



Culver City Federation of Teachers

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

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

Dear Leslie,

CCFT wishes to bifurcate our bargaining proposal for the 2013-2014 school year. We would like to make a proposal now on salaries and benefits while reserving the right to make proposals on the "two other articles" that can be re-opened at a later date.

This will allow the parties to get to work right away on these compensation issues while giving us time to survey our members as to what other issues they would like us to take to the table.

Procedurally, I think the district will need to make a proposal to us before talks can begin. If you wish to do the same, and split your proposal, that is fine with us.

Assuming that this is ok with you, here is our opening proposal for salaries and benefits:

Article 32: Wages

Discuss salary increases in the context of our shared goal of reaching the median salary in Los Angeles County over the next four years.

Article 31: Health and Welfare

CCUSD shall increase its contribution to unit members' health and welfare premiums so that employees choosing the lowest cost plan shall have those premiums fully-paid by the district.

CCUSD shall increase the annual maximum for dental benefits from \$1,500 to \$2,500.

Cash in lieu of insurance shall be increased so that the dollar amount is equal to the lowest cost insurance plan for an individual employee.

Thanks in advance!

Sincerely,

A handwritten signature in black ink, appearing to read 'DMielke', with a horizontal line extending to the right.

David Mielke, President