

SRPE and SRCSD Negotiations

October 23, 2014

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

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

Mr. Ratliff expressed the desire to open the session with some language proposals for SRPE. SR withdrew the proposal to strike language in Article XX relating to benefits for SRPE staff. S.R. offered to withdraw proposed language changes in Article I in exchange for some other language items. RC stated that SRPE was not interested in exchanging or revising the items proposed at this time. R.C. stated that SRPE had no counter offer for the language and desired to leave the language as is. R.C. restated her belief from the 10/22 session that the proposed language change would have to be certified by P.E.R.C. RC stated SRPE will continue to research the items. SR presented revised language for Article XVII. RC wanted to research this language further and had no counter offer. The language proposal regarding Maternity Leave was revised and tentatively approved by both sides. SR reviewed the proposal regarding the Recertification of Medical Conditions with both sides tentatively approving the proposed language. SRPE will be proposing some additional language to address compassionate leave.

Mr. Ratliff presented a salary proposal from the District which would represent a 1.75% increase to the salary schedule (It needs to be noted that a spread sheet error resulted in a calculation error in the second column which reflects current pay levels. This error was on the model submitted on 10/22 as well. That error has been corrected and is reflected on the attached salary proposal (see attached SRCSD Item #1 page 1) and 10/22 model (see attached SRCSD Item #1 page 2) along with the 10/22 model (see attached SRCSD Item #1 page 3) reflecting the original error. The only salary proposal offered by the district was made during the 10/23 session and is reflected in the attachment). David Gunter noted this model would represent a placement schedule good only for one year. Each year a schedule will be negotiated and would represent a percentage improvement over the previous year. This would avoid any negative impact on the schedule long term and would retain the current earnings potential of the proposed Grandfathered Schedule. SR restated the District's desire is to give the employees an increase on the salary schedules while at the same time maintaining a secure financial condition ratio. RC stated that SRPE is rejecting the 1.75% salary increase at this time.

Mr. Ratliff restated the District's desire to settle the contract as soon possible for the benefit of the employees. SR offered to meet as often as needed and to meet every day if necessary to resolve the remaining items in a timely fashion. RC stated SRPE would not be available the following week and the next session was set for November 4th.

There still remains a few language items needing further research or not being settled at this time.

The next negotiations session was set for November 5, 2014 at 4PM in the board room at Canal Street.