



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.4

Meeting Date: January 18, 2024

Subject: Public Hearing: AB 1200 Public Disclosure of Proposed Salary Improvements for Non-represented, Confidential and Management Employees

- 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 proposed salary improvements for non-represented, confidential and management employees for the 2022-23 year.

Background/Rationale: The below proposed salary improvements are provided for non-represented, confidential and management employees for the 2022-23 year.

- A 10% salary schedule increase retroactive to July 1, 2022 for all non-represented, confidential and management employees

Financial Considerations: Retroactive costs for all funds for the 2022-23 year of approximately \$742K, ongoing costs of \$742K in 2023-24, \$742K in 2024-25 and \$742K 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

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| <p>Estimated Time of Presentation: 5 Minutes Submitted by: Janea Marking, Chief Business and Operation Officer Approved by: Lisa Allen, Interim Superintendent</p> |
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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: | Nonrepresented, Confidential and Management |
| Certificated, Classified, Other: | Classified and Certificated |

The proposed agreement covers the period beginning: **July 1, 2022** and ending: **June 30, 2023**
 (date) (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 | Annual Cost Prior to Proposed Settlement | Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases) | | |
|---|--|--|-------------------------------|-------------------------------|
| | | Year 1 Increase/(Decrease) | Year 2 Increase/(Decrease) | Year 3 Increase/(Decrease) |
| | | 2023-24 | 2024-25 | 2025-26 |
| 1. Salary Schedule Including Step and Column | \$ 24,440,475 | \$ 4,888,096 | \$ 2,444,048 | \$ 2,444,048 |
| | | 20.00% | 8.33% | 7.69% |
| 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. | \$ 7,424,242 | \$ 1,484,848 | \$ 742,424 | \$ 742,424 |
| | | 20.00% | 8.33% | 7.69% |
| 4. Health/Welfare Plans | \$ 4,569,084 | \$ - | \$ - | \$ - |
| | | 0.00% | 0.00% | 0.00% |
| 5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5 | \$ 36,433,801 | \$ 6,372,944 | \$ 3,186,472 | \$ 3,186,472 |
| | | 17.49% | 7.44% | 6.93% |
| 6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate) | 228.13 | | | |
| 7. Total Compensation Average Cost per Bargaining Unit Employee | \$ 159,704 | \$ 27,935 | \$ 13,968 | \$ 13,968 |
| | | 17.49% | 7.44% | 6.93% |