

JOINT COMMUNICATION



DRAFT JOINT COMMUNICATION

To: Santa Rosa City Schools Staff
From: Stacy Spector Assistant Superintendent, Human Resources, SRCS
Kathryn Howell, Chief Negotiator, SRTA
Date: October 30, 2018
Re: **2018-2019 Negotiations Update**

On Tuesday, October 30, 2018, fourteen members of the SRCS-SRTA teams met at CTA from 10:00 a.m.- 1:30 p.m. to begin negotiations.

The agenda is listed below. It was co-constructed and co-facilitated by the lead negotiators from both teams.

The majority of the time was spent establishing clear outcomes, common norms, and providing time for SRTA to share and discuss their initial proposals for Articles 6, 13, 14, and 16.

A Clarifying/Probing Questions protocol was used to provide further opportunity for SRTA to share context, purpose and details of their proposals and for SRCS to gather additional information to appropriately respond.

As a group we agreed to next steps and common messages, which are:

1. **Process:** Specific details of negotiations are confidential, as neither party bargains away from the table. No reference about specific people or statements should be shared. However, a group can share its initial proposal with its members. Meeting Dates: Thursday, November 8, 2018 at SRCS from 10:00 am - 2:00 pm, December 6th: request to move to Dec. 5 per SRTA need; will determine new date and time w/in 24 hours.
2. **Product:** People agreed that all outcomes of the day were met. No further proposals will be made by SRTA other than what was shared during the first day. SRCS will review SRTA proposals first and ensure we have data/info needed for budget before addressing SRCS sunshine proposals.
3. **People:** Overall, people felt the day was productive and positive. People shared, for the most part, that they are hopefully optimistic about the work. Specifically, people shared these terms to describe the day: Optimistic, Hopeful, Eager but skeptical, Curious, Forward movement, Concerned, Momentum, More optimistic if shared timeline in our heads, Open minded, cordial

AGENDA:

Purpose:

1. To negotiate in good faith, within the law, and for improved student and staff outcomes
2. To establish common norms, processes and language as tools for productive negotiations
3. To know the specific issues and expected outcomes for each proposal

Outcomes:

1. Shared commitment to collaborative, positive, and proactive negotiations
2. Shared understanding of SRTA opening proposals

JOINT COMMUNICATION

3. Shared agreement about what additional data and information is necessary to inform negotiations
4. Joint messaging about process and outcomes
5. Schedule next meeting dates

10:00-11:00 Purpose 1 & 2; Outcome 1

- Welcome and introductions
- Agenda review
- Negotiation Best Hopes and Worst Fears
- Review of LMC Norms and Commitments

11:00-11:15 Break

11:15-1:30 Purpose 2 & 3; Outcome 2 & 3 (includes working lunch)

- Review of SRTA Proposals
- Utilize Clarifying and Probing Questions Protocol
- Identify data, research, information needed

1:30-1:45 Break

1:45-2:00 Purpose 1; Outcome 4

- Review Outcomes and Next Steps
- Joint Messaging

Approved