



# Bargaining Update

## April 11, 2023

APT Bargaining Team met with the District on March 27 and March 30. The focus on these dates were negotiation norms, 23-24 school calendar, Article 14 (Leave Provisions), Article 17 (Professional Growth), Article 30 (Miscellaneous Provisions), and Article 31 (Site Committee Structure).

- Bargaining team reviewed and added to the norms because the district was not responding to emails and other communication. The district acknowledged their responsibility in the communication short-falls. The Bargaining team wanted to speed up the negotiations process and get more completed in a timely manner. The district initially saw the value and then changed their minds. They stated they could not commit to being ready ahead of time.
- Review of plan from January 31- District did not communicate that they were not going to stick with the plan. They agreed to talk about article 10 and waited until today to table article 10 because it involves cost, and they wanted to wait until the May Revise.
- 23/24 Calendar review - There was a problem with the minutes for the 4th to 6th grade at the K-8 schools after correcting for first week of school to reflect early dismissal. This was resolved by reducing one early dismissal day for the rest of the year.
- Article 14- We responded to the district's proposal. The district will respond upon our return at the end of this month.
- Article 17- We have a tentative agreement in place for article 17 - Professional Growth. We agreed to delete most of the article due to there being no professional growth hours required by the state anymore. There is still language for Child Development as they are still required to submit professional growth hours.
- Article 10- Hours of Employment: tabled until May Revise

- Article 30 - Miscellaneous Provisions: District proposed language change to copies and distribution of paper contracts; and small updates to language in section 8 regarding department chairs and unit leaders. We countered accepting some of their changes as we had already made the same changes on our end and proposed that we delete the professional dress section of this article.
- Article 31 - Site Committee Structure: District proposed no changes to this article. We will continue working with the district on this article and understanding their intent.

CTA staff has recommended that ALL districts within service center one try to put off bargaining compensation until at least August due to the state not actually realizing their tax revenue until October.

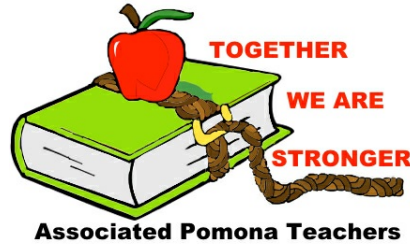
Now that we have concluded the core of our meetings with the Supplemental Bargaining Team, we have become more and more aware of inequities that exist between our members within our contract. We are interested in all of us coming together to support each other for a more equitable contract. Some examples include

- Kindergarten through third grade receiving less dedicated planning release time than their 4th-6th grade counterparts. A 2:25 dismissal does not equate to a block of planning time.
- The 7th and 8th grade K-8 teachers have student contact for more minutes than is required by the state resulting in 7 more teaching days each school year.
- The SpEd teachers not only have the same planning requirements of regular ed teachers but also the caseload legal requirements in paperwork, student testing, and progress monitoring.
- There are many other examples with Child Development, TK teachers, Counselors, Resource teachers, Adult Ed and ROP.

We need to come together to support **ALL BARGAINING UNIT MEMBERS**. We will resume negotiations on April 24 and 25. Bargaining will re-prioritize our articles based on the district's unwillingness to discuss any perceived costs until the May Revise.

**APT bargaining team members are Timi King (Bargaining Chair), Jeanette Goss, Yolanda Gardner-Horn, Rita Torres, Donovan MacLeod, and Rosalinda Keeler. APT President Wei-Tsu Loh and CTA Staff Sarah Vigrass served as consultants.**

**District bargaining team includes Silvia San Martin, Silvestre Maravilla, Alicia Castaneda, and Juan Ortiz. Interim Superintendent Darren Knowles and Attorney Carlos Villegas served as consultants.**



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