

CENTRAL UNION HIGH SCHOOL DISTRICT
BOARD OF TRUSTEES

NEGOTIATIONS UPDATE-FACT SHEET #1
Jan 25, 2022

The purpose of this Fact Sheet is to provide the reader with information regarding negotiations between the District and the El Centro Secondary Teachers Association (ECSTA) teacher’s association for a Successor Bargaining Agreement. In this round of negotiations, the whole contract is open for negotiation.

The parties have been negotiating since December 14, 2021, when ECSTA passed their first proposal. The District passed their first proposal on January 25, 2022. Due to the pandemic staffing shortages, the District and ECSTA were not able to meet in person to discuss these proposals. Dates to meet have been shared, but at the time of this publication had not been finalized.

Due to the number of items being negotiated, only key items will be listed on this Fact Sheet at this time. Fact Sheet #1 covers the initial proposals only.

Items shaded in green are in agreement.

ECSTA Proposal	CUHSD Proposal
Eliminate the association paying for the ECSTA President’s release period	Eliminate the release period
Various changes to the evaluation process	Various changes to the evaluation process
Increases to “overload” pay	
Reduce class sizes in various areas	
	Various changes to work day
Increase sick leave from 10 days to 15 days per year	
Increase salary 9% on the salary schedule retroactively + 15% one-time off-schedule (Does not include additional step and column increases, mandatory costs and retirement plan contribution)	Increase salary 1% on the salary schedule at the time of ratification (Does not include additional step and column increases, mandatory costs and retirement plan contribution)
Increase health care contribution from the District to \$978.35 retroactively (.09% increase in total compensation)	Increase health care contribution from the District to \$978.35 moving forward from at the time of signing (.09% increase in total compensation)

ECSTA Proposal	CUHSD Proposal
Reimburse the employee the difference in the cost of healthcare if a less expensive option is chosen than the District provided contribution.	
After 5 years, all negative reports are removed from the employee file	
Increases Retirement notification incentive	Changes to the naming of this process
Reduce the number of years for longevity bonus by 3.	
Increase compensation for Nationally Board Certified Teachers	
Changes to Department sizes and increases in compensation for those positions	
Various increases to the supplemental salary schedules	