

**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

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 Minnie

2014-15 President

Dr. Health Plan Services

Jay Hansen
Trustee Area 1

The District of Columbia

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

Meeting Date: 12-2018

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

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

ARTICLE 12: COMPENSATION

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



resources. The District may propose other amendments to this Article.

ARTICLE 13: EMPLOYEE BENEFITS

Propose to negotiate in good faith over employee benefits within the limits of available financial resources. The District may propose other amendments to this Article.

ARTICLE 17: CLASS SIZE

Propose amendments, including but not limited to revising terms, involving maximum and average class sizes loads, formulas, limitations, and specialized programs.

ARTICLE 18: ORGANIZATIONAL RIGHTS

Propose amendments, including but not limited to revising terms involving the use of Association Officer leaves of absences and/or release time.

ARTICLE 21: ORGANIZATIONAL SECURITY

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 accommodate and negotiate. To that end, the District would like to discuss some strategies

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HUMAN RESOURCE SERVICES
P.O. Box 246870 Sacramento, CA 95824-6870
(916) 643-9050 FAX (916) 399-2016

Cancy McAm, *Chief Human Resources Officer*

Trustee Area 7

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

*Darrel Woo
Vice President
Trustee Area 6*

Re:

*Michael Minnick
2nd Vice President
Trustee Area 4*

Dear Mr. Fisher:

*Lisa Murawski
Trustee Area 1*

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 your bargaining unit immediately. SCA

*Leticia Garcia
Trustee Area 2*

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

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
Sacramento, CA 95819

*Darrel Woo
Vice President
Trustee Area 6*

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

*Michael Minnick
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

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Michael Minnick
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Trustee Area 4

Lisa Murawski
Trustee Area 1

Leticia Garcia
Trustee Area 2

David Fisher
President, Sacramento City Teachers Association

5300 Elvas Avenue
Sacramento, CA 95819

Re:

Dear Mr. Fisher:

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.

We were hopeful that after SCTA presented its initial proposals for negotiations...

In your letter, you repeat claims that I have caused strain in the District's relationship with 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 agreements memorialized in

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tentative agreement, including:

- The 7.5% salary increase for all SCTA members;
- Awarding of unlimited experience credit;
- Athletic Director Stipends

We have also attempted to implement the provisions of the framework agreement related to

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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.

Finally, we are working as diligently as we can - even on holidays - to save our schools from a state takeover. Nevertheless, in response to a separate request from you, we will attempt to avoid asking for future responses from SCTA on days that fall on state or federal holidays.



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

*Darrel Woo
Vice President
Trustee Area 6*

Re:

*Michael Minnick
2nd Vice President
Trustee Area 4*

Dear Mr. Fisher:

Thank you for your letter dated March 11, 2010 regarding SCTA's position on...
[REDACTED]