

Mediation between the District and LCEA Monday concluded with several agreements in areas of salary schedule, length of contract, teacher rights, fringe benefits, and professional development. The major remaining discord is over the effective date of the contract.

Status of the Agreement (Article 2) - The District has stated from the beginning of negotiations that the contract would go into effect at the date of ratification. We understand some staff believe that the negotiated contract will be effective as of July 1, 2015, regardless of ratification date. The contract that ended on June 30, 2015 is still being followed as "Status Quo". The district has not moved on their position of using the date of ratification as the implementation of the contract. Had we reached settlement at yesterday's session, November paychecks would have reflected the increase in salary schedule.

Teacher Rights (Article 6) – Minor changes to the language were agreed upon but the remainder of the language will be left as is.

Evaluation (Article 10) – the District agreed to the LCEA proposals requiring evaluators to be trained, informing the union of those teachers subject to non-extension, reporting to state and federal agency language, and student learning goal language. The District also agrees to establish a more formal evaluation committee composed of administrators and educators but the two groups have not reached consensus on how that committee would be selected. There is agreement to have four administrative positions and four teacher positions that serve on the committee. The District proposed to fill the vacated slots by having the district and the union each nominate three teachers. From that list, each party would strike two names. In the event that the remaining names from the list don't match, the parties will alternate making the final selection from the remaining names. This would provide a more balanced committee of administrative and union membership than currently exists. There were also suggestions that we could put specific titles on the evaluation committee such as the HR director and the union president as standing members on the committee. These ideas seemed to be rejected by the committee even though this provides more input from the union than has previously existed.

Salary Schedule (Article 18) – The District accepted LCEA's salary schedule proposal as presented and then agreed to a request to modify the proposal for corrections to the PHD column that improved the salary and aligns with current contract formula. With the desire to finish bargaining and committing to the original stance of not offering retroactive pay, the district accepted the LCEA's salary proposal, knowing that the higher cost this year would be partially absorbed with a late ratification date.

The District is not opposed to providing credit for up to 10 years of experience on the salary schedule for new hires, but we do not feel that shortages are the only reason for exceptions to the rule and have asked that the shortages be replaced with "deemed appropriate by the District." This provides more flexibility to hire seasoned teachers in areas that are needed but there may not be a shortage of candidates. The district needs some flexibility to provide service credit when deemed necessary to attract and retain experienced candidates to new positions.

Fringe Benefits (Article 20) – The District agreed to LCEA's proposals to modify the District's original proposal for a HRA group insurance program by changing the date of June 1st to April 1st when the LCEA is notified if there will be a discontinuation of the Group HRA. This plan will not go into effect until 2016-17. The District also agreed to allow members who currently selected Plan H with their individual

HSA's to continue their plan if they choose. LCEA agreed to leave the cap for insurance benefits at \$1290.39 for the duration of the contract.

Professional Development (Article 21) – LCEA agreed to maintain current contract language rather than to pursue their stance on establishing a professional development committee.

A second mediation session is scheduled for December 16th.