



AEA Declares Impasse

Dear AEA Members,

Ten months ago (April 2012) AEA proposed a 4.5% salary compensation package for our members and an increase to the District's contribution to our Health Benefits.

The District claimed they couldn't counter our salary and benefits proposal until January 2013. **We have waited patiently for a compensation offer while exchanging proposals on fourteen other articles.**

On January 24, 2013 AUSD proposed 2% for the '12-'13 school year, and 0% for the 13-14 school year. Their package proposal was tied to a plan for "professional learning communities" that would use \$1,000,000 for two years from Measure A. It is a revised version of "forced collaboration" with a 51% site vote compelling all teachers to participate. Their proposal meant we would receive a **2% salary increase for a six year period** after waiting for four years, and helping to pass Measure A and Proposition 30.

AEA countered with the following total compensation proposal;

- 2.5% for the 12-13 year
- 2% for the 13-14
- Reopen salary in 14-15
- Improved salary schedules for Career Technical Education and Speech and Language Pathologists
- Withdraw our Health Benefit proposal

Splitting the 4.5% over two years makes our proposal even more manageable for the District as they will receive new monies from the state as a result of Proposition 30. We are confident after analyzing the District's budget that they can afford our compensation proposal, and reserve contingency money for Measure H if they simply reprioritize their budgets and recognize that **they will receive new monies** from the state as a result of Proposition 30.

After months of fruitless bargaining, **there have been no agreements made on any opened contract articles (TEN months of bargaining.)** When the District was not prepared to counter our fair and reasonable proposal, we declared impasse, and will be requesting the Public Employment Relations Board (PERB) to provide a mediator for assistance in obtaining a fair contract.

Please stay tuned for future updates,

Gray Harris, AEA President
Richard Bunker, Lead Negotiator
Stephen Ramos, AEA Vice President and Bargaining Team Member
Scott Mathieson, AEA High School Director and Bargaining Team Member
Lynn Kinsey, AEA Elementary Director and Bargaining Team Member
Tharon Bunger, Bargaining Team Member