



October 23, 2024

While the District was disappointed that GAEA has commenced with a strike vote, we remain committed to continuing to work with the union, both in smaller focus groups as well as with the Mediator to resolve the outstanding issues. The next mediation dates have been set for October 25th and November 4th. The District still believes that there is room for an agreement and we want to start with the three following areas:

- **Student Discipline and Behavior Supports**
- **Special Education**
- **Safety**

At the October 8 Mediation Session, a subcommittee consisting of GAEA teachers and District representatives met to discuss the concerns of classroom teachers related to Staff and Student Safety, Special Education, and Behavior Management. This resulted in a productive conversation with teachers about changes they would want to see. The District remains willing to address these areas.

The District met with a group of representative teachers on Monday, October 21, 2024 to discuss these areas more deeply. We believe that progress is possible. Small groups cannot reach agreements on their own, but they can provide an opportunity for both groups to understand each other's interests. Following the Monday meeting, the District will prepare a basis for the work with the mediator.

In the past year, the District has engaged collaboratively with teachers to improve our processes and programs. These processes have resulted in district improvements every time. We deeply believe that collaborative solutions are possible in the bargaining process, as well. The District emphasizes that as it does this work with staff, it retains in its mind the overwhelming number of superb teachers across the District who do a great job for kids, the students themselves, and the families and community members who are critical to the success of the district. Together, we have a choice to work collaboratively or go separate ways through the process. We hope that both parties will work together to create a better district.

GAPS Bargaining Team

Greater Albany Public Schools 8j