Sacramento City Unified School District 5735 47th Avenue • Sacramento, CA 95824 (916) 643-9000 • FAX (916) 399-2058 Jorge A. Aguilar, Superintendent

December 9, 2019

BOARD OF EDUCATION Sent via email to dfisher@saccityta.com

Jessie Ryan President Trustee Area 7

David Fisher, President

Darrel Woo Sacramento City Teachers Association (SCTA)

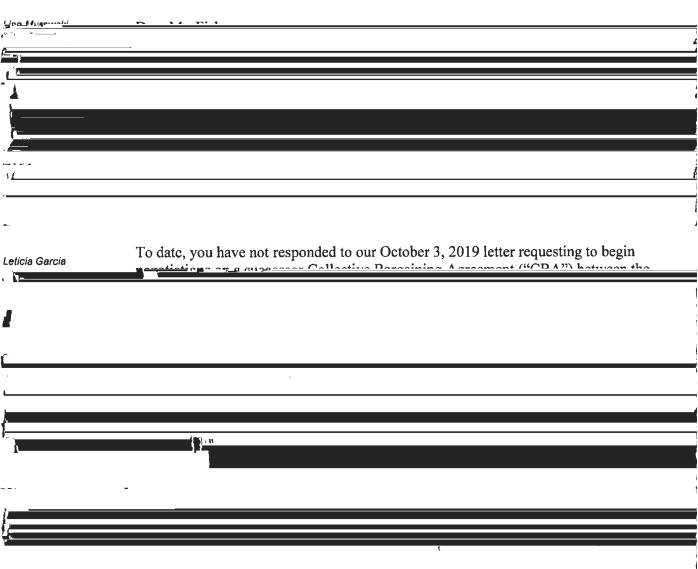
Vice President Trustee Area 6 5300 Elvas Avenue Sacramento, CA 95819

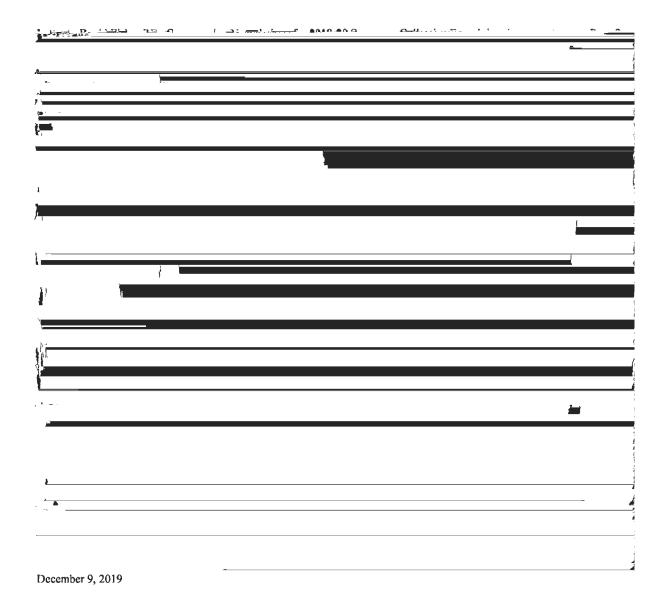
Re:

Michael Minnick 2nd Vice President Trustee Area 4

Commencing Negotiations for 2019-20 Successor Collective Bargaining

Agreement





In yet another effort to move the negotiations process forward, attached to this letter are the District's negotiations proposals on Article 5 (Hours of Employment), Article 6 (Evaluation), Article 8 (Transfers), Article 12 (Companyation), and Article 17 (Class Size). These proposals

| - colle to | OFFICE OF THE SUPERINTENDENT |
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| | October 17, 2019 |
| | Sent via email: dfisher@saccityta.com |
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| | You also state that because the District has not fully implemented the salary restructure by paying the retroactive salary earnings to employees for the 2018-19 school year, SCTA cannot negotiate wages going forward. This is simply not true. The new salary sechedule structure is fully in effect for the 2018-19 school year, and the salary sechedule structure is fully in effect for the 2018-19 school year. |
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Additionally, as previously stated, the District has already included these retroactive payments in its 2019-2020 Budget and is committed to issuing base salary retroactive payments in November. There is nothing about the salary restructure implementation that should delay our ability to return to the bargaining table.

Furthermore, as you know our budget has been disapproved by the Sacramento County Office of Education. They have also encouraged the District to begin negotiations with SCTA to address our current \$27 million dollar structural deficit that will allow the District to have a budget that is not negatively certified and reduce the oversight by the Sacramento County Office of Education and its Fiscal Adviser. In its Letter of September 11, 2019, SCOE urged the District and SCTA to commence negotiations, stating:

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| Letter to David Fisher RF: Request to Commence Negotiations for 2019-20 Successor Contrac | t Page 3 of 3 |
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| 1019, the District made a proposal relative to the 2020-21 and 2021-22 so | |
| late. SCTA leaders have not agreed to meet with the District to discuss the | his proposal nor has it |
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offered any alternative to the District's proposal. We believe this issue demands our respective attention sooner, rather than later, so that any changes agreed upon can be shared with our

5735 47th Avenue • Sacramento, CA 95824

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| 7.2. | As you know from our letters of August 2, August 13, and August 16, 2012, we invited the |
| | Sacramento City Teachers Association ("SCTA") to mcct with the District yesterday to begin negotiations on a successor contract. Unfortunately, SCTA leaders did not accept our invitation. |
| • | Instead, you sent a letter on August 21, 2019 demanding that we "resolve a number of |
| f | "outstanding issues" referenced in your letter are the same as those referenced in your document |
| 4 | labeled a "proposal" or your <u>August 8, 2019 letter</u> , we reiterate again that those issues are not unresolved and do not stand in the way of the District and SCTA beginning |
| ; | the negotiations process. |
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August 23, 2019

BOARD OF EDUCATION

Jessie Ryan President Trustee Area 7 Mr. David Fisher, President

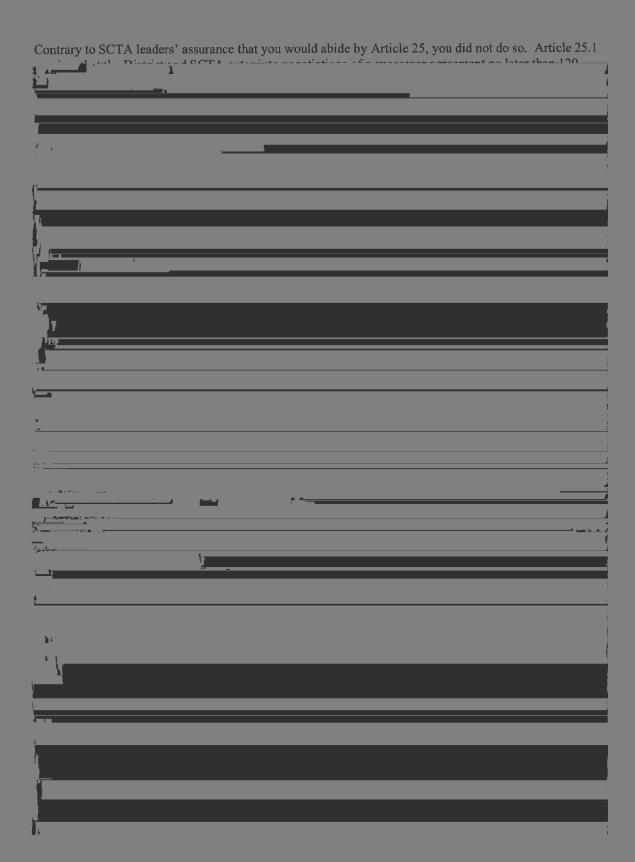
Sacramento City Teachers Association

5300 Elvas Avenuc

Sacramento, CA 95819

Darrel Woo Vice President

DE. Commencing Negatiations



March 23, 2019 email from SCTA Executive Director John Borsos to Superintendent Aguilar:

"We believe bargaining for a successor contract will be more productive after the district honors and fully implements the current contract and remedies its unlawful conduct."

In this correspondence SCTA leaders add another precondition to beginning negotiations for a successor contract—"remedying [the District's alleged] unlawful conduct" without describing what unlawful conduct must be remedied.

• April 12, 2019 letter from SCTA leaders to the District following SCTA's one-day strike:

"The strike yesterday was the clearest expression of a membership mandate that honoring the contract and obeying the law is the appropriate starting point for a renewed discussion. Toward that end, we are proposing once again to give the District the opportunity to fix its unlawful actions prior to SCTA representatives gathering to discuss next steps to get the District to honor the contract and obey the law."

| Here, SCTA leaders expanded the prec | conditions to negotiations claiming that numerous unfair practices |
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notwithstanding that SCTA leaders had not specified which alleged unfair practices justified the strike or

| salary rest | tructure consistent with th | e arbitrator's decision was being | g discussed between the District and |
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5735 47th Avenue • Saeramento, CA 95824 (916) 643-9010 • FAX (916) 399-2058 Jorge A. Aguilar, Superintendent

BOARD OF EDUCATION

August 16, 2019

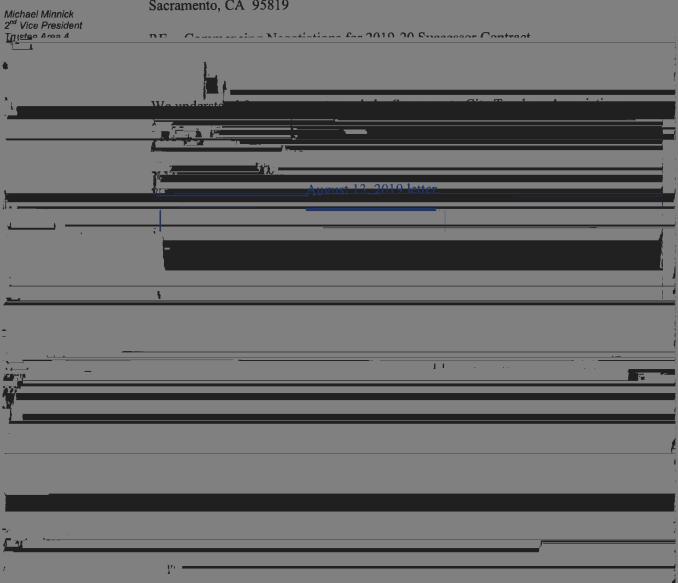
Jessie Ryan President Trustee Area 7

Sent via email to dfisher@saccityta.com

Darrel Woo Vice President Trustee Area 6 David Fisher, President

Sacramento City Teachers Association

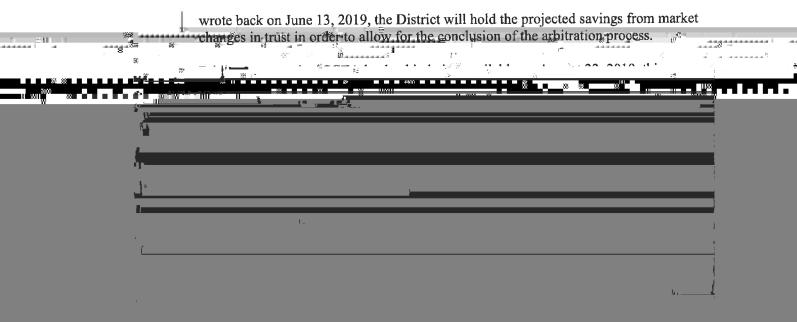
5300 Elvas Avenue Sacramento, CA 95819

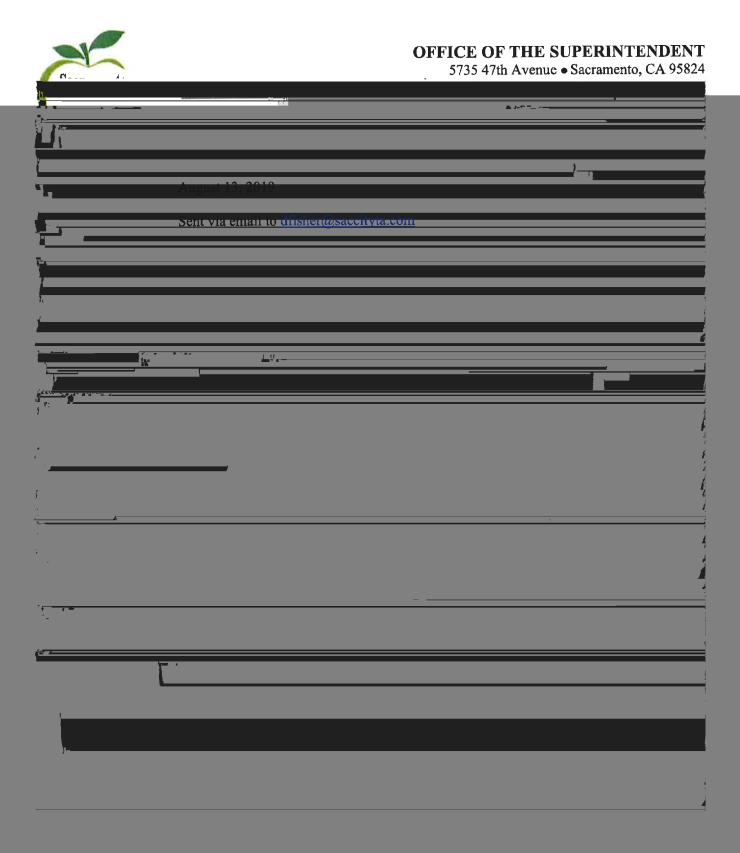


The below restates our responses to each of the items you have listed as "obstacles to negotiations" as stated in our August 13, 2019 letter:

1. Filling of vacancies: District staff has been extremely busy this summer working to fill part partitions. As of the date of this letter, the District has staffed 06% of its

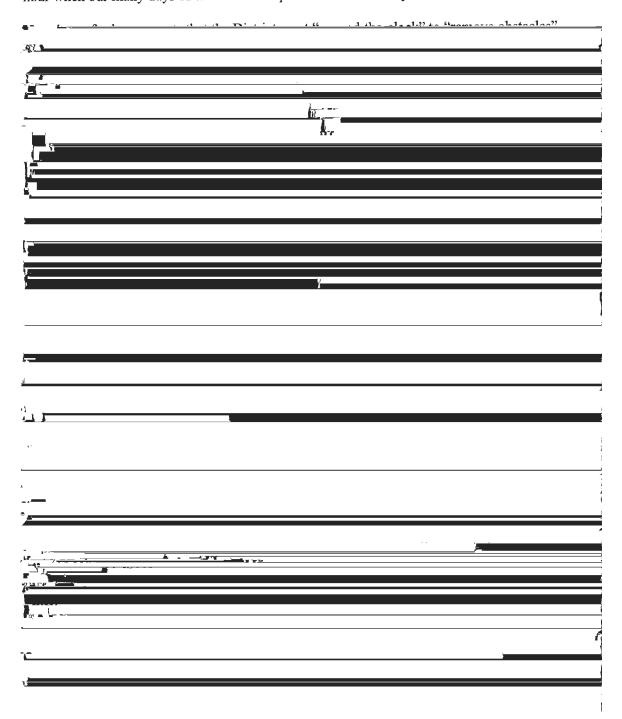


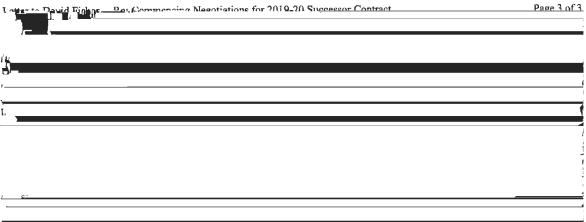




It is important to note that Mr. McWhorter's microphone was not cut off by President Ryan. She does not have the technological control over the microphone. Instead, staff members in the control room control the microphone and other Board Meeting-related technology.

Concerning our August 2nd proposal, I assure you that the District sent its proposals at the late hour when our many days of work was completed and not for any other reason.





August 13, 2019

commencing successor contract negotiations. As we wrote back on June 13, 2019, the District will hold the projected savings from market changes in trust in order to allow for the conclusion of the arbitration process.

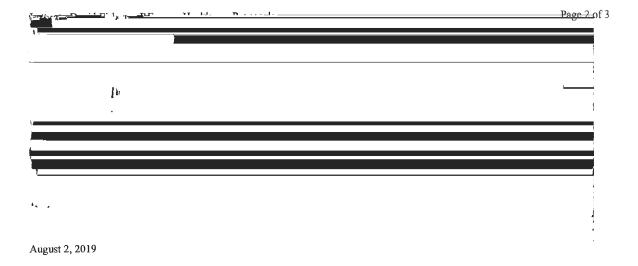
Your recent communication appears to be yet another attempt to delay negotiations on a successor contract, something the District has requested to begin since November 2018. It also appears to be conditional bargaining in violation of Government Code section 3543.6 and the



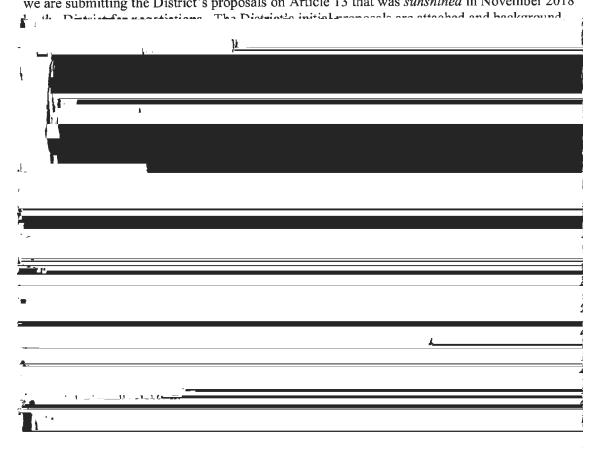


OFFICE OF THE SUPERINTENDENT5735 47th Avenue • Sacramento, CA 95824

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| | With less than a month left before the start of the 2019-2020 school year, the District |
| | remains committed to working with the leaders of the Sacramento City Teachers |
| | Association ("SCTA") to negotiate a successor contract that is fair to our hard-working |
| 7 | adventure lange the District freeelly columnt and most important provides and and |
| 4 | with greater opportunities to reach their potential. The District has requested to |
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| P | know, the last round of negotiations between the District and SCTA took nearly |
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| | fourteen (14) months, with over thirty (30) negotiations, mediation, and pre-fact-finding |
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| | Despite the District's efforts to begin negotiations, |
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| | . To the extent that there were |
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| | or are lingering issues with the 2017 Tentative Agreement, the salary restructure issue |
| | was resolved through arbitration. The interpretation of section 13.1.1 will also be |
| | resolved through arbitration of your grievance filed on June 4, 2019. Neither of these |
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In our June 20, 2019 letter, the District notified SCTA leaders that we would submit proposals to SCTA electronically if we did not receive a response on our request to begin negotiations. Given that SCTA leaders have not accepted the District's request to begin negotiations, and because we must move the negotiation process forward in order to bring fiscal stability to the District and provide the programs and services that our students desperately require to succeed, we are submitting the District's proposals on Article 13 that was *sunshined* in November 2018



Letter to David Fisher RE Healthcare Proposal Page 3 of 3 August 2, 2019

end dates. One major underlying goal is to offer opportunities and enrichment for students to attend local institutions of higher education.

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| 221) consistent with the 2017 Tentative Agree explained in numerous letters, including the 218, the District's proposed changes to the sele students and families we serve. The propose hool districts and increases academic, enrichment | o remaining school years (2019-2020 and 2020- ement for a possible mid-August start date. As ose of <u>December 14, 2018</u> and <u>December 21</u> , hool calendar are critical to address the needs of all aligns the District's calendar with neighboring ment, and workforce opportunities for students. to these changes for the 2019-20 school year. |
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5735 47th Avenue • Sacramento, CA 95824 (916) 643-9000 • FAX (916) 399-2058 Jorge A. Aguilar, Superintendent

June 13, 2019

BOARD OF EDUCATION Sent via email to dfisher@saccityta.com

Jessie Rvan

Trustee Area 7 David Fisher, President Sacramento City Teachers Association Darrel Woo 5300 Elvas Avenue Vice President 14 BR Cant after minter days be aster and the har 2nd Vice President Trustee Area 4 Dear Mr. Fisher:

Lise Murawski Trustee Area 1 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

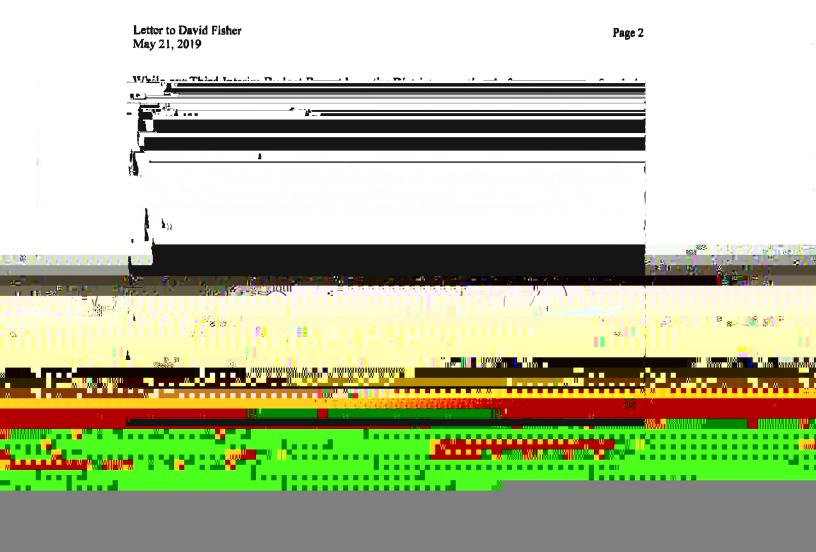
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| negotiations with SCTA and we believe | e it is critical for those negotiations to begin immediately. The |
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5735 47th Avenue • Sacramento, CA 95824 (916).643-9000 • FAX (916) 399-2058.

Jorge A. Aguilar, Superintendent

May 21, 2019 **BOARD OF EDUCATION** Sent Via Email (dfisher@saccityta.com) David Fisher Jessie Ryan President Trustee Area 7 President, Sacramento City Teachers Association 5300 Elvas Avenue Sacramento, CA 95819 Darrei Woo Vice President Dear Mr. Fisher: Michael Minnick 2rd Vice President I want to express again the District's appreciation of your appoundment on New 16



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| May 13, 2 | 2019 | Jorge | A. Aguilar, Superintendent |

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Letter to Tony Thurmond, CA State Superintendent
RE: Meeting with Representatives of the SCI/SD and SCTA
May 13, 2019

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th and reach a common



5735 47th Avenue • Sacramento, CA 95824 (916) 643-9000 • FAX (916) 399-2058

Jorge A. Aguilar, Superintendent

BOARD OF EDUCATION April 6, 2019

Jessie Ryan President Trustee Area 7

Darrel Woo Vine President_ David Fisher, President

Nikki Milevsky, First Vice President

John Borsos, Executive Director

Trustee Area 6

Sacramento City Teachers Association

5300 Elvas Avenue

Michael Minnick 2rd Vice President Trustee Area 4

Sacramento, CA 95819 Dear Mr. Fisher, Ms. Milevsky, and Mr. Borsos:

Lisa Murawski Trustee Area 1

Leticia Garcia Trustee Area 2

Christina Pritchett Trustee Area 3

| District Kesp | onse to SULA | Letter and A | greement to | Continue I | Discussion | ns _o |
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| | 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 | |
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5735 47th Avenue • Sacramento, CA 95824

(916) 643-9000 • FAX (916) 399-2058

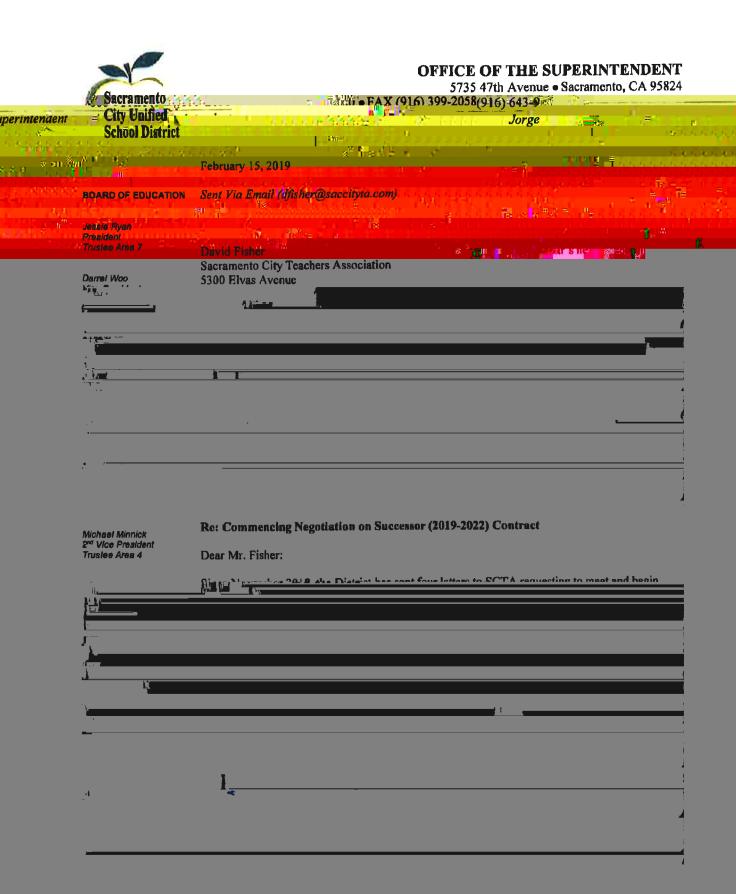
Jorge A. Aguilar, Superintendent

| BOARD OF EDUCATION | March 4, 2019 | |
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| Jessie Ryan President Truslee Area 7 | Sent Via E-mail; dfisher@saccityta.com | |
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Response to Specific Allegations

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provide an analysis of certain SCTA suggested budget adjustments. In response, SCOE



A. Aguilar, S



HUMAN RESOURCE SERVICES

PA POY 146270 a Convenienta CA 05974 6970

(916) 643-9050 • FAX (916) 399-2016

Jorge A. Aguilar, Superintendent Cancy McAm, Chief Human Resources Officer

BOARD OF EDUCATION

January 17, 2019

Jessis Ryan President Trustos Area 7

David Fisher

President, Sacramento City Teachers Association

5300 Elvas Avenue

Darrel Who Vice President Trustee Area 6 Sacramento, CA 95819-2333

e: First Negotiations Session

Michael Minnick 2nd Vice President

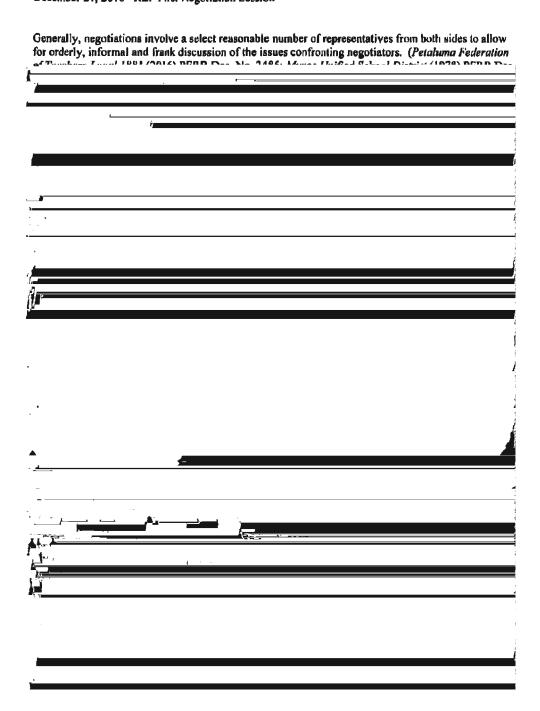
Dear Mr. Fisher:

January 14, 2019, in which SCOE reiterated its request "that the district quickly

identify cuts and expedite actions that could be taken on items that do not require

| | | PRICE OF THE SUBFDINTENDENT |
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| Sacramenta | December 21, 2018 | 5735 47th Avenue • Sacramento, CA 95824 |
| | Sent Via Email (dfisher@saccityta.com) | |
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| BOARD OF EDUCATION | Sent Via Email (dfisher@saccityta.com) |
| Jessie Ryen President | David Fisher |
| Trustee Area 7 | Sacramento City Teachers Association 5300 Elvas Avenue Sacramento, CA 95819-2333 |
| Darrel Woo Vice President Trustae Arca 6 | Dear Mr. Fisher: |
| | This consecondance is in records to the successes contract manufactions with SCTA |
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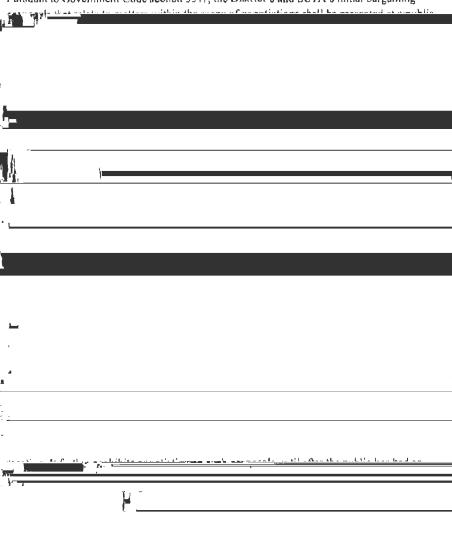
SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

BOARD OF EDUCATION

November 15, 2018

SUNSHINING OF DISTRICT'S INITIAL PROPOSAL TO THE SACRAMENTO CITY TEACHERS ASSOCIATION (SCTA) FOR 2019-2022 SUCCESSOR AGREEMENT

Pursuant to Government Code section 3547, the District's and SCTA's initial bargaining



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5735 47th Avenue • Sacramento, CA 95824 (916) 643-9000 • FAX (916) 399-2058 Jorge A. Aguilar, Superintendent

November 9, 2018

BOARD OF EDUCATION

Sent Via Email (dfisher@saccityta.com)

Jessie Ryan President Trustee Area 7

Darrel Woo Vice President

Trustae Aroa 6

David Fisher

Sacramento City Teachers Association

5300 Elvas Avenue Sacramento, CA 95819

Michael Minnick 2nd Vice President

Re: Health Plan Savings

Dear Mr. Fisher:

Jay Hansen Trustee Area 1

Ellen Cochran Trustee Area 2

The District is pleased to learn that SCTA wishes to engage in "immediate discussions ... to consider potential health plan savings," as stated in your letter of November 1, 2018. The District has been seeking SCTA's cooperation in order to come to an agreement on health plan costs savings for quite some time.

Christina Pritchett Trustea Area 3

Contrary to the version of events described in your letter, it has been SCTA who has delayed the effectuation of the health plan costs savings that were agreed to in Article

13.1.1 of the tentative agreement ratified on December 7, 2017. As with previous communications, the November 1, 2018, SCTA letter again leads with the position that

Mai Vang Trustee Aree 5

