



From The Table

May 27, 2016

Your AEA Bargaining Team

Jessica Downs
AHS

Janay Gonsalves
Haight

Judith Klinger
AHS

Pamela Schaffer
Wood

Audrey Hyman
AEA

David Hernandez,
CTA

Stay informed. Stay involved. Support your Bargaining Team!

The Association and AUSD Bargaining teams met on Wednesday, May 25, 2016 for the 9th negotiation session. The Association presented its counter proposals on Articles 14 (Salary), 12 (Health and Welfare Benefits), 22 (Adult Education), 30 (Academic Committee) and a draft proposal for a joint Memorandum of Understanding (MOU) in regards to concerns about Article 27 (Special Education). **Tentative Agreements were reached on Articles 12, 22 and 30.**

In Article 12 (Health and Welfare Benefits), the District accepted the Association's proposal to incorporate new Board policy giving employees' children the same enrollment priority at their work site school as the residents of that attendance zone.

In Article 22 (Adult School) the Association proposed adding additional steps for years of service to the Adult School Salary Schedule, Appendix A-2. The current schedule stops at year 11+. The Association's proposal added additional steps at years 16, 21 and 26. The District accepted the Association's proposal.

In Article 30 (Academic Committee), both parties agreed that the Committee would be consulted regarding the selection of curricula, instructional materials, training and professional development for teachers with the mutual intent that the best possible academic curricula be chosen. The District also accepted the Association's language which gives the Committee the right to review new programs after they have been used for one full academic year.

Article 14 (Salary)

The Association presented a counter to the District's financial proposal. The offer was for 2-years structured as:

2016-2017: 3.75% in on-going funds. The Association proposed a one-time retention stipend (which goes towards STRS) for our proportionate share of \$2.5 million to be paid in two parts. The first payment to be paid on or before November 20, 2016.

2017-2018: 2.75% in on-going funds. The second retention stipend payment to be paid on or before November 30, 2017.

The District responded with a new proposal:

2016-2017: 0.5% increase in on-going funds plus a one-time retention stipend in the amount of \$1,000 paid on or before October 31, 2016. The stipend would be paid to all unit members in active service at that time and would be prorated to reflect the full-time equivalent (FTE) assignment for each member.

2017-18: 0.5% increase in on-going funds. The retention stipend would be paid on or before October 31, 2017.

The total compensation package offered by the District over 2 years would amount to a 1% salary increase and two \$1,000 one-time stipends.

Both parties return to the Bargaining Table next Wednesday, June 1st.