



Compton Unified School District  
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TO: Compton Unified School District Employees  
FROM: Darin Brawley, Superintendent  
DATE: December 1, 2015  
RE: Update on Bargaining Negotiations With Compton Education Association ("CEA")

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As many of you are aware, the District has been negotiating with CEA for a successor collective bargaining agreement. Although the parties have had numerous positive conversations during those negotiation sessions, we have not been able to reach agreement regarding the following issues: salary, health and welfare benefits, class size, work day, etc. In addition, while the parties have also exchanged proposals relating to evaluations, transfers, peer assistance program, department chairpersons, and adjunct duties, over the last several sessions the parties have agreed to focus on the salary, health and welfare benefits, class size and instructional minutes proposals.

The following reflects the District's most recent proposals to CEA provided via email on November 17, 2015:

- The District has proposed providing a 2.0% increase to the salary schedule subject to CEA agreeing to the increase in the workday set forth below. The dollars used to fund the District proposal will be allocated through the District's LCAP using supplemental and concentration funds and will continue as long as the District continues to receive the same level or greater of funding through the LCFF.
- The District also proposed that, subject to CEA agreeing to the increase in the workday set forth below, effective January 1, 2016, it increase each tier of the medical benefits cap by \$1,000.00 per year. This means the new:
  - 1 Party cap would be \$4,317.00 per year
  - 2 Party cap would be \$7,634.00 per year
  - 3 Party or More cap would be \$10,407.00 per year
- In order to benefit the District's students, the District has proposed to increase the workday for bargaining unit employees by 18 minutes. The increased time would include an increase in time allocated, depending on grade levels, towards student instruction, advisory work with students, or intervention at the District's discretion.
- The District proposed to increase the amount an employee receives if he/she elects to waive medical coverage to \$2,000 per year effective January 1, 2016. In order to receive the waiver amount an employee would need to certify that he/she or his/her spouse/registered domestic partner has other specifically identified medical coverage.

- The District proposed to implement a change to class size average ratios beginning with the 2016-17 school year and that the agreement be reflected in the District's LCAP for the 2016-17 school year and be part of a Memorandum of Understanding between the District and CEA:

- Effective July 1, 2016, when administratively practicable, whenever the District's financial resources allow, and whenever the facilities are available, the following average class sizes shall be maintained at each District school site:

<b>School Sites</b>	<b>Ratios</b>
TK/Kindergarten and First Grade	24 to 1*
Second and Third Grades	26 to 1*

If the District's financial resources do not allow or facilities are not available to maintain the average class sizes at each school site for Transitional Kindergarten through First Grade, inclusive, or to the extent that the District implements the language above with respect to Second and Third Grades, then the average class size ratio for such school sites shall be 30 to 1 plus or minus 1.

- Effective July 1, 2016, when administratively practicable, whenever the District's financial resources allow, whenever staffing is sufficient, and whenever the facilities are available, the following average class sizes shall be maintained at each school site for special education as specified:

<b>School Sites</b>	<b>Ratios</b>
Mild/Moderate Special Education K-5th Grades	17 to 1
Mild/Moderate Special Education 6th-8th Grades	20 to 1
Mild/Moderate Special Education 9th-12th Grades	20 to 1

- Effective July 1, 2016, when administratively practicable, whenever the District's financial resources allow, whenever staffing is sufficient, and whenever the facilities are available, the following average class sizes shall be maintained on a District-wide basis for special education as specified:

	<b>Ratios</b>
Moderate/Severe Special Education	15 to 1

- With respect to other grade levels, the District explained in its proposal that it needs to continue to research the viability and feasibility of decreasing class sizes ratios and that the parties agree to reopen negotiations relating only to class size averages to take place during the 2015-16 school year.

- If the parties reach agreement on the issues above, the District also has proposed that the parties continue to negotiate on the following issues: Article 7 – Teaching Hours/Adjunct Duties, Article 8 – Transfers (including, 8.2.1 – 8.2.5 and 8.7), Article 9 – Evaluation Procedures, Article 21 – Peer Assistance Program, and Article 28 – Department Chairpersons.

The District remains committed to bringing these negotiations to a successful conclusion and reaching a fair agreement with CEA on a new collective bargaining agreement. The parties have scheduled their next negotiation session for December 2, 2015.