

April 6, 2017

George-Little Rock Education Association
Opening Proposal for Master Contract Negotiations
2017-2018 Contract Year

***Opening Statement**

The George-Little Rock Education Association is here to present our initial proposal to the George-Little Rock Community School District and commence a process that allows us to address important issues affecting our members and their students. We are determined to maintain and enhance the bargaining relationship we have always had and to continue to work in a positive and collaborative manner. We believe that both entities see the value of providing the highest level of instruction to our students in an environment conducive to successful learning. In order to maintain the highest standards of instruction, a school district must be able to attract and retain the best educators. While competitive salaries and benefits are essential, there are also other critical factors that impact a district's ability to retain educators.

To that end, we are proposing all of the now permissive language be retained in the Master Contract. As we walk through the proposal, we will enumerate what those provisions specifically are.

Further, we are proposing the establishment of a Labor Management Committee to develop an Employee Handbook that will govern our working relationship with the same force as the Master Contract. This Handbook will include those items now excluded from bargaining under the law.

We are convinced we can work collaboratively to tackle the changes in the Iowa collective bargaining laws. We can work together to create an environment where educators are comfortable working and empowered to help students develop into well-educated adults and lifelong learners. That takes a team effort and recognition of shared interests.

In the past, we have shown a willingness to tackle challenges together and in good faith by both parties. This is no exception. We look forward to working with you as we reach an agreement.

*The George-Little Rock Education Association proposes the following changes to the 2017-2018 Master Contract.

Article I	Recognition	Current Contract
Article II	Employment Terms	Current Contract
Article III	Employee Hours	Current Contract
Article IV	Health Provisions	Move to Staff Handbook – This benefit has been negotiated in good faith and should not be lost due to changes in the law.
Article V	Leaves	Current Contract
Article VI	Formal Evaluation	Move to Staff Handbook – Many hours have been spent formulating and improving our evaluation language. This work should not be lost due to changes in the law.
Article VII	Transfer Procedure	Move to Staff Handbook – This language was negotiated in good faith and should not be lost due to changes in the law.
Article VIII	In-Service Education	Current Contract

- Article IX Dues Deduction Remove section entitled Dues Deduction and insert a section entitled Labor Management Committee with the following language included:
- The Association and the District agree to establish a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss and make decisions regarding employment matters not referred to in the master contract and other matters mutually agreed upon. This committee will be composed of 2 members of the Association bargaining team, one member of the school board, and one administrator.
- Article X Staff Reduction Move to Staff Handbook – This language has been negotiated in good faith and should not be lost due to changes in the law.
- Article XI Salaries Current Contract with the exception of the changes below:
- Update starting salary, dates, and include salaries beyond the salary schedule
- Article XII Supplemental Pay Current Contract
- Article XIII Insurance Move to Staff Handbook – This benefit has been negotiated in good faith and should not be lost because of changes in the law.
- Article XIV Grievance Procedure Current Contract
- Article XV Seniority Current Contract
- Article XVI Mentoring Current Contract
- Article XVII Compliance & Duration Current Contract, with the exception of the changes below:
- Duration Period. This agreement shall be effective as of July 1, 2017 and shall continue in effect until June 30, 2020. The contract will be re-opened annually on the topic of base wages.

Monetary Item: The Association proposes a yearly salary increase of 3%.