



OFFICE OF THE SUPERINTENDENT

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VIA EMAIL

June 23, 2017

Nikki Milevsky, President
David Fisher, First Vice-President
John Borsos, Executive Director
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819

RE: SCTA Partial Acceptance of District May 17, 2017 Proposal

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

Thank you for your June 19, 2017 letter seeking partial acceptance of the District's May 17, 2017 contract proposal. We have noted that your acceptance of our offer is contingent upon moving forward only with the parts of the contract that raises salaries, while holding "final resolution of wages" and "the overall contract" open during fact-finding.

We want to remind you that our mission is to serve students. During this process we have negotiated with two goals in mind: 1) Reaching a deal that helps us retain and recruit high quality teachers; 2) Improving the educational quality of SCUSD schools for our students. We cannot move forward with a partial agreement that satisfies only the immediate needs of the adults, while sidelining the needs of students.

We have disagreed over the actual financial position of the District for nine months. Moving forward immediately to fact-finding is the best way to resolve this matter before the start of the next school year. The closer we get to the facts, the closer we can get to doing what is right. We strongly believe our current offer is fair to teachers and right for students. If the SCTA leadership at this point in time agrees with our assessment and would like to accept the offer we have put on the table, then we will be glad to conclude this process.

As things stand now, your June 19 letter is silent regarding other important components of our May 17 offer which directly benefits teachers, students, and families. Those include:

- Implementing CECHCR Project recommendations to provide 100% paid health benefits for unit members, and lifetime health benefits for retirees, at a lower cost to the District to generate savings that can be used to benefit the unit and students;
- Using part of those savings to provide an additional 2% increase in salary to unit members for 2017-18 (4% total for 2017-18);
- Using the remainder of those savings to fund additional priorities as mutually agreed with SCTA, which may include, but not be limited to:

Art and Music	Elementary Prep
Athletic Director Prep	Mentor Teachers
Assistant Athletic Director	Money for Extra Duty Sections
Counselors	Nurses
Class Size	Program Specialists
Department Chair Leads	School Psychologists

- Increasing prep teachers to allow preparation time for all special education special day class teachers;
- Adding up to 20 FTE of Speech, Language, and Hearing Specialists;
- Committing an amount equal to approximately 1.5% or more of total payroll for the Association which shall be placed in the jointly administered GASB fund (OPEB) to address the District's current employee and retiree health benefit unfunded liability, subject to available funding;
- Crediting unlimited years of experience to new hires and current unit members for placement on the salary schedule;
- Replacing "Appendix D" with specific contract language that ensures special needs students are served in accordance with developed IEPs;
- Updating the contract to include restorative practices that directly benefits students and teachers in the classroom; and
- Updating the contract to be consistent with legal requirements involving open periods for hiring new teachers.

In light of the foregoing, we invite you to revise your partial acceptance to include all of the important items provided in the District's May 17 proposal. To assist you, that offer will remain open and on the table for your full acceptance through June 30, 2017. If your preference is to decline, the District will continue with fact-finding and looks forward to working with you through that process.

Sincerely,



Jose Banda
Superintendent



Jay Hansen
Board President

cc: SCUSD Board of Education
SCUSD Negotiations Team
Cancy McArn
Scott Holbrook