



October 17, 2020

To our Gahanna-Jefferson school community,

Yesterday, the Board's bargaining team had so much hope that our teachers would be returning to their classrooms this Monday. After the board made many compromises, we had a resolution pending with GJEA. Unfortunately, a situation occurred yesterday afternoon that diminishes that hope and delays our return to school.

On October 16, 2020, the Board and GJEA **reached a tentative agreement to be prepared for signature**, based on a proposal that GJEA sent to the Board on October 16, 2020 at 2:10 a.m. (incorrectly dated and time-stamped October 16, 2020 11:40 P.M.). GJEA offered to write the final Tentative Agreement that would then be signed by both parties to resolve the strike.

GJEA provided the final Tentative Agreement to the Board on October 16, 2020, at 1:55 p.m.. When the board's team reviewed the agreement, it was identified that GJEA made **undisclosed changes** between the GJEA proposal from October 16, 2020, and the written tentative agreement.

Of note, GJEA moved two provisions from an Appendix, without disclosing the change. This Appendix contained provisions that would automatically expire on June 30, 2020, and they were moved to a non-expiring section of the Tentative Agreement.

Beyond the trust implications of this action, the district's concerns with GJEA's change is that if the specific language at issue does not expire, normal district staffing operations will be negatively impacted.

This action on the part of GJEA has caused significant damage in the relationship between the bargaining teams, compromised trust and stalled mediation. We have made the bargaining team aware of our concerns, and we remain committed to the tentative agreement that was reached.

Like you, we are frustrated, and we want resolution. Having our teachers and our students back in school is our primary objective.

**The board bargaining team is ready to sign a correct Tentative Agreement immediately so we can get our teachers back to school on Monday, October 19. We hope GJEA is ready to do the same.**

A handwritten signature in black ink that reads "Beryl P.R." with a stylized flourish at the end.

Beryl Piccolantonio, President, Gahanna-Jefferson Board of Education