



AEA Negotiations Update



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TENTATIVE AGREEMENT REACHED

Bargaining Teams for AEA and the District reached tentative agreement late last week in re-opener negotiations for the next school year. The number of issues that could be bargained this year was limited; however, our entire contract will be open next year. The agreement addressed Compensation, Article 13-Teacher Duty Day and Teacher Hours, and Article 37-Teacher Discipline. Here is a review of the agreement.

Compensation: Given the severe budget restraints caused by the State's economic crisis, there will not be any General Salary Increase (GSI) applied to the salary schedule this year. However, we are pleased to communicate that Steps and Lanes will be fully funded effective at the beginning of the 2010-11 school year. There also will be no change to the 2010-11 school calendar, meaning that there will be no furlough days applied to the calendar. With the amount of budget reductions, this agreement will protect teachers long term earning potential under the salary schedule.

We also addressed how teachers in K-8 and 6-12 worksites will be addressed under Appendix B & C. We have added the following language:

**Revisions to Appendix B & C: Teachers at K-8, 6-12, and other mixed grade configurations outside of the traditional elementary, middle and high school levels who perform extracurricular responsibilities identified in Appendix B and C will be paid at the highest percent column appropriate for the students they are servicing. For example, an instrumental music teacher working at Aurora West College Preparatory Academy who works with 9th graders will be paid as a high school instrumental music teacher. However, a West Prep instrumental music teacher working with only middle school aged students will be paid as a middle school instrumental music teacher.*

Article 13: The Association presented several revisions intended to reduce workload given the increase in contact implemented at the Secondary level. The District did not offer counters to our proposals citing budget factors and other issues as concerns. AEA already has a grievance pending regarding workload changes made in the budget reduction process. The reality at this point is the Association and District are not at a point where negotiating over workload concerns appears to be productive. We have therefore agreed to meet as Bargaining Teams after the arbitration process is complete to discuss how workload issues may be addressed in the future. This agreement creates no obligation to the parties to take specific action as a result of the meeting.

Article 37: Changes were made regarding procedures for grieving when a teacher is disciplined. Teachers may now be able to begin the grievance process at Level Two of the procedures rather than at the building level. The language highlights protections afforded under State Law and language was added regarding the timeliness of investigations.

This tentative agreement is subject to a recommendation by the AEA Board and AR Council and ratification by AEA membership and final approval by the APS Board of Education (BOE). Pending approval by the AEA Board and AR Council, we will conduct a ratification vote beginning May 12. The BOE will take action on these tentative agreements at its May 18 or June 1 meeting.

AEA Bargaining Team: Carla Burneson, Brenna Isaacs, Amy Nichols, Frank O'Hara, Vicki Reinhard, Patrick Sandt, Milton Stillwell, Cathy Wildman – 4/27/10