

SRPE and SRCSD Negotiations  
August 28, 2015

SRPE Representatives: Rhonda Chavers, President (RC),

SRCSD Representatives: Steve Ratliff, Chief Negotiator (SR), David Gunter, negotiation team member

In a continued effort to reach a settlement with SRPE, Mr. Wyrosdick called for an executive session of the School Board members and asked Mr. Ratliff with Mr. Gunter to present a proposal to settle the 2014-15 and 2015-16 contracts.

Following approval by the board in the executive session, Mr. Ratliff notified Ms. Chavers that he would like to schedule a negotiation session as soon as possible to present a settlement offer.

Time was of the essence in these proceedings due to the fact that the Impasse process was continuing to move forward and swift action was warranted by both sides in an effort to prevent any further expenses by either party associated with the Impasse Hearing.

The following is a summary of the terms agreed to in the executive and negotiation sessions:

For the 2014-15 school year employees on the Grandfather salary schedule rated Effective or Highly effective and employees on the Performance Pay schedule that have been rated Effective for 2013-14 will receive a 3% increase in salary.

Those employees on a Performance Pay salary schedule rated Highly Effective in 2013-14 will receive a 4% increase for 2014-15.

For the 2015-16 school year employees on the Grandfather salary schedule rated Effective or Highly Effective and employees on the Performance Pay schedule that have been rated Effective for 2014-15 will receive a 2.18% increase in salary for 2015-16.

Those employees on a Performance Pay salary schedule rated Highly Effective in 2014-15 will receive a 2.91% increase for 2015-16.

These agreed upon increases to the salary schedule with specific regard to Instructional personnel within the bargaining unit equates to a 3 level forward movement valued at an average increase of 6.05%.

Based upon historic step average of 1.86% per step the historic value of a 3 level movement would have been 5.58%. These salary increases will let employees experience salary improvement ranging from 5.18% to 6.91% based upon their performance evaluation.

This will also result in placing Instructional personnel on a level equal to their qualified years of service for the 2015-16 school year on the approved Instructional Placement Salary Schedule.

Education Support Personnel (ESP) with an overall Highly Effective or Effective evaluation rating for 2013-14 will experience a 3% increase for 2014-15 and ESPs with overall Highly Effective or Effective evaluation rating for 2014-15 a 2.18 % increase for 2015-16 for a total of 5.18%.

All salary adjustments will be paid retroactive respective to the percent increase to July 1, 2014. The salary increase based upon the overall evaluation rating for the 2014-15 school year will be applied upon release of the 2014-15 overall evaluation ratings will also be paid retroactively respective to the percent increase to July 1, 2015.

The terms of this agreement are contingent of ratification by the bargaining unit members and School Board Approval in session.

Please see attached documents for additional information.

