SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Item# 10.2

Meeting Date: January 18, 2024

Subject: **Public Hearing: AB 1200 Public Disclosure and Approval of MOU between SCUSD and the Teamsters Classified Supervisors**

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

Division: Labor Relations; Business Services

Recommendation: Approve agreement between SCUSD and Teamsters Classified Supervisors for the 2022-23 year.

Background/Rationale: The parties' agreement is effective beginning July 1, 2022 and includes the following compensation items:

- A 10% salary schedule increase retroactive to July 1, 2022 for all Teamsters Classified Supervisors employees employed by the district as of June 30, 2023
- An additional 6% salary schedule increase retroactive to July 1, 2022 for specific job classifications employed by the district as of June 30, 2023

The attached agreement closes all negotiations for the period from July 1, 2022 to June 30, 2023. Additionally, the agreement closes negotiations for the period of July 1, 2023 through June 30, 2026 except for reopeners on the following items:

a. Article 6 - Compensation
b. Article 8 - Hours
c. Article 9 – Assignments
d. Article 10 – Holidays
e. Article 11 – Vacations
f. Article 13 – Transfers/Promotions
g. Article 14 – Performance Evaluations
h. Article 15 – Personnel Files

i. Article 17 – Professional Growth Program
j. Article 23 – Duration

Financial Considerations: Retroactive costs for all funds for the 2022-23 year of approximately $426K, ongoing costs of $426K in 2023-24, $426K in 2024-25 and $426K in 2025-26.

LCAP Goals: College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students; Family and Community Empowerment; Operational Excellence.

Documents Attached:

- AB 1200 Disclosure
- MOU between SCUSD and Teamsters Classified Supervisors

Estimated Time of Presentation:	5 Minutes
Submitted by:	Janea Marking, Chief Business and Operation Officer
Approved by:	Lisa Allen, Interim Superintendent

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	Sacramento City Unified School District
Name of Bargaining Unit:	Teamsters Classified Supervisors
Certificated, Classified, Other:	Classified

The proposed agreement covers the period beginning: July 1, 2022 (date) and ending: June 30, 2023 (date)

The Governing Board will act upon this agreement on: January 18, 2024 (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

	Bargaining Unit Compensation All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)		
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2023-24	Year 2 Increase/(Decrease) 2024-25	Year 3 Increase/(Decrease) 2025-26
1.	**Salary Schedule** Including Step and Column	$ 2,027,929	$ 635,414	$ 317,707	$ 317,707
			31.33%	11.93%	10.66%
2.	**Other Compensation** Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	$ -	$ -	$ -	$ -
	Description of Other Compensation				
3.	**Statutory Benefits -** STRS, PERS, FICA, WC, UI, Medicare, etc.	$ 693,757	$ 216,744	$ 108,372	$ 108,372
			31.24%	11.90%	10.64%
4.	**Health/Welfare Plans**	$ 491,456	$ -	$ -	$ -
			0.00%	0.00%	0.00%
5.	**Total Bargaining Unit Compensation** Add Items 1 through 4 to equal 5	$ 3,213,142	$ 852,158	$ 426,079	$ 426,079
			26.52%	10.48%	9.49%
6.	**Total Number of Bargaining Unit Employees** (Use FTEs if appropriate)	25.00			
7.	**Total Compensation Average Cost per Bargaining Unit Employee**	$ 128,526	$ 34,086	$ 17,043	$ 17,043
			26.52%	10.48%	9.49%

A. Proposed Change in Compensation (Continued)

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

The parties agree to a 10% across the board salary increase retroactive to July 1, 2022 for employees employed as of June 30, 2023 and an additional 6% salary increase for specified job classifications retroactive to July 1, 2022 for employees employed as of June 30, 2023.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No

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

NA

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes [ ] No [x]
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.)

NA

C. What are the specific impacts (positive or negative) on instructional and support programs to 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.)

The settlement agreement and AB1200 reflect reductions to categorical program budgets for materials/supplies and operating costs to offset the projected increase in salary and benefit costs. Additionally, the district continues strategic planning for future budget adjustments necessary to balance the budget.

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

NA

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

NA

F. Source of Funding for Proposed Agreement:

1. Current Year

The ongoing cost is to be funded with unrestricted and restricted general funds in the current year and subsequent years.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

The ongoing cost is to be funded with unrestricted and restricted general funds in the current year and subsequent years.

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.)

NA

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Bargaining Unit: Teamsters Classified Supervisors

	Object Code	Column 1 Latest Board-Approved Budget Before Settlement (8/13/22)	Column 2 Adjustments as a Result of Settlement (compensation)	Column 3 Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Column 4 Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	$ 500,312,508		$ -	$ 500,312,508
Federal Revenue	8100-8299	$ -		$ -	$ -
Other State Revenue	8300-8599	$ 12,144,270		$ -	$ 12,144,270
Other Local Revenue	8600-8799	$ 4,365,410		$ -	$ 4,365,410
TOTAL REVENUES		$ 516,822,188		$ -	$ 516,822,188
EXPENDITURES					
Certificated Salaries	1000-1999	$ 213,630,890	$ -	$ 4,357,498	$ 217,988,388
Classified Salaries	2000-2999	$ 51,334,360	$ 121,074	$ 3,929,663	$ 55,385,097
Employee Benefits	3000-3999	$ 137,484,805	$ 39,678	$ 2,171,255	$ 139,695,738
Books and Supplies	4000-4999	$ 8,706,896		$ -	$ 8,706,896
Services and Other Operating Expenditures	5000-5999	$ 33,261,622		$ -	$ 33,261,622
Capital Outlay	6000-6999	$ 1,527,015		$ -	$ 1,527,015
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	$ 1,510,300		$ -	$ 1,510,300
Transfers of Indirect Costs	7300-7399	$ (8,411,792)		$ -	$ (8,411,792)
TOTAL EXPENDITURES		$ 439,044,097	$ 160,752	$ 10,458,416	$ 449,663,265
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	$ 2,475,399	$ -	$ -	$ 2,475,399
Transfers Out and Other Uses	7600-7699	$ -	$ -	$ -	$ -
Contributions	8980-8999	$ (122,013,844)	$ -		$ (122,013,844)
OPERATING SURPLUS (DEFICIT)*		$ (41,760,354)	$ (160,752)	$ (10,458,416)	$ (52,379,522)
BEGINNING FUND BALANCE	9791	$ 135,640,173			$ 135,640,173
Audit Adjustments/Other Restatements	9793/9795				$ -
ENDING FUND BALANCE		$ 93,879,819	$ (160,752)	$ (10,458,416)	$ 83,260,651
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	$ 325,000	$ -	$ -	$ 325,000
Restricted	9740				
Committed	9750-9760	$ 10,000,000	$ -	$ (10,000,000)	$ -
Assigned	9780	$ -	$ -	$ -	$ -
Reserve for Economic Uncertainties	9789	$ 16,621,485	$ -	$ 212,383	$ 16,833,868
Unassigned/Unappropriated Amount	9790	$ 66,933,334	$ (160,752)	$ (670,799)	$ 66,101,783

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Bargaining Unit: Teamsters Classified Supervisors

	Object Code	Column 1 Latest Board-Approved Budget Before Settlement (8/13/22)	Column 2 Adjustments as a Result of Settlement (compensation)	Column 3 Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Column 4 Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	$ 2,478,216		$ -	$ 2,478,216
Federal Revenue	8100-8299	$ 141,267,968		$ -	$ 141,267,968
Other State Revenue	8300-8599	$ 111,594,017		$ -	$ 111,594,017
Other Local Revenue	8600-8799	$ 3,852,936		$ -	$ 3,852,936
TOTAL REVENUES		$ 259,193,137		$ -	$ 259,193,137
EXPENDITURES					
Certificated Salaries	1000-1999	$ 88,604,422	$ -	$ 686,381	$ 89,290,803
Classified Salaries	2000-2999	$ 38,920,725	$ 248,875	$ 1,738,650	$ 40,908,250
Employee Benefits	3000-3999	$ 91,229,242	$ 84,895	$ 691,264	$ 92,005,401
Books and Supplies	4000-4999	$ 50,939,113		$ (1,725,033)	$ 49,214,080
Services and Other Operating Expenditures	5000-5999	$ 102,908,464		$ (1,725,033)	$ 101,183,431
Capital Outlay	6000-6999	$ 14,660,255		$ -	$ 14,660,255
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	$ -		$ -	$ -
Transfers of Indirect Costs	7300-7399	$ 7,243,324		$ -	$ 7,243,324
TOTAL EXPENDITURES		$ 394,505,544	$ 333,770	$ (333,770)	$ 394,505,544
OTHER FINANCING SOURCES/USES		$ -			
Transfers In and Other Sources	8900-8979	$ -	$ -	$ -	$ -
Transfers Out and Other Uses	7600-7699	$ -	$ -	$ -	$ -
Contributions	8980-8999	$ 122,013,844	$ -	$ -	$ 122,013,844
OPERATING SURPLUS (DEFICIT)*		$ (13,298,562)	$ (333,770)	$ 333,770	$ (13,298,562)
BEGINNING FUND BALANCE	9791	$ 122,292,561			$ 122,292,561
Audit Adjustments/Other Restatements	9793/9795	$ -			$ -
ENDING FUND BALANCE		$ 108,993,999	$ (333,770)	$ 333,770	$ 108,993,999
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	$ -	$ -	$ -	$ -
Restricted	9740	$ 108,993,999	$ -	$ -	$ 108,993,999
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		$ -	$ -	$ -
Unassigned/Unappropriated Amount	9790	$ -	$ (333,770)	$ 333,770	$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Bargaining Unit: Teamsters Classified Supervisors

	Object Code	Column 1 Latest Board-Approved Budget Before Settlement (8/13/22)	Column 2 Adjustments as a Result of Settlement (compensation)	Column 3 Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Column 4 Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	$ 502,790,724		$ -	$ 502,790,724
Federal Revenue	8100-8299	$ 141,267,968		$ -	$ 141,267,968
Other State Revenue	8300-8599	$ 123,738,287		$ -	$ 123,738,287
Other Local Revenue	8600-8799	$ 8,218,346		$ -	$ 8,218,346
TOTAL REVENUES		$ 776,015,325		$ -	$ 776,015,325
EXPENDITURES					
Certificated Salaries	1000-1999	$ 302,235,312	$ -	$ 5,043,879	$ 307,279,191
Classified Salaries	2000-2999	$ 90,255,085	$ 369,949	$ 5,668,313	$ 96,293,347
Employee Benefits	3000-3999	$ 228,714,048	$ 124,573	$ 2,862,519	$ 231,701,140
Books and Supplies	4000-4999	$ 59,646,009		$ (1,725,033)	$ 57,920,977
Services and Other Operating Expenditures	5000-5999	$ 136,170,086		$ (1,725,033)	$ 134,445,053
Capital Outlay	6000-6999	$ 16,187,269		$ -	$ 16,187,269
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	$ 1,510,300		$ -	$ 1,510,300
Transfers of Indirect Costs	7300-7399	$ (1,168,468)		$ -	$ (1,168,468)
TOTAL EXPENDITURES		$ 833,549,641	$ 494,522	$ 10,124,646	$ 844,168,809
OTHER FINANCING SOURCES/USES					
Transfer In and Other Sources	8900-8979	$ 2,475,399	$ -	$ -	$ 2,475,399
Transfers Out and Other Uses	7600-7699	$ -	$ -	$ -	$ -
Contributions	8980-8999	$ -	$ -	$ -	$ -
OPERATING SURPLUS (DEFICIT)*		$ (55,058,916)	$ (494,522)	$ (10,124,646)	$ (65,678,084)
BEGINNING FUND BALANCE	9791	$ 257,932,735			$ 257,932,735
Audit Adjustments/Other Restatements	9793/9795	$ -			$ -
ENDING FUND BALANCE		$ 202,873,818	$ (494,522)	$ (10,124,646)	$ 192,254,650
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	$ 325,000	$ -	$ -	$ 325,000
Restricted	9740	$ 108,993,999	$ -	$ -	$ 108,993,999
Committed	9750-9760	$ 10,000,000	$ -	$ (10,000,000)	$ -
Assigned	9780	$ -	$ -	$ -	$ -
Reserve for Economic Uncertainties	9789	$ 16,621,485	$ -	$ 212,383	$ 16,833,868
Unassigned/Unappropriated Amount	9790	$ 66,933,334	$ (494,522)	$ (337,029)	$ 66,101,783

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 13/61 - Cafeteria Fund

Bargaining Unit: Teamsters Classified Supervisors

	Object Code	Column 1 Latest Board-Approved Budget Before Settlement (8/13/22)	Column 2 Adjustments as a Result of Settlement (compensation)	Column 3 Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Column 4 Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	$ -		$ -	$ -
Federal Revenue	8100-8299	$ 30,958,922		$ -	$ 30,958,922
Other State Revenue	8300-8599	$ 4,049,024		$ -	$ 4,049,024
Other Local Revenue	8600-8799	$ 638,600		$ -	$ 638,600
TOTAL REVENUES		$ 35,646,546		$ -	$ 35,646,546
EXPENDITURES					
Certificated Salaries	1000-1999	$ -	$ -	$ -	$ -
Classified Salaries	2000-2999	$ 10,211,104	$ 265,464	$ -	$ 10,476,568
Employee Benefits	3000-3999	$ 7,839,001	$ 92,170	$ -	$ 7,931,171
Books and Supplies	4000-4999	$ 15,117,329		$ -	$ 15,117,329
Services and Other Operating Expenditures	5000-5999	$ 714,207		$ -	$ 714,207
Capital Outlay	6000-6999	$ 813,078		$ -	$ 813,078
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	$ -		$ -	$ -
Transfers of Indirect Costs	7300-7399	$ 674,012		$ -	$ 674,012
TOTAL EXPENDITURES		$ 35,368,731	$ 357,634	$ -	$ 35,726,365
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	$ -	$ -	$ -	$ -
Transfers Out and Other Uses	7600-7699	$ -	$ -	$ -	$ -
OPERATING SURPLUS (DEFICIT)*		$ 277,815	$ (357,634)	$ -	$ (79,819)
BEGINNING FUND BALANCE	9791	$ 18,388,342			$ 18,388,342
Audit Adjustments/Other Restatements	9793/9795	$ -			$ -
ENDING FUND BALANCE		$ 18,666,157	$ (357,634)	$ -	$ 18,308,523
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	$ -	$ -	$ -	$ -
Restricted	9740	$ 18,439,707	$ (357,634)	$ -	$ 18,082,073
Committed	9750-9760	$ -	$ -	$ -	$ -
Assigned	9780	$ 226,450	$ -	$ -	$ 226,450
Reserve for Economic Uncertainties	9789	$ -	$ -	$ -	$ -
Unassigned/Unappropriated Amount	9790	$ -	$ -	$ -	$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund		Amount	Explanation
Revenues	$	-	
Expenditures	$	10,458,416	Projected total cost of other settlement agreements including UPE, Teamst
Other Financing Sources/Uses	$	-	

Page 4b: Restricted General Fund		Amount	Explanation
Revenues	$	-	
Expenditures	$	(333,770)	Reductions to books/operating costs to offset increase in salaries/benefits.
Other Financing Sources/Uses	$	-	

Page 4d: Fund 11 - Adult Education Fund		Amount	Explanation
Revenues	$	-	
Expenditures	$	-	
Other Financing Sources/Uses	$	-	

Page 4e: Fund 12 - Child Development Fund		Amount	Explanation
Revenues	$	-	
Expenditures	$	-	
Other Financing Sources/Uses	$	-	

Page 4f: Fund 13/61 - Cafeteria Fund		Amount	Explanation
Revenues	$	-	
Expenditures	$	-	
Other Financing Sources/Uses	$	-	

Page 4g: Other		Amount	Explanation
Revenues	$	-	
Expenditures	$	-	
Other Financing Sources/Uses	$	-	

Page 4h: Other		Amount	Explanation
Revenues	$	-	
Expenditures	$	-	
Other Financing Sources/Uses	$	-	

Additional Comments:

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

Bargaining Unit: Teamsters Classified Supervisors

	Object Code	2023-24 Total Revised Budget After Settlement	2024-25 First Subsequent Year After Settlement	2025-26 Second Subsequent Year After Settlement
REVENUES				
LCFF Revenue	8010-8099	$ 500,312,508	$ 501,672,557	$ 505,297,188
Federal Revenue	8100-8299	$ -	$ -	$ -
Other State Revenue	8300-8599	$ 12,144,270	$ 16,034,263	$ 16,034,263
Other Local Revenue	8600-8799	$ 4,365,410	$ 4,365,410	$ 4,365,410
TOTAL REVENUES		$ 516,822,188	$ 522,072,230	$ 525,696,861
EXPENDITURES				
Certificated Salaries	1000-1999	$ 217,988,388	$ 202,003,549	$ 204,286,024
Classified Salaries	2000-2999	$ 55,385,097	$ 51,299,940	$ 51,644,862
Employee Benefits	3000-3999	$ 139,695,738	$ 143,746,839	$ 150,311,119
Books and Supplies	4000-4999	$ 8,706,896	$ 8,706,896	$ 8,791,123
Services and Other Operating Expenditures	5000-5999	$ 33,261,622	$ 31,738,233	$ 31,822,459
Capital Outlay	6000-6999	$ 1,527,015	$ 86,073	$ 86,073
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	$ 1,510,300	$ 1,510,300	$ 1,510,300
Transfers of Indirect Costs	7300-7399	$ (8,411,792)	$ (6,815,513)	$ (7,109,051)
Other Adjustments				
TOTAL EXPENDITURES		$ 449,663,265	$ 432,276,317	$ 441,342,908
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	$ 2,475,399	$ 2,475,399	$ 2,475,399
Transfers Out and Other Uses	7600-7699	$ -		
Contributions	8980-8999	$ (122,013,844)	$ (123,845,132)	$ (133,142,899)
OPERATING SURPLUS (DEFICIT)*		$ (52,379,522)	$ (31,573,820)	$ (46,313,547)
BEGINNING FUND BALANCE	9791	$ 135,640,173	$ 83,260,651	$ 51,686,831
Audit Adjustments/Other Restatements	9793/9795	$ -		
ENDING FUND BALANCE		$ 83,260,651	$ 51,686,831	$ 5,373,284
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	$ 325,000	$ 325,000	$ 325,000
Restricted	9740			
Committed	9750-9760	$ -	$ -	$ -
Assigned	9780	$ -	$ -	$ -
Reserve for Economic Uncertainties	9789	$ 16,833,868	$ 14,941,115	$ 14,312,182
Unassigned/Unappropriated Amount	9790	$ 66,101,783	$ 36,420,716	$ (9,263,898)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund MYP

Bargaining Unit: Teamsters Classified Supervisors

	Object Code	2023-24 Total Revised Budget After Settlement	2024-25 First Subsequent Year After Settlement	2025-26 Second Subsequent Year After Settlement
REVENUES				
LCFF Revenue	8010-8099	$ 2,478,216	$ 2,478,216	$ 2,478,216
Federal Revenue	8100-8299	$ 141,267,968	$ 39,116,752	$ 39,116,752
Other State Revenue	8300-8599	$ 111,594,017	$ 99,259,198	$ 99,259,198
Other Local Revenue	8600-8799	$ 3,852,936	$ 2,308,318	$ 2,308,318
TOTAL REVENUES		$ 259,193,137	$ 143,162,484	$ 143,162,484
EXPENDITURES				
Certificated Salaries	1000-1999	$ 89,290,803	$ 82,024,485	$ 65,869,833
Classified Salaries	2000-2999	$ 40,908,250	$ 37,951,408	$ 29,052,874
Employee Benefits	3000-3999	$ 92,005,401	$ 91,862,447	$ 80,165,149
Books and Supplies	4000-4999	$ 49,214,080	$ 16,453,811	$ 11,509,753
Services and Other Operating Expenditures	5000-5999	$ 101,183,431	$ 84,154,974	$ 86,991,098
Capital Outlay	6000-6999	$ 14,660,255	$ 1,754,811	$ 1,754,811
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	$ -	$ -	$ -
Transfers of Indirect Costs	7300-7399	$ 7,243,324	$ 5,647,045	$ 5,940,583
Other Adjustments			$ (2,594,144)	$ (4,542,517)
TOTAL EXPENDITURES		$ 394,505,544	$ 317,254,836	$ 276,741,583
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	$ -	$ -	$ -
Transfers Out and Other Uses	7600-7699	$ -	$ -	$ -
Contributions	8980-8999	$ 122,013,844	$ 123,845,132	$ 133,142,899
OPERATING SURPLUS (DEFICIT)*		$ (13,298,562)	$ (50,247,220)	$ (436,200)
BEGINNING FUND BALANCE	9791	$ 122,292,561	$ 108,993,999	$ 58,746,779
Audit Adjustments/Other Restatements	9793/9795	$ -		
ENDING FUND BALANCE		$ 108,993,999	$ 58,746,779	$ 58,310,578
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	$ -	$ -	$ -
Restricted	9740	$ 108,993,999	$ 58,746,779	$ 58,310,578
Committed	9750-9760			
Assigned	9780			
Reserve for Economic Uncertainties	9789	$ -	$ -	$ -
Unassigned/Unappropriated Amount	9790	$ -	$ -	$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Sacramento City Unified School District

Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit: Teamsters Classified Supervisors

	Object Code	2023-24 Total Revised Budget After Settlement	2024-25 First Subsequent Year After Settlement	2025-26 Second Subsequent Year After Settlement
REVENUES				
LCFF Revenue	8010-8099	$ 502,790,724	$ 504,150,773	$ 507,775,404
Federal Revenue	8100-8299	$ 141,267,968	$ 39,116,752	$ 39,116,752
Other State Revenue	8300-8599	$ 123,738,287	$ 115,293,461	$ 115,293,461
Other Local Revenue	8600-8799	$ 8,218,346	$ 6,673,728	$ 6,673,728
TOTAL REVENUES		$ 776,015,325	$ 665,234,714	$ 668,859,345
EXPENDITURES				
Certificated Salaries	1000-1999	$ 307,279,191	$ 284,028,034	$ 270,155,857
Classified Salaries	2000-2999	$ 96,293,347	$ 89,251,348	$ 80,697,736
Employee Benefits	3000-3999	$ 231,701,140	$ 235,609,286	$ 230,476,268
Books and Supplies	4000-4999	$ 57,920,977	$ 25,160,707	$ 20,300,876
Services and Other Operating Expenditures	5000-5999	$ 134,445,053	$ 115,893,207	$ 118,813,557
Capital Outlay	6000-6999	$ 16,187,269	$ 1,840,884	$ 1,840,884
Other Outgo (excuding Indirect Costs)	7100-7299 7400-7499	$ 1,510,300	$ 1,510,300	$ 1,510,300
Transfers of Indirect Costs	7300-7399	$ (1,168,468)	$ (1,168,468)	$ (1,168,468)
Other Adjustments			$ (2,594,144)	$ (4,542,517)
TOTAL EXPENDITURES		$ 844,168,809	$ 749,531,153	$ 718,084,492
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	$ 2,475,399	$ 2,475,399	$ 2,475,399
Transfers Out and Other Uses	7600-7699	$ -	$ -	$ -
Contributions	8980-8999	$ -	$ -	$ -
OPERATING SURPLUS (DEFICIT)*		$ (65,678,084)	$ (81,821,040)	$ (46,749,748)
BEGINNING FUND BALANCE	9791	$ 257,932,735	$ 192,254,650	$ 110,433,610
Audit Adjustments/Other Restatements	9793/9795	$ -		
ENDING FUND BALANCE		$ 192,254,650	$ 110,433,610	$ 63,683,863
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	$ 325,000	$ 325,000	$ 325,000
Restricted	9740	$ 108,993,999	$ 58,746,779	$ 58,310,578
Committed	9750-9760	$ -	$ -	$ -
Assigned	9780	$ -	$ -	$ -
Reserve for Economic Uncertainties	9789	$ 16,833,868	$ 14,941,115	$ 14,312,182
Unassigned/Unappropriated Amount	9790	$ 66,101,783	$ 36,420,716	$ (9,263,898)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2023-24	2024-25	2025-26
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	$ 844,168,809	$ 749,531,153	$ 718,084,492
b.	Less: Special Education Pass-Through Funds		$ -	$ -
c.	Net Expenditures, Transfers Out, and Uses	$ 844,168,809	$ 749,531,153	$ 718,084,492
d.	State Standard Minimum Reserve Percentage for this District **Enter percentage**	2.00%	2.00%	2.00%
e.	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)	$ 16,883,376	$ 14,990,623	$ 14,361,690

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	$ 16,833,868	$ 14,941,115	$ 14,312,182
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	$ 66,101,783	$ 36,420,716	$ (9,263,898)
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	$ -	$ -	$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	$ -	$ -	$ -
e.	Total Available Reserves	$ 82,935,651	$ 51,361,831	$ 5,048,284
f.	Reserve for Economic Uncertainties Percentage	9.82%	6.85%	0.70%

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

2023-24	Yes	X	No	
2024-25	Yes	X	No	
2025-26	Yes		No	X

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

The district continues to strategically plan on future budget adjustments necessary to balance the budget.

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)

5. **Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.**

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	$	852,158
General Fund balance Increase/(Decrease), Page 4c, Column 2	$	(494,522)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	$	-
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	$	-
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	$	(357,634)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	$	-
Other Fund balance Increase/(Decrease), Page 4h, Column 2	$	-
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	$	(852,156)
Variance	$	2

Variance Explanation:

Variance due to rounding.

6. **Will this agreement create or increase deficit financing in the current or subsequent years?**
"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	$(55,058,916)	(6.6%)	
Current FY Surplus/(Deficit) after settlement(s)?	$(65,678,084)	(7.8%)	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	$(81,821,040)	(10.9%)	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	$(46,749,748)	(6.5%)	

Deficit Reduction Plan (as necessary):

7. **Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?**

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

MYP		Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	$	-	
1st Subsequent FY Restricted, Page 5b	$	(2,594,144)	Projected reduction to categorical programs to offset salary increases.
2nd Subsequent FY Unrestricted, Page 5a	$	-	
2nd Subsequent FY Restricted, Page 5b	$	(4,542,517)	Projected reduction to categorical programs to offset salary increases.

J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Sacramento City Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2022 to _June 30, 2023.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:	**Budget Adjustment Increase/(Decrease)**
Revenues/Transfers In and Other Sources/Contributions	$ -
Expenditures/Transfers Out and Other Uses	$ 10,976,802
Ending Balance(s) Increase/(Decrease)	$ (10,976,802)

Subsequent Years

Budget Adjustment Categories:	**Budget Adjustment Increase/(Decrease)**
Revenues/Transfers In and Other Sources/Contributions	$ -
Expenditures/Transfers Out and Other Uses	$ -
Ending Balance(s) Increase/(Decrease)	$ -

Budget Revisions

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

____ I hereby certify ____ I am unable to certify

District Superintendent (Signature)	**Date**

____ I hereby certify ____ I am unable to certify

Chief Business Official (Signature)	**Date**

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Assumptions and Explanations (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

Please see attached documents.

Concerns regarding affordability of agreement in subsequent years (if any):

K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent 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 Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Sacramento City Unified School District

District Name

District Superintendent
(Signature)

Date

Contact Person

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on _January 18, 2024, took action to approve the proposed agreement with the Teamsters Classified Supervisors union.

President (or Clerk), Governing Board
(Signature)

Date

Special Note: The Sacramento County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Tentative Agreement

By & Between

The Sacramento City Unified School District
&
Teamsters Classified Supervisors

December 19, 2023

The Sacramento City Unified School District (SCUSD) and Teamsters Classified Supervisors (TCS), hereby agree as follows:

1. **Contract Term:** The Collective Bargaining Agreement will have a three-year term of July 1, 2023, through June 30, 2026, except for the re-openers in Paragraph #4.

2. **Salary Increase (2022-2023 Reopener):** The parties agree to a ten percent (10%) across-the-board salary increase for all employees represented by TCS and employed by the District on June 30, 2023, which will be added to salary schedules, effective and retroactive to July 1, 2022.

   The parties agree to an additional six percent (6%) salary increase in recognition of the need to retain and recruit the following classifications for employees represented by TCS and employed by the District on June 30, 2023, which will be added to salary schedules, effective and retroactive to July 1, 2022:

   - Multi-Site Supervisor
   - Carpenter
   - District Grounds
   - Electrical
   - Electronics
   - Facilities Maintenance Glazier
   - Industrial Food Production Equipment Contractor
   - Hazardous Materials
   - HVAC and Refrigeration
   - Painter
   - Printing
   - Plumber

3. **Completion of Reopener Negotiations for 2022-2023:** The parties agree that this Agreement closes all-negotiations for the period July 1, 2022 through June 30, 2023.

4. **Successor Bargaining**: The parties further agree that successor contract negotiations for the period of July 1, 2023 through June 30, 2026, will comprise of the following items below and mutually agreed upon by the parties including compensation, for salaries for the 2023-2024,

2024-2025, and 2025-2026-school years. The parties will utilize the information provided by a class and compensation study to facilitate this effort. Additional successor articles shall be:

a. Article 6: Compensation
b. Article 8: Hours
c. Article 9: Assignments
d. Article 10: Holidays
e. Article 11: Vacations
f. Article 13: Transfers/Promotions
g. Article 14: Performance Evaluations
h. Article 15: Personnel Files
i. Article 17 Professional Growth Program
j. Article 23: Duration

Other items will only be introduced into the negotiations by mutual agreement.

5. **Modify Article 10.2.4:** The modification of 10.2.4 is to include Juneteenth (June 19th) as a mutually agreed upon and Board Granted holiday.

6. The parties will make every reasonable effort to reach an agreement on items in #4 a-j above at the earliest possible but no later than June 30, 2024.

7. This agreement will be implemented upon approval by both parties, which consists of Board approval and Union ratification.

8. It is the District's intention to process payments as quickly as possible to get them in the hands of TCS members. The District agrees that agreed upon payments will be received by no later than ninety (90) days after approval of this Tentative Agreement by both parties, which consists of Board approval and Union ratification.

For SCUSD

Lisa Allen, Interim Superintendent

12/20/2023
Date

For TCS

Negotiators/TCS Members

12/20/2023
Date

Alan Daurie, Business Agent

12/20/23
Date