

Alameda Education Association

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2027 Clement Ave., Suite B
Alameda, CA 94501
(510) 521-3034

Contact by cell: Alameda Education Association President Gray Harris at 510-552-6521.

FOR IMMEDIATE RELEASE

Alameda Educators Declare Bargaining Impasse Over District's Disrespectful Delay Tactics, Proposals

ALAMEDA – After months of fruitless contract negotiations and no raises for several years, frustrated Alameda Education Association (AEA) members have declared an impasse in contract talks and are asking for a state mediator to step in.

Alameda Unified School District teachers are among the lowest-paid in Alameda County. They are asking for a state mediator after the district on Thursday unveiled a paltry salary increase. This was offered despite the district's millions in reserves, and its benefitting from teachers campaigning hard for both the passage of the Measure A parcel tax and the governor's Proposition 30 tax revenue measure approved by voters in November.

"We haven't had a raise in over four years and it is time for Alameda Unified to make teachers a priority," said Gray Harris, president of the 524-member AEA. "In light of voters passing Proposition 30 and the good financial health of this school district, it's time for the district and Superintendent Kirsten Vital to demonstrate that they value retaining and recruiting our excellent teachers, and investing in the future of our community."

There have been no agreements made on any contract articles in the last 10 months of negotiations. Educators are upset with the district's salary proposal of 2 percent for the current school year and zero percent for the next school year. That would amount to only a 2 percent salary raise in a six-year period.

Teachers declared impasse when the district refused to respond Thursday to a reasonable AEA counter-proposal to spread a raise of 4.5 percent over two years. It would mean 2.5 percent for this school year and 2 percent next year, and reopening salary talks in 2014-15. Teachers also offered to withdraw their proposal that the district increase its contribution to the costs of their health benefits to make the 4.5 percent raise over 2 years even more manageable for the district.

During the last four years, the district's ending budget balances have continued to grow. Last year, the district had an unrestricted ending balance of more than \$21 million.

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The Alameda Education Association is affiliated with the 325,000-member California Teachers Association and the 3.2 million-member National Education Association.