

## SRPE and SRCSD Negotiations

October 1<sup>st</sup>, 2014

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

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

Ms. Chavers and SRPE expressed the desire to open the session. R.C. opened the session stating that David Godwin would be presenting a proposed Pay for Performance Salary Schedule. Mr. Godwin presented a salary schedule for review (see attached S.R.P.E. Item 1) which was the last proposed schedule presented by the district during the Pay for Performance sub-committee meetings. Mr. Godwin presented the possible differences in pay for employees on the Grandfathered Salary Schedule vs. The Pay for Performance Salary Schedule (see attached S.R.P.E. Item #2). Mr. Godwin presented a revised version of the district's proposed Pay for Performance Salary Schedule for consideration during negotiations (see attached S.R.P.E. Item 3). R.C. expressed her desire for a salary schedule to be finalized at the beginning the negotiations process.

Mr. Ratliff responded that the district is still holding on presenting a salary proposal at this time. SR stated that the district is continuing the process described in the previous negotiating session and is in the process of finalizing employee evaluation scores for the 13-14 school year as well as accommodating for potential adjustments to FTE. SR again indicated that both of these factors would influence the amount of money that would be available for salary negotiations as well as the fact that the district had to be cognizant of the Financial Condition Ratio and insure that it did not drop below an acceptable level.

Mrs. Chavers moved to reviewing the proposed language changes that were passed across the table by the district in the initial negotiations session. Through the review process lead by Ms.Chavers and assisted at times by the other members of the SRPE negotiating team, several language items were tentatively approved by both sides with the majority of the items needing further research or not being settled at this time. The remainder of the session time was spent in the language review process.

Mr. Ratliff reminded Mrs. Chavers that it is the desire of the School Board to settle the contract in a timely manner. SR stated that the Superintendent and the School board share the same sentiment that if money is available it is their common desire to have the contract negotiated and settled prior to Christmas.

The next negotiations session was set for October 7<sup>th</sup>, 2014 at 4PM in the board room at Canal Street.