



Cold Spring Harbor Teachers Association

Dear Cold Spring Harbor Community,

The CSH Board of Education recently made an announcement stating negotiations will be entering the fact-finding stage. The HTA welcomes the opportunity to present our issues with the list of Board demands. Simply stated, the Board wants more of our teachers' time but is not offering an equitable compensation increase. The Board's proposal only moves our teachers backwards.

The HTA is always willing to talk, and we have brought many solutions to the bargaining table to help reach an agreement. All of these have been quickly rejected by Mr. Monastero and the Board.

It was the Board who stopped negotiations to declare impasse and filed for mediation. When the mediator reached out to the Board to share her and our concerns with their proposal directly, the Board did not respond to her. We had two mediation sessions: one in March and one in April of this year. The second session ended when the mediator informed us the Board was unwilling to move on its demands. Since then, the Board has remained cemented in its insistence on more teacher time at a lower rate.

As we enter year two of negotiations, the HTA is still hopeful that a compromise can be reached. We are flexible and open to ideas and conversations that respect both the board's wants and HTA members' experience, education, and professionalism.

Sincerely,

HTA Negotiations Team

Kevin O'Rourke
Josh Bosley,
Danielle Beach
Laura LaPollo
Kathy Smith
Matthew Sneider