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July 1, 2021

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

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

Re: Returning to In-Person Instruction for the 2021-2022 School Year

Dear Mr. Fisher,

As you know, on April 22, 2021, the Governing Board of the District adopted [Resolution No. 3196](#) committing to returning students to full in-person instruction for the 2021-2022 school year. In that resolution, our Governing Board committed to ensuring that all students “will be able to return to full-time in-person instruction, five days a week on the first day of the 2021-22 academic calendar. Consistent with this resolution and the Board’s direction, the District will be returning our students to full, in-person learning for the 2021-2022 school year on [Thursday, September 2, 2021](#) while following all applicable state laws, regulations and guidance related to mitigating the spread of COVID-19.

SCTA has, in various contexts, discussed the need to negotiate with the District around reopening our schools in the fall. As I understand, during successor contract negotiations on June 8, 2021, SCTA presented the District’s negotiations team with a document entitled “[Back to School Better: SCTA’s Framework for Fully Reopening Schools in 2021-2022.](#)” Included in the document are areas in which SCTA proposes “improvements” related to services to students and staff recruitment and retention. SCTA’s proposed improvements in the area of services to students include lowering class sizes, increasing mental and physical health supports for students, implementing MTSS and restorative practices at every site, increased funding for the home visit project and expanded programs. The proposed improvements related to staff recruitment, retention and support include retaining a diverse and highly trained work force and competitive wages and benefits, increased professional development and recruitment of classified staff to support student needs. The District does not consider this “Framework” to be a negotiations proposal as it does not include any specific details and it addresses topics that are outside the scope of negotiations.

We agree with SCTA that additional funds that the District has or will receive from the state and federal governments to mitigate the impacts of COVID-19 on our students provide a unique opportunity for the District to increase services and supports to our students. In fact, our Governing Board has recognized the unique opportunities presented by this additional limited term funding and adopted [Resolution 3212](#) at the June 30, 2021 Board Meeting authorizing the hiring of additional staff members to support our work to mitigate the impact of COVID-19 on our students’ academic, social and emotional well-

being. We also know that these funds are for a limited duration and cannot be used to fund on-going costs unless savings in other areas are achieved.

While the District is excited about the opportunities these one-time funds provide to enhance supports to our students, the District does not believe that hiring additional employees and staffing our schools consistent with the language in the Collective Bargaining Agreement between the District and SCTA requires negotiations. And, while we are pleased that SCTA is supportive of implementing a robust Multi-Tiered Systems of Support (“MTSS”) framework, such effort is already in place at many of our schools with implementation planned at additional schools for the upcoming school year. The District has previously offered to negotiate any effects of that program identified by SCTA. If SCTA has questions about the District’s MTSS effort, please see the [Item 6.1 Presentation provided at the June 3, 2021 Board Meeting](#) in addition to the information previously provided to SCTA.

In terms of SCTA’s proposed improvements in the area of staff recruitment, retention and support, the District has and will continue to work to recruit and retain diverse and highly trained educators who reflect the diversity of our District. The District agrees that robust professional development is critical to student success and to that end, the District was pleased to reach agreement with SCTA to offer two days of professional development at the start of the 2020-2021 school year. For the upcoming 2021-2022 school year, the District has offered two additional paid professional development days, but SCTA has not responded to the [District’s last counter-proposal](#) on this subject which was sent on June 10, 2021. The District’s proposal would provide SCTA the opportunity to provide feedback on the professional development planned by the District. The District has previously shared with SCTA that the District plans for the two professional development days for the 2021-2022 school year include learning opportunities for our staff in the areas of:

- [Anti-Racist Classroom](#)
- [UDL](#)
- [MTSS-DBDM](#)
- [High-Quality First Instruction](#)

As the District has previously stated, if SCTA leaders believe that there are negotiable effects of returning our students to school for the 2021-2022 school year consistent with all applicable health and safety regulations and the current Collective Bargaining Agreement between the District and SCTA, please notify the District. We ask that you provide us with a list of the specific impacts that you wish to address and provide a list of dates that SCTA is available to meet to discuss any negotiable effects. The negotiations on the effects of returning our students to school are separate from successor contract negotiations between the District and SCTA and on-going successor contract negotiations should in no way impact the full reopening of in-person learning for the 2021-2022 school year.

The sixteen months since the closure of our schools to in-person learning and the transition to distance learning and then in-person and concurrent learning have been difficult on everyone, especially our students. We look forward to welcoming our students, families and employees

back for a safe and full return to our school sites for the 2021-2022 school year and to the critical work of supporting our students.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Aguilar', with a large loop and a dot at the end.

Jorge A. Aguilar  
Superintendent