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August 23, 2022

Via E-Mail: jborsos@cta.org

John Borsos
Executive Director
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819

Re: Implementation of Multi-Tiered Systems of Support

Mr. Borsos,

This letter responds to your emails of [August 12, 2022](#) and [June 16, 2022](#) regarding the District's implementation of Multi-Tiered Systems of Support ("MTSS"), as well as your most recent email dated [August 20, 2022](#) requesting to negotiate around the District's proposed MTSS Coach job description. Your June and August emails claim that the District and the Sacramento City Teachers Association ("SCTA") have an agreement dated April 22, 2021 to suspend the implementation of MTSS "so that the parties could properly bargain over its implementation." You cite as evidence of this "agreement" an email from you dated April 22, 2021 in which you say the District agreed to put MTSS on hold, but you do not and have not produced any actual signed agreement between the District and SCTA.

The District has never agreed to suspend our MTSS work. Rather, we have offered to meet and met with SCTA to discuss any effects that the MTSS program may have on the working conditions of SCTA unit members, and we have considered and responded to proposals related to MTSS that SCTA passed during successor contract negotiations.

By way of background, the District's initial MTSS work started at our school sites with our site administrators receiving training on MTSS strategies in Spring and Fall 2020. This work with our administrator team did not impact the working conditions of SCTA unit members. When the District was preparing to continue the MTSS work with the teaching staff and nonclassroom-based educators at our school sites, we provided notice to SCTA and the opportunity for SCTA to bargain any identified effects on its unit members working conditions. This notice was provided by email to SCTA dated [September 30, 2020](#) at 4:56 p.m., and read:

Greetings,

This correspondence is intended to inform Labor Partners of the implementation of the District's Data Based Decision Making (DBDM) program. This program is a framework to ensure successful educational outcomes for all students.

California's MTSS focuses on aligning initiatives and resources within an educational organization to address the needs of all students. It is an integrated, comprehensive framework for local educational agencies (LEA) that aligns academic, behavioral and social-emotional learning in a fully integrated system of support for the benefit of all students. MTSS offers the potential to create systematic change through intentional integration of services and supports to quickly identify and meet the needs of all students. This work is needed for students now and as we navigate to a time when we are all back in space. As the District prepares to bring MTSS to our students, we will need the diverse expertise of our teachers, counselors, training specialist, school psychologists, nurses and other team members. As we slowly build our program, small teams, representing cohort one schools, will receive training virtually and will be compensated if the training is scheduled outside their contractual work hours. The initial training is tentatively scheduled for November 3, 2020.

The District would like to schedule a meeting with the union to meet and confer specifically related to the DBDM training. In attendance from the District will be Jennifer Kretschman, MTSS Director, Christine Baeta, Chief Academic Officer, Pam Manwiller, Chief Negotiator and me (Shawn Hadnot), HR Director. If the union has any questions about this training or the DBDM Program, please let me know.

The schools listed below were selected to begin the DBDM program:
Leataata Floyd ES; Washington ES; Caleb Greenwood ES; Hiram Johnson HS; Kit Carson 7-12; Tahoe ES; Golden Empire ES; Rosemont; Earl Warren; Peter Burnett ES; Will C Wood MS; Cesar Chaves 4-6; Edward Kemble K-3; John H. Still K-8; Rosa Parks K-8; Success Academy K-8; Susan B Anthony; Martin Luther King Jr; SES- 7-12; American Legion HS; Ethel I Baker ES; Ethel Phillips ES; Father Keith B. Kenny; Oak Ridge and Pacific

Additional cohorts will be added in Spring 2021 for the 2021-22 school year and Spring 2022 for the 2022-2023 school year.


SCTA responded to this email on [September 30, 2020 at 5:07 p.m.](#) making a demand to bargain around MTSS and proposed trainings, but did not offer any dates to meet. On [October 26, 2020](#), and after not hearing further from SCTA on the demand to bargain, the District followed up with SCTA requesting that SCTA provide dates "over the next two weeks" to meet on MTSS. SCTA then responded on October 29, 2020 proposing to address MTSS in the pending successor contract negotiations between the District and SCTA.

As you know, in those successor contract negotiations for the 2019-2022 agreement, SCTA made proposals related to MTSS and the District considered and rejected those proposals. SCTA's proposals around MTSS were part of the SCTA "Whole Child Proposal." That proposal included establishing a committee of SCTA and District representatives to make decisions around MTSS.

The District and SCTA did reach agreement that savings, as defined in the Tentative Agreement from April 3, 2022, from any agreed upon changes to health benefit plans would be used to add positions that directly support the District's MTSS framework. The April 3, 2022 Tentative Agreement closed negotiations "for the period of July 1, 2019 through June 30, 2022" and for the period of July 1, 2022 to June 30, 2023 the District and SCTA agreed to reopen salary plus one additional article selected by each party.

The District believes it has met its obligations to provide notice to SCTA about the District's plans for implementing MTSS and to negotiate with SCTA around the effects of this implementation. Your claims that the District has a "strategy to circumvent" bargaining with SCTA around MTSS is incorrect. Rather, we have engaged in bargaining with SCTA around MTSS. We appreciate your statement that SCTA members strongly support an MTSS framework and our District remains committed to working with SCTA to discuss any new impacts on SCTA unit members' working conditions that you identify in writing as we continue to roll out this critical MTSS work. Please send such in writing by Friday, August 26, 2022.

Sincerely,



Jorge A. Aguilar
Superintendent