



# REDLANDS UNIFIED SCHOOL DISTRICT

October 14, 2019

Dear Redlands USD Parent and/or Guardian:

On Monday, October 14, leaders of the Redlands Teachers Association are asking their members to participate in a work slowdown called "Work-to-Contract." The union has urged the teaching staff at each school site to determine what they consider to be mandatory duties and then stop performing any duties they consider to be voluntary or outside of their contract. Please note that refusal to perform voluntary duties is a purely individual decision and any such choice by individual teachers in that regard should not be held against them in any way. We continue to be a strong educational organization and will continue to be so long after this labor dispute is resolved.

We know this situation has caused uncertainty for you and perhaps for your child, and we hope this letter will help you with some of the questions you may have.

We are encouraging our staff to apply this rule of thumb: if it is spelled out in the teacher's contract or if a teacher receives compensation, a stipend, or release time to perform a function, then they must continue doing so.

Here are some other examples of things to know:

- Teachers cannot send home letters to parents with their students explaining work-to-contract and their union's position.
- Teachers cannot use class time to talk with parents or students about negotiations, even in civics classes because it is not part of the curriculum.
- Union leaders and organizers can only contact teachers at school during duty-free lunch periods and after the instructional day.
- Teachers cannot post on their doors or windows signs or notes that relate to work to contract.
- Teachers cannot cancel club events and scheduled activities if they have agreed to serve as advisors and receive either stipends or release time to perform that role, or if it is one of the adjunct duties they were assigned under the contract.
- Teachers must be present for the full contractual day (7.25 hours).

We know that these are challenging times as we attempt to reach a mutually acceptable and reasonable labor agreement with the teacher's union leadership. We also know that teachers continue to provide the top-notch, professional services we have come to expect and will no doubt keep the best interests of our students at the forefront.

Respectfully,

Mauticio V. Arellano  
Superintendent