



**OFFICE OF THE SUPERINTENDENT**

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*Jorge A. Aguilar, Superintendent*

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October 3, 2019

Sent via email to [dfisher@saccityta.com](mailto:dfisher@saccityta.com)

Mr. 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 the District's most recent [August 23, 2019 letter](#) requesting to begin negotiations on a successor Collective Bargaining Agreement ("CBA") between the District and the Sacramento City Teachers Association ("SCTA"), or [any of our fifteen \(15\) prior letters sent since November 2018 requesting to begin negotiations](#). 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 11, 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."*

In yet another effort to move the negotiations process forward, attached to this letter is the District's proposal on Article 11, Safety Conditions. This proposal is in addition to the previously sent proposal which SCTA leaders have not responded to:

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

The District's negotiations team is available on October 9, 11, and 14-16, 2019, to meet with SCTA to discuss all of these negotiations proposals. Please let us know by October 7, 2019 which of these dates will work for SCTA.

Sincerely,

Jorge A. Aguilar  
Superintendent