



The fifteenth open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on December 9, 2021 by Zoom call.

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

Teams were introduced as follows:

REA Bargaining Team – All present

District Bargaining Team – All present, except Lisa McDonald

REA Proposal

Articles 22, 23, 26, 27 presented as a package. REA and The District previously agreed upon Articles 26 and 27 as part of a package with Article 22.

- 1. Article 23 – Fringe Benefits (offered as a package with Articles 22, 26, 27)**
 - i)* A.2 – Proposed reduction of annual contribution to \$350,000 per year.
 - 2. Article 22 – Employee Compensation (offered as a package with Articles 23, 26, 27)**
 - i)* A. Salaries - Proposed base salary increase of 7.5% for 2021-2022, effective January 20, 2022; 5% base salary increase for 2022-2023, effective July 1, 2022; 4% base salary increase for 2023-2024, effective July 1, 2023; updated dates for new contract duration.
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District Counter

Articles 22, 23, 26, 27 presented as a package. REA and The District previously agreed upon Articles 26 and 27 as part of a package with Article 22.

- 1. Article 23 – Fringe Benefits (offered as a package with Articles 22, 26, 27)**
 - i)* A.1 – Proposed added language under the first month: “Effective March 1, 2022. There will be no retroactive payments related to the insurance contribution for the 2021-2022 insurance year.”
 - ii)* A.2 – The District accepts the language to reduce the annual contribution to \$350,000 per year.
- 2. Article 22 – Employee Compensation (offered as a package with Articles 23, 26, 27)**

- i)* A. Salaries - Proposed base salary increase of 5% for 2021-2022, effective March 1, 2022 with added language “There will be no retroactive payments prior to the March 1, 2022 effective date.”; 5% base salary increase for 2022-2023, effective July 1, 2022; 3.5% base salary increase for 2023-2024, effective July 1, 2023.

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REA Counter

Presentation by REA related to financial proposals.

1. Article 23 – Fringe Benefits (offered as a package with Articles 22, 26, 27)

- i)* A.1 – REA stated the language related to retroactive payments related to the insurance contribution for the 2021-2022 insurance is unnecessary since the insurance contribution will be the same for both insurance years.
- ii)* A.2 – REA and the District agree to the language to reduce the annual contribution to \$350,000 per year.

2. Article 22 – Employee Compensation (offered as a package with Articles 23, 26, 27)

- ii)* A. Salaries – Reverted back to COLA proposal it has maintained since the September 21, 2021 bargaining session of base salary increase of 7.5% for 2021-2022, effective July 1, 2021; 5% base salary increase for 2022-2023; 4% base salary increase for 2023-2024; updated dates for new contract duration.

REA requests next bargaining session in-person for January 13, 2022.

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The District and REA discussed proposals.

REA and the District discussed next steps:

The District will reach out to REA about the requested bargaining date.