

**Opening Statement of SRCSD**

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As we begin the negotiation process for 2018-19 collective bargaining session, we are confident that both Santa Rosa County District Schools and Santa Rosa Education Association will continue to maintain and improve the level of collegiality and respect we have successfully had during past negotiations by promoting a positive bargaining process build on mutual respect. The District recognizes the significant effort Educational Support Employees make toward advancing our District through the contributions made that created the high quality of the educational experience provided daily to the students of Santa Rosa County.

It is noted with great appreciation that together, the District and SREA will be working to resolve matters that affect the overall performance of this organization. We can expect to be working collaboratively to address matters such as building the contractual foundation of new contract, fair and equitable salary schedules, forming collaborative committees to research and address long-term solutions, and creating an environment for which employees can be recognized for their accomplishments. This open approach will help lead the District in a very positive direction and can serve as a model for positive negotiation relationships across the District.

It is our hope as we navigate through our negotiations that both teams will not lose sight of the fiscal challenges our District is facing. Further, there should be an understanding on the part of the Educational Support Employees that the District, while wanting to reward the accomplishments of the employees; face practical limitations. These limitations include factors such as stagnant budgets initiated at the legislative level and the decisions made through state governance that prevent us from achieving our local goals. The District recognizes that employee accomplishments must be appreciated and rewarded - both which are outside of full control of the District at the local level. While these could be very challenging times for Santa Rosa County School District but with the mutual respect and collegiality together we have established and maintained in the past, I am sure we will be able to come to terms on a new contract. The District looks forward to this session at the bargaining table and encourages the establishment of a positive negotiations relationship built on mutual respect and collegiality.