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April 16, 2020

Sent via email to dfisher@saccityta.com

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

Re: Site Principal's Involvement in Collaborative Time

Dear Mr. Fisher:

The purpose of this letter is to respond to an email the District received on April 13, 2020 from the Sacramento City Teachers Association ("SCTA") in which SCTA asserts, among other things, that the Collective Bargaining Agreement ("CBA") between the SCTA and the District does not permit principals to participate in collaborative time meetings with teachers. The District does not share your interpretation of the language contained in the "Collaborative Time" provision set forth in section 5.11 of the CBA or the role that a principal should play during collaborative time.

Under section 5.11.1, "collaborative time" is to provide a "defined time for educators to collaborate on approaches to improving student achievement and common issues with their colleagues." Section 5.11.2 further provides that "[c]ollaborative time is time spent in professional learning activities that focus on a school site's Single Plan for Student Achievement and/or the District Strategic Plan and related initiatives. This may be done in department/grade level teams, and/or special populations of certificated unit employees, or as whole-staff activities."

The inclusion in section 5.11.2 of learning activities that relate to a school site's Single Plan for Student Achievement (SPSA) during collaborative time indicates that the intent of this section is to involve principals in such collaboration. Pursuant to Education Code section 65000, a school that operates a program that requires a SPSA is required to establish a school site council responsible for developing the content of the SPSA for the school. (Ed. Code 65000 (b); Ed. Code 64001(g).) The school site council must include the principal of the school (or his or her designee). (Ed. Code 65000 (c)(1)(A), (c)(2)(A); Board Policy/Admin. Reg. 0420.) Because the site principal is directly involved in the development of the SPSA, it follows that the site principal would be directly involved in the collaboration to facilitate the learning activities that relate to the school's SPSA.

Further indicators that the principal was intended to be included in collaborative time includes the references in section 5.11.2 that set forth that the time is "intended to be for **group** collaboration" and can include "whole-staff activities," which impliedly includes

the principal of the school. In addition, the principal of a school is generally responsible for the supervision and administration of his or her school. (5 CCR 5551.) In order to effectively carryout this responsibility, the principal has the ability to collaboratively meet with teachers on a greater scale to develop and share methodologies to improve student achievement. In addition, a number of our District principals have a practice of participating in various collaborative time meetings with teachers. To the extent that there is any ambiguity in the language of section 5.11, the past practice within the District is compelling evidence of its proper interpretation and the parties' intent.

The District's interpretation of section 5.11 is also consistent with Governing Board Policy 0200, which states that the District will provide for students' educational, personal, and career needs by striving to provide time and resources for collaboration, planning and professional development for *all* staff.

Nothing in section 5.11 expressly prohibits an administrator from being involved in collaborative time with the teachers at his or her school site. To the contrary, the language included in this section indicates that site principals should be involved in collaborative time. Thus, consistent with the language of section 5.11 and the District's past practice, District principals will continue to be involved in teacher collaboration time to the extent they determine appropriate.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jorge A. Aguilar', with a stylized flourish at the end.

Jorge A. Aguilar
Superintendent