

FACT FINDER'S REPORT

Introduction

This report and recommendation follows three days of hearing at which time the parties had complete freedom to present the facts in support of their positions. It also follows four days of mediation efforts during which the parties were able to reduce the number of issues, either by agreement or withdrawal, from twenty-five to thirteen. It is my hope that this report and recommendation will serve as a basis for resolution of the thirteen remaining issues.

The report does not attempt to delineate all the facts presented on each issue or the arguments in support of the position taken. The two parties are all too familiar with these after more than 50 bargaining sessions and many hours of negotiations. Rather, the report is a recommendation for settlement on the various issues that could have been reached in the normal process of making concessions and compromises that are the essence of the collective bargaining process.

It is my opinion that the recommendation, in light of all the factors, provides a sound and equitable basis for an agreement. I have taken into consideration the strong determination expressed by the Superintendent, to provide a responsible, viable, and financially sound school system for the Renton School District within the dollar limits available. I have also taken into consideration the need for the teachers to maintain the same purchasing power that is enjoyed by the teachers in the other school districts used for comparison. The Renton certified teacher has the same right

FILE

IN THE MATTER OF FACT FINDING)
BETWEEN)
RENTON SCHOOL DISTRICT)
AND)
RENTON EDUCATION ASSOCIATION)

RECEIVED

OCT 13 1976

FACT FINDER:

PUBLIC EMPLOYMENT
RELATIONS COMMISSION

Albert L. Gese, Seattle, Wn.
Appointed pursuant to
Chapter 41.59 RCW

FINDING OF FACT AND RECOMMENDATION

APPEARANCES:

For the Renton School District No. 403:

- Dr. Gary Kohlwes - Superintendent
- Billy J. Fogg - Director of Employee Relations
- Dr. Harold Kloes - Deputy Superintendent, Instruction
- Charles Talmage - Director of Personnel
- Delight Willing - Supervisor, R.V.T.I.
- George Akers - Attorney
- Janet Lamb - Secretary

For the Renton Education Association:

- Pamela Bennett - President
- Putnam Little - Negotiator
- Patrick Dunham - Executive Director
- Clarence Hall - Financial Secretary
- Janet Genter - Recorder
- Richard Nichols - Teacher

DATE OF HEARINGS: September 23, 24 and 27, 1976, preceded by a preliminary meeting on September 9, 1976.

sion in the contract, an emergency pool be substituted. The number of days in the pool would be determined by multiplying the number of employees in the bargaining unit by two (2). The number of days would then be available for either emergency leave or hardship leave during the school year. Allocation of this leave would be controlled by a joint committee appointed by the Superintendent and the Association President. Requests for leaves would be submitted to the Personnel Office. Allocation of leave, if any, and the amount would be determined by the rules and procedures established by the committee.

EVALUATION

Article 8, Section VI

Recommend the Association's proposal as tentatively agreed to by the parties on July 22, 1976, with the following modification to paragraph VI, E:

1. That the degree to which the Evaluator incorporates the written evaluation of the evaluatee's selected colleagues, shall not be subject to the grievance procedure.
2. The District will not be required to release the evaluatee's selected colleagues for the purpose of making the evaluation.

PROFESSIONAL IMPROVEMENT

Article 9, Section I

Recommend acceptance of the District's proposal.

NO STRIKE CLAUSE

Recommend adoption of the District's proposal.

able for funding salary increase are derived from either the State or the Federal Government. The funds are not co-mingled with the K-12 funds. Last year larger increases were granted R.V.T.I. than were granted K-12. This year the State provided a 5% increase to R.V.T.I. which has been applied to the salary schedule, and no other funds are available. No facts were presented that contradicted the District's position. I will, therefore, accept the position of the District and recommend acceptance of its position on the salary issue.

Respectfully submitted
this 6th day of
October, 1976



ALBERT L. GESE, Fact Finder