

ALAMEDA UNIFIED SCHOOL DISTRICT

DISTRICT NEGOTIATIONS BULLETIN

January, 2007

Review/Update of Initial Proposals of the Alameda Unified School District to the Alameda Education Association

Representatives from the Alameda Unified School District and the Alameda Education Association are in the process of negotiating a new employment contract, retroactive to July 1, 2006.

This communication is being presented to all District employees in order to provide information on District proposals and to be transparent about the core values from which negotiations decisions are being made by the AUSD team.

In preparation for negotiations, core values were developed by the Executive Cabinet and the Board of Education in order to provide a guiding foundation for the decision-making process used by the negotiating team.

The following provides an update of our District's initial proposals and their current status in negotiations as of our last negotiations session held on January 12, 2007. Negotiation Bulletins will also be available on the district website, www.alameda.k12.ca.us under "Negotiation Updates."

CORE VALUES

1. Support Student Achievement by Promoting Efficiency, Communication, and Responsibility: We must continue to support student achievement and make ongoing progress towards closing the achievement gap between the lowest and highest performing students and in building our curricular and instructional continuity. By doing so we will:

- Provide clear language in our contractual agreements
- Preserve the ability to evaluate effectively
- Maintain effective communications
- Promote efforts to work towards District achievement goals

2. To Preserve Fiscal Integrity and Responsibility of the District: We must maintain the integrity and responsibility of fiscal resources. By doing so we will:

- Maintain a balance budget, including consideration of parcel tax revenue, declining enrollment, and increases in fixed costs
- Achieve a positive budget certification from required agencies
- Adhere to federal, state, and local laws related to budget and fiscal integrity

3. Given Available Resources, Recruit and Retain Highly Qualified, Competitively Compensated Employees: We must continue to ensure our students the highest quality of education provided by professional educators who meet all state and federal requirements for certification, are recognized for and supported with professional development that is focused on the needs of our students. Additionally, our educators will be provided with professional support reflecting the academic needs and demographic composition of the students attending AUSD schools, and with competitive total compensation to the best of our abilities. By doing so we will:

- Provide a good working environment
- Promote an attractive educational climate
- Ensure fairness and fair treatment

NEGOTIATIONS REMINDERS/UPDATES AS OF January 12, 2007

1. AUSD and AEA negotiating teams have met six times this school year (September 20, October 5, October 20, November 14, December 7, and January 12). The next meeting is scheduled for January 31.
2. In addition to the status of district proposals (as noted on the following “status chart”, the district negotiating team responded to the following AEA proposals at the January 12 negotiations session:
 - Article 13 – Teacher Safety (sections - unsafe or hazardous conditions/standards of cleanliness, assault on employees, student suspension, parent/guardian involvement and information, reimbursement, liability insurance, student transportation, classrooms, and TB testing)
 - Article 27 – Special Education (sections - IEP meetings and speech/language pathologist (SLP) notices)
3. The AEA negotiating team responded to the following AUSD counter proposals (to original AEA proposals) at the January 12 negotiations session:
 - Article 11 – Evaluation (procedures for evaluation) – **tentative agreement reached on evaluation cycle changes (every four years, upon mutual agreement of the evaluator and evaluatee) for teachers with “permanent” status with at least 10 years of district experience as a teacher**
 - Article 20 – Disciplinary Action (complaints against unit members, levels of progressive discipline, penalties, maintenance of personnel files)
4. The Alameda Unified School District negotiating team includes the following: Brandon Krueger, Chief Human Resources Officer; David Nied, Legal Counsel; Luz Cazares, Chief Financial Officer; Dave Dierking, Student Affairs Officer; Leni von Blanckensee, Coordinator of Assessment; Mary McGuinness, Principal, Bay Farm Elementary School; Jeff Knoth, Principal, Otis Elementary School; Katie Lyons, Principal, Lum Elementary School; and Jud Kempson, Vice Principal, Wood Middle School

**District Proposals to Alameda Education Association
Status as of January 12, 2007**

District Proposal	Status	Core Value
<p>Article 8 – Teaching Hours Interest:</p> <ul style="list-style-type: none"> a. To review the in-lieu provision in the areas of granting and compensation. b. To clarify what obligations a part-time teacher has in a pro-rated basis. c. Collaboration time to be established with a uniform basis by site throughout District, with mutual agreement between the sites and the District. d. School calendar 	<ul style="list-style-type: none"> a. in process b. proposal dropped c. district presented a proposal to set aside dedicated time within the work day for educators at each site to work together for the purpose of improving student achievement d. agreement reached 	<p>Fiscal Integrity and Responsibility</p> <p>Support Student Achievement by Promoting Efficiency, Communication, and Responsibility</p>
<p>Article 10 – Transfer Interest:</p> <ul style="list-style-type: none"> a. If an employee receives an overall rating of “unsatisfactory” the employee cannot move to another position until a satisfactory evaluation. b. Design a “new” evaluation form specifically for counselors. 	<ul style="list-style-type: none"> a. AEA is opposed to this item in the proposal b. tentative agreement reached 	<p>Given Available Resources, Recruit and Retain Highly Qualified, Competitively Compensated Employees</p> <p>Support Student Achievement by Promoting Efficiency, Communication, and Responsibility</p>
<p>Article 11 – Evaluation (related to above transfer proposal based on evaluation status)</p>		<p>Support Student Achievement by Promoting Efficiency, Communication, and Responsibility</p>

District Proposal	Status	Core Value
<p>Article 12 – Health and Welfare Interest:</p> <p>a. To provide a fair and equitable health, dental, and vision coverage commensurate with the District’s financial ability and means.</p>	<p>a. no proposal at this time</p>	<p>Given Available Resources, Recruit and Retain Highly Qualified, Competitively Compensated Employees</p>
<p>Article 14 – Salary Interest:</p> <p>a. To provide a salary increase within the District’s financial ability and means.</p> <p>b. To mutually develop a salary formula that is simple and concise to be applied in order to meet the above for the next three years of a closed contract.</p>	<p>a. no proposal at this time</p> <p>b. no proposal at this time</p>	<p>Given Available Resources, Recruit and Retain Highly Qualified, Competitively Compensated Employees</p> <p>Fiscal Integrity and Responsibility</p>
<p>Article 26 – Effects of Agreement Interest:</p> <p>a. To have an agreement for a closed contract with a term of three years effective July 1, 2006.</p>	<p>a. stated in negotiations, but written proposal will be in the future when closing the sessions</p>	<p>Fiscal Integrity and Responsibility</p> <p>Support Student Achievement by Promoting Efficiency, Communication, and Responsibility</p>

bolded item = completed item