



# Campbell Union High School District

Dear Colleagues,

We are pleased to share the CHSTA and District bargaining teams returned to the bargaining table this week. While we still have more work to do to reach an agreement, we continue to work together using an interest-based approach. This has allowed the teams to have truly constructive conversations that will hopefully lead us to a final agreement.

We deeply value and appreciate the hard work and dedication you demonstrate on a daily basis and we know you are eager for the bargaining process to be completed.

#### Article 18/28 (Adult Ed) - Compensation

We continue to work toward reaching consensus on compensation.

- This week the teams generated many new compensation-related options which would meet the shared goal to attract and retain effective teachers.
- The District team is currently gathering data to analyze the options prioritized by the CHSTA team.
- Both teams will review the data on these options before returning to the bargaining table.

#### Progress to Date

Together, the bargaining teams have made significant progress. We reached tentative agreement on the following articles:

- **Article 8 (Class Size)** We are pleased to announce that we have been able to establish class size targets within the contract language (not in side agreements). Details include:
  - Setting a class target of 32 students in most classes and 42 students in PE
  - Establishing an overage payment to begin at 33 students; however, a teacher must have a student load of 144 (or 90% of the total student contacts) to qualify for overage payments. There are exceptions built into the language like in prior years for certain classes.
- **Article 14 (Hours and Work Year)**
  - WASC: We improved the WASC Chair options regarding release periods.
  - Total Teaching Preparations: We established three (3) as the goal for the greatest number of preps a teacher should have. Exclusions for individual class offerings (singletons) will apply. AP and ELD will be considered additional preps.
- **Article 17 (Transfers)**
  - We adjusted the transfer process in order to ensure that we can recruit and select talent in a timely fashion and guarantee rights for current teachers.
  - This also establishes transfer language for CACE teachers who wish to transfer to a Unit A teaching position.
- **Article 29 (Special Education)**
  - We established a new article that will be focused solely on Special Education, including caseload management and reporting expectations.

We are committed to researching all options and working together to finalize an agreement.

Sincerely,

#### **The District Bargaining Team**

Meredyth Hudson - Bargaining Chair  
German Cerda  
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Rich Alipaz  
Jen Baldwin