

CENTRAL UNION HIGH SCHOOL DISTRICT
BOARD OF TRUSTEES

NEGOTIATIONS UPDATE-FACT SHEET #6
From May 3, 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.

The District met in planning on April 28 and the District passed the proposal #3 on April 29th via email. We agreed to be at the negotiations table at 8:30 on May 3rd.

The teams last in-person meeting was on May 3, 2022

- The teams met at 8:30
- ECSTA passed their proposal #4 just before lunch.
- The District passed proposal #4 at 4:25PM
- ECSTA then passed #5 at 5:17PM
- The teams agreed to meet again on May 25, 2022

Due to the number of items being negotiated, only key items will be listed on this Fact Sheet at this time. Items shaded in green are in agreement.

ECSTA Proposal	CUHSD Proposal
ECSTA president can choose between paying for a release period or the District fully fundiung the advisory period as a release period with the two periods per week to sub during advisory.	Eliminate the release period
Various changes to the evaluation process; agreed to some changes in the dates and extended evaluation criteria.	Various changes to the evaluation process; agreed to some changes in the dates and extended evaluation criteria
Agreed to an increase in Overload Pay, 1st student is \$2, 2nd student is \$3, 3rd and each student after is \$4	Agreed to an increase in Overload Pay, 1st student is \$2, 2nd student is \$3, 3rd and each student after is \$4
Reduce class sizes in various areas	

ECSTA Proposal	CUHSD Proposal
<p>Changes to work day for both classroom and non-classroom members:</p> <ul style="list-style-type: none"> Agreed to increase stipend for traveling members to \$600 annually. 	<p>Various changes to work day for both classroom and non-classroom members</p> <ul style="list-style-type: none"> Teachers will substitute 6 times per semester and receive compensation at the negotiated rate. Teachers will be at work stations 20 prior to the 1st bell and stay until 20 minutes after. The work calendar will be 187 on-site work days Agreed to increase stipend for traveling members to \$600 annually.
<p>Increase salary 9% on the salary schedule retroactively + 12% one-time off-schedule (Does not include additional step and column increases, mandatory costs and retirement plan contribution)</p>	<p>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)</p>
<p>The negotiated hourly rate is \$50 and \$55 effective July 1, 2022</p>	<p>The negotiated hourly rate is \$50 and \$55 effective July 1, 2022</p>
<p>Increase health care contribution from the District to \$978.35 retroactively to October 1, 2021 (.09% increase in total compensation)</p>	<p>Increase health care contribution from the District to \$978.35 retroactively to October 1, 2021 (.09% increase in total compensation)</p>
<p>Reimburse the employee the difference in the cost of healthcare if a less expensive option is chosen than the District provided contribution.</p>	
<p>Increases Retirement notification incentive Agreed to name change to "Retirement Notification Bonus"</p>	<p>Changes to the naming of this process Agreed to name change to "Retirement Notification Bonus"</p>
<p>Reduce the number of years for longevity bonus by 3.</p>	
<p>Increase to Department Chair compensation</p>	
<p>Various increases to the supplemental salary schedules. The following were agreed to at this point:</p> <ul style="list-style-type: none"> CIF Certified Athletic Trainer position updated years and compensation. Increase compensation to Induction Support Provider Increase compensation for CUHS Drama Coach 	<p>Agreed to the following:</p> <ul style="list-style-type: none"> CIF Certified Athletic Trainer position updated years and compensation. Increase compensation to Induction Support Provider Increase compensation for CUHS Drama Coach

