The Association will begin 2023-2024 negotiations with Rowland Unified after Spring Break, in the last re-opener of the three-year agreement dated July 1, 2021 - June 30, 2024. ARE will be represented at the table by the hard work and dedication of the following Members:

Sharyn Sigler, Bargaining Chair, Oswalt
Derek Hollingsworth, Hurley
Larry Luera, Rowland HS
Greg Pryor, Killian
Vanessa Ramirez, Nogales
Melissa Valore, Education Specialist, Northam
Sarah Vigrass, CTA Staff

Association leadership developed the Bargaining principles for 2023-2024 and chose articles to be opened based on an extensive process of member input including site visits, written input, and a member survey.

Our four ARE Bargaining Principles for 2023-2024 are as follows:

1. Attracting and retaining the strongest educators with competitive salary and benefits
2. Respecting and valuing educators' time and professionalism
3. Supporting, educating, and caring for the whole child
4. Advocating and listening to students' voices through diverse, equitable, and inclusive learning environments

Based on Member input, the Association of Rowland Educators has chosen to open the following articles for Negotiation:

• **Article 6 Hours, Duties, Work Year** - ARE proposes improving the learning conditions for all RUSD students and working conditions for all ARE Bargaining Unit Members.
• **Article 7 Class Size** - ARE proposes improving the educational opportunities for all RUSD students by strengthening the provisions of this article.
• **Article 12 Health and Welfare Benefits** - ARE proposes an increase to health and welfare benefits commensurate with comparable districts.
• **Article 13 Salary Schedules and Rules** - ARE proposes an increase to compensation in order to attract and retain the strongest educators committed to providing outstanding instruction and services for all RUSD students.

Your bargaining team has been hard at work throughout February and March preparing our initial proposal based on Member input, ARE bargaining priorities, and the four articles to be opened. Thank you for your unity and support.

Together we are powerful!