



NEGOTIATIONS QUESTIONS FROM THE COMMUNITY III MARCH 10, 2008

The Cupertino Union School District has received a number of questions from community members regarding the status of negotiations between the district and the Cupertino Education Association (CEA). In an effort to keep the entire community informed, the district is providing the answers to the most frequently asked questions.

Are the teachers working without a contract?

- No. Until a new contract is in place, the law requires the district and CEA to work under the terms of the previous contract.

What has the district done in negotiations?

- Negotiations Timeline – As of March 10, 2008

July 1, 2007	State allocates 4.57% Cost of Living Adjustment (COLA).
August 15, 2007	The district and CEA begin negotiations.
November 19, 2007	The district proposes a 3.25% increase in total compensation. CEA proposes an increase of 9-11%. The district and CEA jointly declare Impasse and await the arrival of the state appointed mediator.
January 9, 2008	Governor declares a state of “Fiscal Emergency” due to the state budget crisis.
January 10, 2008	Governor releases 2008-2009 budget proposal that threatens a \$3.5 million cut in funding to the district.
January 11, 2008	The district suspends 3.25% increase in total compensation offer until further budget details are known.
February 26, 2008	The district and CEA meet with the state mediator.
March 10, 2008	CEA declares “Work to Rule.”
March 14, 2008	The district and CEA are scheduled to meet with the state mediator.
March 15, 2008	Deadline to notice teachers of potential layoffs.
May 2008	Governor releases revised budget for 2008-2009.
June 30, 2008	Deadline for the state and district to pass a balanced budget.



Does the district value our teachers?

- Yes. The district has a history of making employee compensation a priority.
 - District teachers have received an increase in salary 9 out of the past 10 years:
 - 2006-2007 8.39% increase in salary
 - 2005-2006 5.00% increase in salary
 - 2004-2005 3.07% increase in salary
 - 2003-2004 0% (district funding was cut mid-year 1.2% during this year)
 - 2002-2003 2.04% increase in salary
 - 2001-2002 3.87% increase in salary
 - 2000-2001 11.02% increase in salary
 - 1999-2000 3.46% increase in salary
 - 1998-1999 5.00% increase in salary
 - 1997-1998 5.00% increase in salary
- It is the desire of the district to address employee compensation as soon as the 2008-2009 state budget picture becomes clear.

Why doesn't the district settle now?

- Given the uncertainty surrounding education funding and the potential for drastic cuts next year, the district wants to ensure that we can maintain the following priorities:
 1. Minimize the impact on classroom and instructional programs.
 2. Avoid employee layoffs.
 3. Maintain the highest possible level of employee compensation.