



# THE ADVOCATE

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A Communication for Members of the Aurora Education Association

March, 2010

## 2010 NEGOTIATIONS HAVE BEGUN

Members of the AEA and APS negotiations team met yesterday to begin negotiations for 2010. Negotiations procedures are defined in Article 3 of the AEA-APS Master Agreement. The entire master agreement is renegotiated every three years by contractual agreement. The last “full contract” year was '07-'08, so this year is deemed a “reopener” negotiation, and will be limited to changes in the Compensation article, Appendices A, B and C, medical insurance and two Articles or new items specified by each side.

AEA selects members of their negotiations team as does the Board's team. This year the AEA team members are: Carla Burneson, Brenna Isaacs, Amy Nichols, Frank O'Hara, Vicki Reinhard, Patrick Sandt, Milton Stillwell, and Cathy Wildman. The APS team members include: Kari Allen, Brian Donovan, Tony Van Gytenbeek, Kathleen Hostetler, Cassie Parra, James Scott, William Stuart, Damon Smith, and Rod Weeks.

Five dates have been scheduled for the teams to meet during this round of negotiations. Beyond yesterday they include: March 22, April 9, 16, 21, and May 5. Teams will meet alternately between the Admin building and the AEA office, beginning with yesterday's meeting which was held at the AEA office.

The AEA negotiations team has been meeting since January to prepare for negotiations,

have issued a survey to members, reviewed and categorized the results of that survey and finalized the interests we will take to the table. Following each round of negotiations AEA members will receive a negotiations update, either by email, or in hardcopy. Updates will also be posted on the AEA website at [www.auroraaea.org](http://www.auroraaea.org).

The process used in negotiating the AEA-APS Master Agreement this year will follow a more formal process where we will prepare specific proposals for actual contract language changes. We will have a facilitator (not a member of either team) who facilitates the process, takes notes and sends them out, and ensures that tentative agreements are verified and helps to keep us on track. This year the facilitator is Sue Clark, a former district employee, and someone who has served as our facilitator in negotiations in the past. Sue will facilitate our work until we begin to deal with compensation issues.

Our next communication will highlight the interests AEA brought to the table and those coming from the district. Actual negotiations on these interests will begin on March 22nd.. AEA AR's will receive an update on March 23rd and we will encourage them to hold meetings in their respective buildings to convey that information.

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## What to Do if You are Recommended for Nonrenewal

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March is here, we are rerunning this article on nonrenewal because we are already getting numerous calls from teachers who are being told they are recommended for nonrenewal for next year.

We hope the following information will be useful.

Frequently teachers have an idea this recommendation is coming, but sometimes they are caught completely unaware. Either way, the shock of hearing that one will not have a job next year is generally terrifying. We expect in this economy the news will be doubly stressful. Below are some recommendations that may help teachers who find themselves in this situation.

**First**, decide if you will allow the nonrenewal recommendation to move forward to the APS Board of Education for formal action. If so, the recommendation of nonrenewal then becomes a matter of public record, and you will need to declare that you were nonrenewed on any future job applications. However, teachers who are formally nonrenewed can apply for and generally get unemployment.

**If** you choose to resign you may be able to indicate that you chose to leave APS employment voluntarily, but it may be difficult or impossible to get unemployment insurance.

**Some** teachers decide to challenge the nonrenewal and request a hearing with the APS Board of Education. Call AEA if you decide

to take this course of action. We can help you with information that might be useful in addressing the Board.

**If** you choose to resign, write a resignation letter simply stating that you are resigning from your position effective the end of the school year. You will need to send your resignation to your principal and the Human Resources. You can do this by email.

**When** you turn in your resignation letter ask your administrator to remove the nonrenewal statement from your evaluation. Your evaluation will not be sent to a future employer by APS, but you should do this anyway, and the request should be honored.

**Request** that your principal write a letter of recommendation if you want one. They might be willing to write a general letter stating that you worked at the building, when you worked there and some of the work you engaged in. They may even be willing to focus on your strengths.

**Ask** your colleagues for a letter of recommendation, particularly if you worked well with them.

**Update** your resume, submit your application to other districts for both sub jobs and fulltime positions, and plan to attend the job fairs held in the metro area.

**Remember**.....nonrenewal does not have to be a death sentence to your career.....many teachers who are non-renewed have gotten jobs in other districts.

AEA is happy to answer questions or offer assistance. Call us at 303-696-6265, or email your questions to [aeapres6265@aol.com](mailto:aeapres6265@aol.com).

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## From the Master Agreement—Article 12 Educational Advances

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Article 12, Educational Advances, outlines the conditions under which educational coursework can be applied to the salary schedule for teachers.

\*Horizontal advancement on the salary schedule is allowed for the completion of 15 semester credits of college course work for each group in the salary schedule from the bachelor's to doctorate degree.

The following exceptions are important to be aware of:

\*Courses not authorized for relicensure credit in Colorado cannot be used for educational advances.

\*Credits must have been completed after the teacher's most recent and highest degree was conferred.

Teacher's must secure verification that courses submitted for educational advancement meet the criteria of Article 12.

\*Credits must be earned from either a four-

year or two-year degree-granting accredited institution located in the US, or from a four-year degree-granting foreign college or university approved by the ministry of education within that country.

\*Course work or a degree must be submitted on the official transcript of the accredited institution.

\*It is the responsibility of teachers requesting horizontal advancement on the salary schedule to secure all necessary transcripts and verifications and deliver them to human resources in a timely manner.

\*Horizontal advances for course completion, or advanced degrees will become effective on the first day of the month following the month the transcript or degree conferring transcript is submitted to the HR office.

\*For more specifics on Educational Advances see the AEA-APS Master Agreement, pages 16-17.

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### AEA ELA Caucus

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*The Aurora Education Association is the exclusive representative for all teachers full and part-time hired on contract in APS in matters involving collective negotiations with respect to wages, hours and other conditions of employment.*

*The mission of the Aurora Education Association is to empower licensed educators to advocate for students and themselves in order to provide quality education, professional excellence and economic security.*

*Our vision is to be an exemplary organization working together as powerful professionals. Through solidarity we are a collaborative and proactive Association. We are unified by our strengths and commitment to advocacy for children and to empower our members.*

*AEA is an affiliate of the Colorado Education Association and the National Education Association.*

