



GOMPERS PREPARATORY ACADEMY

a UCSD Partnership 1005 47th Street, San Diego, CA 92102-3626 | P 619.263.2171 | F 619.264.4342 | Gompersprep.org

September 24, 2019

Dear Gompers Preparatory Academy Staff,

We were made aware of GTA's letter to its unit members regarding the bargaining session on September 12, 2019. While we normally do not respond to the attacks on GPA's leadership, we cannot remain silent in the face of the continued attempts to divide GPA and undermine our school's mission by untruths and omissions.

We believe this most recent attack is a belated attempt to divert attention from the outrage caused by the revelation that the union met with the NAACP to try to persuade them not to give Director Riveroll a planned award for his longstanding and dedicated efforts toward the advancement of students of color. The union's actions were an attack not only on Director Riveroll but also on GPA and the efforts of all of GPA's staff, founders and community. We believe staff and community outrage led the union to "double-down" in last week's letter, which contained not only numerous lies and misstatements, but also called out by name a GPA bargaining team member who serves alongside GTA unit members on campus. GTA set a dangerous precedent with these actions, as the staff member has already experienced microaggressions from her co-workers. This lack of discretion and professionalism that the GTA bargaining team demonstrated can easily set the stage for a hostile work environment, not just for this staff member, but for all GPA employees.

Contrary to the union's accusation, the GPA bargaining team member did not use any profanity in the September 12 bargaining session. The team member did become upset, however. In the interest of fairness, we feel we have no choice but to share what upset the GPA bargaining team member. Throughout bargaining, GTA's bargaining team has often shown a lack of knowledge and disregard and disrespect for GPA's bargaining team, GPA's leadership and GPA's mission. This behavior continued during the bargaining session on September 12. At one point, GPA's counsel even requested that GTA's bargaining team refrain from disrespectful comments so that the teams could focus on collaborating together. Unfortunately, despite this request, a GTA bargaining team member felt it necessary to say that GPA's leadership is a "good ol' boys" club, where Director Riveroll rewards only his favorites while all other employees are unfairly evaluated and compensated. This slanderous and culturally insensitive statement by a GTA bargaining team member was highly offensive to the GPA bargaining team, and the apology that came after a much-needed caucus break did not show the reflection and sincerity needed to be received as a true effort to make amends. It was these insulting and disrespectful comments that made it difficult to effectively collaborate during the September 12 session.

GTA's letter continues its attempts to mislead, divide and turn staff against GPA leadership with its description of GPA's salary proposal, stating that GPA's salary proposal is too low and will result in decreases in salary for GPA unit members. GTA said this to all of its unit members despite knowing that GPA's team had stated expressly in the bargaining session that the numbers in the salary proposal were placeholders because, until all of the bargaining proposals are in, GPA will not know how much money it will have for salaries, nor whether existing salaries can be "grandfathered" at the current rate under a union contract. This is just another example of the union's unfair tactics.

Last year's divisiveness was hard on all of us, including our parents and our students. When we are divided, no one wins but the union. We hope that the bonds and the trust created by our many years together will allow us to move forward together as a team to put our students first.

GPA Bargaining Team

EXHIBIT 14