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The eleventh open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on October 5, 2021 by Zoom call.

This session was to discuss Articles 25, 22, 23, 26 C, 27

**Teams were introduced as follows:**

**REA Bargaining Team** – All present

**District Bargaining Team** – All present excluding Rebekah Jacobson and Tanya Pruett

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Presentation by the District related to financial proposals.

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### **District Proposal**

#### **1. Article 25 – Reduction in Force**

- i) The District and REA will discuss this at a later date.

#### **2. Article 26 C – Student Services: Social-Emotional Support Services**

- i) The District proposed Article 26C with Article 27
- ii) The District proposed updating contract language to include adding a Wellness Committee  
“~~The Association and the~~ District shall create a Wellness Committee at all school levels including Elementary, Secondary. ~~Working group comprised~~ This group shall include of social-emotional support professionals, with the purpose of developing and implementing a robust District-adopted wellness policy that focuses on physical, mental-emotional and social health for students, families, and staff. ~~Codifying protocols and processes which will advise the District and the Association on the provision of emotional support services to students.~~”

#### **3. Article 27 – Class Workload**

- i) The District proposed Article 26C with Article 27
- ii) *A. Class Size Guidelines* – Added language  
“The District will utilize the Staffing for Equity guidelines when possible.”
- iii) The District is not in agreement to commit to a re-open date.  
“~~The district and the association agree to open negotiations on class-size workload relief as designated by the new Senate Bill 580, Negotiations shall commence no later than Tuesday, January 11, 2022.~~”

#### **4. Article 22 – Employee Compensation**

- i) *A. Salaries* - Proposed base salary increase of 3% for 2021-2022; 3% base salary increase for 2022-2023; 3% base salary increase for 2023-2024.
- ii) *G.5 Vertical Movement* – The District is open to a proposal from REA based on financial alignment with the remaining balance of the REA budget allocation with a 9% COLA.

- iii) *H. Extended Day* – The District is open to REA’s proposal of payment of 1.5% of teacher’s hourly rate for members who assume absent administrator duties. Contingent on the removal of the ‘Teacher in Charge’ Stipend.
- iv) *M. Early Retirement* – The District is open to REA’s proposal of increasing monthly payment from \$600 to \$1,000 with a duration of payment of 60 months if in financial alignment with with remaining balance of the REA budget allocation with a 9% COLA.

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Caucus 5:35p – 6:20p

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Presentation by REA related to financial proposals.

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**REA and District agreed to a financial sidebar**

Requested on either 10/14/21 or 10/15/21. To be decided by the end of the week.

**REA and District discussed next steps**

Revamp of District proposal

Schedule two additional bargaining sessions.