



# Campbell Union High School District

Dear Colleagues,

CUHSD and CHSTA's negotiating teams returned to the bargaining table today in an effort to finalize contract negotiations. The teams made significant movement on teacher salary and we look forward to continuing discussions on November 5.

As we continue negotiations, we are working hard to find financial solutions that help to ease the economic pressures our teachers face while remaining fiscally responsible.

The District entered today's talks with a goal of building on our previous proposal of:

- A salary increase of 2.0% or a 1.67% plus elimination of column A
- Elimination of the cap on units that can be utilized by teachers for moving over columns during a school year, effective for the 2019-20 school year
- Elimination of the cap on years of service credit for newly hired teachers

Today, the District's initial salary proposal included two alternatives to on-schedule increases; a 5% one-time payment, pro-rated by FTE for both Units, or a \$5,000 one-time payment, pro-rated by FTE for Unit A.

Throughout the day, both teams continued to present various proposals for teacher salary. The District's final proposal, which was the last proposal of the day, included:

- Salary increase for Unit A: 2.75% on schedule, effective August 1, 2018
- Salary increase for Unit B: 2.75% on schedule, effective August 1, 2018, plus 8th step at 4% increment effective 8/1/2019
- Elimination of the cap on units that can be utilized by teachers for moving over columns during a school year, effective for the 2019-20 school year
- Increase in step placement to 17 years for newly hired teachers, effective 2019-20

The District remains committed to reaching a fair agreement and remains hopeful that we will reach an agreement in the near future.

**The District Bargaining Team**

Meredyth Hudson - Bargaining Chair  
German Cerda  
Daron LaFranchi  
Usha Narayanan  
Rich Alipaz  
Jen Baldwin

---

**Campbell Union High School District**  
3235 Union Avenue | San Jose, CA 95124  
408-371-0960  
[www.cuhsd.org](http://www.cuhsd.org)