

OFFICE OF THE SUPERINTENDENT

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Sacramento
City Unified

OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824

(916) 643-9000 • FAX (916) 399-2058

June 13, 2019

Sent via email to dfisher@saccityta.com

BOARD OF EDUCATION

Trustee Area 7

David Fisher, President
Sacramento City Teachers Association
5300 Elvas Avenue

*Darrel Woo
Vice President*

State Superintendent Thurmond that it would be inappropriate for him to be involved in our negotiations with SCTA and we believe it is critical for those negotiations to begin immediately. The District does not believe that the dispute concerning how to use savings achieved by a switch to health care plans if/when such are achieved should prevent the parties in moving forward with negotiations for a successor contract. First, there have been no changes to health plans and thus no savings from such

[REDACTED]

Nevertheless, while the grievance SCTA filed on June 4, 2019 concerning health plan savings is proceeding, the District will hold the projected savings from the HealthNet premium market reduction (offset by Kaiser's increased premium), in trust in order to allow for the conclusion of the process. Were it ultimately determined that such funds should go back to the bargaining unit, we would

[REDACTED]



**Sacramento
City Unified
School District**

5735 47th Avenue • Sacramento, CA 95824
(916) 643-9000 • FAX (916) 399-2058
Jorge A. Aguilar, Superintendent

May 21, 2019

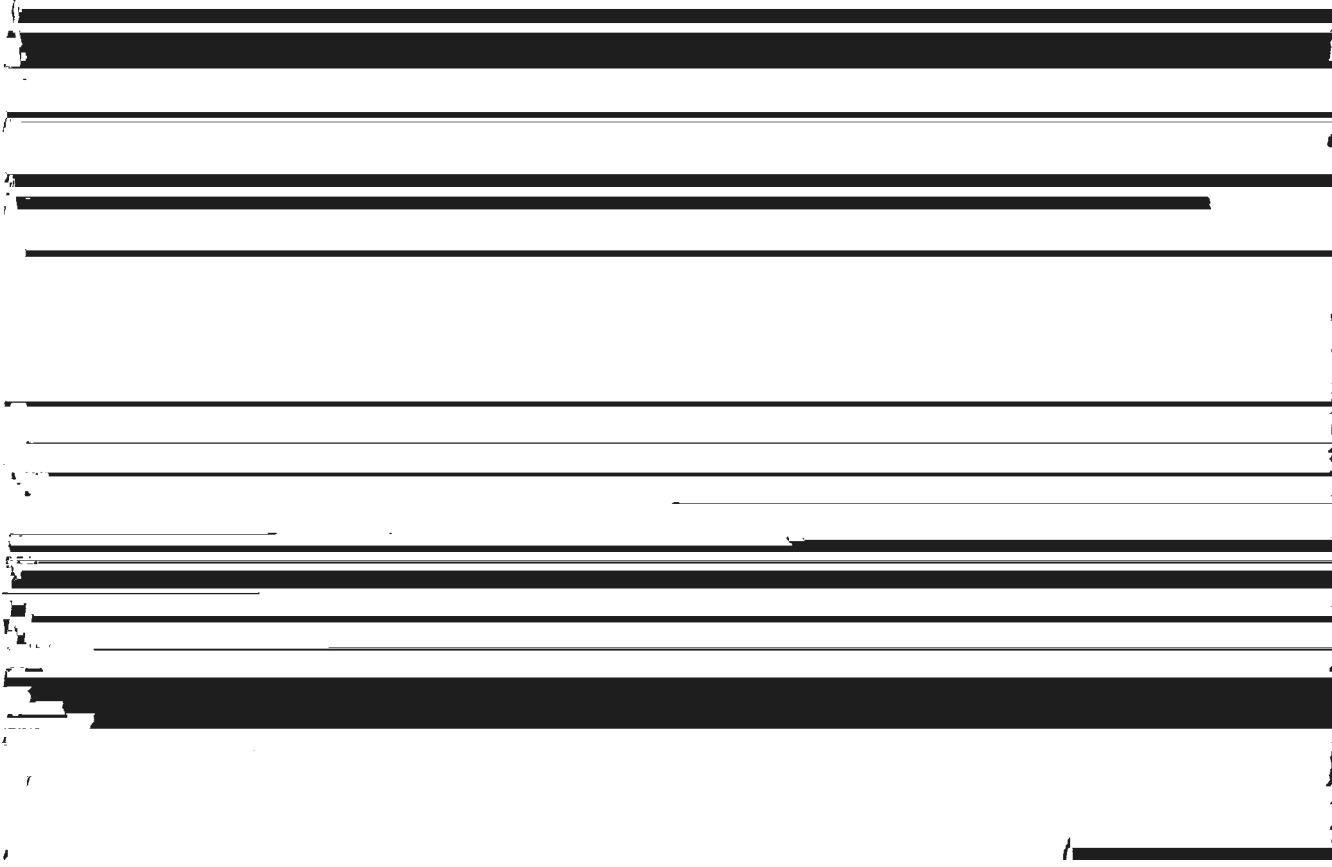
BOARD OF EDUCATION *Sent Via Email (dfisher@saccityta.com)*

*Jessie Ryan
President
Trustee Area 7*

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

*Darrel Woo
Vice President
Trustee Area 6*

Re: Looking Forward: Commencing Negotiations on Successor (2019-2022) Contract



While our Third Interim Report Dated December 21, 2018, stated that we

[REDACTED]



OFFICE OF THE SUPERINTENDENT
5735 47th Avenue • Sacramento, CA 95824
916.442.8888 FAX 916.442.8885

[REDACTED]

Jorge A. Aguilar, Superintendent

May 13, 2019

BOARD OF EDUCATION Sent Via Email to: tthurmond@cde.ca.gov

Jessie Ryan
President
Trustee Area 7

Honorable Tony Thurmond
California Superintendent of Public Instruction
California Department of Education
1430 N Street
Sacramento, CA 95834

Darrel Woo
Vice President
Trustee Area 6

[REDACTED]

2nd Vice President
Trustee Area 4

Re: Meeting with Representatives of the Sacramento City Unified School District
and Sacramento City Teachers Association

Lisa Murawski

Deputy Superintendent

[REDACTED]

Path 1 – Budget Solution Ideas

As a first path to moving our District forward, we are willing to participate in a meeting if the meeting you have proposed is intended to arrive at a common understanding of the District's

addressing the outstanding issues from the 201

Letter to Tony Thurmond, CA State Superintendent
RE: Meeting with Representatives of the SCU/SID and SCTA
May 13, 2019

Page 3

[REDACTED]

**Sacramento
City Unified
School District**

OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824
(916) 643-9000 • FAX (916) 399-2058

Jorge A. Aguilar, Superintendent

BOARD OF EDUCATION April 6, 2019

*Jessie Ryan
President
Trustee Area 7*

*Darrel Woo
Vice President
Trustee Area 6*

*Michael Minnick
2nd Vice President
Trustee Area 4*

*Lisa Murawski
Trustee Area 1*

*Leticia Garcia
Trustee Area 2*

*Christina Pritchett
Trustee Area 3*

Mai Vang

David Fisher, President
Nikki Milevsky, First Vice President
John Borsos, Executive Director
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819

Re District Response to SCTA Letter and Agreement to Continue Discussions
with SCTA to Avert a Strike

Dear Mr. Fisher, Ms. Milevsky, and Mr. Borsos

Thank you for [your letter of April 4, 2019](#) following up on the [District's April 2, 2019 letter](#) offering to continue discussions with SCTA leaders to avert a strike. We agree with SCTA leaders that a "fiscal summit" is a necessary and important step in

Student Board Member

As stated in our April 2, 2019 letter, we remain committed to continuing discussions on the District's budget as well as the District's practices with SCTA leaders in an effort to avoid a strike. To that end, we would like to ask if you would be willing to revisit our offer to meet with SCTA representatives on April 8, 2019, along with a mediator from the State Mediation and Conciliation Service and appropriate District staff, to review the

District's budget projections, address any questions that exist, discuss any areas that may be available for savings, and evaluate whether there are any ideas proposed by SCTA leaders that could be, but have not yet, been implemented.

this practice and move our District forward in a way that benefits all stakeholders, most

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[Redacted]

importantly our students.

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]



**Sacramento
City Unified
School District**

OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824
(916) 643-9000 • FAX (916) 399-2058

Jorge A. Aguilar, Superintendent

BOARD OF EDUCATION March 4, 2019

Jessie Ryan
President
Trustee Area 7

Sent Via E-mail: dfisher@saccityta.com

[REDACTED]

5300 Elvas Avenue
Sacramento, CA 95819

Michael Minnick
2nd Vice President
Trustee Area 4

Re:

Lisa Murawski
Trustee Area 1

Dear Mr. Fisher:

Leticia Garcia
Trustee Area 2

Thank you for your letter dated February 20, 2019 regarding SCTA's position on commencing negotiations on a successor (2019-22) contract. The District has been asking

Response to Specific Allegations

In your letter, you repeat claims that I have caused strain in the District's relationship with SCTA by backtracking on the framework agreement signed in November 2107. I disagree with your claims that I backtracked on the framework agreement reached with Mayor Steinberg in November 2017. As you know, we have implemented all of the agreements memorialized in our tentative agreement, including:

- The 7.5% salary increase for all SCTA members;
- Awarding of unlimited experience credit;
- Athletic Director Stipends

We have also attempted to implement the provisions of the framework agreement related to school calendar. We have reiterated the District's commitment to adjust the certificated employee salary schedule consistent with the District's agreement to a maximum district expenditure of 3.5%. Given SCTA's different understanding of that agreement, we requested

[REDACTED]

provide an analysis of certain SCTA suggested budget adjustments. In response, SCOE recommended against SCTA's proposal to change the District's contributions to post-employment benefits. Further, SCOE pointed out an error in SCTA's projected savings about reducing central office administrators. SCOE's analysis demonstrated that SCTA's budget ideas would not adequately address the structural fiscal deficit faced by the District.

Finally, we are working as diligently as we can, even on holidays, to assess the extent of
[REDACTED]

Sacramento
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School District

OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824

(916) 643-9000 • FAX (916) 399-2058

Jorge A. Aguilar, Superintendent

February 15, 2019

BOARD OF EDUCATION Sent Via Email (dfisher@sacajedsd.com)

[REDACTED]

President
Trustee Area 7

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

Darrel Woo
Vice President
Trustee Area 6

Michael Minnick
2nd Vice President
Trustee Area 4

Re: Commencing Negotiation on Successor (2019-2022) Contract

Dear Mr. Fisher:

Liza Miranueli

Since November 2018 the District has sent four letters to SCTA requesting to meet and begin

[REDACTED]



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

BOARD OF EDUCATION

January 17, 2019

Jessie Ryan
President

David Fisher
President, Sacramento City Unified School District

Generally, negotiations involve a select, accessible number of representatives from both sides.

[REDACTED]

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for orderly, informal and frank discussion of the issues confronting negotiators. (D. Fisher, W. Ury, & M. Patton, *Negotiating Without Losing Your Mind*, 1991, p. 10)

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OFFICE OF THE SUPERINTENDENT

5715 Avenue • Sacramento, CA 95824

(916) 643-9000 • FAX (916) 399-2058

Jorge A. Aguilar, Superintendent

December 11, 2018

BOARD OF EDUCATION Sent Via Email (dfisher@saccityva.com)

[Redacted]

Jessie Ryan
President
Trustee Area 7

David Fisher
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819-2333

Darrel Woo
Vice President

Dear Mr. Fisher:

[Redacted]

This correspondence is in regards to the successor contract negotiations with SCTA for 2010.

[Redacted]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

BOARD OF SUPERVISORS

[REDACTED]

[REDACTED]

[REDACTED]

November 15, 2018
SUNSHINING OF DISTRICT'S INITIAL PROPOSAL TO THE SACRAMENTO CITY
TEACHERS ASSOCIATION (SCTA)

[REDACTED]

[REDACTED]

Propose amendments, including but not limited to, resources and supports for employees concerning appropriate student discipline practices and interventions.

ARTICLE 12: COMPENSATION

Propose to negotiate in good faith over compensation within the limits of available financial

[REDACTED]

ARTICLE 13: EMPLOYEE BENEFITS

Propose to negotiate in good faith over employee benefits within the limits of available financial

[REDACTED]

resources. The District may propose other amendments to this Article.



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Jorge A. Aguilar, Superintendent

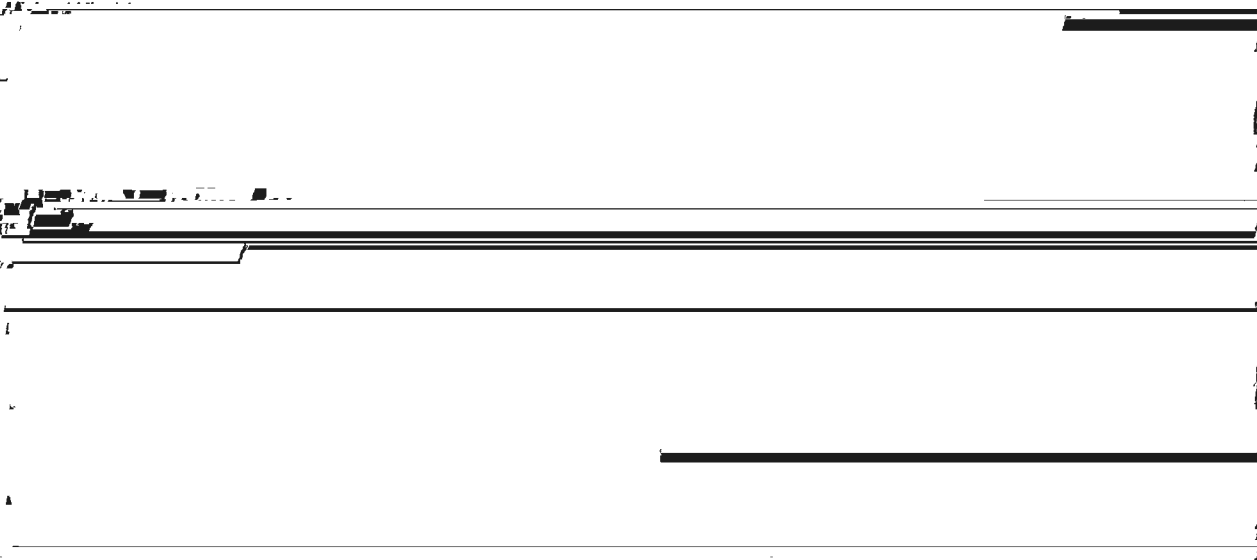
November 9, 2018

BOARD OF EDUCATION *Sent Via Email (dfisher@saccityta.com)*

*Jessie Ryan
President
Trustee Area 7*

*Darrel Woo
Vice President
Trustee Area 6*

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



Trustee Area 4

*Jay Hansen
Trustee Area 1*

*Ellen Cochrane
Trustee Area 2*

*Christina Pritchett
Trustee Area 3*

*Mai Vang
Trustee Area 5*

Rachel Halbo

Dear Mr. Fisher:

The District is pleased to learn that SCTA wishes to engage in “immediate discussions ... to consider potential health plan savings,” as stated in your letter of November 1, 2018. The District has been seeking SCTA’s cooperation in order to come to an agreement on health plan costs savings for quite some time.

Contrary to the version of events described in your letter, it has been SCTA who has delayed the effectuation of the health plan costs savings that were agreed to in Article 13.1.1 of the tentative agreement ratified on December 7, 2017. As with previous communications, the November 1, 2018, SCTA letter again leads with the position that the Salary Schedule Structure proposed by SCTA must be implemented at any and all



Letter to David Fisher
November 8, 2018

Page 2

Nevertheless, and despite the above noted points of disagreement, the District also wishes to

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Sincerely,

[REDACTED]