



# OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824

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August 25, 2020

Via E-Mail: [dfisher@saccityta.com](mailto:dfisher@saccityta.com)

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

Re: Distance Learning Negotiations

Dear Mr. Fisher:

For the past two months the District's negotiations team has met with the Sacramento City Teachers Association (SCTA) negotiating team to discuss the effects of opening our schools in a distance learning model for the 2020-2021 school year on September 3, 2020. [On July 2, 2020, the District shared its proposal](#) on establishing health and safety protocols for our work sites for when employees return to the physical classroom space regardless of the learning model. [On July 16, 2020 the District shared with SCTA a proposal on the effects of distance learning](#), with a focus on providing a robust instructional program while our students are learning outside of our schools. At the center of this proposal is the well-being and education of *all* of our students so that we can rise above and disrupt the current status quo of systemic inequity to meet the academic, social and emotional needs of all our students, especially our most vulnerable students at each school.

Since July 2, our respective full negotiations teams have met six times, with the District offering at least another 16 dates to meet to expedite this critical work. You provided a response to the District's July 16, 2020 proposal on August 6, 2020. On August 13, 2020, [the District responded](#) to your August 6, 2020 proposal and incorporated certain aspects of your proposal that were acceptable to the District. Also, on August 13, 2020, you provided proposed schedules for our [elementary](#) and [secondary schools](#) while in a distance learning model, as well as a "[smart start](#)" proposal that would apply during the first six days of our school year.

By [letter dated August 17, 2020](#), the District offered to meet with SCTA's negotiations team on August 18, 19 and 21. SCTA responded by email on August 18, 2020, agreeing to negotiations on August 20, 2020, the one date that was not offered by the District because the District's lead negotiator was unavailable on that date due to a family medical matter. On August 18, the District then [offered to meet](#) with SCTA on August 19, 21, 22, 23, 24, 25 and 26, 2020. SCTA agreed only to the August 24, 2020 date offered by the District. By letter on August 20, 2020, the District [confirmed the August 24](#) date for negotiations and proposed that if the parties did not reach agreement on August 24, the District and SCTA meet on both August 25 and 26, to continue this important work. On Friday, August 21, 2020, the District provided SCTA with its

responses to proposed elementary and secondary schedules.

When the parties met yesterday, the District's August 13, 2020 response to SCTA's proposal was reviewed, as were the proposed daily schedules that SCTA shared with the District on August 13 and those shared by the District on August 21. After discussing these proposals, SCTA presented a response to the District's August 13, 2020, proposal that was largely similar to the [same proposal](#) that SCTA shared with the District on August 6. The District is deeply disappointed that the proposal SCTA shared yesterday, which was eleven (11) days after our last negotiations session, showed very little movement on the part of SCTA related to the District's distance learning proposal. Unfortunately, it appears that the District and SCTA are still far apart on a number of key provisions, including:

- Instruction based on the essential standards and following an approved scope and sequence
- Assessment of student learning and identification of where targeted intervention and support may be needed
- Maintenance of service logs/documentation to ensure that students with disabilities are receiving services required by law
- A single distance learning platform used by students and teachers for continuity and consistency
- Professional development prior to the first day of school so that our students can begin their learning on September 3, 2020
- Minutes of instruction for our students and the amount of direct and independent learning for students each day
- Recorded instruction to allow students to access for later learning support

The above items that are reflected in the District's proposal are critically important because we believe that these are items that will provide robust learning for *all* of our students while we are in a distance learning model. These are unprecedented times, but we cannot let these challenges deprive our students of the opportunity to be with their teachers and peers and have their academic and social and emotional needs met equitably across our District.

In an effort to continue to move these negotiations forward, we have reviewed those areas of your August 24 proposal that are agreeable to the District and attach our proposal to this letter. While SCTA agreed to meet on Saturday, August 30, at a still to be determined time, the District's team remains available to meet with SCTA's negotiation team for any amount of time on August 26, 27, 28, 29, 30 and 31. We understand that you, as well as SCTA's lead negotiator, will be involved in a hearing on the unfair practice complaint filed against SCTA before the Public Employment Relations Board on August 28 and 29. These hearing dates have been scheduled since May 22, 2020, after PERB postponed the May 26, 2020 hearing that had been scheduled for this matter. PERB granted this continuance that SCTA had sought to allow for the possibility of an in-person hearing. We also understand that this week's hearing is scheduled to conclude by 4:30 p.m. on each date. Thus, we are able to meet with SCTA in the evenings following the conclusion of those hearings.

Our students, families and community are anxiously awaiting information on what the reopening of schools will look like on September 3, 2020. Completing negotiations on the effects of distance learning and moving forward with a robust distance learning program is the District's top priority. We hope that SCTA will join us in committing to complete this work as soon as possible to provide information and certainty to our students, families and community as they prepare to return to learn in these very challenging and uncertain times.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jorge A. Aguilar'. The signature is stylized with a large loop and a horizontal stroke.

Jorge A. Aguilar  
Superintendent