



## CUSD Final Offers

On 4:15 PM on Tuesday, your CUEA Bargaining Team received the last, best, and final offers from the District. No, you did not misread that. The District gave the Association two formal offers - Option 1 and Option 2. This is confusing and out-of-the-norm. What may not be surprising is that neither offer is palatable nor should be accepted on behalf of teachers by the CUEA bargaining team.



The District's last, best and final offer will be used as the District's position during the fact-finding hearing. It also is the basis for imposition if there is no settlement after fact-finding. The District's last, best and final offer should not be less than what was offered to CUEA prior to mediation and should not ask for different or additional items than what the district's pre-mediation proposal was. The District's options are different in several ways than their last proposal prior to mediation. CUEA believes that the district is bargaining in bad faith and regressively with CUEA.

## Salary Proposals

CURRENT:	OLD:	CURRENT:	CURRENT:
CUEA Last Proposal 06/29/2017	District Proposal Prior to Mediation - 06/29/2017	District Last, Best Proposal Option 1 - 10/17/2017	District Last, Best Proposal Option 2 - 10/17/2017
<u>1-year agreement</u>	<u>2-year agreement,</u> no re-openers	<u>1-year agreement</u>	<u>3-year agreement,</u> no salary re-opener
2% salary increase, all salary schedules as of 07/01/2016	1.5% salary increase, effective 07/01/2016	3.5% one-time payment for 16-17 (this is a bonus for the 16-17 year only)	1.5% salary increase, effective 07/01/2016
Restructure longevity percentages as of 01/01/2017			Restructure longevity percentage on Step 23, from 6% to 7% as of 01/01/2019
Step 15 increased from 5% to 7%			
Step 19 increased from 6% to 7%			
Step 23 increased from 6% to 7%			
Early Retirement Incentive	Early Retirement Incentive	<b>NO</b> Early Retirement Incentive Offered	Early Retirement Incentive <b>without</b> longevity increase

## CUEA Bargaining Team

Joy Schnapper, Chair, Arroyo Vista Elementary  
Mike Hulse, Dana Hills High  
Carter Johnson, Ladera Ranch Middle  
Angela Rinke, Dana Hills High

Jennifer Vega, Las Flores Middle  
Fernanda Villalba, San Juan Hills High  
Greg Young, San Clemente High  
Chris Balentine, CUEA Executive Director



October 25, 2017

## Health Benefits Proposals

CURRENT: CUEA Last Proposal 06/29/2017	OLD: District Proposal Prior to Mediation - 06/29/2017	CURRENT: District Last, Best Proposal Option 1 - 10/17/2017	CURRENT: District Last, Best Proposal Option 2 - 10/17/2017
<u>1-year agreement</u>	<u>2-year agreement</u> , no re-opens	<u>1-year agreement</u>	<u>3-year agreement</u> , Health Benefits re-opener in 18/19
<b>2017 plan year</b> – Fully pay Kaiser	<b>2017 plan year</b> – Fully pay Kaiser	<b>2017 plan year</b> - Fully pay Kaiser	<b>2017 plan year and ongoing</b>
<b>2018 plan year and ongoing</b> - soft cap that increases each year ✓ Kaiser: 95% / 5% ✓ UHC Tier 1 HMO: 90% / 10% (Tier 1 cap applies to Tier 2 & 3 and Alliance plan rates) ✓ UHC PPO: 60% / 40%	<b>2018 plan year</b> – Same contribution as 2017 plan year  <b>2019 plan year</b> - contribution shall revert to the 2016 plan year levels	<b>2018 plan year</b> - Same contribution as 2017 plan year  <b>2019 plan year</b> - contribution reverts back to 2016 level	✓ Kaiser: 95% / 5% ✓ UHC: 91% / 9% ✓ UHC Alliance: fully paid ✓ PPO: 60% / 40% The amount the District pays in 2017 becomes the new hard cap going forward

Your CUEA bargaining team is committed to securing an agreement that provides a:

- permanent increases to the salary schedule. 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 in salary when compared to unified school districts in O.C.
- 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.

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 educators.

