



## OFFICE OF THE SUPERINTENDENT

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October 1, 2021

Via E-Mail: [jborsos@cta.org](mailto:jborsos@cta.org)

John Borsos  
Executive Director  
Sacramento City Teachers Association  
5300 Elvas Avenue  
Sacramento, CA 95819

Re: Upcoming Negotiations

Dear Mr. Borsos,

This follows your discussion on Thursday, September 23, 2021 related to negotiations with our District's Lead Negotiator, Pam Manwiller, and In-House Counsel, Raoul Bozio. Present on the call, along with you, were SCTA President David Fisher, and SCTA First Vice President Nikki Milevsky. It has been relayed to me that during the call, you suggested that you work directly with Director Victoria Flores to work to reach agreement on the proposal that the District sent to SCTA on September 16, 2021 to provide extra compensation to the nurses who are working outside of normal work hours and on the weekends to support the District's contact tracing efforts. This proposal, like the District's proposals on increasing substitute pay and extra pay for teachers preparing short-term independent study work for students on quarantine, is intended to assist in addressing the many challenges that our District, like others across the state, faces and to provide additional compensation for the extra work involved in supporting students due to the impacts of COVID-19.

You suggested that SCTA work with Director Flores instead of with the District's Lead Negotiator because you claimed that the District's Lead Negotiator is "incompetent," "unprepared," and "an embarrassment." During said call you repeatedly shouted while insulting the District's Lead Negotiator. Your efforts to bargain the proposal away from the bargaining table continued when one of your members asked to meet with Director Flores, other nurses and you to discuss the District's proposal on compensation for School Nurses, without including the District's Lead Negotiator on the request. We understand that you want to discuss the District's proposal regarding additional compensation for School Nurses for contact tracing work, but the District's bargaining team has not yet received SCTA's response to the District's proposal. Therefore, please provide us a response to the District's proposal and we will schedule a time to meet with SCTA to review and discuss it.

In the future, and as we would expect to be the case with SCTA, the District will not agree to any negotiations-related meetings that exclude our Lead Negotiator. More importantly, the District's negotiations team will not tolerate repeated and unproductive personal attacks on our Lead Negotiator or any member of the District's bargaining team during negotiations.

It remains the District's intent to use our scheduled time for negotiations in a productive manner so that we can exchange and review proposals in an attempt to reach agreement. To date, the District has passed the following proposals to SCTA related to COVID-19:

1. Additional compensation for SCTA unit members serving in substitute teaching assignments. (Emailed to SCTA on September 16, 2021.)
2. Additional compensation for SCTA unit members who receive training in and provide compensatory education services to students with an IEP during the 2021-2022 and 2022-2023 school years. (Presented to SCTA on August 27, 2021.)
3. Extension of the August 31 deadline from the Updated SPED Assessment MOU between the District and SCTA related to use of outside contractors to provide special education assessments. (Presented to SCTA on August 27, 2021.)
4. Additional compensation for School Nurses who conduct contact tracing on weekends and outside of their regular workday. (Emailed to SCTA on September 16, 2021.)
5. Additional compensation for SCTA unit members who provide instructional material and instruction to students during short term independent study. (Emailed to SCTA on September 16, 2021.)
6. Proposed independent study program that meets and exceeds the requirements of Assembly Bill 130 and provides enhanced learning to our students who elect to enroll in an Independent Study program.
7. Health and safety protocol for our schools and worksites that comply with state and federal guidance and requirements related to the mitigation of COVID-19 in our schools.

The District has not received responses from SCTA on the proposals described in 2, 3, 4 and 5 above. The District only recently, on September 22, 2021, received a response from SCTA on the District's proposals on health and safety, independent study and increased pay for substitutes.

The District has offered October 11 or 13, 2021 to meet with SCTA to resume successor contract negotiations, and SCTA confirmed it is available to meet on October 13, 2021. During our next successor contract negotiations meeting, the District will present its response to SCTA's proposal of August 25, 2021 to close the contract for the 2019-2020, 2020-2021 and 2021-2022 school years and for a salary increase of 3.5% over the current and next two school years without further discussion of any of the District's proposals to other areas until March 15, 2022.

Sincerely,



Jorge A. Aguilar  
Superintendent