

To: Board of Education

From: David Cunningham, executive director, human resources/chief legal counsel, ext. 4937

Re: Negotiations Update

Date: August 14, 2017

Background:

The board team began negotiations with the Lawrence Education Association (LEA) on May 1, 2017. The board and teacher teams met seven times and were able to resolve all noticed items except salary. On August 7, 2017, the parties were not able to agree on a salary proposal. The board had proposed adding \$2,310 to each cell and fund vertical (experience) and horizontal (additional education) movement on the salary schedule. This results in an overall increase of 6.094%.

LEA requested the board add \$2,500 to each cell and fund movement on the schedule for an overall increase of 6.491%.

Since the parties were not able to reach agreement, on August 9, 2017 a Joint Declaration of Impasse was signed and will be filed with the Kansas Department of Labor. KDOL will then forward a request to the Federal Mediation and Conciliation Services seeking the assignment of a federal mediator. This person will meet with the parties in an attempt to settle the salary dispute. If a settlement is not reached during mediation, the mediator will notify KDOL and then either party is eligible to file a request for fact finding with KDOL. Fact finding is a formal procedure where an agreed upon fact finder conducts a hearing taking evidence from both parties. The fact finder then makes a written non-binding recommendation to the parties. Once that recommendation has been received, the parties reconvene for at least one final bargaining session to determine if they are able to reach agreement.

The board normally addresses compensation of all employee groups at the same time. In this situation, it will be necessary to delay teacher compensation until an agreement can be reached through the impasse procedures. The board is not legally required to delay action on compensation for classified and administrator employee groups as they operate separately from the teacher group.

Recommendation:

Staff recommends the board proceed with compensation decisions for the classified and administrative groups. Board enclosures would be presented on August 22, 2017. Since all compensation for classified and administrators is effective as of July 1, 2017, it will be necessary to complete a retro payroll later in 2017. Teacher compensation for 2017-18 commences September 1 so a retro payroll will be done within a reasonable time from the date a settlement is approved by LEA and the board.

Motion:

"I move that the Board of Education allow administration to present classified and administrator employee compensation recommendations on August 22, 2017."

