


SCTA Concurrence with the Fact-Finding Report
PERB Case No. SA-IM-3546-E
Sacramento City Unified School District vs. Sacramento City Teachers Association

On behalf of the 2800 certificated educators represented by the Sacramento City Teachers Association, I write to confirm our concurrence with Neutral Chairperson Joseph Lindsay's recommendation.

Mr. Lindsay provides a carefully-crafted and thoughtfully-reasoned recommendation to resolve the three issues related to this process: the staffing shortage, health and safety protocols; and independent study/continuity of learning. While we do not agree with everything in Mr. Lindsay's recommendation, we understand that successful negotiations require compromises. We believe that Mr. Lindsay deftly balances the concerns of educators with the interests of the District, while recognizing that overriding significance of student needs in making his recommendation.

Of particular note, is his understanding of the impact of staffing shortage on student learning, particularly during this pandemic. Mr. Lindsay rightfully notes that: "the issues of wages and benefits are clearly relevant to the recruitment and retention of staff." Additionally, Mr. Lindsay further states—"It is counter-intuitive to expect proposals to shift healthcare costs to employees, or to freeze wages for several years, would help any employer recruit and retain staff"—restating a basic principal of modern economics.

In conclusion, we believe that Mr. Lindsay's recommendation provides the basis for the parties to use resolve the outstanding issues related to this process.


John Borsos
on behalf of SCTA
3-17-22.