The ARE and RUSD bargaining teams met on three May dates: the 2nd, 16th, and 23rd. The RUSD team chose not to counter on compensation at all until the last scheduled bargaining date on May 23, stating that they would not do so until the governor’s revision to his proposed budget was released in mid May. Deputy Superintendent Alex Flores joined us at the table for the afternoon on May 23 to discuss their compensation offer. Although COLA of 8.22% in the governor’s May revision stayed very close to the budget proposed in January, the RUSD team maintained their initial proposal on compensation for the most part - no changes to the benefits cap and the same modest on-schedule salary increase, well below COLA. The only change made to their proposal on compensation is the addition of contingency language for a possible additional on-schedule increase in July 2024 if a set of circumstances are met. The ARE team believes that the district’s offer is well below what they can afford and that the contingency language is unnecessary.

The District team has also maintained proposed language to modify both early release and late start. These proposed changes include adding a 90 minute late start meeting to the rotation and moving early release to another day of the week. The stated rationale for changing the early release day is to avoid the reduction in meeting time due to Monday holidays. Regarding the 90 minute late start meeting, the District team states that more professional development time is needed. Sample late start schedules show that the proposed additional minutes would be achieved through small changes to dismissal times and starting the 90 minute meeting 30 minutes earlier than other late starts. The RUSD team has also continued to propose changes to report card time and reductions to compensation for after school IEPs. The ARE team has engaged in extensive discussions with the RUSD team on each of these issues to clearly articulate their impacts on our Members’ working conditions and student learning conditions.

Your support, input, and participation with organizing have helped us achieve progress in the following areas:
- Process and transparency for requesting professional learning
- Adjunct duty language
- Instructional materials allocation language
- Revisions to the Special Ed Committee
- Revisions to SLPA support for Speech and Language Pathologists
- Revisions to class size language for students with IEPs in General Ed classrooms
- Revisions to secondary extra-duty assignments in Appendix B
- Withdrawal of RUSD’s proposal for no maximum supervision duty for non-classroom staff
- Withdrawal of RUSD’s proposed revisions to elementary and secondary prep time

The ARE team will next meet with the District after we return to work in the fall. Thank you for your support.

Together we are powerful!