

SRCSO-SREA Bargaining Update
March 13, 2018

On March 13, 2018, SRCSO and SREA-Ed Support Bargaining Teams for the first bargaining session on creating a new Ed Support only contract. The meeting was held at Avalon Middle School in the Media Center. Both sides expressed their intent to work to solve problems in a collegial manner while acknowledging there will be times the two sides would not agree.

The first session served to identify some of the issues that had been brought to the SREA representatives by their membership. The initial topics discussed were:

Compensatory Time: SREA noted what seemed to be some discrepancies in the ability to take compensatory time. The District said there is an audit process that takes place ensuring different work sites are complying with the established guidelines. The District asked that SREA inform them of any situations that might not be in compliance.

Professional Development: SREA inquired about access to ESE classroom instructors and aides stating that the courses were often provided to teachers yet the aides that would be working hand and hand with the teacher were not afforded the same training. The District responded there is currently training provided to ESE aides (e.g. CPI and CBSA) and noted that many of the ESE specific trainings were intended for both the ESE teachers and Ed Support to attend as a team if they would be working together.

Leave before a paid holiday: SREA asked about the District practice of not recognizing a paid holiday for an Ed Support employee if they take any leave the day before a holiday. The District acknowledged the practice and suggested SREA make a proposal addressing the issue during these negotiations.

Attendance at Sporting Events: SREA inquired about the possibility of employees attending Santa Rosa District sporting events at no cost. The District stated it would research the issue and would consider a proposal from SREA should one be presented.

Credit for military service: While the intent of this meeting was more organizational in nature, the District was prepared to make an offer to address the equitable recognition of military service. By using the average increase between levels on the Ed Support Salary Schedules, the District proposed and SREA – Ed Support agreed to an increase of 2.73% for each year of service up to 5. The two sides were able to agree on how to implement the five year credit on the salary schedule for veterans.

The two sides also discussed the formation of “working groups” to meet to work on some of the more complex issues - such as evaluations and job classifications.

The next session is scheduled for the afternoon of April 3, 2018 at the Canal Street Office. Please watch the District’s web site for the exact time and room location.