

January 4th Mediation Update

Dear SPFE Member:

Your SPFE bargaining team met with the district team and the mediator today for our second mediation session.

One thing is clear: the district wants to gut our contract. They brought 17 counter proposals, a majority of which were rejecting entire proposals we made. They refuse to discuss issues important to our members. To date, the district has proposed over 20 contract take-aways including:

- No class size language
- No student mental health support language
- No guaranteed recess for elementary
- No building substitute language
- Removing Schedule C language for extra-curricular stipends

The district claims they will continue these things on their own. They are unwilling to collaborate or listen to educators who have the most contact with students and knowledge about our school communities. This is especially unacceptable at a time when we are experiencing constant change and turmoil. Choosing to attack our contract and show educators disrespect during a pandemic is unconscionable.

The mediator proposed narrowing the scope of bargaining between the union and the district. Bargaining ended for the day with both SPFE and the district considering this option.

We know that the needs of our educators, students and families are high right now. We know our members did not strike to then turn around and accept the removal of these important items from our contract. We know we must take action to protect our students and our rights.

The Contract Action Team meets on Thursday, January 6th at 5pm to plan next steps. Our next bargaining session with the mediator will be on Thursday, January 13th.

In Solidarity:

Your SPFE Bargaining Team