

To: All Staff

From: Board Negotiations Team

RE: Union negotiations

Our classified contract was settled on May 18, but licensed negotiations continue. On June 6, the Board bargaining team met with the licensed team for our second meeting.

As agreed previously, the Board prepared responses to the sick leave bank and the retiree language. The Board also prepared responses to address the mileage reimbursement and tuition reimbursement proposals made by the union. The Board shared its proposals at the start of the meeting, [www.nbend.k12.or.us](http://www.nbend.k12.or.us), Newsletter section, which included clarifying reimbursement for travel, increasing the number of days per participant and per year in the sick leave bank, accepting the tuition reimbursement dates offered by the union and clarifying retiree language that falls under state law. The Board team also shared data from the past four years related to sick leave bank usage including the fact that the maximums in the current language have not been reached.

The union caucused and returned with a counter proposal, [www.nbend.k12.or.us](http://www.nbend.k12.or.us), Newsletter section, on salary including a 2% base salary plus step increase in each year of the contract. The union made no movement on insurance. When asked if they thought the Board had the ability to fund this proposal given the only change was 1% in one year, the union responded that they had sent a list of suggestions to the Board and they thought it was a matter of priority. The list sent to the Board chair and the Board's spokesperson, [www.nbend.k12.or.us](http://www.nbend.k12.or.us), Newsletter section, was not given any context nor brought forward at public budget meetings. The union asserted that it is not its responsibility to figure out the finances. The Board's proposal costs \$125,000 in Year 1 and \$197,000 in Year 2. The union's latest proposal still costs approximately \$293,000 in Year 1 and \$590,000 in Year 2 (\$168,000 more than the District's Year 1 and \$393,000 more than the District's Year 2).

The union also countered the sick leave bank indicating the purpose of the increase was to create a bridge to long term disability; the union withdrew its proposal addressing retirees and agreed that it was covered in state law. The union shared concerns around vacancy and transfer and the Board responded that the language was just bargained last year and the Board feels strongly that it has to retain the fundamental management right of assignment.

The Board is troubled by the union's continued demand for far more money in a time when the Board is losing money. The Board remains hopeful that we will see a more realistic approach to economics that does reflect our true ability to pay and maintain services to children in our community.

Our next meetings are scheduled for July 21 and August 22, 5:30 p.m., North Bend Middle School Library.