

SRPE and SRCSD Negotiations

November 5, 2014

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

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

Mrs. Chavers expressed the desire to open the session with a presentation from David Godwin estimating that the average teacher salary had dropped from May 2014 to October 2014 due to retirees on the top end of the salary schedule being replaced by teachers with less experience which enter at lower levels on the salary schedule (see attached SRPE Item #1 pg. 1). Mr. Godwin also presented a counter offer to the District's salary proposal from 10/23/14 in the form of a proposed Grandfathered Salary Structure (see attached SRPE Item #1 Pg. 2) and a proposed Performance Pay Salary Structure (see attached SRPE Item #1 pg. 3). Mr. Godwin stated that it is the position of SRPE that the Grandfathered Schedule is already in existence and the Performance Pay Schedule is what needs to be negotiated.

Mr. Ratliff stated that he would take the offer from SRPE under consideration and asked if SRPE had a cost calculation associated with their proposal. RC responded that SRPE did not have an exact cost for their current proposal. SR stated he would present the information to the Board and research it further. SR made a counter offer from the district for SRPE to consider (see attached SRCSD Item #1). This new salary offer is similar to the previous offer made by the District but would represent a 1.89% average increase across all proposed salary schedules with employees remaining at their current level. RC and SRPE did not accept the offer stating that it was too low and that it reduced the value of the current Grandfather schedule. SR presented another offer from the District that was identical in structure but would increase the percentage to a 2.04% average increase.

Mrs. Chavers stated that in previous year's negotiations that SRPE had stretched the last salary level previously at Level 25 representing over \$4000 in salary increase to four additional levels now ending at Level 29 so SRPE was not interested in an offer that will reduce the levels any further. Mr. Godwin presented a counter offer identical in structure to the opening SRPE offer but only improving one step now which would also be retroactive to July 1, 2014 and then in January award a salary improvement based the each employees' evaluation for the 13-14 school year. SR responded that he would need to research that proposal and present it to the Superintendent before responding.

Mr. Ratliff presented another offer from the District that was again identical in structure to the previous offers but would increase the percentage to a 2.18% average increase. SR restated the District's desire is to give the employees as much of an increase in the salary as possible while at the same time maintaining a financial condition ratio of 5%. RC and SRPE countered with an offer to move all instructional employees 2 levels forward effective January 1, 2015 and not have the salary adjustment be retroactive. SR responded that he would need to research that proposal and present it to the

Superintendent before responding. SR restated the District's desire to settle the contract as soon as possible for the benefit of the employees. SR again offered to meet as often as needed to resolve the remaining items in a timely fashion.

No contract language was covered during this session and 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 13, 2014 at 4PM in the board room at Canal Street.