

GAPS Staff,

On September 10, 2024, the District and GAEA Leadership met for a full day of Mediation at the District Office. At the outset, the GAEA bargaining team proposed a work agenda that included a list of 18 articles for the teams to work on during the day. There were six tentative agreements reached out of the eighteen that were discussed. The District remains committed to collaborating through the bargaining process and believes solutions are available at the table. The District further wishes to express appreciation to the GAEA team for their work to find creative solutions.

The District would like to clarify its previous statement and acknowledge that the GAEA has stated their four priorities verbally and shared those priorities with the school board. However, the District remains unclear how each of the 34 articles and three appendices can be narrowed down to an essential list of stated priorities. We are hopeful we can come together, narrow the scope of work, identify key priorities, and come to a mutual agreement on the remaining open articles.

The 6 articles that were tentatively agreed upon on September 10 were at no cost to the district. The remaining articles have a conservative estimated cost of \$23 million dollars.

Articles that have reached Tentative Agreement (TA)

- Article #1: Recognition - Status of Agreement
- Article #2: Non-Discrimination
- Article #6: Personnel Files
- Article #12: Dues and Payroll Deductions (TA'd on 6/24/24)
- Article #21: Evaluation of Students
- Article #26: Mileage

Articles that are still open

- Article #3: Grievances
- Article #4: Teacher Evaluations
- Article #9: Layoff and Recall
- Article #10: Association Rights
- Article #11: Association Leave
- Article #14: Sick Leave
- Article #15: Paid Leaves
- Article #16: Unpaid Leaves
- Article #17: Work Year
- Article #18: Work Schedules
- Article #18A: Preparation Time
- Article #18B: Special Programs
- Article #18C: Class Size
- Article #18D: Secondary Teacher Class Preps
- Article #19: Supervisory Assignments
- Article #20: Assignment and Transfers

- Article #22: Student Discipline
- Article #23: Voluntary Early Retirement
- Article #23A: Rehire After Retirement
- Article #24: Professional Compensation
- Article #24A: Insurance
- Article #25: Professional Development
- Article #27: Committee Pay
- Article #28: Other Compensation
- Article #28A: New Employees
- Article #36: 21st Century Site Councils
- Article #37: Integrated Health and Social Services
- Article #38: Health and Safety
- Appendix B4: First Aid Certification
- Appendix B6: Teacher on Special Assignment (TOSA)
- Appendix D: Nurses Addendum

At the start of Mediation, the GAEA proposed using committees to work on several articles so that both groups could understand each other's views and possibly develop solutions for consideration during the next mediation session. The identified committees are: Layoff and Recall, Sick, Paid, and Unpaid Leaves, Work Year, and Health and Safety. The District appreciates the opportunity to collaborate with the hope of progressing to develop tentative agreements on the large number of outstanding articles. The next mediation date is set for October 8, 2024.

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](#).