



SCTA Bargaining Team's Decision to Postpone Strike *Asks Parents, Students and Community to Join CTA Action at the Capitol on May 22 at 4 p.m.*

(Sacramento, May 16, 2019): On April 30, 2019, the bargaining team of the Sacramento City Teachers Association (SCTA) announced our intention to strike the Sacramento City Unified School District (SCUSD) for a second time on May 22 to protest more than 30 unfair labor practices committed by the District. Those charges included multiple unlawful actions, including the District's refusal to abide by an agreement to redirect potential savings from health plan changes to lower class sizes and improve services to students.

Since April 30, several important developments have occurred:

1. **Forensic Audit by State Auditor:** On May 1, the California State Auditor commenced a forensic audit of the Sacramento City Unified School District following a unanimous vote of the California Joint Legislative Audit Committee. According to the request for the audit from State Assembly member Kevin McCarty, the state auditor has been asked to provide a deep dive financial audit as well as to answer the following questions: "What were the district's key actions that caused the crisis? Who made these decisions? Why were these decisions made?"
2. **Arbitrator Rules for SCTA on Salary Schedule, District Agrees to Abide by Decision:** On May 2 an independent, mutually-selected arbitrator ruled that the Sacramento City Unified School District violated the collective bargaining agreement with its teachers and ordered the District to implement retroactively a new and revised salary schedule which will enable the District to recruit and retain staff who reflect the diversity of our District. Superintendent Aguilar has stated that he will comply with that ruling.
3. **Governor Newsom's May Revisions to State Budget Continues Improved Funding for Schools.** On May 10, Governor Newsom presented the May Revisions to the State Budget, which continues to make improvements to funding for California schools.
4. **PERB Issues Complaint Against District For Refusing to Meet and Confer About Health Plan Savings:** On May 13, the California Public Employment Relations Board (PERB) issued a complaint against the Sacramento City Unified School District. PERB complaint made an initial determination that the District had violated the law through a number of its actions, including that the District "declined [SCTA]'s repeated requests to meet and confer regarding the [District]'s savings from reduced health costs, and how to apply those savings to benefit unit members, as provided in Section 13.1 of the parties' C[ollective] B[argaining] A[greement.]" That is, after SCTA filed a 71-page charge with evidence against the District, and the District provided a 255-page response to that charge, PERB made an initial determination that the District violated the law and issued a formal complaint against the District. The issue will now go before a PERB administrative law judge. SCTA expects to prevail, just as it prevailed when the District refused to implement the agreed-upon salary schedule.

5. **SCUSD Vastly Improved Budget and Agreement to Hold Budget Forums:** On May 15, the District released its Third Interim Budget which corrects a huge, multimillion dollar mistake (among other things) and makes it clear that the District is not on the brink of insolvency even after implementing the SCTA salary schedule while honoring the contract to use potential health plan savings to lower class sizes and improve services to students. After approximately eight months of secretive and in some cases unlawful meetings of the school board and administrators regarding the budget, the District also finally agreed to hold community forums to hear from parents, educators and other stakeholders. Since the only comprehensive budget solution that has been proposed to date is the one from SCTA, we expect to be able to present SCTA's budget proposals as part of those forums. We believe there is generally consensus among parents, students, and other important stakeholders that chopping from the top and away from the classroom should occur before making any cuts to programs or other reductions that will negatively impact our students, particularly in the less affluent portions of the District.
6. **State Superintendent Tony Thurmond Calls Parties to the Table:** On May 13, State Superintendent of Public Instruction Tony Thurmond--in response to SCTA's request for his intervention--announced that he would call the parties together, including the Fiscal Crisis Management and Assistance Team (FCMAT) and County Superintendent Dave Gordon to meet to "so we can avoid another strike and identify ways [to] avoid a state receivership." As part of our request, SCTA has made clear its position that honoring the current SCTA Collective Bargaining Agreement is the starting point for such a discussion, but if after all options have been explored and there are no viable alternatives, then SCTA members would consider re-opening the Collective Bargaining Agreement to avoid state takeover. Superintendent Thurmond's calling the parties to the table means that for the first time, SCTA will be able to fully discuss its proposal to fix the budget, the only comprehensive budget proposal on the table. Well-respected Sacramento business and labor leaders, as well as Sacramento County Supervisor Phil Serna, have announced their support and willingness to participate in a committee, if asked. Mayor Darrell Steinberg described SCTA's request "as a positive and constructive offer by SCTA."

Because of these developments—and, more importantly, as a gesture of good faith in response to a request from Sacramento County Supervisor Phil Serna and as an effort to create a positive step forward—SCTA is today announcing that we will postpone the strike currently scheduled for May 22.

We look forward to working with Superintendent Thurmond, the District, SCOE and FCMAT to achieve labor peace and avoid fiscal insolvency.

We know that we still have a lot of hard work still to do to resolve our issues here in the District.

But while that work commences, we believe we are all united in our belief that the State of California should improve significantly the funding to our public schools. We also support more accountability and transparency for independent charter schools. That's why, even though there won't be a strike on **Wednesday, May 22, it will still be a day of action.** We ask parents, students, and the greater Sacramento community to join CTA members and public education activists from across the state for **a rally at the State Capitol at 4 p.m. on May 22** and we will be reaching out to Superintendent Aguilar and Board President Ryan to work with us to ensure a strong Sac City presence at the rally.

For more information visit: www.sacteachers.org

