

SRPE and SRCSD Negotiations

February 25, 2015

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

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

Mrs. Chavers stated that SRPE would like to begin the session. David Godwin distributed and reviewed the SRPE talking points (see attached SRPE Item 1, pg. 1). RC inquired about how the Financial Condition Ratio is projected. David Godwin presented information from SRPE about the Projected Financial Condition Ratio (see attached SRPE Item 1, pg. 2).

David Godwin presented an updated salary proposal from SRPE (see attached SRPE Item #2) based on the current salary schedule requesting that all instructional employees be placed on the classification level equal to their years of experience and raises be applied retroactively from the beginning of the school year. This request would represent a two level increase with retroactive pay for the majority of the bargaining unit.

Mr. Ratliff presented settlement language items to be considered (see SRCSD Item 1, pg. 1) along with a summary of language items that had been tentatively agreed to in prior session for review by both sides (see SRCSD Item 1 pgs. 2-8). SR also presented a settlement proposal addressing the items that have not been resolved in previous sessions (see SRCSD Item 2). Mrs. Chavers and David Godwin both stated that they wanted to see the salary proposal before reviewing language items.

Mr. Ratliff informed RC and David Godwin that he would cover the salary proposal first but they would need to be aware that the District is dropping the request for language that would establish furlough days. SR reviewed the new salary proposal from the district which included two levels of forward movement for all instructional employees that would be valued at a 1.954% total improvement for levels 2-29, 1.46% for level 1, and 0% to 1.02% for current level 0. The offer increases the amount of money going into the instructional salary schedule over the previous offer from the District and maximizes the \$2.5 million dollars allocated by the Board for raises. The new proposal equally distributes the salary improvement at current salary levels 4-29 at a fixed percentage of 1.954% and only varies at current levels 0-3. Previous offers along with the current salary schedule ranged in percentages from 0% to 2.49% across that same range of levels. The proposed Instructional Base Salary Placement Schedule which would be effective for new hires on or after July 1, 2015 is designed to prevent new employees from being placed at a higher level on the salary schedule than existing employees when entering the District.

Mrs. Chavers and SRPE requested a caucus to review the salary proposal.

Following the caucus, RC informed SR that SRPE is rejecting the new proposal stating that it was a lower offer than previously offered and the separate placement schedule for new hires was not acceptable.

SRPE did not see the need for a separate schedule for new hire or the potential for a new hire to be placed ahead of an existing employee on the proposed placement schedule.

Mr. Ratliff noted that the overall offer was an increase in total money dedicated to a salary adjustment amended the District's offer on the table by offering to pull the separate new hire schedule. He also asked if they had taken into consideration that the District is withdrawing the request for furlough days in the contract. Mr. Ratliff also offered to allow SRPE to take the amount of money dedicated to the employees in the bargaining unit and let SPRE propose a plan to allocate it in a reasonable manner.

Mrs. Chavers responded that SPRE did consider the District's pulling of the furlough days and would agree to the \$10,000 School Psychologists' Stipend as a concession. RC and SRPE also made a counter offer requesting the following:

- Two fully funded steps on the current salary schedule with retroactive pay to the half way point of an employee's contract
- Leave the SRPE President language as it stands
- Remove the Austerity Language (Furlough Days)
- The District pulls new hire placement schedule from the new proposal

Mr. Ratliff reminded RC that he had already pulled the Austerity Language off the table as a request. SR stated that he would communicate the requests and new information to the Superintendent and the Board.

The next negotiations session was set for March 11th, 2015 at 4PM.