

CENTRAL UNION HIGH SCHOOL DISTRICT
BOARD OF TRUSTEES

NEGOTIATIONS UPDATE-FACT SHEET #4
From March 10, 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 for a full day to discuss these proposals.

The teams last in-person meeting was on Feb 17, 2022 and the District provided their Proposal #2 on March 10, 2022. One of the team members has been unavailable to meet in recent weeks. Proposals were passed electronically, but no meetings occurred.

- Progress has been made in many areas regarding evaluations
- A proposed next meeting is tentative for April 7, 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 |
|---|--|
| 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) |

| ECSTA Proposal | CUHSD Proposal |
|---|--|
| 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) |
| 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 | |