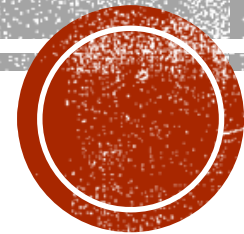


CUEA BARGAINING PRESENTATION

August 2017

A copy of this presentation is online at
www.cuea.org



CUEA BARGAINING TEAM

- Joy Schnapper, Chair, Arroyo Vista Elementary
- Mike Hulse, Dana Hills High School
- Carter Johnson, Ladera Ranch Middle School
- Angela Rinke, Dana Hills High School
- Jenn Vega, Las Flores Middle School
- Fernanda Villalba, San Juan Hills High School
- Greg Young, San Clemente High School
- Christine Balentine, CUEA Executive Director



MEETING AGENDA

- Bargaining Timeline & Priorities
- Bargaining Issues
 - Tentatively agreed to items
 - Items still in dispute
- Effect of Bargaining Proposals on Members
- CUSD Budget and Spending Priorities
- Next steps



BARGAINING TIMELINE

- Started bargaining in August 2016
- Bargained 16 sessions
- Reached impasse on June 29, 2017 on Articles 1, 5, 13 and 14
- First mediation session on August 14, 2017
- Second session scheduled for September 19, 2017
- If no settlement reached in mediation, parties may be certified to fact-finding



CUEA BARGAINING PRIORITIES

- Permanent increases to the certificated salary schedule
 - Attracting and retaining high quality teachers is of paramount importance to the quality of the instructional program.
- Additional permanent increases to the top end of the teacher salary schedule (longevity steps 15, 19, & 23)
 - CUSD currently ranks #11 out of 12 in salary when compared to unified districts in Orange County.
- A sustainable plan to minimize employee health and welfare contributions.
- No contractual increases to mandatory duties or meetings/trainings.



OVERVIEW - TENTATIVELY AGREED TO ITEMS

- **Article 5 – Hours of Employment**
 - Change the word “teacher” to “unit member”
 - Change job title from “Special Education Teacher” to “Education Specialist”
 - Addition of combination class guidelines
 - Addition of K-8 minimum day on first and last student day
 - Amend language to monthly staff meetings – they are not required monthly and are focused on professional development
 - Change to Psychologist duty day - inclusive 35 minute duty free lunch



TENTATIVELY AGREED TO ITEMS, CONT'D

- **Article 5 – Hours of Employment, Cont'd**
 - Addition to Speech Pathologists and Psychologists work year of the word “consecutive” when scheduling duty days.
 - Addition of Speech Pathologists, psychologists, and nurses have input on the scheduling of days.
 - Change wording in K-5 spring conferences from “underperforming” to at-risk”.
 - Change to Special Education Assessment release time to reflect change in job titles, and add an additional day of release for pre-school through 5 Education Specialists



TENTATIVELY AGREED TO ITEMS, CONT'D

- **Article 8 – Class Size**
 - Amend the exclusions to the class size ratios and equitable distribution of students with special needs within general education classes
 - Add language to reflect the Education Specialist Specialized Academic Instruction (SAI) to be 28 to 1 at all grade levels



TENTATIVELY AGREED TO ITEMS, CONT'D

- Add MOU that address the caseload ratio of;
 - SAI Self-contained 15 to 1
 - Structured Autism, Preschool to elementary 10 to 1
 - STEPS, Preschool to Adult Transition 12 to 1
 - After 15th student day, if caseloads are exceeded, teacher shall receive equivalent of full day sub pay for each month caseload exceeds maximum.



TENTATIVELY AGREED TO ITEMS, CONT'D

- **Article 9 – Transfers**
 - Withdrawn by District
- **Article 10 – Leaves**
 - Insert new term, “Pregnancy Disability Leave”, to reflect change in the law



TENTATIVELY AGREED TO ITEMS, CONT'D

- **Article 13 – Health and Welfare Benefits**
 - Increase Health and welfare contribution to HMO plans for 2017 benefit year
 - Fully pays Kaiser plan
 - New health benefit cap amounts
 - Employee only \$5544.00
 - Employee + One \$11,352.00
 - Employee + two or more \$16,080
 - Add language regarding intent of District Insurance Committee



TENTATIVELY AGREED TO ITEMS, CONT'D

- Article 14 – Wages
 - Change salary warrants to an 11-month basis
 - Add language that Psychologists serving in a severely handicapped program during ESY are paid their hourly per diem prorated to the number of hours worked
 - Early retirement incentive for 2017-18, subject to sufficient participation of unit members
 - Amend language that department chair selection does not imply preference for 6/5's assignments
 - Add language that summer school substituting will be paid at the sub rate



TENTATIVELY AGREED TO ITEMS, CONT'D

- Memoranda of Understanding
 - Extension of PE Pilot Initiative
 - Extension of Elementary Supervision Responsibilities
 - Summer Professional Learning



ITEMS STILL IN DISPUTE

Article	Association – Last Proposal	District – Last Proposal
Article 1 – Term of Agreement	1 year agreement – 7/1/2016 - 6/30/2017 (bargaining would re-open immediately for 2017-18)	2 year agreement – 7/1/2016 – 6/30/2018
Article 5 – Hours of Employment	Ace Days/Late Start schedule will be made with input from all impacted unit members and principals Maintain at least one hour a month dedicated to individualized reflection	ACE day/Late Start schedules will be created with the expectation that principals and unit members will have a voice Delete requirement for at least one hour a month dedicated to individualized reflection



ITEMS STILL IN DISPUTE, CONT'D

Article	Association – Last Proposal	District – Last Proposal
<p>Article 13 – Health & Welfare</p>	<p>2017 Plan year, Jan 1, 2017 – Increase Kaiser premium to fully pay Kaiser HMO</p> <p>2018 Plan year, Jan 1, 2018 – Employees and District share benefit costs as follows:</p> <p>Kaiser 95% Dist/ 5% Emp UHC Tier 1 HMO: 90% Dist/ 10% Emp (Tier 1 cap applies to Tier 2, 3, and Alliance plan rates)</p> <p>UHC PPO: 60% Dist/ 40% Emp</p>	<p>2017 Plan year, Jan 1, 2017 – Increase contribution to Health & Welfare to fully pay Kaiser</p> <p>2018 plan year, Jan 1, 2018 – Same contribution as 2017 plan year</p> <p>2019 Plan year, Jan 1, 2019 – contribution shall revert to the 2016 plan year levels with expectation that the Health Benefits Committee will actively contain costs</p>



ISSUES STILL IN DISPUTE, CONT'D

Article	Association – Last Proposal	District – Last Proposal
<p>Article 14 - Wages</p>	<p>2 % Salary increase on all salary schedules as of July 1, 2016</p> <p>Restructure longevity percentages as of January 1, 2017</p> <p>Step 15 increased from 5% to 7% Step 19 increased from 6% to 7% Step 23 increased from 6% to 7%</p> <p>Appendices A,B,C, E – Increase Masters stipend by a percentage of Cell A-1</p>	<p>1.5% salary increase, effective July 1, 2016 (no additional salary increase for 2017-18)</p>



ISSUES STILL IN DISPUTE, CONT'D

Article	Association – Last Proposal	District – Last Proposal
<p>Article 14 - Wages</p>	<p>New Language – Preschool Summer Assessment language</p> <p>14.10.3 – New Language – Selection of department chairs does not supersede a site administrator’s responsibility for site-based decision-making and consensus building</p> <p>New stipend for Psychologist holding certification in LEP and/or NCSP</p>	<p>14.10.3 – status quo on language</p>



EFFECT OF CUEA PROPOSAL

Average Teacher Scenario

- Average Salary at C-11 \$80,672 (No Masters stipend)
- Add 2% salary increase \$82,285
\$1,613 increase to salary July 1, 2016

Employee pays

- Kaiser Family 2017 \$0.00 (Current Tentative Agreement)
- Kaiser Family 2018 \$876.00 yearly, \$87.60 tenthly (95/5)
- Kaiser Family 2019* \$ 920.00 yearly, \$92.00 tenthly (95/5)

Total take home in 2018 = **\$737**

*Assumes 5% increase in premium in 2019



EFFECT OF CUEA PROPOSAL

Longevity Step Teacher Scenario

- Average Salary at D-15 \$93,506 (\$91,606 + MA \$1900 = \$93,506)
- Add 2% salary increase plus \$97,118 (\$95,218 + MA \$1900 = \$97,118)
- Longevity of 7% \$3,612 increase to salary July 1, 2016

Employee pays

- UHC HMO Family 2017 \$5,220 yearly, tenthly \$522 (Current TA)
- UHC HMO Family 2018 \$2,252 yearly, \$225.20 tenthly (90/10)
- UHC HMO Family 2019* \$2,365 yearly, \$236.50 tenthly (90/10)

Total take home in 2018 = \$1,360

*Assumes 5% increase in premium in 2019



EFFECT OF DISTRICT PROPOSAL

Average Teacher Scenario

- Average Salary at C-11 \$80,672 (No Masters stipend)
- Add 1.5% salary increase \$81,882
- 0% salary increase in 17/18 \$81,882
 \$1,210 increase to salary July 1, 2016

Employee pays

- Kaiser Family 2017 \$0.00 (Current Tentative Agreement)
- Kaiser Family 2018 \$1,440 yearly, \$144.40 tenthly (2017 cap)
- Kaiser Family 2019* \$3,192 yearly, \$319.20 tenthly (2016 cap)

Total take home in 2018 = **-\$230.00**

*Assumes 5% increase in premium in 2019



EFFECT OF DISTRICT PROPOSAL

Longevity Step Teacher Scenario

- Average Salary at D-15 \$93,506 (\$91,606 + MA \$1,900 = 93,506)
- Add 1.5% salary increase \$94,880 (\$92,980 + MA \$1,900 = 94,880)
- 0% salary increase in 17/18 \$94,880 (\$92,980 + MA \$1,900 = 94,880)
\$1,374 increase to salary July 1, 2016

Employee pays

- UHC HMO Family 2017 \$5,220 yearly, \$522 tenthly (Current TA)
- UHC HMO Family 2018 \$6,444 yearly, \$644.40 tenthly (2017 cap)
- UHC HMO Family 2019* \$8,446 yearly, \$844.60 tenthly (2016 cap)

Total take home in 2018 = **-\$5,070**

*Assumes 5% increase in premium in 2019



EFFECT OF HEALTH BENEFIT PROPOSALS

Health Plan	CUEA – Last Proposal	District – Last Proposal
UHC HMO family OOP	2017 \$5,220 yearly 2018 \$2,252 yearly 2019* \$2,365 yearly	2017 \$5,220 yearly 2018 \$6,444 yearly 2019* \$8,446 yearly
Kaiser HMO Family OOP	2017 \$0 yearly 2018 \$876 yearly 2019* \$920 yearly	2017 \$0 yearly 2018 \$1,440 yearly 2019* \$3,192 yearly

*Assumes 5% increase in premium in 2019

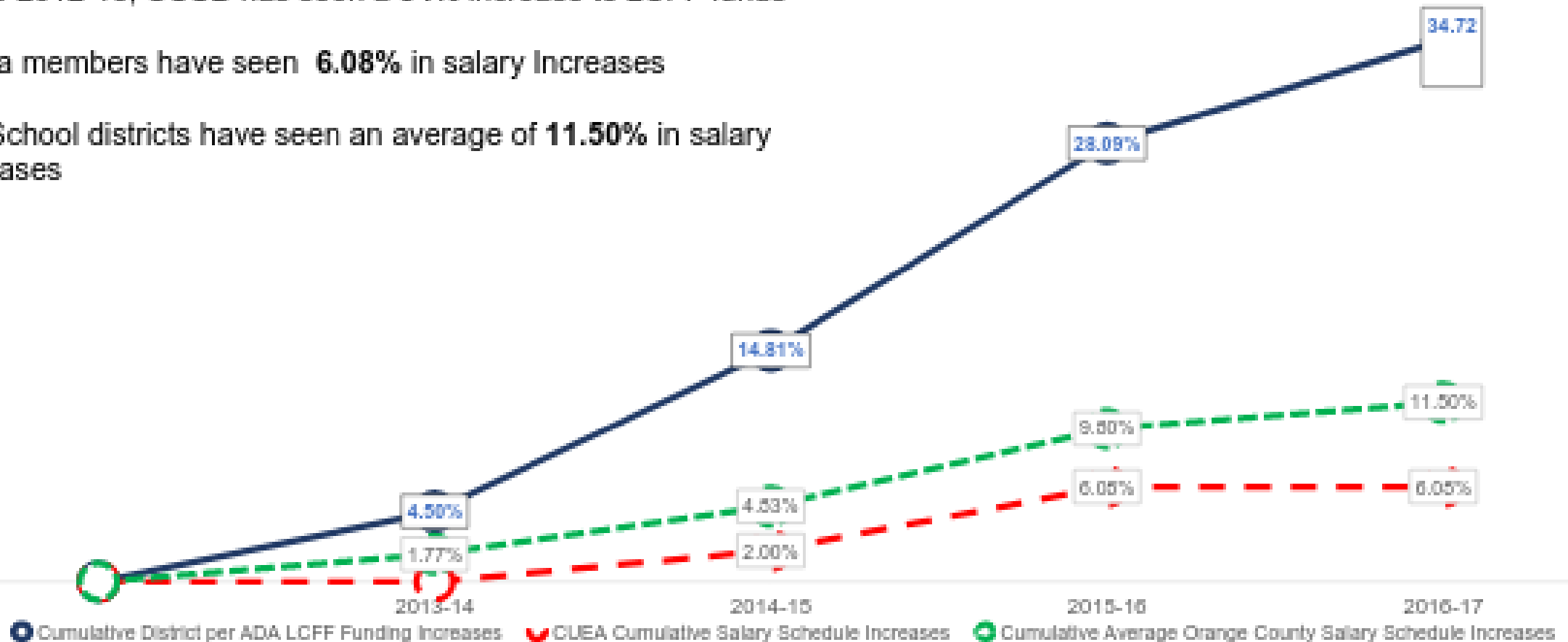


DISTRICT SAYS THEY CANNOT AFFORD CUEA'S OFFER IS IT BECAUSE CUSD HAS NOT RECEIVED FUNDING INCREASES? IS IT THAT CUEA MEMBERS HAVE RECEIVED HIGH SALARY INCREASES?

Since 2012-13, CUSD has seen a **34%** increase to LCFF funds

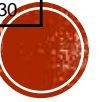
CUEa members have seen **6.08%** in salary Increases

OC School districts have seen an average of **11.50%** in salary increases



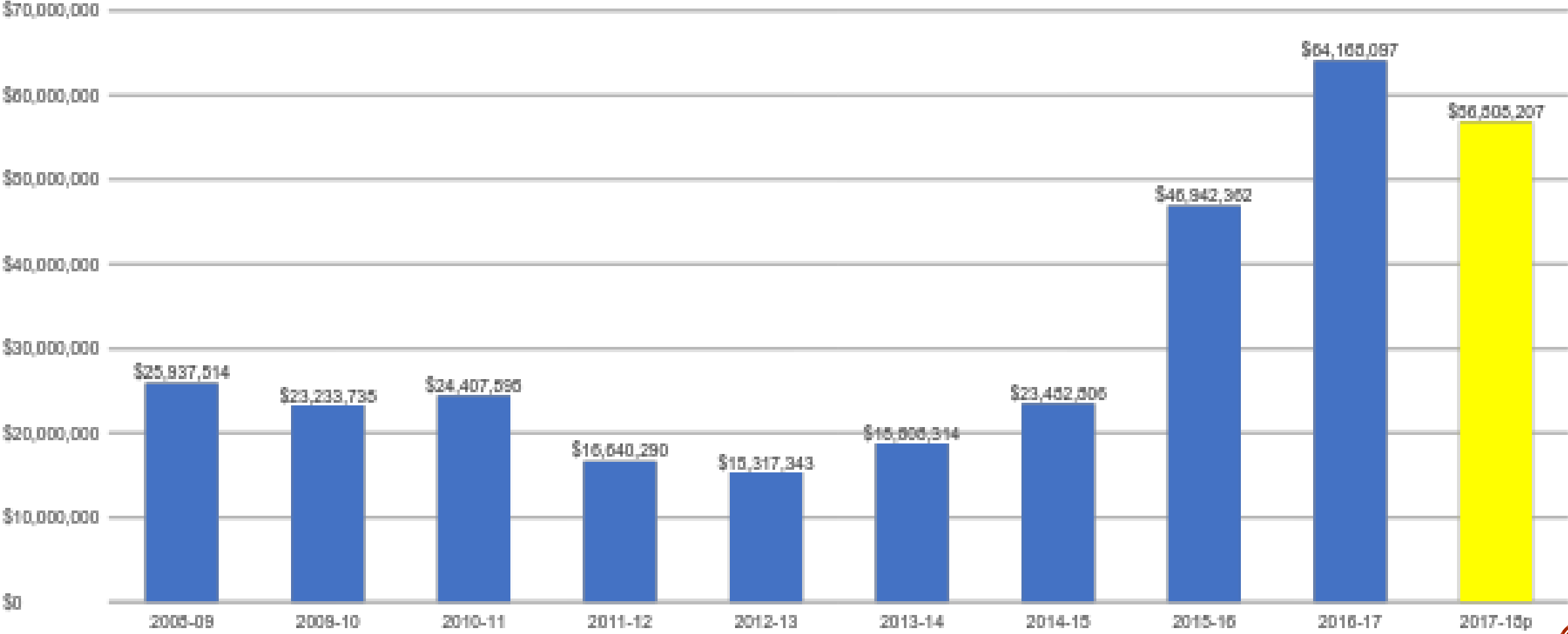
IS IT BECAUSE CUEA MEMBERS EARN HIGH SALARIES?

RANK	District Names	BA+30 STEP 1	RANK	District Names	BA+45 STEP 5	RANK	District Names	BA+60 STEP 10	RANK	District Names	Max Earnable (MA Incl'd)	Column	Step
1	Los Alamitos	\$62,614	1	Laguna Beach U	\$81,054	1	Laguna Beach	\$100,292	1	Laguna Beach	\$132,147	BA+64+MA	24
2	Laguna Beach	\$61,913	2	Los Alamitos	\$73,959	2	Los Alamitos	\$95,368	2	Los Alamitos	\$121,657	BA+60+MA	27
3	Huntington Beach HS	\$57,643	3	Garden Grove	\$73,103	3	Huntington Beach HS	\$93,814	3	Huntington Beach HS	\$116,909	BA+60+MA	26
4	Garden Grove	\$57,211	4	Anaheim HS	\$72,488	4	Anaheim Union HS	\$93,402	4	Newport-Mesa	\$113,165	BA+75+MA	28
5	Santa Ana	\$56,826	5	Huntington Beach HS	\$71,937	5	Garden Grove	\$92,173	5	Irvine	\$112,879	BA+75+MA	27
6	Irvine	\$56,667	6	Huntington Beach El	\$69,745	6	Huntington Beach El	\$91,223	6	Fullerton HS	\$112,679	BA+60+MA	23
7	Fullerton Joint HS	\$55,585	7	Fullerton Joint HS	\$69,647	7	Anaheim El	\$89,473	7	Fullerton El	\$111,906	BA+60+MA	24
8	Anaheim HS	\$55,365	8	Anaheim El	\$68,536	8	Savanna	\$89,088	8	Huntington Beach El	\$111,275	BA+60+MA	26
9	Huntington Beach El	\$54,790	9	Irvine	\$68,475	9	Fullerton El	\$88,402	9	Garden Grove	\$111,243	BA+60	25
10	Tustin	\$54,514	10	Fullerton El	\$68,092	10	Centralia	\$87,202	10	Tustin	\$110,872	BA+80	26
11	Anaheim El	\$54,443	11	Newport-Mesa	\$67,964	11	Santa Ana	\$86,779	11	Anaheim HS	\$110,430	BA+60 OR MA	26
12	Fullerton El	\$54,415	12	Savanna	\$67,740	12	Fullerton HS	\$86,543	12	Santa Ana	\$110,107	MA	26
13	Newport-Mesa	\$54,043	COUNTY AVERAGE		\$67,013	13	Magnolia	\$86,431	COUNTY AVERAGE		\$109,759		
COUNTY AVERAGE		\$53,778	13	Centralia	\$67,011	COUNTY AVERAGE		\$86,206	13	Savanna	\$109,224	BA+60+MA	25
14	Westminster	\$53,603	14	Santa Ana	\$66,619	14	Cypress	\$86,123	14	Centralia	\$108,975	BA+60+MA	24
15	Centralia	\$53,299	15	Fountain Valley	\$66,452	15	Newport-Mesa	\$85,996	15	Orange COE	\$108,660	BA+60+MA	23
16	Magnolia	\$52,963	16	Tustin	\$66,375	16	Westminster	\$85,655	16	Westminster	\$108,563	BA+60+MA	27
17	Savanna	\$52,677	17	Magnolia	\$66,200	17	Irvine	\$85,411	17	Magnolia	\$108,005	BA+60+MA	25
18	Capistrano	\$51,872	18	Cypress	\$65,485	18	Fountain Valley	\$84,973	18	Anaheim El	\$107,146	BA+60+MA	25
19	Fountain Valley	\$51,868	19	Westminster	\$64,892	19	Buena Park	\$84,647	19	La Habra	\$106,903	BA+60+MA	25
20	Buena Park	\$51,314	20	Buena Park	\$64,550	20	Tustin	\$83,297	20	Cypress	\$106,313	BA+60 OR MA	26
21	Orange	\$51,120	21	Placentia-Yorba Linda	\$63,302	21	Ocean View	\$82,964	21	Buena Park	\$105,576	BA+60+MA	25
22	La Habra	\$51,105	22	Orange COE	\$63,159	22	Orange COE	\$82,572	22	Saddleback	\$105,403	BA+66	25
23	Brea-Olinda	\$50,993	23	Brea-Olinda	\$63,025	23	Placentia-Yorba Linda	\$81,921	23	Capistrano	\$104,828	BA+75+MA	23
24	Cypress	\$50,922	24	La Habra	\$62,904	24	Brea-Olinda	\$81,013	24	Orange	\$104,335	BA+75+MA	28
25	Saddleback	\$49,990	25	Capistrano	\$62,501	25	La Habra	\$80,944	25	Brea-Olinda	\$104,070	BA+60+MA	26
26	Orange COE	\$49,969	26	Orange	\$62,377	26	Capistrano	\$77,944	26	Fountain Valley	\$103,821	BA+60	24
27	Placentia-Yorba Linda	\$49,649	27	Ocean View	\$61,988	27	Saddleback	\$76,027	27	Ocean View	\$103,390	BA+60+MA	25
28	Ocean View	\$48,399	28	Saddleback	\$56,774	28	Orange	\$74,083	28	Placentia-Yorba Linda	\$102,774	BA+60+MA	30



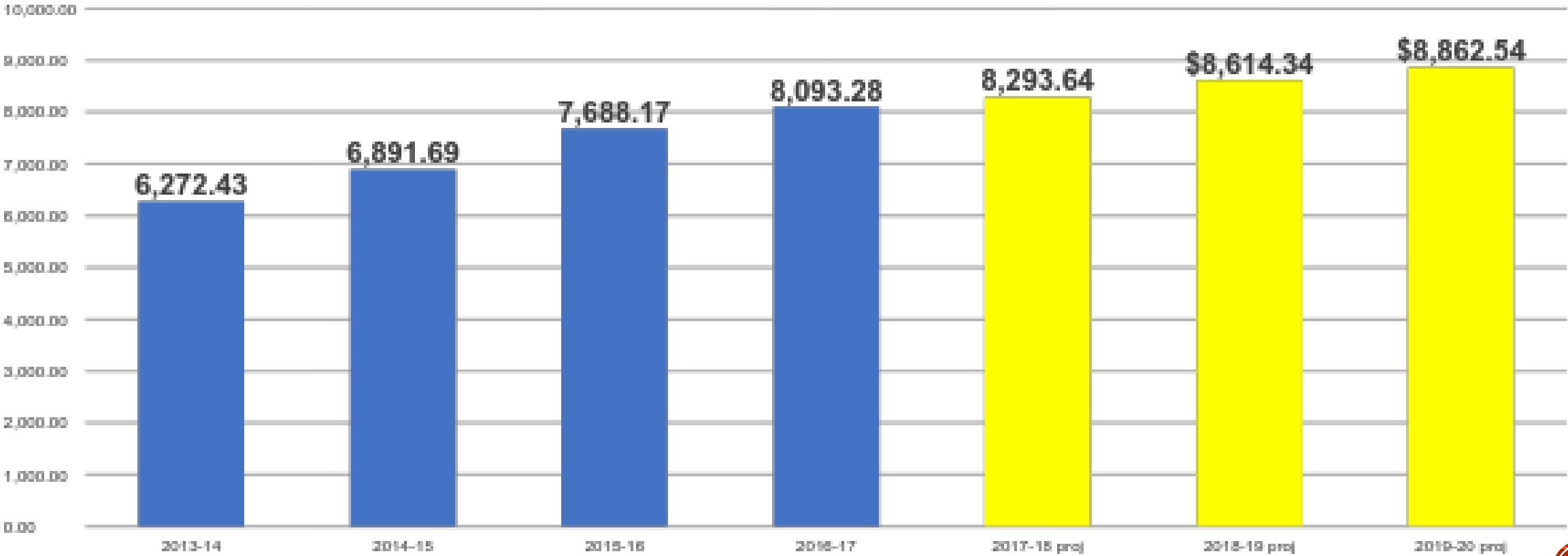
IS IT THAT THE DISTRICT DOES NOT HAVE MONEY IN THEIR RESERVE?

Unrestricted Ending Balance



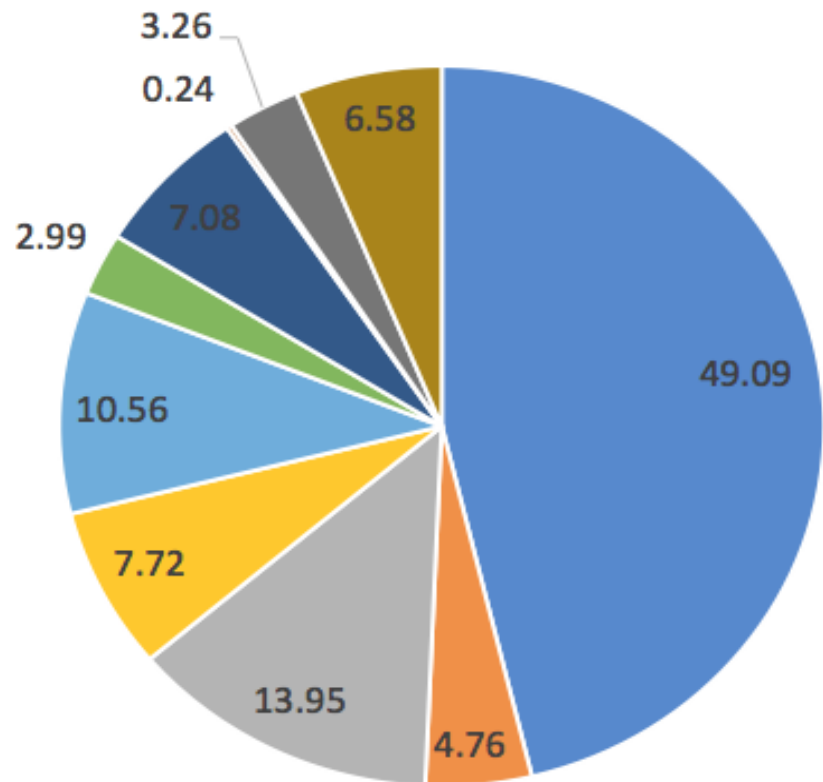
IS IT BECAUSE CUSD IS DECLINING IN ENROLLMENT AND EARNING LESS \$ PER STUDENT?

Projected LCFF Increases Per Student



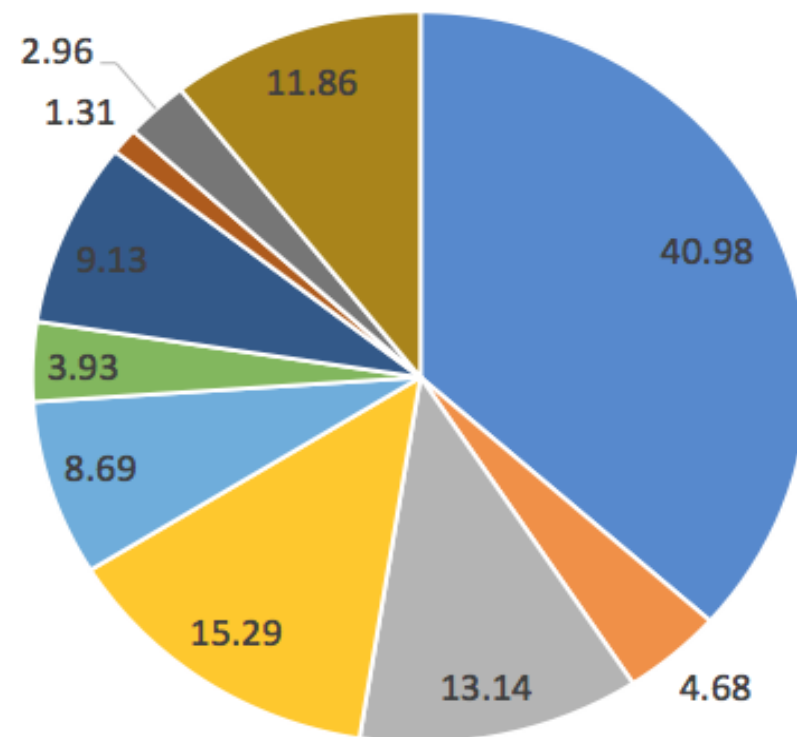
IS IT BECAUSE THE DISTRICT IS SPENDING MONEY ON OTHER THINGS?

2008-09



- CUEA
- Admin
- CSEA
- Employee Benefits
- Health Benefits only
- Books and supplies
- Services & Other OE
- Capital Outlay
- Other Outgo
- Unrest. Ending Bal.

2017-18 projected



- CUEA
- Admin
- CSEA
- Employee Benefits
- Health Benefits only
- Books and supplies
- Services & Other OE
- Capital Outlay
- Other Outgo
- Unrest. Ending Bal.

CUSD BUDGET PRIORITIES

- Unrestricted Reserve
 - Since 2008-09, the unrestricted reserve has grown by 80% in priority of spending.
- Books and Supplies
 - Materials and Supplies occupy the bulk of increased spending in this category
 - Increased 31% in priority of spending since 2008-09
- Services & Other Operating Expenditures
 - Costs for Professional/Consulting Services are slated to continue to increase another \$1 million in 2017-18
 - Increased 29% in priority of spending since 2008-09



CUSD BUDGET PRIORITIES

▪ Capital Outlay

- Increased 450% since 2008-09
- Furniture and Equipment has increased approximately \$13 million due to purchases in furniture, cars, vans, buses and computer/tech equipment since 2014-15
- 65 new vans, cars, buses have been purchased with money since 2014-15
- District was asked to provide the vehicle replacement plan- Which vehicles were being replaced? Why were they being replaced? What was being done with the surplus vehicles? Who are authorized to drive the cars?
- CUEA was told that there was not vehicle replacement plan.



CUSD BUDGET PRIORITIES

	2007-08	ADA/FTE	2017-18	ADA/FTE	2018-19	ADA/FTE	2019-20	ADA/FTE
Certificated FTE	2313	21.24	2147	21.27	2121	21.14	2102	21.06
Administrative FTE	217	226.43	219	208.48	219	204.76	219	202.11
ADA	49136		45657		44842		44261	

-CUEA is projected to maintain same ADA/FTE ratio as number of students decline – CUEA is decreased to meet lower enrollment projections

-District & Site Level Administration is projected to drop in ADA/FTE ratio – Admin has been increased beyond 2007-08 levels even though CUSD is projected to lose close to 5,000 students and have closed three schools since 2007-08



CUSD BUDGET PRIORITIES

- District budget priorities over the last several years have shifted away from the employees who do the A+ work of educating Capistrano's students
- Competition between local school districts to recruit and retain the best educators is getting more difficult
- CUSD needs to re-focus their budget priorities back to the classroom in order to recruit and retain high quality teachers for our students



WHAT'S NEXT

- Bargaining Support Team has been formed and will be planning activities to support negotiations and secure a fair settlement
 - Bargaining Support Team is a group of CUEA members selected from each of the High School feeder group families
- Attend meetings that your CUEA site reps call in order to hear the latest on bargaining and upcoming activities
 - Your CUEA site reps should be setting up their first meetings next week
 - Upcoming bargaining support activities during elementary Back-to-School week – more information to follow
- Make sure you are signed up for the CUEA updates through our website at cuea.org

