



OFFICE OF THE SUPERINTENDENT

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Jorge A. Aguilar, Superintendent

December 14, 2018

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Sent Via Email (dfisher@saccityta.com)

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

Dear Mr. Fisher:

This letter follows the meeting of Wednesday, December 5, 2018, between the Sacramento City Unified School District (“District”) and the Sacramento City Teachers Association (“SCTA”) regarding negotiation of the District’s proposed changes to the school calendars for the 2019-2020 and 2020-2021 school years. As you know, the District has proposed adjusting the start date for the 2019-2020 school year to August 14, 2019, which is two weeks (11 school days) earlier than the District has started in the past few years. Under the District’s proposal, the 2019-2020 school year would end on May 28, 2020. For the 2020-2021 school year, the District has proposed a start date of August 12, 2020 and an end date of May 26, 2021. This calendar adjustment is critical to address the needs of the students and families we serve. Moreover, this adjustment will put the District closer in line with its neighboring school districts, increase educational and enrichment opportunities for students, and help increase revenue to address our structural budget deficit. The District first provided this proposal to SCTA via e-mail and in person on June 13, 2018.

On June 21, 2018, the District’s Governing Board approved a tentative student attendance calendar based on the District’s proposal for the 2019-2020 and 2020-2021 school years, subject to further negotiations with the District’s labor partners. The District has reached agreement on the 2019-2020 and 2020-2021 school calendars with each of its labor partners with the exception of SCTA. On September 14, 2018, the District sent a letter to SCTA requesting that it meet and confer on the District’s proposed calendars prior to the Governing Board meeting on October 18, 2018. The District provided SCTA with four optional dates and times for the meeting. After receiving no response from SCTA, the District followed up by letter on October 12, 2018, requesting that SCTA select from two additional dates to meet and confer prior to the November 1, 2018 Board meeting. Via the email of October 15, 2018, quoted below, SCTA rejected the dates offered and failed to offer any others:

With regard to the Calendar Committee, the Association has met its contractual obligations to discuss this matter with the District. Unfortunately, we have not reached an agreement. Despite your representation in November 2017 that you personally would participate in the discussion to explain why a calendar change was necessary for the District, you failed to follow through. At our last meeting with the District in the Spring of 2018, we asked the District’s representatives to show the outreach that has occurred with other stakeholders that provided an opportunity for input on the proposed change.

We also asked the District to consider adding a professional training day at the beginning of the school year. We received no response. Your October 12th response appears to be that this much-needed input will only be sought AFTER the decision is made. We don't believe this is the best way to make such an important decision. We remain open to discussing this issue with the District. Unfortunately, the two dates, October 17 and 19th, that you offered do not work for us.

The above communication continued the Association's focus which has primarily centered upon the sufficiency of the District's "outreach with stakeholders". When the District and SCTA were finally able to meet on December 5, the District resubmitted its June 2018 proposal for SCTA's consideration in the hopes that a productive conversation could take place on this important issue. At the meeting, the Association continued to focus on community outreach and the absence of data that demonstrates the benefits to students resulting from a change in the calendar. The District shared that due to serious budget constraints it is unable to add a professional training day at the beginning of the school year. However, the parties were unable to reach agreement and to date, SCTA has delayed in meeting with the District and has not provided the District with any counter-proposal for the 2019-2020 and 2020-2021 school calendars.

As we have discussed previously, the District has a number of reasons for its interest in an earlier start date and earlier end date for the school year. Not only would this revised schedule bring the District closer in line with its neighboring school districts, but the District believes it will increase educational and enrichment opportunities for its students. For example, the District's proposed calendar will allow students to enroll in summer courses and/or apply for summer jobs and internships beginning in early to the middle of June. Such opportunities have been unavailable to students previously due to the District's traditional end of school dates. The earlier start date will also provide students with additional instructional days prior to Advanced Placement (AP) testing, the SAT, and other assessments, which places them in a better position for success in applying to institutions of higher learning. The District also anticipates additional revenue from increased student enrollment and retention as a result of an earlier start date, since there is less of a chance that students will begin the school year in other districts prior to transferring to the District.

Given these important considerations, as well as the need to inform parents and the community of changes to the upcoming school year as soon as possible, District staff believe that the school year calendar for 2019-2020 must be finalized by **January 31, 2019**.

In conclusion, due to the parties' inability to reach agreement on the District's proposed school year calendars for 2019-2020 and 2020-2021, as well as SCTA's failure to provide the District with a counter-proposal or timely meet with the District concerning its multiple requests to negotiate between June and December 2018, **the District hereby requests that SCTA provide the District with a written counter-proposal by Thursday, December 20, 2018. Should we not receive a counter-proposal by said date, the District will file a request for impasse with the Public Employment Relations Board ("PERB").**

Sincerely,



Jorge A. Aguilar
Superintendent