

# BARGAINING BULLETIN

## AALA CERTIFICATED AND UNIT J SALARY AGREEMENTS

On Tuesday, May, 26, 2015, AALA’s certificated and Unit J bargaining teams reached tentative agreement with the District on an improved multiyear salary package, in keeping with our prior agreements with the District to provide us with “comparable treatment” in the event of a higher salary settlement with another bargaining unit (in this case UTLA), as described in a recent *Update* (Week of May 18, 2015). The new AALA agreements contain the provisions outlined below:

- The June 2014 agreements regarding salary will be replaced by the new agreements.
- AALA members, certificated and classified, will now receive on-schedule raises totaling 10% over two years instead of the previous 6.5% on-schedule plus the 2% off-schedule bonus over three years. Below is a comparison between the new and the old agreements:

	<u><b>New Tentative Agreements</b></u>	<u><b>Old June 2014 Agreements</b></u>
8/2014		2% off-schedule bonus (2013-2014)
7/1/2014	4% on-schedule increase	2% on-schedule increase
1/1/2015	2% on-schedule increase	
7/1/2015	2% on-schedule increase	2% on-schedule increase
1/1/2016	2% on-schedule increase	
7/1/2016		2.5% on-schedule increase
<b><u>TOTAL:</u></b>	<b>10% on schedule</b>	<b>6.5% on-schedule and one-time bonus</b>

- For active AALA members, the 2% off-schedule bonus for 2013-2014 will be treated as an “advance” or credit of 2% toward the 4% on-schedule raise starting July 1, 2014.
- Retirees will keep the 2% off-schedule bonus they earned for 2013-2014.
- The 2.5% raise previously scheduled to be implemented on July 1, 2016, will instead become part of the larger and earlier on-schedule increases. AALA will retain the opportunity to re-open negotiations in the spring of 2016 regarding salaries for the 2016-2017 school years.

Both the Unit J and the certificated agreements need to be ratified by their respective AALA members in order to be presented to the Board of Education for final approval. Because the end of the school year is imminent, ratification will take place quickly. AALA members will be able to vote online via Survey Monkey to support or oppose their respective agreement from 9:00 a.m. on Thursday, June 4, 2015, to 5:00 p.m. on Tuesday, June 9, 2015. A simple majority (50% + 1 of those voting) is required for ratification of each agreement. Results will be published in *Update* on Thursday, June 11, dated Week of June 15, 2015.