



January 25, 2012

Open Letter to All Employees:

The Alvord Educators Association (AEA) and California School Employees Association, Alvord Chapter 339 are sending out this joint communication to all of our members in an effort to convey factual and current information regarding bargaining and the current fiscal crisis in our district and state. We feel it is imperative that all of members receive the same message and information so that all will know and understand the furloughs and pay cuts to come. As you are no doubt aware, our state has faced an ever increasing financial crisis and one area greatly impacted is funding for education.

Both bargaining units have suffered greatly from the lack of funding. Additionally, past practices of the District have negatively impacted the trust and cooperation that must exist in these trying times. Both Associations are pleased with the direction the new management team has taken and feel strongly that a new atmosphere of trust and cooperation exists. This has led to open and honest discussions of finances and needs of the District and its employees. AEA and CSEA Alvord Chapter 339 recognize the need to take a “leap of faith” and trust that the current administration is keeping the best interests of our students and employees foremost in mind. We are pleased to say that this has been the case.

Unfortunately, due to the current and future funding cuts, all employees in the District will have to face furloughs and/or pay cuts. AEA members have been cut 3 furlough days in 2009-10, 4 furlough days in 2010-11 and 4 furlough days for this current year. CSEA Alvord Chapter 339 was fortunate to be able to have their pay restored for any cuts in these previous years and AEA has willingly accepted the need for furloughs in these years in order to save many jobs. However, The School Board and District have asked that for this current year and future years, ALL employee groups (including management) will take equal cuts in order to achieve parity and bargain on a level “playing field.” The argument has been made that CSEA Alvord Chapter 339 members make so much less money than the other two employee groups. This is correct. However, because of this fact, AEA members will still contribute the majority of the total amount needed. The concept behind parity is not that equal amounts are contributed, but that all groups have equal reductions and restoration. AEA and CSEA Alvord Chapter 339 feel this is a consistent and honest way to deal with the needed reductions.

The sad fact of the matter is that the District does need these reductions and have been open and transparent with “the books” to prove such. AEA and CSEA Alvord Chapter 339 will continue to keep open communication and work together during these tough times to do the very best for our members.

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Leigh Hawkinson  
AEA President

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Carmen Sexton-Boykin, President  
CSEA Alvord Chapter 339