



The ninth open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on June 24, 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

REA Proposal

1. Article 5 – Employee Rights

- i) *P. Teaching Materials* – REA proposed pay for dual immersion curriculum development be at hourly 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 who choose to do this work at the ~~curriculum rate~~ hourly rate for such work; this work must be pre-approved by the District in a timely manner.'

2. Article 22 – Employee Compensation

- i) *A. Salaries* – Proposed base salary increase of 8% for 2021-2022; 5.5% 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 returned to initial proposal of payment of 1.5% of teacher's hourly rate for members who assume absent administrator duties. REA does not believe that the 'Teacher in Charge' stipend accounts for these duties as the stipend is not currently utilized.
- iv) *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.

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. Additionally, proposed that recipients of the report will be identified by REA Leadership.

2. Article 26 - Student Services

Student Services *Student Services: English Language Development*

- i) *B. ELL Student Instruction and Services Structure Committee* – Proposed update to the charge of the committee. Reads: 'The charge of this committee is to review research based best practices for working and supporting English language learners (EL)/Multilingual learners (MLL) being served via EL services collaboratively planning both in the core classroom and the ELD classroom.'

- (a) *C. Committee Protocols* – District is agreeable to the proposed language creating a bi-annual meeting of both committees to ‘discuss dual identified student concerns and to ensure that unnecessary referrals are avoided’.

Student Services: Social Emotional Services

- ii) District proposed key stake holders meet to discuss Social-Emotional Support Services.

Caucus from 5:22 – 6:10 PM

REA Counter

1. Article 23 – Fringe Benefits

- i) To be reviewed as a package with Article 22.

2. Article 26 – Student Services

Student Services *Student Services: English Language Development*

- i) *B. ELL Student Instruction and Services Structure Committee* – Proposed language and grammar update to the charge of the committee. Reads: ‘The charge of this committee is to review research based best practices for working and supporting English language learners (EL)/Multilingual learners (MLL) being served via EL services with English Learners and to collaboratively planning both in the core classroom and the ELD classroom.’

Student Services: Social Emotional Services

- i) REA returned to initial proposal and requested a side bar regarding this matter.

District Counter

1. Article 22 – Employee Compensation

- i) *A. Salaries* – Proposed base salary increase of 3% for 2021-2022; 2.5% 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) District is not agreeable to proposed 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 and should be utilized.
- iv) *M. Early Retirement* – District proposed return to current contract language.

2. Article 5 – Employee Rights

- i) *P. Teaching Materials* – District is agreeable to proposed pay for dual immersion curriculum development with the following language additions:

Reads: ‘If the District is offering a bi-lingual **and/or immersion** program, all the **District-adopted** curriculum ~~will should~~ be provided in **the appropriate** languages. If the District is unable to provide ~~this~~ **the curriculum in appropriate languages**, they will pay members ~~who choose agree to do this work~~ at the ~~curriculum rate-hourly rate~~ for such work; this work must be pre-approved by the District in a timely manner. **This rate will only apply to District-adopted curriculum not supplemental materials.**’

District Counter

1. Article 26 – Student Services

Student Services *Student Services: English Language Development*

- i. B. ELL Student Instruction and Services Structure Committee* – District is agreeable to proposed language and grammar update to the charge of the committee. Reads: ‘The charge of this committee is to review research based best practices for working and supporting English language learners (EL)/Multilingual learners (MLL) being served via EL services with English Learners and to collaboratively planning both in the core classroom and the ELD classroom.

The REA and District Discussed Proposals:

Article 5, *Employee Rights* – Tentative agreement.

Article 22, *Employee Compensation* – REA requested to table Article 22 as it would not be countering during that evening’s bargaining session.

Article 23, *Fringe Benefits* – Agreement on language, REA indicated it wanted to package Article 23 with Article 22 before TA’ing Article 22.

Article 26 B, *English Language Development* – Agreement on language.

Article 26 C, *Social Emotional Services* – District and REA will meet to discuss in a side-bar meeting.

Article 27, *Class Workload* – Article will be addressed after REA receives additional guidance from OEA on SB 580.

The REA and District discussed next steps.

The REA proposed negotiations be suspended and resumed in late August or early September and requested that the next session be held in person.

The District proposed next session take place during the first week of August. District also noted that the team is available to bargain during the month of July and clarified that it is the intention of the District to move forward with bargaining during the summer.