

# Ripon Area School District

Press Release  
October 16, 2007

## For Immediate Release

The co-presidents of the Ripon Education Association, the teacher's union representing teachers in the Ripon Area School District, have informed the district administration that teachers will halt extra duties performed outside the work day such as lunch supervision, participation on district committees that meet after school, and supervision of athletic events. This job action is related to contract negotiations that are now in the hands of a state mediator.

At the fourth bargaining session on May 15, the District submitted a contract settlement offer to the REA that included a 4.2% package compensation increase for each of the two years covered by the 2007-09 contract. Included in the settlement offer was a revised salary schedule that would have rewarded teachers with master's degrees for additional skill development. Also included in the District's settlement offer was a more cost-effective health insurance plan from WEA Insurance, the same teacher-union owned provider as currently used. After receiving the settlement offer, the REA declared an impasse to bargaining for the 2007-09 contract on May 24 without ever responding to the District's settlement offer.

The REA began the 2007-08 school year with picketing prior to the August 28 back-to-school staff meeting. A state-appointed mediator scheduled a mediation session between the District and the REA for October 10. After several hours the mediator stopped the mediation session at the REA's request and scheduled a second session for November 14.

The REA is now withholding the performance of extra duties and is picketing public events. The District remains committed to discussing the issues in order to reach a voluntary contract settlement despite the cancellation of talks on multiple occasions by the REA.

"We can't resolve issues if we don't talk," commented Rick Ketter, the District's Business Manager and member of the District's negotiations team. "The District is committed to talking, and we do not understand the REA's commitment to silence and job actions as a path to resolving differences."

"Most of our teachers are exemplary professionals and want to be respected as such," said Superintendent Richard Zimman. "Consequently, we expect that they will continue acting like professionals during the negotiations period and not place the learning and welfare of students in the middle of an adult matter."

*A Q&A document regarding the contract negotiations will be posted on the district website.*