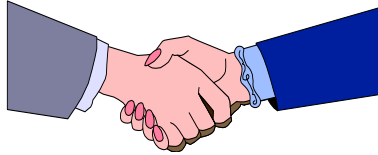


GARDEN GROVE EDUCATION ASSOCIATION

NEGOTIATIONS UPDATE



October 26, 2005

The District and the Association reached a tentative agreement on October 25, 2005, which covers the 2005-06 school year, after bargaining sessions April through this October 25th. The major topic of discussion for this year's round of bargaining was collaboration. After much discussion, the teams concluded that site administrators and teachers at each school site will be responsible for developing a plan for collaboration and determining the topics for collaboration time. Individual site plans may include changing the daily instructional minutes to bank time for shortened Wednesdays, utilizing a portion of the half hour before and fifteen minutes after school, or using a portion of the eighteen (18) hours allocated for staff meetings. The plan must be approved by a majority of the staff members at each site by anonymous ballot. Plans will then be submitted to the appropriate Assistant Superintendent of Education for review. The plans will be reviewed annually by site administrator and teachers.

In response to the new state mandate to provide thirty minutes of English learner instruction, the regular daily minutes for Kindergarten will be increased by thirty minutes and the regular daily minutes for 1st through 3rd grades will be increased by twenty-five minutes, which will equalize the number of instructional minutes for grades 1-6. Teachers in grades 1 through 6 may establish a flexible physical education program, which will provide additional preparation time. Previously, this plan was available to grades 4-6 only.

The staffing ratios for the 2006-07 school year (next year) will continue to be 29.5:1 for K-6, exclusive of class size reduction programs in the first three grades, and 30:1 for 7-12 teachers.

The District and the Association agree to establish a Task Force to deal with issues regarding special needs students, i.e. violent students and other behavioral problems, which may include staff training.

The 2004-05 salary schedules will be increased by five percent (5%) for the 2005-06 school year, retroactive to September 1, 2005. This increase also includes Pre-school and Adult education teachers teaching twenty-five (25) hours or more. This

is the second year in a row that the percentage increase is greater than the COLA provided by the State to the District. The District absorbed the more than \$8,800,000 increase in the cost of medical benefits last year.

The Contract Ratification Election will be held the week of October 31st through November 4th. Ballots will be counted on November 4th. You will receive your salary increase, including retroactive pay, no later than your December paycheck, which is the one you receive at the beginning of January.

GGEA Negotiating members for this round of bargaining were Armon Akerboom (D. O.), Noelle Dickenson (Peters Upper), Lucy Farmer (Peters Lower), Chris Francis (Alamitos), Lance Laituri (Fitz), Mark Sanchez (Irvine), and Judy Harrison (GGEA Executive Director). The District's teams members are Mike Miller (Assistant Superintendent, Personnel Services), Joli Armitage (Director, Personnel Services), Margaret Feliciani (Principal, Doig), and Barb Batson (Principal, Carrillo).