



# Collective Bargaining Agreements

ACPS' First CBA for Licensed and ESP Employees



# Agenda

1

## History

Timeline leading to agreement

2

## Licensed Agreement

3

## ESP Agreement

4

## Impact

5

## Questions and Discussion



# Strategic Plan: Learning for All

## VISION

Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.

## MISSION

Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high-quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

**We will know every student.**

## VALUES

Equity  
Excellence  
Family and Community  
Wellness

## GOALS



Thriving Students



Affirming and Empowering Communities



Equitable, Transformative Resources



# Timeline

April 2024 - School Board passes Resolution enabling Collective Bargaining in ACPS.

Summer 2024 - AEA collects cards, petitions for election as Exclusive Bargaining Representative

October 2024 - Employee Election Recognizes AEA as the Exclusive Bargaining Representative for Licensed and Educational Support Professional Staff

March 2025 - AEA presents request for initiation of Negotiations.

April 2025 - AEA presents proposals for negotiation into CBAs.

April 2025 - AEA and ACPS set ground rules for negotiations, form bargaining teams, and begin meeting regularly to negotiate.

December 2025 - ACPS and AEA reach tentative agreement on our first CBAs.



# Included in both agreements

## Benefits

Healthcare Focus Group

EDEP Preference – 10% reserved for employees

Tuition Reimbursement increase

Sick Leave payout (partial; based on longevity)

Personal Leave may be taken in hourly increments

Floating Leave Holiday

Paid Bereavement Leave (5 days)

Paid Parental Leave (6 weeks)

## Working Conditions

Labor-Management Committee

Monthly worksite meetings

Replacement of Damaged Personal Property

Recovery Time



# Licensed Employee Agreement

## Wages

Annual 3.75% increase

Widen step distance from 1.3% to 1.35% (FY 28) and 1.4% (FY29)

New scale for School Psychologists, OT, PT, SLP

Extra Hours Pay at hourly rate

National Board Certification enhancement

Stipend Enhancement

## Working Conditions

Planning Time - Enhanced and guaranteed for elementary

Duty-free lunch (25 minutes in FY 27 and 28, 30 minutes in FY 29)

Data Analysis and Workload Relief Days

Guidelines and limits on required staff meetings and evening events



# ESP Employee Agreement

## Wages

Annual 4.25% increase

Call-back pay enhancement

## Working Conditions:

Clarity around department procedures through common SOPs

Increased access to Professional Development for Teaching Assistants

## Working Conditions, continued:

Paid 15-minute breaks

Duty-free meal breaks

Clarity on temporary promotions and covering for vacant positions

HVAC Standards

Training for Office Associates and Registrars on hire



# Impact of these Agreements

## **For Employees:**

Clarity on wages and benefits for duration of contract

Guidelines protect planning time during the school day and work-life balance

Childcare benefits

Significant enhancements to leave programs for flexibility when needed

## **For Students:**

Educators who are well-prepared for lessons

Higher retention yields consistency and ongoing improvement

## **For the Division:**

Enhance retention

Modernize and enhance pay and benefits for recruiting

Coordinates employee needs (workload relief) with Division Initiatives (DDI).

Brings employees' voices to problem solving through committees (worksites meetings and LMC)

Consistency across worksites.

# Questions/Discussion

