

**Joint Communiqué #1**  
**CSEA and District Interest-Based Bargaining Team**  
**August 12, 2016**

The Interest-Based Bargaining (IBB) Team met on August 8<sup>th</sup> and August 12<sup>th</sup>.

Two new Team members were welcomed and participated in Interest Based Bargaining (IBB) and Reclassification training.

The Sunshined Articles were presented and the team started discussing initial proposals.

- Article III – Organizational Rights
- Article VII – Pay and Allowances
- Article VIII – Salary Classification
- Article IX – Health and Welfare Benefits
- Article XIV – Transfers/Promotions/Reassignments/Voluntary Demotions

The team members reviewed and agreed upon Ground Rules for the 2016-17 year.

This IBB Team will meet again on September 23, 2016.

IBB RUSD/CSEA Joint Negotiation Team

Kyley Ybarra	Dan Rudd
Robin Mesa	Raquel Ruiz
Shani Dahl	Caralyn Alldis
Mays Kakish	Laura Egan
Ken Mueller	Michael Green
Joe Nieto	Colleen Hairston
	David Tovar

Joanne Bodine (Facilitator)  
Launa Whitlock (Recorder)