

SRPE and SRCSD Negotiations

November 19, 2014

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

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

Mrs. Chavers and SRPE opened the session. David Godwin inquired about the salary proposals from the previous session. Mr. Ratliff notified SRPE that the cost of the previous proposals submitted would exceed the amount of money available for salary increases and would also put the District below a 4% financial condition ratio. SR reminded SRPE that the board's desire is to give the employees as much money as possible and stay above a 4% financial condition ratio.

Mr. Ratliff presented the proposed Grandfathered and Performance Pay Placement Schedule from the previous session (see attached SRCSD Item #1). The percentage increases across the schedule would range from 1.62% to 2.49% with a 2.18% average across the proposed schedule. SR noted this proposed salary schedule would fall within the amount available for salary increases.

David Godwin and SRPE presented a counter proposal for salary improvements (see SRPE Item #1 and Item #2). Mr. Godwin stated he believed the counter proposals would be less costly than previous proposals submitted by SRPE. SR stated that he would research the cost and present the information to the Superintendent.

Mr. Godwin inquired about cost reduction in the area of transportation stating his belief is that funds could be saved in the area of transportation and possibly be used for salaries. He presented SRPE Items #3 and #4 that are attached. SR stated that he would take that information to the Board and Superintendent for review.

Mr. Ratliff notified SRPE that the board would like to consider restoring the athletic supplement positions that had been cut through cost saving measures in the past. RC responded that she would like to see the bodily fluids supplement increased before the District reinstates athletic positions.

Mrs. Chavers expressed the desire to present some counter proposals to language and new language items from SRPE (see attached SRPE Item #5).

Mr. Ratliff responded to the SRPE President language and stated that the Board would like to strike the language from the contract because of issues with supervision and evaluations.

Mrs. Chavers had additional new language items that she wanted to present (see attached SRPE Item #6, SRPE Item #7, SRPE Item #8, SRPE Item #9). SR stated he would present the new items to the Superintendent.

Mr. Ratliff stated that the Board thought the previously proposed ESOL language was agreeable if the reinstatement language was not included. RC responded that SRPE would take it under consideration.

The next negotiations session was set for December 3, 2014 at 4PM in the board room at Canal Street.