



From The Table

June 1, 2016

Your
AEA
Bargaining
Team

Jessica Downs
AHS

Janay Gonsalves
Haight

Judith Klinger
AHS

Pamela Schaffer
Wood

Audrey Hyman
AEA

David Hernandez,
CTA

IMPASSE

Wednesday June 1, 2016, AEA met with the District for its final bargaining session of the school year. The main issue was adding ongoing money to the salary schedules.

The Association and the District have exchanged proposals on Article 14 (Salaries) a total of 11 times over the last month.

The final offer from the District was its “Last, Best, and Final Offer.” This is a legal term which means that if the union doesn’t agree to the offer, negotiations are at “impasse.” This is another legal term which means negotiations stop, and a third party mediator is called in to facilitate discussion between both sides and move negotiations forward.

The District’s “Last, Best, and Final Offer was:

- 2016-2017: enough one-time money to cover the 2.1% increase in STRS contributions which would be paid to all AEA members; and a **0.5%** increase to all AEA salary schedules.
- 2017-2018: enough one-time money to cover the 2.1% increase in STRS contributions paid to all AEA members; and a **2%** increase to all AEA salary schedules.

The money covering the STRS increase would end June 30, 2018; **the total ongoing increase to salary would be 2.5%.**

This offer was declared unacceptable by the Bargaining Team following the Executive Board’s instructions. We informed the District as such.

AEA and AUSD AGREED TO MUTUALLY DECLARE IMPASSE

Informational meetings are being planned for your site. Check with your site rep for the date. Find out what happens next and what you can do to help make AEA members’ compensation a priority in our district.