



# From The Table

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## **AEA Bargaining Team**

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The Association and AUSD Bargaining teams met on Friday, April 15, 2016 for the sixth negotiations session. A comprehensive break-down of the proposals presented and discussed at the March and April Bargaining Session are listed on the backside of this memo.

The Association brought its responses to the District's proposals for Articles 7 (Professional Dues and Payroll Deduction) and Article 8 (Teaching Hours) which included the effects of implementing all day Kindergarten. The District presented their counter proposal to Article 9 (Class Size). Additionally both sides traded conceptual proposals on creating a new Article 30 (Academic Committee).

A Tentative Agreement was reached on Article 7 (Professional Dues and Payroll Deduction).

The District rejected the Association's Article 9 (Class Size) proposal to lower elementary class sizes. Their reasons included lack of facility space for setting up new classrooms and that it would be too costly. Under section 9.06, the District countered with a proposal to pay elementary teachers \$300 per month for all overages no matter the number of students (up to a maximum of 4) or length of time the student(s) stay in the classroom. Secondary teachers would receive \$150 per month for each period with an overage with the same stipulations as elementary.

The Association gave the District its counter on Article 8 (Teaching Hours) which seeks to retain current Kindergarten teacher prep time and codify equitable yard duty supervision, the number of minimum days at the start of the school year and compensation for Kindergarten specific events outside of current contract obligations, e.g., Kindergarten Information Night, Ice Cream Socials, summer assessments of incoming Kinder students, etc.

The District's counter to Article 8 centered on several items related to implementing full day Kindergarten. It included refusing to keep status quo on Kindergarten prep, instead lowering it to 4 preps a week. Additionally, the District stated that yard duty is a site, non-contractual, issue. It agreed to maintaining the first 3 weeks of instruction as minimum days for Kindergarten. It proposed compensating teachers for attending non-contractual Kindergarten events where their presence is required by administration.

Also under Article 8, the District decreased its initial proposal to change Extra Duty Hours from 14.0 to 20.0, and now have lowered it to 16.0. In addition, under Section 8.06.01 for middle and high school teachers, they proposed teachers be accountable by completing 16.0 hours of duty rather than by serving four events. Both sides agreed to allow one member from the other bargaining units to serve on the Calendar Committee in an advisory, non-voting capacity.

We had further discussions on a conceptual proposal to form an Academic Committee whose intent would be to give unit members input into curriculum adoption and implementation, supplemental programs, etc.

The next bargaining date will be April 29. The Association will bring back responses to the District's proposals for Articles 8 & 9 (Teaching Hours, Class Size). The District will present their proposal for Articles 14 (Salary).

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