



STATE BOARD OF EDUCATION  
LANSING, MICHIGAN 48909

Michelle Fecteau

December 6, 2013

Frederick Pacheco, President  
Cesar Chavez Academy Board of Directors/Leona Group  
1 Energy Plaza  
Detroit, MI 48226

Dear Mr. Pacheco:

My name is Michelle Fecteau, and I am a member of the Michigan Board of Education. Recently, teachers from Cesar Chavez Academy (CCA) approached me with concerns regarding the CCA school district. As you are no doubt aware, your representatives have been engaged in negotiations with the teachers union for a first collective bargaining agreement at CCA; therefore, any changes to the working conditions within the district must be negotiated at the bargaining table. I was alarmed to hear that the union needed to file a number of Unfair Labor Practices (ULPs) at the National Labor Relations Board (NLRB) because decisions were made that circumvented the bargaining process.

I understand that the CCA Board of Directors has contracted the Leona Group to manage the day-to-day operations of the district and has entrusted individuals from The Leona Group to represent the interests of CCA at the bargaining table. However, I urge you to take the Board's role in shaping decisions at CCA seriously. The State of Michigan grants certain powers and responsibilities to the CCA Board to ensure that the district complies with state and federal laws. The Board is further charged with protecting and upholding the CCA mission, "to provide for the unique needs of our students through innovative experiences in a fully inclusive, safe, and nurturing environment."

I urge both the Board and the Leona Group to work with the Michigan Alliance of Charter Teachers and Staff (Michigan ACTS) to resolve all issues at the school district—especially those that have resulted in ULPs. All parties have an obligation to the students and families of Detroit to participate in the decision-making process and ensure conflicts are resolved at the bargaining table, not at the NLRB.

I would like to meet with you directly so I can learn about your school community and let you know how the Michigan Board of Education can help make CCA the best possible school community. Please contact me by December 16, 2013 and let me know your availability. I can be reached at (313) 942-0407. I look forward hearing from you.

Sincerely,

Michelle Fecteau

cc: Dr. William Coats  
Diane Griggs  
Georgia Rodgers