

## SRPE and SRCSD Negotiations

January 14, 2015

SRPE Representatives: Rhonda Chavers, President (RC), Jeanette Miller, Venetta Schang, Tamela Strickland, Marie Bodi, Ruth Blackman, David Godwin

SRCSD Representatives: Steve Ratliff, Chief Negotiator (SR), David Gunter, Floyd Smith, Nancy Haupt, Chad Rowell

Mr. opened the session inquiring about the status of the offer made by the District at the last session on 12/17. RC responded that SRPE could not accept the proposed SRPE President release language, the furlough language, or the one forward movement. SR presented an alternative proposal to the language addressing furlough days (see attached SRCSD Item # 1 1/14/15). RC and SRPE rejected this proposal stating they had previously made a counter to the language.

Mr. Godwin reviewed SRPE Items (see attached SRPE Items # 1, 2, 3, & 4).

Mrs. Chavers inquired about the changes in the District Austerity Language proposal and passed across and comparison of the original language to the new language (see SRPE Item # 5).

Mrs. Chavers inquired about the consideration of the part-time release language for the SRPE President and had it been approved or accepted. SR informed RC that he had presented the information to the Superintendent and that it was not accepted. RC reminded the District of the potential for a disparate treatment discrimination case (see SRPE Item # 6) if the language is removed because other organizations linked to the District benefit from the use of a release position which will remain in place.

Mrs. Chavers revisited the one level forward movement salary proposal from the District. She stated that the District has \$17 million in fund balance and can afford to give a two-step increase at this time. RC also reviewed the furlough day proposal and SRPE's previous counter language stating that both sides would go to the table at the time of need and work on language to address the issue.

Mrs. Chavers asked SR if the District would consider mediation (see attached SRPE Item #7). SR said he would present the information to the Superintendent.

Mr. Ratliff asked for a response to the standing offer presented by the District on 12/17. Mrs. Miller referred to her notes and stated her notes reflected all items were acceptable to SPRE except for Items number 3, 4, and 5. RC stated that item number 3 which addresses voting and election procedures at school sites it currently subject to grievance proceedings and at this time SRPE would not be altering that language. RC noted that her belief is that Item number 4 addressing the release time for SRPE president gives flexibility to the board in how that is handled because the language states the board "may" release the position. RC stated that Item number 5 addressing furlough days is a major sticking point and that if the contract was sent out with that language it would not be ratified.

The next session was set for 1/28/2015 at 4PM in the Canal Street Board Room.