



EMPLOYEE RELATIONS DEPARTMENT

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September 16, 2003

Manuel Villarreal
Executive Director
Sacramento City Teacher's Association
5300 Elvas Avenue
Sacramento, CA 95819

RE: Affirmation of District's Response to the Sacramento City Teachers Association's (SCTA) Last Proposal Submitted on September 2, 2003, and Submission of the District's Last, Best and Final Offer for Successor Agreement From July 1, 2002 through June 30, 2004

Dear Mr. Villarreal,

At our last formal bargaining session held on September 3, 2003, I responded on behalf of the District to SCTA's proposal(s) as verbally provided at the bargaining session on August 21, 2003 and as submitted in writing on September 2, 2003. (See Attachment A) The District's responses are in numeric order as listed on SCTA's written proposal of September 2, 2003:

SCTA's Proposal (Paraphrased)	District's Response From September 3, 2003 and Other Meetings
1. Wages <ul style="list-style-type: none"> 2.0% Effective July 1, 2002 	1. Reject – SCTA's fair share of funds has already been spent on health benefit cost increases during 2002/2003 school year.
2. Health Benefits <ul style="list-style-type: none"> Kaiser: \$0 / \$5 Co-pay per agreement Health Net: Cost containment to achieve 	2. Reject – SCTA's proposal is non-responsive to the District's need for long-term health benefits cost containment, control and avoidance.
3. Hours: Instructional Minutes <ul style="list-style-type: none"> Refer to Joint Committee Except for Tentative Agreements in hours Except for approved variances and new variances 	3. Reject – SCTA's proposal is non-responsive to the District's need to continue educational innovation for advancing student academic achievement and school performance accountability as mandated by Federal and State objectives.
4. Evaluation <ul style="list-style-type: none"> Refer to Joint Committee 	4. Reject – SCTA's proposal is non-responsive in addressing an antiquated evaluation tool that is about thirty (30) years old. The form is not standards-based in accordance with State guidelines.
5. Peer Assistance and Review (PAR)	5. District accepts – SCTA's agreement to rollover PAR into the Successor Agreement and expects SCTA to participate.
6. Duration <ul style="list-style-type: none"> July 1, 2002 through June 30, 2004 	6. District accepts in part & rejects in part - SCTA's agreement that the duration of the agreement is from July 1, 2002 through June 20, 2004; but, rejects other items proposed.
7. High School Improvement and Support	7. Reject – SCTA's proposal is non-responsive to the District's need for high school reform and innovation and is covered by District's response in #'s 3 and 4 above.

While SCTA confirmed at yesterday's meeting that it was not changing its last formal bargaining proposal to the District, at this time, the District is prepared to make one final settlement offer. Set forth below is a summary of this proposal. (Please see attachments for District's full proposal.)

Article 12 – Compensation	2002 / 2003:	In consideration of co-pay increases, a one- percent (1.0%) increase to all certificated salary schedules effective June 30, 2003. (Attachment B)
	2003 / 2004:	Reopen negotiations on salary.
Article 13 – Health Benefits		Effective June 30, 2003 implement co-pays of \$10 / \$10 / \$15 to all health plans provided by the District. (Attachment C)
Article 5 – Hours of Employment		Amend from eighteen (18) instructional minutes to fifteen (15) instructional minutes and harmonize with fifteen (15) minutes for non-teaching time rather than the thirty (30) minutes non-teaching time without lengthening the service day. (Attachment D)
Article 6 – Evaluation		Amend – District agrees to refer evaluation to Joint Committee. (Attachment(s) E, E-1 & E-2)
E21 High School Reinvention		Hold to position for high school reform. (Attachment F)
Appendix H – Peer Assistance & Review (PAR)		District accepts SCTA’s proposal to continue / rollover PAR provision.
Duration		Hold to proposal of two (2) year Successor Agreement from July 1, 2002 through June 30, 2004.

The above proposal was reached after lengthy reflection by the District, taking into account SCTA’s views and interests, our teacher’s interests and balancing the financial and educational interest of parents, students, and the community. As you can see from the District’s last, best and final offer, it has withdrawn its proposal for a Kaiser “cap” to District health benefit contributions for the term of the successor agreement. This will mean that unit members will not be “out of pocket” for health insurance premiums, but instead will only have to pay co-payments when health services are utilized. Also, the District is offering a one percent (1.0%) salary schedule increase effective June 30, 2003, is amending the hours of employment proposal to only convert fifteen (15) minutes of non-teaching, paid time to fifteen (15) minutes of instructional time without increasing the teacher’s service day. In addition, the District has conceded to refer our evaluation proposal to a joint committee for recommendation as SCTA has proposed. These are huge concessions on the part of the District.

The District strongly believes that the above package is fair and reasonable given the state of the economy in California and the educational expectations of parents, students and community-at-large. The District requests that the SCTA bargaining team agree to the District’s proposal for a July 1, 2002 through June 30, 2004, successor agreement. Alternatively, if you are unable to change your last formal proposal as a result of this new District proposal, please notify us immediately. If you are unable to change your formal bargaining position, thereby resulting in an impasse, then the District is prepared to take unilateral action beginning October 1, 2003 and implementation of co-pay increases effective November 1, 2003.

The District strongly urges SCTA in the interest of parents, students and SCTA / District harmony to accept the District’s last, best and final offer. I look forward to your decision regarding the District’s last, best and final offer.

Sincerely,

Brad Louie
Director, Employee Relations

Attachments*

Cc: Board of Education
Chuck McCully
Kathleen Whalen
Martin Fine
Bargaining Team

* Attachments will be hand delivered on September 17, 2003.