



FEN Conference

May 6, 2025





2024
Continuation of Half-Cent Sales Tax

72% Approval



Since 2002

68

new schools

134

replaced or renovated schools

Grades
6-12

Silver Pines Academy
K-12 Learning Center

Next Five Years

6

Elementary

1

High

7

new schools

Scenario 1

- The district and support union have had multiple meetings about transportation staffing
- Open routes and driver absenteeism need to be addressed
- The union has made this a point of contention during main table bargaining

Scenario 1, Question 1

- What strategies can the district implement to overcome this concern by the union?

Scenario 1, Question 2

- What role does the school board play in this process? How would you ensure they are aligned?

Scenario 1, Question 3

- If negotiations reach impasse, what alternatives/next steps would you consider?

Scenario 1

Key Steps

- Work with your district leadership
 - Assess the financial landscape
 - Strengthen relationships with the union
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Scenario 2

- Your district is planning to start the school day later, shortening lunch periods
- This may affect cafeteria working conditions
- The union demands to bargain the impact

Scenario 2, Question 1


- What is the first step you would take to engage the union about the new initiative?

Scenario 2, Question 2

- How do you build trust with the union to ensure the district can implement the initiative AND bargain impacts?

Scenario 2

Key Steps

- Inform union with a LON
 - Be prepared to address the union's potential concerns
 - Be responsive. Identify compromises
 - Continue to build trust
 - Set a reasonable timeline to keep negotiations moving forward
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