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The seventh open bargaining session between Reynolds Education Association (REA) and Reynolds School District (District) was held on June 3, 2021 by Zoom call.

This session was to discuss Articles 7, 22, 23, and 26.

**Teams were introduced as follows:**

**REA Bargaining Team** – All present

**District Bargaining Team** – All present excluding Tanya Pruett

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Presentation by both bargaining teams related to financial proposals.

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**District Proposal:**

**1. Article 7 – Employee Work Year**

- i) *E. Early Release/Late Arrival* – Proposed one (1) member-led early release/late arrival days per quarter. District is agreeable to proposed timeline for the one (1) member-led early release/late arrival day. District is agreeable to return to current contract language regarding fifth Mondays of the month being member directed.

**REA Proposal:**

**1. Article 22 – Employee Compensation**

- i) *A. Salaries* – Reproposed initial proposal of 9% base salary increase for 2021-2022; 6% base salary increase for 2022-2023; 4 % base salary increase for 2023-2024; updated dates for new contract duration.
- ii) *D. Extended Contract* – REA is agreeable to return to current contract language regarding summer curriculum work and “salary beyond contracts for summer work”.
- iii) *G.5 Vertical Movement* – REA returned to initial proposal of longevity stipend of 1% increase for every five years of service after fifteen years.
- iv) *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 work is performed on an hourly rather than annual basis.
- v) *L. Extra Duty Compensation* – REA requested update on District’s findings regarding CTE duties beyond contract day. Proposed Middle School Team Leader stipend of 6%.
- vi) *M. Early Retirement* – Returned to proposal of increasing in monthly payment from \$600 to \$1,000 and duration of payment from 36 months to 60 months. Proposed update to eligibility.
- vii) *O. (Proposed Clause) Class and Caseload Size Relief* – REA will address Clause O with Article 27.
- viii) *P. (Proposed Clause) Mentor Compensation* – REA withdrew proposed Mentor Stipend of 5% as mentor program is not currently active.

**2. Article 23 – Fringe Benefits**

- i) *A.1 Amounts* – Proposed increase from \$1,330 to \$1,350 per month for 2021-2022; \$1,375 per month for 2022-2023; \$1,400 per month for 2023-2024 and updated dates for new contract duration.

- ii) A.2 – Proposed increase to District insurance pool by \$50,000 annually to reach \$450,000 by October 1, 2023.
- iii) C. *Term Life and Accidental Death and Dismemberment (AD&D) Insurance* – REA is agreeable to proposed increase to contribution for AD&D coverage to \$100,000 for term of the contract.

### **3. Article 26 – Student Services (Package)**

#### **A. Student Services: Special Education**

- i) A. *Definitions* – Proposed removal of language defining term “students with disabilities” in accordance with state and federal law. Proposed language ‘students receiving special education services’ be used in place of ‘students with special needs’.
- ii) E. *Special Education District Support and Compensation* – Returned to proposed stipend increase to 2.75% (the equivalent of five additional days).

#### **B. Student Services: English Language Development**

- i) A. *Definitions* – Proposed removal of ‘students who were not born in the United States’ from the ELD definition.
- ii) B. *ELL Student Instruction and Services Structure Committee* – REA is agreeable to proposed name update to ‘ELD Programming Committee’. REA is agreeable to updating language from ‘students who are learning English’ to ‘English learners’.
- iii) C. *Committee Protocols* – REA is agreeable to name update to ‘ELD Programming Committee’. REA proposed language creating a bi-annual meeting of both committees to ‘discuss dual identified student concerns and to ensure that unnecessary referrals are avoided’.

#### **C. Student Services: Social Emotional Support Services**

- i) Returned to initial proposal to create a work group which will advise on emotional support services to students.

### **4. Article 5 – Employee’s Rights**

Article will be addressed at June 10<sup>th</sup> session.

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

Article will be addressed at a later session after the results of SB 580.

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Caucus from 6:00 – 7:00 PM

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### **REA Proposal**

#### **1. Article 7 – Employee Work Year**

*Tentative Agreement at 7:02 PM.*

### **District Proposal**

#### **1. Article 26 – Student Services (Package)**

##### **A. Student Services: Special Education**

- i) A. *Definitions* – District is agreeable to proposed removal of language defining term “students with disabilities”. District is agreeable to proposed language ‘students receiving special education services’ be used in place of ‘students with special needs’.
- ii) E. *Special Education District Support and Compensation* – District proposed return to current contract language regarding stipend amount (2.25%).

##### **B. Student Services: English Language Development**

District will provide response at June 10<sup>th</sup> session.

##### **C. Student Services: Social Emotional Support Services**

- i) District is not agreeable to this proposal. Noted that Social Emotional Support Services is included in the Board's strategic planning and goals. District does not believe this should be addressed in the collective bargaining agreement.

### **3. Article 23 – Fringe Benefits – Package**

- i) *A.1 Amounts* – Proposed \$1,330 per month for 2021-2022; \$1,350 per month for 2022-2023; \$1,375 per month for 2023-2024 and updated dates for new contract duration.
- ii) *A.2* – District is agreeable to proposed increase to District funded insurance pool by \$50,000 annually to reach \$450,000 by October 1, 2023.
- iii) *Term Life and Accidental Death and Dismemberment (AD&D) Insurance* – REA is agreeable to proposed increase to contribution for AD&D coverage to \$100,000 for term of the contract.

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Caucus from 7:10 – 7:35 PM

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### **The REA and District Discussed Proposals:**

**Article 23, Fringe Benefits** – Agreement on language. REA requested to wait to formally sign on the agreement until June 10<sup>th</sup> session in order to include delivery dates of insurance pool data in the Article.

**Article 26 A, Student Services: Special Education** – Agreement on language. Proposal presented as package with Article 26 A, 26B, and 26 C.

**Article 26 C, Student Services: Social Emotional Services** – District proposed key stake holders meet to discuss Social-Emotional Support Services.

### **Summary:**

1. **Article 5** – REA will provide response at June 10<sup>th</sup> session.
2. **Article 22** – District will provide response at June 10<sup>th</sup> session.
3. **Article 23** – Agreement on language, signatures to take place at June 10<sup>th</sup> session.
4. **Article 26 A**– Agreement on language. (Package)
5. **Article 26 B** – District to provide response at June 10<sup>th</sup> session. (Package)
6. **Article 26 C** – Key stake holders to meet. (Package)

### **The REA and District discussed next steps.**

The REA and District certified next session will take place Thursday, June 10<sup>th</sup>, 5 – 8 PM.

District to present counters to Articles 22 and 26 B and REA to present counter to Article 5 at June 10<sup>th</sup> session.

### **Upcoming Bargaining Dates scheduled as follows:**

- Session 7: June 10, 2021 – Rescheduled to accommodate high school graduations.