



**Sacramento
City Unified**

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

*Jessie Ryan
President
Trustee Area 7*

David Fisher, President
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: State Superintendent Meeting and LMI

Dear Mr. Fisher:

State Superintendent Thurmond that it would be inappropriate for him to be involved in our negotiations with SCTA and we believe it is critical for those negotiations to begin immediately. The

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**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

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
Trustee Area 6*

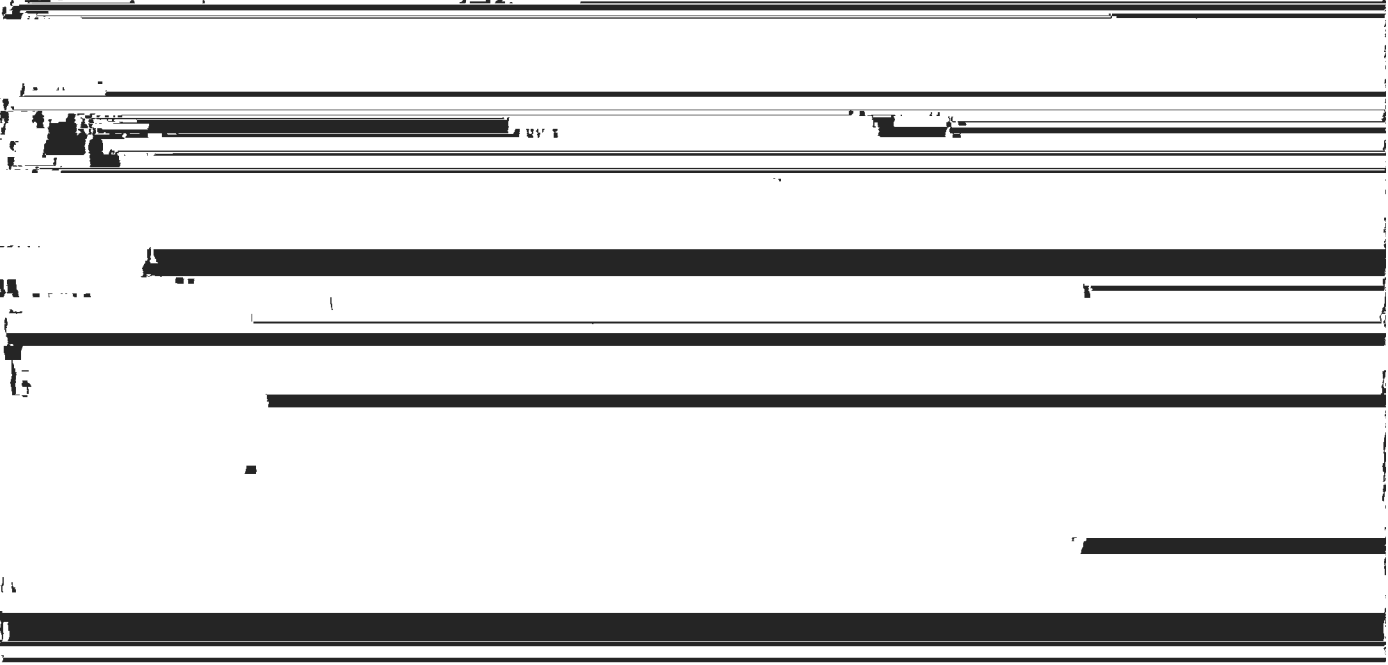
Re: Looking Forward: Commencing Negotiations on Successor (2019-2022) Contract

*Michael Minnick
2nd Vice President
Trustee Area 4*

Dear Mr. Fisher:

I want to express again the District's appreciation of your announcement on May 16, 2019 that the SCTA leadership is delaying its strike that was originally scheduled for tomorrow, May 22, 2019, as a "gesture of good faith in response to a request from

Lisa Murawski



While our Third Interim Budget Report buys the District some time before we run out of cash, it is clear that our District continues to run a structural deficit that is not sustainable and must be

addressed. Students and families are depending on us to provide a high quality education. We must take immediate action to address the structural deficit. We must reduce our expenditures and increase our revenues. We must ensure that we are providing the best possible education for our students while also being fiscally responsible. We must ensure that we are providing the best possible education for our students while also being fiscally responsible. We must ensure that we are providing the best possible education for our students while also being fiscally responsible.



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City Unified

OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824

(916) 643-0000 • FAX (916) 399-0050

[Redacted content]

Jorge A. Aguilar, Superintendent

May 13, 2019

BOARD OF EDUCATION

Sent Via Email to:

Jessie Ryan
President
Trustee Area 7

Darrel Woo
Vice President
Trustee Area 6

Honorable Tony Thurmond
California Superintendent of Public Instruction
California Department of Education
1430 N Street
Sacramento, CA 95814-5901

Michael Minnick
Vice President

Re: Meeting with Board of Education

[Redacted content]

Path 1 - [REDACTED]

As a first path to moving our District forward, we are willing to participate in a meeting if the meeting you have proposed is intended to arrive at a common understanding of the District's

[REDACTED]



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5735 47th Avenue • Sacramento, CA 95824

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

Jorge A. Aguilar, Superintendent

[Redacted]

[Redacted]

BOARD OF EDUCATION April 6, 2019

Jessie Ryan
President
Trustee Area 7

Darrel Woo
Vice President
Trustee Area 6

Michael Minnick
2nd Vice President
Trustee Area 4

Lisa Murawski
Trustee Area 1

Leticia Garcia
Trustee Area 2

Christina Pritchett
Trustee Area 3

Mai Vang
Trustee Area 5

Rachel Halbo
Student Board Member

David Fisher, President
Nikki Milevsky, First Vice President
John Borsos, Executive Director
Sacramento City Teachers Association

300 E. 47th Avenue following up on the
Sacramento, CA 95819 due discussions with SCTA leaders to avert a strike. We agree
with SCTA leaders that a “fiscal summit” is a necessary and important step in
overcoming District Responses. SCLTA began an Agreement to Council Disasters and
the District with SCLTA to avert that strike. April 2, 2019 letter be shared with the SCLTA
Executive Council prior to making the decision to select a strike date and then read that

Dear Mr. Fisher, Ms. Milevsky, and Mr. Borsos: discuss its content

As stated in our April 2, 2019 letter, we remain committed to continuing discussions on
the District’s budget as well as the District’s practices with SCLTA leaders in an effort to
avoid a strike. To that end, we would like to ask if you would be willing to revisit our
offer to meet with SCLTA representatives on April 8, 2019, along with a mediator from
the State Mediation and Conciliation Service and appropriate District staff to review the

[Redacted]

this precipice and move our District forward in a way that benefits all stakeholders, most importantly our students.

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 options that could achieve savings to our District. This is an area where we have a

mutual interest in working together, so while SCTA leaders did not accept our invitation to attend yesterday's meeting, we would like to work with you to identify future dates where SCTA leaders can participate. While we did not achieve health benefits savings through plan changes for the 2018-19 school year, we remain hopeful we can work together to do so for the 2019-20 school year.

As you know, we have a very short window of time in which to complete these discussions with CECHCR and implement health benefit plan changes prior to the July 1, 2019 anniversary date for benefits set forth in the SCTA collective bargaining agreement. If we miss this window again, significant savings will go unrealized once again for the 2019-20 school year. I hope that we can agree that the status quo would only benefit health insurance companies, and not our students. We would like SCTA leaders to meet with representatives from CECHCR and the District so that we can achieve health plan savings and begin the important discussions of how those savings can be used to serve our students.

We also remain committed to working together with SCTA leaders to discuss options for resolving the salary structure grievance. We believe there are many ideas that can and



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

BOARD OF EDUCATION

March 4, 2019

Jessie Ryan
President
Trustee Area 7

Sent Via E-mail:

Darrel Woo
Vice President
Trustee Area 6

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

Michael Minnick
2nd Vice President
Trustee Area 4

Re:

Lisa Murawski
Trustee Area 1

Dear Mr. Fisher:

Leticia Garcia
Trustee Area 2

Thank you for your letter dated February 20, 2019 regarding SCTA's position on commencing negotiations on a successor (2019-22) contract. The District has been asking SCTA to agree to commence bargaining on the successor contract since November 2018.

In your letter, you repeat claims that I have caused strain in the District's relationship with SFTA by backtracking on the framework agreement signed in November 2007. I disagree with

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

provide an analysis of certain SCTA suggested budget adjustments. In response, SCOE recommended against SCTA's proposal to change the District's contributions to post-employment benefits. Further, SCOE pointed out an error in SCTA's projected savings about reducing central office administrators. SCOE's analysis demonstrated that SCTA's budget ideas would not adequately address the structural fiscal deficit faced by the District.

~~_____~~

Sacramento
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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

February 15, 2019

[REDACTED]

Trustee Area 7

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

Darrel Woo
Vice President
Trustee Area 6

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

[REDACTED]

2nd Vice President
Trustee Area 4

Dear Mr. Fisher:

Lisa Murawski
Trustee Area 1

Since November 2018, the District has sent four letters to SCTA requesting to meet and begin this school year's negotiation cycle and proposing dates for the same. SCTA has not responded to the District's multiple requests to meet and negotiate, instead informing us that it had no interest in beginning negotiations before February 7, 2019, when it would submit its initial bargaining proposal to the Governing Board. At the Board meeting of February 7, 2019, the Board received SCTA's initial proposal for successor contract negotiations for 2019-22. Now

Leticia Garcia
Trustee Area 2

HUMAN RESOURCE SERVICES
P.O. Box 246870 Sacramento, CA 95824-6870
(916) 643-9050 FAX (916) 399-2016
Jorge A. Aguilar, *Superintendent*
Cancy McArm, *Chief Human Resources Officer*

BOARD OF EDUCATION **January 17, 2019**

Jessie Ryan
President

David Fisher

President - Sacramento City Teachers Association

[REDACTED]

Darrel Woo
Vice President
Trustee Area 6

5300 Elvas Avenue
Sacramento, CA 95819-2333

Re:

Michael Minnick
2nd Vice President
Trustee Area 4

Dear Mr. Fisher:

Lisa Murawski
Trustee Area 1

Leticia Garcia
Trustee Area 2

We are sharing with you the correspondence the District received from SCOE on 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 negotiations, while planning for those items that do require negotiations." It is with this urgency regarding our budget status in mind, that the District sunshined early and has requested to initiate negotiations with you regarding the items listed in SCOE's

[REDACTED]

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) PERB Dec. No. 2485; *Muroc Unified School District* (1978) PERB Dec. No. 80.) We note that while in the past your negotiations team has consisted of approximately 6 - 12 team members, you increased your team during the last contract negotiation to over sixty (60) "team

members." This is an unreasonable number of negotiation team members and makes it very difficult to effectively negotiate and negotiate. To that end, the District would like to discuss some strategies

to make our negotiations sessions more productive, such as providing release time for a reasonable

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Jorge A. Aguilar, Superintendent

December 11, 2018

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

BOARD OF EDUCATION
November 15, 2018
SUNSHINING OF DISTRICT'S INITIAL PROPOSAL TO THE SACRAMENTO CITY
TEACHERS ASSOCIATION (SCTA)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Pursuant to Government Code section 3547, the District's and SCTA's initial bargaining proposals that relate to matters within the scope of negotiations shall be presented at a public meeting. It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the District's proposal and provide any comments, and the

Propose amendments, including but not limited to, resources and supports for employees concerning appropriate student discipline practices and interventions.

ARTICLE 12: COMPENSATION

[REDACTED]

resources. The District may propose other amendments to this Article

[REDACTED]

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5735 47th Avenue Sacramento, CA 95824

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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

Dear Mr. Fisher:

Jay Hansen

[REDACTED]

Nevertheless, and despite the above noted points of disagreement, the District also wishes to resume discussions and hopes that SCTA will comply with the language of Article 13.1.1.

[REDACTED]

Sincerely,

[REDACTED]