



October 4, 2019

Superintendent Jorge Aguilar & Board President Jessie Ryan
Sacramento City Unified School District
5735 47th Avenue
Sacramento, CA 95824

Re: Inappropriate Behavior of Chief Communication Officer Alex Barrios

Dear Superintendent Aguilar and Board President Ryan:

This letter is a follow-up to the presentation we made to the school board last night.

For the past year, the District, primarily through Chief Communications Officer Alex Barrios, has initiated a concerted campaign against its own teachers.

Knowing that it is illegal for a District to use taxpayer dollars to purposefully undermine a certified collective bargaining agent, like SCTA, on May 20 and May 29, 2019, we filed two California Public Records Act requests. The first sought correspondence from Alex Barrios, the District's Chief Communication Officer and the second asked for communications between representatives of the District and the Sacramento Bee.

Before making these requests, we had raised serious concerns about Mr. Barrios' conduct directly with Superintendent Aguilar and Board President Ryan, particularly Mr. Barrios' late-night activities, his hostile engagement with teachers, and his concerted smear campaign of disinformation against SCTA.

The Chief Communications Officer is the District's public face to the broader SCUSD community. By job description he serves on the Superintendent's Cabinet and Executive Staff. His responsibilities include, but are not limited to: "Communicate and represent the district's vision and perspective internally and to the general public/community *as designated by the Superintendent.*" [Emphasis added.]

Specifically, the Chief Communications Officer is supposed to "Communicate and collaborate with the Superintendent, Cabinet and Executive Staff, Board of Education, other administrators, and district personnel to coordinate activities and programs, *resolve issues and conflict*, and exchange information; *model district standards of ethics and professionalism.*" [Emphasis added.]

To carry out these responsibilities, our Chief Communications Officer is well compensated--at least \$160,000 per year in salary alone, more than double the average salary of a certificated teacher. In addition, he directs a staff of several communication professionals.

We have every right to expect that you hold our Chief Communications Officer accountable to the requirements of his job description, board policy and general ethical and professional standards.

Unfortunately, that is not the case.

1. **Mr. Barrios' Handling of Document Requests:** We made our Public Records Act requests in May 2019. Five months later, the District still has not fully complied with the requests. Production trickles from the legal department which produces batches of documents in small increments. Just this past Monday, we received the latest batch and we are beginning to understand why the District **has been so reluctant to produce** these documents. When SCTA requests documents the request is sent to the District's in-house counsel. A response is never timely, and invariably includes a statement asking us to justify why we are making the request. Then, after multiple reminders and months pass, the District will slowly and incrementally begin to produce documents.

Contrast that with how the District's Chief Communication's Officer responded to a request from Bee columnist Marcos Breton. On Saturday, February 13, 2019, Mr. Breton requested any correspondence between the District and SCTA "related to health care negotiations." Mr. Breton made his request directly to Mr. Barrios. It does not appear that Mr. Barrios forwarded the request to the legal department, because on Tuesday, February 26, 2019, Mr. Barrios produced a set of documents for Mr. Breton. (See attached, Exhibit A.) No other district staff is included in the correspondence, particularly the District's in-house legal counsel, Raoul Bozio, who we have been told must review the information prior to release for confidentiality and other legal purposes.

The contrast could not be starker. It takes the District more than five months to respond to SCTA requests for documents; it takes Alex Barrios fewer than five days (including weekends) to respond to Marcos Breton.

2. **Previous Concerns Raised About Mr. Barrios:**

We have been raising concerns about Mr. Barrios for years, including directly with both of you.

- A. **Mr. Barrios' Threatening, Late-Night Rant Against a Teacher on Facebook:** On October 10, 2017, we wrote to Superintendent Aguilar. (See attached, Exhibit B.) We were concerned about Mr. Barrios' late night Facebooks posts in response to a well-respected teacher who was expressing her concerns about charter schools. At approximately 2:30 a.m. Mr. Barrios posted the following: "I know the Superintendent better than you do. . . . Just friggin cut it out already with unverified conspiracy theories. . . . If you want an adverse relationship, then that's what you're going to get."

Mr. Aguilar never responded to our concerns.

- B. **The "Empty Chair" Stunt, November 2018:** On November 10, 2018, Mr. Barrios hastily organized a press conference to announce that an agreement had been reached among the various unions at SCUSD to reduce healthcare costs—an agreement that

SCTA and the District had already reached in November 2017, when we settled our contract.

We all know that the entire event was a publicity stunt designed to try to embarrass the leadership of SCTA. We have raised this issue with both of you directly. Mr. Barrios orchestrated the condemnation of SCTA President David Fisher and other SCTA leaders by pointing to the “empty chair.” Never once did Mr. Barrios point out that David told him SCTA would not be participating because we had already reached an agreement with the District one year before. (See the attached text messages between David Fisher and Alex Barrios, Exhibit C.) Instead, Mr. Barrios and others made much of the fact that David was at his son’s soccer game. Mr. Barrios went on to smear SCTA by repeating claims that SCTA didn’t care about our students and our district, even though our agreement on the health plan savings guarantees that the District must redirect millions of dollars back into our classrooms.

Since then, Board President Ryan and Chief Human Resource Officer Cancy McArn, among others, have told us that they believed the “empty chair stunt” was inappropriate and crossed a line. But nothing was done about it. In fact, the video of Mr. Barrios’ stunt remains centrally positioned on the District’s website.

- C. **Mr. Barrios’ 1:05 a.m. call to SCTA Executive Director’s Wife:** On December 15, 2018, Mr. Barrios called the cellphone of the wife of our executive director at 1:05 in the morning. When we raised concerns about Mr. Barrios calling our Executive Director’s wife, it took two complaints and several days for Mr. Aguilar to respond. (See attached email exchange, Exhibit D.) We appreciate Ms. Ryan responding immediately that the matter would be looked into, the eventual response from Superintendent Aguilar was less than reassuring. Mr. Barrios was “doing some late night online searching” and “inadvertently” called her. Why was Mr. Barrios conducting online research of the wife of our Executive Director? Is that the model of ethics and professionalism expected by Superintendent Aguilar and Board President Ryan? Was Mr. Barrios conducting this research at the direction of either or both of you?

Again, in contrast, consider Board President Ryan’s reaction to the inclusion of her phone number on an informational flyer to her constituents. As we informed on you August 21, 2019 (see Exhibit E), this is the same number we have used to conduct school district business with Ms. Ryan for years. Can you imagine the outpouring of criticism that we would receive if an SCTA leader called the cellphone of the spouse of Superintendent Aguilar or Board President Ryan at 1:05 am on a Saturday morning and when asked to explain it was told it was late online researching on their spouse? Or if we included information about the activity of their children as a criticism of their leadership when speaking to the media?

- D. **Mr. Barrios Inappropriate Monitoring of SCTA First Vice-President Nikki Milevsky:** On May 31, 2019, SCTA First Vice-President Nikki Milevsky emailed Cancy McArn (and cc’d Mr. Aguilar) regarding the unprofessional behavior of Mr. Barrios regarding his inquiries and observations about her attendance at public meetings. (See attached, Exhibit F.) Neither Superintendent Aguilar nor Chief Human Resource Officer McArn ever responded.

E. Mr. Barrios Unlawfully Blocked Teachers, Parents and other Community Stakeholders from Posting on the District's Facebook Account: On January 25 and 31, 2019 (see attached, Exhibit G), we notified the District of its legal obligation to stop blocking teachers, parents and community stakeholders from posting on the District's Facebook account. Only after we threatened to sue the District was the problem addressed.

Unfortunately, Mr. Barrios' efforts to undermine the leadership of our union hasn't stopped as the initial documents produced through the PRA indicate. And we have every reason to believe that these documents are the tip of the iceberg.

3. Mr. Barrios Inappropriate Use of Comments from District's Budget Updates

During the winter of 2018-19, when the District first asserted it was facing insolvency, it began to provide updates to those who opted in to receive District information about the budget. The updates also encouraged recipients to respond and submit comments. Apparently to Mr. Barrios, those comments were not just to solicit feedback for the District, but also--if the opportunity presented itself--to provide fodder for the District's propaganda campaign against SCTA.

Documents provided through the PRA show that Mr. Barrios forwarded within two hours of receipt the comment of a McClatchy teacher critical of the District directly to Bee opinion columnist Marcos Breton. (See attached, Exhibit H.) Shortly thereafter, Mr. Breton incorporated that into one of his opinion pieces designed to smear the leadership of SCTA.

Do you both condone the Chief Communications Officer forwarding comments from the community to Mr. Breton for political purposes?

If so, shouldn't the District include a waiver on the comment form that the public should be aware that making comments that are critical of the leadership of the District may be forwarded to a bullying opinion columnist at the Sacramento Bee for political purposes?

4. Mr. Barrios' Use of His Office to Undermine Elected School Board Member Leticia Garcia:

In early February 2019, Assemblymember Kevin McCarty requested authorization through the Joint Legislative Audit Committee for a forensic audit of the District. Officially, you both said you supported the audit.

Or did you? Shortly after Assemblymember McCarty announced his request, Mr. Barrios initiated a campaign to undermine both McCarty and his wife, board member Leticia Garcia, suggesting to a Sacramento Bee reporter that, without any evidence, Ms. Garcia may have leaked confidential closed session board discussions to her husband. This is an underhanded smear of an elected school board member. The email chains are attached, Exhibit I and J

Additionally, and also without any evidence, Mr. Barrios further stated in writing that Assemblymember McCarty may also have a conflict of interest because teachers' associations

have donated to his previous campaigns. Mr. Barrios' goal appears to be both to unlawfully undermine SCTA, and to undermine even certain elected board members and other elected officials.

5. Mr. Barrios' Inability to Control Himself: The preceding paragraphs outline a District employee who appears to be out of control. Mr. Barrios' lack of self-control was on full display at last night's meeting when he loudly interrupted SCTA's presentation to the school board as he shouted out some incoherent defense for calling our Executive Director's wife in the middle of the night. In all of our years of attending school board meetings, we have never experienced a cabinet-level officer, let alone the Chief Communications Officer, lashing out while someone was addressing the board.

As the leaders of the Sacramento City Unified School District, you both have been made aware of Mr. Barrios' previous unacceptable behavior. The continuation of this behavior which now extends to Mr. Barrios actively trying to undermine an elected Sac City school board member demands answers and accountability.

Is Mr. Barrios acting on his own, a Cabinet-level employee gone rogue, or is he acting at your direction?

Please be advised that this letter should be treated as a Uniform Complaint, but that we will pursue any and all legal remedies in response to Mr. Barrios' misconduct.

Sincerely,



David Fisher
President



Nikki Milevsky
First Vice-President



John Borsos
Executive Director

Exhibit A

Raoul Bozio

From: Alex Barrios
Sent: Tuesday, February 26, 2019 4:40 PM
To: Marcos Breton
Subject: RE: From Marcos Breton
Attachments: 3904_001.pdf; Letter to Superintendent 11.15.18.pdf; SCTA Health Plan Savings 11.1.2018.pdf

Here's some other correspondence

-----Original Message-----
From: Marcos Breton [mailto:mbreton@sacbee.com]
Sent: Saturday, February 23, 2019 6:10 PM
To: Alex Barrios
Subject: From Marcos Breton

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

Good afternoon. Hope you're well. I would like to request any correspondence related to health care negotiations between the Sacramento Unified School District & the Sacramento City Teachers Association. This request is for any discussions/negotiations/correspondence related to health care plans offered to SCTA by SCUSD.

Thank you,

Marcos Breton
Sacramento Bee

Sent from my iPhone

Exhibit B



Great Teachers Together

October 10, 2017

Superintendent Jorge Aguilar
Sacramento City Unified School District
5735 47th Avenue
Sacramento 95824

Re: Unprofessional Conduct of Chief Communications Officer

Dear Superintendent Aguilar,

We are writing to express our deep concern regarding the recent, sustained unprofessional conduct of the District's Chief Communication Officer, Alex Barrios. We find it regrettable that we need to officially object to erratic behavior, lack of professionalism, and sub-standard representation from Mr. Barrios.

This isn't the first time we have expressed concern regarding Mr. Barrios, something we never found necessary to do with his predecessors. Several times we pointed out the grossly inaccurate factual representation of what was occurring negotiations, errors that the District's bargaining team acknowledged and subsequently corrected—after the damage was already done.

More recently, however, Mr. Barrios has engaged in behavior that demands immediate correction. On September 18, 2017, at approximately 2:30 a.m., Mr. Barrios embarked on a personal, threatening attack levied at an SCTA activist, Lori Jablonski, from McClatchy High School, as well as a community member. Screen shots of the posts are included below, as well as Ms. Jablonski's response.

< Lori's Post ...

Alex Barrios
 I know the Superintendent better than you do Lori. Please stop. Seriously. We don't control what god forsaken charters apply to operate in our district. Just friggin cut it out already with unverified conspiracy theories. If you ever have questions, just message me and I will ALWAYS be happy to answer your questions and help to tell you what's going on. I've come to your class to speak at your request because I respected you as someone who will display a good example for our kids. Don't ruin that by posting conspiracies on Facebook with ZERO evidence that you would come to learn are unsubstantiated if you just reach out. The line is always

Write a reply...

< Lori's Post ...

your earnings for our kids. Don't ruin that by posting conspiracies on Facebook with ZERO evidence that you would come to learn are unsubstantiated if you just reach out. The line is always open. Please do us a courtesy and TRY to share any questions you have with me or anyone at the district so we can get you the answers to your questions. If you want an adverse relationship, then that's what you're going to get. But if you want real communication, the please reach out. Don't just post rants on Facebook that your students will eventually see. We are here to be a resource and answer questions and be COLLABORATIVE. Thank you.

Like Reply

Alex Barrios
 Hey Eric, the nurses deal you

Write a reply...

And Ms. Jablonski's response:

< Lori's Post ...

Lori Jablonski
 Alex Barrios, I did not rant, nor did I post a conspiracy. But what most concerns me is that you would bring in my students and suggest that I need to be personally concerned that you, the SCUSD Director of Communications--a cabinet level position in the district where I have worked for 18 years-- sort of called me out: "if you want an adverse relationship that's what you're going to get." I haven't decided yet if I feel intimidated, but I do indeed feel disheartened, which is the same word I used earlier.

Like Reply

Write a reply...

Below is Mr. Barrios's rant directed at community leader Eric Sunderland:

< Lori's Post ...

and answer questions and be COLLABORATIVE. Thank you.

Like Reply

Alex Barrios
 Hey Eric, the nurses deal you are talking about is on hold since new Superintendent got in because he wants to study whether it's the right decision. Can you please do me a friggin favor and friggin call me before commenting. I wouldn't comment on your stuff without consulting with you first. Pick up a phone and call a brother. Thanks.

Like Reply

Write a reply...

Lori Jablonski
 Alex Barrios, I did not rant, nor did I post a conspiracy. But what most concerns me is that you would bring in my students and

Write a reply...

We provided this information to Deputy Superintendent Lisa Allen, on or about September 18th, but Mr. Barrios seems undeterred in his contempt toward certificated teachers.

This is evident in his recent comments to the Sacramento Bee, as quoted on October 1, 2017, in Bee story on the proliferation of recent independent charter applications in Sac City. Mr. Barrios was quoted in the Bee as saying "It's an urban school district issue. You have older facilities, older teaching staff. You have an established school system in these urban districts and charters come in and apply to bring something new to the table." This is hardly a statement that neither supports our district nor promotes the great work our district does. In contrast, David Fisher's quote in the Bee was that he "doesn't think there is a need for charter schools in the district. 'Our district has Waldorf schools, dual-immersion schools, dependent charters, small high schools and all kinds of innovative and flexible arrangements for students."

Is Mr. Barrios expressing a District view in his dismissal of the District's "older facilities, older teaching staff?" For longer than the past year, we have done our best to work with the District leaders to make Sac City the Destination District for California. We thought that was a goal shared by educators, administrators, and the board of education. If that is the case, it's hard to understand Mr. Barrios's comments, which appear to justify and support the increase in the number of independent charter schools.

As parents of students who have both attended and are attending the fine schools in this District, as well as the representatives of 2800 certificated educators, we expect more from cabinet-level employees of the District—and hope that you do too.

Sincerely,



David Fisher
President



Nikki Milevsky
First Vice-President



John Borsos
Executive Director

Exhibit C



2 People

Alex Barrios

Thanks David for agreeing publicly on KCRA 3 moments ago to sign off on CECHR. Should we do a signing ceremony tomorrow with all labor partners. I will get all the news stations there. How about noon tomorrow at Serna?





2 People

stations there. How about noon tomorrow at Serna?

AB

Pls let me know by 9am tomorrow morning if I should move forward with the press conference.

AB

Yesterday 7:55 AM

Alex Barrios

Hi David. KCRA is asking if we are



2 People >

Yesterday 7:55 AM

Alex Barrios

Hi David. KCRA is asking if we are doing this signing ceremony today. Please let me know within the next hour. I need time to organize it. Thanks!

**TVEyes Media
Monitoring
Suite -
[Transcript]**
mms.tveyes.com



AB



2 People >

Surprised this is news to you, we signed and ratified the agreement last December and recently sent a letter to the superintendent reiterating our desire to implement the contract. I'm sure Cancy could help you find a copy of the contract, if not let me know and I'll send you one



2 People >

Alex Barrios

Pls send it David so that I can be sure we are referring to the same document. Press wants to be 100% sure the announcement is official and the actual paperwork signed. What time are we doing the signing ceremony today so that CECHCR



2 People >

signed. What time are we doing the signing ceremony today so that CECHCR agreement is signed and official? I will work on my end to get the paperwork. I'm glad we are about to get this done. Thanks David!

Cancy—I will reach out to the CECHCR folks



**2 People**

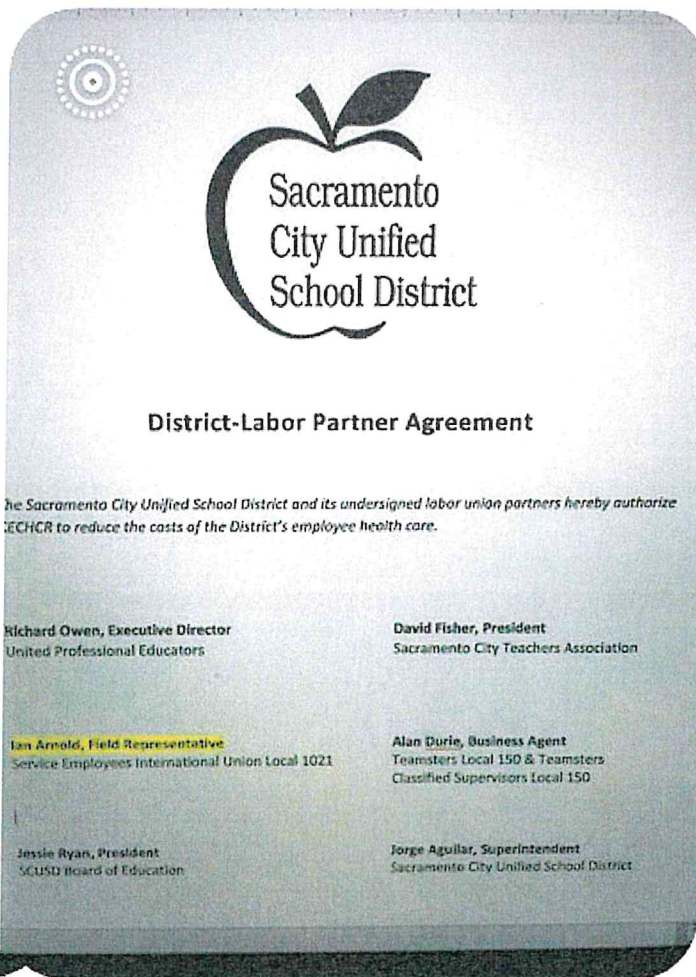
Alex Barrios

Hi David. Here is a draft of the document labor partners can sign to authorize CECHCR to move forward with its work. I will see you at 6pm in front of the board room for the signing ceremony. If 6pm does not work for you, please let me know and give me



2 People >

you, please let me know and give me an alternate date/time so I can notify the media. Thanks.



AB



2 People >



Jessie Ryan, President
SCUSD Board of Education

Jorge Aguilar, Superintendent
Sacramento City Unified School District

Yesterday 6:09 PM

Alex Barrios

Hi David. We are ready. Let me know where you are thanks



??? I'm at my son's soccer game. I already emailed you the agreement signed last year.

Alex Barrios



2 People

Alex Barrios

Ok. We will get the document for you for signature. The news media is asking why you didn't show up and we are letting them know we believe you will sign

AB

Don't speak for us... you know our agreement was signed last year



2 People >

signed last year

Alex Barrios

So why weren't you here for the press opportunity with everyone? We have been talking about this and you are always at the meetings so there should have not been a time conflict

AB

We had our press



2 People >

opportunity with everyone? We have been talking about this and you are always at the meetings so there should have not been a time conflict

AB

We had our press conference last year when the agreement was signed....

Exhibit D

Borsos, John

From: Borsos, John
Sent: Saturday, December 15, 2018 9:14 AM
To: JAguilar@scusd.edu
Cc: jessie-ryan@scusd.ed; nmilevsky@saccityta.com; Fisher, David; Lisa-Allen@scusd.edu; Raoul-Bozio@scusd.edu
Subject: Phone Call From Alex Barrios

Mr. Aguilar:

Last night at 1:05 am my wife received a phone call from the cell phone number of Alex Barrios (916)752-3705.

I am not sure why Mr. Barrios would have her cell phone number, and further cannot understand why he would be calling her at 1:05 am.

I would appreciate some clarification on this matter as soon as possible.

Thank you for your attention to this matter.

John

Borsos, John

From: Borsos, John
Sent: Monday, December 17, 2018 1:05 PM
To: JAguilar@scusd.edu
Cc: nmilevsky@saccityta.com; Fisher, David; Lisa-Allen@scusd.edu; Raoul-Bozio@scusd.edu; Jessie-Ryan@scusd.edu
Subject: Re: Phone Call From Alex Barrios

Mr. Aguilar:

I would appreciate an explanation for this.

When can I expect it?

John Borsos.

> On Dec 15, 2018, at 9:14 AM, Borsos, John <JBorsos@cta.org> wrote:

>

> Mr. Aguilar:

>

> Last night at 1:05 am my wife received a phone call from the cell phone number of Alex Barrios (916)752-3705.

>

> I am not sure why Mr. Barrios would have her cell phone number, and further cannot understand why he would be calling her at 1:05 am.

>

> I would appreciate some clarification on this matter as soon as possible.

>

> Thank you for your attention to this matter.

>

> John

>

>

>

>

Borsos, John

From: Jorge Aguilar <JAguilar@scusd.edu>
Sent: Monday, December 17, 2018 4:21 PM
To: Borsos, John
Cc: Raoul Bozio
Subject: Phone Call From Alex Barrios

Dear Mr. Borsos,

I've spoken to Alex about this. While doing some late night online searching, he inadvertently pressed a link to the phone number that was listed online. As soon as he saw the phone dialing a number he immediately terminated the call. He is very apologetic about this accident. Please accept our apologies.

We look forward to future cordial and professional discussions in the coming days.

Sincerely,

Jorge A. Aguilar

Exhibit E



August 21, 2019

Superintendent Jorge Aguilar
Sacramento City Unified School District
5735 47th Avenue
Sacramento, CA 95824

Re: SCTA Response to Your Letter of August 19, 2019

Dear Mr. Aguilar:

We are in receipt of your letter of August 19th regarding Board President Jessie Ryan.

As an elected officer of the Sacramento City Teachers Association and a woman, I am confused as to why you, as a staff administrator in the District, believe it's appropriate to insert yourself into the relationship between our association and the elected school board president, to whom you report.

Your intervention is inappropriate in several respects.

First, it must be noted that your refusal as Superintendent to honor the collective bargaining agreement that you personally signed, and your continued engagement in an unlawful, anti-union campaign against your own teachers leaves you in no position to pass judgment on whether Ms. Ryan broke her promises to students, educators and the greater Sacramento community. We all know she did and that the flyer is completely accurate.

For the record, Ms. Ryan promised that she wouldn't balance the budget at the expense of students. Contrary this public promise, Ms. Ryan voted to gut child development and to eliminate the positions of 400 frontline staff, among other things, to balance the budget at the expense of students.

Ms. Ryan also promised to operate with transparency and accountability. In fact, the Board Fiscal Transparency and Accountability Committee, which includes Ms. Ryan as a member, has the following mission statement:

“The committee will work to ensure the district's spending and obligation of financial resources is transparent, accountable, sound, sustainable, aligned with defined priorities, understandable to the public, and regularly monitored by board members.”

We know that you and Ms. Ryan kept the March 7th email exchange between Mike Fine of FCMAT from the public and at least one board member until the emails were disclosed in the Sacramento Bee in July. It is noteworthy that your August 19th letter does not dispute this fact--that you and Ms.

Ryan chose secrecy over transparency. We also know that you and Ms. Ryan kept secret your April 1, 2019 email to Dave Gordon acknowledging the District's failure to include 730 students in its enrollment projections, a multi-million dollar mistake, from the public and at least one school board member until the Third Interim Budget in May. Your silence on this issue is an affirmation that you and Ms. Ryan purposefully misled the public. No school board member has publicly disputed this account.

Additionally, with regard to using Ms. Ryan's "personal" cell phone on the flyer in question, like you and every board member with whom we do business, Ms. Ryan has used a non-district cell phone to conduct business with SCTA (and others). Ms. Ryan gave us that number on several occasions. In fact, we are only aware of communication between SCTA leaders and Ms. Ryan occurring with that cell phone, a history that goes back at least three years and possibly more.

In March when Ms. Ryan raised this issue in an open board meeting, SCTA President David Fisher texted (on March 8, 2019 at 8:15 a.m.) to Ms. Ryan that we understood that number to be her business phone, and if Ms. Ryan wanted us to use a different number she could provide one. Ms. Ryan has provided no alternative number. It is established California case law that an elected official who uses his or her own cellphone in the course of doing business in the role of an elected official must treat that device and its contents as if it were the property of the public entity, particularly public disclosure requirements.

Finally, your August 19th letter pays lip service to acknowledging that SCTA members have the right under both the United States and California Constitutions, as well as the California Education Employment Relations Act to participate in the political process and advocate for students. Unfortunately, because this entire issue is one that does not directly involve you, we view your letter together with Ms. Ryan Facebook posts about the events of Saturday as an attempt to discourage District employees from engaging in protected concerted activity and the political process. Please cease and desist from this unlawful activity or we will be forced to take further legal action against you and the District.

Sincerely,



Nikki Milevsky
First Vice-President

Cc: Jessie Ryan
SCTA Executive Board

Exhibit F

Borsos, John

From: Nikki Milevsky <nmilevsky@saccityta.com>
Sent: Friday, May 31, 2019 11:30 AM
To: Cancy McArn
Cc: Lisa Allen; Raoul Bozio (Raoul-Bozio@scusd.edu); Jorge Aguilar; Borsos, John; Fisher, David
Subject: Unprofessional Behavior
Attachments: Unprofessional Behavior of the Chief Communications Officer.pdf

Dear Cancy,

I find it very strange and it makes me uncomfortable to learn that the SCUSD Chief Communication Officer, Alex Barrios, keeps tabs on my attendance of public meetings including when I arrive and when I leave. Mr. Barrios has a history of unprofessional and threatening behavior. Please recall the attached letter in which he posts to Lori Jablonski on her Facebook page at 2:30 am on September 18, 2017 "TRY to share any questions you have with me or anyone at the district so we can get you the answers to you questions. If you want an adverse relationship, then that's what you're going to get." Mr. Barrios, who refers to himself as "we" with the district and in other ways invokes his status as the employer, also uses language that I don't even allow my teenager to use while threatening an SCUSD employee on her Facebook page after he made a point to Ms. Jablonski that her students will eventually see these posts that are being made on her page. The Chief Communications Officer has also made a phone call to the cell phone of our Executive Director's wife at 1:05 am on December 15, 2018.

As a parent of students in the district as well as district staff person and representative of SCTA, my attendance at public meetings convened by the District, including the time that I arrive and depart should not be the concern of a Cabinet-level administrator or any other District administrator.

Thank you,

Nikki Milevsky
SCTA 1st Vice President
Office 916-452-4591
Fax 916-452-4675

Exhibit G

Borsos, John

From: Borsos, John
Sent: Friday, January 25, 2019 12:27 PM
To: 'Raoul Bozio'
Cc: 'Jorge Aguilar'; nmilevsky@saccityta.com; Fisher, David
Subject: Blocked Posts on the District's Facebook account

Mr. Bozio:

We continue to receive reports that teachers have been blocked from being able to post on the District's FACEBOOK page.

We raised this concern with you several months ago and you responded that this would fixed.

The problem still persists.

As a public entity, financed by tax payers dollars, the District may not discriminate against those who disagree with the opinion of District leaders.

Please be advised that we will be prepared to take legal action to ensure that the voice of teachers or any posters from the public have a chance to engage in constructive, respectful debate on the District's FACEBOOK page. Blocking individuals who simply disagree with the District's point of view is not only bad public policy, but unlawful.

We shall expect that effective by the close of business on Monday, January 28, 2019, no SCTA-represented employee of the District will be blocked from posting on the District's FACEBOOK account.

Borsos, John

From: Borsos, John
Sent: Thursday, January 31, 2019 9:35 AM
To: 'Raoul Bozio'; 'Jorge Aguilar'
Cc: 'Nikki Milevsky'; Fisher, David
Subject: Sheriff sued for blocking, banning Black Lives Matter leaders on Facebook, suit says

<https://www.sacbee.com/news/state/california/article225293390.html>

Please see the embedded article.

On Friday, we notified you that the District continues to block educators and parents from posting on the District's website and requested the District to honor its commitment to cease and desist from this practice.

We have asked that the district correct this infringement on the free speech rights of parents and educators; there has been no response.

Please be advised that if the issue is not addressed by the close of business on Thursday, February 7, 2019, we pursue legal actions to remedy this situation.

Exhibit H

Raoul Bozio

From: Communications
Sent: Wednesday, February 13, 2019 12:25 PM
To: Marcos Breton
Subject: FW: Facts about "state takeover" of our schools

From: tim douglas
Sent: Wednesday, February 13, 2019 10:22 AM
To: Communications
Subject: RE: Facts about "state takeover" of our schools

A state takeover, preceded by an in depth audit, would be the best thing for this district. Lets hope it happens!
Tim Douglas
C.K. McClatchy High School

From: Sacramento City Unified School District [communications@scusd.edu]
Sent: Wednesday, February 13, 2019 7:30 AM
To: tim douglas
Subject: Facts about "state takeover" of our schools

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

[View this email in your browser](#)



Important Budget Alert

Dear tim,

As has been widely reported, Sacramento City Unified Schools are projected to run out of cash in November. Unless significant spending cuts are made by June to balance the budget and meet state required reserve levels, the district will be taken over.

Although the District is working on solutions to save our schools from a takeover*, this situation has understandably prompted many questions and concerns from our community about what would happen if a takeover occurs. To help you get the facts about what insolvency and takeover would mean for our schools, please [click here to download a fact sheet](#) or see the facts below.

FACTS ABOUT "STATE TAKEOVER*" OF OUR SCHOOLS

There would be less money to spend on students.

When an insolvent school district gets taken over, a state loan is obtained to pay its bills. State loans charge an interest rate on the borrowed money. Therefore, in addition to making cuts to pay its bills, the District would need to make even more cuts to pay back the state loan with interest. This will result in less money available for our students.

An Administrator takes over. Local control is lost.

An Administrator would be appointed and the local school board would lose its decision-making authority. Part of the Administrator's responsibilities is to identify cuts to balance the budget and repay the state loan with interest. Valuable student programs, services and schools could be cut out of

the budget.

Recovery could take 10 or more years.

According to experts from the State's Fiscal Crisis Management Assistance Team (FCMAT), school districts in California that have experienced a takeover take about 10 or more years to recover. It could be many years before parents and local community members in Sacramento would regain local control of our schools.

Experts agree a takeover would be bad for our students.

Experts from FCMAT presented to the Sacramento City Unified Board of Education on December 13, 2018 and warned District leaders that a takeover would not be in the best interest of our students. FCMAT has encouraged the District and its labor partners to work together to identify the cost savings necessary to avoid a takeover.

[Click here to download a printable version of this fact sheet.](#) To receive updates on this issue, including upcoming district proposals that would save our schools, [click here to sign up for budget updates.](#) For more information, [visit our budget updates page.](#)

Thank you for taking time to review this information. The District will be communicating with you again about our proposed solutions for avoiding a takeover. If you have any questions, please [submit them here.](#)

**NOTE: While this process has traditionally been referred to as a "state takeover", recent legislation made several changes to the state's system for intervening in fiscally distressed school districts. Among the changes, takeover responsibilities shifted from the state to the county level.*



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You are receiving this email because you are a SCUSD employee, parent or community member.

Our mailing address is:

Sacramento City Unified School District
5735 47th Ave.
Sacramento, CA 95824

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You can [update your preferences](#) or [unsubscribe from this list](#).

Exhibit I

Raoul Bozio

From: Alex Barrios
Sent: Monday, February 11, 2019 1:14 PM
To: Morrar, Sawсан
Subject: Re: background on district audits/reviews

Call me

From: "Morrar, Sawсан" <smorrar@sacbee.com>
Date: Monday, February 11, 2019 at 1:13 PM
To: Alex Barrios <Alex-Barrios@scusd.edu>
Subject: Re: background on district audits/reviews

Yeah I looked her up. I will be sure to ask him about this. No one raised this concern during her election or appointment? Off the record of course.

On Mon, Feb 11, 2019 at 1:08 PM Alex Barrios <Alex-Barrios@scusd.edu> wrote:

Her name is Leticia Garcia. She was sworn in back in December 2018. You should ask him if it poses a potential conflict of interest for her to be in confidential closed session discussions about District business while he is asking for a forensic audit of the District. In fact, I think the far more interesting story for you is about whether McCarty and his wife have a potential conflict of interest. Especially since McCarty is taking teacher association money for his campaigns.

From: "Morrar, Sawсан" <smorrar@sacbee.com>
Date: Monday, February 11, 2019 at 1:05 PM
To: Alex Barrios <Alex-Barrios@scusd.edu>
Subject: Re: background on district audits/reviews

I didn't know that. That's odd....

On Mon, Feb 11, 2019 at 1:03 PM Alex Barrios <Alex-Barrios@scusd.edu> wrote:

Did you also know his wife just got elected to our Board of Education?

From: "Morrar, Sawzan" <smorrrar@sacbee.com>
Date: Monday, February 11, 2019 at 1:02 PM
To: Alex Barrios <Alex-Barrios@scusd.edu>
Subject: Re: background on district audits/reviews

Great question- and excellent point. I have a call with him later today. Thanks!

On Mon, Feb 11, 2019 at 12:58 PM Alex Barrios <Alex-Barrios@scusd.edu> wrote:

You're welcome. Let me know if you want to discuss any of this. As you can see, we've already had a bunch of financial experts tell us that we need to reduce our spending, particularly employee health insurance cost spending.

P.S. – A confidential source told me a state audit would most likely not be done until November 2019 (by then we would already be taken over by the state). You may want to ask McCarty how he thinks that timing would actually accomplish anything to help us avoid a state takeover.

From: "Morrar, Sawzan" <smorrrar@sacbee.com>
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Subject: Re: background on district audits/reviews

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

Thank you!

On Mon, Feb 11, 2019 at 12:14 PM Alex Barríos <Alex-Barríos@scusd.edu> wrote:

Hi Sawsan,

I am still waiting for approval on a district quote for you. However, for background purposes, I want to provide a summary below of the various fiscal review and audit activities that have already taken place in the District over the past five months. These distinct reviews and audits have not produced any other conclusion than the fact that our budget challenges are the result of our costs exceeding revenues. We must reduce spending to balance our budget. [Click here to see chart outlining how the sum of SCUSD's costs exceed the revenues we receive from the state.](#)

The four entities that have reviewed and audited our finances include:

- The Sacramento County Superintendent's appointed fiscal advisor which since September 10, 2018 has been stationed inside the district headquarters and is working within the District offices to review the work of our budget team and business services department;
- The state's Fiscal Crisis & Management Assistance Team (FCMAT) which completed [this fiscal health analysis and report of the District and presented it to the Board of Education on December 13, 2018;](#)
- The auditing firm, Crowe LLP, which completed and presented [this independent audit and its findings at the December 6, 2018 Board of Education meeting \(see item 9.1\);](#) and
- The California Department of Education which conducted a federal program monitoring review to ensure the district is properly spending federal funds.

Based on the work and findings of these four independent entities, all the evidence points to the fact that the district's budget challenges are the result of costs exceeding revenues. The solution is for the District to decrease its spending. Finding cost savings is what our staff's time is currently being dedicated to right now. Focusing on finding cost savings is where staff's time must continue to be dedicated.

One of the largest cost drivers that has been found is that the District is spending almost double what surrounding school districts spend to provide employee health benefits. In fact, the District spends more per pupil on employee health insurance costs than any other school district in the state. Click here to see how much more per pupil SCUSD is spending on employee health insurance compared to other school districts in California. Independent experts believe Labor partners switching health plans would help the District save an estimated \$11 million to \$16 million per year. Four out of five District labor partners—SEIU 1021, Teamsters Local 150, United Professional Educators and Teamsters Classified Supervisors—have each agreed to work with the District to switch over to more affordable health plans that offer comparable benefits. The District continues inviting SCTA to meet again to do the same. We have tried to discuss a health plan switch with SCTA and using health savings to pay for their salary increases, to close our budget deficit. This would help us avoid a state takeover. We also have continued to invite the SCTA to join the labor-management coalition so we can work together to close our budget deficit. To date, they still have not joined.

Let me know if you want to talk through any of this. Thanks.

Alex Barrios

Chief Communications Officer

Sacramento City Unified School District

(916) 752-3705

Sawsan Morrar

School Accountability and Culture Reporter

Exhibit I

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Among McCarty's top contributors are over \$26,000 from teachers' unions. See here: <https://votesmart.org/candidate/campaign-finance/70260/kevin-mccarty#.XGHkps9KjBI>.

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