



## SRVUSD NEGOTIATIONS UPDATE

Dear District Staff,

We are reaching out today to provide you with an update on our recent negotiations discussion with SRVEA. I am pleased to share that our meeting on Monday showed a mutual commitment to working collaboratively. We share the goal of coming to a resolution that is respectful of our employees' tremendous contributions, while also protecting the financial future of the SRVUSD community.

First and foremost, we know that the most important resource we can provide to our students is a talented and dedicated team of employees. Every day the staff is working with our students to provide them the education and service for which SRVUSD is well-regarded.

We agree that attracting and retaining a highly qualified staff has always been a priority in SRVUSD, and this priority means we also know and understand that compensation must be the focus for these negotiations.

We are committed to working collaboratively with all of our union partners to reach agreement in a positive manner. We want to take a positive approach for many reasons, not the least of which is how difficult the last year has been for everyone. We are confident that a staff-focused approach is important to help us continue to keep students front of mind. We are committed to working with SRVEA, SEIU and CSEA to build a foundation from which we can negotiate to the benefit of our employees and our mission of service to students. To achieve this goal the SRVUSD team will work quickly and effectively with SRVEA to negotiate a compensation increase including salary, benefits and working conditions.

However, the large majority of our revenues come from student attendance, and we are not yet clear what impact declining enrollment may have on our budget going forward. How Sacramento handles this statewide reality will influence our ability to provide other key resources and programs we all agree are so important to offer our students. Once we have more information, we will share those updates widely.

Even without knowing the effect of state-level decisions, we do believe we have adequate information to allow us to effectively negotiate staff compensation. A positive negotiation process honors our staff and supports our students.

We understand what we have some significant financial challenges to consider. Our Access to Excellence process is intended not only to confirm the standard of service and programming we all



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agree is imperative for students, but also to determine creative ways forward amidst budgetary challenges. What we want to reiterate is that there is a lot of agreement regarding the programming and support that our students need and deserve, and that we just need to creatively and collaboratively figure out how to generate the required level of funding.

We want to close by expressing how much we appreciate our collaboration with SRVEA, SEIU and CSEA. Together, by respecting each other, sharing all information, and working collaboratively and creatively for our students -- we can remain focused on our students and continue to be a District that attracts and retains the best talent in the region.

Take care,

John  
Dr. John Malloy  
Superintendent