

# CEA Bargaining Update

## July 22, 2021

CEA met with CUSD today and although proposals were exchanged, there has been NO progress.

CEA would like to share with members a side by side break down of where we currently stand at the bargaining table:

	CEA Proposal	CUSD Proposal
<b>Article 7: Teaching Hours and Adjunct</b>	<ul style="list-style-type: none"><li>- Maintain current adjunct hours, to include back to school and Open House</li><li>- Insists on maintaining 2 PD days ongoing from here on paid at the per diem rate</li></ul>	<ul style="list-style-type: none"><li>- Back to school night/Open House no longer part of adjunct</li><li>- Increase in mandatory adjunct hours and responsibilities</li><li>- Remove 2 paid PD days and negotiate on a yearly basis</li><li>- Does NOT agree that reviewing and evaluating District mandated assessments are a part of adjunct duty, nor does providing supervision for teacher aids fall under adjunct duty</li></ul>

• **SCROLL DOWN FOR FURTHER INFORMATION**

	CEA Proposal	CUSD Proposal
<b>Article 8: Transfers</b>	<ul style="list-style-type: none"> <li>- Follow new criteria: District seniority, site seniority credential authorization, and credential certification date</li> <li>- Limit to once every 3 years</li> <li>- Wants vacancies posted internally to members prior to external candidates who are given the opportunity to apply for open positions</li> <li>- 3 business days to transfer school sites for members</li> </ul>	<ul style="list-style-type: none"> <li>- No criteria they are mandated to follow but only willing to consider: credential authorization, field of study, educational goals of the district, quality and performance on formal written evaluation in the official personnel record and variety of professional experience and assignments</li> <li>- Maintain control over candidate selection</li> <li>- Wants to fill available positions after April 1 WITHOUT posting</li> <li>- Wants the option to post vacancies internally and externally simultaneously</li> <li>- Wants to maintain up to 2 days to transfer school sites</li> </ul>
<b>Article 30: Psychologist and Social Workers language</b>	<ul style="list-style-type: none"> <li>- Establish a Special Ed Task Force that would meet quarterly to discuss SPED concerns with CUSD SPED admin</li> <li>- Establish a ratio for psychs and social workers</li> <li>- Proposed a new salary schedule</li> <li>- No additional adjunct added</li> </ul>	<ul style="list-style-type: none"> <li>- Add adjunct hours, to include Back to school, and Open House</li> <li>- Opposes a Special Ed Task Force</li> <li>- District is opposed to following the transfer procedures that other members are mandated to follow</li> </ul>
<b>Salary and Benefits</b>	<ul style="list-style-type: none"> <li>- Increase in all salaries</li> <li>- Split contribution of any increased health benefits cost between CEA and CUSD</li> <li>- Proposed longevity pay and a doctoral stipend</li> </ul>	<ul style="list-style-type: none"> <li>- Maintain status quo, refused salary or health benefits increase until CUSD has the enrollment numbers for 2021-22 school year</li> <li>- Refused longevity pay</li> <li>- Proposed a small doctoral stipend <u>ONLY</u> if the doctorate is in the respective subject matter currently being taught</li> </ul>