

# CAUSE / Employees' Proposal

April 9, 2025

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## Compensation & Benefits:

ARTICLE 6 \* CERTIFICATED & ARTICLE 6 \* CLASSIFIED

Employees and their elected Union leaders continue to pursue a realistic agreement that addresses the conflicting uncertainties possessed by both bargaining partners. We remain focused on an agreement that:

- 1.) defends employees' access to quality fully-funded HEALTHCARE
- 2.) secures meaningful salary increases.

*[i.e. We aim to relieve the economic pressure associated with "Cost of Living" increases (20-23% regionally in the last two years), which threaten to further destabilize the workforce.]*

- 3.) includes contingencies that would minimize future conflict by clearly articulating how the impact of future economic uncertainties will be shared by the District and employees'.

*[i.e. We recognize that there is insufficient **trust** to resolve future uncertainties without a clearly documented agreement. Rather than argue over the accuracy of CUSD's current projected revenues, CAUSE is willing to accept the District's projected budget numbers at this time; if a contingency is put in place when future property tax revenues come in higher than the District's projections. We are confident that preparing for said contingencies allows the bargaining partners to reach an agreement that places the District and Employees on the same side of the fiscal discussion, promote agreements that have employees and District leaders "**rowing in the same direction over District finances.**" ]*

Therefore, the Union accepts the District's "Last Best Offers"/Proposals:

**CERTIFICATED: Dated June 13, 2024**

"Article 6, Compensation and Benefits

Article 6, Compensation and Benefits, proposal:

**6.0 Wages.**

- 2023-2024 School Year. The 2023-2024 Certificated Salary Schedule will be revised to reflect an increase of two percent (2.0%), effective July 1, 2023. Certificated unit members must be employed on the date the agreement is ratified by both parties to receive the retroactive salary payment.

**(New) 6.13. Special Education Stipend.**

Beginning with the 2024-2025 school year, Special Education teachers shall receive an annual stipend of \$3,000, in recognition of the specialized skills required for their roles. This stipend will be paid in equal installments over the course of the school year.

6.11 Add the following:

Beginning with the 2024-2025 plan year, the District will contribute the maximum allowable contribution, not to exceed the District contribution to the District paid plan, to an individual HSA account for any eligible unit member enrolled in the HSA 5000 health plan. All ACA and HSA rules and limits would apply."

**CLASSIFIED: Dated May 2, 2024**

Article 6, Compensation and Benefits

Article 6, Compensation and Benefits, proposal:

**6.1 Wages.**

- 2023-2024 School Year. The 2023-2024 Classified Salary Schedule will be revised to reflect an increase of two percent (2.5%), effective July 1, 2023. Classified unit members must be employed on the date the agreement is ratified by both parties to receive the retroactive salary payment.

All currently employed instructional assistants will be moved to Step 13, retroactive to July 1, 2023.

The proposals above are accepted, **only if:**

**1.) For the 24-25 school year; salary schedules are increased by 2% salary ( CLASSIFIED & CERTIFICATED), retro to July 1, 2024**

- Bargaining for the 24-25 school year will be considered resolved.
- 2025-2026 Instructional Calendar remains Status-Quo

**2.) The following contingency formula is applied to property tax revenues in excess of the District's projected 2025 (i.e. 5.07%) increase.**

- a. For the purposes of the contingency formula, the "property tax baseline" (for 23-24 ) is \$29,966,972. (*As per page 13, "2025-26 Proposed Budget"*)
  - b. For the fiscal year 2024-25; if actual property taxes revenues increase by over 5.07% (above the "23-24 property tax baseline"), a contingency increase will be triggered.
  - c. In the event a contingency increase is triggered, 80% of all additional property tax revenues (*above the projected 5.07%*) will be directly applied to the CLASSIFIED & CERTIFICATED salary schedules.
- For the purpose of determining the percentage increase to CLASSIFIED & CERTIFICATED salary schedules; 80% of all additional property tax revenues (*above the projected 5.07% increase*) will be converted into a percentage value. The percentage value will be commensurate to the cost of a 1% salary increase for CLASSIFIED & CERTIFICATED employees. [ i.e. the cost of 1% is equal to \$200,000. ]
    - For example: If \$256,250 in additional property tax revenues are received in 2024/25, 80% of those additional property tax dollars would equal \$200,000. Therefore, 1% would be added to both the CERTIFICATED & CLASSIFIED employee salary schedules.
    - For example: If \$384,375 in additional property tax revenues are received in 2024/25, 80% of those additional property tax dollars would equal \$300,000. Therefore, 1.5% would be added to both the CERTIFICATED & CLASSIFIED employee salary schedules.
  - The parties agree to meet on or before May 1, 2025 to finalize the property tax receipts.

## **SAFETY:**

**ARTICLE 15 \* CERTIFICATED**

**&**

**ARTICLE 14 \* CLASSIFIED**

CAUSE remains committed to pursuing and proposing the most basic SAFETY practices and protocols, with the objective of improving the physical, emotional, and academic well-being of employees, students, and their families. However, we understand that the District has no interest in such improvements. Therefore, employees are willing to remove our SAFETY proposals for the time being.

## **LEAVE:**

**ARTICLE 13 \* CERTIFICATED**

**&**

**ARTICLE 12 \* CLASSIFIED**

CAUSE accepts the District's proposal on LEAVES, "The District is satisfied that the parties have agreed to the **certificated** leave language proposed by the District on June 3, 2024, at 2:30 PM (proposal attached to your November 13, 20204, email) \* . The District is also willing to accept the same leave language for the **classified** CBA."

\* "Leave Provisions - District Proposal \* June 3, 2024 \* 2:30 P.M.

Article 13, Leave Provisions, proposal:

(NEW)13.19 - Registering Employee Absence/Leave: Unit members will register their contractual absences, leave notifications, and/or leave requests, using the District's designated absence reporting process.

13.19.1 - At the outset of each instructional year and upon hiring, the District will provide unit members a District-wide notification, clarifying the most current reporting process. The notification will clarify how unit members will use the absence reporting system to register leave and leave requests to District Administration.

13.19.2 – Unit members will be notified of any changes to the District absence reporting process, prior to said changes being enforced."