

Negotiations 11-29-17

Members Present

Ronn Roehm-HHS Principal

Tad Dower-Board Member

Darla Fischer-Lincoln Elementary Principal

Lance Patterson-Board Member

Julie Stuckey-Director of Fiscal Management

Rick Kraus-Assistant Superintendent and Human Resources

Jud Freeman-Lead Negotiator

ShiAnne Shively-Ark Valley Uniserv Director

Kevin Berrey-Negotiations Team

Molly Brown-Negotiations Team

Carla Smalley-Negotiations Team

HNEA's negotiating team met with the board tonight for 35 minutes. Jud Freeman, lead negotiator, began the session with an opening statement presenting their position on district finances and significant movement made by the association. Jud then asked the board if they had a counterproposal for their consideration. The board had a short caucus session and returned saying that they did not have any additional money to offer and that their current proposal is their best and final offer. Upon guidance received from HNEA members, the Association has now reached an impasse with the board.

The process now moves to mediation. An impartial federal mediator will be assigned to schedule a session with both teams. From this point on, the Association will not be sitting at the table with the board. Rather they will be in separate rooms with the mediator going back and forth trying to find common ground.

If an agreement cannot be reached during mediation, then the process moves to fact finding. A hearing officer is involved in this part of the process.