



**Culver City  
Federation of Teachers**  
AMERICAN FEDERATION OF TEACHERS, AFL-CIO

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HUMAN RESOURCES  
C.C.U.S.D

Leslie Lockhart, Assistant Superintendent  
CCUSD  
4034 Irving Place  
Culver City, CA 90232

Dear Leslie,

Happy New Year! Here is the bargaining proposal from CCFT for the 2012-2013 school year.

**Article 32: Wages**

- Develop a salary increase formula designed to bring CCUSD salaries to the median in LA County within 5 years.
- Add one new longevity step for K-12 and OCD teachers.
- Remove the 5-year in-district requirement for moving into longevity steps
- Add one new stipend, at 20% of full-time pay, for elementary teachers with combination classes.
- Increase all class coverage rates and the \$35/hour extra-duty rate.
- Establish a new department chair stipend for nurses.
- Provide additional compensation for nurses when caseloads exceed (to be bargained) caseload maximums.

**Article 31: Health and Welfare**

- Annual premium increases shall be split 50/50 between CCUSD and bargaining unit members.
- Annual dental maximum benefit shall be increased from \$1,500 to \$2,000.
- Cash in lieu of medical insurance shall be increased from \$3,000 to \$4,000.

**Article 26: Class Size**

- Establish "semi-absolute" class size maximums for individual classrooms.
- Establish caseload maximums for nurses.

**Article 25: Hours of Work**

- Additional preparation time shall be established for elementary classroom teachers.
- Additional preparation time shall be established for special ed elementary teachers.
- District-called meetings shall be held on minimum days and limited to 3 meetings per month.

**Additional topics for discussion:**

- Discuss the progress of the committee working to revise Article 29: Evaluation
- Discuss the cost of union business release time.

I'm hoping we can sunshine this promptly so that the public hearing can be held at the January 22 school board meeting. Thanks.

David Mielke, President 1/7/2013