



Hart-Ransom Union School District

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April 14, 2017

Dear HRTA leadership,

On behalf of the entire Governance Team, I would like to thank you and your members for coming to the Board meeting again last night and sharing your perspectives about the topic of Reassignment. Your presentation was heart-felt, and we appreciated hearing your thoughts. We recognize that you and your members have deep feelings about this matter, and we respect you for coming and sharing those with us.

You are hard-working educators who invest a great deal of time and energy in your profession, and we truly appreciate the opportunity to work side-by-side with you in the education of students at Hart-Ransom Elementary School. We completely agree that the needs of the students must drive the decisions that we make as a school district and the actions that we take at the negotiation table. We also understand and respect that there can be differences of opinion between the school district and the teachers' union about how best to protect and serve the needs of our students, particularly when discussing something so important as the Reassignment language in the Collective Bargaining Agreement (the contract).

While there is certainly room for differences of opinion between us, we truly believe that your concerns about Reassignment can be effectively addressed at the negotiation table. We are confident that our two negotiation teams will be able to work collaboratively together to develop and agree upon contract language regarding Reassignment that will address your members' concerns while ensuring that the district has the appropriate Reassignment authority to build and protect the best possible educational experiences and opportunities for all students at Hart-Ransom Elementary School.

As I have shared with you throughout this year's negotiations, the Board of Trustees has determined that appropriate adjustments will need to be made to the Reassignment language in the contract in order to reach Tentative Agreement in this year's negotiations. In accordance with the direction that I received from the Board of Trustees in closed session last night, I am encouraging you to return to the negotiation table and work together with us in addressing the needs and interests of both parties in developing mutually beneficial contract language regarding Reassignment. We value and respect HRTA and the teachers that it represents, and we look forward to completing our negotiations together with you in the positive and productive manner in which they have been conducted so far this year.

All the best to you,

Matthew Shipley
Superintendent