



VIA EMAIL to r.mcgill@yahoo.com; rmcgill3@sierracollege.edu; lschultz@cta.org

October 7, 2025

Ralph McGill, Chief Negotiator, Sierra College Faculty Association (SCFA)

Laura Schultz, Labor Representative, California Teachers Association (CTA)

RE: Declaration of Impasse

Dear Ralph and Laura,

We write to acknowledge receipt of your latest comprehensive proposal dated October 2, 2025. The District has carefully reviewed and fully considered your proposal. Upon thorough comparison with your previous proposal dated September 23, 2025, the District rejects the October 2 SCFA/CTA proposal and believes the parties are at impasse in the current reopener bargaining that began in November 2024 and will be making a request for impasse determination and seeking appointment of a mediator from the Public Employee Relations Board (PERB).

In reaching this difficult decision, we note SCFA/CTA's October 2 proposal is substantively the same as its prior proposal. The only changes made to the latest proposal were the removal of two conditions that were previously identified as unlawful: (1) the demand that the District withdraw its pending PERB Unfair Labor Practice Charge, and (2) conditioning agreement on a requirement that the District "rescind and purge from all district records and files the SCFA Tentative Agreement FAQ- April 2025." As we previously communicated to you, the latter of these points effectively demanded that the District destroy evidence from two currently pending litigation matters. We also note that both SCFA/CTA proposals deviate substantially and regressively from the Tentative Agreement that the parties had signed in April, but was rescinded by SCFA/CTA based only on an objection to one sentence that the District agreed to delete.

While we appreciate SCFA/CTA's modification of its proposal to remove two of the unlawful provisions, due to the absence of meaningful change and the continued exchange of the same proposals by the parties, the District believes the parties are at impasse and will be well served by the support of a mediator.

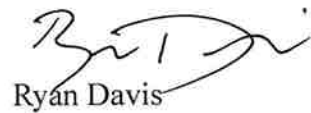
Seeking a request for impasse determination from PERB is a step not taken lightly, but is required under the circumstances to allow both parties to move forward in accordance with the Educational Employment Relations Act (EERA) process. The District is hopeful that entering

impasse will support the parties in reaching an agreement through mediation which may be beneficial in resolving the outstanding issues and facilitating a fair and lawful agreement.

We wish to emphasize that the District remains willing to meet with the SCFA/CTA team on Wednesday, October 8, 2025, should you wish to discuss the option of jointly filing the request for impasse determination with PERB. We believe that a collaborative approach to initiating mediation may help expedite the process and foster a productive environment for resolving our ongoing bargaining issues.

We remain committed to bargaining in good faith and to reaching a resolution that serves the interests of our faculty, staff, students, and the broader Sierra College community. We look forward to working with your team and the mediator and continuing the process in a constructive manner.

Sincerely,

A handwritten signature in black ink, appearing to read "Ryan Davis", with a stylized flourish at the end.

Ryan Davis
Vice President of Human Resources
Sierra Joint Community College District