



HR News

2020-21 Negotiations and Compensation

Master Agreement Negotiations

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On June 23, 2020, the Aurora Public Schools (APS) Board of Education approved the tentative agreements negotiated between APS and the Aurora Education Association (AEA) during the spring, 2020 bargaining process. While the entire Collective Bargaining Agreement was scheduled for negotiation, due to the COVID-19 pandemic and its impact on teaching, learning and working, leadership from APS and AEA collaboratively decided to limit the nature and scope of this years' process.

Collective Bargaining Agreement, Memorandum of Understanding

The bargaining teams established a Memorandum of Understanding (MOU) which memorializes the agreement between AEA and APS with respect to extending the collective bargaining agreement ("Master Agreement"), which is currently effective July 1, 2014 through June 30, 2020. The MOU extends the current contract through June 30, 2022.

Article 13, Memorandum of Understanding

In June 2011, the Aurora Public Schools and Aurora Education Association developed a Memorandum of Understanding (MOU) to form a task force to examine potential amendments to Article 13 – Teacher Duty Day and Teaching Hours in the Collective Bargaining Agreement. Under the terms of the MOU, the task force met over the course of the 2011-12 school year and reported its final conclusions and recommendations to the bargaining teams for consideration during the spring 2012 negotiations session. While the work and recommendations of the task force were considered, the bargaining teams were unable to mutually agree on language and processes to further the work of the task force.

As the Association's and Board's Teams valued the work and recommendations of the Article 13 Task Force and shared an interest in revising Article 13, in the spring of 2013, APS and AEA agreed to a MOU for the 2013-14 – 2015-16 school years. Using the work of the Article 13 Task Force as a guide, the Parties agreed to provide individual schools with flexibility related to specific provisions of Article 13 in order to increase student achievement through the development of a proposal to change their scheduling and use of time.

On July 1, 2015, APS and AEA extended the Article 13 MOU for the 2016-17, 2017-18, 2018-19 and 2019-20 academic years.

As the Article 13 MOU was set to expire on June 30, 2020, the bargaining teams extended it for an additional two years (June 30, 2022).



Staff Compensation

Classified

On June 30, 2020, the Board of Education approved a 3.13% General Salary Increase (GSI) for contracted Classified staff. The increase is for the 2020-21 contract year.

As part of the 2018 Mill Levy Override, APS has been engaged in the development of a new salary schedule for Classified staff. The revised salary schedule, which includes recalibrated experience steps is expected to be complete for Board consideration, adoption and implementation in the fall of 2020.

Licensed

In the spring of 2018 and contingent upon the passage of the November 2018 Mill Levy Override, APS and AEA entered into an agreement which established a collaborative workgroup tasked with revising the Licensed Employee Salary Schedule (Appendix A). Upon the passage of the November 2018 Mill Levy Override, the workgroup began its work in January 2019 and completed its work in October 2019.

In February 2020, the workgroup presented its recommendations to the bargaining teams. In May, 2020, a subcommittee of the bargaining teams developed language to accompany the implementation of the new schedule, which includes the opportunity for returning teachers with lower ten-year cumulative earnings from SY 2020-21 to SY 2029-30 under the new salary schedule relative to what they would be projected to earn on the current schedule (based on the 2019-20 placement) to remain on the current or move to the new salary schedule and, introduces stipends for “Hard to Fill” positions.

On June 23, 2020, the Board of Education approved the adoption of the new Licensed Salary Schedule.

Administrative and Professional/Technical

On June 30, 2020, the Board of Education approved a 3.13% General Salary Increase (GSI) for contracted Administrative and Professional/Technical staff and eligible Administrator and Professional/Technical staff receive a progression to mid-point salary increase as outlined in policy GCBB-R, Administrator and Professional/Technical Staff Compensation. These increase are for the 2020-21 contract year.