

August 29, 2018

Dear Ridgefield Families,

Today, the Ridgefield Education Association (REA, the teachers' union) followed through on their plans to strike. Due to this work stoppage, the District is making the decision to cancel all classes for the remainder of this week.

We continue to remain optimistic that the issues between the District and REA will be resolved in good faith bargaining. I know the people on both sides of the table and have great faith in their ability to reach an agreement.

The District met with representatives of REA yesterday and presented a comprehensive written proposal covering compensation, class sizes, special education caseloads, and curriculum (the union's 4 C's). REA did not provide a proposal prior to their decision to end the bargaining session at 8:45 p.m. The last written proposal the District received from REA was on August 14.

The District's proposal includes the following:

- Compensation - Increase the average teacher compensation from \$63,717 to \$79,988 over the next three years.
- Caseloads – Reduce all special education caseloads from the thresholds established in the District's current contract.
- Curriculum – Add language to continue the District's historical practice of including certificated staff members in the process of selecting and recommending curriculum to the Board of Directors. The District's current policy and procedures regarding curriculum can be found in Board policy [2020](#) and District procedures [2020P](#).
- Class Sizes – The District provided a comprehensive analysis of class size limits in 25 districts, which included the 11 largest districts in our region, the ten districts in the state with the most comparable enrollment, and lighthouse districts, recognized for their high student performance. The District's analysis shows that Ridgefield places 2nd in K-3 class sizes at an average of 23.

The District and REA will meet again on Saturday, September 1 with the assistance of the state mediator to continue working collaboratively on a fair and financially sustainable contract. Information and updates on the negotiations are on the District's Bargaining Update webpage found [here](#).

We will continue to keep you informed of the progress of the negotiations. Thank you for your continued support of the Ridgefield School District.

Sincerely,



Dr. Nathan McCann
Superintendent