



OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824

(916) 643-9000 • FAX (916) 399-2058

Jorge A. Aguilar, Superintendent

June 13, 2019

BOARD OF EDUCATION

Jessie Ryan
President
Trustee Area 7

Darrel Woo
Vice President
Trustee Area 6

Michael Minnick
2nd Vice President
Trustee Area 4

Lisa Murawski
Trustee Area 1

Leticia Garcia
Trustee Area 2

Christina Pritchett
Trustee Area 3

Mai Vang
Trustee Area 5

Rachel Halbo
Student Board Member

Sent via email to dfisher@saccityta.com

David Fisher, President
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819

RE: State Superintendent Meeting and LMI

Dear Mr. Fisher:

Thank you for attending the meeting on Thursday June 6, 2019 with the District hosted by State Superintendent of Public Instruction Tony Thurmond. The District remains hopeful that we can resolve our differences and commence successor contract negotiations with SCTA in advance of the start of the 2019-20 school year so that we can shift our focus for the upcoming school year on ways to enhance educational opportunities for all of our students.

As we stated in our May 13, 2019 letter to State Superintendent Thurmond which we previously shared with you, we believe that there are three paths to moving our District forward: (1) addressing the District's current budget situation; (2) resolving existing contract disputes, and (3) commencing successor contract negotiations with SCTA. Our letter expressed the District's understanding of the June 6 meeting as part of our continued efforts on the first path— arriving at a common understanding of the District's current budget situation.

While we did not expect a proposal based on the agenda sent to all parties prior to the June 6 meeting, District staff, along with our Fiscal Advisor and staff from the Sacramento County Office of Education ("SCOE") will review such proposal and its viability for addressing the District's budget issues. As I mentioned during the meeting with State Superintendent Thurmond, SCTA's recommendations were presented on the same day the District's proposed final budget was scheduled for public hearing, along with our Local Control Accountability Plan ("LCAP"). The final budget will be acted on by the Board at our final Board meeting for this school year on June 20, 2019. Nonetheless, as we have done throughout our budget process, we will consider ideas and recommendations presented to the District for consideration in addressing our financial challenges beyond the 2019-2020 adopted budget. In fact, the District has considered some of the recommendations that you put forward at the meeting, including but not limited to how to best utilize any savings achieved from health plan changes - if/when achieved. We also have heard other ideas from stakeholders throughout a series of community budget workshops and other venues, including the Labor Management Consortium which is made up of our other labor partners.

As one of the elements of SCTA's budget recommendations, you propose changing health benefit plans and moving into CalPERS. While such may have an impact on the District's budget, that is not simply a budget recommendation. Rather, that is an item that relates to paths 2 and 3 (resolving existing contract disputes and commencing negotiations). We agree with

State Superintendent Thurmond that it would be inappropriate for him to be involved in our negotiations with SCTA and we believe it is critical for those negotiations to begin immediately. The District does not believe that the dispute concerning how to use savings achieved by a switch to health care plans if/when such are achieved should prevent the parties in moving forward with negotiations for a successor contract. First, there have been no changes to health plans and thus no savings from such. Nevertheless, while the grievance SCTA filed on June 4, 2019 concerning health plan savings is proceeding, the District will hold the projected savings from the HealthNet premium market reduction (offset by Kaiser's increased premium), in trust in order to allow for the conclusion of the process. Were it ultimately determined that such funds must go back to the bargaining unit, we would discuss how to appropriately apply these funds pursuant to Article 13.1.1. Beyond this, the District would like to commence with negotiations as we have other proposals to make that do not depend solely on switching health plan providers or yearly health care premium market force changes.

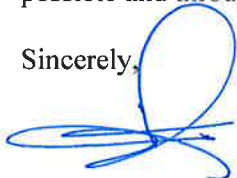
Resolving SCTA's disagreements with the District over current contract terms or the budget itself is not a prerequisite to beginning successor contract negotiations. Those matters can be bifurcated. To that end, we are requesting that SCTA commence negotiations around your proposal to move to CalPERS within the context of our successor collective bargaining agreement given that the current agreement expires on June 30, 2019. We urge you to begin negotiations so that we can move forward together on that path and avoid another school year that is consumed by contract negotiations and labor unrest. As two of the three dates proposed by the District last week have now passed, please send us proposed dates and times to commence negotiations at your earliest convenience.

Lastly, we would like to invite you to consider joining our other labor partners at the upcoming California Labor Management Initiative (CA LMI) taking place on June 25-26, 2019 in San Diego. As you may know, the Labor Management Initiative (LMI) is a CDE organization sponsored by CTA, ACSA, CCEE, CCSESA, California Federation of Teachers, CSBA, and AFL-CIO. This opportunity presents a valuable chance for us to build upon and overcome past dysfunction. We hope that you will consider joining our other labor partners who have committed to attend. Through a grant, we are able to cover the cost of attendance for up to two SCTA representatives. Additional information about LMI can be found at this link:

http://cdefoundation.org/cde_programs/clmi/

In summary, the District looks forward to commencing contract negotiations with SCTA as soon as possible and throughout the summer, and is available to meet on June 18, 25 and 26, 2019.

Sincerely,



Jorge A. Aguilar
Superintendent

cc: Tony Thurmond, California State Superintendent of Public Instruction
Dave Gordon, Sacramento County Superintendent of Schools
Phil Serna, Sacramento County Supervisor