



OFFICE OF THE SUPERINTENDENT

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Jorge A. Aguilar, Superintendent

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January 31, 2020

Sent via email to dfisher@saccityta.com

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

Re: Commencing Negotiations on Successor Contract

Dear Mr. Fisher:

On [January 17, 2020 you sent me a letter](#) in which you agreed to begin successor contract negotiations and offered March 3, 4, 5 or 6 as dates for the District and SCTA to meet and begin this critical work. Your letter specifically states that SCTA is ready to continue to bargain with the District over a successor contract and you “reiterate that commitment today.” [I responded on January 22, 2020](#) expressing my appreciation that SCTA leaders finally agreed to begin negotiations and accepting all of the March dates that you offered, as well as offering additional dates in February so that we could begin this important work immediately and continuously.

To date, I have not received a response from you confirming the March dates you offered or accepting the February dates that I offered. Further, I am aware that in the SCTA Messenger sent by SCTA leaders on January 24, 2020, you indicate that your January 17 letter requested to meet with the District on substitutes, student assessments, speech and hearing specialists, as well as status of CTE teachers, Multi-Tiered Systems of Support (“MTSS”) and restorative practices. A snapshot of a portion of that Messenger is copied below:

For the first time in approximately 18 months, Mr. Aguilar has agreed to meet on these issues. We don't believe that it's a coincidence that Mr. Aguilar has finally agreed to meet after the California Public Employment Relations Board rejected his second request in less than one month to declare negotiations for our NEXT contract at impasse, before he has implemented key provisions and addressed major issues from the last contract. (See below).

While the first date has not yet been finalized, we expect to meet with the district on these and other issues the first week of March.

To be clear, the District intends to begin negotiations with SCTA on successor contract negotiations, not simply “meet” to discuss the items that SCTA lists. All of these important topics—substitutes, assessments, compensation for specialists, MTSS and restorative practices—will be discussed as part of our successor contract negotiations and we sent proposals to SCTA related to each of these topics.

As you may know, our 2017 Tentative Agreement completed negotiations for the time period of 2016-19. To the extent that we have disagreement over the language that was negotiated as part of that Agreement, that is not, as you allege, backtracking on the agreement. Further, to the extent that you have items over which you would like to negotiate that either were not agreed to as part of the 2017 Tentative Agreement or that have come up since, we look forward to negotiating those items as part of our successor contract negotiations.

When we meet to begin negotiations, we look forward to answering any questions you have on the proposals that the District has shared with you and receiving your written counters to the District's proposals, as well as your proposals on the articles that you sunshined over a year ago in February 2019.

We again emphasize that this critical work begin immediately and continuously, and put out the dates previously offered to begin negotiations for a successor contract: February 5, 11, 13, 18, 19, 21, 25, and 26, 2020 to begin bargaining. We will also accept your offer of March 3, 4, 5 and 6, 2020, as other dates for bargaining. In addition, as we have offered previously ([see letters dated November 8 and December 21, 2018, and February 15 and March 4, 2019](#)), and to ensure that we set aside adequate time for the critical work before us, we would like to propose that we engage in either full day bargaining (with release time for an agreed upon number of SCTA representatives) or, if SCTA leaders will not agree to this offer, extend the time that we bargain in the evenings to 8:30 p.m. We also intend to continue our past practice of alternating locations for negotiations between the SCTA office and the District office.

Please let us know by close of business on February 3, 2020 as to which of these dates SCTA will accept to begin negotiations.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jorge A. Aguilar', with a large loop at the end and a dot above the 'i'.

Jorge A. Aguilar
Superintendent