



OFFICE OF THE SUPERINTENDENT

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Jorge A. Aguilar, Superintendent

August 7, 2019

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Sent via email to: dfisher@saccityta.com

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

Re: Salary Schedule Restructure

Dear Mr. Fisher:

As the 2019-20 school year is fast approaching, we want to express our appreciation to SCTA leaders for meeting with District staff over the past three months to help finalize the details of the salary schedule restructure, including our joint commitment that retroactive payments must be accurate and require that they be properly calculated. Due to recent inquiries made to the District on this topic, we plan on sending the attached communication to our certificated employees notifying them of the status to the salary schedule restructure for this year and the estimated time frame for employees to receive their retroactive payments for the 2018-19 school year. Such communication matches the outcomes of the past four meetings where SCTA leaders and the District agreed that retroactive checks need to be properly calculated to ensure accuracy and will therefore be distributed later this Fall.

We were confused by [the document](#) presented to Human Resources earlier today stating that: *"The District will commit that educators will receive their retro checks by the commencement of the school year, August 29, 2019, and will work around the clock with SCTA to make sure that occurs."* In the spirit of ensuring accurate information get to them, we would appreciate you communicating to your members that the salary schedule restructure took effect in our payroll system on July 1, 2019 and that 2018-2019 retro payments will be made in the Fall. This will ensure that our discussions in those meetings on this topic reflect the language in the document presented to us today. Ultimately, this is a settled issue that is now in its implementation phase. It is not a negotiable item nor should it stall progress on the contract negotiations that should be taking place right now since the SCTA contract expired on June 30, 2019.

We also want to provide an initial response to said document, which is not a collective bargaining proposal due to the fact that many of the listed subjects do not relate to matters to be negotiated in our Collective Bargaining Agreement (CBA), but rather relate to the administration of various ongoing processes (e.g. filling vacancies, Child Development rescissions). Should you believe a provision of the CBA is not being followed, the correct avenue to pursue is filing a grievance. Furthermore, you appear to be bargaining on behalf of classified employees, which is a direct violation of labor law. As you know, classified employees are represented by other labor unions and we will work with those labor partners to address any of their concerns.

Regarding SCTA's pending grievance on Article 13.1, the District is finalizing its formal agreement to move this matter into arbitration and is committed to resolving this issue in a timely manner that allows for the full consideration of this complex matter. Regardless of this pending arbitration, however, the District issued a new proposal to SCTA changing Article 13 by bringing the District in line with neighboring school districts and public agencies in California by placing a reasonable cap on the [District's contribution to health insurance premiums](#).

We look forward to discussing any negotiable items in the appropriate venue—at the negotiations table. As we await your response to our initial proposal by the Friday, August 9, 2019 date provided by SCTA Vice President Milevsky days ago, we hope that you will indicate which dates you can meet with us to begin negotiations. Our team stands ready to initiate and finalize this process prior to the start of the school year.

Sincerely,

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

Jorge A. Aguilar
Superintendent

Attachment