

**Garden Grove Education Association Bargaining Update
Negotiations Update
April 27, 2018**



The bargaining team has met 22 times starting April 20, 2017. This is a record for GGEA and GGUSD.

As reported Tuesday, April 24, at Rep Council, the district has made their "last, best, and final" offer, which includes a 0.5% on-schedule wage increase plus additional money off-schedule. The state provided a COLA of 1.56%, which was included in the LCFF money received by the district for the 2017/2018 school year. "Last, best, and final" is a legal phrase that suggests a "take it or leave it" stance, which could result in the district opting to impose their last offer on the employees after going through the process of formal mediation.

An on-schedule wage increase benefits the retirement of all teachers. However, teachers hired on or after January 1, 2013 will be disadvantaged to a greater degree by an off-schedule compensation. A percentage of one-time money for teachers hired prior to January 1, 2013 is placed in the Defined Benefit Supplement with STRS. Teachers hired on or after that date do not receive this benefit.

Of the 11 Unified Districts in Orange County that have settled their contracts, 8 have agreed to an on-schedule wage increase of 1% to 2.5%. This includes Santa Ana Unified (2%) and Los Alamitos Unified (1.5%). Of the 8 Elementary Districts in the county that have settled, 7 have agreed to on-schedule wage increases averaging slightly higher than 1%.

All 3 Orange County Union High School Districts have agreed to wage increases ranging from 1% to 2.5% on-schedule.

Your team met today, April 27, to discuss next steps and plan for future bargaining dates with GGUSD. Our next previously scheduled meeting with the district is Friday, May 4. Your GGEA Board of Directors has directed the bargaining team to reject the district's wage offer. Next steps will be discussed with the district at that time.

Your GGEA team includes: David Cho, Lucy Farmer, Bridget Holdermann (Chair), Dante Urzua, Tamra Wood, and Armon Akerboom (Executive Director).

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***Together Everyone Achieves More***  
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