

November 21, 2024

Cupertino Union School District's (CUSD) Initial Proposal
To
Cupertino Education Association (CEA)
Regarding
Reopener Negotiations for 2025-26 school year
To Modify the Agreement Expiring on June 30, 2027

CUSD has a sincere interest in collaborating with CEA to accomplish the following:

Article 3: Compensation

Provide a salary increase in furtherance of the interest of helping to enable CEA Members to work in close proximity to where they live, and to be invested in their students' communities.

Article 5: Leaves

Revisit the lack of language around the Individualized Discretionary Day.

Article 9: Evaluation

Revisit the TA signed on 3/13/2024 regarding the District's subcommittee looking at a different type of evaluation method taking into account the District's Portrait of a Learner initiative.

The District reserves the right to exercise its additional reopeners during the course of negotiations as necessary to address unanticipated issues.