

COLLECTIVE BARGAINING TRENDS IN EDUCATION

IASB

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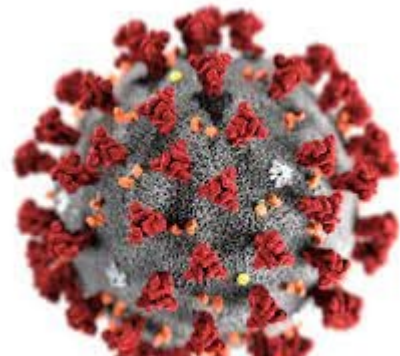
What a
long
strange
trip
it's been

A hand in a blue sleeve is shown balancing a wooden block on a tall, narrow tower of Jenga blocks. The tower is composed of many light-colored wooden blocks stacked on top of each other. The hand is positioned on the left side of the frame, with the index and thumb fingers carefully holding the block. The background is a soft, out-of-focus gradient of light blue and white. The text "COVID-RELATED BARGAINING ISSUES" is overlaid in the center of the image in a bold, black, serif font.

**COVID-RELATED
BARGAINING ISSUES**

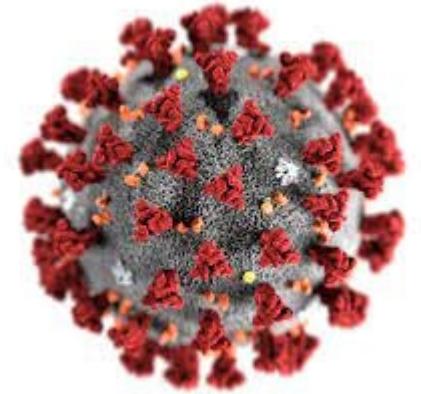
What Have Our Districts Faced at the Bargaining Table?

- Health and safety issues
- Vaccination and testing mandates
- FFCRA-type benefits
- COVID bonuses
- Never ending demands for mid-term and impact bargaining



Other Challenges Impacting the Duty to Bargain

- Combative parents
- Anti-masking/ anti-quarantine litigation
- Staff and unions pushing back





Challenges on the Horizon...

MOST ASKED QUESTION...



MOST ASKED QUESTION...



**WHAT ARE
OTHER
DISTRICTS OR
COOPERATIVES
DOING?**

MOST PROVIDED RESPONSE...



MOST PROVIDED RESPONSE...



**LET'S PAVE THE
WAY!**

Challenges on the Horizon...

- Spiking CPI
- Pressure to max out the levy
- Spending ESSR funds
- It's payback time

Challenges on the Horizon...

- The union thinks...
- ...if there is revenue to be found, it's for us!
- ...retirement "savings" – it's for us!
- ...we're sure there's some money to be found in the budget, and...



Challenges on the Horizon...

What's your favorite??



Challenges on the Horizon...

- **The school district reality – “we can’t find people”**
 - “Help is **Not** on the Way”
 - Labor shortage will present a long-term challenge for all employers
 - Number of job openings continues to exceed number of qualified candidates
 - Possible prolonged wage- price spiral

Barron's, August 2, 2021

Challenges on the Horizon...



- The school district reality –
 - A “contractual year” has lost its meaning
 - Chasing the minimum wage

Challenges on the Horizon...

- The school district reality –
 - Increased responsibilities of administrators and staff
 - Increased unfunded mandates



**ALL OF THESE ISSUES - AND MORE -
COME TO THE BARGAINING TABLE**





**I DON'T
REMEMBER
SIGNING
UP FOR
THIS!**

A virtual school hallway with orange lockers, a clock, and an information board. The hallway is brightly lit with recessed ceiling lights. The floor is made of light-colored tiles. The walls are a neutral color. There are several doors along the hallway, some with blue signs above them that say "Klassenraum". A whiteboard with the word "INFORMATION" is visible in the distance. The overall atmosphere is clean and modern.

VIRTUAL NEGOTIATIONS

Negotiations Options

- Live?
- Virtual?
- Hybrid?
- Remote?



Practical Challenges with Virtual Negotiations

- A new level of trust
- Connecting and bridge building
- IBB challenges



Logistical Challenges with Virtual Negotiations

- Internet and connectivity issues
- Technical difficulties
- Screen sharing
- Capturing the tentative agreement



A FEW PARTING WORDS...



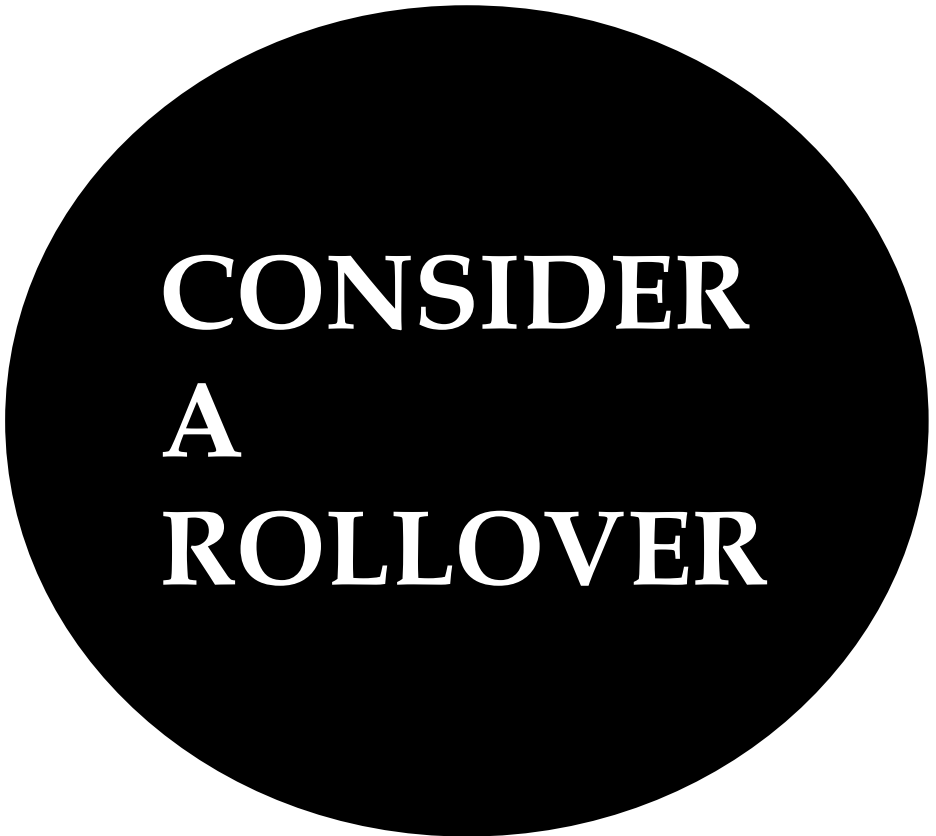
Do Not Incorporate COVID-specific Provisions into Your CBA

- Most of what you need to get you through the pandemic already exists
 - Management Rights
 - Layoff and related language
 - Past practice
- If necessary, consider an MOU

Be Thoughtful About Board Proposals

- We're in this for the long haul – don't make proposals you're not confident can be honored
- Don't overcommit on the financials – much is uncertain right now
 - Budget shortfalls
 - Uncertain ongoing federal funding support
 - Delayed funding
 - CPI, staffing, COVID...





**CONSIDER
A
ROLLOVER**

- Difficulty agreeing to a negotiating platform
- Concerns regarding affordability of wage increases
- Typically, all terms remain the same – negotiate wage increases only
- Why would the union want this?
- But carefully consider whether this is the best option vs. the easy option

QUESTIONS

