

**UPDATE ON  
CALENDAR DEVELOPMENT  
FOR THE  
2012-2013 SCHOOL YEAR**

**May 8, 2012**

# Quick Recap

- Committee formed (3 AEA members, 3 AUSD management members)
  1. Committee met (Sept. 14, 21, Oct. 5, Nov. 15, 18, Dec. 12, Jan. 4)
  2. Board Presentations (Oct. 25 and Feb. 14)

# Committee Agreement on 2011-2012 Calendar for AEA E-Board Approval

## December 12<sup>th</sup> - Preferred Draft Calendar

- August 27<sup>th</sup>- 1st day for students (different from CBA language- Dec. 6, 2011 side letter)
- 2 Professional Development Days (dependent on funding) before start of year
- 3<sup>rd</sup> Professional Development Day in October
- Thanksgiving Week- Two days of school
- June 7<sup>th</sup>- Last day for students

# 2012-2013 Draft Calendar Agreed Upon in Committee

<b>AUSD 2012-2013 DRAFT CALENDAR</b> Agreed upon in Committee on 12/12/12 Proposed by AEA and accepted by AUSD on 2/27/12 Pending Tentative Agreement on Article 8 for Final Adoption						
MONTH	M	T	W	Th	F	
<b>AUGUST 2012</b>						
	6	7	8	9	10	Aug 22: Staff Development Day
	13	14	15	16	17	Aug 23: Staff Development Day
	20	21	(22)	(23)	(24)	Aug 24: Teacher Work Day
	27	28	29	30	31	Aug 27: First Day of School
<b>SEPTEMBER 2012</b>	3*	4	5	6	7	Sep 3: Labor Day Holiday
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	
<b>OCTOBER 2012</b>	1	2	3	4	5	Oct 19: Staff Development Day
	8	9	10	11	12	
	15	16	17	18	(19)	
	22	23	24	25	26	
	29	30	31			
<b>NOVEMBER 2012</b>				1	2	Nov 12: Veteran's (Observed)
	5	6	7	8	9	Nov 21-23: Fall Recess
	12*	13	14	15	16	Nov 22: Thanksgiving Day Holiday
	19	20	21	22*	23	
	26	27	28	29	30	
<b>DECEMBER 2012</b>	3	4	5	6	7	Dec 24-Jan 4: Winter Recess
	10	11	12	13	14	Dec 25: Christmas Day Holiday
	17	18	19	20	21	
	24	25	26	27	28	
	31					
<b>JANUARY 2013</b>		1*	2	3	4	Jan 1: New Year's Day Holiday
	7	8	9	10	11	Jan 21: Martin Luther King, Jr. Holiday
	14	15	16	17	18	
	21*	22	23	24	25	
	28	29	30	31		
<b>FEBRUARY 2013</b>					1	Feb 15: Lincoln's Day Holiday
	4	5	6	7	8	Feb 18: President's Day Holiday
	11	12	13	14	15*	
	18*	19	20	21	22	
	25	26	27	28		
<b>MARCH 2013</b>					1	Mar 31: Easter (Sunday)
	4	5	6	7	8	
	11	12	13	14	15	
	18	19	20	21	22	
	25	26	27	28	29	
<b>APRIL 2013</b>	1	2	3	4	5	Apr 1-5: Spring Recess
	8	9	10	11	12	
	15	16	17	18	19	
	22	23	24	25	26	
	29	30				
<b>MAY 2013</b>			1	2	3	May 27: Memorial Day Holiday
	6	7	8	9	10	
	13	14	15	16	17	
	20	21	22	23	24	
	27*	28	29	30	31	
<b>JUNE 2013</b>	3	4	5	6	7	Jun 7: Last Student & Teaching Day
	10	11	12	13	14	Jun 10: Teacher Work Day
	17	18	19	20	21	

**NOTE:** Professional development days are subject to funding

**LEGEND**  
 ○ = Legal Holiday    □ = Local Holiday    ( ) = Non-Student Day

# Timely Calendar is Essential

- Families and staff need to plan ahead
- Ensure maximum student attendance
- CSEA calendars dependent on school calendar
- Planning for professional development days
- Secondary schools scheduling of events
  - Athletic schedules
  - Student extracurricular events- fieldtrips, prom, class events
- Community Partners
  - Provide services for students when school is not in session
  - AC Transit schedules
- Fiscal Services
  - Payroll based on employee work year
  - Input of annual payroll is labor and time intensive

# Negotiations Continue

- January 24<sup>th</sup>
  - AEA President requires calendar to be negotiated with AEA appointed bargaining team as the calendar committee was not bargaining.
- February 2<sup>nd</sup>
  - AEA states for first time that AEA would only agree to calendar as part of an agreement on all of Article 8.
  - AEA would not receive AUSD calendar proposal.
  - AUSD sends calendar proposal 2012-2013 to AEA via email.
- February 9<sup>th</sup>
  - AEA posts a letter to the community on Alameda Patch regarding Calendar negotiations.
  - AEA identifies the Agreed Upon Draft 2012-2013 calendar.

# More Negotiations

- February 27<sup>th</sup>
  - AEA Article 8 proposal includes the Agreed Upon Draft Calendar for 2012-2013 which was posted on Patch.
  - AEA reiterates its position that the Association will not approve a calendar until the parties Tentatively Agree on all of Article 8.
  - AUSD offers 3 alternative calendars and states that any of the 3 are acceptable to the District.
  - Included in the alternative calendars proposed by the District is the Agreed Upon Draft Calendar.
  - AEA will not receive AUSD's calendar proposal.
  - AUSD sends calendar proposal via email later that day.

# More Negotiations

- March, 2012
  - Tentative Agreement (TA) reached after extensive negotiations in mediation which included calendars for 2012-2013 and 2013-2014 for teacher vote.
  - TA was not approved by AEA membership.
- April 13<sup>th</sup>
  - AUSD again requested that AEA separate the 2012-2013 calendar from Article 8.
  - AEA again stated its position that the Association will only present a calendar to teachers for a vote once all of Article 8 is agreed upon.



# Most Recent Negotiations

- April 27<sup>th</sup>
  - District re-states its acceptance of the Agreed-Upon Draft Calendar for 2012-2013.
  - AUSD requests that, alternatively, AEA agree to a calendar for August, September, and October so that teachers can participate in professional development in the first months of the school year and families can plan for the first day of school.
  - AEA agrees to discuss the District's request for an agreement on a calendar for August, September and October when the parties meet again on May 7<sup>th</sup>.
- Future Negotiation dates:
  - May 7, 14, 21, June 1, 5, 11

# August, September, October 2012-2013

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# Next Steps

- Work to reach agreement on May 7<sup>th</sup> and in subsequent bargaining sessions if necessary.
- If no agreement by June, staff will ask the Board to adopt a student school year calendar in 3 month increments.
- Continue to negotiate a calendar with AEA to reach an agreed upon calendar, including over the summer months if AEA will agree to bargain after school is out.
- Impact on the ability to offer Professional Development for teachers is unclear.

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