

# CUEA Tentative Agreement



[www.cuea.org](http://www.cuea.org)



# Article 14: Wages

3%

On-going salary increase, retroactive to  
July 1, 2023



# Article 14: Wages



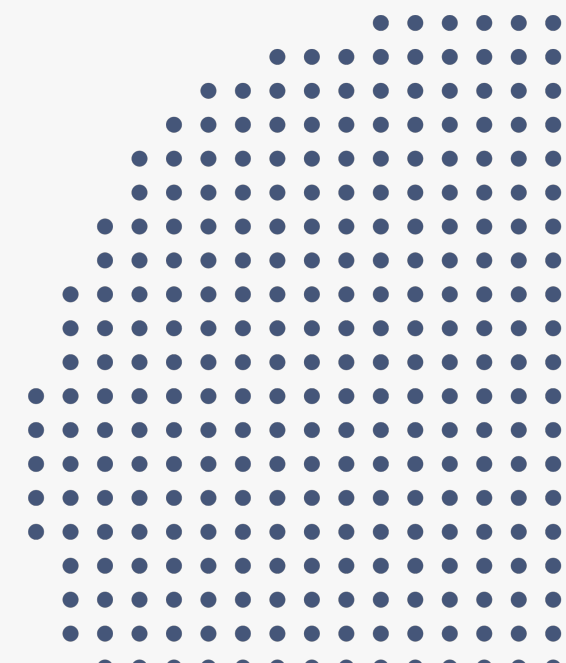
0.32%

On-going ancillary costs

# CUEA Tentative Agreement

## Article 5: Hours of Employment

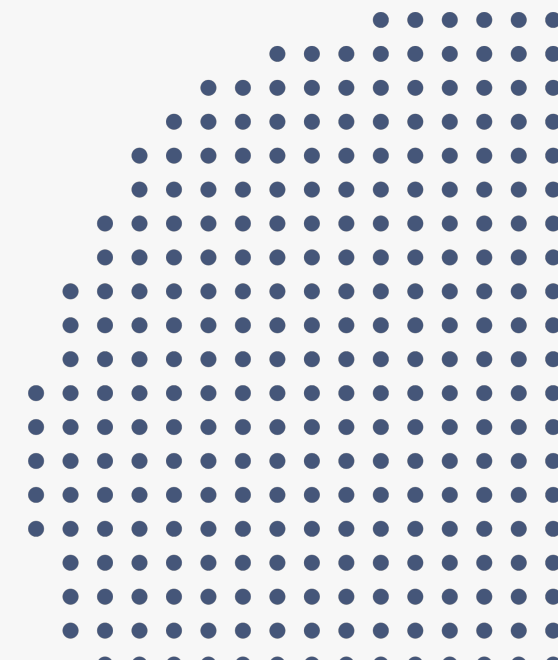
- 5.24.2 After July 1, 2024, Unit Members who are required to work beyond their part-time schedule on the four non-student days (2 pre-service days, PLC Day, and day after the last day of school) will be compensated at the non-instructional rate of pay.  
(Middle School and High School only)



# CUEA Tentative Agreement

## Article 5: Hours of Employment

- 5.23.4.1 After July 1, 2024, each teacher in the partnership will receive their per diem rate of pay to attend the five non-student days.
- 5.23.8 Partnership teaching team members have the option to cover for each other in the event of the other's unanticipated absence.
  - 5.23.8.1 In the event that one of the partners must take an extended leave of absence but plans to return within the semester, the other partner has the option to substitute at their per diem rate.



# CUEA Tentative Agreement

## Article 5: Hours of Employment

5.2.2 In middle schools, grades 6-7-8: 15 minutes prior to the commencement of the classroom teacher's first instructional period of the day, excluding zero period, Seven hours per day, inclusive of the 35 minute duty-free lunch period and inclusive of passing time.

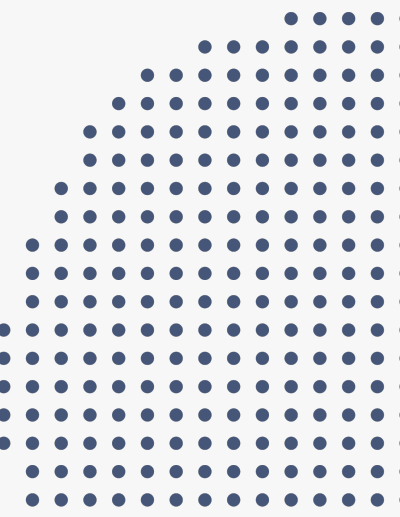
5.2.3 In high schools, grades 9-12: 15 minutes prior to commencement of the classroom teacher's first instructional period of the day, excluding zero period. Seven hours per day, inclusive of the 35-minute duty-free lunch period and inclusive of passing time.



# CUEA Tentative Agreement

## Article 5: Hours of Employment

- 5.4 Psychologists will not be placed on the Master Duty Schedule
- 5.5 Nurses and Speech Language Pathologists will not be placed on the Master Duty Schedule
  - (*\*the duty day of seven hours, exclusive of a 35-minute duty-free lunch, for counselors and librarians - which was already established for those groups - also now applies to SLP and Intervention Specialists*)
- 5.9.1 Counselors, Intervention Specialists, and District Nurses shall work 10 additional days immediately preceding or following beyond the regular Unit Member calendar. Administration shall seek input and suggestions from Counselors and District Nurses on how the 10 additional days are scheduled.



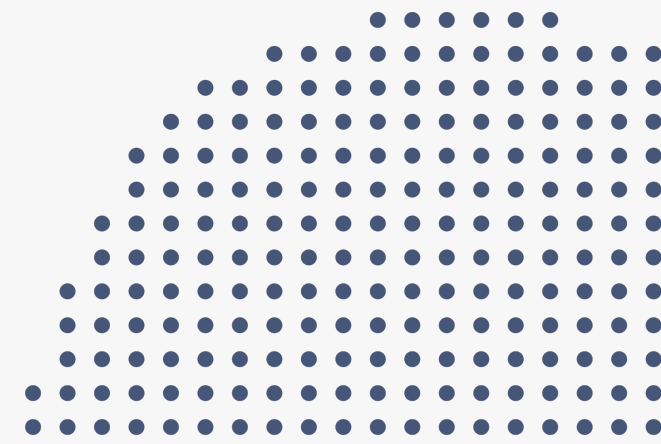
# CUEA Tentative Agreement

## Article 9: Transfers

### 9.3 District Initiated Transfer

9.3.1.1 A unit member shall not be transferred arbitrarily or capriciously

9.6.2 In the case of a District or site initiated relocation or displacement from a Unit Member's classroom or program, the Unit member is eligible for and will receive up to 16 hours of extended hourly non-instructional rate to effect the move. If the relocation or displacement requires additional moves, the Unit Member shall receive up to an additional 16 hours of extended hourly non-instructional rate to effect each subsequent move.





# CUEA Tentative Agreement

## Article 10: Leaves

### Article 10.4.1: Pregnancy Disability Leave

- After July 1, 2024, the district shall provide six (6) consecutive weeks, inclusive of holidays and breaks (up to 30 days), of paid maternity leave during the contract work year.
- After the 6 weeks of paid maternity leave the employee will be eligible for all other appropriate leaves

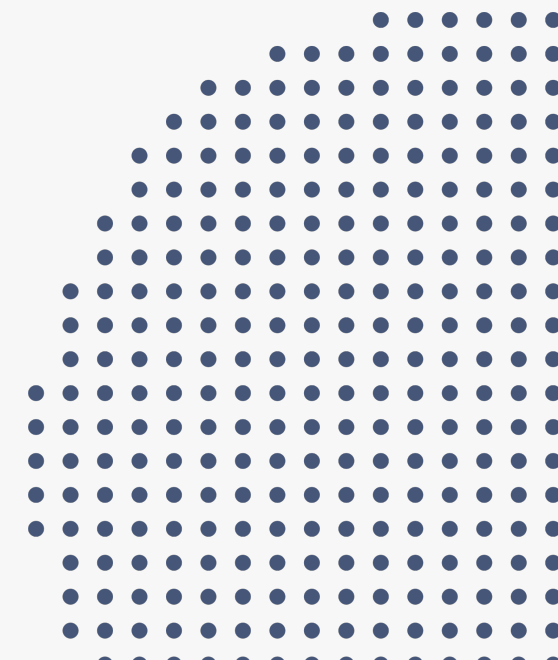


# CUEA Tentative Agreement

## Article 10: Leaves

### Article 10.6.1: Bereavement Leave

- After July 1, 2024, each Unit Member is entitled to five (5) days leave, or seven (7) days of leave if out of state travel is required, at full pay for the death of any member of their immediate family. Permission to use this section for other relatives because of extenuating circumstances may be granted by the Superintendent or designee.
- Bereavement Leave will now include “reproductive loss”.



# CUEA Tentative Agreement

## Article 14: Wages

### 14.17 Elementary (Preschool-5th) Education Specialists

- 14.17.1 After July 1, 2024, Elementary (Preschool-5th) Education Specialists will receive a co-curricular stipend on Appendix D of the Co-Curricular Schedule under Group VI on the schedule.

# CUEA Tentative Agreement

## Article 14: Wages

14.14.3 A district approved leave of absence shall not be considered an interruption in service for the determination of consecutive years (for coaching.)

# CUEA Tentative Agreement 2023-24

## Article 14 Wages:

### How to Determine Your New Salary and Retroactive Pay

#### ● New Salary

- Multiply your current salary by 1.03
- The current salary schedule can be found at [www.capousd.org](http://www.capousd.org)

#### ● Retro Pay

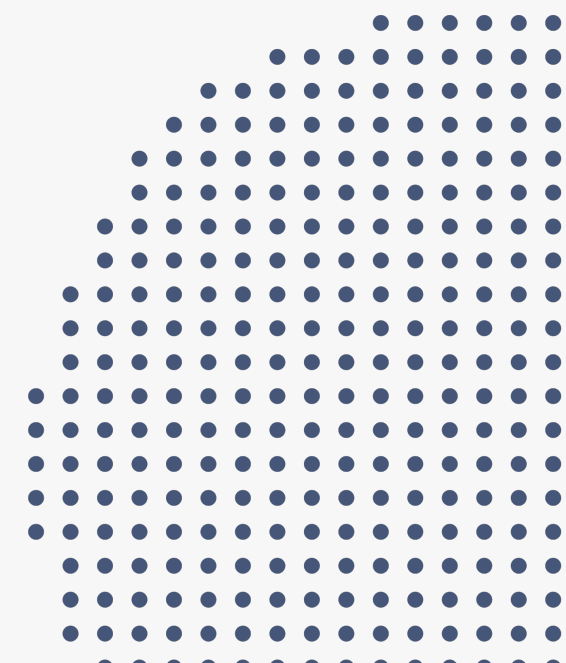
- Multiply your current salary by 0.03
- Divide that amount by 11
- Multiply that number by 10 (based on a retro for August-May)

#### ● Example (From B6 of the current Salary Schedule)

- \$78,963 multiplied by 0.03= \$2,368.89
- \$2,368.89 divided by 11= \$215.35
- \$215.35 multiplied by 10= \$2,153.53

CUEA Members Vote

April 2024



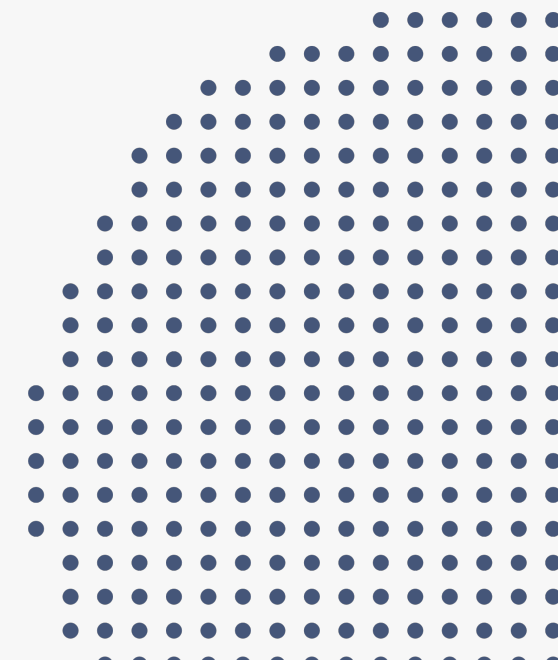
# CUEA Tentative Agreement 2023-24

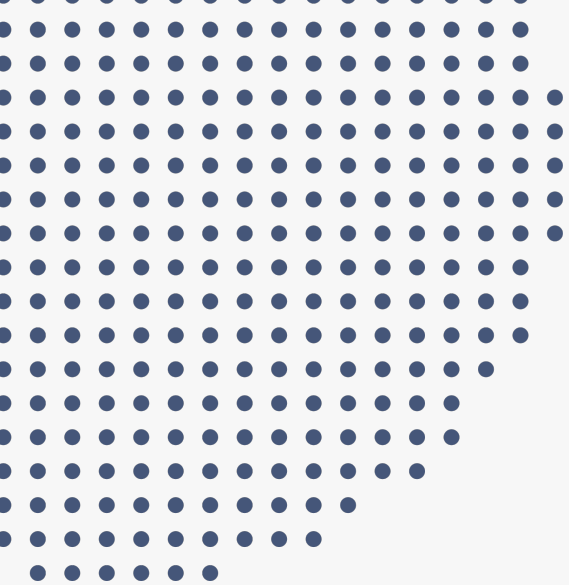
## How to Determine The One Percent Off-Schedule Bonus

- Calculating the 1% off-schedule bonus
  - First: Multiply your current annual salary by 1.03
  - Second: Multiply this number by 0.01
- Example (From B6 of the current Salary Schedule)
  - \$78,963 multiplied by 1.03= \$81,332
  - \$81,332 multiplied by 0.01= \$813.32

*\*Note: This same process can be used to calculate the 1% off-schedule bonus for the 2024-25 school year.*

*That bonus will be paid on the October check if you are an employee as of October 15, 2024 and it will be paid at your current step/column. (Example: B7 instead of B6)*





QUESTIONS?

