

District's Package Proposal #1
5/20/12 Mediation

[Note: *Italics* are used to show the changes in the RSD's proposal from its 5/10/12 proposal for ease of comparison.]

- All Tentative Agreements as set forth in District's Final Offer of 4/19/12 (as amended by 4/27/12 "List of Corrections.")
- Article 3.E (Miscellaneous): RSD agrees to return to current language 2009-11 Contract.
- Article 5 (Employee Rights):
 - *Current contract language (2009-11).*
 - *5.Q: REA's 5/10/12 proposal plus the following language in bold:*
 - *If the District is unable, for any reason, to provide the materials, equipment and/or training necessary to implementing a District program, the District will not hold members*

- Article 13 (Academic Freedom): Current language 2009-11 Contract.

- Article 14 (Paid Leaves of Absence):
 - Current contract language in Section A.1 Emergency;
 - RSD's Final Offer 4/19/12 in Section A.2;
 - Delete RSD's Final offer 4/19/12 in Section B [note: this removes any reference to discretionary days];
 - Current Contract language in Section C (now Section B) Cost of Substitute Leave;
 - RSD's Final Offer 4/19/12 in Section D (now Section C) Sick Leave.
 - [Note: RSD has deleted its proposal regarding 1 discretionary day because of REA's refusal to acknowledge the cost. This cost has been moved into Article 22 Employee Compensation]

- Article 18. (Student Discipline): RSD Final Offer 4/19/12 amended by the following:
 - A.4: REA's 4/27/12 proposal is acceptable.

13 school year only. [Note: RSD estimates this to be \$244,500.]

- A 2% COLA for 2013-14 which becomes payable retroactively to July 1, 2013 if in the next biennium (2013-15) the legislature appropriates \$6.4B for K-12 education and the District actually receives one-half of the additional revenue of \$5M or greater for the 2013-14 school year as verified by the District on or before May 31, 2014.
 - [Note: RSD removed the language we proposed on May 3rd relating to reopeners tied to the ending fund balance because of the REA's Strike Notice of May 8th which claims that contract reopeners are one of the reasons for a strike. Those reopeners have been removed from the RSD's proposal.]
- Article 23 (Fringe Benefits):
 - Section A:
 - \$900/month for 2011-12;
 - \$950/Month for 2012-13;
 - \$1,000/month for 2013-14.
 - District's proposal for the remainder of Article 23.B.

This is a package proposal and is subject to agreement on the whole contract. If it is not accepted in its entirety the District reserves the right to return to the District's Final Offer as it existed on 4/19/12 (with 4/27/12 corrections). This package proposal is subject to ratification by the School Board.