

# Reynoldsburg City Schools



Aug. 28, 2014

Re: Strike Preparations

Dear families,

You are probably aware of the contract talks underway between the Reynoldsburg City Schools Board of Education and the Reynoldsburg Education Association. You may also be aware that the teachers union has authorized a strike at the will of the union leadership. This letter is to let you know what we are doing to make sure that all students continue to receive the highest quality education possible if our teachers do go on strike.

First, you should know that if a strike occurs, all of our schools will remain open. The school board has already hired a company that specializes in recruiting, screening and selecting skilled substitute teachers in case of a work stoppage. The company will follow our high standards for screening applicants, including state and federal background checks and proper licensure through the State of Ohio. Hiring the number of substitutes we would need is not an easy task, which is why we have secured outside assistance. We will prioritize positions to support our most vulnerable students first, with the expectation that we will be adequately staffed at all levels.

Second, we are planning to provide additional tools and supports for substitutes to keep students on track in their studies. This includes the purchase of hardware (laptops, computers) and learning software, if necessary, that can be used both at home and as additional instructional tools for substitutes during a strike.

Third, we have begun recruiting extra administrative support for principals. These administrators will come primarily from a pool of retired school superintendents and principals living in central Ohio and will help building principals to maintain a safe and productive learning environment during a strike.

Finally, we are planning to preserve as many specialized and extra-curricular opportunities for students as possible. We are proud of the array of activities students are able to choose and will do everything we can to prevent their disruption.

It's important to know that the strike authorization applies only to teachers. Principals and administrators, secretaries, teaching aides, library aides, school psychologists, bus drivers, cooks, custodians, health aides, and central office staff would not be affected. A strike also would not affect preschool teachers or certain special education teachers who are employed by partner agencies. Additionally, a strike would not impact college courses taught by professors or adjuncts.

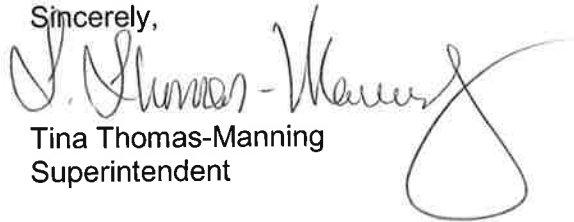
I'm still hopeful that we can reach an agreement with the teachers union and avoid a strike. Reynoldsburg has some of the best educators in the state, and they belong in the classroom,

where they can do the most good for our students. However, this decision is ultimately in the hands of the union leadership, and we must be prepared for the possibility of a strike.

We are determined to make the 2014-2015 school year a successful one for our students. We will continue to keep parents informed about developments that could affect them and their students. You can follow news and updates about this situation on the school district's website <http://www.reyn.org/>. Additionally, you will receive regular updates in letters like this one, as we have new information to report.

In the meantime, please don't hesitate to contact my office if you have questions. I, or one of my colleagues, are available at (614) 501-1020.

Sincerely,

A handwritten signature in cursive script that reads "Tina Thomas-Manning". The signature is written in black ink and is positioned to the right of the typed name.

Tina Thomas-Manning  
Superintendent

Board of Education  
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