



# From The Table

March 10, 2016

## AEA Bargaining Team

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The Association and AUSD Bargaining teams met on Wednesday, March 9, 2016 for the fourth negotiations session.

The Association presented responses to the District's proposals on Article 5 (Leaves) and Article 9 (Class Size). In Article 5, the Association deleted the Compelling Personal Importance section in order to eliminate limitations currently placed on using sick leave for reasons other than personal illness or injury. The language about Personal Necessity leave was updated to conform to California Ed Code which allows the employee to use the leave "at his or her election in case of personal necessity." AEA's position is that employees should be able to use sick leave per Ed Code without the restrictions in the current contract.

The Association presented a counter to Article 9 (Class Size). The proposal included reducing maximum class size for all TK and K classes to 20 and for grades 1-3 as well as 3/4 combo classes to 24 under the guidelines put forth by the Local Control Funding Formula by the State. Additionally, in response to the district proposal on class size stipends for overage, the association countered using language that outlines current practice.

*Overage begins after the 20th day at the beginning of school, and the 5th day from the start of the high school 2nd semester/ middle school second and third trimester. The practice stems from a grievance resolution which is as follows: For TK-5, a violation is defined as every instructional hour during which a teacher's class(es) exceeds the maximums set forth herein beyond the twenty (20) and/or five (5) day periods. For 6-12, a violation is defined as (a) one period during which a teacher's class exceeds the maximums set forth herein beyond the twenty (20) and/or five (5) day periods and/or (b) one day during which the applicable contacts are exceeded. However, in no event shall any class exceed the applicable maximum by more than four (4) students.*

The District informed the Association that it does not intend to present a proposal on Article 12 (Health And Welfare Benefits). The article remains open since the Association included it in their initial Sunshine proposal.

The Association floated a conceptual proposal to promote the inclusion of unit members' input when evaluating and adopting instructional materials, curriculum, supplemental programs, etc. Both sides agreed to continue the discussion in future sessions.

The next bargaining date will be March 22. At that meeting, both sides will present their analysis of the District's budget prior to any financial proposals being exchanged.

**Stay informed. Stay involved. Support your Bargaining Team!**