

SRPE and SRCSD Negotiations

May 6, 2015

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

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

Mrs. Chavers stated that SRPE would like to begin the session. Mrs. Chavers introduced the team members from both sides to the audience. David Godwin distributed and presented SRPE talking points along with a new salary proposal from SRPE (see attached SRPE Item 1). The SRPE proposal is asking for a 3.7216% increase with forward movement of one level on the current salary schedule which would be paid retroactively to July 1, 2014. SRPE estimates the proposal would cost the District slightly over \$4.2 million. RC reviewed information from previous negotiating sessions and conversations she had with Mr. Wyrosdick. David Godwin stated that SRPE was confident in the numbers they were proposing and that the district can afford the amount requested in the current SRPE proposal. He also stated SRPE was confident they could get a vote in their favor from the board based on the results of the most recent zoning issue and the previous grievance vote that had gone in their favor. RC noted that SRPE had a lack of confidence in what information was being conveyed to the Board and inquired about David Godwin being called in to present information to the Board during an executive session.

At the conclusion of the presentation by SRPE, Mr. Ratliff requested a caucus.

Upon returning from caucus and resuming negotiations, Mr. Ratliff inquired about language issues that were still pending from previous sessions. RC replied that SRPE would not pass language back and forth across the table and conditioned the bargaining of language to having the items projected and working on them mutually during a session. SR presented a final offer proposal addressing pending language items and previously agreed to language items (see SRCSD Item 1).

Mr. Ratliff stated that the Board also had a new salary offer for SRPE's consideration and that it would be presented by David Gunter. David Gunter presented a revised salary proposal covering all employees that increased the Board's previous offer from \$2.7M to slightly over \$2.9M (see SRCSD Item 2). The offer presented by David Gunter includes one level of forward movement for each employee with salary increases on levels 0-2 which does not exist in the current salary schedule along with movement valued at a 2.18% increase above their current salary for levels 3-29. The offer also provides for the implementation of performance pay which is required by SB 736 and the district's participation in the Race to the Top grant. Annual employees that would be on the performance pay schedule along with professional and continuing contract employees who opt to move to the performance pay schedule would earn a 2.18% increase if they receive an "Effective" overall evaluation rating and that same group of employees could earn a 2.906% increase if they receive a "Highly Effective" overall evaluation rating. This average increase for the total plan presented by David Gunter would be 2.32% and represents over \$2.9M being offered by the district to improve salaries. Ed. Support employees would move forward one

level valued at a 2.18% increase over their current salary. Both instructional and ed. support personnel who are topped out on their schedule would receive a longevity bonus valued at 2.18%. All increases in the offer from the Board would be paid retroactively to July 1, 2014. The Board's proposal also includes a modified salary schedule for new employees that would prevent new hires after July 1, 2015 from surpassing existing employees in salary level.

Following the presentation by David Gunter, Mrs. Chavers stated that if the Board desired to implement performance pay SRPE would like to see the consideration of language giving job security to performance pay/annual contract teachers based on evaluation ratings. RC requested a caucus for SRPE to consider the offer.

After returning from caucus, David Godwin asked for clarification on the new proposal. David Gunter clarified the points asked about by SRPE. David Godwin stated that SRPE will not accept the offer.

Mr. Ratliff asked if there is anything else that needed to be discussed. RC suggested that the focus be on language and requested the consideration of temporary duty for some of the SRPE teams members to participate in a session held during the school day to finalize language issues.

Mr. Ratliff stated that he would communicate the new proposal and requests from SRPE to the Board.

Another session was not scheduled at this time. Further actions will be pending as the process moves forward from this point.