

Negotiations 2022

- ▶ The District team and EEA team have been working hard together to come to an agreement.
- ▶ ESD met with EEA on the following dates for Negotiations
- ▶ April 21, April 29, May 6, May 19, May 31, June 7, Aug. 3, and Aug. 4
- ▶ After the June 7th meeting, the District and EEA agreed to go to Mediation. Mediation involves having a mediator from PERC meet with each team to help the teams come to agreement.
- ▶ In Mediation, the District met August 3rd and August 4th

Remaining Scheduled times

- ▶ Aug 31, Sept 1, Sept 2

- ▶ On August 4th, language that went back and forth between each party was packaged together with a salary proposal.
- ▶ The last supposal (oral not written) that ESD received from EEA included focused on financial improvements and would have resolved other outstanding issues such as class size and time issues. The cost of the proposal and legality of some pay provisions remained a concern.
- ▶ The District recognizes and appreciates all of the time that teachers put into their jobs to serve our students, and in response to the deemed done days, the District offered optional days.

The last proposal that crossed the table on August 4th was the District's 3-year financial / salary proposal to EEA which was:

- ▶ **Year 1: 5.5% + 1 paid optional day for classroom preparation prior to start of school (non-scheduled / timesheeted). (Equivalent 6.05% increase in pay)**
- ▶ **Year 2: 2% or the state-funded inflationary adjustment, whichever is greater + the one startup day from Y1 becomes scheduled the day before school for staff preparation activities.**
- ▶ **Year 3: 2.5% or state-funded inflationary adjustment, whichever is greater + 1 additional optional day for professional development (startup day continues, adding a total of two paid days)**

We are confident that the teams will continue to work together to come to an agreement.