

SRPE and SRCSD Negotiations

August 4, 2015

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

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

Mrs. Chavers began the session requesting that both sides review and finalize any pending language issues. No physical documents were passed across the table during this process. David Gunter had an electronic working draft file of the Master Contract with edits previously addressed in prior sessions projected on the main screen in the board room for both sides to reference while finalizing language. The changes made in this session and tentatively agreed to by both sides are as follows:

1. Article I:—SRPE agreed to leave the language as-is with no change
2. Article II: M.—SRCSD agreed to language change requested by SRPE
3. Article II: Q.—SRCSD withdrew it requests for language change
4. Article IV: C. Step Four—both sides agreed to the added language
5. Article IV: N.1.b.—SRDSD agreed to scratch the language
6. Article V: P.—both sides agreed to language as revised in a prior session
7. Article V: T.—both sides agreed to language as added in a prior session
8. Article VI: B.—both sides agreed to language as revised in a prior session
9. Article VII: II—SRCSD withdrew it requests for additional language
10. Article VII: II—SRCSD withdrew it requests for additional language
11. Article VII: II C. —SRCSD withdrew it requests for additional language
12. Article IX: H.—both sides agreed to language as removed in a prior session
13. Article IX: J.—SRCSD withdrew it requests for language change
14. Article X: F. through I.—SRPE agreed to language being removed
15. Article XIII: A.—both sides agreed to language as revised
16. Article XIII: C.—both sides agreed to language as revised
17. Article XIV: A.—both sides agreed to language as revised in a prior session
18. Article XIV: B.—both sides agreed to language as revised in a prior session
19. Article XIV: D.—both sides agreed to language as revised in a prior session
20. Article XIV: F.—both sides agreed to language as revised in a prior session
21. Article XVI: F.— SRCSD withdrew the addition of austerity/furlough language in a prior session
22. Article XVII: A.3.b.(1) through (2)— both sides agreed to language as revised
23. Article XVII: D1— both sides agreed to language as revised
24. Article XVII: D. 2. through 4.— both sides agreed to strike language
25. Article XVII: E. (3)— both sides agreed to language as revised
26. Article XVII: E. (5)— SRPE agreed language as addition
27. Article XVII: E. (6) 1.— both sides agreed to language as revised in a prior session

28. Article XVII: E. (7)— both sides agreed to language as revised in a prior session
29. Article XVII: E. (8)— both sides agreed to language as revised in a prior session
30. Article XVII: F.— SRCSD withdrew the request for additional language
31. Article XVII: F.— SRCSD withdrew the request for additional language
32. Article XX:— SRCSD withdrew the request to strike language
33. Article XXI:— both sides agreed to strike language subject to sunset date
34. Article XXII: G.— SRPE agreed to the added language
35. Article XXIV:—dates were revised
36. Appendix A.—SRPE agreed to remove form which is available electronically
37. Appendix C.—SRPE agreed to remove form which is available electronically
38. Appendix D.— both sides agreed to strike language that was out of date
39. Appendix D.— both sides agreed to strike and replace language
40. Appendix E.— both sides agreed to strike language and add clarification language for chorus
41. Appendix E.— SRPE agreed to strike and replace amount set for Psychologists
42. Appendix E.— SRCSD agreed to strike and replace language for ESE TA continuation of stipend
43. Appendix H.— SRCSD withdrew the request for additional language

Prior to the date of this session, Mrs. Chavers and SRPE notified SRCSD that SRPE did not desire to negotiate any salary items at this session and SRPE's intent was to resolve all outstanding language items and leave the salary issues to be resolved through the impasse hearing.

Mr. Ratliff had prepared an offer for SRPE to settle during the current session. Many of the items included in his prepared offer were resolved in the language items listed above. Based on the progress made during the session and in an effort to get the salary increases approved by the Board to the bargaining unit members as quickly as possible, Mr. Ratliff verbally offered to increase the total salary offer which was previously \$2.93 million to \$3 million. He acknowledged that amount was not a substantial increase over the pending offer but he also offered to cover the mutual costs to date associated with the impasse hearing and scheduling of the magistrate with district funds. This would prevent SRPE from experiencing any negative financial impact by reaching an agreement prior to the impasse hearing if SRPE agreed to settle and accept the current District offer. SR also noted that a settlement now would facilitate getting salary increases to the bargaining unit members relatively soon as opposed to working through the impasse process which could delay things as late as November or December of 2015. SR additionally offered to immediately request that negotiations be opened for the 15-16 contract session in hopes of securing an early agreement in the upcoming session. SR did notify SRPE that he would have to get final approval for this offer from the Board.

Mrs. Chavers declined the offer stating that SRPE had reviewed the budget numbers and felt like SRCSD had additional funds that could be used for salary increases. RC also stated that SRPE had spoken to many bargaining unit members and the bargaining units members are willing to wait for as long as the impasse process takes in order to get the salary increases SRPE is asking for. David Godwin verbally presented information stating that the district could afford to increase the salary offer by \$1.6 million

but that SRPE would be willing to meet half way and would consider settling if the district would increase the current offer by \$1 million.

Mr. Ratliff stated that he was not authorized to increase the salary offer to the level requested by SRPE.

The session concluded with no future negotiating session scheduled. The impasse proceedings will continue with the salary issues still pending.