



OFFICE OF THE SUPERINTENDENT

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Jorge A. Aguilar, Superintendent

BOARD OF EDUCATION

April 6, 2019

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David Fisher, President
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John Borsos, Executive Director
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819

Re: District Response to SCTA Letter and Agreement to Continue Discussions
with SCTA to Avert a Strike

Dear Mr. Fisher, Ms. Milevsky, and Mr. Borsos:

Thank you for [your letter of April 4, 2019](#) following up on the [District's April 2, 2019 letter](#) offering to continue discussions with SCTA leaders to avert a strike. We agree with SCTA leaders that a "fiscal summit" is a necessary and important step in overcoming our disagreements and to begin restoring trust between SCTA leaders and the District. While we asked that the April 2, 2019 letter be shared with the SCTA Executive Council prior to making the decision to select a strike date and then read that this did not occur, we would nonetheless like to discuss its content.

As stated in our April 2, 2019 letter, we remain committed to continuing discussions on the District's budget as well as the District's practices with SCTA leaders in an effort to avoid a strike. To that end, we would like to ask if you would be willing to revisit our offer to meet with SCTA representatives on April 8, 2019, along with a mediator from the State Mediation and Conciliation Service and appropriate District staff, to review the District's budget projections, address any questions that exist, discuss any areas that may be available for savings, and evaluate whether there are any ideas proposed by SCTA leaders that could be, but have not yet, been implemented.

I acknowledge that in an effort to avoid a strike in 2017, the District and SCTA leaders crafted a handwritten "framework agreement" that was less than clear and has resulted in disagreements over interpretation of key provisions related to salary and health benefits. I learned from that experience that hastily crafted agreements to avert labor actions do not allow for our best thinking on how to serve our students. This is why, while we are again on the verge of a strike by SCTA, our community cannot afford and I will not rush into, any take-it-or-leave-it proposals that are not subject to meaningful discussion and developed through collaboration with SCTA leaders. I have asked, and will continue to ask, that SCTA leaders agree to meet with the District to continue important discussions about our budget, understandings of prior agreements, and how we will step back from

this precipice and move our District forward in a way that benefits all stakeholders, most importantly our students.

I think we can agree that health benefits savings can and must be realized, and soon. Our Labor Management Consortium partners met with representatives from the California Education Coalition for Health Care Reform (CECHCR) yesterday to review plan options that could achieve savings to our District. This is an area where we have a mutual interest in working together, so while SCTA leaders did not accept our invitation to attend yesterday's meeting, we would like to work with you to identify future dates where SCTA leaders can participate. While we did not achieve health benefits savings through plan changes for the 2018-19 school year, we remain hopeful we can work together to do so for the 2019-20 school year.

As you know, we have a very short window of time in which to complete these discussions with CECHCR and implement health benefit plan changes prior to the July 1, 2019 anniversary date for benefits set forth in the SCTA collective bargaining agreement. If we miss this window again, significant savings will go unrealized once again for the 2019-20 school year. I hope that we can agree that the status quo would only benefit health insurance companies, and not our students. We would like SCTA leaders to meet with representatives from CECHCR and the District so that we can achieve health plan savings and begin the important discussions of how those savings can be used to serve our students.

We also remain committed to working together with SCTA leaders to discuss options for resolving the salary restructure grievance. We believe there are many ideas that can and must be considered as we continue to work toward resolving our budget crisis and give our students the educational opportunities they deserve. We are also committed to continuing our discussions that we began on March 28, 2019 regarding the District's practices.

While I understand that the relationship between the District and SCTA leaders is fractured, we are committed to improving how we work with each other to meet the needs of our students. We teach our students every day to be problem solvers. As educators, we need to do the same. This is a problem we can and must solve. We can and must avoid state takeover. But it will take collaboration, conversation, and creativity by all of us. Please let us know if you agree to meet with the District through the State Mediation and Conciliation Service next week so we can work together to avoid a strike.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jorge A. Aguilar', with a stylized flourish at the end.

Jorge A. Aguilar
Superintendent