

Good afternoon Bargaining Chair Brian Hungerford and Reynolds District bargaining team.

As we begin another round of contact negotiations, our team would like to highlight some issues that are very much on our mind. As you might expect, we believe that there a number of issues from our last negotiation that remain unresolved. It is our hope that we will be able to make some progress on these outstanding issues during these negotiations.

We feel strongly that Classified employees are critical to making sure that our district holds together with the common goal of providing the best education for our students that is possible given the funding that has been allocated.

We do understand that resources are tight. Unfortunately our district employees are still deeply struggling with their family budgets. The cost of housing and other expenses continues to grow faster than our wages and benefits. The affordability of health insurance and the high cost of housing are additional examples of hard choices that classified employees wrestle with regularly.

Addressing the salary schedule was identified as an important priority by both sides last fall during negotiations. This is an area that we are hoping the district is motivated to partner with us in order to demonstrate that Reynolds employees salary ranges will not be paid below market averages. This will be a tangible way to see that our work and value is recognized. We have lost too many experienced coworkers to nearby school districts due to significant pay disparities.

Another value that we want to discuss with you is the value of individual and family health. In the past we have voiced our concerns about there being different levels of health care provided to different groups within the district. It is

our expectation that everyone's health should be equally valued (all our families health should be equally important). We want to see progress toward closing the gap around the health insurance premium coverage between the all of the work groups (Administrative, Certified, and Classified employees).

Our proposals will be directed at working to make progress toward these ends. It is our hope that the District will embrace the issues that are raised and that both sides will come prepared to have productive responses to bargaining proposals.

We expect that our bargaining sessions will be long enough to make regular progress on our proposals since we not be waiting to see if new funds are identified as a result of a brokered deal in the legislature.

Thank you for your attention to our opening comments.