

November 13, 2017

## 2017-18 Negotiations Update #7

On Monday, November 6 the District and AEA negotiating teams met for the seventh time this cycle (participants are listed below).

For the current cycle, AEA has opened Article 6 (School Year) and Article 7 (Leaves). The District has chosen to open Article 9 (Class Size) and Article 10 (Transfers). As always, salary and benefits are also open.

The two teams began by reviewing our Interest Based Bargaining (IBB) process and then commenced discussions about Leaves (Article 7). We reviewed various state and federal law regarding leaves associated with maternity/paternity including Family and Medical Leave Act (FMLA), Pregnancy Disability Leave (PDL), California Family Rights Act (CFRA), and AB375 from the 2015-16 legislative session. Because our contract is not compliant with these laws regarding the carryover of sick days after maternity/paternity leave, we discussed possible options to align the contract to state and federal law. A subcommittee was formed to draft new contract language to share with the full group next session.

We next discussed the reimbursement cost of AEA release periods with the District. Because the release periods for the president and vice president are the largest items in the AEA budget, AEA shared its interest in finding ways to reduce the rate at which we reimburse the District. The discussion centered on past practice within the District, the reimbursement rates in neighboring districts, and state law. AEA had some suggestions for new approaches to determining the charge to which the District seemed receptive. The District asked for time to consult with their legal team to evaluate various options before the next session.

Finally, a subcommittee was established to rework the language in the Benefits article to reflect our change from CalPERS to SISC as our benefits administrator. Representatives from both teams will work on draft language to reflect the switch, as well as to improve the sequencing of the provisions in the article.

We agreed to meet again on Friday, December 8. At that time the District will provide AEA with a budget presentation including information about local property tax revenues and the 1<sup>st</sup> interim budget update. In preparation for financial discussions next session, on Thursday, November 9 members of AEA leadership and the negotiating team met with CTA for analysis of the District budget. CTA helped point out a few areas in which clarification from the District would be helpful.

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

Sincerely,

Misha Buchel  
AEA Lead Negotiator

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### District Negotiations Team:

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