

A Joint Communiqué from the ARE and RUSD Bargaining Teams

Session 1: January 31, 2017

Participants:

Steve Barber, Facilitator	Dennis Bixler	Mitch Brunyer
Miguel Espinoza	Eileen Fetters	Alex Flores
Derek Hollingsworth	Miriam Kim	John Martinez
Carlos Ochoa	John Peterson	Greg Pryor
Vanessa Ramirez	Sharyn Sigler	

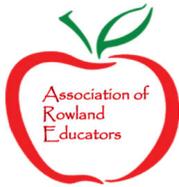
ARE and the District have mutually agreed to undertake a collaborative problem-solving approach for negotiations this year and evaluate the effectiveness of this approach as our relationship develops. In order to provide transparency, the teams have developed this communication and will continue to provide updates as we move forward.

Principles of Collaborative Problem Solving:

- Mutual Respect and Professionalism
- Strong and Straight-forward Communication
- Honesty and Integrity
- Collaborative Problem-Solving

Process:

- Communicate Topics/Issues for bargaining
- Identify facts and perspectives around Topics/Issues (i.e. "The Story")
- Articulate the Interests and needs of each party
- Brainstorm potential Options
- Research and collect data related to Options
- Evaluate Options to best meet the Interests and needs of both parties
- Attempt to reach consensus on Options that resolve Topics/Issues



On Tuesday, January 31, 2017, the bargaining teams met for the first day of negotiations. The teams engaged in a process to detail separate and mutual interests, to begin elaborating upon the stories behind these interests, and to also begin our discussion of options with respect to articles open for discussion:

- Article VII, Hours, Duties, and Work Year
- Article XII, Leaves
- Article XIII, Health & Welfare
- Article XIV, Salary

Our conversations on January 31 were lengthy and detailed, focusing most specifically on interests within Article VII:

- Elementary planning including specialists' working conditions, specialists' schedules, and logistical issues with Mondays
- Assignments and the process of rectifying mis-assignments
- We began to explore the differences between the two comprehensive high schools including bell schedules and working conditions

In addition to this communication, representatives from RUSD and ARE will work together to jointly update the Board of Education and the ARE Rep Council on negotiations progress in a process called "looping out."

We have identified several areas in which data and further information is needed. Both parties have agreed to bring this information to our next session, scheduled for Tuesday, February 21.

Additionally, on February 22 both teams will continue their training on the collaborative negotiations process and on current statutory requirements of leaves and the coordination thereof, including family leave, industrial leave, and others.