

Frequently Asked Questions

***Regarding 2024 CUSD Labor Negotiations with the
Association of Coronado Teachers (ACT)***



This presentation includes questions submitted or asked after reading flyers, videos or website information distributed by ACT.



For a full update on ACT/CUSD Negotiations please visit our website Labor Negotiations page:

<https://coronadousd.net/Our-District/Labor-Negotiations/index.html>



Who makes up the bargaining teams for ACT and CUSD?

CUSD Bargaining Team -

Donna Tripi, Director of Human Resources; Donnie Salamanca, Deputy Superintendent; Brooke Falar, CMS Principal; Megan Battle, Senior Director of Learning; Angelica Paredes, Director of Fiscal Services.

- As long-time counsel for CUSD, Jordan Bilbeisi attends sessions on an as-needed basis.

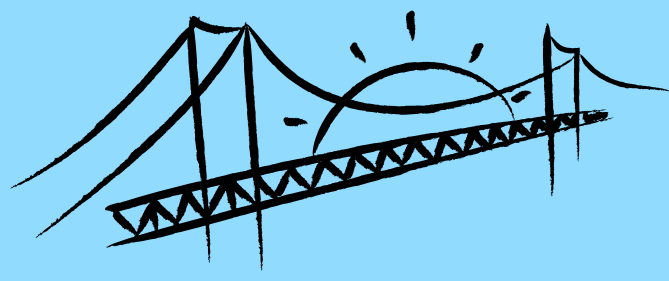
ACT Bargaining Team -

Ellen Cody, Elementary Reading Specialist; Sean Castillo, CHS Math Teacher, Brian Schumeyer, CMS PE Teacher; Katie Quinly, CHS Special Education Teacher; Kerri Ramirez, Elementary Teacher.

- Jennifer Landry, ACT President, is not on the team but is on release time from her CHS classes during negotiations.
- New to the team/CUSD this year is Erik Olson Fernandez (Labor Representative for the California Teachers Association). Local chapters of the California Teachers Association (CTA) may elect to have representatives from CTA advise them during negotiations. Follow the links below to learn more about Erik's work as a community organizer with labor unions.

Links:

- [How we are winning teacher strikes with social justice unionism \(link\)](#)
- [Bridging union organizing with nonviolence principles \(link\)](#)



CUSD's philosophy going into Negotiations: Building a Bridge to Basic Aid, getting to 2027-2028

- While the district cannot negotiate more than three years out, there is a stated commitment from CUSD directly to ACT to deliver a deserved pay raise in a fiscally responsible manner upon reaching Basic Aid, or sooner, as State funding allows.

School districts across California are faced with 3 major issues, which together create a difficult fiscal reality:

- 1. Declining enrollment**
- 2. End of one-time Covid funding**
- 3. Lower than predicted Cost of Living Adjustment from the State**

- Despite a bleak long term budget outlook in California, unlike others, CUSD has reason for hope. We have been working and planning toward a locally funded Basic Aid future (with an anticipated \$8-\$12 million budget increase in SY 2027-28), and now we find ourselves near the finish line. Unfortunately the State came up unexpectedly and significantly short of its projected budget. As a result, our Long Range Plan 'Bridge to Basic Aid' objective of **strategically spending down our reserve to prioritize programs for students**, by no fault of our own, has been compromised.
- We have spent years building the district and programs we want in place when we reach Basic Aid. There will be money for staff and programs at that time, but until then **we will not compromise the pathways and programs we have built for our students.**



Understanding the “Bridge to Basic Aid”

The Bridge to Basic Aid philosophy was created 7 years ago as part of the Long Range Plan. The plan states, “present the Governing Board with a structurally balanced budget that includes a planned spend down of reserve funds and minimizes impacts to programs while maximizing student achievement and learning.”


Projected Changes in Ending Fund Balance

Second Interim
(March 2024)

CUSD <u>Projected Reserves</u>	<i>Actuals</i> 2022-23	2023-24	2024-25	2025-26
Projected Ending Balance (All Funds - 01, 17 & 40)	\$20.8 million	\$16.5 million	\$10.5 million	\$5.1 million
			2026-27	2027-2028
			<i>Negative</i> (\$0.8 million)	Basic Aid

Basic aid ~ \$8-12 millions more in ongoing, increased funding.

IF we can get there...



Based on current projections, CUSD intends to file a “Qualified” certification **THIS budget cycle** meaning it may not be able to meet its financial obligations in this budget window.

**Budgets are based on the best available information we have at the time. The numbers in this chart do not include any salary increases other than an annual step increase (median of 2.5%) as negotiations for 24-25, and beyond are still ongoing.*

It has been stated publicly that the district is hiding \$20 million.

This chart reflecting \$20 million reserve is not 'hidden.' It is posted on the [CUSD website](#) and is included in every budget presentation, consistent with the district's Long Range Plan.

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What would happen to the \$20m reserve if CUSD accepted ACT's current proposal of a 10% raise?

CUSD would be insolvent by 2026-2027!!!

BANKRUPT

Projected Changes in Ending Fund Balance - Incorporating ACT's Proposal (4/12/2024)

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ACT's proposal would make CUSD insolvent by 2026-27.

2026-27	2027-2028
<i>Negative</i> (\$8.3 million)	Basic Aid

ACT claims that CUSD has the “ability to honor all of our bargaining requests” if they just “shift their priorities.”

The district’s priority has been and will continue to be to maintain student programs and the student experience while intentionally spending down reserves creating a Bridge to Basic Aid (expected in the 2027- 2028 school year).

CUSD will always prioritize students.

CUSD has extended an offer to create a committee to establish a common understanding of the budget. The committee would have the opportunity to offer suggestions on how we might shift priorities to fund their proposed salary increase.

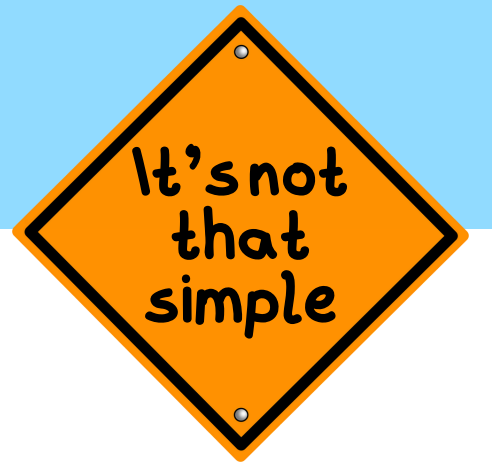
The ACT bargaining team *rejected* the offer.

In order to meet ACT’s current salary demands, the following programs will likely need to be eliminated or significantly reduced:

- **Bus transportation**
- **CoSA**
- **Elementary PE**
- **STEM programs**
- **VAPA programs**
- **Electives**



Comparing apples to apples with teacher salaries (1)



- **ACT says CUSD teacher pay is 11% below the statewide average.**
- **Averages don't tell an accurate story, as the state doesn't fund districts equally.**

CUSD is ranked
40th of 42
districts in the
county in per
pupil funding

ACT uses SDUSD as an example.

Compare Basic Aid Funded Districts, SDUSD, CUSD:

Average Basic Aid funded districts receive \$18,806 per student (SD county)

SDUSD receives \$12,498 per student

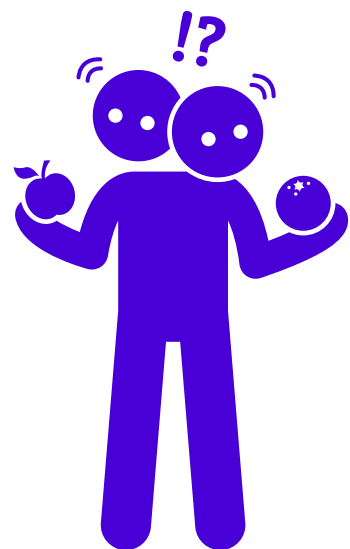
CUSD receives \$10,789 per student

 **CUSD receives \$1,709 LESS per student than SDUSD**

 **If CUSD received the same amount of funding per pupil as SDUSD we would have \$4.8 million more every year.**

 **When we get to Basic Aid CUSD will receive \$8 - \$12 million more per year (depending on property tax revenues).**

 [link to SD funding per ADA](#)



Comparing apples to apples with teacher salaries (2)



In addition to SDUSD's additional available funding (previous slide), salary comparisons need to include job duty comparisons. SDUSD teachers provide services that CUSD hires additional and/or pays staff to provide.

SDUSD teachers work under a different Collective Bargaining Agreement (CBA):

SDUSD

Preparation Time

SDUSD elementary teachers have 180 minutes of prep time every two weeks.

Adjunct or Additional Duties

Within the CBA, additional duties include: recess, morning/afternoon gate, providing all or part of PE instructional minutes required by state, IEP meetings, committee meetings, Open Houses, Back to School Nights, etc. outside of school day without additional compensation.

CUSD

Preparation Time

CUSD elementary teachers have 450 minutes of prep time every two weeks.

(CMS teachers avg. 490 minutes every 2 weeks, and CHS teachers avg. 838 minutes every 2 weeks.)

Adjunct or Additional Duties

CUSD teachers are provided additional compensation (timecard or release time) for IEPs on their prep time or after hours, Open House/Back to School Night, site committee meetings, etc.

Budget Impact

Additional staff must be hired for other duties (PE, recess, etc.) to fill in when teachers have their prep time. **This is the equivalent of a 2% salary increase.**

SDUSD salary includes IEP meetings, committee meetings, etc. within the 40 hour work week. CUSD teachers receive additional compensation for this time.

CUSD spent over \$800,000 in additional timecard compensation in the 2022-23 school year. This is the equivalent of a 4% salary increase.

CUSD offered a 3% pay raise through an identified reduction in funding if elementary teachers were willing to take on the instructional minutes required of PE, as SDUSD teachers have, which would eliminate the current staff necessary to instruct those classes. **ACT rejected the offer.**

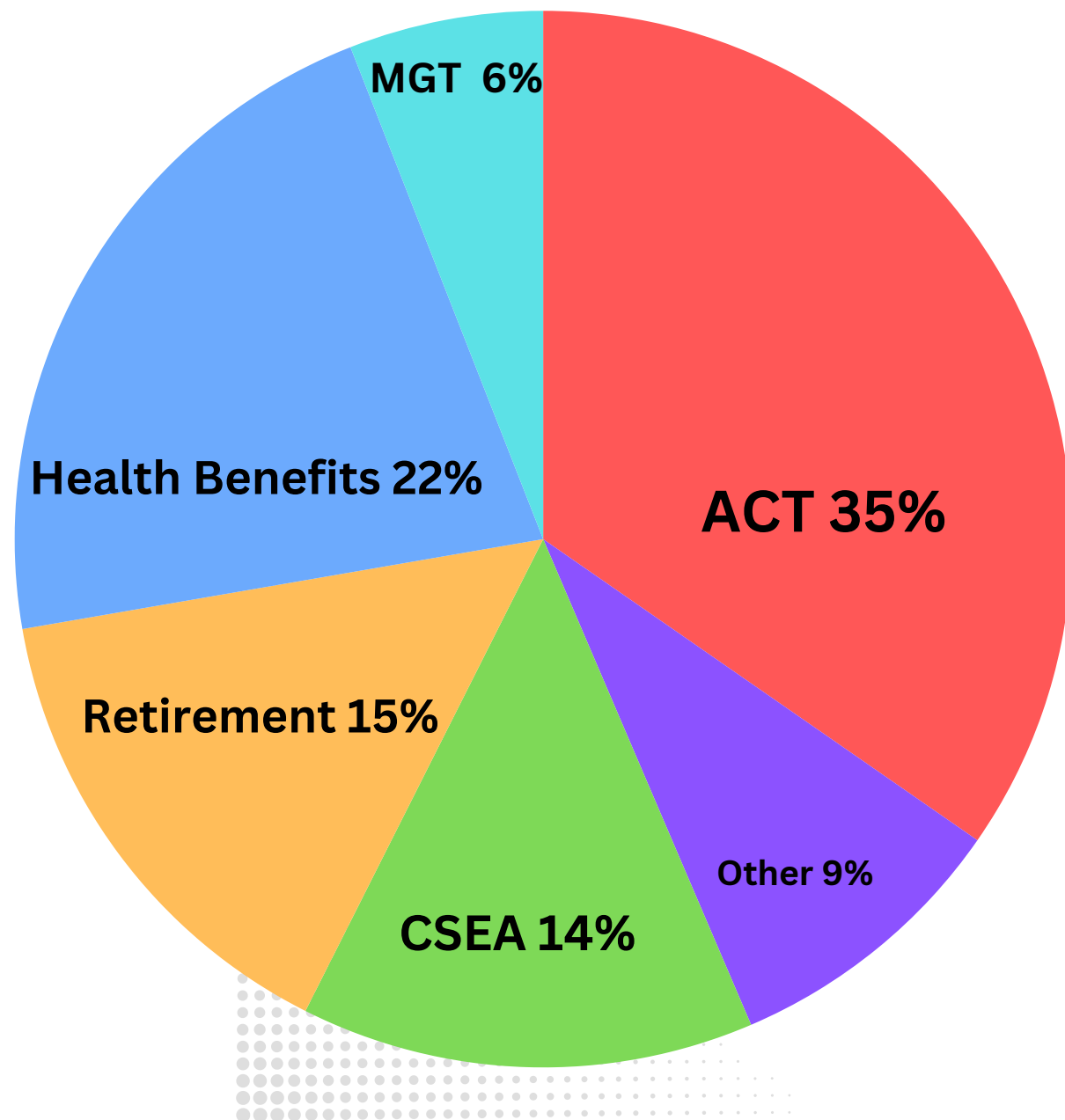
Comparing apples to apples with teacher salaries (3)

ACT says CUSD teacher pay is 11% below the statewide average.

- 42% of CUSD current teachers' salaries are *above* (some far above) the county average of \$94,915.
- As in any industry, employees with little experience and/or without advanced degrees start at the lower end of the pay scale and work their way up. With nearly 25% of CUSD teachers at entry level, the 'average' salary will naturally be lower.
- At \$111,777 CUSD's "average highest teacher" salary is above the state average (\$109,755) of highest salary offered.
- As demonstrated on the previous slide, many CUSD teachers receive additional pay based on 'timecard' pay not available in other districts, and not included in salary comparisons.
- Additionally, our clinical counselors and program specialists who are at a higher pay rate are mid-management in our district and not included in the teachers' salary averages, where they are included in the teachers' bargaining unit in most districts.

ACT says the District received 21% COLA over the last two years. Why doesn't the district devote the full COLA to teachers' salaries?

21% COLA TO CUSD FROM CA * (2022-23 & 2023-24)



ACT Raises = 35% of COLA
\$1,560,000

CSEA Raises = 14% of COLA
\$600,000

Management Raises = 6% of COLA
\$260,000

Employee Retirement = 15% of COLA
\$654,815

Health Benefits = 22% of COLA
\$968,672

Everything else = 9% of COLA
\$378,687

Teachers received a 4% raise each of the last 2 years (8%) in addition to their regular Step & Column pay raise (median pay increase is 2.5% per year.)

* this chart illustrates how all of 21% COLA was spent. There is no % of this money remaining.

The State determines the annual COLA amount

State



District



COLA
Cost of Living Adjustment

Districts are responsible for dividing the COLA among **all categories**. COLA does not fully fund cost increases in any category.



*COLA is intended to cover all the costs associated with educating children. It includes, but is not limited to cost of **staffing, instructional materials, utility costs, and supplemental services***

How has the district responded to the teachers' pay raise requests?

March 18, 2024	ACT initially asked for an 11% pay raise which would cost the District \$2.3 million. ACT's proposal would cause the district to be insolvent by the 2025-26 school year.
March 26, 2024	CUSD offered a pay raise equivalent to the state's final COLA (whatever the final COLA is after the state finalizes its budget in June). The current estimated COLA is a little more than 1%.
April 14, 2024	ACT rejected the COLA pay raise and countered with a 10% pay raise. A 10% pay raise would cost the district \$2.1 million (ongoing and compounded annually).
April 30, 2024	CUSD offered a 3% pay raise if elementary school PE duties were assigned to classroom teachers thus eliminating the need for extra staff to teach PE (a common practice in many districts including SDUSD which ACT commonly uses for comparison).
	ACT rejected the proposal.

**[CLICK HERE](#)
to read a
comprehensive
list of proposals
and responses
between ACT
and CUSD**

ACT says that 23.5% of certificated employees have less than two years longevity in the district.

Teacher retention is a state and nationwide issue.

A recent analysis (May 2023, updated March 2024) conducted by Education Resource Strategies, states that an average of **23% of teachers nationwide left their schools in the 2022-2023 school year.**

- ACT claims this a CUSD issue, when in fact the pandemic created the challenge of keeping great teachers in the classroom for schools across the country. Many left their schools, districts, and the profession.
 - When teachers are successful in their first two probationary years, they achieve tenure. CUSD puts a great deal of effort into supporting new hires, but they are not always a fit.
 - These teachers are either non-reelected or resign in the first two years, prior to achieving tenure.
 - 23% of teachers **in the last seven years** were either non-reelected or resigned in lieu of non-reelection.
- Because of the teacher shortage, districts have responded by honoring more years of experience when moving to a new district. For some teachers, this has given them the freedom to move to a district closer to home. **In CUSD, we recently agreed to grant 25 years of experience to incoming teachers, attracting more experienced teachers to our district.**

ACT claims that the “poor level of compensation has led to massive retention problems in CUSD.” Do we have a retention problem?

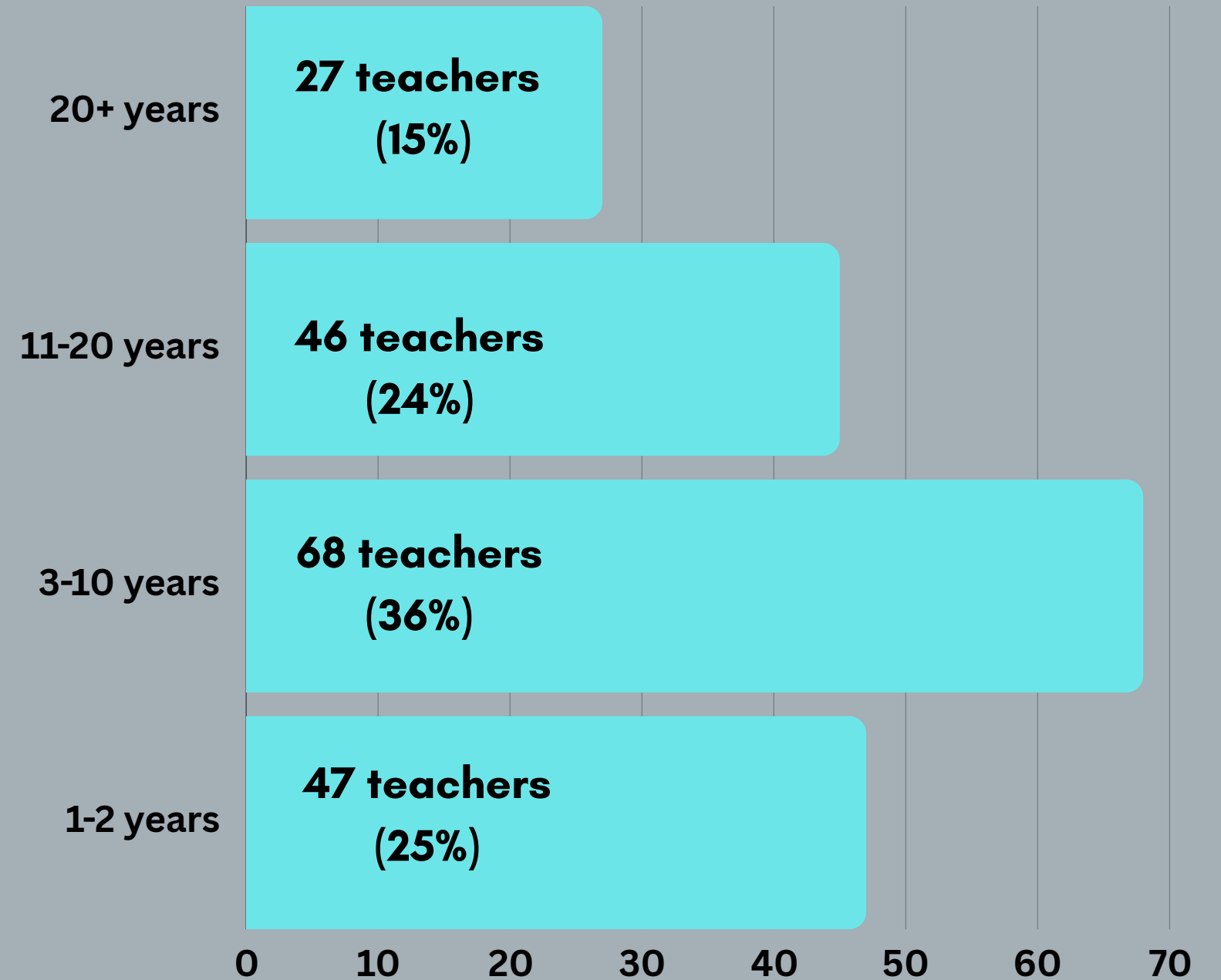


let's see....

- CUSD keeps track of the reasons teachers give for leaving our district.
 - From 2017 to the present (not including end of 2024 data), 115 teachers left the district which employs approximately 190 teachers each year.
 - 31% retirement
 - 23% *non-reelected or resigned in lieu of non-reelection (see previous slide)*
 - 23% resignation
 - 11% military deployment/out of state moves
 - 10% temporary and reached the end of their assignment
 - 2% deceased

39% of CUSD teachers have been in the district 11 years or more.

Current teacher tenure in CUSD



Health & Welfare Benefits Claim

ACT claims that the District's health and welfare benefits costs are 25.8% of the total "outgo," below the statewide average.

Districts are compared by the maximum annual contribution that they make toward an employee's health and welfare package.

CUSD's maximum health and welfare package for our employees in the 23-24 school year is \$22,665. As reported in San Diego County's recently published Salary Survey, **CUSD ranks 8th of the 33 county districts** who participated in the survey. The three districts at 6th, 7th, and 8th are within \$100.

ACT Ask:

In addition to an 11% salary increase, ACT asked for a major increase to the health and welfare package - that all members working in a 50% or more assignment, be entitled to full medical, dental, vision, life insurance, and long-term disability coverage. CUSD would pay premium payments up to 100% of the employee plus family composite (employee + spouse/domestic partner + children) rate.

District:

CUSD currently covers full benefits for full time employees and their children. If the employee adds their spouse, the district pays 65% of the family composite rate of their choice of plan. For the two-party plan (employee + spouse/domestic partner), the district pays a higher percentage of the cost of their choice of plan. For members who are less than full time, the district prorates its premium payments equal to the teacher's contract percentage.

ACT Ask:

ACT conceded that employees need to work full time in order to be eligible for fully paid health and welfare benefits for themselves and their children. However, they are requesting 100% of the two-party plan, and asking for 75% of the family composite rate.

District:

The District is unable to increase health and welfare benefits at this time. In fact, due to rising healthcare costs, CUSD paid an average of 7.8% MORE for employee healthcare benefits this year.

