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Established consistent maximum caseloads for special education teachers; and
Additional professional development sessions for teachers participating in co-teaching or
inclusive practices settings.

Moreover, in order to avert the strike threatened by SCTA in 2017, we agreed to a salary restructure beginning with the 2018-19 school year with a maximum cost to the District of 3.5%. This amounts to approximately \$7 - \$8 million per year toward salary increases to primarily benefit teachers in the B and C columns. As you know, we disagree with SCTA over the interpretation of that provision and are waiting for an arbitrator to decide the issue. The District and Board of Education has and remains committed to providing for a salary restructure that does not exceed the District's budgeted 3.5% cost for 2018-19 and have [repeatedly](#) stated this.

I agree that health plan savings are an essential part of saving our schools and ensuring that we redirect dollars back into the classroom rather than continue to have only nine cents (\$.09) of every dollar go to our students and programs while the remaining ninety-one cents ([\\$.91](#)) is [spent on employee benefits and salary](#). Four of our labor partners have begun negotiations with the District and are discussing ideas around achieving health plan savings. We have offered SCTA leadership [over twenty-four dates](#) to come to the bargaining table to begin these important discussions and to date you have not agreed to meet to begin successor contract negotiations.

With respect to the District "honoring" the signed written agreement regarding health plan savings, we have been seeking to work with you to honor the agreement as we understand it. As you know, that agreement required SCTA leaders and the District to meet and "[to effectuate on or before July 1, 2018 changes to the health plan](#)" in order for those savings to be returned to the SCTA bargaining unit. Plan changes by July 1, 2018 would have allowed the District to realize significant cost savings estimated at approximately \$11-\$16 million dollars during the 2018-19 school year. However, no plan changes occurred by July 1, 2018. This inaction on health savings has only resulted in the hastening of the District's financial decline and inability to remain fiscally solvent for our students and families.

At this point in the time, we need to negotiate health cost sa71 Tm0 @057>167@0560F6 12 Tfbwe t

schools from a state takeover.