



FROM THE TABLE

An update from the AEA Bargaining Team

May 25, 2017

AEA and AUSD met on May 25 for what was supposed to be a full day of bargaining. We anticipated spending the day discussing details around Article 8, Teaching Hours, and a potential salary increase for next year. After exchanging proposals around Teaching Hours, the District proposed a salary increase of .5% for 2017-18. This figure reflects the increase in ongoing funding that the District will be receiving from the State next year.

As the T.A. ratification process takes at least two weeks, this was the last session in which we could get a T.A. before the end of the school year. It was clear to our team that the two sides were not close enough in their proposals to come to a Tentative Agreement during this session. The session ended early, and the parties mutually agreed to cancel our next scheduled session.

Our team felt that we were not going to arrive at a salary increase figure that our membership would accept, as per E-Board instructions. The District and the school board have acknowledged that salaries are low in AUSD, yet the money has not been found to make up the difference.

The Association recognizes that state funding for education has flattened out, and that other districts have been settling at lower rates than we are seeking: Fremont Unified received a 2% raise this year; Richmond is looking at 2% in increases spread out over the year; South San Francisco's recent T.A. calls for 2% next year. However, we also recognize that a raise of .5% - or even 2% - does little to bring AUSD salaries closer to the regional average.

As our current contract expires at the end of June, 2018, we are set to start negotiations for a successor agreement next school year. The two sides agreed that it is in our mutual best interests to commit to an accelerated bargaining timetable for the successor agreement in the fall.

We are committed to arriving at an agreement that achieves the District's stated goal of recruiting and retaining highly qualified teachers. This will require the District to do some long-term planning and make some tough decisions. It will also require some hard work on our part. In addition to your input through meetings and surveys, your support will be needed through collective actions, attendance at board meetings, and community engagement. See you in August!

Your AEA Bargaining Team

Judith Klinger, Alameda High
Jessica Downs, Alameda High
Glenda McDowell, Maya Lin Elem.
Ron Parodi, Encinal Jr. - Sr. High
Tara Yudenfreund, Ruby Bridges Elem.
David Hernandez, CTA

Scheduled Bargaining Sessions

Bargaining has been suspended until the fall, at which point we will resume this round as well as begin bargaining for a the successor agreement.