

**Sacramento
City Unified
School District**

OFFICE OF THE SUPERINTENDENT

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
Sacramento City Teachers Association (SCTA)
5300 Elvas Avenue
Sacramento, CA 95819

*Darrel Woo
Vice President
Trustee Area 6*

*Michael Minnick
2nd Vice President
Trustee Area 4*

Re: Commencing Negotiations for 2019-20 Successor Collective Bargaining Agreement

[REDACTED]

Leticia Garcia

To date, you have not responded to our October 3, 2019 letter requesting to begin negotiations on a successor Collective Bargaining Agreement ("CBA") between the

[REDACTED]

[REDACTED]

December 9, 2019

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 (Compensation), and Article 17 (Class Size). These proposals

OFFICE OF THE SUPERINTENDENT

October 17, 2019

Sent via email: dfisher@saccityta.com

dates and

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 schedule structure is fully in effect](#)

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:

“Although there have been delays in this process, we see that the district has submitted an initial Negotiations Proposal to the Sacramento City Teachers’

Association. We again encourage the district and its bargaining units to immediately accelerate the negotiations process so that all possible savings to

[REDACTED]

2019, the District made a proposal relative to the 2020-21 and 2021-22 school calendars. To date, SCTA leaders have not agreed to meet with the District to discuss this proposal nor has it



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



[Redacted header text]

(9 60)

October 3, 2019

Sent via email to dfisher@saccityta.com

[Redacted text]

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5735 47th Avenue • Sacramento, CA 95824
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Jorge A. Aguilar, Superintendent

To date, you have not responded to the District's most recent [August 23, 2019 letter](#) requesting to begin negotiations on a successor Collective Bargaining Agreement ("CBA") between the District and the Sacramento City Teachers Association ("SCTA"), or [any of our fifteen \(15\)](#)

. As you know, the

term of the CBA expired on June 30, 2019. Beginning negotiations is critical to the work in

~~to address the District's current and addressing our current \$27 million structural deficit. The~~
[Redacted text]

BOARD OF EDUCATION

Jessie Ryan
President
Trustee Area 7

Mr. David Fisher, President

[Redacted text]

Sacramento City Teachers Association (SCTA)

5200 F Street

Dezral Wood

[Redacted text]

Vice President
Trustee Area 6

Sacramento, CA 95819

OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824

(916) 642-0000 • FAX (916) 300-2058

Sacramento

Sent via email: dfisher@saccityta.com

As you know from our letters of [August 2](#), [August 13](#), and [August 16, 2019](#), we invited the Sacramento City Teachers Association (“SCTA”) to meet 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

“outstanding issues” referenced in your letter are the same as those referenced in your [document](#) labeled a “proposal” or your [August 8, 2019 letter](#), 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.

August 23, 2019

BOARD OF EDUCATION

Jessie Ryan
President
Trustee Area 7

Darrel Woo
Vice President

Mr. David Fisher, President
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819

RE: Commencing Negotiations

Contrary to SCTA leaders' assurance that you would abide by Article 25, you did not do so. Article 25.1

[REDACTED]

- 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 preconditions to negotiations claiming that numerous unfair practices

[REDACTED]

allied to have been committed by the District must be resolved before negotiations could begin

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

notwithstanding that SCTA leaders had not specified which alleged unfair practices justified the strike or

salary restructure consistent with the arbitrator's decision was being discussed between the District and

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Relations Board based on SCTA filing a claim against the District in that forum.

From November 2018 to present, the preconditions that SCTA leaders claim must be met before

[REDACTED]

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 vacant positions. As of the date of this letter, the District has staffed 96% of its

[REDACTED]

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.

[REDACTED]



OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824

August 13, 2019

Sent via email to dfisher@saccityia.com

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.

[REDACTED]

[redacted]

[redacted]

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

[redacted]



Sacramento

OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824

(916) 642-0000 • FAX (916) 200-2059

August 2, 2019

Sent via email to dfisher@saccityfa.com

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 educators, keeps the District fiscally solvent, and, most important, provides educators with greater opportunities to reach their potential. [The District has requested to](#)

. As you know, the last round of negotiations between the District and SCTA took nearly

fourteen (14) months, with over thirty (30) negotiations, mediation, and pre-fact-finding

Despite the District’s efforts to begin negotiations, [that ne](#)

. To the extent that there were 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

[REDACTED]

August 2, 2019

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 to the District for negotiations. The District's initial proposals are attached and background

[REDACTED]

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

On March 1, 2018, the District and SCTA agreed to a 2018-2019 calendar which maintained the status quo by starting the work year on August 20, 2018. The District and SCTA leaders

[REDACTED]

also agreed to continue negotiations for the two remaining school years (2019-2020 and 2020-2021) consistent with the 2017 Tentative Agreement for a possible mid-August start date. As we explained in numerous letters, including those of December 14, 2018 and December 21, 2018, the District's proposed changes to the school calendar are critical to address the needs of the students and families we serve. The proposal aligns the District's calendar with neighboring school districts and increases academic, enrichment, and workforce opportunities for students. Unfortunately, SCTA leadership did not agree to these changes for the 2019-20 school year.

The District is again proposing to change the school calendar for the 2020-21 and 2021-2022

[REDACTED]



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School District**

OFFICE OF THE SUPERINTENDENT

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 Ryan

Trustee Area 7

**David Fisher, President
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819**

*Darrel Woo
Vice President*

DR - State Administrator Dept Meeting - 6/13/19

*2nd Vice President
Trustee Area 4*

Dear Mr. Fisher:

*Lisa 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 can resolve our differences and commence successful contract negotiations with SOTA in

[REDACTED]

negotiations with SCTA and we believe it is critical for those negotiations to begin immediately. The District does not believe that the dispute concerning how to use savings achieved by a switch to health

[REDACTED]

Jorge A.



OFFICE OF THE SUPERINTENDENT

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)*

*Jessie Ryan
President
Trustee Area 7*

David Fisher
President, Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819

*Darrel Woo
Vice President*

Re: Lookins Forward: Commencing Negotiations on Sacramento (2019-2022) Contract

[REDACTED]

*Michael Minnick
2nd Vice President*

Dear Mr. Fisher:

I want to express again the District's appreciation of your announcement on May 16

[REDACTED]



[REDACTED]

May 13, 2019

Jorge A. Aguilar, Superintendent

Letter to Tony Thummond, CA State Superintendent
RE: Meeting with Representatives of the SCSISD and SCTA
May 13, 2019

Page 3

forward on each of the following three paths and that taking one path and ignoring the others

th and reach a common

understanding of the

members to discuss the first

[REDACTED]



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5735 47th Avenue • Sacramento, CA 95824
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Jorge A. Aguilar, Superintendent

BOARD OF EDUCATION April 6, 2019

Jessie Ryan
President
Trustee Area 7

David Fisher, President
Nikki Milevsky, First Vice President
John Borsos, Executive Director

Darrel Woo
Vice President

Trustee Area 6

Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819
Dear Mr. Fisher, Ms. Milevsky, and Mr. Borsos:

Michael Minnick
2nd Vice President
Trustee Area 4

Re District Response to SCTA Letter and Agreement to Continue Discussions
with SCTA to Avert a Strike your letter of April 4, 2019 District's April 2, 2019
letter

Lisa Murawski
Trustee Area 1

Leticia Garcia
Trustee Area 2

Christina Pritchett
Trustee Area 3

[REDACTED]

[REDACTED]

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

[REDACTED]



OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824

(916) 643-9000 • FAX (916) 399-2058

Jorge A. Aguilar, Superintendent

BOARD OF EDUCATION March 4, 2019

Jessie Ryan
President
Trustee Area 7

Sent Via E-mail: dfisher@saccityta.com

[REDACTED]

5300 Elvas Avenue
Sacramento, CA 95819

Michael Minnick

Response to Specific Allegations

[REDACTED]

SCTA by backtracking on the framework agreement signed in November 2107. I disagree with your claims that I backtracked on the framework agreement reached with Mayor Steinberg in November 2017. As you know, we have implemented all of the provisions memorialized in our

[REDACTED]

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

[REDACTED]



OFFICE OF THE SUPERINTENDENT
5735 47th Avenue • Sacramento, CA 95824

PHONE (916) 399-2058 FAX (916) 643-9000

A. Aguilar, Superintendent

Jorge

February 15, 2019

BOARD OF EDUCATION *Sent Via Email (dfisher@saccityta.com)*

Jessie Ryan
President
Trustee Area 7

David Fisher
Sacramento City Teachers Association
5300 Elvas Avenue

Darrel Woo

Re: Commencing Negotiation on Successor (2019-2022) Contract

Michael Minnick
2nd Vice President
Trustee Area 4

Dear Mr. Fisher:

As of November 2018, the District has sent four letters to SOTA requesting to meet and begin

[REDACTED]



HUMAN RESOURCE SERVICES
P.O. Box 246870 • Sacramento, CA 95824-6870

(916) 643-9050 • FAX (916) 399-2016

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

BOARD OF EDUCATION

January 17, 2019

Jessie Ryan
President
Trustee Area 7

David Fisher
President, Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819-2333

Daniel Woo
Vice President
Trustee Area 6

Re: First Negotiations Session

Michael Minnick
2nd Vice President

Dear Mr. Fisher:

Wearing my hat as the District representative, I am writing you the correspondence the District received from SCOE on

Lisa Murawski
Trustee Area 1

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

OFFICE OF THE SUPERINTENDENT

Sacramento

December 21, 2018

5735 47th Avenue • Sacramento, CA 95824

Sent Via Email (dfisher@saccltya.com)

Generally, negotiations involve a select reasonable number of representatives from both sides to allow for orderly, informal and frank discussion of the issues confronting negotiators. (*Petaluma Federation of Teachers Local 1881 (2016) PPPD Dec. No. 2496; Mendocino United School District (2014) PPPD Dec. No. 2496*)

[REDACTED]



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BOARD OF EDUCATION Sent Via Email (dfisher@saccityta.com)

*Jessie Ryan
President
Trustee Area 7*

**David Fisher
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819-2333**

*Darel Woo
Vice President
Trustee Area 6*

Dear Mr. Fisher:

This correspondence is in regards to the success contract negotiations with SCTA for 2010.

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

[REDACTED]

Propose amendments including but not limited to, processes and procedures for resolution

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Propose amendments regarding associate student discipline, practices and interventions

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

ARTICLE 12: COMPENSATION

Propose to negotiate in good faith over compensation within the limits of available funds

[REDACTED]

[REDACTED]



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Jorge A. Aguilar, Superintendent

November 9, 2018

BOARD OF EDUCATION

Sent Via Email (dfisher@saccityta.com)

*Jessie Ryan
President
Trustee Area 7*

David Fisher
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819

*Darrel Woo
Vice President
Trustee Area 6*

*Michael Minnick
2nd Vice President
Trustee Area 4*

Re: Health Plan Savings

*Jay Hansen
Trustee Area 1*

Dear Mr. Fisher:

*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
Trustee 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 the Salary Schedule Structure proposed by SCTA must be implemented or covered all

*Mai Vang
Trustee Area 5*

Nevertheless, and despite the above noted points of disagreement, the District also wishes to resume discussions and hopes that SOTA will comply with the language of Article 12.1.1.

[REDACTED]

Relatedly, we are initiating the "sunshining" process of the District's initial proposal for a 2019-2022 Strategic CPA at the November Board Meeting. November 15, 2018.

[REDACTED]

[REDACTED]