

Dear TEA Members,

TUSD has asked TEA to assist with a joint contract response to help explain this year's certified contracts. You should have received this information through TUSD email and it is available on the TEA Website. TEA explained to the district that this was an issue that needed to be handled prior to contracts going out. We have expressed to the District how we may have avoided multiple concerns had there been prior collaboration with TEA. We will bring this example forward as we continue negotiations.

The contract is confusing, but ***it is very important for members to know what those supplemental 301 monies are in your salary because the district can legally stop providing those monies to employees should the funding source stop.***

We do not expect that this will happen this year, but should it happen in the future members who qualify or receive supplemental monies may no longer receive these supplements. TEA will work hard to prevent this from happening.

We already know of examples in other districts where employees have lost salary in furlough days, salary decreases, and continued increases to benefits as well as losing significant funding from the legislature in career ladder funding.

As TEA negotiates salary with the district it is extremely important that membership remains strong and supports the bargaining team as they proceed to negotiate on your behalf.

Please know that the supplemental 301 monies are not the pay for performance monies. That is a different pot of the 301 funds. However, all 301 monies are dependent on sales tax per the proposition voted on over 10 years ago.

TEA's strength is in our members standing together in a united voice.

Sincerely,