



## **MEMORANDUM**

**TO: All Employees**

**FROM: Brad C. Smith,  
Superintendent**

**DATE: September 7, 2011**

**SUBJECT: Negotiations**

In my first official meeting as superintendent, I met with the executive leadership of the Ogden Education Association (OEA) and their UniServ Director, Rick Palmer. We openly and frankly discussed some of the challenges of the past six months. We are in agreement that one of the principle causes of the difficulties has been a failure to communicate. We also reached some basic understandings to avoid these difficulties in the future and to begin to heal the relationship.

These understandings include:

- Ogden City School District and OEA will engage in interest-based negotiations for the 2012-13 school year;
- Ogden City School District leadership and its expected bargaining team and OEA leadership and its bargaining team will immediately explore and shortly commence joint training in interest-based negotiations;
- Representing, as it does, a substantial majority of teachers in Ogden City School District, OEA is the appropriate bargaining agent for these negotiations. Similar recognition will be afforded to any other group representing a majority of administrative or classified employees.

OEA leadership has reviewed this message prior to it being sent to you, and is in agreement with the understanding expressed in this memo. We, OEA leadership and I, jointly call on every person to see the hopeful possibilities in the present circumstance and to work productively to turn that hope into positive results for students and employees.

I understand the stressful, strained time that has arisen for all those involved. I also understand the stress inherent in any change. I am committed to open, honest and candid communication. My focus is to put these issues behind us so that we may direct all of our energy to improving education for our children.