

May 26, 2017



DID YOU KNOW?

It's not surprising that in a recent survey 95% of participants agreed that every building needs a good school climate where collaboration and shared decision making between administrators, educators, parents and support staff takes place. Good school climate leads to good decision making that positively impacts educators and students. In order to ensure empowerment and collaboration takes place in every school, CCEA needs to provide support to members and leadership in buildings, a sentiment agreed with by 84% of the same survey participants.

To date, CCEA's Professional Development Department has conducted over 20 trainings for the Site-base Organizational Teams with over 850 participants. CCEA is poised to continue to be a resource for these teams and ready to do more for all members. It's going to take additional resources. Modernizing our dues structure so CCEA isn't subsidizing our state association, NSEA, would ensure that more money stays at the local level to serve CCEA members. We advocate that money should follow the student for District funding. Dues should also follow the member, it only makes sense.

LEGISLATIVE UPDATE

School Climate: CCEA has been at the center of moving one of our top legislative priorities school climate legislation. Senate Bill 369, the School Climate Bill, was presented by the Senate Majority Leader Aaron Ford and CCEA's Executive Director to the Assembly Education Committee and awaits a vote by the Assembly. SB369 would require the School District to ensure a collaborative school climate among educators and the principal. It requires teachers and administrators to get training in working collaboratively, and if necessary, provides a trigger for an investigation.

Dedicated Funding: CCEA is leading the effort to pass legislation that would create a dedicated funding stream guaranteeing your salary advancement. Specifically, this legislation would require CCSD to reserve money to pay for column movements once educators have completed their PGP. CCSD would no longer be able to say they don't have money for column movement. After thousands of educators emailed Senators Ford and Woodhouse asking for her help to introduce legislation, this emergency bill is moving forward. Be prepared for a "Call to Action" to ask legislators to pass the bill when it is scheduled for a committee hearing.

NEGOTIATIONS

Despite the Districts bad faith bargaining, the CCEA Negotiations Committee has proposed the following totaling \$80.5 million in economic and non-economic issues including:

- Step Increase** for every employee: \$31 Million
- 3% increase in salary Across-the-Board:** \$39 Million
- Restore Health Insurance contributions** to \$583.87 per member per month effective January, 2017, as well as an annual health contribution increase based on the cost of care. \$10 Million
- Longevity bonus:** increase of \$250 per tier
- Increase Extra-Duty pay from \$22 to \$30**, and include Extra-Curricular Activities to same experience increases as Athletic Coaches
- 3 Days of paid leave for OLPs** to attend a national certification board annual conference and \$750 per OLP towards the cost of attending
- Develop a separate salary schedule for OLPs** upon the completion of a parity study on salary for other licensed professionals
- Ability to cash out a certain number of accrued sick leave**

Arbitration: Time and again CCSD has demonstrated their unwillingness to recognize the irreplaceable value of educators. Now that they have declared impasse in negotiations, an arbitrator will decide the terms of our contract. CCEA is preparing a strong case as to why the District's proposed freezes in pay and cuts to our health care don't match with their fiscal projections.