

BOARD AGENDA ITEM

F-4

Meeting Date: January 25, 2011

Item Title: Alameda Unified School District Proposal to the Alameda Education Association (AEA) for a Successor Agreement


Item Type: Public Hearing

BACKGROUND: Consistent with the relevant provisions of the Educational Employment Relations Act (Government Code section 3540 *et seq.*), the District submits its initial bargaining proposals to Alameda Education Association (AEA) for a successor Agreement for the 2011-2012 school year.

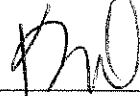
FISCAL IMPLICATIONS: Any successfully negotiated changes to the contract between AEA and the District will be within the District's financial ability to cover the anticipated costs.

RECOMMENDATION: Conduct a Public Hearing on the District's initial proposals for a successor agreement with AEA for the 2011-2012 school year.

AUSD Guiding Principle: Goal #6 – Allocations of funds will support our vision, mission, and guiding principles.

Submitted by: Thomas Rust, Director of Human Resources 

Approved for Submission to Board of Education


Kirsten Vital, Superintendent

**INITIAL PROPOSALS OF
ALAMEDA UNIFIED SCHOOL DISTRICT
TO ALAMEDA EDUCATION ASSOCIATION
FOR A SUCCESSOR AGREEMENT FOR THE
2011-2012 SCHOOL YEAR**

As noted previously, California public school districts are currently facing an unprecedented crisis as a result of inadequate funding reduction at the state level. As a result, the Alameda Unified School District and AEA entered into a Memorandum of Understanding on March 2, 2010 (MOU) which, among other things, permitted the District to increase class sizes and implement furloughs for teachers with a corresponding reduction in pay. These concessions have been instrumental in balancing the budget.

The MOU further provides that either party may open up to 3 articles to negotiate a successor agreement for the 2011-2012 school year in the event the District failed to pass a parcel tax by November 2010.

To this end and consistent with California Government Code section 3547, the District desires to sunshine its initial proposals to AEA as set forth below.

Art. 9 Class Size:

- Clarify that student Teaching Assistants in secondary school classrooms may not be placed in a class without the advance approval of the classroom teacher and that Teaching Assistants are not included when calculating the maximum number of students a teacher may have in a class or in calculating the teacher's daily maximum contacts
- Amend the operative language to reflect the need to provide the administration with notice and a reasonable opportunity to correct class size/contacts overages in secondary classrooms prior to instituting a monetary penalty on the District
- Recognize that predicting enrollment is difficult even with the best advance planning and requires a period of adjustment time at the commencement of each semester; amend the operative language to afford the District a minimum 20 day grace period to balance all classes across the District and that no monetary penalty may be assessed for the first 20 days of any semester
- Recognize that many high school classes are "singletons," or only offered for one period per semester and that, in these cases, it is in the best interests of students to exceed the maximum number of students per class with the consent of the classroom teacher. However, any teacher who exceeds the maximum to accommodate additional students in singleton classes shall be entitled to have fewer students in his/her remaining classes such that the teacher shall average of 175 students per day

BOARD AGENDA ITEM

F-5

Meeting Date: January 25, 2011

Item Title: Alameda Education Association (AEA) Proposal to the Alameda Unified School District (AUSD) as a Reopener for the Final Year of the 2009-2012 Contract and MOU

Item Type: Public Hearing/Action

BACKGROUND: Consistent with the relevant provisions of the Educational Employment Relations Act (Government Code section 3540 *et seq.*) the AEA proposes to amend the existing MOU agreed to by AEA and AUSD in March of 2010 to reflect changes in economic conditions.

AEA reserves the right to add to, delete from, amend or modify its proposals during the negotiation process.

FISCAL IMPLICATIONS: Unknown

RECOMMENDATION: Approve as submitted.

AUSD Guiding Principle: Goal #6 – Allocations of funds will support our vision, mission, and guiding principles.

Submitted by: Thomas Rust, Director of Human Resources

Approved for Submission to Board of Education


Kirsten Vital, Superintendent