



Preparing every student to thrive in a global society.

December 15, 2014

Dear Friends of ESUHSD,

The District and the East Side Teachers Association (ESTA), the teachers' exclusive bargaining representative, have been engaged in negotiations seeking to reach a contract agreement that supports our shared goal of serving our students, parents, staff, and community. Regrettably, however, ESTA and the District have been unable to bridge the final points of difference arising from each side's interpretations of the facts.

At the December 12, 2014, bargaining session, ESTA declined the District's last salary increase proposal. The District informed ESTA that we would request the Public Employee Relations Board (PERB) to declare the negotiations to be at impasse insofar as the parties were unable to reach a final agreement regarding an increase in teacher salary. "Impasse" means that the parties have reached a point in meeting and negotiating at which their differences in positions are so substantial or prolonged that future meetings would be futile. If PERB determines that an impasse exists, then PERB will appoint a State mediator in order to assist the parties in reaching a mutually acceptable agreement.

The District wants its teachers to be paid well with a competitive salary schedule in Santa Clara County. There is a limit, however, to what our District can pay while maintaining a State-mandated 3% budget reserve and level of service that meets all students' needs. ESTA declined the District's last offer of a 5% salary increase, with an *additional* 1% increase in the spring that is contingent upon the State Legislature allocating increased funding to Proposition 98 Local Control Funding Formula (LCFF). The offer extended by the District results in only a 3.09% budget reserve in the third year. With a current average salary of \$77,000 per year, our teachers place in the upper third of highest paid teachers in Santa Clara County who fall under Proposition 98 funding – and in the upper fourth when factoring in the District's benefits package.

It's important to note that the District has already agreed to continue paying 100% of family medical insurance benefits, including 100% of life insurance, vision and dental benefits. In addition, the District is required to increase our contribution for certificated pension benefits, effective July 1, 2014. The annual STRS increase per an average teacher by 2016/17 will be approximately \$3,844 or \$13 million for all ESTA members.

The District's offer also includes: an increase to hourly rates used to pay for teachers' extra duty; stipends for advisors, counselors and other certificated positions outside of the classroom; and, an increase to the salary schedule for our children's center instructors.

The offer made by the District has resulted in tentative contract agreements with all other bargaining units, including the American Federation of Teachers (AFT), and California School Employees Association (CSEA), and with the District's administrators, confidentials and other unrepresented employees (Administrator Collaborative of East Side (ACES)).

East Side Union High School District Board of Trustees

Van Thi Le, President

Lan Nguyen, Vice President

Frank Biehl, Clerk

J. Manuel Herrera, Member

Magdalena Carrasco, Member

Chris D. Funk, Superintendent

830 N. Capitol Ave.

San Jose, CA 95133

T 408.347.5000

F 408.347.5015

esuhsd.org

If PERB finds and declares that the parties are at an impasse, then a State mediator could be appointed to assist the parties almost immediately. The mediation process, however, could take 30 days, and potentially longer. Throughout this time, all efforts will continue to be made by the District to resolve this matter equitably and as quickly as possible. What gives us hope moving forward is that our teachers, along with all our staff, share a heartfelt commitment to our students and our community. We will keep you informed as we continue to pursue an expeditious resolution on this matter.

Thank you, in advance, for your patience and continued support.

Sincerely,

A handwritten signature in blue ink, appearing to read "C. Funk", is positioned above the printed name.

Chris D. Funk
Superintendent