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December 9, 2019

Sent via email to dfisher@saccityta.com

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

Re: Commencing Negotiations for 2019-20 Successor Collective Bargaining Agreement

Dear Mr. Fisher:

To date, you have not responded to our October 3, 2019 letter requesting to begin negotiations on a successor Collective Bargaining Agreement (“CBA”) between the District and the Sacramento City Teachers Association (“SCTA”). Nor have you responded to any of the proposals that we have passed to SCTA via email since August 2, 2019.

As you know, the term of the CBA expired on June 30, 2019. Beginning negotiations is critical to the work in moving our District forward and addressing our current \$27 million structural deficit. The importance of beginning negotiations was echoed by Sacramento County Superintendent David Gordon in his September 12, 2019 letter to the District, 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.”

The importance of the District and SCTA beginning negotiations was also echoed in the October 21, 2019 Sacramento Bee opinion piece by Sacramento Mayor Darrell Steinberg emphasizing the importance of the District and our labor partners working together to address the challenges that face our District. We agree with Mayor Steinberg that the solutions to solving our fiscal crisis and recognizing our equity vision lies in negotiations with our labor partners and the willingness to have difficult discussions and explore options for addressing our challenges.

Despite the District’s repeated requests to begin negotiations, as well as calls to negotiate from Superintendent Gordon and Mayor Steinberg, among others, SCTA has remained unwilling to come to the bargaining table and respond to the negotiations proposals passed by the District.

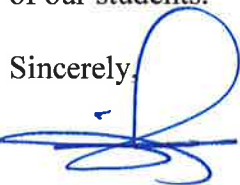
In yet another effort to move the negotiations process forward, attached to this letter are the District's negotiations proposals on Article 5 (Hours of Employment), Article 6 (Evaluation), Article 8 (Transfers), Article 12 (Compensation), and Article 17 (Class Size). These proposals are in addition to the proposals previously sent, to which SCTA leaders have not responded:

- 1) Negotiations Ground Rules
- 2) Health Benefits - Article 13
- 3) 2020-21 and 2021-22 School Calendar
- 4) Organizational Rights – Article 18
- 5) Organizational Security – Article 21
- 6) Safety Conditions—Article 11

As you know, on October 4, 2019, the California Public Relations Board issued a complaint against SCTA for, among other things, failing to bargain with the District in good faith. The proposals included with this letter represent the last of our proposals on the CBA articles that the District sunshined over a year ago, on November 15, 2018. The District's team is again available to commence negotiations, receive counter proposals from SCTA on the articles we have sent to you, and offers the following dates: December 16, 18, and 20, 2019. Please let us know by Friday, December 13, 2019, on which of these dates SCTA leaders are available to begin negotiations.

Finally, as we have repeatedly over the past year, we again request that SCTA join the District in setting aside our differences, knowing those will be resolved in whatever forum in which they are pending, and begin negotiations for the 2019-20 successor collective bargaining agreement. Together, through negotiations, we can begin the critical work that will allow us to move our District forward toward fiscal solvency and recognition of our vision of equity and access for all of our students.

Sincerely,



Jorge A. Aguilar
Superintendent