

**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD  
An Agency of the State of California**



After a hearing in Unfair Practice Case No. SA-CE-2971-E, *Sacramento City Teachers Association, CTA/NEA (SCTA) v. Sacramento City Unified School District (District)*, in which all parties had the right to participate, it has been found that the District violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq. by failing and refusing to bargain in good faith with SCTA over the impacts/effects of its decision to layoff certificated and permitted Child Development Department (CDD) teachers.

As a result of this conduct, we have been ordered to post this Notice and we will:

**A. CEASE AND DESIST FROM:**

1. Failing/refusing to meet and negotiate over the reasonably foreseeable, negotiable effects/impacts of the District's decision to layoff CDD teachers.
2. Denying SCTA its right to represent bargaining unit employees.
3. Interfering with unit teachers' rights to be represented by SCTA.

**B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF THE EERA:**

1. Meet and bargain in good faith with SCTA upon receipt of SCTA's request to negotiate/bargaining proposals on the impacts/effects of the District's decision to layoff CDD teachers.
2. Award all affected CDD teachers reasonable monetary compensation for any losses resulting from the failure to bargain the effects of the layoff decision, plus interest at the annual rate of 7%. The further conditions of this limited back pay are set forth in the proposed decision.

Dated: 11/4/21

Sacramento City Unified School District

By:   
Authorized Agent

APPENDIX

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THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.