



# Bargaining Update

December 6, 2023

*The APT core bargaining team bargained with the district on October 26 and November 7 & 16.*

*Next bargaining dates: December 7, 8, 13, 14*

*January 9, 11, 18, 22*

*February 1, 6, 15, 26, 27, 29*

## General Membership Bargaining Update

- Negotiations are ongoing and we will continue to work on special education, the sunshined articles and compensation.
- **Special Education Retention and Recruitment MOU**  
We agreed on the Special Education Recruitment and Retention MOU for hard to fill education specialists positions after receiving input from our APT Exec Board. The following highlights the MOU:
  - \$5,000 to current teachers who finish the school year with Pomona and work for a minimum of 75% of the work year for this year and again next year.
  - \$2,500 to teachers hired in the spring who finish out the school year and honor 75% of their contract.
  - Reimbursement program includes:
    - Cost of tuition, books, and courses in a total of \$4,800 per member until the total dollar amount of \$100,000 is reached
    - Cost of credential and testing fees up to \$250 per member until the total of \$20,000 is reached
    - Requests for reimbursement should be submitted to the district within 90 days of completing the course/test/credential paperwork
    - Payment will be made in no more than 90 days from request being authorized
    - Due to Title II being federal funding, students receiving federal grants may not be eligible for the reimbursements.
    - MOU expires 6/30/2025

**A tentative agreement for Article 14 (Leave Provisions) was reached. Highlights are as follows:**

- 14.1.1 language to inform members to contact HR for the application of leave
- 14.2.9 Absences will be reported in the electronic system at least 90 minutes prior to the member's start time or within 20 minutes when not known 90 minutes in advance. Struck language indicating that the time frame would be determined by management
- 14.3 Extended illness leave - the district agreed to give 10 days notice instead of 24 hours to notify that leave has expired
- 14.4.1 The district agreed to accept the form that the physician provided.
- 14.7.1 The district agreed to base bereavement leave on miles rather than state.
- 14.7.2 The district agreed to allow 120 days delay in bereavement leave.
- 14.9.2 Sabbatical leave - The district agreed to change the requirement for sabbatical leave to things that are of value to the community.
- 14.20.9 Members on a shared assignment can trade days to avoid substitute pay
- 14.22.2 The district will try to re-assign the substitute before the member has to pay.
- 14.24.1 Elective surgery will qualify if it is reconstructive
- 14.24.2. Differential pay exclusion was removed from this section

Respectfully: Timi King (Chair), Donovan Macleod, Jeanette Goss, Rosalind Keeler, Rita Torres, Yolanda Gardner-Horn

Sarah Vigrass (CTA Staff) and Wei-Tsu Loh (President) served as consultants

District Team: Silvia San Martin, Claudia Ruiz, Carlos Villegas (Attorney), Camille Ramos-Beal, Susie Shaw

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