

30 MAY 2018

AVUTA members,

On Friday 25 MAY FEB 2018 AVUTA negotiated with AVUSD. AVUTA brought a counter offer to ART 19 Compensation to the table and presented it to the district. The district offered no counter proposal to our offer and negotiations ended for this year.

The Executive board wanted all members to know what was currently on the negotiation table:

1. ART 19 Compensation

a. Starting position November 2017

AVUTA ART 19 - Our starting position was 10% added to each cell on the salary schedule.

District ART 19- their initial position was \$2328 (approx. 2.5% average increase to the salary schedule) added to each cell, and a 1 time bonus of \$2328.

b. April 2018 Position

AVUTA ART 19- position \$6400 on each cell of the salary schedule

District ART 19- position \$4000 on each cell of the salary schedule with an additional day added to the calendar.

c. May 2018 Position

AVUTA ART 19 position- \$5500 on each cell with an extra day added to the calendar.

District ART 19 position- No counter proposal.

d. Negotiations postponed until AUG 2108

2. ART 13 - Hours and Adjunct Duty

a. The hourly rate of \$35 an hour will be raised to \$50 an hour.

3. ART 17- Class size for Special education

The district would not agree to any language on special education class size, but they have made an offer to give Special Education teachers a stipend of \$2500 Per Year.

Things to think about:

\$4000 per cell is not a fair amount considering that AVUSD:

- a. Started the year with approximately a \$30 Million Reserve.
- b. Received one time money from the state of approximately \$7 million this year.
- c. Has lowest pay and benefits compared to Victor Elementary, Victor Union, Hesperia, and Adelanto
- d. Does not have to pay fully funded health care.
- e. Wants to increase the calendar year by another day.

So know you know what is on the table, where each sides position are, and that AVUTA will not take a deal that is not in the best interest of all members. The Negotiations Team has done a fantastic job this year, and will continue negotiating this reopener when we get back next year.

Thanks and have a great summer!

JZ

J. Zachau

AVUTA President