



## What is CEA proposing?

**Lower Class Sizes**- We are proposing to lower class sizes in key areas, such as Kindergarten. The District returned our proposal by suggesting we *raise* class numbers for grades 4 and 5. We are also proposing teachers get compensated for exceptionally large classes at all secondary levels in order to discourage creating huge classes.

**Consistent Language around Work Hours**- We propose that our contract includes clarity around fundamental information such as work day start and end times. This would also help to ensure equitable experiences across all of our buildings. Having reasonable and realistic start and ending times supports effective collaboration and preparation for our students.

**Manageable Student Caseloads**- We propose caseloads that allow Special Education teams to effectively provide student support and additional inclusive opportunities.

**Protect Curriculum Planning Time**- The District wants to take away several additional Wednesday planning periods. While this impacts all members, it comes at the highest cost to our elementary members. Our highly educated and experienced educators need time to plan, create essential lessons, and collaborate with peers to best serve all students they serve.

**Equitable Funds for Student Resources** - The District has an obligation to invest in student programs, but they're leaving distribution of funds for music, library, and PE at principals' discretion. That means students have wildly different experiences in these classes. These funds must be distributed equitably among buildings and programs.

**Wages to recruit and retain great teachers- Honoring What is in Our Current Contract...Consumer Price Index (CPI)**- CPI has been in our contract for 3 years and we bargained it in **GOOD FAITH** in 2020. Yet the District wants to switch to the Implicit Price Deflator (IPD). Last year, CPI (5%) was lower than IPD (5.5%) and CEA didn't push back. The District doesn't get to flip flop when it's in their favor. It's like picking heads or tails after the coin has been flipped.

Our financial expert confirmed that the District can honor the bargained CPI while remaining financially healthy. If our salaries don't grow at the rate of current inflation, it will impact all our future salaries as well our retirement funds. Educators **VALUE** public education and we would never put the District in financial jeopardy.

**The District will be sharing our proposals with little context, and they will say it's about money. As you can see, CEA remains focused on our students and how we can support educators, so we can be the best for our students and our community. These tactics by the District WILL NOT change the course of your Bargaining Team, and we will continue fight for our students, our educators and our CAMAS community.**

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