

In 2016, Roxbury High School was ranked 52 on the list of *NJ Monthly's* Top 100 Schools in NJ. Two years later, Roxbury has dropped 90 places to 142. Is this fact concerning to you? We want to continue to be one of NJ's best public schools, do you? Unfortunately, this is a trend that is a reflection of the atmosphere and climate created by perpetual unrest over endless negotiations.

You may or may not be aware of the following:

1. The REA has been working under the terms of an expired contract since June 30, 2017.
2. We have returned to school without an active contract in place for 5 out of the last 7 years.
3. When the current contract being negotiated is settled and ratified, it will expire on June 30, 2020. Meaning come June 30, 2019, the REA and BOE will reenter the negotiations process for the next 3-year contract.
4. Over the last 15 years, the average length of negotiations has been 22.5 months. Contracts are settled in 3-year (36 months) increments from the time of expiration, so our contract is active and executed for little more than 1 year.

This cycle has lead to the following...

1. Currently, we are almost at an even 50/50 split – 1 out of every 2 teachers has less than 4 years teaching experience (non- tenure status) in our district.
2. Over 75 new teachers have been hired in the last two years. That is 25 percent (1/4) of the staff.
3. Only 5 in 11 non-tenured teachers will remain with the district through the tenure process.
4. Newly tenured teachers are giving up tenure to leave and go to districts with better salaries.
5. Teachers who have received the honor of Teacher of the Year have been poached by higher ranked districts for substantially higher salaries.
6. Our enrollment is going down and we are losing professional staff positions while administrative positions are being created and added.
7. Administrators continue to receive annual salary percentage increases that significantly exceed any BOE offers to the REA.
8. Central office administrators are being awarded merit-based pay bonuses that are linked to efforts and professional performance of teachers.

Please turn over

So how has this turnover in staff affected the image of Roxbury to perspective prospects? Think about it, what image is Roxbury projecting if ...

1. Increases in state mandated health insurance premium sharing costs (Chapter 78) are larger than pay raises being awarded. Association members are frozen and have not been awarded a pay raise over the last two years and now are taking home less money than two years ago.
2. The median salary in Roxbury is decreasing, while surrounding districts are increasing.
3. The median salary in Roxbury is ranked 380 out of slightly over 600 districts throughout the state of New Jersey.
4. The average teaching salary in Roxbury is among the lowest, while our administrator's salaries are among the highest in the county and surrounding communities.

Are we going to attract and retain the best talent for our children?

This is not an irreversible situation, but it cannot be corrected without an awareness. If you are troubled and concerned about the stability of the education your child will receive going forward, please contact the BOE and Superintendent Radulic and express your concerns over the negative impact of prolonged negotiations.

Thank you for taking the time and attention regarding the future of your child's education. Should you like to discuss that matter with the Association, feel free to contact the following executive committee members:

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