



FROM THE TABLE

An update from the AEA Bargaining Team

October 3, 2016

Tentative Agreement Reached!

After two bargaining sessions last week, the District and the Association reached a Tentative Agreement on a two-year contract, on Friday evening.

Most of the articles from the June, 2016, T.A. are unchanged, including the work that was done to improve leaves language, and the addition of steps to the Adult School salary scale. However, there are some significant changes from the June agreement:

Article 9, Class Size, will remain as per the old contract. There will be no language in our contract allowing any class size overages, nor will there be any changes to the current class size maximums. If violations to class size maximums do occur they will continue to be handled through the grievance process, as has been past practice.

Article 14, Salary: AUSD and AEA agreed to a 4.0% increase to all salary schedules, effective December 1, 2016. The \$272,500 that would have been applied to dental benefits over the course of this school year will instead be split equally among all unit members as a one-time stipend, to be paid within 45 days of ratification.

This 4.0% raise, plus the one-time stipend, represents a redistribution of the money that would have been applied to a 3.7% raise according the June T.A. As per the June T.A., the money that would have been applied to dental benefits in future years has been removed from Article 12, Health and Welfare Benefits, and reallocated to the salary scale.

Article 8, Teaching Hours: Kindergarten teachers will see their preparation periods reduced from five per week to four per week beginning in the 2017-18 school year, one year earlier than per the side letter signed in June. They will instead receive a release day each trimester for the length of this contract (through 2018-19).

A Special Education task force will begin meeting in January to review SpEd job descriptions and responsibilities, and to make recommendations by September, 2017.

AEA and AUSD will reopen negotiations in February regarding salary, and one additional article of each party's choosing, by which time the impact that the November elections will have on future AUSD revenue will be more clear.

The AEA Bargaining Team thanks you for your support this fall.

Jessica Downs, Alameda High

Judith Klinger, Alameda High

Glenda McDowell, Maya Lin

Ron Parodi, Encinal Jr.-Sr. High

David Hernandez, CTA

Next Steps:

Check your email and stay in touch with your site reps in the coming days for:

- Copies of the Tentative Agreement
- Dates for a general membership meeting
- Timeline and dates of a ratification vote

Members of the Bargaining Team will be at the general membership meeting to answer questions.