

BOARD AGENDA FORM

Subject: Board Learning Session: Negotiations Primer

Prepared by: Tim Taylor, Superintendent

Action Requested: Information/Discussion Only

Executive Summary: 'Tis the season. This short session is an introduction to Collective Bargaining and will introduce the Board to key concepts and dates associated with the process as mandated and outlined in Iowa Code Chapter 20.

Concepts and terms to be covered include:

- Good Faith bargaining
- Permissive vs. Mandatory subjects of bargaining
- Statutory Impasse
- Mediation
- Binding Arbitration

We will also be discussing the role and importance of:

- Bargaining strategies
- "Last Best Offer"
- T.A. (Tentative Agreement)
- Supposals
- Comparability

Financial Information:

- Fund:
- Estimated Cost:
- Budget Amount:

Superintendent's Review: TT

DISTRICT SETTLEMENT HISTORY
1981-PRESENT

AMES COMMUNITY SCHOOLS COLLECTIVE BARGAINING SETTLEMENT HISTORY

YEAR	STATE ALLOWABLE GROWTH%	STATE TEACHERS TOTAL PACKAGE %	AMES NEW MONEY	AMES TEACHERS %	AMES SUPPORT %	AMES ADMIN %
2011-12	0.0%	3.3%	(1.8%)	2.85%	2.0%	2.00%
2010-11	2.0%	2.8%	2.40%	3.84%	3.4%	2.50%
2009-10	4.0%	3.3%	3.69%	3.84%	3.4%	2.50%
2008-09	4.0%	4.5%	4.67%	4.72%	4.3%	4.00%
2007-08	4.0%	4.7%	3.60%	4.78%	3.5%	3.50%
2006-07	4.0%	4.5%	2.6%	4.15%	3.6%	3.60%
2005-06	4.0%	4.4%	(0.4%)	3.76%	3.3%	3.76%
2004-05	2.0%	4.1%	1.0%	3.75%	5.0%	2.39%
2003-04	2.0%	4.1%	0.2%	4.15%	4.5%	3.27%
2002-03	1.0%	3.5%	0.0%	3.40%	4.5%	2.27%
2001-02	4.0%	4.5%	2.0%	4.40%	4.4%	4.40%
2000-01	4.0%	4.5%	2.7%	4.50%	4.5%	4.50%
1999-00	3.9%	4.1%	2.3%	3.50%	3.5%	3.50%
1998-99	3.5%	3.9%	4.0%	4.30%	4.3%	4.30%
1997-98	3.5%	4.4%	2.9%	3.96%	4.0%	3.96%
1996-97	3.3%	4.5%	5.2%	4.50%	4.5%	4.00%
1995-96	3.5%	4.3%	4.7%	4.70%	4.7%	4.70%
1994-95	2.9%	3.6%	2.0%	3.50%	3.5%	3.50%
1993-94	2.1%	3.7%	3.0%	3.50%	3.5%	3.50%
1992-93	4.2%	4.6%	2.3%	5.20%	5.0%	4.00%
1991-92	4.2%	6.2%	6.9%	6.00%	6.0%	4.80%
1990-91	7.2%	6.7%	9.4%	7.20%	7.2%	7.20%
1989-90	3.5%	5.4%	2.8%	4.60%	4.5%	4.50%
1988-89	3.6%	5.4%	5.0%	5.50%	6.5%	5.00%
1987-88	3.5%	5.5%	3.1%	4.50%	5.0%	3.50%
1986-87	3.8%	4.6%	4.3%	4.40%	4.4%	4.30%
1985-86	5.3%	5.5%	1.7%	5.20%		4.25%
1984-85	2.5%	5.1%			5.4%	
1983-84	6.1%	5.9%	2.4%	5.90%	4.5%	3.46%
1982-83	7.0%	6.3%	3.2%	6.20%	5.0%	5.00%
1981-82	5.0%	8.5%	5.5%	9.30%		
AVERAGE	3.67%	4.72%	3.05%	4.67%	4.41%	3.87%