



Major Points in the Tentative Agreement

NEGOTIATIONS FACT SHEET

June 15, 2007

Summary of Tentative Agreement of Proposed Contract Between AUSD and AEA

On June 6, members of the Alameda Education Association (AEA) ratified a tentative agreement with the Alameda Unified School District (AUSD). The Tentative Agreement (TA) was reached on the second day of impasse mediation, on May 25, 2007. Currently the Alameda County Office of Education is reviewing the fiscal implications of the TA to the district over the next three years. As part of the district adoption of this agreement this summary is being posted on the district website for public review. Individuals who are interested in seeing detailed contract language may contact the Human Resources Department at the address listed below. The Board of Education will review the TA in closed session on June 26, and will then take final action to approve the proposed contract per the recommendation of the Superintendent in the public session. The term of the contract runs from July 1, 2006 through June 30, 2009.

Below is a district summary of the major points contained in that agreement. A full text of the contract will be posted on the website, www.alameda.k12.ca.us/negotiations, prior to the beginning of the 2007-08 school year.

Article 8 (Working Hours)

- The parties agreed to investigate and pilot a district-wide process for professional collaboration among teachers.
- Prior tentative agreements on the school calendars for the 2006-07 and 2007-08 school years were incorporated into the final contract.

Article 11 (Evaluation)

- The parties agreed on an evaluation form that was specific to counselors.
- A 4-year evaluation cycle for teachers will be implemented, consistent with the Education Code and with good administrative practices. Participation is voluntary (both the teacher and the evaluator must agree to it) and limited to teachers who already have demonstrated strong performance.
- A tentative agreement was reached to reference an informal complaint process in Article 20 (Discipline) of the Contract.

Articles 12 and 14 (Salaries and Benefits)

- The parties agreed to a 6% increase in salaries and benefits during the term of the new contract as follows:

2006-07: 0%

2007-08: 1% effective July 1 and 1% effective January 1, 2008

2008-09: 3% effective July 1 and 1% towards Health and Welfare Benefits effective December 1, 2008

Current multi-year budget projections indicate the district can pay for the settlement with Cost of Living Adjustment (COLA) dollars from the State and future assumptions for Average Daily Attendance (ADA) figures. If COLA and ADA are less than projected, the district will absorb the costs using one-time mandate reimbursement dollars until ongoing budget revisions can be made.

Article 13 (Safety)

- The district will develop a safety resource guide. With this guide, management can better resolve and respond to safety issues before they escalate into larger problems. The guide can be used by management as a tool to work with teachers to improve safety conditions at school sites.
- A tentative agreement was reached regarding working conditions and related communications. The district will provide notice of any unsafe and hazardous working conditions to AEA under existing law in any event.

Article 20 (Discipline)

- A tentative agreement was reached to address the informal handling of complaints against bargaining unit members. The TA improves existing complaint-handling language by addressing the informal handling of complaints against AEA members. The language is consistent with Board administrative regulations and uniform complaint procedures. The language improves and replaces the existing complaint handling language in Article 11.
- A tentative agreement was reached to clarify language around the notification to teachers of disciplinary items.

Article 26 (Term)

- A tentative agreement was reached to obtain a three-year, closed contract.

Article 27 (Special Education)

- A tentative agreement was reached for both parties to participate in a Special Education Advisory Council. The Council is charged with developing a reference manual to provide guidance and clarity to make Special Education decision-making smoother.
- A tentative agreement was reached to ensure that special education teachers have the same rights as other teachers.
- Language will be added to address the implementation of IEP meetings consistent with current practice and the IDEA (Special Education laws).
- A tentative agreement was reached for both parties to address RSP scheduling and incorporating requirements of the Education Code. The language also identifies legal case load and teaching assignment restrictions, which provides clarity.
- The parties added language addressing SLP case loads and other duties. This clarifies legal case load limits and is consistent with current practices.
- A tentative agreement was reached to clarify language regarding support to Special Day Class teachers and to address conflict between mandatory Special Education staff meetings and site staff meetings.

Article 29 (Technology)

- This new article addresses unit member access, training, discipline, and acceptable use of computers. It creates a Technology Oversight Committee that can address impacts on teachers' working conditions as related to technology.