2016 in Review -
Looking ahead to 2017

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Employee Relations and Negotiations Network
ERNN – The Employee Relations and Negotiations Network, is an independent, WASA affiliated organization that was established in 1992. Our members are Districts throughout the State of Washington that have joined together to learn from each other, share information and be more connected regarding collective bargaining.
Agenda

* Organizational Goals for 2017
* Looking back at 2016
* ERNN Website
* 2017 Information sharing tools
To develop and maintain the best network of communication between district bargaining teams

To become one of the primary source of information for school district bargaining teams.

To be the primary source for data about settlements
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Trends at the table - Certificated -

* Additional compensation through “deemed-done days” or longevity
* Increases to insurance pool
  * Variation: District’s paying 100% enrollment benefits (i.e. Vision, Dental)
* Erosion of management rights
  * Restrictions on transfers; or pay for transfers
  * Push to bring subs into unit for all provisions of CBA
They want to end with a 5% increase in addition to the COLA, so in many places their initial position was a 20-25% increase in TRI (deemed done).

- Only interested in adding “deemed done” days
- You have the money – Fund balance has grown
- There is no “levy cliff” - the legislature will do something
- A reasonable fund balance is approx. 3%; anything above that is “exorbitant”.
Trends at the table
- Classified -

- Market adjustments to wages
- $15/hr minimum wage
- Insurance pooling
- Additional leaves
- Paid Holidays
- Longevity
Average Settlements - 2016

- **Teachers:**
  - 2.5% average increase (TRI)
  - $20K per year additional to insurance pool
  - Longevity - $500-$1500 per year after 17; some starting at 5 yrs.
- **Classified**
  - Up to 3-5% adjustments for market
  - Average 2.6% raises in year 1
  - $5-10K per year additional to insurance pool
  - “Longevity”
ERNN CBA Comparisons

* On “Members Only” page
* Over 50 districts listed
* Here’s the document...
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Your Resource for District Bargaining in Washington State

CONFERENCE REGISTRATION NOW OPEN!

Call the ERNN office at 1-800-859-9272 with questions.
GETTING READY TO BARGAIN? FACING NEGOTIATIONS CHALLENGES?

As a service to our membership, please access the resources listed below to help better prepare your district for bargaining. From statewide surveys on ‘hot topics’ to bi-monthly bulletins on current school district bargaining, we aim to provide the support needed for success at the table.

TRENDING TOPICS INTERACTIVE BLOG
Join the online conversation about trending topics, difficult bargaining issues and current legislative impact on statewide negotiations.

ERNN SURVEY RESULTS
View a summary of the latest ERNN survey and gather information about what is happening in your region.

ERNN BARGAINING BULLETIN
Twice monthly, district information will be gathered to help provide timely updates on the bargaining status of districts statewide.

SAMPLE CONTRACT LANGUAGE
Looking for good language to include in your new collective bargaining agreement? ERNN will highlight specific language each month.

NOVEMBER 2016
TRI Language Example #1
TRI Language Example #2
Samples of TRI Verification Forms (1)
Seven Tests of Just Cause - Example #1
Seven Tests of Just Cause - Example #2
ESSB 5940 Summary
ESSB 5940 - ERNN
Instructional Hours RCW
Sample TPEP Language #1
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Remember these bargaining strategies:

* Be Patient
* Check their comparisons
* Be Patient
* Talk to neighboring or like-sized districts in your region
* Be Patient
Let us know what’s happening in your District!

* Time to share or ask questions

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