



Campbell Union High School District

Bargaining Update
10/9/18

The District and CHSTA bargaining teams met for another day of negotiations on October 9, 2018. The teams continue to have collaborative discussions as we work to reach agreement on the final remaining issues.

More specifically, the District returned with calculations for the compensation options discussed during the last bargaining session. In addition, the District and CHSTA teams discussed the [Comprehensive Budget Review](#) conducted by School Services of California, an independent financial-management organization used by districts across the state. The report concluded the District makes reasonable budget projections for both revenues and expenditures and should be cautious when negotiating increased compensation costs. Additional highlights from the report include:

- CUHSD ranks sixth out of eleven high school and unified districts in the county in total compensation for new teachers, which includes salary and health benefits (page 40).
- When comparing average health benefits, CUHSD moves to second out of eleven high school and unified districts in the county (page 39).
- CUHSD has experienced greater growth in enrollment (4.99%) than all but one of the high school and unified districts in the county, which translates into fewer dollars per student (page 18).

The budget review is posted on our website under the new [Labor Management and Negotiations](#) page. Click [here](#) to view the analysis.

Finally, the teams reviewed proposals regarding Article 18 Compensation. Both teams brought new compensation proposals to the negotiations table.

- CHSTA presented the following:
 - Elimination of the cap on unit hours applied in a school year,
 - Elimination of the cap on years of service credit for newly hired teachers,
 - Elimination of column A on the salary schedule, and
 - A 3.5% salary increase.
- The District responded with a proposal containing the following:
 - Elimination of the cap on unit hours applied in a school year,
 - Elimination of the cap on years of service credit for newly hired teachers, and
 - Either a 2.0% salary increase or a 1.67% salary increase in addition to the elimination of column A.
- Representatives from both teams developed additional compensation options for CACE teachers. The District team will calculate the budget impact of these options prior to the next bargaining session.

The teams will now work to identify a time for the next bargaining session. While the teams still have more work to do, we are confident they will achieve a resolution. Again, we deeply value your patience during the bargaining process and we are committed to working together to finalize an agreement to benefit CHSTA members, the District and ultimately our students.

District Bargaining Team

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