

REA Bargaining Summary

The District has recently offered to return to current contract language on:

- preparation time;
- use of unsigned complaints; and
- continuation clause.

The District has offered \$100 per month increase for insurance over the proposed 3-year contract term.

In spite of the District dropping language and increasing salary and benefit offers, the Association is moving towards a strike.

The District has not implemented any changes in the contract. The teachers can continue to work with the same language, pay and benefits (including a step increase that will go into effect July 1, 2012).

The District wants to have well-compensated teachers within the resources available. The District would have to spend all available

resources to meet the Association's demands.

The cost of the District's latest offer is \$3 million for three years. The cost of the Association's latest offer for three years is \$12.99 million.

The District wants to continue to bargain for a contract that we can afford.

Instead of remaining at the table to work out our differences, the Association wants members to support a strike authorization.

The Association wants more money for less work. They have proposed more paid time off:

- discretionary days: paid time off that each member can take without giving a reason for not working.
- paid restroom breaks: 15 minute paid time off during the day when students are at school for instruction. Teachers can use the

restroom during recess, prep time, lunch and transition times.

- more paid time for lunch: teachers get a 30-minute paid duty-free lunch. The Association is requesting 50-minutes plus additional passing time to equal one hour paid lunch.
- more pay: cost of living and step raises while members have longer paid lunches and scheduled restroom breaks instead of teaching students.
- more benefits: more money for members to purchase insurance, while the community is facing severe unemployment, and even if it means the District must reduce days (pay cuts for staff and lost instruction for students) or lay off workers (lost jobs and increased class size for students) to pay for increased salary and benefits.

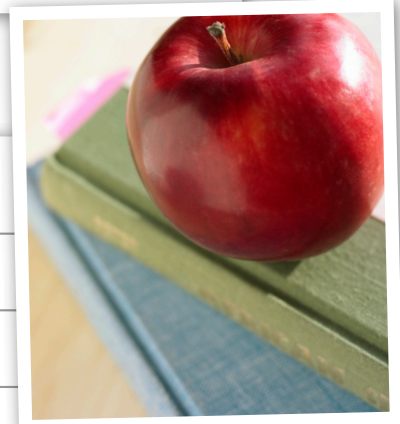
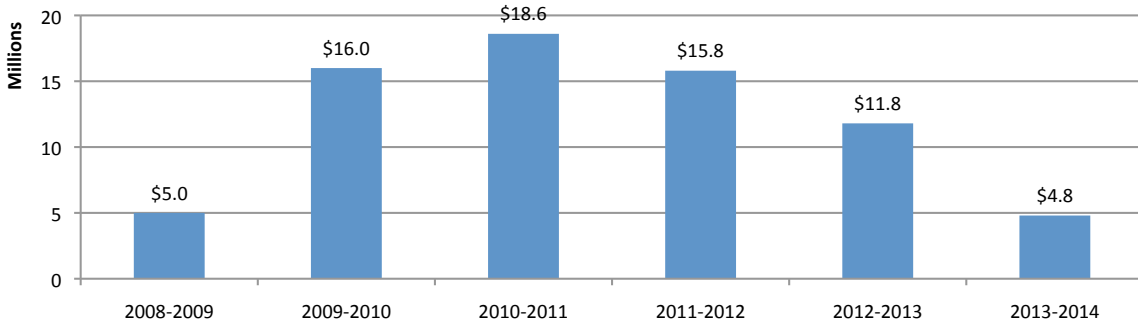
**Support Students and Staff
Continue to Bargain**

The District has offered the Association a three-year deal that would give at least \$3 million to teachers...More if revenues increase.

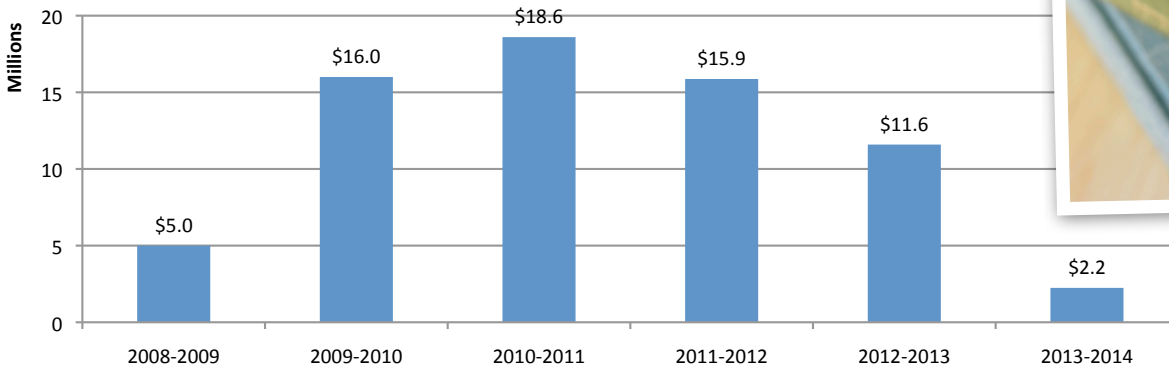


The Association's latest offer would cost almost \$13 million over the proposed three-year contract.

End Fund Balance with No Salary or Benefit Increases



End Fund Balance with District's Latest Proposal



We Cannot Afford REA's Latest Proposals

End Fund Balance with REA's Latest Proposal

