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5735 47th Avenue • Sacramento, CA 95824

Jorge A. Aguilar, Superintendent

April 9, 2020

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Sent via email to dfisher@saccityta.com

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

Re: Distance Learning Plan – Implementation of Phase 3

Dear Mr. Fisher:

As you know, the District has met with SCTA leaders on fourteen (14) days since March 16, 2020. After four (4) days of negotiations, the parties reached agreement for phase 1 of the District's distance learning plan, which required teachers to contact students to check in on their social and emotional well-being since the closure and to determine whether the student/family had technological or other needs in order to participate in distance learning. After another five (5) days of negotiations, the parties also reached agreement for phase 2 related to teacher training on Universal Design for Learning and the District's preferred platform for distance learning. However, despite another five (5) days of negotiations and three (3) days spent exchanging counter-proposals electronically since March 30, 2020, the parties were not able to reach agreement on the third and most important phase, which is the actual distance learning plan for all students throughout the District.

Time is of the essence. Because it took the District and SCTA leaders nine (9) days to reach agreement on the first two phases of distance learning and because our discussions since March 30, 2020 on the third, and most important phase of distance learning, have not resulted in an agreement, I am writing to inform you that the District will move forward with phase 3 of its student-centered distance learning plan. The District's student-centered distance learning plan is grounded in a commitment to ensure that our students do not fall any further behind because of this unprecedented global health crisis. Teachers will be expected to begin providing distance instruction to their students on Monday, April 13, 2020 consistent with the [District's proposal to SCTA on April 7, 2020](#). The District will continue to provide training to teachers pursuant to [MOU 2](#) and its proposal of April 7, 2020.

As you know, the District's schools have been closed for three weeks and now will be closed for the remainder of the 2019-2020 school year. The District has continued to pay our teachers and specialists during the closure, and negotiated in good faith with the Sacramento City Teachers Association ("SCTA") since March 16, 2020. During this period of time, we know that some students have been contacted by their teachers and have received enrichment activities, while others have not. This is particularly concerning for students with special needs, homeless students, socio-economically disadvantaged students, ELL students, and students who are below grade level in core

content areas. Therefore, it is critical for our students that we begin more equitable distance learning and instruction as soon as possible.

As outline in a recent [poll from Ed Trust West](#), parents are deeply concerned about their children falling behind academically as a result of school closures – especially among low-income, Latinx and Black parents. The study “reveals that the crisis is exacerbating longstanding education equity challenges, including inequitable access to technology, academic support, and resources for students of color and students from lower-income communities.” As you know, 72% of our District’s students are low-income, English Learners, or in foster care and are likely to suffer the most from inaction. It is critical that we remember not all of our families are able to compensate for the impacts on student learning during our school closures.

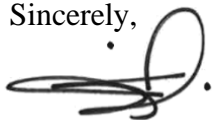
While you expressed concern in your April 8, 2020 letter that the District’s distance learning plan may be impacted if students do not have access to computers, we made clear in our April 3, 2020 proposal and addendum, that the District’s student-centered distance learning plan utilizes a hybrid model of instruction through online instruction and other means to ensure all students can access such curriculum. Thus, even if a student has not received a computer as of April 13, 2020, the student is still able to participate in distance learning.

The District views SCTA’s communication to its members through the SCTA Messengers on April 3, 2020, and the resolution of the SCTA Executive Board on April 4, 2020, as an attempt to unilaterally implement the SCTA proposal. SCTA lacks the authority to unilaterally implement a distance learning plan.

The District looks forward to continuing to meet and negotiate in good faith with SCTA leaders regarding the negotiable effects of phase 3 of our distance learning plan, but will not allow continued negotiations of those effects to delay implementation as such delays will have lasting impacts on student success. Our students cannot afford more delays and inaction. Please provide us with dates and times that your team is available to meet.

In closing, it is my sincere hope that the District and SCTA will continue to be guided by the following North Star: we work for our students. The work we put in today to ensure that high quality instruction is taught to our students will set the foundation for us to continue meeting the needs of our students when they come back to school. Now, more than ever, it is time for us to come together and work to ensure a successful transition for our students, our families, and our employees to this new and necessary format where we will continue the work of serving our students.

Sincerely,



Jorge A. Aguilar
Superintendent