



Preparing every student to thrive in a global society.

November 10, 2014

Dear Parent/Guardian,

We have been informed that the East Side Teachers Association (ESTA) has recommended to its rank and file to "Work To Rule" (WTR). WTR generally means that teachers should strictly follow their assigned work schedule and the language of the contract. In other words, they should work only their assigned 7.5 (or agreed part-time) hours per day, do nothing beyond teach their assigned classes, and perform only that work as stipulated per the Collective Bargaining Agreement. In essence, WTR encourages teachers to not participate in extra curricular activities and not open their classrooms to students during lunch or after school for District activities unless they are being paid.

WTR is in direct response to continued contract negotiations with the District. The District and ESTA have had a long history of successful contract negotiations and working together to provide the very best compensation package for its employees, while maintaining financial solvency. The District has made it clear that it is committed to attracting and retaining a diverse, effective, and fairly compensated workforce, including teachers, classified staff, and management. The District seeks to work collaboratively with its employee associations in order to provide competitive, equitable, and sustainable salaries and benefits. All of our employee associations made many sacrifices during the last fiscal crisis that lasted several years and each deserve to be supported with competitive salaries and benefits.

We believe that our teachers will remain professional and continue to provide all of our students an excellent education. We will continue to work with ESTA to complete our contract negotiations in a timely manner. We deeply apologize for any inconvenience this situation might cause in the future. We will do our best to minimize the impact to our students and families.

Sincerely,


Chris D. Funk
Superintendent

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