



Bargaining Update

as of 5-31-23

We opened our negotiation this 2022-23 school year with compensation and health and welfare benefits. Our bargaining team was successful in obtaining an on-schedule salary increase of 8%, a 2% off schedule bonus, and an additional 0.5% health benefits increase. In the Tentative Agreement dated November 3, 2022 it was also stipulated that the 2019-22 Collective Bargaining Agreement shall be extended through September 30, 2023. Various Memoranda of Understanding (MOU) were also extended through September 30, 2023.

Upon ratification of the TA, our Core Bargaining Team immediately began working on the initial proposals that were sunshined on June 15, 2022. Starting in late November, the Core and Supplemental Bargaining Teams met weekly in the evening to incorporate our members' needs and requests in developing new contract language for each article sunshined. Although the regular meetings between Core and Supplemental Bargaining Teams ended in March 2023, the Core Team continues to elicit information from the Supplemental Team when necessary.

Bargaining recommenced on January 30 with the District. Meeting dates included Jan 31, Feb 27, April 24, April 25, May 1, May 11, May 12, May 15, and May 18. From these sessions, APT and the District came to an agreement on the 2023-24 school calendar, MOU to increase the hourly rate to \$40 for summer professional development opportunities, and the following articles:

- **Article 1: Recognition** - Job titles were updated
- **Article 2: Definitions** - Some definitions were added
- **Article 17: Professional Growth** - We agreed to delete most of the article because the state does not require professional growth hours anymore. There is still language for Child Development because teachers in CD still need to submit professional growth hours.

- **Article 31: Site Committee Structure** - Minor changes were made

The following articles and MOU continue to be work in progress as our bargaining team led the way in proposing new or improved language:

- **Article 10: Hours of Employment** - Tabled until the May Revised Budget comes out.
- **Article 14: Leave Provisions** - APT proposed to give more liberty in the use of leave time, to widen the circle of members that are considered “family,” to allow more circumstances to be considered catastrophic, and to revise language in regards to sabbatical leave and how to report leave.
- **Article 24: Special Education** - APT presented a new article to place language related to special education in one article. New language was added by APT to compensate educators for IEP meetings, to reduce caseload, to reduce workload, and to ensure there are workspaces and classrooms for service providers.
- **Article 30: Miscellaneous Provisions** - District proposed language change to copies and distribution, description about department chairs and unit leaders. APT accepted some of the changes proposed and wanted to delete the professional dress section. We also presented counter language to address the disproportionate amount of authority administrators have over leadership.
- **Memorandum of Understanding for Transitional Kindergarten** - Because of the state’s funding of transitional kindergarten, it is the interest of the District and APT to negotiate improved working conditions for our TK teachers. Through Interest Based Bargaining strategy, we are developing an MOU that includes protections for TK teachers in regards to release time, class size, workspace/classroom, credentialing, and toileting.

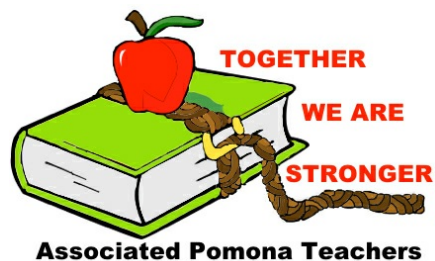
The magnitude of the bargaining work is incredibly large because of the number of articles APT is trying to update. Our bargaining team is also facing a district that is reluctant in making changes. The intention of the bargaining team is to positively impact the everyday working life and conditions of APT members. The bargaining team continues to be committed to creating contract language that is collaborative, helps the everyday working conditions of educators, and gives us a voice.

Respectfully submitted by the bargaining team,

Timi King, Chair
Yolanda Gardner Horn
Rosalinda Keeler
Rita Torres
Jeanette Goss
Donovan MacLeod

The core bargaining team consists of Time King, Yolanda Gardner-Horn, Rosalinda Keeler, Rita Torres, Jeanette Goss and Donovan Macleod. The supplemental bargaining team consists of Diane Billing, Gabriela Hart, Sheila Twaddell, Ana Tramp, Bonnie Morris, Barbara Schnose, Lora Lubin, David Colon, Marie Domingo, David Guerra, and Yolanda Reynosa.

Sarah Vigrass and Wei-Tsu Loh serve as advisors.



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