

Dear Dr. H.T. Sanchez and Mr. Freed:

Thank you for opening up discussion regarding the 301 Pay for Performance carry-over money and the current allocation of Proposition 123 funding. I am writing to clarify how I would like this matter to be resolved.

- 1) There must be written agreement that TUSD will clear out all 301 Pay for Performance money each year. No savings account.
- 2) There must be written agreement that TEA will not withhold any information from members regarding 301 and Proposition 123 incoming revenues and current account balances. This information should be properly titled and the public should know exactly where to find this information in all budget documents.
- 3) 301 Pay for Performance carry-over money including interest earned from four years past must be distributed to eligible teachers in one lump sum by the end of this academic school year in order to avoid more teachers losing out on this money due to retirement or leave; if they earned it, they must receive it. Disbursement must not be tied to evaluation scores and/or current Pay for Performance requirements. Teachers fairly earned this money by fulfilling the set requirements four years ago and therefore must be paid.
- 4) Currently counselors, social workers and nurses will receive a pay cut. Proposition 123 revenues should be re-allocated to ensure that they receive a raise along with teachers. Their raise should not be contingent or come from cutting anybody else's raise in an amended bargaining agreement.
- 5) 301 and Proposition 123 Committees must submit a survey and/or hold public forums to research how teachers wish to be represented prior to proposing any disbursement plans. Results from these surveys and forums must be made public.
- 6) Prior to approving final 301 and Proposition 123 disbursement plans there must be a public forum and/or survey so that all stakeholders can ask questions and provide constructive feedback. Results from these surveys and forums must be made public prior to an official vote.
- 7) To promote interdependence between 1010 leadership and TUSD teachers, 1010 administrators shall not access full bonuses or raises if teachers are denied full bonuses and/or annual raises.
- 8) 1010 Leadership created a surplus based 100% off of revenues carried over from the 301 Pay for Performance Fund. The reasoning was to create a savings account in the name of fiscal responsibility. If 1010 Leadership chooses to save money by withholding teacher bonus money or raises, 50% of such a savings account must be composed of monies used to fund 1010 administrative expense accounts, bonuses, and raises.
- 9) TUSD teachers and the Governing Board must be notified prior to the Superintendent creating a savings account with public funds by cutting funding from other areas in the budget and/or withholding money from teacher funding sources like 301 or Proposition 123. There must be an inquiry survey and/or public forum to discuss the matter prior to any action.
- 10) We look forward to a resolution of these public funds. In the spirit of ensuring that teachers are fairly represented TEA shall share any proposed resolution regarding the above matters with all TUSD teachers via survey and/or public forum prior to any vote and final amendment to our contract.

Thank you again for agreeing to re-visit these important matters.