



# ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

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November 10, 2021

Dear Alum Rock Team,

I want to thank the AREA negotiations team and the district negotiations team for the hard work on both of their parts to reach a fair successor agreement between the District and AREA. The two teams have worked over several months and in many hours of negotiations towards reaching an agreement that meets the needs of teachers and other District certificated employees, while also meeting the needs of the District to soundly maintain its finances. Unfortunately, and although there was progress on many contract issues, the two teams have not been able to reach an agreement and yesterday the state's Public Employees Relations Board (PERB) determined that there is an impasse in negotiations. We have posted on the District website the documents submitted to PERB which details the bases on which PERB has declared impasse [AREA Timeline](#) , [PERB, Request for Appointment](#) . I invite all District employees to read it to have an understanding of the issues at the table.

I am also attaching to this message a timeline detailing the course of negotiations over the last several months.

PERB has appointed a mediator who is requesting to meet with the parties before the Thanksgiving holiday. I am hopeful that, with the help of the Mediator, we will continue to work together and quickly reach a generous and responsible agreement.

In service,

**Hilaria Bauer, PhD**  
Superintendent

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Hilaria Bauer, Ph.D., Superintendent

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