

**CENTRAL UNION HIGH SCHOOL DISTRICT
BOARD OF TRUSTEES**

**NEGOTIATIONS UPDATE-FACT SHEET #1
DECEMBER 2023**

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, Chapter II, V, VIII, and appendices are open for negotiation.

- The parties have been negotiating since September 21, 2023. We have met a total of 4 times (Sept 21, Oct. 4, Oct 30, Dec 4th).
- CUHSD has submitted 5 proposals. ECSTA has submitted 6 proposals.
- The teams have agreed to meet again on January 23, 2024.

The meetings have been productive and both sides have been meeting in good faith to reach an agreement. The parties have reached agreement in certain areas such as:

- Changes to Chapter II: Teacher Evaluations including:
 - Extending the amount of time for annual evaluation for highly qualified teachers who have been employed at least 10 years with the District.
 - Agreed to create an advisory committee including members of both management and ECSTA to develop and suggest revisions to the observation and evaluation forms.
 - Clarified evaluation timelines
- Changes to Chapter V: Working Hours and Contract Days
 - Clarification of Advisory Period
 - Increase pay for required training on weekends and summer to the negotiated hourly rate plus \$10 with the preapproval of the Assistant Superintendent (excluding travel time)
 - increase traveling teachers' between sites stipend from \$600 per semester to \$1000 per semester
- Changes to Chapter VIII: Employee Compensation and Benefits
 - The parties agreed to various increases to the supplemental salary schedules including:
 - SPED Authorizations Stipend: \$1000 for each added authorization in SPED as defined by Ca Comm. on Teaching Cred.
 - Culinary Arts - \$250 for each evening/weekend catering request by admin (not to exceed 10 per year)
 - New Stipend for SPED teachers - \$3000 paid 10thly to fully compensate for caseload management including additional time, duties, and other related services needed to ensure compliance with IDEA, etc. Stipend will be reduced this year by any hourly rate already paid this year for services

- rendered.
- Stipend added for FIRST Robotics Assistant Mentor
- Stipend added for Band Assistant
- CTE Credentialing Program Mentor stipend added.

The parties are still negotiating other areas of the agreement including:

Chapter VIII: Employee Compensation and Benefits

- Salary: The District's last salary proposal was to an increase of **8.66%** on the salary schedule retroactively to July 1, 2023. The 8.66% on schedule proposal amount shall be reduced by a percentage equal to any additional items that are agreed to regarding compensation and the corresponding appendices beyond what has already been agreed to by the parties including health and welfare benefits.
- ECSTA's last salary proposal was an on-schedule salary increase of **9.78%** retroactive to July 2023 and a **2%** one-time off-schedule payment.
- ECSTA's last proposal also includes numerous other additional stipends and increases. These increases include:
 - SEI/TSEI stipends of \$750 per period per semester
 - AP/IB stipends of \$1000 per period per semester
 - FFA/AG teachers work an additional 30 contract days
 - Hourly rate be increased from \$50 to \$60.
 - Teachers substituting during their prep period pay shall be increased from \$55 to \$65
 - Increase supplemental assignment stipends for department chairs, co-curricular programs, extra curricular, athletic coaches, SHS Drama Advisor, CUHS Drama Coach, WASC Coordinator, and BTSA Induction Support Providers by 20%
 - Increase ASB Director and Ag Teacher/FFA stipends by 25%
 - Increase CIF compensation
 - Increase Head Football Coach stipend to \$7,600
 - Remove FFA exclusion from CTSO stipend language
 - Addition of stipends for new proposed positions (Rock Combo, Spartan Sound Productions)
 - Make Athletic Director a full release assignment and keep stipend

Chapter V: Working Hours and Contract Days

- Flex Days: The District proposed to change the number of Flex days from 2 to 1.5 with the other .5 time being devoted to professional collaboration time with department colleagues on site at the beginning of the second semester.
- Flex Days: ECSTA proposed to change flex days from 2 to 3 with the additional flex day being added to the first day of the fourth quarter.

The District is hopeful that the parties are able to reach an agreement at our next meeting in January.