

From: [CSD Negotiations Team](#)
To:
Subject: CSD - CEA Negotiations Update
Date: Wednesday, June 26, 2024 4:13:56 PM

Staff,

We hope this message finds you well and wish to update you on the current status of our negotiations with the Cheney Education Association (CEA), as well as address questions regarding our communication efforts.

There have been questions as to why we have been communicating about negotiations this summer. The answer is simple: transparency.

In our commitment to encourage collaboration and transparency, we extended an invitation to the CEA to join us in joint communications. While they declined to do so, we continue to prioritize transparency by sending communications to the CEA for review before they are shared publicly.

Our primary objective throughout this negotiation remains to achieve a contract that respects our certificated staff while staying within the school board's financial parameters. These parameters include maintaining a fund balance of 7%, with no less than 5%, and ensuring a sustainable contract without reducing staffing levels. These are vital pieces to building—and maintaining—a financially responsible and sustainable District.

Tuesday marked the conclusion of our eighth negotiation session. The next scheduled session is slated for late July. We have extended invitations multiple times to meet in July, yet July 25th is the earliest the CEA shared they would be available to meet. Recognizing the significant gap until our next scheduled session, we believe it is important to provide you with a more comprehensive update on the parties' financial proposals.

- On June 20th the District offered a three-year financial proposal. The proposal included a 7.14% increase in year one, 4% in year two, and 3.06% in year three. The financial package would move certificated staff to a 7.5-hour workday and would cost an additional estimated \$4.6 million over three years (does not yet include Appendices B in the increased costs).
- CEA's two-year proposal from May 30th included 11.7% in year one and 8% plus IPD in year two, totaling \$9.27 million over two years.
 - The District provided CEA with a third-party cost analysis of the proposal. This third-party tool was previously reviewed in detail at a board meeting on March 13.
 - This proposal exceeds the Board's fund balance parameters and would result in a financially unsustainable contract.

Please visit the district website at www.cheneysd.org to view our regular negotiation updates.

Thank you for your continued support and understanding throughout this process. We remain committed to reaching an agreement that serves the best interests of our staff, students, and community.

Respectfully,
CSD Negotiations Team
