



April 26, 2013

*Via Email and US Mail*

Rachel Kirtner  
Tad Shannon  
Tom DiLiberto  
Eugene Education Association  
2815 Coburg Road 97408

Re: Contract Negotiations

Dear Rachel, Tad and Tom:

Thank you for your efforts to engage in informal discussions for a one-year contract extension. We regret that you have decided to end these talks. Even as we transition to formal, public negotiations, the District remains open to resuming informal talks if you reconsider your decision.

Given the budget deficit the District expects and the lateness with which we are opening formal negotiations, the District would like to propose to limit these negotiations to financial issues only, specifically Articles 4.1.1 (salary), Articles 4.4.4 (step advancement), Articles 6.1 (active employee insurance contribution), and Article 10.2 (school work year). Of course, since the contract expires July 1, we will address the term of any contract extension as well.

While there are several other articles affecting compensation and language that the District would like to address, we believe it is in our mutual interest to limit negotiations to those mentioned above. Doing so will yield more efficient discussions and a speedy resolution. We can envision no better way to mitigate the impact on teacher workload next year than by reaching a swift agreement that prevents further increases to class sizes.

At the same time, we acknowledge there are other language issues on both sides to be addressed. As you know, these issues take considerably more research and conversation, and we believe that they are best addressed in separate conversations and memoranda of agreement. We would be amenable to engage in conversation about these other issues and pursue mutually beneficial outcomes.

Please let us know as soon as possible EEA's response to our request to limit the scope of bargaining.

Sincerely,

A handwritten signature in black ink, appearing to read "Christine Nesbit". The signature is written in a cursive, flowing style.

Christine Nesbit

Cc: Negotiations Team  
4J Board of Directors  
Shelley Berman