

Working Relationships Agreement

Reynolds School District (RSD) and Reynolds Education Association (REA)

Background

REA and RSD, represented by their respective leadership teams (“the Association” (REA) and “the Cabinet” (RSD) collectively referred to as “the Parties”) mutually agreed to engage in confidential, voluntary mediation, with the assistance of a third-party neutral, to resolve relationship conflicts and collectively develop and address mutually agreed upon goals and objectives. The Parties held their first joint mediation session in November 2020 and concluded the process on January 25, 2021 by entering into the following agreement to guide their working relationships.

Working Relationships Agreement

1. The Parties will adopt community agreements to guide their interactions and communications with one another. The Parties will share this document with their respective groups (i.e., REA members, district office staff, building administrators).
2. The Cabinet will follow and shall not violate the Collective Bargaining Agreement. When the Association has to bring potential contract violations to Cabinet’s attention, Cabinet will react collaboratively and respectfully.
3. The Parties will use existing committee structures to the greatest extent possible to engage in proactive problem solving and to facilitate collaboration and communication. The Association will provide a list of standing committee meetings and the Association’s leadership directory to the Cabinet. The Parties will establish a protocol for creating committee agendas, receiving and sharing input, sharing the Cabinet’s decisions, and communicating decisions with stakeholders. The committees may convene as needed, more than the minimum number of times required under the governing collective bargaining agreement, to address emergent issues. The Parties will ensure new people who are assigned to a committee are oriented concerning the committee’s charge, roles and responsibilities via onboarding and training. The Parties will establish training regarding the CBA in collaboration with one another. The Parties will explore developing standard committee communications processes.
4. The Superintendent, the REA President and REA Vice President will resume informal monthly check-in meetings. At the first check-in meeting, parties will decide on a process for co-creating meeting agendas
5. The Superintendent will consult with the Association to plan future meetings with ELD teachers, former RJ TOSAS and former Title teachers, including a plan to repair harm. The ELD and RJ meetings will include The Assistant Superintendent of Student & Family Services and District Operations; the Title meetings will include The Chief Academic Officer and Director of Federal Programs. The Superintendent, The Assistant Superintendent of Human Capital Management, and the Director of Communications

and Community Relations will participate in all the meetings. The Director of Communications and Community Relations will collaborate with Cabinet and REA to develop joint communications to summarize outcomes of these meetings. A timeline for these meetings will be co-created by the Superintendent and the Association.

6. The Cabinet will add an agenda item to each Cabinet meeting addressing questions and issues to raise during contract maintenance and committee meetings. The Cabinet shall empower its representative(s) (i.e., when negotiating MOUs) to make decisions and agreements with the contract maintenance group.
7. If a quick decision needs to be made, and regular check in and committee meetings are not timely, the appropriate Cabinet member will call the REA President and/or REA Vice President to advise them of the situation.
8. Before communications are disseminated to REA's members at large, to the greatest extent possible, the Cabinet will strive to notify the REA President and Vice President in advance. The parties will develop a communication plan to achieve this objective in contract maintenance meetings, including addressing timeliness of advance notice, the opportunity to provide feedback and to collaborate. The Cabinet will ensure that communications sent out to REA members via building administrators will be clear and consistent to avoid confusion and misinterpretation by building administrators.
9. Placing students first as an important stakeholder, the Parties will continue to identify key stakeholders and explore ways in which they will engage them to get their input and to communicate with them in an empathetic manner concerning important decisions. The Parties will keep in mind whose voices are not at the table and whose needs and interests are imperative when considering important stakeholders. The district will collaborate with and recognize REA staff and OSEA staff as those most connected to students and families.
10. The Parties will collaborate to advance equity, diversity and inclusion in their working relationships, including providing regular feedback to one another about continuous process improvement.

By mutual agreement, the Parties may amend this agreement, and it remains in effect until mutually revoked by the Parties. It is so agreed.

Danna Diaz

Dr. Danna Diaz, Superintendent of Schools, RSD

Mar 30, 2021

Date

Evan W. Selby

Evan Selby, President, REA

Mar 30, 2021

Date









Working Relationships Agreement REA and RSD FINAL

Final Audit Report

2021-03-30

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