

April 13, 2018

2017-18 Negotiations Update #14

On Wednesday, April 11 the District and AEA negotiating teams reached a tentative agreement for a contract settlement through the end of the 2017-18 school year. On Thursday, April 12 Rep council voted to send the settlement to the membership for a ratification vote which will take place in a few weeks.

The exact contract language of the agreement will be put together in a complete settlement summary document which will be available for review before the ratification vote. However, here are the parameters of the agreement.

Compensation and Benefits

- 3% on schedule retroactive to July 1, 2017
- 3% one-time bonus
- Increases to Master's / Doctoral stipends to \$1500 / \$2100 effective 2018-19
- Elimination of Column A from the salary schedule
- 3 optional PD days
 - 2 this summer (June or August) – similar to MOU for block schedule
 - 1 will be organized optional PD day in either November (Monday of Thanksgiving) or February (Monday of President's Day Weekend)
 - Each day is equivalent to approximately 0.5% one-time bonus
- Contingency language for 2017-18 property tax revenue above current projections
 - 0.5% on schedule for first \$250,000 above current projections
 - Pro-rated and capped at 2% on schedule up to \$1.5 million above current projections
 - Money will be distributed as an equal dollar amount to each cell on the salary schedule rather than a percentage increase to each cell
- Medical benefits tied to Kaiser rate through 2019 (up to 16% increase over 2017 rates)

Contract Language

- Updates to Benefits article to reflect change to SISC and elimination of subsidy for retirees' Medicare supplemental insurance – bringing elements of last spring's MOU into contract language
- Updates to Leaves article to reflect changes in state law related to maternity/paternity leave

Site meetings will be held so members can ask clarifying questions about the agreement (see the schedule below).

Friday, April 20	Acalanes
Monday, April 23	Miramonte
Tuesday, April 24	Campolindo
Wednesday, April 25	Las Lomas

If you have any questions or comments regarding the tentative agreement, please reach out to any of the members of the negotiating team.

Sincerely,
Misha Buchel
AEA Lead Negotiator

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