



**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

Agenda Item 8.4

Meeting Date: December 7, 2017

Subject: Approve AB 1200 Disclosure Cost and Approval of the Tentative Agreement with Bargaining Unit, Sacramento City Teachers' Association (SCTA)

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Human Resource Services

Recommendation: Approve AB 1200 Disclosure of Cost and Approval of the Tentative Agreement with Bargaining Unit, Sacramento City Teachers Association (SCTA).

Background/Rationale: Government Code section 3547.5 requires public school districts to provide, at a meeting of their governing boards, with a summary and costs of negotiated agreements with exclusive representatives before they are implemented. A format for such disclosures has been established by the Superintendent of Public Instruction. The disclosures for each tentative agreement, referenced below, are attached.

Financial Considerations: See attachment A

LCAP Goal(s): Safe, Emotionally Healthy and Engaged Students

Documents Attached:

1. Executive Summary (To be provided at the Board meeting)
2. Attachment A - Sacramento County Office of Education – Public Disclosure of Collective Bargaining Agreements (To be provided at the Board meeting)
3. Attachment B -Tentative Agreements (To be provided at the Board meeting)

Estimated Time of Presentation: 10 minutes

Submitted by: Cancy McArn, Chief Human Resources Officer Gerardo Castillo, Chief Business Officer

Approved by: Jorge A. Aguilar, Superintendent

Board of Education Executive Summary

Human Resources Services

Approve AB 1200 Disclosure of Cost and Approval of the Tentative Agreements with Sacramento City Teachers' Association (SCTA)



December 7, 2017 Board Meeting

I. OVERVIEW / HISTORY

Government Code §3547.5 requires districts to provide the Board of Education, as well as the public, with a summary and costs of negotiated agreements with exclusive representatives before they are implemented. The AB 1200 Disclosure provides a summary of the major provisions of the terms of the negotiated tentative agreement. In addition, the cost of the terms for the years of the agreement must also be presented to the public prior to the final approval.

II. DRIVING GOVERNANCE

- Board Policy – Administrative Regulation 4243.1 – Public Notice – Personnel Negotiations – Before entering into a negotiated agreement, the Board shall disclose, at a public meeting, the major provisions of the agreement, including but not limited to the costs that would be incurred by the district under the agreement for the current and subsequent fiscal years.
- Government Code 3547.5 – Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.
- Government Code 3540.2 – A school district that has a qualified or negative certification pursuant to Section 42131 of the Education Code shall allow the county office of education in which the school district is located at least 10 working days to review and comment on any proposed agreement made between the exclusive representative and the public school employer.

III. BUDGET

See Attachment A: Sacramento County Office of Education, Public Disclosure of Collective Bargaining Agreement

IV. GOALS, OBJECTIVES, AND MEASURES

Sacramento City Teachers Association ("SCTA") and the Sacramento City Unified School District ("District"), collectively referred to as the "Parties" negotiated in good faith to reach a Tentative Agreement ("TA") 2016/17 through 2018/19, as set forth in

Board of Education Executive Summary

Human Resources Services

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Attachment B.

V. MAJOR INITIATIVES

Sacramento City Teachers Association ("SCTA")

The key provisions of the Tentative Agreement with SCTA are summarized as follows:

Duration

This is a 3-year contract from July 1, 2016 to June 30, 2019

School Attendance Calendar

Meet within fifteen (15) days upon ratification and Board approval to discuss multi-year school attendance calendars for the next three (3) years

Grievance Meetings (Article 4)

Standing meetings every two (2) weeks to discuss grievance related issues, problem solve and have ongoing dialogue prior to a grievance being filed

Hours of Employment (Article 5) and Class Size (Article 17)

- Dissolution of Appendix D
- Provides SDC Elementary teacher prep time same as general education teachers
- Class Size and caseload maximums identified
- Ensures that students with Individualized Education Plans or IEPs are educated in the least restrictive environment.
- Clearly outlines the federal requirement that teachers participate in IEP meetings.
- Outlines expectations for educating students in Inclusive Practices sites including required hours of professional learning for general and special educators

Board of Education Executive Summary

Human Resources Services

Approve AB 1200 Disclosure of Cost and Approval of the Tentative Agreements with Sacramento City Teachers' Association (SCTA)



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Evaluation (Article 6)

- Within ninety (90) days of the ratification of this agreement, the parties will convene a committee with the purpose to revise and update the evaluation tool for certificated teachers in the District, including potential revisions to the substitute evaluation form.
- The parties may also consider a meaningful Peer Assistance Review program.

Transfer Article (Article 8)

- Early Retirement Incentive notification to District moved from March 1st to February 1st for stipend of \$1500.
- Unit Priority Period moved from 2nd week in February through June 30th to February 1st through April 10th.
- Open Period moved from July 1st to May 1st. During this window, the new agreement allows the District to refer up to 7 qualified applicants instead of a maximum of 4. This allows the District to hire new teachers into the system sooner and assign them a location earlier on so teachers can plan and participate at their site functions and meet the faculty team members prior to the school year ending. This allows teachers to focus on professional development and staff meetings during the summer and be more prepared for the first day of school.
- Panel selection has been clarified to ensure stakeholders involvement. The recommendation of the candidate is based on and following the recommendation of the interview panel.

Leaves (Article 9)

Added language consistent with AB 375 and Education Code 44977.5

Safety Concerns (Article 11)

The parties agree to establish a Discipline Matrix that will serve as guide to school sites with regard to suspension and expulsion of students.

Compensation (Article 12)

- The parties agree to 2.5% salary increase for 2016-17, retroactive to July 1, 2016; 2.5% salary increase for 2017-18, retroactive to July 1, 2017; 2.5% salary increase

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Human Resources Services

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for 2018-19, effective July 1, 2018.

- Within forty-five (45) days of the Tentative Agreement's approval, the Parties agree to finalize a mutually acceptable adjustment to the salary schedule that does not exceed a total District expenditure of 3.5%, effective July 1, 2018.
- Unlimited years of qualified experience will be credited to new hires for placement on the salary schedule effective July 1, 2017.
- Unlimited years of qualified experience will be credited to current unit members for placement on the salary schedule prospectively, i.e. current members will be credited for all years of qualified experience as of July 1, 2017 and placed at the applicable higher step moving forward.
- Doctoral Stipend increased from \$1161 to \$3000.
- Athletic Director stipend moved from Category B to Category A, and additional per diem compensation equivalent to one prep period.

Employee Benefits (Article 13)

- The parties agree to negotiate in good faith to effectuate on or before July 1, 2018, changes to the health plan consistent with this section. The Board shall provide all eligible employees with a choice of the Kaiser Plan and a mutually agreed upon alternative plan(s), which is currently Health Net.
- Members of the bargaining unit employed under contract for not less than half-time are eligible for fully-paid health, dental, life insurance, and vision care.
- Pay as You go and Additional Pre-Funding: The District will contribute an additional one and one-half percent (1.5%) of the total payroll for bargaining unit employees which shall be placed in the jointly-administered GASB fund. The contribution, which shall occur on or about January 1 of each year, shall be calculated on the total payroll for bargaining unit certificated employees in the preceding fiscal year, which ends June 30th. The District may suspend this payment if in the preceding year, the District ends the year in an operating deficit, as established in the annual audited financial statement, or if the budget is in "qualified" status.

Mentor Teacher (Article 20)

- The Program will provide participating teachers with individualized, job-embedded support in the first two to three years of their teaching profession. The Program will also include a robust mentoring system. In doing so, participating teachers will demonstrate progress towards mastery of the California Standards of the Teaching Profession (CSTPs) so as to more effectively

Board of Education Executive Summary

Human Resources Services

Approve AB 1200 Disclosure of Cost and Approval of the Tentative Agreements with Sacramento City Teachers' Association (SCTA)



December 7, 2017 Board Meeting

- serve our diverse student body, their families and the community.
- SCUSD New Teacher Support Program MOU signed August 7, 2017

Successor Agreement (Article 25)

- Signed TA 11/5/17 for 3 year contract

Other

- An additional two (2) School Psychologist will be allocated.

Status Quo Language Will Remain

- 14-Personal and Academic Freedom;
- 15-Substitutes;
- 16-Liaison Committee;
- 18-Organizational Rights;
- 19-District Rights;
- 21-Organizational Security;
- 22-Professional Growth;
- 23-Classroom Teacher Instructional Improvement;
- 24-Site-Based Decision Making;

VI. RESULTS

With the assistance of the Mayor, the Parties negotiated and signed a TA on November 5, 2017. Outstanding issues beyond those agreed to prior to November 5, 2017 were resolved directly with the Superintendent.

VII. NEXT STEPS

Approve AB 1200 Disclosure of Cost and Approval of the Tentative Agreements with the Sacramento City Teachers' Association (SCTA).

SACRAMENTO COUNTY OFFICE OF EDUCATION
PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
 In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Name of School District: Sacramento City Unified School
 Name of Bargaining Unit: Sacramento City Teachers Association (SCTA)
 Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2016 and ending: June 30, 2019
 (date) (date)

The Governing Board will act upon the agreement on: Potentially December 7, 2017
 (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation - Includes all General Fund - Unrestricted and Restricted

Compensation	Annual	Fiscal Impact of Proposed Agreement		
	Cost Prior to	Year 1	Year 2	Year 3
	Proposed Agreement	Increase (Decrease)	Increase (Decrease)	Increase (Decrease)
	FY 16/17	FY 16/17	FY 17/18	FY 18/19
1 Salary Schedule (This is to include Step and Columns, which is also reported separately in Item 6)	\$163,888,340.84	\$4,097,208.52	\$4,199,638.73	\$10,331,111.29
		2.50%	2.50%	6.00%
2 Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.*	Included Above	Included Above	\$437,045.00	\$895,942.25
Description of other compensation (Years of Unlimited Experience)	\$0.00	\$0.00	\$800,471.00	\$820,482.78
3 Statutory Benefits - STRS, PERS, FICA WE, UI, Medicare, etc.	\$34,507,733.71	\$721,518.42	\$739,556.38	\$2,010,434.26
		2.09%	2.10%	5.59%
4 Health/Welfare Plans	\$58,397,439.94	\$0.00	\$0.00	\$0.00
5 Total Compensation - Add Items 1 through 4 to equal 5	\$256,793,514.49	\$4,818,726.94	\$6,176,711.12	\$14,057,970.57
		1.88%	2.36%	5.25%
6 Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1	\$2,648,933.84	\$0.00	\$0.00	\$0.00
7 Total Number of Represented Employees (Use FTEs if appropriate)	2131.67	2131.67	2213.67	2213.67
8 Total Compensation <u>Average</u> Cost per Employee	120,465.89	2,260.54	2,897.59	6,594.82
		1.88%	2.36%	5.25%

*Year 2 for Other Compensation (Line 2) is 1/2 of the cost since we are in the middle of the school year.

9. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

The negotiated percentage increase is 2.5% effective July 1, 2016, an additional 2.5% effective July 1, 2017, and an additional 6.0% (2.5% for all and 3.5% to adjust salary schedule) effective July 1, 2018.

10. Were any additional steps, columns, or range added to the schedule? (If yes, please explain.)

The 2018-19 salary schedule will be adjusted equivalent to 3.5%.

11. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

Commencing with the 2018-19 school year, there will be a maximum District expenditure of 3.5% to adjust the salary schedule.

12. Does this bargaining unit have a negotiated cap for Health & Welfare Yes | No

If yes, please describe the cap amount.

- B. Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Years of Unlimited Experience Effective 7/1/2017; Prep Time for Athletic Directors and SDC Teachers were added. Teacher Participation in IEP Meetings and Professional Learning for Inclusive Practices, 2 Psychologists were added. If health savings are generated, the parties agree to the following non-binding goals; class size maximum K-6 -24:1; 7-8 24:1; 9th, 10th, 11th grade for English, Math, Social Science, and Science 28:1 and all other subjects 35:1.

- C. What are the specific impacts (positive or negative) on instructional and support programs accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

Teachers will receive prep time and professional learning to serve Special Ed Students.

The parties agree to meet and confer about the school calendar for the next three years.

One major underlying goal is to offer opportunities and enrichment for students to attend local institutions of higher education, and to align the District's calendar with the calendar of local institutions of higher education and neighboring K-12 districts.

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

N/A

E. Will this agreement create, or decrease deficit financing in the current or subsequent year(s)? "Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenue and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

The deficit for 2017-18 is due to the retroactive increase (2016-17) that is being paid in the current year. The 6.0% increase for 2018-19 creates deficit spending for 2018-19 under current revenue projections. The Framework Agreement was settled on Sunday, November 5th with the help of Mayor Steinberg to avert a strike.

F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

G. Source of Funding for Proposed Agreement

1. Current Year

The majority of the funding source is general fund unrestricted, but it will also affect categorical funds, charter fund, child development and adult education since SCTA members work in all schools.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?

It is included in the multi-year projections.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

The total increase of this agreement is 12.31% ongoing starting 2018-19, and the funding source is LCFF funds, federal funds, and other state funds.

The projected increased is included in the Multi Year Projection.

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: **Sacramento City Teachers Association**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of August 3, 2017, 45 Day Budget Revision)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	\$367,365,706			\$367,365,706
Remaining Revenues (8100-8799)	\$13,924,510		\$0	\$13,924,510
TOTAL REVENUES	\$381,290,216	\$0	\$0	\$381,290,216
EXPENDITURES				
Certificated Salaries (1000-1999)	\$148,175,396	\$5,437,155	\$0	\$153,612,551
Classified Salaries (2000-2999)	\$39,032,212	\$0	\$0	\$39,032,212
Employee Benefits (3000-3999)	\$97,930,281	\$739,556	\$0	\$98,669,837
Books and Supplies (4000-4999)	\$8,607,822		\$0	\$8,607,822
Services, Other Operating Expenses (5000-5999)	\$27,109,062		\$0	\$27,109,062
Capital Outlay (6000-6999)	\$2,183,667		\$0	\$2,183,667
Other Outgo (7100-7299) (7400-7499)	\$3,545,018		\$0	\$3,545,018
Direct Support/Indirect Cost (7300-7399)	-\$3,333,198		\$0	-\$3,333,198
Other Adjustments				\$0
TOTAL EXPENDITURES	\$323,250,260	\$6,176,711	\$0	\$329,426,971
OPERATING SURPLUS (DEFICIT)	\$58,039,956	-\$6,176,711	\$0	\$51,863,245
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$1,502,069	\$0	\$0	\$1,502,069
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,730,000		\$0	-\$1,730,000
CONTRIBUTIONS (8980-8999)	-\$70,288,278		\$0	-\$70,288,278
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$12,476,253	-\$6,176,711	\$0	-\$18,652,964
BEGINNING BALANCE	\$73,139,518			\$73,139,518
Prior-Year Adjustments/Restatements (9793/9795)				\$0
CURRENT-YEAR ENDING BALANCE	\$60,663,265	-\$6,176,711	\$0	\$54,486,554
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$545,000		\$0	\$545,000
Reserved for Economic Uncertainties (9770)	\$20,013,133		\$0	\$20,013,133
Designated Amounts (9775-9780)	\$40,105,132	-\$6,176,711	\$0	\$33,928,421
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: Sacramento City Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of August 3, 2017, 45 Day Budget Revision)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$104,515,554			\$104,515,554
TOTAL REVENUES	\$104,515,554	\$0	\$0	\$104,515,554
EXPENDITURES		\$0		
Certificated Salaries (1000-1999)	\$49,162,222	\$0	\$0	\$49,162,222
Classified Salaries (2000-2999)	\$22,127,263		\$0	\$22,127,263
Employee Benefits (3000-3999)	\$57,278,083	\$0	\$0	\$57,278,083
Books and Supplies (4000-4999)	\$13,804,382		\$0	\$13,804,382
Services, Other Operating Expenses (5000-5999)	\$31,488,430		\$0	\$31,488,430
Capital Outlay (6000-6999)	\$2,571,724		\$0	\$2,571,724
Other Outgo (7100-7299) (7400-7499)	\$0		\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$1,932,834		\$0	\$1,932,834
Other Adjustments	\$0			\$0
TOTAL EXPENDITURES	\$178,364,938	\$0	\$0	\$178,364,938
OPERATING SURPLUS (DEFICIT)	-\$73,849,384	\$0	\$0	-\$73,849,384
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0			\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0		\$0	\$0
CONTRIBUTIONS (8980-8999)	\$70,288,278		\$0	\$70,288,278
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$3,561,106	\$0	\$0	-\$3,561,106
BEGINNING BALANCE	\$8,327,289			\$8,327,289
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$4,766,183	\$0	\$0	\$4,766,183
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$4,766,183	\$0	\$0	\$4,766,183
Reserved for Economic Uncertainties (9770)				\$0
Designated Amounts (9775-9780)				\$0
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund
Enter Bargaining Unit: Sacramento City Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of August 3, 2017, 45 Day Budget Revision)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$367,365,706	\$0	\$0	\$367,365,706
Remaining Revenues (8100-8799)	\$118,440,064	\$0	\$0	\$118,440,064
TOTAL REVENUES	\$485,805,770	\$0	\$0	\$485,805,770
EXPENDITURES				
Certificated Salaries (1000-1999)	\$197,337,618	\$5,437,155	\$0	\$202,774,773
Classified Salaries (2000-2999)	\$61,159,475	\$0	\$0	\$61,159,475
Employee Benefits (3000-3999)	\$155,208,364	\$739,556	\$0	\$155,947,920
Books and Supplies (4000-4999)	\$22,412,204	\$0	\$0	\$22,412,204
Services, Other Operating Expenses (5000-5999)	\$58,597,492	\$0	\$0	\$58,597,492
Capital Outlay (6000-6999)	\$4,755,391	\$0	\$0	\$4,755,391
Other Outgo (7100-7299) (7400-7499)	\$3,545,018	\$0	\$0	\$3,545,018
Direct Support/Indirect Cost (7300-7399)	-\$1,400,364	\$0	\$0	-\$1,400,364
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$501,615,198	\$6,176,711	\$0	\$507,791,909
OPERATING SURPLUS (DEFICIT)	-\$15,809,428	-\$6,176,711	\$0	-\$21,986,139
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$1,502,069	\$0	\$0	\$1,502,069
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,730,000	\$0	\$0	-\$1,730,000
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$16,037,359	-\$6,176,711	\$0	-\$22,214,070
BEGINNING BALANCE				
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$65,429,448	-\$6,176,711	\$0	\$59,252,737
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$5,311,183	\$0	\$0	\$5,311,183
Reserved for Economic Uncertainties (9770)	\$20,013,133	\$0	\$0	\$20,013,133
Designated Amounts (9775-9780)	\$40,105,132	-\$6,176,711	\$0	\$33,928,421
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0	\$0
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0	\$0
Reserve for Economic Uncertainties Percentage	4.0%			4.0%

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Adult Education Fund

Enter Bargaining Unit: **Sacramento City Teachers Association**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of August 3, 2017, 45 Day Budget Revision)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$6,611,125	\$0	\$0	\$6,611,125
TOTAL REVENUES	\$6,611,125	\$0	\$0	\$6,611,125
EXPENDITURES				
Certificated Salaries (1000-1999)	\$2,048,005	\$44,629	\$0	\$2,092,634
Classified Salaries (2000-2999)	\$1,522,661	\$0	\$0	\$1,522,661
Employee Benefits (3000-3999)	\$2,427,133	\$7,859	\$0	\$2,434,992
Books and Supplies (4000-4999)	\$178,507	\$0	\$0	\$178,507
Services, Other Operating Expenses (5000-5999)	\$648,714	\$0	\$0	\$648,714
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$16,105	\$0	\$0	\$16,105
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$6,841,125	\$52,488	\$0	\$6,893,613
OPERATING SURPLUS (DEFICIT)	-\$230,000	-\$52,488	\$0	-\$282,488
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$230,000	\$0	\$0	\$230,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$0	\$0	\$0	\$0
BEGINNING BALANCE	\$467,678			\$467,678
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$467,678	-\$52,488	\$0	\$415,190
COMPONENTS OF ENDING BALANCE:				
Reserved Amounts (9711-9740)	\$0	\$0	\$0	\$0
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$467,678	-\$52,488	\$0	\$415,190
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Cafeteria Fund

Enter Bargaining Unit: Sacramento City Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of August 3, 2017, 45 Day Budget Revision)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$25,883,636	\$0	\$0	\$25,883,636
TOTAL REVENUES	\$25,883,636	\$0	\$0	\$25,883,636
EXPENDITURES				
Certificated Salaries (1000-1999)	\$0	\$0	\$0	\$0
Classified Salaries (2000-2999)	\$6,867,380	\$0	\$0	\$6,867,380
Employee Benefits (3000-3999)	\$4,462,396	\$0	\$0	\$4,462,396
Books and Supplies (4000-4999)	\$13,162,620	\$0	\$0	\$13,162,620
Services, Other Operating Expenses (5000-5999)	\$257,817	\$0	\$0	\$257,817
Capital Outlay (6000-6999)	\$87,972	\$0	\$0	\$87,972
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$1,045,451	\$0	\$0	\$1,045,451
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$25,883,636	\$0	\$0	\$25,883,636
OPERATING SURPLUS (DEFICIT)	\$0	\$0	\$0	\$0
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$0	\$0	\$0	\$0
BEGINNING BALANCE	\$10,846,642			\$10,846,642
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$10,846,642	\$0	\$0	\$10,846,642
COMPONENTS OF ENDING BALANCE:	\$0	\$0	\$0	\$0
Reserved Amounts (9711-9740)	\$10,625,477	\$0	\$0	\$10,625,477
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$221,165	\$0	\$0	\$221,165
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Child Development Fund
Enter Bargaining Unit: Sacramento City Teachers Association

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of August 3, 2017, 45 Day Budget Revision)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	\$0	\$0	\$0	\$0
Remaining Revenues (8100-8799)	\$21,461,848	\$0	\$0	\$21,461,848
TOTAL REVENUES	\$21,461,848	\$0	\$0	\$21,461,848
EXPENDITURES				
Certificated Salaries (1000-1999)	\$6,353,907	\$139,644	\$0	\$6,493,551
Classified Salaries (2000-2999)	\$3,867,580	\$0	\$0	\$3,867,580
Employee Benefits (3000-3999)	\$8,914,891	\$24,591	\$0	\$8,939,482
Books and Supplies (4000-4999)	\$864,132	\$0	\$0	\$864,132
Services, Other Operating Expenses (5000-5999)	\$611,068	\$0	\$0	\$611,068
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$850,270	\$0	\$0	\$850,270
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$21,461,848	\$164,235	\$0	\$21,626,083
OPERATING SURPLUS (DEFICIT)	\$0	-\$164,235	\$0	-\$164,235
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$1,500,000	\$0	\$0	\$1,500,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$0	\$0	\$0	\$0
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$1,500,000	\$0	\$0	\$1,500,000
BEGINNING BALANCE	\$1,297,883			\$0
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$2,797,883	-\$164,235	\$0	\$2,633,648
COMPONENTS OF ENDING BALANCE:	\$0	\$0	\$0	
Reserved Amounts (9711-9740)	\$0	\$0	\$0	\$0
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$2,797,883	-\$164,235	\$0	\$2,633,648
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0
Reserve for Economic Uncertainties Percentage	\$0	\$0	\$0	\$0

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Enter Fund: **Charter Fund**

Enter Bargaining Unit: **Sacramento City Teachers Association**

	Column 1	Column 2	Column 3	Column 4
	Latest Board - Approved Budget Before Settlement (As of August 3, 2017, 45 Day Budget Revision)	Adjustments as a Result of Settlement	Other Revisions	Total Current Budget (Columns 1+2+3)
REVENUES				
Revenue Limit Sources (8010-8099)	\$16,680,305	\$0	\$0	\$16,680,305
Remaining Revenues (8100-8799)	\$1,064,235	\$0	\$0	\$1,064,235
TOTAL REVENUES	\$17,744,540	\$0	\$0	\$17,744,540
EXPENDITURES				
Certificated Salaries (1000-1999)	\$7,063,226	\$163,046	\$0	\$7,226,272
Classified Salaries (2000-2999)	\$986,833	\$0	\$0	\$986,833
Employee Benefits (3000-3999)	\$6,084,947	\$28,712	\$0	\$6,113,659
Books and Supplies (4000-4999)	\$357,299	\$0	\$0	\$357,299
Services, Other Operating Expenses (5000-5999)	\$1,564,277	\$0	\$0	\$1,564,277
Capital Outlay (6000-6999)	\$0	\$0	\$0	\$0
Other Outgo (7100-7299) (7400-7499)	\$0	\$0	\$0	\$0
Direct Support/Indirect Cost (7300-7399)	\$0	\$0	\$0	\$0
Other Adjustments	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$16,056,582	\$191,759	\$0	\$16,248,341
OPERATING SURPLUS (DEFICIT)	\$1,687,958	-\$191,759	\$0	\$1,496,199
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$0	\$0	\$0	\$0
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,502,069	\$0	\$0	-\$1,502,069
CONTRIBUTIONS (8980-8999)	\$0	\$0	\$0	\$0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$185,889	\$0	\$0	\$185,889
BEGINNING BALANCE	\$4,020,812			\$4,020,812
Prior-Year Adjustments/Restatements (9793/9795)	\$0			\$0
CURRENT-YEAR ENDING BALANCE	\$4,206,701	-\$191,759	\$0	\$4,014,942
COMPONENTS OF ENDING BALANCE:	\$0	\$0	\$0	\$0
Reserved Amounts (9711-9740)	\$129,623	\$0	\$0	\$129,623
Reserved for Economic Uncertainties (9770)	\$0	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$4,077,078	-\$191,759	\$0	\$3,885,319
Unappropriated Amounts (9790)	\$0	\$0	\$0	\$0

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund
Enter Bargaining Unit: Sacramento City Teachers Association

	2017-18	2018-19*	2019-20*
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Revenue Limit Sources (8010-8099)	\$367,365,706	\$382,220,881	\$390,917,965
Remaining Revenues (8100-8799)	\$118,440,064	\$134,482,531	\$127,364,883
TOTAL REVENUES	\$485,805,770	\$516,703,412	\$518,282,848
EXPENDITURES			
Certificated Salaries (1000-1999)	\$202,774,773	\$216,368,811	\$218,617,941
Classified Salaries (2000-2999)	\$61,159,475	\$62,643,493	\$63,851,981
Employee Benefits (3000-3999)	\$155,947,920	\$169,258,053	\$179,573,779
Books and Supplies (4000-4999)	\$22,412,204	\$28,963,693	\$27,963,693
Services, Other Operating Expenses (5000-5999)	\$58,597,492	\$66,835,039	\$62,285,039
Capital Outlay (6000-6999)	\$4,755,391	\$2,987,478	\$487,478
Other Outgo (7100-7299) (7400-7499)	\$3,545,018	\$4,817,442	\$5,012,343
Direct Support/Indirect Cost (7300-7399)	-\$1,400,364	-\$1,978,903	-\$1,978,903
Other Adjustments	\$0	-\$5,959,043	-\$16,220,334
TOTAL EXPENDITURES	\$507,791,909	\$543,936,063	\$539,593,017
OPERATING SURPLUS (DEFICIT)	-\$21,986,139	-\$27,232,651	-\$21,310,169
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$1,502,069	\$1,533,612	\$1,565,818
TRANSFERS OUT & OTHER USES (7610-7699)	-\$1,730,000	-\$1,730,000	-\$1,730,000
CONTRIBUTIONS (8980-8999)			
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	-\$22,214,070	-\$27,429,039	-\$21,474,351
BEGINNING BALANCE	\$81,466,807	\$59,252,737	\$31,823,698
CURRENT-YEAR ENDING BALANCE	\$59,252,737	\$31,823,698	\$10,349,347
COMPONENTS OF ENDING BALANCE:			
Reserved Amounts (9711-9740)	\$5,311,183	\$545,000	\$545,000
Reserved for Economic Uncertainties - Unrestricted (9770)	\$20,013,133	\$20,013,133	\$9,804,347
Reserved for Economic Uncertainties - Restricted (9770)	\$0	\$0	\$0
Board Designated Amounts (9775-9780)	\$33,928,421	\$11,265,565	\$0
Unappropriated Amounts - Unrestricted (9790)	\$0	\$0	\$0
Unappropriated Amounts - Restricted (9790)	\$0	\$0	\$0

* Multi year as restricted revenues are reduced, expenditures will also decrease.

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

	2017-18	2018-19	2019-20
a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$506,061,909	\$542,206,063	\$537,863,017
b. State Standard Minimum Reserve Percentage for this District 2% enter percentage:	2%	2%	2%
c. State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, OR \$50,000	\$10,121,238	\$10,844,121	\$10,757,260

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9770)	\$20,013,133	\$20,013,133	\$9,804,347
b. General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$0	\$0	\$0
c. Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9770)	\$0	\$0	\$0
d. Special Reserve Fund (Fund 17) Budgeted Unappropriate Amount (9790)	\$0	\$0	\$0
g. Total Available Reserves	\$20,013,133	\$20,013,133	\$9,804,347
h. Reserve for Economic Uncertainties Percentage	4.0%	3.7%	1.8%

3. Do unrestricted reserves meet the state minimum reserve amount?

2017-18	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2018-19	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
2019-20	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

4. If no, how do you plan to restore your reserves?

The Board and administration will make the necessary adjustments to restore the required reserves for 2019-20.

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 5, Page 1 (i.e., increase was partially budgeted), explain the variance below:

The increase for 2016-17 was already included in the budget. Budget does not need to be revised to cover adjustment.

6. Please include any additional comments and explanation of Page 4 if necessary:

N/A

K. SALARY NOTIFICATION REQUIREMENT

The following section is applicable and should be completed when any Salary/Benefit Negotiations are settled after the district's final budget has been adopted.

COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT BASE REVENUE LIMIT

(a) Current-Year Base Revenue Limit (BRL) per ADA: (obtain from the County Office-provided Revenue Limit run, Form RL, Line 4)	N/A - RL is not longer used
	\$ _____ (Estimated)
(b) Prior-Year Base Revenue Limit per ADA: (Form RL, Line 1)	\$ _____ (Actual)
(c) Amount of Current-Year Increase: (a) minus (b)	\$ <u>0</u>
(d) Percentage Increase in BRL per ADA: (c) divided by (b)	N/A %
(e) Deficit: (Form RL, Line 9-a)	_____ %
(f) Percentage Increase in BRL after deficit:	_____ %
(g) Total Compensation Percentage Increase from Section A, Line 5, Page 1 for current year (Year 1)	1.88%

L. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICTS ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

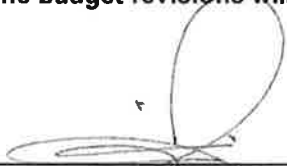
The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Sacramento City Unified School District (District), hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the SCTA Bargaining Unit, during the term of the agreement from 07/01/2016 to 06/30/2019

The budget revisions necessary to meet the costs of the agreement is each year of its term are as follows:

<u>Budget Adjustment Categories:</u>	<u>Budget Adjustment Increase (Decrease)</u>
<u>Revenues/Other Financing Sources</u>	<u>No change</u>
<u>Expenditures/Other Financing Uses</u>	<u>6,176,711</u>
<u>Ending Balance Increase (Decrease)</u>	<u>(6,176,711)</u>

The budget revisions will be done as of 1st Interim.



District Superintendent
(Signature)

11/29/17
Date




Chief Business Officer
(Signature)

11/30/17
Date

M. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement..

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.



District Superintendent
(Signature)

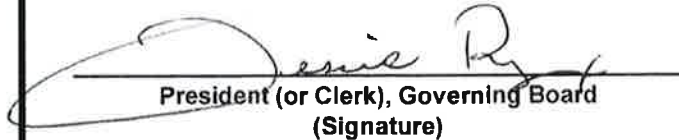
12/7/17

Date

Gerardo Castillo, CPA, CBO
Contact Person

(916) 643-9055
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on December 7, 2017 took action to approve the proposed Agreement with the Bargaining Unit.



President (or Clerk), Governing Board
(Signature)

12-7/17

Date

Tentative Agreement 11/29/17

Resolution of Outstanding Issues Related to the 2016-2019 Collective Bargaining Agreement
By and Between
The Sacramento City Unified School District
And
The Sacramento City Teachers' Association (SCTA)

With the support of Sacramento Mayor Darrell Steinberg, the Sacramento City Unified School District (hereafter "the District") and the Sacramento City Teachers' Association (hereafter "SCTA") reached a tentative framework agreement on November 5, 2017, on several outstanding issues.

In addition, there remained several open, unresolved issues on which the parties have since reached agreement. These additional agreements are set forth as attachments to this document. Together with the November 5, 2017 framework agreement, as well as the previously agreed upon tentative agreements, these documents collectively encompass the overall Tentative Agreement between the District and the SCTA that will be presented to the Sacramento City Unified School Board and the members of SCTA for ratification and approval.

This Tentative Agreement (including all attachments) is subject to ratification by SCTA and approval by the Board of Trustees.

1. Psychologists
 - a. The Parties agree that two (2) additional psychologists will be allocated.
2. Doctoral Stipend
 - a. The Parties agree that the Doctoral stipend will be \$3000 effective 7/1/17.
3. Athletic Director Prep Period
 - a. The Parties agree to increase the stipends of Athletic Directors from Category B to Category A, and additional per diem compensation equivalent to one prep period.
4. Years of Experience
 - a. The Parties agree that unlimited years of qualified experience will be credited to new hires for placement on the salary schedule effective July 1, 2017; and
 - b. The Parties agree that unlimited years of qualified experience will be credited to current unit members for placement on the salary schedule prospectively, i.e. current members will be credited for all years of qualified experience as of July 1, 2017 and placed at the applicable higher step moving forward.
5. Dissolution of Appendix D (also incorporated into Articles 5 and 17)
 - a. The Parties agree that with the attached changes to Articles 5 and Article 17, Appendix D will be dissolved.

For the Association:

Daniel J. Fisher

12/4/17

Date

For the District:

[Signature]

12/4/17

Date

Sacramento City Teachers Association Bargaining Team

~~Neil V~~
~~SSO~~
~~James Shinsky~~
~~RB Lynch~~
Tari Green
Sandy Olson
Lezzy Waters
Barrett Brandy
Janice Rucci
Melissa Reynolds
Diana G. G. G.
Scott Chase
Gwen
Cecilia
Edna
John
Edna
Monica Harvey
Pitar Marie Banzant
Kwanda O. Muntony
Kandyn Barber
John F. King
Karl

~~Larry Hopper~~
~~John~~
Bill L. Peto
Bob Bristley
Carol L. Burns
Kathleen
Cherish
Angela B. Jones
Ad. Hill
M. Hill
Janice Abbott
Alan McWhorter

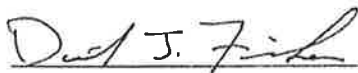
MEMORANDUM OF UNDERSTANDING
Between
SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
And
SACRAMENTO CITY TEACHERS ASSOCIATION
Concerning

Theodore Judah Elementary Teachers 2015-16

The Sacramento City Unified School District hereinafter called the "District," and the Sacramento City Teachers Association, hereinafter called the "Association." The District and Association are collectively referred to throughout this Agreement as the "Parties," hereby agree to the following terms of this agreement:

1. The Parties wish to settle all complaints and/or grievances related to Grievance #16 Class Size K-3 All Affected Teachers, in the spirit of compromise and in the interest of promoting harmonious labor relations.
2. To assist with the continued concern, the Parties agree that this action shall only apply to the following three (3) teachers at Theodore Judah Elementary School during the 2015-16 school year: Irene Jewitt, Deanna Godby and Mauro Galatolo.
3. Each teacher identified in #2 shall receive \$90 per day during their contractual service year for actual days worked with a class load of students above the class size limit between October 2, 2015 to June 16, 2016 as confirmed by attendance records.
4. This agreement is non-precedent setting and shall not be used for any other purpose in the future.
5. The Parties agree that this MOU constitutes the entire agreement, and full and final resolution between SCTA and the District regarding the subject matter of this MOU. Accordingly, the Parties acknowledge and agree that no other teacher may hereafter bring forward any such similar claim as stated in this MOU, whether known or unknown at the time this MOU is executed. No other promises, agreements, or statements between the Parties shall be binding unless made in writing and signed by the Parties.

For the Association:



12/4/17
Date

For the District:



12/4/17
Date

