



The seventh open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on June 10, 2021 by Zoom call.

This session was to discuss Articles 5, 22, and 23.

Teams were introduced as follows:

REA Bargaining Team – All present

District Bargaining Team – All present

Presentation by both bargaining teams related to financial proposals.

REA Proposal

1) Article 5 – Employee Rights

- i) *P. Teaching Materials* – REA proposed pay for dual immersion curriculum development be at hourly rate due to complexity of work and required skill set to translate materials.

Reads: 'If the District is offering a bi-lingual program all the curriculum should be provided in that language. If the District is unable to provide this they will pay members at the ~~curriculum rate~~ hourly rate for such work; this work must be pre-approved by the District in a timely manner.'

District Proposal

1. Article 23 – Fringe Benefits

- i) *A.2* – District proposed that insurance pool balance updates will be included with the Monthly Deduction Register Reports. Reports will be sent the week of monthly payroll posting.

2. Article 22 – Employee Compensation

- i) *A. Salaries* – Proposed a base salary increase of 3% for 2021-2022; 2% base salary increase for 2022-2023; 1% base salary increase for 2023-2024; updated dates for new contract duration.
- ii) *G.5 Vertical Movement* – District is not agreeable to adding proposed longevity stipend of 1% increase for every five years of service after fifteen years.
- iii) *H. Extended Day* – District is not agreeable to proposed additional payment of 1.5% of teacher's hourly rate for members who assume duties of absent administrator. It is the District's belief that the 'Teacher in Charge' stipend accounts for these duties.
- iv) *L. Extra Duty Compensation* – District proposed 2% stipend for 'CTE Duties as assigned by administration Beyond Contract day'. Proposed return to current contract language regarding Middle School Team Leader stipend (5%).
- v) *M. Early Retirement* – District proposed return to current contract language.
- vi) *O. (Proposed Clause) Class and Caseload Size Relief* – District is not agreeable to adding the proposed Class & Caseload Size Relief stipend.

REA Counter

1. Article 22 – Employee Compensation

- i) *A. Salaries* – Proposed base salary increase of 8.2% for 2021-2022; 6% base salary increase for 2022-2023; 4% base salary increase for 2023-2024; updated dates for new contract duration.
- ii) *G.5 Vertical Movement* – REA returned to initial proposal of adding longevity stipend of 1% increase for every five years of service after fifteen years.
- iii) *H. Extended Day* – REA is agreeable to remove proposed payment of 1.5% of teacher’s hourly rate for members who assume duties of absent administrator.
- iv) *L. Extra Duty Compensation* – REA is agreeable to the proposed 2% stipend for ‘CTE Duties as assigned by administration Beyond Contract day’ with the addition that duties beyond contract day are assigned by the beginning of the school year and eligible duties are the maintenance of equipment or grant writing and maintenance. REA is agreeable to return to current contract language regarding Middle School Team Leader stipend (5%).
- v) *M. Early Retirement* – Returned to proposal of increasing monthly payment from \$600 to \$1,000 with a duration of payment of 36 months. Proposed return to current contract language regarding eligibility.
- vi) *O. (Proposed Clause) Class and Caseload Size Relief* – Will be addressed with Article 27.

2. Article 23 – Fringe Benefits

- i) *A.2* – REA requested clarification on the Monthly Deduction Register Reports. REA is not familiar with report mentioned.

District Counter

1) Article 5 – Employee Rights

- i) *P. Teaching Materials* – District proposed that all curriculum for bi-lingual programs will be provided in that language. If curriculum translation is necessary, pay for dual immersion curriculum development be at paid at the curriculum rate.
Reads: ‘If the District is offering a bi-lingual program all the curriculum ~~will should~~ be provided in that language. If the District is unable to provide this they will pay members at the **curriculum rate hourly rate** for such work; this work must be pre-approved by the District in a timely manner.’

District Counter

1. Article 22 – Employee Compensation

- i) *A. Salaries* – Proposed base salary increase of 3% for 2021-2022; 2% base salary increase for 2022-2023; 1.5% base salary increase for 2023-2024; updated dates for new contract duration.
- ii) *G.5 Vertical Movement* – District is not agreeable to adding proposed longevity stipend of 1% increase for every five years of service after fifteen years.
- iii) *L. Extra Duty Compensation* – District is agreeable to proposed language addition defining eligibility for CTE Duties beyond the contract day stipend (2%).

vii) *M. Early Retirement* – District proposed return to current contract language.

The REA and District Discussed Proposals:

Article 5, *Employee Rights* – REA requested clarification on the definition of curriculum rate. Requested comparison of curriculum rate to compensation received by in-district translators.

Article 22, *Employee Compensation* – District and REA will meet to review financials.

Article 23, *Fringe Benefits* – District and REA will meet to review financials.

Article 26 B, *English Language Development* – District will bring counter to June 24th session.

Article 27, *Class Workload* – Article will be addressed after results of SB 580.

The REA and District discussed next steps.

The REA and District certified next session will take place Thursday, June 24th, 5 – 8 PM.