

---

**From:** Nikki Milevsky <  
**Sent:** Thursday, February 3, 2022 12:05 PM  
**To:** SCUSD Public Comment  
**Subject:** 7.0 Public Comment from Nikki Milevsky  
**Attachments:** 2020 Sub Reasonable Assurance Letter R.pdf; 2021 Sub reasonable Assurance Letter R.pdf

Good Evening Board Members,

I know you have all heard teachers bring up our concerns regarding the district leadership having purged 213 teachers off the Substitute Teacher list this year. This eliminated about 1/3 of our of substitute pool before this school year even began, cutting off some teachers who have substituted regularly for SCUSD for years.

This unprecedented and ill-conceived action by district leadership has undermined the district's ability to provide substitute teachers for classrooms and exacerbated the substitute teacher crisis in Sac City Unified. Even on the very first day of school, 28 classrooms were without any teacher at all. On our worst day so far, 149 classrooms had unfilled substitute requests and those classes of students sat in auditoriums, were blended with other classrooms, or some other ad hoc situation where no real learning could occur.

We have heard district staff try to say that they purged these substitute teachers by sending out the same, old Reasonable Assurance Letter that they send out every year. As the attached evidence shows, this is entirely untrue.

Please compare where we have highlighted on attached examples of the Reasonable Assurance letter sent in 2020 and 2021.

2020 Reasonable Assurance letter sent snail mail states - "Be sure to sign, date and return the sheet to the Substitute Services by June 11, 2020 if you wish **not** to return to for our 2020-2021 school year. Otherwise, if we do not hear back from you we will assume that you are willing to work with us for the 2020-2021 school year."

2021 Reasonable Assurance letter sent to district emails states - "Be sure to sign, date and return the sheet to the Substitute Services by June 18, 2021 Failure to respond Yes/No to this notice by June 18, 2021 is you acknowledging that you are not returning for the 21/22 school year"

As you can see from this evidence, these two letters, while appearing the same at first, end with completely opposite requests and outcomes.

Imagine you are an employee and every year you get this generic form letter mailed to you titled "Reasonable Assurance" and every year it asks you to respond only if you are not coming back and states that if you don't respond you will remain on the sub list like usual. Then suddenly in 2021, you get emailed what looks like the same generic form letter but hidden at the bottom it says the exact opposite of what all the other letters have said over the years. This letter says if you don't respond you will be removed from the sub list. I assure you, that many substitutes, even if they saw the district email, ignored the letter because the district issues the letter to them every year to make hard to collect unemployment and they have never had to respond to the letter before. Subs have never had to do anything to stay on the Substitute list but accept work.

When this came to our attention last year, we begged the district staff not to do this. But they said it was the same as always and proceeded.

As you can see from comparing the evidence of the 2020 and the 2021 letter, they are obviously not the same.

SCUSD is not suffering from the same lack of substitutes due to the pandemic that other districts are experiencing. Our students are suffering an exacerbated crisis due to the direct actions of SCUSD leadership that sent over 200 substitute away before the year even started.

Since September, SCTA has proposed the following language:

“The district will make all efforts to reach out to prior substitute teachers who were removed from the substitute list in the summer of 2021 and upon request, immediately reinstate them to the substitute list. “

To date, the district bargaining team has rejected the language and has refused to reach out to the substitute teachers they purged.

Please direct the superintendent to correct this egregious purging of substitutes from the Substitute list and work with SCTA to recruit and retain the substitute teachers our students need and deserve.

Nikki Milevsky  
SCTA 1st Vice President



**HUMAN RESOURCES SERVICES**  
P.O. Box 246870 • Sacramento, CA 95824-6870  
(916) 643-9050 • FAX (916) 399-2016

*Cancy McArn, Assistant Superintendent*  
*Tiffany Smith-Simmons, Ed.D., Director*

**BOARD OF  
EDUCATION**

Jessie Ryan  
President  
Trustee Area 7

Christina Pritchett  
Vice President  
Trustee Area 3

Michael Minnick  
2nd Vice President  
Trustee Area 4

Lisa Murawski  
Trustee Area 1

Leticia Garcia  
Trustee Area 2

Mai Vang  
Trustee Area 5

Darrel Woo  
Trustee Area 6

Olivia Ang-Olson  
Student Board  
Member

\*\*\*\*\*AUTO\*\*ALL FOR AADC 956 337  
[Redacted]  
[Redacted]  
Sacramento CA [Redacted]  
[Barcode]

May 7, 2020

Subject: Notification of Reasonable Assurance – Certificated Substitutes

As we approach the end of the 2019-2020 school year and schools close for the summer recess, we wish to thank you for services rendered during the course of the past academic year.

You are hereby notified that you have *Reasonable Assurance* of returning to work for us in the 2020-2021 school year as an on-call substitute. You also have Reasonable Assurance of returning to work in a substitute capacity at the close of all holidays and recess periods during that year.

This letter is to assure you that we intend to call you back to work once our school year begins again for the 2020-2021 school year. You will be called upon to perform services in the same or similar capacity as previously employed in the prior school year.

Be sure to sign, date and return the sheet to the Substitute Services by **June 11, 2020** if you wish **not** to return to for our 2020-2021 school year. Otherwise, if we do not hear back from you we will assume that you are willing to work with us for the 2020-2021 school year.

**Please check the statement below and sign/date the form if you are not returning for the 2020-2021 school year.**

I am **NOT** interested in being called to substitute for the 2020-2021 school year.

Print & Sign your Name

Date

Return to: Substitute Services, Bobbie Jo Argo- 5735 47th Avenue, Serna Center- Box 771, Sacramento, California 95824 or via email to Bobbie-Jo-Argo@scusd.edu

Sincerely,

Tiffany Smith-Simmons, Ed. D.  
Director II, Human Resource Services

Cancy McArn, Assistant Superintendent  
Tiffany Smith-Simmons, Ed.D., Director

May 18, 2021

BOARD OF EDUCATION

Jessie Ryan  
President  
Trustee Area 7

Darrel Woo  
Vice President  
Trustee Area 6

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

Lisa Murawski  
Trustee Area 1

Leticia Garcia  
Trustee Area 2

Christina Pritchett  
Trustee Area 3

Mai Vang  
Trustee Area 5

Rachel Halbo  
Student Board Member

[REDACTED]  
SACRAMENTO, CA [REDACTED]  
[REDACTED]

Subject: Notification of Reasonable Assurance- Certificated Substitutes

As we approach the end of the 2020/2021 school year and schools close for the summer recess, we wish to thank you for services rendered during the course of the past academic year.

You are hereby notified that you have *Reasonable Assurance* of returning to work for us in the 2021/2022 school year as an on-call substitute. You also have Reasonable Assurance of returning to work in a substitute capacity at the close of all holidays and recess periods during that year. Your services may not be needed during the 2021 summer, unless you are notified in writing by Substitute Services.

This letter is to assure you that we intend to call you back to work once our school year begins again for the 2021/2022 school year. You will be called upon to perform services in the same or similar capacity as previously employed in the prior school year.

Be sure to sign, date and return the sheet to the Substitute Services by *June 18, 2021*. Failure to respond Yes/No to this notice by *June 18, 2021* is you acknowledging that you are not returning for the 21/22 school year.

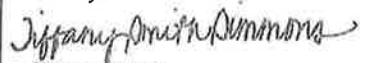
**Please check the statement below and sign/date the form if you are not returning for the 21/22 school year.**

Yes, I AM interested in being called to substitute for the 2021/2022 school year.

[REDACTED]  
\_\_\_\_\_  
Sign Your Name

06/11/2021  
\_\_\_\_\_  
Date

Sincerely,

  
Tiffany Smith-Simmons, Ed. D.  
Director II, Human Resource Services