

**From:** Traci Moore  
**Sent:** Wednesday, March 23, 2016 10:05 AM  
**To:** UnionEMR  
**Cc:** ,  
**Subject:** Negotiations Update

Hello Rockford Teachers,

Last week your negotiations team met with the mediator and Board negotiations team. Unfortunately, after the meetings, we still do not have a tentative financial agreement.

Both sides made financial movement last Thursday. The parties were able to move closer to agreement; cutting the difference to about half what it was prior to the session.

We have had some questions about what a mediation process entails. Everyone met together first and went through open items and items that had already been tentatively agreed upon. Then, the mediator met with us to get back ground and our current proposal (as it was our turn to respond). After that, he met with the Board's group to present our current request and get their background. This took us to mid afternoon. The mediator returned, gave us their response proposal, and shared the total financial percentage that the Board team had been given approval to settle on yesterday. At that point, we responded with our amended proposal, but it was not within their desired percentage. From that point on, the mediator went back and forth between the teams clarifying questions and making a plan for our next steps.

Our next meeting will be April 8. We have stayed firm on our belief that teachers deserve increased compensation, and plan to continue to do so going forward. However, between now and our next meeting, we will be exploring additional options for low cost/value add contract ideas as well as running different financial scenarios that would give the most teachers, the best outcomes for the overall package.

Thank you for your continued support,  
The EMR Negotiations Team  
Holly Biorn  
Jan Hendrickson  
Bruce Koenen  
Kevin Neff  
Traci Moore  
Beth Anderson- EdMN Rep