

To: All ATA Unit Members
From: ATA Bargaining Team: Katherine Lee (Bargaining Chair), Fifi Chu, Roz Collier,
Ralph Hernandez, Penny Mitchell, Tom Riley, and Tammy Scoria
Date: October 24, 2008



Bargaining Update
2008-2009 Full Contract Negotiations

Tentative Agreement Reached

The ATA Bargaining Team recommends a “yes” vote.

There will be a general membership meeting regarding the tentative agreement
at the ATA office on Thursday, 10/30, from 3:30 P.M. to 5:00 P.M.

The contract ratification election will be held on November 12 and 13, 2008.

On October 17, 2008, Alhambra Unified School District and Alhambra Teachers Association tentatively agreed to the following:

Salary

The COLA received by AUSD for 2008-09 is 0.17%. No cost-of-living increase to any of the ATA salary schedules. Salary negotiations will be reopened if the District receives additional COLA above the 0.17% this school year.

AUSD Prescription Drug Card Plan for Blue Shield Members

Effective October 1, 2009, ATA unit members and their dependents that are covered under the Blue Shield medical plan shall also be covered under the AUSD Prescription Drug Card Plan. The co-payment per prescription under the AUSD Prescription Drug Card Plan shall be a maximum of \$10.

Early Retirement Incentive Plan

Change the current ERIP application deadline from April 1, 2009 to February 13, 2009 for the 2008-09 school year and January 2nd each year thereafter.

One day of assignment for an ERIP participant is defined as seven hours on campus in a single day, including a daily lunch period of not more than thirty minutes, or a total of seven hours assigned work accumulated over more than one day.

Excessive Paperwork

During contract negotiations, specific problems and issues were identified based on surveys collected from ATA unit members; possible solutions and a timeline were discussed. By mutual agreement, a committee will be set up to further the efforts to reduce paperwork for ATA unit members. The committee will consist of three ATA representatives and three administrators.

Elementary Staff Meeting

One of the two elementary Thursday meetings each month is intended for collaboration. ATA will continue to monitor the agendas established for all Thursday meetings.

Adult Education

Permanent adult education unit members and those who work 21 hours or more per week will receive District fully paid health benefits for themselves and their qualified dependents.

Adult education unit members who work at least 17.5 hours per week but less than 21 hours per week will be eligible for benefits as follows:

- If the employee selects Blue Shield or CIGNA as his/her medical provider,
 - (A) The District will contribute 50% of the current fiscal year cost for Blue Shield or Cigna coverage of the employee and qualified dependents and
 - (B) 50% of the cost for single party Delta Premiere dental coverage and
 - (C) 50% of the cost for single party VSP coverage if Blue Shield is selected and
 - (D) 100% of the cost for life insurance for the employee

If the employee selects Kaiser as his/her medical provider, the District will pay 100% of the cost for single party Kaiser coverage, single party VSP coverage, single party Delta Premiere Dental coverage, and life insurance for the employee.

For the seven adult education teachers who were employed between 12-20 hours per week in 2007-08, they will continue to receive 100% full health benefits for themselves and their qualified dependents for the duration of their employment at AUSD as long as they work at least 12 hours per week.

Priority will be given to current adult education teachers who apply for posted vacancies or openings as long as they possess the proper credentialing, satisfactory performance evaluations and comparable experience. The unit member may request to meet with the Adult Education administrator before meeting with the Assistant Superintendent of Educational Services to discuss the reason(s) for not receiving the assignment.

The trimester schedule will be piloted in the 2009-10 school year. A committee will be formed to discuss the implementation and evaluation of the trimester schedule in the 2009-10 school year.