

ACT Initial Proposals

March 18, 2024

ACT's initial proposal is **valued at over \$4.5 million of ongoing costs to the district** which included decreasing the length of their workday, enhancing their salary and benefits packages, and decreasing class size. The details of their request are noted below:

Cost	Proposal Overview
\$2.3 million	11% increase to the salary schedule (above and beyond automatic annual step increase)
\$300,000	Fully funded health and welfare benefits for employees (Currently, CUSD pays 65% of family rates for each full-time employee - this contribution fully covers a single employee, and an employee + children. Employee + spouse, and employee + family must pay the difference)
\$300,000	Fully funded benefits for employees working half-time or more
\$1.2 million	Decrease elementary class sizes
Cost TBD	Decrease secondary class sizes
n/a	Decrease the teacher workday by five minutes (currently 7 hours and 35 minutes, which includes a 45 minute duty-free lunch as well as daily preparation time without students of 40 to 87 minutes, depending on school site)
\$100,000	13% hourly rate increase (from \$36.81 to \$41.62) - for items not paid at their per diem rate of pay. Districtwide, nearly \$800,000 was paid out in the 22/23 SY for hourly compensation beyond the contract day..
Cost TBD	Removing cap on years of experience for initial placement on salary schedule
\$150,000	Rebenching employees whose years of experience was previously capped effective 7/1/24
\$250,000	Adding a \$2,000 yearly stipend for each earned master's degree
Cost TBD	Additional compensation for emergency response activities
Cost TBD	Additional compensation for writing letters of recommendation for students
Cost TBD	Exemption from toileting support for students
Cost TBD	Reducing the minimum years of service required to receive early retirement benefits from 25 down to 20 years of service and adding vision and dental benefits (as opposed to just health)

Follow this ([link](#)) to view the full text of proposals exchanged.

Projected Changes in Ending Fund Balance - Incorporating ACT's Initial Proposal

CUSD <u>Projected</u> Reserves	Actuals 2022-23	2023-24	2024-25	2025-26
Projected Ending Balance (All Funds - 01, 17 & 40)	\$20.8 million	\$16.5 million	\$6.3 million	(\$3.3 million)

2026-27	2027-2028
(\$13.4 million)	Basic Aid

ACT's proposal would make CUSD insolvent by 2025-26.

CUSD Initial Proposals

March 18, 2024

CUSD provided initial proposals for 3 of its sunshined articles. CUSD's initial proposals included requests to modify the Willie Brown Early Retirement Program, Class Size and Calendar. **There is no increased cost to CUSD's initial proposals.**

Calendar

CUSD desires to develop a calendar for the upcoming and two subsequent school years in order to allow staff and families to plan effectively. CUSD seeks to develop a school calendar that prioritizes student achievement, family togetherness, and student and staff wellness. Though there were no changes to the number of workdays for teachers, these remain at 186, with six workdays for professional learning, grading, and preparation, ACT was unwilling to look at changing the calendar for this year or changing their contract to have the teacher calendar mirror the instructional calendar created by the district in the best interest of students.

Class Size

The current agreement with ACT provides flexibility in target class sizes for TK-3 through 2025-2026. CUSD proposed extending this flexibility through 2026-2027. Beginning in 2027-2028, smaller class sizes would prevail when the district becomes a basic aid school district and is no longer reliant on enrollment to drive its funding. Without this flexibility, CUSD may have to hire additional staff which would further exacerbate its funding shortfall.

Leaves

CUSD proposed ending its participation in the Willie Brown Reduced Workload Program. Participation in Willie Brown is optional, but once a district opts into the program, it must grant the employee's request, provided they meet eligibility requirements. CUSD is concerned about the possibility of a large number of teachers opting into the Willie Brown program thereby increasing the frequency of job shares (students having more than one teacher) which may not be in the best interest of students. (*'Willie Brown' is a pre retirement reduction in workload program whereby teachers can earn a full year of STRS credit for a partial workload. The employer must still pay the full year of retirement contributions, and medical and dental benefits, though the employee works one-half (50%) of a full time workload. Employees may participate in a 'Willie Brown' for up to ten years before retirement*)

CUSD Counter Proposals

March 26, 2024

CUSD Counter Proposals to ACT's initial proposals is **valued at approximately \$272,000**.

CUSD has identified a \$2.3 million budget shortfall that has resulted in recent layoffs and reductions in staffing.

CUSD rejected ACT's initial proposals because of its high cost and facilities constraints. Based on current projections, accepting ACT's proposal would cause the district to be insolvent by the 2025-2026 school year. Instead, CUSD proposed a salary increase equivalent to the CoLA it will receive from the State (0.82% as of April) in addition to step increases that every employee is eligible to receive. CUSD was intentional in offering the CoLA it expects to receive from the State (as opposed to a set number) because many, including ACT, believe that by July, the CoLA will be higher than the 0.76% originally proposed by the State in January.

- Teachers are on a 'Step & Column' salary schedule, which reflects education level attained and years of service. Teachers automatically move down the schedule, receiving a pay increase for every year (Step) regardless of negotiated raises. They move across the schedule (Column) for completing advanced degrees and college/professional development courses. These steps range from 0.20% up to 6.72% (with a median increase of 2.5%).

CUSD's initial proposal to ACT, 'A Step for All' addresses the valued staff who may be entering Step 31 or higher by adding three additional steps, valued at 2.5% each year. That, along with an 0.82% increase to the salary schedule ensures every ACT member will get a pay raise annually until we reach basic aid status.

Follow this ([link](#)) to view the full text of proposals exchanged.

ACT Initial Proposals
April 12, 2024

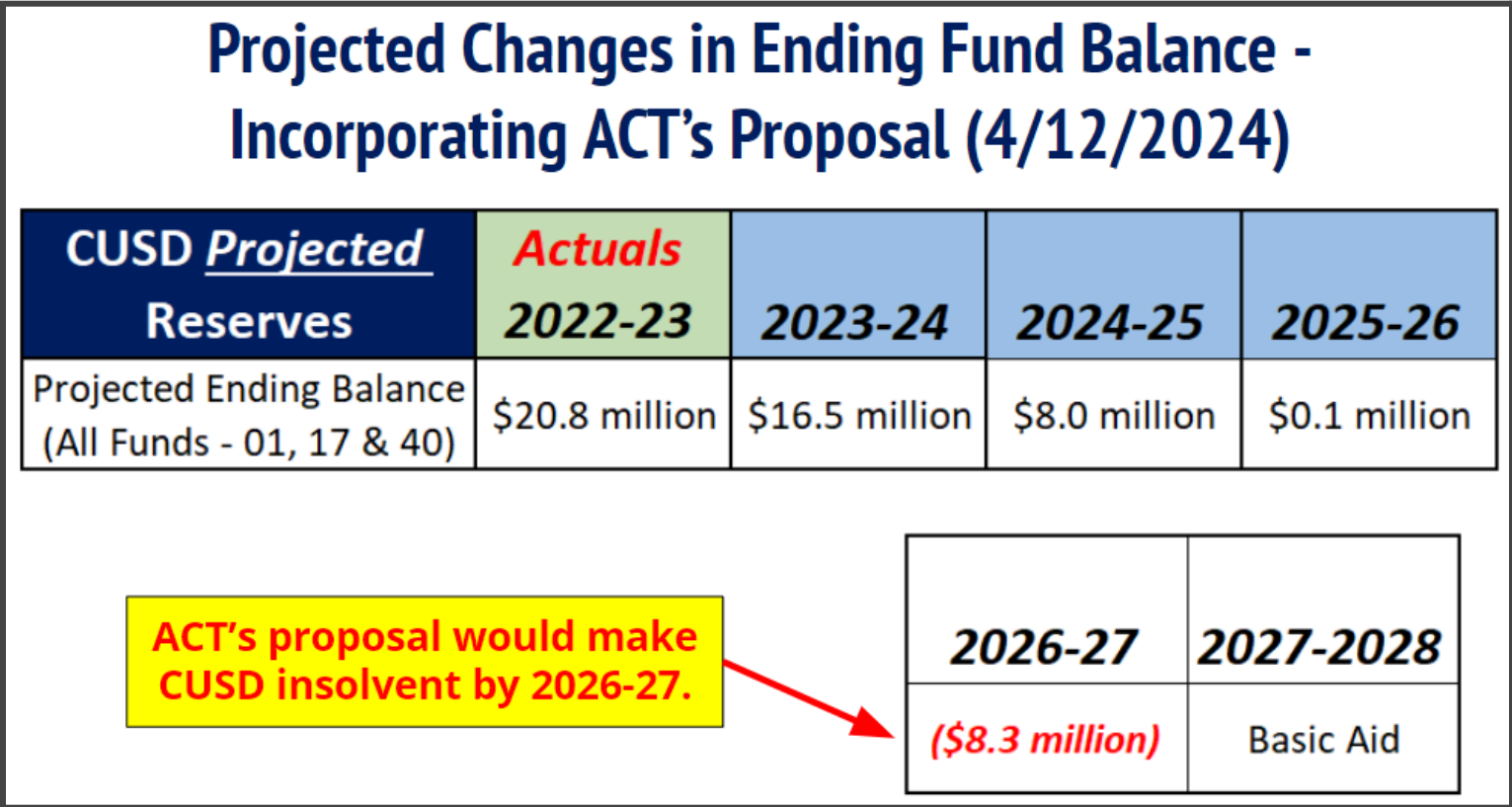
ACT's subsequent proposal conceded a number of items. **Their total request is now valued at over \$2.5 million of ongoing costs to the district.** The details of their latest request are noted below:

Cost	Proposal Overview
\$2.2 million	10% increase to the salary schedule (above and beyond automatic annual step increase) and 3 additional steps for each column of the salary schedule.
\$120,000	Increase the district's contribution for health benefits from 65% of family rate to 75% of family rate (Currently, CUSD pays 65% of family rates for each full-time employee - this contribution fully covers a single employee, and an employee + children. Employee + spouse, and employee + family must pay the difference)
\$300,000	Fully funded benefits for employees working half-time or more
\$1.2 million	Decrease elementary class sizes
Cost TBD	Decrease secondary class sizes
n/a	Decrease the teacher workday by five minutes (currently 7 hours and 35 minutes, which includes a 45 minute duty-free lunch as well as daily preparation time without students of 40 to 87 minutes, depending on school site)
\$100,000	13% hourly rate increase (from \$36.81 to \$41.62) - for items not paid at their per diem rate of pay. Districtwide, nearly \$800,000 was paid out in the 22/23 SY for hourly compensation beyond the contract day..
Cost TBD	Modify the cap on initial placement of new employees on salary schedule from 20 years to 25
\$150,000	Rebenching employees whose years of experience was previously capped effective 7/1/24

\$30,000	Adding a \$2,000 yearly stipend for each earned master's degree for employees on columns 1-4 of the salary schedule
Cost TBD	Additional compensation for emergency response activities
Cost TBD	Additional compensation for writing letters of recommendation for students
Cost TBD	Exemption from toileting support for students
Cost TBD	Reducing the minimum years of service required to receive early retirement benefits from 25 down to 20 years of service and adding vision and dental benefits (as opposed to just health)

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The chart below illustrates the impact that ACT’s proposal will have on the district’s finances.



The next bargaining date between ACT and CUSD is **scheduled for April 30, 2024.**
This page will be updated shortly thereafter.