



Preparing every student to thrive in a global society.

June 24, 2015

Dear Friends of ESUHSD,

The District and the East Side Teachers Association (ESTA) have been engaged in good faith negotiations since February 24, 2015, 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 complete a final agreement regarding salary compensation. The 3% difference between the District's proposal (3%) and ESTA's proposal (6%) is over \$11.7 million dollars (over three (3) years). We feel that this number is insurmountable without the help of mediation.

On June 24, 2015, the District submitted a request for impasse determination to the Public Employment Relations Board (PERB). Once PERB determines that an impasse exists, the case is referred to the State Mediation and Conciliation Service for the assignment of a mediator. The mediator will then contact both parties to schedule a mediation session. By requesting an impasse determination, our desired goal as a district is to have a tentative agreement with ESTA before the school starts in the fall.

If a mediator is unable to effect a settlement, s/he may certify the dispute to fact-finding for resolution. PERB will appoint a neutral party chairperson to the fact-finding panel and ensure that statutory timelines are either enforced or waived.

The District and ESTA have met 9 times since February 24 and tentative agreements have been reached to restore/reduce class size by two students in 2015-16 and an additional student in 2016-17 at a cost of \$19.1 million (over three budget years). We have also agreed to increase stipends for Resident Substitute assignments by \$10 per hour from a current \$39.94 to \$49.94 and increase Extra Period assignment rates by \$10 per hour from \$44.09 to \$54.09. Furthermore, the District already agreed to continue paying 100% of family medical benefits worth an average of \$26,011 annually and pay 100% of vision and dental premiums.

The District wants its teachers paid well and to be competitive in Santa Clara County. There is, however, a limit to what a district can pay while maintaining a State-mandated 3% budget reserve.

As a District, we are fortunate to have high quality teachers who, along with the District, have always put its students first. We will keep you informed as we pursue a speedy resolution.

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

Sincerely,

A handwritten signature in blue ink, appearing to read "C. Funk".

Chris D. Funk
Superintendent

East Side Union High School District Board of Trustees

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