

Update to Board of Directors from Negotiating Team  
RE: Teacher Negotiations

The Board's team met with the Teachers' team as scheduled February 27, 2019. The parties each exchanged initial proposals, which both contain a comprehensive list of issues that each party wishes to change in the current contract.

As directed by the Board, we proposed a three year agreement, with raises of 2% per year. Also as authorized, we proposed to keep the health insurance plan unchanged for the next school year, with some changes to the plan in later years in order to reduce the cost to the District. Finally, we also proposed some changes to language items that have limited administration's ability to manage the staff as effectively as possible for the benefit of students.

The Teachers' Association has asked for a five year agreement, and their salary demand is one to two percentage points higher than our offer in each year. They have asked that health insurance remain unchanged for the entire term of the agreement, and they have asked for the addition of disability insurance.

The Teachers' Association has also requested significant changes in how teachers are scheduled and how students are assigned to classes. Many of these changes would prove to be very difficult to implement or would restrict the Board's and administration's ability to operate effectively. We will attempt to learn more about these proposals and report further to you.

The tone of the meeting was generally positive. Before exchanging formal proposals, each group explained its goals and expectations for the process; we have some differences as to the process, particularly regarding time constraints and transparency.

For example, the Teachers' Association presented a list of guidelines for the conduct of bargaining sessions. While some of the guidelines reflect practices the Board has always followed in the past, others include time limits on the length of bargaining sessions. The Board has always been willing to go late into the night and we expressed our view that time limitations can stifle momentum.

Our team also discussed the School Board's intention to keep the public well informed. Because bargaining generally occurs behind closed doors and updates typically are not shared publicly, the Board's goal of transparency was the source of some discussion. Despite the Teachers' Association's desire that the status of bargaining remain secret until a deal is reached, the Teachers' Association is aware that reports like this one will be provided to the Board and that the Board will be making these reports public.

There are several more sessions scheduled over the coming months and the School Board team is encouraged that both teams seem ready to work hard. It is our hope that a new deal will be finalized prior to the expiration of the current contract on June 30, 2019.