



*Great Teachers Together*

12/19/2018

Cancy McArn  
Chief Human Resources Officer  
Sacramento City Unified School District  
5735 47<sup>th</sup> Avenue  
Sacramento, CA 95824

**RE: Regarding Calendar**

Dear Ms. McArn,

As follow up to our meeting with you on December 5, 2018 at the SCTA office and in response to a recent letter from Superintendent Aguilar dated December 14, 2018 this letter will serve as our response.

When our meeting concluded on December 5<sup>th</sup>, we asked representatives of the District if they wanted to schedule additional dates. District representatives stated they would get back to us.

There was no follow-up until the letter from Mr. Aguilar dated December 14<sup>th</sup>.

During our meeting on December 5, we notified the District repeatedly that in order to evaluate appropriately the District's proposal and to consider how best to respond we needed additional information, some of which we have been waiting since last spring to receive.

At every meeting of the calendar committee, we have expressed our concern about the safety of our students if SCUSD expects to start school in August. The current average temperature in August in Sacramento is 91 degrees with some days being unbearably hot and designated as unhealthy air quality. We have pointed out numerous concerns regarding our older or over-filled sites that lack any available indoor space--let alone air-conditioned space--for physical education classes to provide standard-based instruction and for children to safely enjoy recess, lunch and break times.

Our team was greatly disappointed and frustrated with the District's limited response to these serious concerns: that it "will require all sites to implement 'hot day' and/or 'unhealthy air day' procedures to maintain a healthy environment for students/staff." To our concern, the District was unable to produce any written evidence that "hot day" and/or "unhealthy air day" procedures even exist, better yet to explain them.

The District produced no analysis of the capacity of our sites to accommodate indoor learning/recreational spaces, or if such an analysis has been undertaken.

We have repeatedly asked for the evidence of parent support for a major shift in our district's calendar start date, requests we reiterated when we met on December 5<sup>th</sup>. The District's last survey of our community was done several years ago and shows that of the nearly 2000 parents or guardians surveyed, only 49.21% were in favor of a change while 50.79% were against it. Students overwhelmingly opposed the change.

Since then, we have seen no effort of the district to engage our parents regarding the school calendar.

Additionally, we have asked the District to consider providing a full day of professional development for teachers at the beginning of the school year, specifically to consider a District-wide implicit bias training. We believe this would allow the District to finally fulfill its duties under SCUSD Board Policy 5144 approved back in 2014 that the district must provide all employees with mandatory training in School- wide Positive Behavior Interventions and Supports, Restorative Practices and Social Emotional Learning, implicit bias and cultural proficiency.

We have asked for data regarding the claims of SCUSD staff that students are being denied job opportunities as a result of the current schedule and that changing the calendar will both increase student enrollment and improve the hiring of district staff, particularly in light of (at least based on the outdated survey) overwhelming student opposition to the calendar change.

Given recurrent problems in payroll, and the District's inability to transition to WorkDay, we also have sought assurances that the District is prepared and capable of issuing employees' salary in August.

So that there is no misunderstanding, we are requesting:

1. The district's plan and procedures for "hot air" and "unhealthy air" days in which a safe environment is provided for students to participate in physical education and recess including at sites that lack indoor space;
2. Any evidence of parental support for the instructional calendar the district has proposed, including but not limited to, survey data, letters, emails, meeting minutes, and so on;
3. The cost for adding a professional learning day regarding implicit bias at the beginning of the school year;
4. Any and all data possessed by the District supporting its assertion that the current calendar denies students of job opportunities;

5. Any and all data possessed by the District supporting its assertion that its proposed calendar will improve student enrollment;
6. Any and all data possessed by the District supporting its assertion that its proposed calendar will improve District's hiring process;

We require the above requested information before we can adequately respond to the District's proposal. We expect to hear back from you regarding proposed dates to meet when the district will be prepared to provide us with the information we have requested. We would also like to take this opportunity to reiterate our dismay that Superintendent Aguilar has refused to meet personally with us to discuss his rationale for the district proposed calendar as he had committed to do in November of 2017.

Moreover, there is no requirement either by board policy or by Ed Code that as the Superintendent asserts "the school year calendar for 2019-20 must be finalized by January 31, 2019."

We have also notified the District multiple times that we have no interest in conducting collective bargaining via email. The Superintendent--by threatening to declare impasse on December 20, 2018 unless his self-declared conditions are met, before the District has provided the Association the information it has requested in order to consider the District's proposal, and his attempts to dictate the bargaining process through an artificially created deadline--is engaged in bad faith negotiations, and this letter serves as our demand that his unlawful actions cease and desist.

Sincerely,



Nikki Milevsky

1<sup>st</sup> Vice President

CC: Jorge Aguilar  
Lisa Allen  
Raoul Bozio  
SCTA Executive Board

