

GAPS & GAEA Bargaining Update

9/5/24

We are writing to update you on the current bargaining process and the upcoming mediation sessions with the GAEA (Greater Albany Education Association).

The District welcomes the opportunity to engage in mediation and remains fully committed to resolving the outstanding issues through collaborative discussions. The District is open to multiple mediation sessions if needed, and we believe this process can lead to a successful resolution. We have a mediation session scheduled for September 10, 2024, and a date on hold for October 8th, if needed. The District confirms that mediation is a positive step toward reaching an agreement between GAPS and the GAEA.

The District has opened six articles for bargaining, while the GAEA has opened 34 articles. During the bargaining process, GAPS has countered and discussed 19 articles opened by GAEA. The district has reviewed the GAEA's proposals and calculated their total cost to be \$23.7 million for the 2024-25 school year, although not all costs in GAEA's offer have been calculated. Unfortunately, the GAEA has not moved or adjusted this initial offer.

Cost Estimate of GAEA's Offer Over Three Years:

Cost of GAEA Proposal 24-25	Cost of GAEA Proposal 25-26	Cost of GAEA Proposal 26-27
\$23,765,961 (Salary+Benefits+Additional Articles)	\$27,566,619 (Yr. One plus Salary and Benefits in Yr. Two)	\$31,963,942 (Yr. Two plus Salary and Benefits in Yr. Three)
<ul style="list-style-type: none"> ● 12.35% Salary Increase: <ul style="list-style-type: none"> ○ \$6,967,050 ● \$2,008 Health Insurance: <ul style="list-style-type: none"> ○ \$2,876,725 ● Partial Cost of Additional Articles : <ul style="list-style-type: none"> ○ \$13,922,186 <ul style="list-style-type: none"> ■ Paid Leaves ■ Increase in prep time at all levels ■ Additional days for summer work ■ Increased stipend for nurses ■ Additional positions 	<ul style="list-style-type: none"> ● 6.0% Salary Increase: <ul style="list-style-type: none"> ○ \$3,414,558 ● \$2,063 Health Insurance: <ul style="list-style-type: none"> ○ \$386,100 (Increase in cost from year one) ● Additional Articles: Increases not included in the total 	<ul style="list-style-type: none"> ● 7.0% Salary Increase: <ul style="list-style-type: none"> ○ \$3,976,123 ● \$2,123 Health Insurance: <ul style="list-style-type: none"> ○ \$421,200 (Increase in cost from year two) ● Additional Articles: Increases not included in the total

Assumptions:

1. Cost estimates in years two and three are based on salary compensation and insurance only.
2. Additional Articles with associated costs were calculated for year one only. These costs would escalate each year, however, a complete cost of all proposed articles was not feasible to calculate.

3. Salary increases were calculated using the proposed percentage increase and step increase for years of experience.
4. All calculations were based on a total of 585 FTE.
5. Due to sheer size, not all costs related to additional articles have been included.
6. \$23 million in costs is equivalent to approximately 235 Full-time Certified staff positions.
7. A conservative estimate of the total new costs across three years is \$81,296,522. This does not account for the cost of all language items.

The District's Offer as of 8/15/24:

	Salary	Insurance
Year 1 (2024-2025)	<ul style="list-style-type: none"> ● 6.5% Salary Increase ● 7.5%Salary Increase Top Step/ Longevity ● Longevity step added to BA and BA+24 	<ul style="list-style-type: none"> ● \$1,598/month insurance cap Increase \$50/month to \$1,648 before pooling. <u>Note:</u> 23-24 pooling amount increased staff insurance value to \$1,887/month. ● Insurance opt-out benefit will increase by \$50/month to \$575
Year 2 (2025-2026)	<ul style="list-style-type: none"> ● 4.5% increase ● 5.5% increase Top Step/ Longevity 	<ul style="list-style-type: none"> ● \$40/month increase to cap
Year 3 (2026-2027)	<ul style="list-style-type: none"> ● 3-5% increase, based on Western States CPIU ● 4-6% increase Top Step/ Longevity, based on Western States CPIU 	<ul style="list-style-type: none"> ● \$40/month increase to cap

For more detailed information, go to the [GAPS Bargaining Website](#).

The District's primary goal in mediation is to reach a fair and sustainable agreement that benefits our educators and the District's financial stability. We have no intention of advancing the bargaining process in a way that could escalate the situation or lead to a strike. Our repeated requests for GAEA to identify their priorities underscore the District's commitment to resolution. We view mediation as a constructive path forward, drawing optimism from numerous other districts that have successfully reached agreements through this process. We are dedicated to actively participating in mediation in order to resolve outstanding issues and achieve a mutually beneficial outcome for all parties involved.