

# ALAMEDA UNIFIED SCHOOL DISTRICT

## DISTRICT NEGOTIATIONS BULLETIN

March, 2007

*Review/Update of Initial Proposals of the Alameda Unified School District to the Alameda Education Association*

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Representatives from the Alameda Unified School District and the Alameda Education Association are in the process of negotiating a new employment contract, retroactive to July 1, 2006.

This communication is being presented to all District employees in order to provide information on District proposals and to be transparent about the core values from which negotiations decisions are being made by the AUSD team.

In preparation for negotiations, core values were developed by the Executive Cabinet and the Board of Education in order to provide a guiding foundation for the decision-making process used by the negotiating team.

The following provides an update of our District's initial proposals and their current status in negotiations as of our last negotiations session held on March 29, 2007. Negotiation Bulletins will also be available on the district website, [www.alameda.k12.ca.us](http://www.alameda.k12.ca.us) under "Negotiation Updates."

### **CORE VALUES**

**1. Support Student Achievement by Promoting Efficiency, Communication, and Responsibility:** We must continue to support student achievement and make ongoing progress towards closing the achievement gap between the lowest and highest performing students and in building our curricular and instructional continuity. By doing so we will:

- Provide clear language in our contractual agreements
- Preserve the ability to evaluate effectively
- Maintain effective communications
- Promote efforts to work towards District achievement goals

**2. To Preserve Fiscal Integrity and Responsibility of the District:** We must maintain the integrity and responsibility of fiscal resources. By doing so we will:

- Maintain a balance budget, including consideration of parcel tax revenue, declining enrollment, and increases in fixed costs
- Achieve a positive budget certification from required agencies
- Adhere to federal, state, and local laws related to budget and fiscal integrity

**3. Given Available Resources, Recruit and Retain Highly Qualified, Competitively Compensated Employees:** We must continue to ensure our students the highest quality of education provided by professional educators who meet all state and federal requirements for certification, are recognized for and supported with professional development that is focused on the needs of our students. Additionally, our educators will be provided with professional support reflecting the academic needs and demographic composition of the students attending AUSD schools, and with competitive total compensation to the best of our abilities. By doing so we will:

- Provide a good working environment
- Promote an attractive educational climate
- Ensure fairness and fair treatment

### **NEGOTIATIONS REMINDERS/UPDATES AS OF March 29, 2007**

1. AUSD and AEA negotiating teams have met this school year on the following dates: September 20, October 5, October 20, November 14, December 7, January 12, January 31, and February 13, March 1, and March 29. The next meeting was scheduled for April 17.

2. At the **March 1** negotiating session, the district negotiating team presented counter proposals to the following articles:

Article 29 – Technology

Article 13 – Teacher Safety

The AEA team presented responses to the following article:

Article 13 – Teacher Safety

3. At the **March 29** negotiating session, the district negotiating team presented additional information in preparation for a future counter proposal to the following article:

Article 13 – Teacher Safety

The district negotiating team also presented proposals to the following articles:

Article 8 – Work Hours (*Preparation Time, Substitute Service by Unit Members and In-Lieu Time, Extra Duties, Parent/Guardian Access to the Classroom*)

Article 12 – Health and Welfare

Article 14 – Salary

4. AEA ended the March 29 negotiations session by informing the district team that it plans to submit a request to the Public Employee Relations Board (PERB) to declare negotiations at an impasse. The AUSD negotiating team was surprised by this announcement and does not believe negotiations are at the point of impasse. AUSD submitted its first salary and benefits proposal to the AEA team on this date, March 29, and AEA did not discuss the district's proposal or make comment on it.

The state's Public Employee Relations Board (PERB) has the authority to determine whether or not AUSD and AEA are at impasse. If PERB declares that negotiations are at impasse, a mediator will be appointed to mediate between the two teams. If PERB determines that AUSD and AEA are *not* at impasse, both teams will return to the table. We are hopeful that this will be the case and that AUSD and AEA will continue negotiating an agreement.

5. The Alameda Unified School District negotiating team includes the following: Brandon Krueger, Chief Human Resources Officer; David Nied, Legal Counsel; Luz Cazares, Chief Financial Officer; Dave Dierking, Student Affairs Officer; Leni von Blanckensee, Coordinator of Assessment; Mary McGuinness, Principal, Bay Farm Elementary School; Jeff Knoth, Principal, Otis Elementary School; Katie Lyons, Principal, Lum Elementary School; and Jud Kempson, Vice Principal, Wood Middle School

**District Proposals to Alameda Education Association  
Status as of March 29, 2007**

<b>District Proposal</b>	<b>Status</b>	<b>Core Value</b>
<p><b>Article 8 – Teaching Hours</b> Interest:</p> <ul style="list-style-type: none"> <li>a. To review the in-lieu provision in the areas of granting and compensation.</li> <li>b. To clarify what obligations a part-time teacher has in a pro-rated basis.</li> <li>c. Collaboration time to be established with a uniform basis by site throughout District, with mutual agreement between the sites and the District.</li> <li>d. School calendar</li> </ul>	<ul style="list-style-type: none"> <li>a. district presented proposal</li> <li>b. <b>proposal dropped</b></li> <li>c. district presented a proposal to set aside dedicated time within the work day for educators at each site to work together for the purpose of improving student achievement</li> <li>d. <b>agreement reached</b></li> </ul>	<p><b>Fiscal Integrity and Responsibility</b></p> <p><b>Support Student Achievement by Promoting Efficiency, Communication, and Responsibility</b></p>
<p><b>Article 10 – Transfer</b> Interest:</p> <ul style="list-style-type: none"> <li>a. If an employee receives an overall rating of “unsatisfactory” the employee cannot move to another position until a satisfactory evaluation.</li> <li>b. Design a “new” evaluation form specifically for counselors.</li> </ul>	<ul style="list-style-type: none"> <li>a. AEA is opposed to this item in the proposal</li> <li>b. <b>tentative (language) agreement reached</b></li> </ul>	<p><b>Given Available Resources, Recruit and Retain Highly Qualified, Competitively Compensated Employees</b></p> <p><b>Support Student Achievement by Promoting Efficiency, Communication, and Responsibility</b></p>

<b>District Proposal</b>	<b>Status</b>	<b>Core Value</b>
<b>Article 11 – Evaluation</b> (related to above transfer proposal based on evaluation status)		<b>Support Student Achievement by Promoting Efficiency, Communication, and Responsibility</b>
<b>Article 12 – Health and Welfare</b> Interest: a. To provide a fair and equitable health, dental, and vision coverage commensurate with the District’s financial ability and means.	a. district presented proposal	<b>Given Available Resources, Recruit and Retain Highly Qualified, Competitively Compensated Employees</b>
<b>Article 14 – Salary</b> Interest: a. To provide a salary increase within the District’s financial ability and means.  b. To mutually develop a salary formula that is simple and concise to be applied in order to meet the above for the next three years of a closed contract.	a. district presented proposal  b. district presented proposal	<b>Given Available Resources, Recruit and Retain Highly Qualified, Competitively Compensated Employees</b>  <b>Fiscal Integrity and Responsibility</b>
<b>Article 26 – Effects of Agreement</b> Interest: a. To have an agreement for a closed contract with a term of three years effective July 1, 2006.	a. stated in negotiations, but written proposal will be in the future when closing the sessions	<b>Fiscal Integrity and Responsibility</b>  <b>Support Student Achievement by Promoting Efficiency, Communication, and Responsibility</b>

**Bolded “status” item = completed item**