



CUEA Bargaining Goals

Our bargaining goal remains the same as it have been since bargaining started in August of 2016: **recruit and retain excellent educators for CUSD**. Therefore, we have maintained two bargaining priorities:

1. Permanent increases to the salary schedule.

- Providing the children an excellent education is important to CUEA and should be to the District, *as well*.
- To maintain the highest level of educational excellence, it is critical that we retain the best!
- This includes **improving the longevity steps on the salary schedule** in order to maintain competitiveness with other districts in the county.
- CUSD currently ranks #11 out of 12 when compared to unified school districts in Orange County.

2. A sustainable plan to mitigate the negative impact of increasing employee health and welfare contributions.

- The District's unwillingness to share the cost of the increases undermines any improvements to the salary schedule, taking the very modest increases out of the pockets of our educators.
- Again, this destroys the ability of the District to be competitive when looking for new educators at a time when teacher shortages are looming nationwide.



The District can afford to pay competitive salary and benefits if they **reprioritize their resources back to the classroom so we can continue to attract and retain** excellent teachers, psychologists, speech pathologists, counselors, nurses, and intervention specialists.

CUEA Bargaining Team

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