

CAUSE ADVISORY

CERTIFICATED Contract Negotiations

2019-20 Collective Bargaining Cycle

CUSD Colleagues,

Yesterday, CAUSE Leadership met with District agents to negotiate the **CERTIFICATED * Collective Bargaining Agreement (CBA)**. The 2019-2020 bargaining cycle is unique, in that it allows the bargaining partners (CAUSE & CUSD) to open and negotiate over the entire **CERTIFICATED * CBA**, versus just a small portion.

CAUSE Leadership remains focused on bringing employee compensation (*both salary & healthcare benefits*) up to median levels; when compared to other regional school districts. We're also laser focused on improving workplace conditions across the CUSD. These workplace conditions include, but are not limited to:

- the safety & well-being of District personnel & students
- class size numbers that promote teaching and learning
- professional workday responsibilities
- shared decision-making opportunities
- the maintenance of personnel files & confidential personnel information
- protection from retaliatory actions by the highest levels of District administration

For their part, District Leadership has only opened a single article in the CBA: **Article 6 – Compensation and Benefits**. Although they had the opportunity to make improvements in areas that could improve workplace condition, they chose to focus their energies on the following proposals:

- a. A **cap** on employee healthcare, which would transfer significant healthcare costs from the District to CUSD's employees.

b. A **0.5 %** salary increase for District employees. [Yes, one-half of a percent.]

Fortunately, the District has had to recognize two significant details:

1.) Its **Unrestricted Reserves** (i.e. monies available for salary and benefits) are consistently climbing over the next 3 years. Whereas the CUSD's reserve balances historically decrease over the 3 year reporting period, their current projections are increasing to well over double the state's mandate.

2.) The District's **Healthcare Premiums** are considerably lower than several surrounding school districts. In some cases, the District's **Healthcare Premiums** are just **2/3** of other Districts' premiums. This allows the CUSD to provide a higher level of coverage without incurring the same level of healthcare debt.

Clearly, the District has the ability to pay for compensation & benefits packages the Union is seeking; just as it has the authority to improve it's own behavior, treatment of employees, and the professional culture across the District.

The question remains, "Does District Leadership have the will?"

~ CAUSE Leadership

*** C.A.U.S.E. – Yes We Can! ***