



April 20, 2017

To The Twin Rivers School Community:

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*To inspire each student to
extraordinary achievement
every day*

Following 11 months of negotiations, we remain unable to reach a resolution with the Twin Rivers United Educators Association (TRUE). This is frustrating for all involved and I know it raises concerns in our school community. We have received a few inquiries from parents regarding the status of negotiations with the teachers' union, and while it is not appropriate for us to negotiate with the union in public, as our valued partners in education and as taxpayers, we want to provide you with the following facts and information.

As background, we want you to know that we have reached a tentative agreement with our classified support staff, who will receive a salary increase of 2% and a 2% one-time bonus. We offered our teachers a 2% salary increase and a 2% one-time bonus, along with numerous other contract enhancements, resulting in an ongoing commitment of \$8.8 million. However, this was not accepted. This offer follows increases totaling 6% over the last two years.

Our offer to TRUE on behalf of our 1,400 certificated staff totals \$8.8 million of the \$11.5 million of on-going additional funds the District received this year. We strive to make our employees the priority, honoring their outstanding contributions to our students' successes, but it would be irresponsible to offer a salary increase that cannot be sustained, might compromise fiscal stability or result in reductions to student programs.

At this time, negotiations have moved to a stage called fact-finding, which involves the appointment of a three-member panel that reviews our situation, holds a hearing to gather necessary information, and then makes findings and recommendations, which are non-binding.

Once a district is certified to fact-finding, it is not unusual for teachers to implement a practice called work-to-rule. Work-to-rule means that teachers will not do anything beyond the specific work expectations outlined in their union contract, under California Education Codes, and other established laws and legal rulings. Teachers' work-to-rule may impact some activities at our schools.

To be clear, it is the union's right to encourage their members to implement work-to-rule. However, we are disappointed to see this exercised. We would like to see the negotiations discussions and frustrations remain adult focused. We will cooperate fully with the fact-finding panel, and hope that this process will result in a resolution so we can return our energy and focus to the goal we all share - increased student achievement.

Please take the time to review our information on negotiations, including the proposals and counter proposals, that may be found at <http://www.twinriversusd.org/misc/negotiations-updates/>.

At this time, we are hopeful that fact-finding will be concluded quickly so we can resolve this situation and move forward.

Respectfully,

A handwritten signature in blue ink, appearing to read "Steven Martinez", is written over a light blue horizontal line.

Steven Martinez, Ed.D.
Superintendent