



**OFFICE OF THE SUPERINTENDENT**

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*Jorge A. Aguilar, Superintendent*

**BOARD OF EDUCATION**

September 26, 2019

*Jessie Ryan  
President  
Trustee Area 7*

Sent via email to [dfisher@saccityta.com](mailto:dfisher@saccityta.com)

*Darrel Woo  
Vice President  
Trustee Area 6*

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

*Michael Minnick  
2<sup>nd</sup> Vice President  
Trustee Area 4*

RE: Staffing Update

*Lisa Murawski  
Trustee Area 1*

Dear Mr. Fisher,

*Leticia Garcia  
Trustee Area 2*

Thank you for your September 23, 2019 letter requesting that the District and SCTA meet “around-the-clock” to address what you refer to as the District’s “staffing crisis.” On August 7, 2019, you requested to meet “around-the-clock” to among other things, work to fill vacancies while following contract terms. [I responded](#) to your offer to meet by requesting that SCTA leaders stop placing pre-conditions on negotiations and instead agree to meet with the District negotiations team to begin critical contract negotiations. To date, SCTA leaders have not responded to the District’s most recent requests (dated [August 2, 2019](#) and [August 13, 2019](#) and [August 23, 2019](#)) to begin negotiations or our negotiations proposals included with those letters.

*Christina Pritchett  
Trustee Area 3*

*Mai Vang  
Trustee Area 5*

Our District staff has been working round-the-clock to fill vacancies both in anticipation of school starting and since the school year began. As of today, there are 49 classroom vacancies, which are filled with substitute teachers who have the necessary credential or permit to teach in our District. A number of these substitutes are fully credentialed teachers who have retired from and temporarily returned to work in the District, are laid off teachers who are waiting for positions to become available in their credential area, or are long-time substitute teachers who have dedicated years to our District.

*Olivia Ang-Olson  
Student Board Member*

Contrary to your claims, the vast majority of vacant positions are not related to the 2019 layoffs. For example, the District did not issue layoff notices in some subject areas of our remaining vacancies, such as math<sup>1</sup> and special education. Math and special education are subject areas that are traditionally hard to fill and District staff has and continue to recruit applicants for these positions. Some of these positions have been posted and reposted for several weeks, with limited to no applicants.

<sup>1</sup> While 3.5 FTE of math positions were included in the PKS, these positions were absorbed through attrition and therefore no layoff notices were issued to math teachers.

We appreciate your offer to assist the District with this critical work, but “around-the-clock” meetings will not fill vacancies. If SCTA would like to assist the District with this important work of filling the remaining 49 classroom vacancies, we ask SCTA leaders to consider any or all of the following:

1. Work with the District to temporarily suspend certain provisions of the CBA Article 8 that limit the District’s ability to send all qualified applicants to site administrators and the interview panels for consideration during the hiring process. While a number of the vacant positions have had upwards of 30 to 50 applicants, certain CBA provisions limit the number of applicants that may be sent to the school site to seven (7) for consideration.
2. Work with the District through the negotiations process to review CBA Article 8 language that allows teachers to voluntarily transfer out of their assignment as late as the day before school starts thereby creating a vacancy that then must be filled temporarily until a permanent placement is made.
3. Promote information about the District’s current salary and benefit package, which is the highest in the region and among the highest in the State, particularly when considered on an hourly or per diem basis based on a 181-day work calendar.
4. Work with the District 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, which currently require every expenditure, including adding new positions or filling vacant positions, to go through a process for review. 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 the budget can be realized.”*

Finally, we share SCTA’s interest that “every Sac City student deserves to have a fully-credentialed teacher who reflects the diversity of our District” and hope that you will work with us to make this a reality by sharing information about our District’s competitive compensation package for teachers, opportunities to work in or on unique programs for students and families, and our commitment to providing opportunities for all students.

Sincerely,



Jorge A. Aguilar  
Superintendent