



A letter from the Tinton Falls Education Association:

The Tinton Falls Board of Education has issued a negotiations report on the district website that contains numerous errors or misleading statements. These are the facts:

Teachers felt it was necessary to exercise their individual right not to work on Election Day to publicize the crisis and call attention to the Board's disgraceful attempts to silence the members and prevent them from communicating with parents including being ordered by the Superintendent to remove stickers in their rooms that read "I Care About Your Kids".

Teachers and educational support professionals are working under the terms of a contract that expired in 2013. Their salaries this year are the same as they were 3 years ago. But due to increased health benefits contributions, they are making less money every year than the year before.

Members of the TFEA make \$10,000 less than comparable districts. They earn \$6,000 less than the average educator in Monmouth County and currently only teachers with 24 years experience earn the maximum salary. This negatively impacts our district's reputation as an educational leader and our ability to attract the best teachers.

At the fact-finding session on Oct. 5, the TFEA presented the Board's attorney with a settlement proposal that would respect the 2% cap, save the Board more than 1 million dollars in real money, and allow for much-needed salary increases for staff – but the Board showed no interest.

It's not about dollars and cents – it's about power; and the Board is making short-sighted decisions that are hurting our schools, our community and our students.

Something must be done now to change the climate in Tinton Falls Public Schools. While the TFEA does not want any further disruption in our schools, the current situation is unsustainable.

These are **your** schools – please help us resolve this crisis.

- Contact the Board members and tell them you do not want any further disruption or interruption of education in Tinton Falls and that you support a fair settlement.
- Let the Board members know that **you do not want to lose any more excellent employees**, and that your teachers and staff deserve to be treated better and compensated in a manner consistent with their dedication to your children.
- Please attend the **Board meeting on Monday, Nov. 16 at 7 p.m.** and tell them to settle this dispute now and help get our district moving back in the right direction, where the focus is on learning.

Thank you.

Tinton Falls Education Association